

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
BOARD OF TRUSTEES MEETING  
Minutes**

**Wednesday, January 8, 2025**

Ann Comerford called the meeting to order at 12:05 p.m., Eastern. Additional members present were: Ian Crone, Susan Pile, Yemi Gbajobi, Ian Crone, Adriane Reilly, Neela Patel, Missy Burgess, and John Taylor, CEO. Also present were Dave Teske, Stacey Givens, and Steve Chaplin.

Reilly MOVED, Patel SECONDED, and it was APPROVED, that:  
*The December 11, 2024, minutes be accepted.*

**Finance Committee**

**No report.**

**Governance Committee**

Burgess reported the Ethics Policy survey was sent to the Leadership Team and Central Office Staff with a deadline to respond today, January 8.

**Strategic Committee**

No report.

**DEI Committee**

No report.

**CEO Update**

- There are 1082 individual registrants from 85 teams currently registered for the Clay Targets Championships
- Events update: Directors Institute had 21 registered; Value of the College Union event postponed; Conference and Event Seminar has 38 registered.
- Annual conference registration currently stands at 569.
- Board of Trustee onboarding schedule was shared.
- Baltimore Waterfront Marriott contract signed for Annual Conference 2027; pause currently on Hilton Milwaukee City Center for 2028.

**Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 12:44 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
BOARD OF TRUSTEES MEETING  
Minutes**

**Wednesday, February 5, 2025**

Ann Comerford called the meeting to order at 12:05 p.m., Eastern. Additional members present were: Phillip Smith, Susan Pile, Susan Pile, Yemi Gbajobi, Keith Kowalka, Adriane Reilly, Neela Patel, Missy Burgess, and John Taylor, CEO. Also present were Scarlett Winters, Victoria Moulterie, Dave Teske, Stacey Givens, and Steve Chaplin.

Burgess MOVED, Kowalka SECONDED, and it was APPROVED, that:  
*The January 8, 2025, minutes be accepted.*

**Leadership Team Appointments**

Patel MOVED, Kowalka SECONDED, and it was APPROVED, that:  
Clayton Kolb be appointed as 2027 Conference Program Team Chair.

Kowalka MOVED, Reilly SECONDED, and it was APPROVED, that:  
Megan Bell be appointed as Assessment, Evaluation, and Research Program Team Chair.

Smith MOVED, Gbajobi SECONDED, and it was APPROVED, that:  
George Micalone be appointed as Corporate Partnerships Development Team Chair.

Burgess MOVED, Gbajobi SECONDED, and it was APPROVED, that:  
Regina Zyrek, Jessi Steward, and Jessi Eaton be appointed as members of the Education Council.

Patel MOVED, Reilly SECONDED, and it was APPROVED, that:  
Wendy Denham be appointed as Volunteer Development Team Chair.

Kowalka MOVED, Burgess SECONDED, and it was APPROVED, that:  
The Board enter executive session at 12:25 p.m.

Patel MOVED, Reilly SECONDED, and it was APPROVED, that:  
The Board leave executive session at 12:35 p.m.

**Emeritus Awards**

Kowalka MOVED, Burgess SECONDED, and it was APPROVED, that:  
Emeritus Awards be presented to Jeff Dunbar, Kim Roenn-Devney, and Maggie Towle.

**Honorary Lifetime Memberships**

Gbajobi MOVED, Reilly SECONDED, and it was APPROVED, that:

Lifetime Honorary Membership be conferred on Jennifer Zamora.

### **Governance Committee**

Burgess presented an overview of changes, definitions, and additions to the Association's Code of Ethics, and outlined policy reviews and changes.

The Board APPROVED that:

The recommendations of the Governance Committee for changes, as noted, to the Familial and Consensual Romantic and/or Sexual Relationship Policy be accepted.

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The Board APPROVED that:

The recommendations of the Governance Committee for changes, as noted, to the Whistleblower Policy be accepted.

Patel left the meeting at 1 p.m.

### **Strategic Committee**

Gbajobi reported on meeting with component group leaders related to Action Items in the Strategic Plan.

### **Finance Committee**

No report.

### **DEI Committee**

No report.

### **CEO Update**

- Regular rate registration for Annual Conference ends tomorrow (Feb.6, 2025).
- Board of Trustee members will be asked to make membership renewal calls.
- CEO and others to meet with AUID next week to discuss future management contract.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:31 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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Minutes**

**Wednesday, March 5, 2025**

Ann Comerford called the meeting to order at 12:05 p.m., Eastern. Additional members present were: Phillip Smith, Susan Pile, Yemi Gbajobi, Keith Kowalka, Ian Crone, Adriane Reilly, Neela Patel, Missy Burgess, and John Taylor, CEO. Also present were Ysenia Garcia, Anthony Otero, Rob Stagni, Dave Teske, Stacey Givens, and Steve Chaplin.

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:  
*The February 5, 2025, minutes be accepted.*

Crone MOVED, Patel SECONDED, and it was APPROVED, that:  
The Board enter executive session at 12:10 p.m.

Kowalka MOVED, Reilly SECONDED, and it was APPROVED, that:  
The Board leave executive session at 12:19 p.m.

**Emeritus Awards**

Burgess MOVED, Pile SECONDED, and it was APPROVED, that:  
Emeritus Awards be presented to Michael Slevin, Cynthia Thompson, and Jeannie Winston-Muir.

**Honorary Lifetime Memberships**

Smith MOVED, Crone SECONDED, and it was APPROVED, that:  
*Lifetime Honorary Membership be conferred on Kim Harrington.*

Katie Beaulieu joined the meeting at 12:23 p.m.

**DEI Executive Order Discussion**

Members discussed recent orders by President Trump affecting higher education, and the potential impact on the association.

**Annual Conference BoT Schedule**

Taylor reviewed the day-by-day schedule for board members during the 2025 ACUI Annual Conference in New York City.

**CEO Update**

- Board of Trustee members were asked to update the membership renewal spreadsheet for the calls they made.
- Taylor discussed the National Union of Students Charity, an organization based in the United Kingdom, and a possible partnership program for its members.

Yemi Gbajobi left the meeting at 1:17 p.m.

Smith MOVED, Pile SECONDED, and it was APPROVED, that:

*The board authorizes the CEO to accept lower international dues when partnering with a third party to increase the scale of total international members.*

- Taylor shared current registration numbers for the NYC Annual Conference and the Clay Targets National Championships.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:25 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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**Friday, March 14, 2025**

Ann Comerford called the meeting to order at 9:10 a.m., Eastern. Additional members present were: Phillip Smith, Susan Pile, Karina Wickham, Yemi Gbajobi, Keith Kowalka, Ian Crone, Adriane Reilly, Neela Patel, Missy Burgess, and John Taylor, CEO. Also present were Ysenia Garcia, Anthony Otero, Katie Beaulieu, Rob Stagni, Dave Teske, and Steve Chaplin.

Kowalka MOVED, Burgess SECONDED, and it was APPROVED, that:  
*The March 5, 2025, minutes be accepted.*

**Governance**

Burgess and Pile reported on the Board self-assessment, which showed improvement in some scoring areas.

**Finance**

Teske reported on the status of the current audit process, and gave an update on variances in the 2024 budget year. Taylor and Teske provided an update and planned direction for the Regional Financial model. They also discussed the value of opening a Ramp business account.

Burgess MOVED, Kowalka SECONDED, and it was APPROVED, that:  
*The CEO is authorized to establish Ramp Business accounts with First Internet Bank of Indiana, Member FDIC.*

Teske left the meeting at 12:15 p.m.

**Strategic Plan Updates from Subcommittees**

Patel reported on Student Programs rubric and survey development. Burgess reported on activities related to DEI.

Jake Dawes joined the meeting at 1:45 p.m.

**Corporate Partnerships**

Dawes reported on corporate partnership development, including use of consultant Velvet Chainsaw, and the new Corporate Partnership Advantage Plan.

Dawes left the meeting at 2:20 p.m.

Liz Stringer joined the meeting at 2:26 p.m.

## **Membership**

Stringer reported on institutional memberships, including renewal rates, new member outreach, and the tiered membership program.

## **Communications**

Taylor reviewed messaging protocols, shared examples of association communications, and discussed how decisions are made regarding sending out messages to Association members.

Stringer left the meeting at 3:12 p.m.

Stacey Givens joined the meeting at 3:15 p.m.

## **Strategic**

Givens and Gbajobi reported on the Strategic Plan process and progress.

## **Certification**

Taylor reported on the certification program, including participation and completion rates.

Patel MOVED, Pile SECONDED, and it was APPROVED, that:

*The Investing in Our Profession is a designated fund within the Education and Research Fund separate from any endowment, with any investment income earned attributed to the fund.*

Patel MOVED, Yemi SECONDED, and it was APPROVED, that:

*The board authorizes up to \$38,800 from the Investing in Our Profession Fund to be used for the Student Affairs and College Union certification program.*

Meeting reconvened March 15, 2025, at 10:30 a.m. EDT.

Comerford reconvened the meeting on March 15, 2025, at 10:30 a.m. Eastern. Additional members present were: Phillip Smith, Susan Pile, Karina Wickham, Yemi Gbajobi, Keith Kowalka, Ian Crone, Adriane Reilly, Neela Patel, Missy Burgess, and John Taylor, CEO. Also present were Ysenia Garcia, Anthony Otero, Katie Beaulieu, Rob Stagni, and Steve Chaplin.

Taylor reviewed the Conflict of Interest (COI) policy and indicated that board members would be receiving COI disclosure statements to complete.

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:

*Rob Stagni and Yemi Gbajobi be appointed to the Clay Targets Board.*

Crone announced board committees for 2025-2025:



- Finance = Smith (chair), Otero, Garcia
- Governance = Pile (chair), Beaulieu
- Strategic = Kowalka (chair), Stagni

Kim Pho joined the meeting at 11:00 a.m.

Pho reported on Educational Programs offered through the Association.

Hank Walter and Eric Margiotta joined the meeting at 11:25 a.m.

Walter and Margiotta reported on fundraising, member engagement, and the culmination this year of the Investing in Our Profession campaign.

Pho, Walter, and Margiotta left the meeting at 11:35 p.m.

Gbajobi MOVED, Kowalka SECONDED, and it was APPROVED, that:  
*The Board authorizes funds raised from the 2025 Legacy Leader program and Annual Conference fundraising activities to be designated to the Investing in our Profession campaign.*

Alison Ward, Victoria Moulterie, and Wendy Denham joined the meeting at 1:50 p.m.

Ward reported on volunteer application and participation numbers, along with marketing concepts, for the Volunteer Development Team.

Ward, Moulterie, and Denham left the meeting at 2:30 p.m.

Cory Headley, Amy Liss, and Stacey Givens joined the meeting at 2:30 p.m.

Headley gave a report on DEI Program Team activities and future programming.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 4:25 p.m.

The board then moved to attend a meeting of the Association's Regional Directors.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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**Wednesday, May 5, 2025**

Ian Crone called the meeting to order at 12:03 p.m., Eastern. Additional members present were: Ann Comerford, Phillip Smith, Susan Pile, Yemi Gbajobi, Anthony Otero, Katie Beaulieu, Rob Stagni, and John Taylor, CEO. Also present were Stacey Givens, Dave Teske, and Steve Chaplin.

Smtih MOVED, Stagni SECONDED, and it was APPROVED, that:  
*The March 14, 2025, minutes be accepted as corrected.*

*Otero joined the meeting at 12:09 p.m.*

**CEO Update**

- DEI Assessment Plan

Taylor presented a DEI Assessment Plan for review by the Board.

*Kowalka joined the meeting at 12:17 p.m.*

- Negotiating contract for new Atria partner – National Council on Measurement in Education (NCME)
- Negotiating contract with Milwaukee convention center for 2028 Annual Conference site
- President & CEO visited the University of Kentucky + Transylvania University a few weeks ago, and will be attending CHEMA meeting in Albuquerque next week
- Upcoming Programs
  - Student Organization Institute, June 2-5; 5/12 reg deadline
  - Facilities & Building Manager Sem, June 23-25; 5/23 regular registration deadline
  - IPDS, July 14-17; 6/13 regular registration deadline
  - Active Dialogue Institute, July 16-18; 6/16 regular registration deadline
  - I-LEAD, July 21-24; 6/30 regular registration deadline

**Regional Structure and Job Descriptions**

Pile MOVED, Kowalka SECONDED, and it was APPROVED, that:

*Recommendations for a new regional leadership team structure and new regional position job descriptions be accepted, with the President providing feedback shared by board members to regional directors*

**Non-Member Calls and Future Outreach**

Board members discussed membership calls made to non-members that attended the 2025 Annual Conference.

### **Finance**

Smith and Otero reported on roles and responsibilities of the Finance Committee and the Board of Trustees.

### **Governance**

Pile reported on the Governance Committee timeline for work during 2025-26.

*Pile left the call at 1:02 p.m.*

### **Strategic**

Kowalka and Givens reported on progress with Strategic Plan action items and future meetings with component group leaders.

### **2025-2026 Meetings & RACI Prep**

Crone and Taylor reviewed BoT committees, component group contacts, and the RACI approach used for project planning and decisions.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:35 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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**Wednesday, June 11, 2025**

Ian Crone called the meeting to order at 12:01 p.m., Eastern. Additional members present were: Phillip Smith, Susan Pile, Yemi Gbajobi, Keith Kowalka, Yesnia Garcia, Katie Beaulieu, Rob Stagni, and John Taylor, CEO. Also present were Dave Teske, Brian Magee, Stacey Givens, and Steve Chaplin.

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:  
*The May 5, 2025, minutes be accepted.*

Ann Comerford joined the meeting at 12:10 p.m.

**ACE Statement**

The Board AUTHORIZED by electronic vote on May 8, 2025 that:  
*ACUI sign onto the statement being put out by the American Council on Education (ACE) opposing recent government actions and urging the administration to work with colleges and universities to advance shared national interests.*

**Council for the Advancement of Standards**

Magee gave an overview of the history of CAS, its business model, and different scenarios being considered by the CAS board for how the organization will operate.

**CEO Update**

- Amicus Brief Invitation: Taylor shared a request from NACUBO inviting the Association to join an amicus brief in U.S. Court of Appeals related to the National Institutes of Health indirect cost rate cap.
- DEI Assessment Teams will receive an email next week with a process to submit recommendations by September 5, 2025.
- Milwaukee is still under consideration for the Annual Conference in 2028.
- National Union of Students partnership is still under discussion; announcement expected in August.

**Governance**

The Board APPROVED the recommendation of the Governance Committee to:  
*Retain the current composition and structure of the Board of Trustees.*

**Finance**

Smith and Teske reported on the Fiscal Year 2025 First Quarter financial projections and investments.

The Board APPROVED the recommendation of the Finance Committee to:  
*Accept FY25 Q1 financial statement..*

### **Strategic**

Kowalka reported on the current status of the strategic plan development process.

### **July Leadership Team Meeting**

Board Meeting: Wednesday, July 9, 12:00 – 4:00 Eastern  
Leadership Team: Thursday, July 10, 12:00 – 4:00 Eastern

### **Component Group Annual Reporting**

Crone reported on development of an annual reporting form for component groups, and asked board members to reach out to their assigned Component Group Conveners before the July Board meeting.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:29 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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Minutes**

**Wednesday, July 9, 2025**

Ian Crone called the meeting to order at 12:05 p.m., Eastern. Additional members present were: Phillip Smith, Susan Pile, Keith Kowalka, Ann Comerford, Anthony Otero, Rob Stagni, and John Taylor, CEO. Also present were Dave Teske and Steve Chaplin.

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:  
*The June 11, 2025, minutes be accepted.*

Yesnia Garcia joined the meeting at 12:09 p.m.

**Finance Report**

Shannon Borden, of Blue & Co., reported on the Association's audit for the year ending December 31, 2024.

Yemi Gbajobi joined the meeting at 12:25 p.m.

Borden left the meeting at 12:34 p.m.

Mark Murphy and Matt O'Lone of Raffa Investment Advisers joined the meeting at 12:34 p.m. to report on the Association's investment portfolio and policies.

Murphy and O'Lone left the meeting at 1:00 p.m.

The Board APPROVED the:  
*Finance Committee recommendation to change the investment policy as presented.*

Kowalka MOVED, Otero SECONDED, and it was APPROVED, that:  
*The FY2024 Audit report from Blue and & Co. be accepted.*

**Governance Committee**

The Board APPROVED the:  
*Governance Committee recommendation to change the ACUI Election Policies and Procedures as presented.*

**Strategic Report**

Kowalka reported the committee had met twice with component group leaders on progress on the strategic plan.

**CEO Update**

- NUS partnership moving forward, with program going live sometime between September and November.

Pile MOVED, Kowalka SECONDED, and it was APPROVED, that:

*Recommended changes to the Association's guidelines for conference site selection be accepted.*

Stagni MOVED, Kowalka SECONDED, and it was APPROVED, that:

The Board move into executive session.

Otero MOVED, Gbajobi SECONDED, and it was APPROVED, that:

The Board move out of executive session.

### **Component Group Reporting Process**

Crone reported on a proposed process for end-of-year reporting by component groups to the Board.

### **DEI Review**

Crone reported on the use of DEI terminology within the mission, vision, values, and strategic plan of the Association. Board feedback suggested making a change to one of the cross-cutting commitments of the strategic plan.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 4:04 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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Minutes**

**Wednesday, August 6, 2025**

Ian Crone called the meeting to order at 12:05 p.m., Eastern. Additional members present were: Yemi Gbajobi, Susan Pile, Keith Kowalka, Ann Comerford, Anthony Otero, Rob Stagni, and John Taylor, CEO. Also present were Dave Teske, Stacey Givens, and Steve Chaplin.

Kowalka MOVED, Gbajobi SECONDED, and it was APPROVED, that:

*The July 9, 2025, minutes be accepted.*

Crone MOVED, Pile SECONDED, and it was APPROVED, that:

*The cross-cutting commitments in the 2024-2029 Strategic Plan be updated as follows:  
Commitment to the principles of inclusion, equity, belonging, and justice across all communities*

**Finance Report**

No Report

**Governance Committee**

No Report

**DEI Committee**

No Report

**Strategic Committee**

No Report

**CEO Update**

- Annual Conference FYI
  - Current direction for the all-conference sessions
- Program Review Collaborative (PRC) update
- Regional Leadership Team organizational structure update
- ISIC Card – potential future initiative

**Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 12:30 p.m.

Respectfully submitted,  
Steve Chaplin



**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
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Minutes**

**Wednesday, September 3, 2025**

Ian Crone called the meeting to order at 12:02 p.m., Eastern. Additional members present were: Yemi Gbajobi, Susan Pile, Keith Kowalka, Anthony Otero, Katie Beaulieu, Phillip Smith, Rob Stagni, Ysenia Garcia, and John Taylor, CEO. Also present were Dave Teske and Steve Chaplin.

Stagni MOVED, Pile SECONDED, and it was APPROVED, that:

*The August 6, 2025, minutes be accepted.*

**Committee Reports**

**Finance**

Teske presented a review of the 2025 Q2 financial statement and the Association's investment portfolio.

The Board APPROVED, that:

*The FY2025 Q2 financial statement be accepted.*

Stacey Givens joined the meeting at 12:44 p.m.

Teske reviewed the Association's asset protection practices.

**Governance**

Pile reported a Board of Trustees self-assessment would be distributed next week with a September 22 response deadline.

**Strategic**

Stagni reported on updates by component groups to the Strategic Plan schedule.

**CEO Update**

- NUS Onboarding training sessions have taken place and gone well; Emails to new UK members go out this week, and engagement mentors reach out to their assigned campuses next week.
- Association election email goes out tomorrow, and applications will be due October 16.
- Most of the DEI review has been completed, plan to discuss with board at next meeting.
- ISIC Card business plans reviewed.

Gbajobi MOVED, Pile SECONDED, and it was APPROVED, that:

*The Board go into Executive Session at 1:28 p.m.*

Gbajobi MOVED, Pile SECONDED, and it was APPROVED, that:

*The Board move out of Executive Session at 1:31 p.m.*

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:33 p.m.

Respectfully submitted,  
Steve Chaplin

**ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL  
BOARD OF TRUSTEES MEETING  
Minutes**

**Wednesday, October 1, 2025**

Ian Crone called the meeting to order at 12:02 p.m., Eastern. Additional members present were: Yemi Gbajobi, Susan Pile, Keith Kowalka, Anthony Otero, Katie Beaulieu, Phillip Smith, Rob Stagni, Ann Comerford, Ysenia Garcia, and John Taylor, CEO. Also present were Stacey Givens, Dave Teske and Steve Chaplin.

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:

*The September 3, 2025, minutes be accepted.*

**DEI Assessment Recommendations**

Kowalka MOVED, Pile SECONDED, and it was APPROVED, that:

*The amended description of the Greer Dawson Wilson Scholarship as described within the DEI Assessment Recommendations be accepted.*

Pile MOVED, Stagni SECONDED, and it FAILED, that:

*Action be taken on the amended description of the MLB Internship Program as described within the DEI Assessment Recommendations.*

**Region III Regional Director Position**

Gbajobi MOVED, Kowalka SECONDED, and it was APPROVED, that:  
*Jeremiah Johnson serve out the unexpired term of the Region III director.*

**Committee Reports**

**Finance**

Smith and Teske provided recommendations for a 2026 Association dues increase.

The Board APPROVED, that:

*The recommendation of the Finance Committee to raise Association dues for 2026 by five percent be accepted.*

**Governance**

Pile reported 100 percent participation in the Board of Trustees self-assessment.

**CEO Update**

- Taylor invited board members to contact him about receiving background information to share with anyone interested in becoming a new Board of Trustees member.

### **Board Nomination Exercise**

Comerford asked Board members to develop a list of ACUI members who would be interested in serving as members of the Board of Trustees.

### **Adjournment**

The meeting was adjourned WITHOUT OBJECTION at 1:43 p.m.

Respectfully submitted,  
Steve Chaplin