



ASSOCIATED STUDENTS OF THE
UNIVERSITY OF WASHINGTON

BOARD OF DIRECTORS | Session 125

Date: April 16th, 2026

Submitted by **Owen Rivera**, Personnel Director and **Khushi Loomba**, Finance and Budget Director

BOARD BILL 2.24: An Act to Amend the ASUW Personnel Policy to Ensure Empirical Evidence is Required for Job Changes

- 1) WHEREAS: Historically, the ASUW has never been able to properly analyze if a commission is successful or been able to see what is impacting success after a change is made; and,
- 2) WHEREAS: There have been multiple times where changes to positions and entities were reversed the year immediately after they were implemented; and,
- 3) WHEREAS: With the current FY27 budget changing most entities to have a sole director, there is a need to properly evaluate the impact of these adjustments; and,
- 4) WHEREAS: To ensure that if a position or major job change is made it is because there is tangible evidence, new major changes should only be made after a two-year evaluation period to provide tangible evidence on why a position should be changed, added, or if the pay should be changed from a stipend to a salary.

THEREFORE, BE IT ENACTED BY THE ASSOCIATED STUDENTS OF THE

UNIVERSITY OF WASHINGTON BOARD OF DIRECTORS:

- 1) THAT: The Personnel Policy, Section 9 | Personnel Records and Review, is amended to include “f. major changes to an entity or position, such as adding or removing positions, making significant job changes, or changing compensation from a stipend to a salary, shall only be evaluated and enacted after a minimum two-year period following a previous major change in order to collect tangible evidence for the decision with the exception of a 2/3 majority vote from the Board of Directors; and,
- 2) THAT: Minor changes to job descriptions to reflect changing times and minor operational updates are exempt from this two-year requirement and can still be made during the annual review process; and,
- 3) THAT: All other provisions of the ASUW Personnel Policy remain in effect.
- 4) THAT: Upon the approval from the Board of the Directors the ASUW Board of Directors Coordinator, Caroline Hugueley, shall forward this legislation to those listed below:

Nandana Jaideep | President, *Associated Students of the University of Washington*;

Sonal Virk | Vice President, *Associated Students of the University of Washington*;

Khushi Loomba | Finance and Budget Director, *Associated Students of the University of Washington*;

Owen Rivera | Personnel Director, *Associated Students of the University of Washington*; and,

Alan Galvez | Senior Advisor of the Student Activities Office.

END.

References

[2025 Personnel Policy.docx](#)