



**Board of Directors Meeting
April 7, 2020
10am – 12pm ET**

Approved Meeting Minutes

Attendance (X – present; R – regrets; A - absent):

Board

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| X | Ann Erhardt – Chair |
| X | Cindy Klein-Banai - Secretary |
| X | David Phillips - Treasurer |
| X | Jay Antle – Vice-Chair |
| X | Guilbert Brown |
| X | Monica Dean |
| X | Cathy Dove |

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| A | Audrey Jamal |
| X | Jenny Hirsch |
| X | Rich Miller |
| X | Srinivasan Raghavan (Raghu) |
| X | Meghna Tare |
| X | Ashwanti Vasishth |
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Management & Guests

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| X | Meghan Fay Zahniser (Executive Director) |
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| X | Allison Jones (Director of Finance & Administration) |
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AGENDA

Call to order 10:05 EST

1. Welcome & Opening Round

- a. Determination of Quorum
- b. Check-in – reflections on yesterday’s workshop on RESJ
- c. How are you working to dismantle systemic racism?
- d. Jenny asked of what Meghan’s vision of the RESJ task force moving forward? Jenny thinks they should help plan moving this forward. Task force was convened initially as part of the decision-making process for the RFP for Q1. Meghan agrees that the task force should be engaged for a process moving forward. Cut down scope of work from \$70,000 to \$25,000 due to COVID19. So Meghan would like to continue engage the

task force. Background things that could be down to get everyone on the same page.

2. Consent Agenda - approved Raghu seconded. Rich third.

- a. January 2020 Board Meeting Minutes
- b. March 20, 2020 Executive Committee Minutes
- c. Today's Board Meeting Agenda

3. Committee Updates

- a. Audit Presentation & Request for Endorsement – there is nothing of note in the audit this year. Auditors noted that the COVID19 pandemic will trigger pretty significant changes in higher ed with implications for AASHE. Ann moves to move forward as reviewed. Gil seconded. Motion approved.
- b. Finance Committee– Q1 Preliminary Overview
 - i. Meghan wants to speak to plans with regard to COVID19. Appreciation to Allison for thinking about preparing for the unknown financially and support the staff. Even though AASHE is a remote working organization, but childcare is a challenge. Opportunities for a loan for small businesses/non-profits and want to apply for one for preparing. Likely, the conference will go on-line. The loan will be to cover payroll \$275,000. According to Governance manual, important to make a decision as a full board (to incur debt). It is a forgivable loan. They want to apply right away. We have a line of credit for \$100,000. If anyone hears of other funding, please let AASHE know. Ann moves to apply for the loan for as much as available. Raghu seconds. Motion approved.
 - ii. Scenario planning. Meghan thinks we need some more data to do this, without seeing what's happening. Higher Ed budgets are about to get hammered. Some institutions won't survive. We can't compare to the earlier recession since AASHE was just starting out. Budgeting for next year will be challenging. Starts in July. It will be helpful to have a discussion this year.
 - iii. David asked how our schools are doing. Various responses. Gil liked to see maps. His planning parameters are staggering. 25% enrollment reduction. On-line instruction for first half of year. Jay – from community colleges may pick up some enrollment if going on-line for fall semester.
- c. Task Force Discussion – document Ann shared last week. Created task forces to help AASHE to assist with certain issues that may be short term. For organizational needs. Board members need to work through and need to define the goals of each group and outcomes. Jenny – make the edit on the ESJ to RESJ. Does Meghan need to be all the other task forces or can it be assigned to other staff? Should there be another "COVID19"/Crisis task force? Response: Whole board or executive committee not a committee. As for specific AASHE staff – as a liaison – Meghan should assign staff. Ann asked for board members on each task force to convene a first/next meeting. Ann asks that at each board meeting there be an update.
 - i. International
 - ii. Business
 - iii. Racial Equity & Social Justice
 - iv. Faculty Engagement
 - v. Board Member Recruitment

4. Racial Equity & Social Justice - Follow-up discussion - Meghan proposes that the task force convene in the next week or so about steps moving forward. Tap into expertise of committee. Existing contract expires in June. Put some thought into process and stakeholder engagement. Meghan reminded us to check into the on-line community.

5. **Strategic Plan Update** - Update on process – We should be thinking about updating this process. As it relates to the strategic plan – at staff retreat could envision future changes. RESJ lens. Ann – renew and refresh of our priorities. She doesn't think we need a full need.

6. **Closing Round – What are you excited about moving forward?**

- a. Megna – Curious about how things will change? Positive outlook.
- b. Monica – Excited to work with the task force on RESJ.
- c. Raghu – Excited to work on this initiative and to be on the AASHE board and working with you all. Serious crisis and opportunity to reinvision our society as a whole to change direction. We have an opportunity to do all of that.
- d. David – Excited about the possibilities of an on-line conference. Make decision sooner or later and have board involvement.
- e. Rich – Excited about the strategic plan and set a new direction and AASHE a play a role. Finishing up the President's work group on carbon reduction – students doing a lot of work.
- f. Ashwani – RESJ will be transformative. On-line conference changes the game.
- g. Cindy – Having board more involved in AASHE as we participate the evolution of higher ed from integrating RESJ and sustainability to envisioning a future. excited about the sunny 70 degree day, finishing my Passover cleaning and cooking and having an on-line seder.
- h. Gil – how can our universities help accomplish this transformation? Excited about the role AASHE can play in shaping this.
- i. Jenny – excited about RESJ stuff and AASHE and taking a lead on this. AASHE has the opportunity to take a lead for sustainability in this. She has come to enjoy this group of people. Really glad to meet Raghu and Ashwani and built a nice community. Appreciate everyone to take this on. She appreciates being part of this group and Meghan's leadership is extraordinary. Ann you are doing a fantastic job as chair!
- j. Jay – very happy to have Raghu and Ashwani and hopefully to have our other board member, Audrey. Congratulate staff and to a lesser degree ourselves to be much higher than other orgs. Fiscal prudence. Even though very hard to do this meaningfully we can start. Excited, with reservations, about what the virtual conference might mean. But end of day.
- k. Allison – looking forward to applying to PPE loan. There is a lot of opportunity for us to think and live differently. Doing her best to focus on what this situation is bringing to us to the families. Continue to monitor AASHE's financial status and do best to keep us going.
- l. Ann – looking forward to the weekend, but it's only Tuesday. To continuing this work, as always, and working together to challenging work and elevate our relevance. Supporting AASHE and each other.
- m. Meghan – excited you are all on the board, Allison staff. RESJ. Focused on opportunities as opposed to challenges. Greatful for the staff. Continue to doing amazing work. Potential for virtual conference.
https://www.youtube.com/watch?v=xYcQg_x_mP4 favorite video of pandemic.