



Board of Directors Meeting

November 19, 2021

2 PM – 3:30 PM ET

Approved Meeting Minutes

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

Board

X	Jay Antle - Chair
X	Srinivasan (Raghu) Raghavan – Vice-Chair
X	Ashwani Vasishth - Secretary
X	David Phillips - Treasurer
X	Ann Erhardt – Past Chair
X	Guilbert Brown
X	Monica Dean

X	Jenny Hirsch
A	Audrey Jamal
X	Cindy Klein-Banai
X	Meghna Tare

Management & Guests

X	Meghan Fay Zahniser (Executive Director)

X	Allison Jones (Dir of Finance & Admin)

1. Welcome and Opening Round 2:04pm
2. Consent Agenda – 2:50pm
 - October 28, 2021 Board Meeting Minutes
 - Today’s Board Meeting Agenda

MOTION: Motion to Approve Consent Agenda -

Moved by: Jay Antle

Seconded by: Raghu

List of Those Who Dissented or Abstained:

Motion Approved: 2:55pm

3. Executive Director Update & Questions – Meghan

4. Governance Committee – time stamp

- Bylaw Update
- Election Results – Board affirmed election results 2:40pm
 - Meghan shared election results - Francois Miller, McGill University, Rania Assariotaki, The American College of Greece. She suggested the board appoint Lauren Forbes. Raghu wants to hold off on appointing the next director. He has someone he is reaching out to.
 - Jenny recommended we review our goals – the two who were elected were not DEI experts, don't bring the business perspective. We don't ask demographic questions in the applications. Jenny suggested adding a business person/funder interest separate from the DEI.
 - **Appointments** – Need to consider appointing others who are not on the list of current candidates. Raghu wants someone who is comfortable talking about and understanding structural systems of racism, patriarchy, poverty, hunger, gender, etc. Get beyond recycling. David & Meghna said we've been talking about this for over a year. Raghu emphasized how difficult it is to get people to get on the board – people of color are hesitant to and are leery of sustainability organizations.
 - Next steps on appointments – Jenny & Raghu to get together and come up with a strategy for figuring our appointments. Want this person to be on board before end of Q1 2022.
 - Jay discussed adding someone from the business community. Aramark candidate could be an issue for our members. Jenny wanted to know if Meghan is interested in adding a business person to the board. Sustainable business centers or sustainable business networks or associations may be worth considering.
 - Direction to Meghan – tell them they were not elected and tell the others that they were not elected.

5. Finance Committee – 2:55pm

- Update on Budget for 2022 –
 - Jenny – the board doesn't need to decide on what we do on conferences, that is staff decision.
 - If Equity is our starting point on the budget? How would that influence our budget discussion?
 - Jay – board is responsible for the financial status of AASHE.
 - **Meaghan – budget priorities**
 - Education – we are thinking about making an investment of a platform (software) for our education offerings.
 - HR investment, IT investments
 - Will present an updated budget in early December for approval
 - Kimberly is doing a deep dive into an in-person meeting and what is involved. Everything is more expensive across the board for an in-person event.
 - Membership is split on conference – 50% in-person and 50% virtual

- GCSHE in October and do an in-person event branded differently during the summer. Summer is a slower month for events so less demand for hotels, etc. Want to give businesses opportunities to participate in both events.
- Thinking about a 300-person event on a campus with more advanced content. There are Covid considerations also.
- Idea for AASHE – Meghan and board reps, be present at various in-person events with other organizations who are hosting these events.
- Hybrid events are difficult to do well.
 - Jay – not enthusiastic about this model, but we do need to intentionally find more ways throughout the year to interact directly with our members.
 - Jenny is supportive of this model
 - David – still processing it, not sure yet. Aligned with Jay.
 - Cindy – sees appeal of a smaller conference, budgeting for institutions could be a challenge, willing to try it, is still a year of transition with the pandemic.
 - Meghna – not thrilled, summer is not a good time to host a retreat. Suggests a shorter in-person event 2 days in September, outdoors and fewer sessions.
 - Raghu – aligned with Jay on this in terms of wanting in-person. don't want to dismiss what we see on the survey for the conference. A lot of people can't afford travel.
 - Ashwani – in-person interactions are more enriching. Need to accommodate both points of view.
 - Gil – people won't budget for both events. Annual in-person events serve a great purpose to rejuvenate people.
- **Next steps on budget:**
 - Create draft budget and conduct Finance Committee meeting in December.
 - Electronic approval of 2022 budget

6. Adjourned – 3:30pm

The next regularly scheduled full board meeting is: ?