

California State University, San Marcos San Marcos, CA 92096-0001 (760) 750-4990 Fax (760) 750-3149

Established 1991

Executive Committee Minutes 15-08

February 5th, 2016 at 11:30 am – 12:30 pm USU 3700

Agenda Posted: February 2nd, 2016 at 11:30 am

ASI Executive Committee 2015-2016

Tiffaney Boyd President & CEO

Bianca Garcia Executive Vice President

Jamaela Johnson
VP of Student & University Affairs

Sam Ramtin Chair

Advisors Rodger D'Andreas Executive Director

Deb Fritsvold Manager of Operations

Ashley Fennell Government Affairs Coordinator

ITEM	SUBJECT	PRESENTER
01	Call to Order	Sam Ramtin
02	Sam called the meeting to order at 11:32.	Chair
02	Roll Call	Sam Ramtin Chair
	Bianca, Jamaela, Sam, Rodger, Deb Absent: Tiffaney, Ashley	Chair
03	Recognition of Guests	Sam Ramtin
	Rhiannon, Josh	Chair
04	Approval of Agenda	Sam Ramtin
Action	Motion to approve the agenda.	Chair
	Bianca: 1st	
	Jamaela: 2 nd Motion passes	
05	Approval of Minutes	Sam Ramtin
Action	Motion to table approval until next Executive Committee meeting.	Chair
	Bianca: 1st	
	Jamaela: 2 nd Motion to table passes.	
06	Open Forum	Sam Ramtin
Information	None	Chair
07	Revisit UARSC Compensation Guidelines	Rodger
Action	Description : At the 12/11/15 Executive Committee meeting, a	D'Andreas
	2% increase for all ASI staff classified by UARSC as regular	ASI Executive
	staff was approved, as per the UARSC compensation guidelines.	Director
	At the 1/11/16 Exec meeting, President Boyd asked that the 2%	Michelle
	increase be suspended until the Executive Officers can review the	Hinojosa
	annual performance appraisals of staff. In the absence of the	UARSC Director
	Executive Director, following some discussion, this item was	of Human
	tabled until the 2/05/16 Exec meeting for more information and	Resources
	discussion.	
	Motion to table discussion until next Executive Committee meeting.	
	Bianca: 1 ^{SI} Jamaela: 2 nd	
	Motion passes.	
	Fiscal Impact: Yes; \$5,870 annually	
	The meeting was extended to 1:00 at the will of the Chair.	
0.0	ACT O	Rodger
08	ASI Organizational Chart Change	D'Andreas
Information		ASI Executive
	within ASI	Director
	Rodger reviewed his job description and his interpretation of his responsibilities which include the ability to change the organizational structure of ASI. He also reviewed who	
	advises which entity and the major emphasis of each entity. (See accompanying	
	documents)	
09	ASI Initiatives	Tiffaney Boyd
Information	Description: Discuss Spring 2016 ASI initiatives	ASI President
	Item was tabled until the next Executive Committee meeting	
10	ASI Revenue and Expenses	Deb Fritsvold
Information	Description : Financial summary as of period 12/31/15	Manager of
	Item was tabled until the next Executive Committee meeting	Operations

11 Action	The Leadership Landing Loney		Tion Description: Review the newly proposed ASI Leadership Funding Policy Deb reviewed the ASI Leadership Funding Policy. Motion to approve the ASI Leadership Funding Policy Jamaela: 1 ^{SI} Bianca: 2 nd Motion passes. Mana Opera	
12 Information	Reports No Reports	Sam Ramtin Chair		
13 Information	Announcements No Announcements	Sam Ramtin Chair		
14 Action	Adjournment The meeting was adjourned at the will of the chair at 12:37.	Sam Ramtin Chair		

I, Bianca Garcia, Executive Vice President, hereby certify that the above Minutes were approved by the Executive Committee of Associated Students, Inc., at a meeting held on March 4, 2016.

Executive Vice President

Date

Comparison of General Salary Increases

Position	Date & Percentage (Most Recent Increase)	Date & Percentage (Former Increase)
ASI President	January 2016 – 3.6%	July 2015 – 12.0%
ASI Executive Vice President	January 2016 – 3.8%	July 2015 – 13.0%
ASI Vice President of Student & University Affairs	January 2016 – 4.1%	July 2015 – 4.3%
ASI Executive Director (State MPP Employee)	July 2015 – 2.0%	July 2014 – 3.0%
All ASI Pro Staff (UARSC Employees)	December 2015 – 2.0%	July 2014 – 3.0%



MPP POSITION DESCRIPTION

Department: Associated Students, Inc. (ASI) Working Title: Executive Director, ASI

Time Base: Full time Class Code: XX Position Number: XX MPP Job Code: XX Position Reports To: Vice President, Student Affairs

Classification: Administrator XX

Range Code: XX

Exempt or Non-Exempt: Exempt

Last Update:

PURPOSE OF POSITION:

Associated Students, Inc. (ASI) is a non-profit corporation and an auxiliary of California State University San Marcos (CSUSM). The Executive Director, in coordination with the ASI Board of Directors (BOD), and within its policy guidelines, serves as the chief administrative officer responsible for the financial, legal, and administrative management of the auxiliary organization. The Executive Director directs and coordinates the overall corporate goals, objectives, and long-range planning; establishes and maintains sound fiscal and operational policies and procedures; and provides a single point of contact for the integration of activities between ASI and the University in order to compliment the educational mission of CSUSM.

The Executive Director holds the top level management position in the organization with overall responsibility, in consultation with the ASI President and Board of Directors, for the general management and administration of the corporation, including the Corporate Office, Campus Activities Board, Gender Equity Center, LGBTQA Pride Center, and employees of the corporation.

The Executive Director reports directly to the CSUSM Vice President of Student Affairs, and the ASI auxiliary reports through the Division of Student Affairs. Additionally, in his/her role as the chief administrative officer for ASI, the Executive Director holds a dotted-line relationship with the University's chief financial officer, the Vice President for Finance and Administrative Services, to ensure that all applicable University, CSU, State and Federal regulations are followed. At the state-wide advocacy level, the Executive Director participates in the activities of the CSU Auxiliary Organization Association and, as appropriate, the California State Student Association.

The Executive Director serves as an advisor to the ASI Board of Directors, Executive Committee, and Finance Board. Within the Division of Student Affairs, the Executive Director serves as a member of the Senior Management Team and the Student Affairs Leadership Team. The ASI Executive Director serves on the University President's Ad Hoc Leadership Team.

MAJOR RESPONSIBILITIES:

		% of Time
1.	Leadership/Management	30%
2.	Strategic Planning	20%
3.	University/Community Partnership	20%
4.	Functional Oversight Management	30%

LIST OF TASKS FOR EACH MAJOR RESPONSIBILITY:

1. LEADERSHIP/MANAGEMENT:

Acts as a change champion. Builds competence in others through effective coaching, performance management and mentoring. Provides clear direction. Leads courageously by addressing difficult issues. Supports and moves new initiatives forward. Facilitates an environment that motivates, empowers, and inspires commitment from employees. Demonstrates commitment to creating and sustaining a diverse and inclusive workforce. Creates and implements methods for improving individual and team performance. Builds effective teams committed to organizational goals. Fosters collaboration. Creates an environment in which employees are recognized for their accomplishments and contributions to the success of the team. Supports and encourages professional and career development for employees. Understands the university's mission and vision and how the department/division work activities and goals support the mission. Identifies current and future challenges and proposes effective solutions. Determines, effectively allocates, and coordinates resources.

2. STRATEGIC PLANNING:

As a strategic partner, and in coordination with the ASI President and Board of Directors, recommends, creates, and implements long and short term strategic plan goals and operational plans for Associated Students, Inc. Ensures the goals of ASI align with and support the overall mission of the university. Motivates and encourages commitment to achievement of strategic plans. Effectively communicates the strategic initiatives. Accomplishes strategic goals for ASI.

3. UNIVERSITY/COMMUNITY PARTNERSHIP:

As a member of the campus community, ensures a community focused strategy to support the university's mission. Recognizes the importance of collective strength, knowledge, and information. Builds effective strategic alliances internally and externally. Initiates and develops strong working relationships with the community. Demonstrates commitment to diversity. Collaborates with business partners in the achievement of university goals that support the university's mission. Actively solicits and acts upon feedback. Identifies and anticipates community needs. Develops and implements solutions. Successfully negotiates through persuasion. Gains support and commitment from others. Takes the necessary measures to solicit and influence internal and external support.

4. FUNCTIONAL OVERSIGHT/MANAGEMENT:

Oversees the effective management of all functions, activities, and programs of Associated Students Inc., which includes the Board of Directors, Corporate Office, Campus Activities Board, Gender Equity Center, and the LGBTQA Pride Center. Develops, implements, and enforces policies and procedures. Coordinates information from the Chancellor's Office, and responds to special initiatives, executive orders, regulatory requirements, and/or contractual obligations.

Management

- Develop a sound and effective organizational structure.
- Directly supervise professional staff.
- In consultation with the Director of Human Resources for University Auxiliary & Research Services Corporation, serve as the appointing and termination authority for all ASI employees.
- Serve as the appointing and termination authority for all ASI independent contractors.
- Facilitate meetings, set organizational goals, and monitor and direct work flow.
- Provide professional development opportunities for ASI employees, conduct employee performance evaluations, and monitor progress on employee's goals and professional development plans.
- Provide leadership and vision for the organization, including the establishment of strategic relationships with campus and community partners.
- Authorize selection and retention of external legal services for ASI; serve as the principal point of contact with the
 organization's legal counsel.

Policy Administration

- Advise the ASI Board of Directors, Executive Committee, and Finance Board on matters related to policies affecting
 the overall management and fiscal accountability and integrity of the organization.
- Initiate policies for consideration by the ASI Board of Directors based on review of best practices in non-profit and auxiliary management; advise the board regarding legal, financial, reputational, and personnel ramifications of policy matters under their consideration.
- Comply with all requirements of the California Education Code and Title 5 of the California Code of Regulations as
 applicable, in recognition of the role of ASI as a student body organization and auxiliary organization of the CSU and
 the university.
- Implement all policies formulated and developed by the Board of Directors or as mandated by state and federal laws and regulations.

Fiscal Administration

- Develop, in conjunction with the ASI Vice President of Finance and ASI Finance Board, and in consultation with the
 university Vice President for Finance and Administrative Services, the ASI Annual Budget to be presented to the ASI
 Board of Directors and the University President for approval.
- Provide consultation to the ASI Vice President for Finance in preparation of Board of Directors reports on actual versus budgeted performance of the corporation.
- Maintain the corporation's fiscal integrity, in conjunction with the ASI President and the ASI Vice President of
 Finance, by the effective assessment and allocation of resources, developing sound budget processes, monitoring and
 creating fiscal controls, and judiciously disbursing emergency funds.
- Assist in the selection and procurement of external auditing services; ensure the completion of annual audits of the
 association's financial statements, internal controls and regulatory compliance; review operating results, compare
 with established objectives, and ensure that appropriate measures are taken to correct unsatisfactory performance.
- Negotiate and sign contracts with external, campus and system wide agencies on behalf of the corporation, upon approval of the Board of Directors.

Programmatic Development and Assessment

- Ensure that ASI programs are fiscally sound and meet the needs of the student body; assist directors in implementing a
 review and assessment of programming on a regular basis.
- Consult with students and staff to investigate new or emerging programs that will benefit and meet the strategic needs of the corporation.
- Contribute to the strategic planning and assessment process of student programming and services in the Division of Student Affairs.

Student Board of Directors Development

- · Provide guidance to the ASI Board of Directors, ASI Officers and governing boards and/or committees.
- Maintain a process whereby organizational history, role definition, and training for student development are ensured for the Board of Directors, in order to provide continuity in student leadership.
- Coordinate staff, student, and university efforts to effectively implement ASI goals and objectives, as articulated by the ASI Board of Directors.

University Relations

- Meet regularly with the Vice President of Student Affairs to provide information pertaining to ASI activities, initiatives, and organizational management issues.
- Participate in the Student Affairs Senior Management Team and the Student Affairs Leadership Team.
- Represent ASI at various university functions and on committees in order to facilitate a positive, cooperative and effective
 working relationship with all constituencies.
- Work effectively with university entities to support ASI operations and the University mission.

Facilities Management

- Execute management and operational responsibility for all ASI programs and facilities; such responsibility entails budget and fiscal planning for ASI sponsored activities, contractual obligations, insurance, risk management and all audits.
- Oversee all ASI facilities; ensure that health and safety and Cal OSHA/ADA policies are followed.
- Lead the planning efforts and present information to Board of Directors for both major and minor facility improvements.

Public Relations

- Represent ASI to both internal and external communities.
- Assure that the corporation and its mission, programs, activities and services are consistently presented in a strong, positive image to relevant stakeholders. Establish, communicate, and ensure proper use of the corporate image and identity across organizational divisions, programs, services, publications and events.
- Submit reports required by the Vice President for Student Affairs as requested.

SUPERVISION OF OTHERS:

Associate Executive Director Manager of Operations Director of ASI Community Centers Student Engagement Coordinator Financial Coordinator Community Centers Coordinator

*All of the positions noted above are employees of University Auxiliary & Research Services Corporation.

PURPOSE AND NATURE OF WORK RELATIONSHIPS:

Regular interaction with campus leadership, faculty, staff, external community members and the Chancellor's Office to persuade, solicit information, provide information and guidance, and resolve problems.

REQUIREMENTS OF POSITION:

1. List education and experience required

- Master's degree plus five years of progressively responsible professional experience which includes a minimum of four years leading and/or supervising the work of others; or an equivalent combination of education and experience.
- Four years experience in group dynamics, organizational management, business administration, public relations, and budget management.
- Four years experience with university and/or auxiliary administration and/or college student development programs and services.
- Extensive and progressively more responsible experience in higher education auxiliary management or in non-profit organizations preferred.

2. List knowledge, skills, and abilities required for this position.

Leadership / Vision:

- Ability to demonstrate an awareness and appreciation of the cultural diversity of the University community, and establish and maintain cooperative and effective relations with University employees, students, and the public.
- Demonstrated commitment to CSUSM's mission and goals as a student-centered university dedicated to teaching
 excellence and active learning with a university first perspective and a customer focused strategy.
- Ability to establish a clear and understandable vision for Associated Students, Inc., engage the university community in the implementation of the vision, and build the operational components to execute the vision.
- Ability to lead and enable groups of people to face challenges and achieve results in complex conditions.
- A demonstrated commitment to inclusiveness and access in all areas of the university.

Management / Conflict Resolution / Problem Resolution / Initiative / Continuous Improvement:

- Successful experience managing a complex organization.
- Experience building and managing an effective world-class team dedicated to organizational goals and high performance.
- Experience with directing, supervising, motivating and inspiring others; measuring the performance of people, teams and organizations, and assessing performance and progress.
- Familiarity with collective bargaining and administering corrective action as appropriate in a collective bargaining environment.
- Ability to develop and support on-going learning and professional development for staff, managers and emerging leaders.
- Ability to lead courageously by addressing difficult issues.
- Ability to initiate and support innovation with creativity, openness to change, flexibility, responsiveness, and future focus.
- Ability to apply quality management techniques of continuous improvement and employee involvement to assess and improve services, promote campus culture and build teams.
- Ability to identify current and future challenges and propose and implement effective solutions.
- Experience making effective decisions with sound analytical ability, good judgment and strong operational focus.

Communication:

- · Excellent oral and written communication skills.
- Ability to communicate effectively to a variety of audiences.
- Successful negotiation and persuasion skills.

Strategic Planning / Goal Setting:

- Experience in strategically supporting growth and/or change.
- Experience creating and implementing long and short term goals.
- Experience in determining and coordinating resource allocations.
- Ability to collaborate with multiple entities to plan and accomplish the objectives set forth in the university's strategic master plan, coordinating ongoing multiple large and complex projects from conception to completion in a centralized and highly regulated environment.
- Ability to find solutions that result in prudent decisions, to promote mutual satisfaction and positive action, and to develop imaginative approaches to achieve individual, unit and institutional strategic initiatives.
- · Ability to apply forward-thinking and creative thought with high ethical standards to develop strategic vision.

• Teamwork / Collaboration:

The ability to work effectively and build strong alliances internally and externally with a broad range of individuals
to bring the University community together around shared goals.

Functional Area Expertise:

- Knowledge of and commitment to the principles of student development.
- Knowledge of administration, organizational management, strategic planning, budgeting, financial administration, and personnel management, within a non-profit organization.
- Ability to provide a comprehensive strategic vision for the organization.
- Demonstrated ability and commitment to work with an ethnically diverse and culturally pluralistic student population and university community.
- Ability to motivate and work closely with students.
- Excellent interpersonal skills.
- Ability to communicate effectively, both orally and in writing, to a wide range of constituencies.
- Knowledge and understanding of California State University (CSU) policies and procedures with regard to auxiliaries is preferred.
- Evidence of active professional involvement in relevant professional organizations is desirable.

3. List machines, tools, equipment, and motor vehicles used in the performance of the duties

Standard office and communication equipment.

4. List unique working conditions

- Occasional overnight travel.
- This position is a "designated position" in the California State University's Conflict of Interest Code. The incumbent in this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.
- This position is subject to a criminal background check based on meeting the following criteria: Control over campus business processes, either through functional roles or systems security; access to detailed personally identifiable information about students, faculty, staff, or alumni which might enable identity theft.
- The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

REQUIRED UNIVERSITY COMPLIANCE TRAINING

This position will require adherence to University compliance training such as:

- Conflict of Interest & Ethics Training
- Sexual Harassment Prevention Training
- Injury and Illness Prevention Program Training

PHYSICAL EFFORT, MENTAL EFFORT AND ENVIRONMENTAL FACTORS

Check the appropriate box for each of the following items which most accurately describes the extent of the specific activity performed by this employee on a daily basis.

PHYSICAL EFFORT

Number of hours/day N/A 1-2 3-4 5-6 7+

- 1. Sitting
- 2. Standing
- 3. Walking
- 4. Bending Over
- 5. Crawling
- 6. Climbing
- 7. Reaching overhead
- 8. Crouching
- 9. Kneeling
- 10. Balancing
- 11. Pushing or pulling

		X	
	X		
	X		
X			
X			
X			
X	11 POST		
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X			

- 16. Driving cars, trucks, forklifts and other equipment
- 17 Being around scientific equipment and machinery
- 18. Walking on uneven ground

		Х	100000
	X		
	x		
X	1		16
X			
X			
X		5-1/1-1	
X			
X			
X			1
X			

MENTAL EFFORT

	Number	Number of hours/day N/A 1-2 3-4 5-6		
	N/A 1-2	3-4	5-6	
1. Directing others			X	
2. Writing		X		

- 3. Using math/calculations 4. Talking
- 5. Working at various tempos
- 6. Concentrating amid distractions
- 7. Remembering names
- 8. Remembering details
- 9. Making decisions
- 10. Working rapidly
- 11. Examining/
- observing details
- 12. Discriminating colors

N/A	1-2	3-4	5-6	7-
			X	
		X		
	X			
				X
				X
			X	
			x	
				X
				X
				X
				X

Number of hours/day N/A 1-2 3-4 5-6 7+

- 12. Lifting or carrying
- A. 10 lbs or less
- B. 11 to 25 lbs
- C. 26 to 50 lbs
- D. 51 to 75 lbs
- E. 76 to 100 lbs
- F. Over 100 lbs
- 13. Repetitive use of
- hands/arms
- 14. Repetitive use of legs
- 15. Eye/hand coordination

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X		

Yes	No
	X
	X
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ENVIRONMENTAL FACTORS

Num	ber o	f hours	/day	
N/A	1-2	3-4	5-6	

- 1 Inside
- 2. Outside
- 3. Humid
- 4. Hazards
- 5. High places
- 6. Hot
- 7. Cold
- 8. Dry
- 9. Wet
- 10. Change of temp
- 11. Dirty
- 12 Dusty
- 13. Odors
- 14. Noisy
- 15. Working w/others
- 16. Working around others
- 17. Working alone

V/A	1-2	3-4	5-6	7+
				X
	X			
X				
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	X			

SIGNATURES

The last sheet for any staff job description should contain the signature sheet. Signatures will include the incumbent's signature (if applicable) or new employee; the supervisor's signature and all pertinent administrative personnel.

Employee:	
Signature:	Date:
Immediate Supervisor:	
Signature:	Date:
Augustus and a Augustus for the Augustus	
Signature:	Date:
Appropriate Administrator:	
Signature:	Date:
Vice President:	
Signature:	Date:



ASSOCIATED STUDENTS, INC.

STANDARD OPERATIONS POLICY & PROCEDURE MANUAL

POLICY:

ASI LEADERSHIP FUNDING

EFFECTIVE

DATE:

JANUARY 29, 2016

APPROVAL

JANUARY 29, 2016

DATE:

PURPOSE

To establish written policies and procedures for ALF Leadership Funding (ALF).

POLICY AND PROCEDURES

- A) ASI provides leadership funding for student organizations' on-campus events and for student attendance at professional conferences.
- B) Funding amount for ALF is determined during the ASI master budget allocation process in the spring for the subsequent fiscal year.
- C) ALF funds are managed by and contained within the budget of the Executive Vice President.
- D) ALF applications (Attachment A and Attachment B) are located on the ASI website: www.csusm.edu\asi .
- E) Allocation of ALF funds is determined by the ASI Executive Vice President and professional staff member(s) who meet approximately five times per semester to review applications.
 - 1) Funding is granted based on eligibility per the ALF Guidelines and Instructions for student organizations or for student attendance at professional conferences.
 - 2) After a decision is made, the applicant receives an email noting the decision for funding.
- F) Funding is distributed on a reimbursement basis with original itemized receipts for student organizations and with proof of attendance for conferences.
- G) Funding for ALF ceases upon depletion of the funds for the fiscal year.

ASI Areas of Focus

ASI Entity →	Board of Directors (BOD)	Campus Activities Board (CAB)	
Philosophy ->	The Board of Directors (BOD) is the official voice to express student opinions, foster awareness of student issues, and protect the rights and interests of students. The BOD is comprised of 17 elected and appointed student members, including three Executive Officers, and is advised by ASI staff.	Campus Activities Board (CAB) organizes a diverse variety of activities, events, and programs focused on increasing the quality of student life at CSUSM. CAB student programmers and ASI staff work collaboratively toward creating programs that engage all CSUSM students, including students enrolled at Temecula satellite campuses.	students expression
General Areas of Focus →	 Advocacy / Programming Student Representation (On Campus) Student Representation (CSSA) Shared Governance Voter Education & Registration 	 Campus Engagement Community Service & Civic Engagement Cougar Pride & Traditions Crash Mascot program Special Events 	Femi Tran Pare Won Sexu
Featured Programs & Services →	✓ CSSA ✓ CHESS ✓ Dean's Meet & Greet ✓ Town Halls ✓ Sustainable Speakers Series ✓ Student Emergency Fund ✓ ASI Leadership Funding ✓ ASI Scholarship	 ✓ Alternative Spring Break ✓ The Ball ✓ CSUSMixer ✓ Undie Run ✓ CAB Pop-Up Events ✓ Movie Nights @ Edwards Cinema ✓ Chargers / Padres / Lakers Games ✓ CSUSM Temecula Programs 	✓ Love ✓ Inter ✓ Trans ✓ Passi ✓ Gend ✓ Parer ✓ GEC I ✓ Wom ✓ Parer
Responsibility ->	 ASI Executive Officers / Representatives Ashley Fennell (Day-to-Day Operations) Rodger D'Andreas (High Level Oversight) 	 CAB Student Programmers / Coordinator Kim Jeffrey (Day-to-Day Operations) Robert Aiello-Hauser (High Level Oversight) 	GEC IAbralRobe
Collaborations & Partnerships →	and First Night Celebration. ASI / Campus Partnerships include: Social Justin	wut Leadership Awards Night (TLAN), CougarFest, ce Summit, LEAD Retreat, Tukwut Life, Weeks of Events, STEM Saturday, Discover CSUSM Day,	Program Series, Pe Services s Pads, Con

ASI Areas of Focus

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