Associated Students of the University of Washington

Board of Directors | **Agenda** | Session 126

November 5th, 2026 | Husky Union Building 303 | 5:00 PM

The ASUW acknowledges the stewards of Coast Salish lands, the lands on which we currently sit, and the UW occupies. We acknowledge the original and current caretakers; Duwamish, Suquamish, Tulalip, and Muckleshoot nations and peoples.

Zoom Link | ASUW Board of Directors Agendas and Minutes | Captions

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Call to Order

Shantanu calls the meeting to order at 5:03 p.m.

Land Acknowledgement

*Roll Call | 17 total. *10 voting. 6 quorum | # present (P). # excused (E). # absent (A).*

P | *President – **Shantanu Adekar**

P | *Vice President – **Dylan Bianchi**

P | Director of Personnel – Jenny Suwanchote

P | Director of Finance and Budget – Josue Villalobos

E | Director of Communications – Riya Dhariwal

P | *Director of Internal Policy – **Raagini Ganesh**

P | *Director of Diversity Efforts – **Carlos Hugo Ladron de Guevara**

P | *Director of University Affairs – **Kitana Ludwig**

P | *Director of Programming – **Aisha Rana**

P | *Director of Community Relations – **Simon Thompson**

P | *Director of Campus Partnerships – **Caroline Huguely**

P | *GPSS Vice President of External Affairs – **Zoe Love**

P | *Student Senate Speaker – **Avery Kirscht**

P | Board of Directors Coordinator – Leila De Folo

P | Director of Student Activities – Marshall Traverse

P | Executive Director of the Husky Union Building – Carrie Moore

Public Forum

Approval of the Agenda

Dylan moves to approve

Simon seconds

Motion passes 8.0.2 5:05 p.m.

Approval of the Minutes

- Minutes

Shantanu moves to recess for 5 minutes

Shantanu calls the meeting back to order at 5:10 p.m.

Dylan moves to approve minutes

Caroline seconds

Motion passes 8.0.2 5:10 p.m.

Consent Agenda

New Business

Old Business

Funding Updates

Discussion Items

Pay Equalization - Dylan

Dylan says a few weeks ago, and over the summer, we talked about pay equalization. His intern ran the numbers and did the math on what it would look like to have everyone in ASUW get paid the same Seattle minimum wage. The spreadsheet is based

on this year's budget. It is not an accurate projection for next year's budget since the hours adjustments for next year have not been set. We do not know what minimum wage is going to be like next year but if we had standardized pay this year people would be paid $23.20 per hour in summer/autumn and $23.32 in winter/spring. We would save $180 over the whole year.

Avery asks if it would be $180 saved as an association or per person

Dylan says this is for the plan where we are just looking at setting things equal, not to save money. If we set everyone's wage to minimum wage then they would get paid $2 less and we would save $43,000. This is a sizable reduction in people's wage because it will add up when people work 15-20 hours per week. He found that from a financial standpoint it is more beneficial to work at the ASUW than somewhere in the U-District. Even with a SAF increase we have some pretty pressing budget needs. OGR, RainyDawg, A&E all have needs. Just accounting for restoring the general fund, there are programs like PTAP and TestFest that we have no way to pay for in future years. He maintains that equalizing pay across the board would be good because it seems like a nod towards the fact that this is an association instead of a hierarchal company. These numbers are based on this year so think of them as vibe indicators rather than exact data.

Josue asks if we are deciding on pay equalization today or if this is for feedback.

Dylan says our discussion today will inform the F&B Committee in their retreat, and BOD has final decision-making power for everything in the budget. Overall, this is not a final decision.

Carlos asks what the $43,000 would go to.

Dylan says he talked with **Josue** about budget priorities. A&E and RainyDawg are both suffering because during the general fund period in COVID, where we were running deficits, the price of artists raised dramatically. That gap was covered using the general fund. We do not really pay for Fall Fling since first year programs gives us a lot of money but for the other two concerts these organizations would need more money. OGR also needs more money to pay for things like Legislative Reception and if we do decide to stay in WSA we will need to pay for that every year. Also, our general fund is depleted and we might need a line item just to replenish it. Every year we have to raise our wage to keep track with Seattle minimum wage. As mentioned earlier, there is also TestFest, PTAP, and other programs that students have come to expect and rely on. It comes down to determining whether we want to continue funding those since they come out of the general fund so this $43,000 would definitely be put to good use.

Jenny asked why other ASUW positions get paid differently than board and what factors go into determining that.

Josue says they went off seniority and workload. Board has higher wages because they oversee more individuals and that might explain why positions like cashiers have lower pay.

Jenny says she was wondering more about roles outside of Board.

Dylan says there are differences in seniority that exist outside of Board. For example, the DOLA supervises the Deputy DOLA and OGR Community Organizer. However, frankly he did think the dollar difference was a little bit based on vibes.

Josue says there was not actual math that went into it, and it was just vibes. He asks Board if they are fine being paid the same amount as a cashier or director, considering they ran for their position.

Simon says he did not know how much he was going to get paid when he ran. He does worry about the minimum wage piece of things for non-exec Board members just looking at the math being a 10% pay cut. At the same time, he does not know how much pay really factors into people deciding to run for election.

Caroline likes the standardized rate between everyone. She thinks it makes sense because the workload is reflected in the hours so it doesn't need to be reflected in the rate too. She knows minimum wage would be a pay cut, but she would not mind it because we spend a lot on personnel as is. These are student dollars so as much of it should go into student programs as possible so students can benefit. They get less of a direct return when we put more of the money into personnel costs. The minimum wage here is not bad and she knows Seattle is expensive, but she does not think it is that much of a pay cut. To be paid for this job at all is pretty cool.

Aisha asks how many different pay scales currently exist in terms of unique hourly wages.

Dylan says he doesn't know but he could count.

Josue says usually $24, $23 and $22

Aisha asks if they considered going down to two pay scales or doing something closer to an incremental decrease. Like **Caroline** mentioned, the students more inclined to take on these positions are students who already do unpaid leadership positions on campus so getting paid for this is cool anyway. She thinks it is ok to go down since most people do not do this job for the money.

Dylan says minimum wage would catch up to us quickly so, even if we held it, then minimum wage would likely catch up with us anyway.

Carlos asks if everyone in ASUW would get paid the same amount per hour. He asked how much JCC directors are paid.

Josue says yes everyone would get paid the same and JCC directors get paid $23 per hour.

Carlos says he feels, when he was looking for the American Indian Student Commission Director, the money can be an incentive for positions that are hard to fill.

Avery asks if this would go in effect next year.

Dylan says yes.

Avery asks if we have the minimum wage for next year calculated.

Dylan says $22.14 will be the minimum wage for next year, and the city does not know what it will be for 2028.

Avery says he agrees with **Carlos**. Right now, we are a competitive employer and that is a good thing to be. He cannot say that the pay was necessarily a huge consideration for him and his position, but if it was below what he was already making then it would have become one. He worries about putting forth an initiative that might make people think twice about doing what are very important jobs because it does not pay enough.

Simon asks if we can do an internal poll about how much pay impacted people's decision to take a job with ASUW

Dylan thinks it is a good idea

Raagini says, comparing the minimum wage proposition to what it currently is, we have pretty similar wages and the difference it would make is not that drastic. It would not make a huge difference, but she is curious what people would say in a poll.

Carlos says he would be fine with Board taking a cut, but he thinks it would be an issue for JCC because the population for those positions is already so small.

Shantanu says to keep in mind it would be next year's Board taking the pay cut not us.

Caroline says it would be weird for Board to be at minimum wage and not the rest of the organization. She does not know if this would affect hiring. She thinks the benefit of us saving up to $43,000 makes this worth trying for a year. If it does not work, we can always change it for the following year.

Dylan says he would not like to do this on a trial basis because then we would have to cut the programs we funded if we decided not to keep the pay equalization after a year.

Carlos says he thinks a compromise could be Board earning the same as a JCC director. A pay cut for Board is a good idea, but he thinks the extent for this should be considered.

Josue says it does not make sense for those being overseen to make more than their boss.

Carlos says he is not saying a JCC director should earn more than Board, but Board can earn the same as them.

Dylan says he does not think we should cut to minimum wage because there is a good point with competitiveness. Hiring for an AIC Director this summer was a nightmare but there are other positions that don't tend to draw on people who are generally committed to ASUW. A lot of us were in ASUW for a while, but other positions do not have the same prior experience, like those in Bean Basket and Bike Shop. They see the positions on Handshake and, to get high-quality applicants, the wages do matter.

Equalizing wages across the organization would be good because he does not want to reinforce a hierarchal system. If we are using pay scaling as a way to incentivize seeking roles with more responsibility and hours that is one thing, but if we are using it to reinforce a hierarchy then that does not align with our values as an organization.

Carlos agrees

Aisha asks if certain tabs in the spreadsheet are an average of all the hours. She asks if there is a different number that could be tested out to see if a different compromise could be reached. She says we might not get the $43,000 but even if we get around $20,000 that is still a lot and can provide a lot of help.

Dylan says it was not about the $180 it was more about the principle. If we were to set up our rate next year at $23.20 the competitiveness gap would disappear because minimum wage would go up anyway.

Avery asks, if we did choose to cut to minimum wage, have we considered how many people in ASUW would have to get a second job

Dylan says there is not exactly a quantifiable way to determine that, but it is a good point since this is a substantial cut to wages.

Caroline asks what percentage of our budget we spend on personnel. She says she understands **Avery's** argument, but she does not think ASUW primarily exists to give students jobs. It is a great thing we do, but we primarily are here to serve students. She thinks we should be pouring as much money into programs as we can, but she understands not going all the way down to minimum wage. She likes the idea of a poll.

Josue says 55% of the budget goes to personnel

Simon says he is not here to defend higher wages, but if we do pay cuts a number of our employees will have to get another job. This will result in lost time and energy from the organization. If our goal is to provide programs to students, then we could be decreasing this with the new plan.

Avery agrees with **Simon**

Dylan explains he sees what **Caroline** says. He says the vast majority of programming we provide students come in the form of services. Most of what we are doing is the fact we are paying someone to go to Olympia to lobby or advocate to admin. He does not see the high payroll as a problem necessarily. Even when we look at this from a cynical angle, it is better to bring in competitive applicants. The organization suffers if we have fewer applicants.

Raagini says she is not taking a specific stance, but a big part of the services that are provided by ASUW funding also incorporates getting people to do the things that provide those services. If the thing enticing that is pay, then cutting it will hurt the support going towards those programs

Carlos says everyone here seems in agreement that the Board should take a pay cut to some extent. Those who are elected to Board wanted the job regardless of the pay. Using the logic for the competitive wages, he would not see an issue with lowering the wages of Board.

Dylan says there is also the option of setting everyone's pay to equal. Everyone in ASUW would be paid the same for every hour of work.

Avery says we do different things, and that is part of why we have a tiered pay scale. It is ok to recognize that.

Dylan says he does not think an hour of his time is more valuable than an hour of the bike mechanic's time.

Caroline says she agrees that spending on personnel is not bad. She responds to **Carlos** and says that we do not know if someone else did not run for Board with the incentive of getting paid. She does not understand why Board specifically would take a pay cut.

Carlos asks if she thinks Board should not take a pay cut

Caroline says she thinks we all should make the same rate. She doesn't think Board should get a lower rate because they did not run with the rate in mind. She does not think that someone's hour is more valuable than someone else's in ASUW. Any hierarchy should be established by the hours of week we get paid by but not the rate

Shantanu says, if we are going to be polling employees, this needs to be as transparent as possible because he does not want another "TunnelGate" happening. We need to be clear about what our intentions are and where the money is going to go if we are doing this.

Simon says he thinks this is us being transparent.

Dylan says, if we are not transparent about what the whole plan is, then tomorrow Reddit will decontextualize this and misinformation will get out. A survey is a great idea.

Raagini says she agrees with decreasing the rate for everyone but not making everyone the same rate. Doing this questions why there was ever a pay difference, and she asks why everyone is paid differently in ASUW right now. We should do research into why this was created this way. She thinks any difference in what we do should be reflected in hours instead of pay. BOD does a lot of public-facing work, which comes with more accountability for a lot of what ASUW does, and other entities might not get faced with the same amount of responsibility or backlash for things they might do. This is just something she was thinking about and she is not necessarily suggesting anything.

Avery says yes our responsibilies are reflected in our hours but part of the reason why we have tiers in wages is that there is no incentive to go for a job where we work more hours when we will get paid the same. He asks **Dylan** if this idea is something he heard on the campaign trail that students wanted.

Shantanu says most students probably don't know we get paid.

Dylan says, talking to employees, how many hour different people get and the total amount of money they get paid is a livewire every year. It is hard to separate the distinction between people being angry with the rate and people being angry with the hours. There is definitely a degree to which people have been frustrated with the Board over the last couple years.

Caroline says on the point of de-incentivization, she disagrees because you will get paid more if you work more hours per week. There is also so much value, beyond pay, of moving up the ladder in this organization. She does not know that it would de-incentivize people because moving up the ladder looks good on a resume and helps you build connections.

Dylan says the nature of the fact that we are all students makes it rare that we move from one paid position to another in this organization.

Caroline says she did not run for her position because she got to make 30 more cents an hour. She wanted to do this position generally, and she wants to recognize that she does not fully need this job to sustain herself. She notes that she comes from a different perspective but wanted to highlight that she did not come into this position for the pay increase.

Josue says pay did not impact his decision to seek a different position, but we should talk more about the numbers.

Raagini asks **Dylan** to send Board the survey before making it public.

Board Updates – Everyone

Raagini says the Secretary of Judgements and Secretary of Recommendations has been appointed for the Judicial Committee. The ECC will be presenting the EPP to them by November 17th. Judicial is considering making changes to the jurisprudence. Also, she updated the Constitution on the ASUW website. For quarterly reports, they will be due the second week of winter quarter. **Francisco** ran the idea by her of getting a second ASUW representative in GPSS, which would be a second Senate Liaison. She wants people's thoughts on this.

Shantanu asks if Senate is being chosen as where the second representative will come from since it is the biggest body.

Raagini says she does not know the intention behind this

Carlos asks when the EPP is going to be presented.

Raagini says tentatively on November 17th in Judicial, which is 4-5 p.m. on Tuesdays. She does not know when it will be introduced to Board, but likely soon after.

Avery asks how they are considering changing the jurisprudence.

Raagini says it has not been updated since 2024, so nothing drastic will be changed but they want to make updates.

Simon says, in regard to the Senator's seat in GPSS, he thinks that makes sense especially if they are looking for legislation to do joint resolutions on.

Avery says he has no objection to having a Senate appointee. They could have JCC nominate someone and Senate confirm the person.

Raagini says there is nothing saying there cannot be three liaisons, so JCC can still have a representative

Caroline says the only thing to keep in mind with that would be that the Senator who gets elected would need to make sure not to have over 5 hours of work per week since they are a volunteer.

Zoe says whoever they send sounds good.

Jenny says she recently met with **Ty** from Bike Shop to talk about hiring processes and challenges from last year. A big issue they had was new applicants needing to compete with returning employees since Bike Shop has a 95% return rate. This creates an unfair process for people who want to join, and they talked about making an exception for returning mechanics to do an end of year process instead of a rehiring one. It is good to retain experienced people, but they also need to recruit new people, and this plan will aim to do that.

Josue says it sounds good

Dylan says it will be a big change for ASUW since no entity has a process where people can automatically come back the next year. It would be a big change to exempt this organization from our selection process.

Caroline says she thinks the mechanics should just have to reapply. She asks if the hiring process takes longer than usual.

Jenny says the challenge this year was that there were more returning employees that were competing with the new applicants.

Caroline says she sees how it can seem unfair but also we should hire people with the most experience so she does not necessarily think it is unfair.

Aisha says her issue is that if we change this policy, then we have to consider if we will be doing this later for other entities. This can also be an issue that exists right now, but it might not be one that the Bike Shop experiences in the future, so it brings up the question if we should create a separate process.

Josue says now that he has more clarity he agrees with **Caroline** and **Aisha**. He thinks an apprenticeship program would be better in introducing freshman to the Bike Shop.

Dylan says it was a pain to hire Bike Shop mechanics this year, and it took 3 months to rehire someone who worked there last year. On the other hand, a difficulty is that if a mechanic is bad and does not get rehired, but someone else does, it could create issues from a personnel standpoint.

Simon says there is also a tangible aspect of the Bike Mechanic job as opposed to a lot of the other jobs in the organization.

Raagini asks why we do not make it conditional where if someone who does not want to return just has their position become open to hiring. She thinks it is normal in jobs for someone to not receive a return offer if they are not doing a good job so that may not be an issue.

Jenny says they were intending to do an assessment to see if the person is capable of holding the same job for the next year. It would not be an automatic return offer.

Raagini thinks that makes sense

Caroline says, if fairness is the issue, then letting someone return without going through the process again is more unfair. Everyone should have to reapply. She asks when we open applications.

Jenny says it opens on January 20th for head mechanics.

Dylan thought we could not open applications until the budget is finalized

Jenny says January 20th was the Handshake date from last year.

Dylan says that should not have been done, and we cannot realistically hire before spring.

Carlos thinks this opens up a can of worms where other entities will want their own system too.

Simon says he wants to point out that it costs us money to go through hirings since we pay people to sit through interviews. When there is a tangible aspect to the job, there is less subjectivity, so it is different than other entities.

Carlos says we would have to give that explanation to every other employee at ASUW.

Jenny says Bike Shop has always had a system that is different from us, and that makes this complicated. Every decision they make depends on the flow of Bike Shop in general.

Dylan says he sees **Simon's** point. It also costs us the same amount of money to hire everybody, so we would have to justify doing this for every other position, and he does not see what is special about Bike Shop that constitutes treating it differently. Four of

the people in A&E are returners, so this issue is not unique to Bike Shop. He has been talked out of this.

Josue says he has F&B books he will give to everyone, and he asks that they share them.

Dylan asks if he has a dollar shooter thing we can use at the RSO resource fair

Aisha says she can put out a stack of them at the RSO Leadership Summit. For the outreach aspect of it, she can send him a list of RSO contacts to send them to.

Dylan says they had the first meeting of the HUB Board of Representatives this morning, and it was straightforward. There was a lot of furniture overhaul and the lighting in HUB games is being replaced. They are also redoing the RSO storage. If anyone has questions about physical changes being made to the HUB, they should talk to **Carrie**. He had the second meeting of the Bean Basket Task Force this week. They got feedback from Bean Basket employees and found they felt they were not promoted enough and transition processes for the manager was pretty brutal. He looked at big picture finances and the Bean Basket's deficit is pretty insurmountable, so they are continuing to evaluate options. Lastly, he has been going to STF and found that he does not have the time to be on the committee within his hours. He asks **Avery** if he could organize a liaison election by winter quarter to proxy for him.

Avery said JCC might be a better option, but he could try.

Dylan says within the bylaws, he can go to Senate or have an open selection, but there isn't a JCC path.

Avery asks if **Dylan** could send him the info and he can see what he can do

Dylan says they can get paid. The proxy would report to him and give him an idea of what is going on every week. It is clear to him after last year that we need enhanced ASUW supervision of STF.

Kitana says, from OGR, **Towa** asks everyone to rsvp for Legislative Reception and spread the word about it in their classes.

Raagini asks if a post has been made about it yet

Kitana says not to her knowledge, but she will let **Towa** know about that.

Caroline asks when it is

Kitana says 18th at 6 p.m.. In Faculty Senate, President Jones said they are open to extending the timeline for their Student Conduct Code discussion. The Ad Hoc

Committee found 6 codes they are not in favor of. Lastly, UW is switching to an incentivized-based budget.

Dylan asked what that means and it sounds worrying

Kitana says it is for 2025-2026 that they designed early engagement for this. It is to capture early opportunities and building operational readiness, and then activating this and ensuring strategic plan alignment in 2028. They will be running IBB with ABB at the same time. In 2029, deployment and maturing this to essentially fully deploy it. They said IBB is designed to understand the cost of our choices and provide a clear view of administrative costs and accountability for both sides.

Avery asks but what is it

Kitana says with our current system this is going to be a lump sum of where all our expenses are going to. With this new budgeting, budgets will be itemized and more straightforward.

Avery asks if this is an accounting change because none of it was in the university's strategic plan.

Kitana says she thinks so. It does not look like a way to direct the funds but rather to reveal them to the public.

Dylan says UW has a webpage where they talk about it but don't define it. He reads out the webpage from another college that adopted it and says it is assigning budget money based on performance, it is a revenue-growth and allocation model. New tuition and related revenue is allocated based on core activities that generate that revenue. What this sounds like to him, is that academic areas that generate more tuition are going to start seeing a lot more funding which is great for the Allen and Foster schools but bad for everyone else. It is worrying him that it sounds like a way to financially screw large portions of the university and then just drown it in buzzwords.

Avery says there is a history of that

Kitana says this is notable to keep in mind as we proceed.

Aisha says it sounds like the train has left the station with this so there does not seem like we can do anything about it

Kitana says it did not sound like a suggestion but more of a plan they were already doing

Caroline asks if **Kitana** can get more clarification on it.

Kitana says she can do that. For faculty of academic standards, there is a conversation on the legalization of grading on attendance. Because grading on attendance is illegal, but grading on participation is ok. She will update more as she finds out more. There has also been concern about student moral on campus. Outside consultants came in and apparently the UW has been deemed one of the most competitive campuses compared

to other campuses the group has met with, and they are concerned about this. Students are concerned with getting into their majors and it is impacting moral. Even before people are applying for their majors, some students already have 100+ credits. This is causing some students to leave UW. There is brainstorming happening and an idea about a common application to the UW. They are trying to limit the amount of applications student are having to do.

Dylan says **Kate** was doing work on this last year. Part of the issue might be that some students do not know there are majors that are not capacity constrained. It might be good to have systems like the one Foster is switching to so students know what they are getting into as soon as they apply.

Aisha says Foster has recently announced their major will be more like the Allen School and most of their admits will be freshman direct admits. She worries about the barriers it raises if students are expected to know what they want their major to be at 17 years old. One of the biggest qualms brought up is the competitiveness of the major system. It brings up questions of equity for first-generation students.

Kitana says they are aware of this, and they talked about taking away some constraints on applying to majors like class sizes.

Caroline says there is a PTAP event in HUB 334 this Tuesday from 6-7 p.m.. You can come and make slime. Also, **Aisha** went to JCC on Monday, and things regarding PTAP funding seem to be going in a good direction. They might get enough from JCC for winter quarter. Planned Parenthood and GenAction might cover the leftover. She is going to apply for PTAP funding for summer and spring from STF. She would rather have PTAP in the budget but, if that does not happen, she is hoping for an award from STF.

Carlos asks if what JCC was looking at giving was enough for winter.

Caroline says yes

Aisha says it is awesome that STF is an option for Spring. But we will not have enough for winter so JCC funding will be helpful. We don't know how much JCC will be contributing yet, but it seems like everyone was willing to give something. If we do not get the funding, we will be operating at a reduced capacity anyway.

Caroline says there is a new health committee that is being spearheaded by the Husky Health Student Advisory Board. There is a lot of talk that is going to happen about how to get GPSS involved with the project. She also very badly needs the intern form that **Riya** possesses to be reopened and repromoted.

Aisha says VoteFest was awesome, and the turnout was really good. A few of the partnerships they wanted to have fell through, but they had a lot of other campus

partners showed up. She and OGR are really happy about how it went. PTAP kickoff is happening next Tuesday, and she encourages everyone to come. She still has open space in her RSO Leadership Summit agenda if anyone wants to do a workshop or share something with RSO leaders.

Avery asks if she could remind them to activate a Senate seat if they haven't

Aisha says yes. The hiring for the Programming Committee has also almost been finalized. She asks people to update her about things they want on the programming calendar.

Carlos says the Know Your Rights Workshop is on November 19th. Tell all your interns to come and food will also be there. From 8-10 p.m. tonight the Pacific Islander bowling night will be happening at the HUB.

Dylan says everyone should sign up for a check in time with him and **Jenny.**

Shantanu says the December 10th deadline is for specific title line changes on the SCC. Once that is given, we will have extended time until spring quarter to discuss the rest of the SCC changes. The SCC will likely be brought up during the April Board of Regents meeting. He met with President Jones this morning and they discussed the Student Conduct Code, and he brought up some of the points Senate had. The Board of Regents meeting is next Thursday but in Tacoma, so he is trying to figure out how to get there. In terms of ASUW movement, we have done a lot that we can so we just need to keep raising our voices.

Aisha asks if there are any updates on getting legislators involved.

Dylan says **Towa** is planning to contact **Jerry Paulette.**

Executive Session

Announcements

Adjournment

Avery moves to adjourn

Dylan seconds

Motion passes 7.0.1 6:43 p.m.