ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Wednesday, January 7, 2026

Ian Crone called the meeting to order at 12:04 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, Stacey Givens, and Steve Chaplin.

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

The December 10,2026, minutes be accepted.

Committee Reports

Finance

No report.

Governance

Pile reported that the committee met and reviewed scheduled Association policies on Honorariums, Waiver of Fees, and Gifts to Members (proposed change), and a new policy, Institutional Member Host Waiver Policy.

The Board APPROVED the Governance Committee's recommendation of the proposed changes to the Honorarium, Waiver of Fees, and Gifts to Members Policy.

The Board APPROVED the Governance Committee's recommendation to approve the Institutional Member Host Waiver Policy.

Kowalka left the meeting at 12:30 p.m.

Strategic

Stagni noted the work of the Board on continuing to examine the environmental scan as it relates to the Strategic Plan.

Component Group Connections

The Board shared updates on individual efforts to reach out to Component Groups .

The Board went into Executive Session at 12:35 p.m.

The Board left Executive Session at 12:42 p.m.

Lifetime Honorary and Emeritus Awards

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

Emeritus Awards be presented to Luke Altendorf, Sue Burket, Perry Hacker, Tim Hogan, Marcia Gerwig, Marsha Guenzler-Stevens, Paula McNeel, and Jeff Stebar.

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

Lifetime Honorary Membership be conferred on Lincoln Johnson.

AI and Community Building Task Force Charge

Crone reported on a plan to create a volunteer task force to research the impact and opportunities related to Artificial Intelligence and community building on college campuses.

DEI Assessment Recommendations & Action

Taylor reported, and the Board endorsed, recommendations for creating a new charge and name change for the Diversity, Equity, and Inclusion Program Team. Crone asked that Taylor reconvene the Closing the Gap review team to reconsider related recommendations and to report back at the Board's next meeting in February.

CEO Update

Taylor provided an update on the status of purchasing the Central Office as a condo, including additional analysis on expenses and depreciation. Teske presented a revised financial analysis.

Taylor requested approval to open an Ramp investment account.

> Otero MOVED, Smith SECONDED, and it was APPROVED, that:
>
> *The Board authorized creation of a Ramp investment account through Apex Clearing Corporation.*

Taylor indicated that he will be emailing the Board the annual notice of Emergency Leadership Transition. He shared arrival and general meeting times for the Board at the annual conference. Taylor provided an overview of onboarding that is planned for new Board members, and highlighted that committees will be making presentations on January 28.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 1:02 p.m.
Respectfully submitted,
Steve Chaplin

ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Wednesday, February 4, 2026

Ian Crone called the meeting to order at 12:04 p.m., Eastern. Additional members present were: Yemi Gbajobi, Susan Pile, Keith Kowalka, Anthony Otero, Katie Beaulieu, Phillip Smith, Rob Stagni, Ann Comerford, and John Taylor, CEO. Also present were Michelle Tendo, Isaac Barber, Erin Morrell, Hank Walter, Dave Teske, Stacey Givens, Kim Pho, Scarlett Winters, Justin Rudisille, and Steve Chaplin.

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

The January 7, 2026, minutes be accepted.

Leadership Team Appointments

Stagni MOVED, Otero SECONDED, and it was APPROVED that:
Molly Orr, University of North Texas, serve a two-year appointment as Conference Program Team Chair for the 2028 Annual Conference.

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

Katheryn Fanning, University of Texas-San Antonio, Nathalie Grigorenko, Arts Students' Union, and Nicholas Rau, University of Miami, serve on the Education Council (three-year appointment).

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

Jeff Combs, Miami University (one-year term), and Jordy Dickey, Baylor University (two-year term), serve as Education and Research Fund co-chairs.

Annual Conference Overview

Taylor gave an overview of the meeting itinerary for the Board of Trustees at the 2026 Annual Conference in Pittsburgh.

Closing the Gap Recommendation

Givens provided highlights of the most recent Closing the Gap cohort. Taylor shared a summary of the revised recommendations of the review team.

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

The Board accept the recommendation to discontinue Closing the Gap and create a new ACUI Career Mentorship Program.

CEO Update

Taylor reported on the status of the Pittsburgh annual conference. Registration numbers are very low, which can mostly be attributed to campus funding cuts and travel restrictions. We had budgeted lower than usual for the annual conference at 825 attendees and based on numbers at the regular registration deadline we expect to be closer to 630. We are mitigating as much as possible, including doing everything possible to avoid attrition penalties at hotel properties. Requests were made to the CPT and Leadership Team to consider switching hotels where we are especially vulnerable.

The Central Office is creating #ACUI26 Rewind, which will be a post-conference virtual recap of the conference for purchase to include 25 educational sessions, keynote recordings, and PDF summaries of session content.

Taylor reported that Atria renewal contracts have been negotiated and agreed with NAGC and TESOL, both for five-year terms.

Comerford MOVED, Gbajobi SECONDED, and it was APPROVED, that:
The Board enter executive session at 1:25 p.m.

Comerford MOVED, Gbajobi SECONDED, and it was APPROVED, that:
The Board leave executive session at 1:27 p.m.

Finance Committee

No report.

Governance

Pile reminded board members to complete the board self-appraisal.

Strategic

Kowalka indicated to board members that as they meet with component group liaisons to remind them that the final day to put in Smartsheet updates is February 21.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 1:30 p.m.

Respectfully submitted,
Steve Chaplin

ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Friday, March 6, 2026

Ian Crone called the meeting to order at 9:04 a.m., Eastern. Additional members present were: Yemi Gbajobi, Susan Pile, Keith Kowalka, Katie Beaulieu, Phillip Smith, Rob Stagni, Ann Comerford, Anthony Otero (remote as noted) and John Taylor, CEO. Also present were Isaac Barber, Erin Morrell, Michelle Tendo, and Hank Walter. Additional guests joined as noted.

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

The February 4,2026, minutes be accepted.

Crone facilitated introductions and provided an overview of the agenda.

Scarlett Winters joined the meeting at 9:30 a.m.

Taylor left the meeting at 9:45 a.m.

Educational Programs

Winters provided an overview of the association's educational programs, including IPDS, the Facilities & Building Managers Seminar, I-LEAD, the Student Organizations Institute, Aspiring Directors, and the Women's Leadership Institute. She also highlighted online learning, attendance numbers, and other educational initiatives.

Winters left the meeting at 10:15 a.m.

Stacey Givens joined the meeting at 10:30 a.m.

Strategic Plan – How We Got Here

Crone and Kowalka provided an overview of the steps involved with developing the 2024-2029 Strategic Plan, including transitioning the prior and new plans, role clarification, and the planning process. They reviewed the mission, vision, values, and strategic pillars. Finally, they discussed implementation of the plan and the annual cycle for reviewing the plan.

Taylor returned at 11:00 a.m.

Strategic Plan Status Review

Kowalka and Givens provided an update on the work being done on the strategic plan. They shared the process for submitting projects, the Smartsheet dashboard for the strategic plan, and progress being made on the plan. Component groups completed 30 projects (32%) this period compared to 7 (8%) last period. There are 30 projects in progress and 25 that have not started. They shared examples of accomplishments, such as development of the educational plan, implementing the new regional structure, and implementing the new NUS UK engagement onboarding program. They also shared challenges with having to cancel the Active Dialogue

Institute due to low participation numbers. Finally, initial assumptions about projects moving forward were shared.

Givens left the meeting at 11:15 a.m.

Environmental Scan Considerations

Crone and Stagni summarized the key findings from the environmental scan conducted by the board in December 2025, looking at Social, Technology, Economic, Environmental, and Political (STEEP) factors.

The board stood in recess for lunch at 11:45 a.m.

The board, minus Gbajobi, reconvened at 1:35 p.m.

Emeritus Awards

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

Emeritus Awards be presented to Boyd Beckwith, and Mitch Kilcrease.

Clay Targets Appointments

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

Barber, Morrell, Walter, and Pile be appointed to the Clay Targets Board through March 30, 2028.

Policy Exception

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

An exception to the alcohol policy be made for alcoholic beverages to be self-served rather than a third-party licensed provider at the Past President's reception.

Closing the Gap Next Steps

Crone provided a summary of research and decision-making regarding how to move forward with the Closing the Gap program. He reminded the board of the decision-making principles put into place last year in reviewing the association's programs and services related to DEI. He referenced The Chronicle of Higher Education's DEI Legislation Tracker, and Federal Government actions impacting campus DEI efforts. While lawsuits of the 'Dear Colleague' letter recently resulted in it being legally unenforceable nationwide, the July 2025 'Bondi Memo' based on Title VI of the Civil Rights Act of 1964 is still enforcing DEI efforts that the government considers illegal.

Of greatest concern is the Office of Civil Rights investigation into The PhD Project, which provides doctoral students of color with insights into degree pursuit and networking opportunities, but limits eligibility based on the race of participants. 31 of the 45 institutions under investigation have signed resolution agreements as of February 2026. Each institution agreed not only to end its relationship with The PhD Project, but to conduct a review of all memberships or partnerships with external organizations to identify any that violate Title VI by restricting participation based on race, effectively turning a single-program investigation into a much broader compliance audit. This clearly has practical implications for ACUI as 35 of the investigated schools are ACUI members.

Gbajobi returned at 1:50 p.m.

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

In light of the unabated threats to institutions of higher education's external partnerships, such as associations, the December 10, 2025 board decision to pause the Closing the Gap program will remain in effect while the Association continues to study the legal landscape and practical implications, including membership barriers to participation.

Strategic Planning Considerations

Taylor discussed a process for examining the progress of the current strategic plan, along with information from the STEEP environmental scan, to determine if any updates should be made to the strategic plan. Consideration will be made for accomplishments, what's still in process, where to lean in or drop; environmental scan findings that impact college unions; what's most important to the work of the association; all of which will inform whether changes or plan revisions are needed. Board teams were assigned to look at environmental scan results of each of the STEEP factors as related to college union and student activities professionals.

Ysenia Garcia arrived at 2:30 p.m.

Liz Stringer joined the meeting at 3:00 p.m.

Membership

Stringer reported on institutional memberships, including new members and renewal rates. She provided a snapshot of institutional numbers broken down by size and region, and the variance due to new NUS UK members.

Communications & Marketing

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

Stringer showed a new web page that was established to provide a press kit for member justification and outreach. It includes resources such as videos, templates, and pdf templates.

Stringer also showed the marketing calendar that guides most of the outreach done in a given year. Each staff member develops a marketing and outreach plan for the events/services they oversee, which forms the basis for the annual calendar that is created. The calendar is a living document that is reviewed and revised weekly as needed to incorporate new efforts and finalize marketing dates as event plans solidify. This year, an expectation was set for the regions to develop an annual marketing calendar as well.

Stringer left the meeting at 4:00 p.m.

Dave Teske joined the meeting at 4:00 p.m.

Governance

Pile presented an overview of the Governance committee's review and recommendations for the Code of Ethics, which included a survey of the Leadership Team and goals for a more concise document, clarification on the audience, and integration into onboarding and resources.

The board APPROVED the Governance Committee's recommendation to change the Code of Ethics policy as follows:

ACUI shall maintain a Code of Ethics. This Code of Ethics extends to all Association members (institutional, individual, and associate) and Central Office staff and interns in their interactions with one another in all Association business, events, and activities, virtual or in-person.

ACUI also maintains numerous policies that govern specific behaviors and responsibilities of volunteers and staff that may intersect with the Code of Ethics, including but not limited to: Conflict of Interest, Data Management, Sexual Harassment.

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

The revised Code of Ethics be accepted.

Pile provided historical context for the DEI policy, that before 2022 ACUI had policies on Affirmative Action; Inclusive Language; and Discrimination, Harassment & Retaliation. In 2022 a new policy replacing Affirmative Action and Inclusive Language was created that reads more philosophical and less policy.

The board APPROVED the Governance committee's recommendation to remove the 2022 DEI policy.

The board APPROVED the Governance committee's recommendation to add the Inclusive Communications policy.

Finance

Taylor and Teske provided an update on the Regional budget structure, and recommended 2026 Regional budgets.

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

Recommendations for the proposed 2026 Regional budgets be accepted.

Teske departed the meeting at 4:58 p.m.

The board stood in recess for the evening at 4:58 p.m.

The board, minus Smith, reconvened on Saturday, March 7, 2026 at 10:30 a.m.

Anthony Otero and Lincoln Walburn joined the meeting at 10:30 a.m.

Education Council

Walburn provided an update from the Education Council, and facilitated a discussion and input from the board on the 2026 Core Competencies review.

Walburn departed the meeting at 11:35 a.m.

Eric Margiotta, Jordy Dickey, and Geoff Combs jointed the meeting at 11:38 a.m.

Education and Research Fund

Walter and Margiotta provided an update from the Education and Research Fund Team. The success of the Investing in Our Profession campaign, which ended on December 31, 2025, was recognized, having raised $216,327. Scholarships awarded during the year were noted, including nine for individuals to attend the 2026 Annual Conference. Updates were also provided on Day of Giving, Legacy Leaders, and conference activities. New co-chairs, Jordy Dickey and Geoff Combs, were introduced.

Regional Directors

The board and Regional Directors (RD's) met over lunch. RD's present during lunch included Lauren Gyurisin, Jennifer Puccinelli, Audrey Taggart-Kagdis, Jeremiah Johnson, Beth Goad, Mary Russell, Lina Balcolm, as well as staff liaison Dave Teske. Gyurisin provided an update of work of the RD's, and Crone commended and thanked RD's for their efforts this past year in achieving related aspects of the strategic plan.

Wendy Denman and Victoria Moulterie joined the meeting at 1:34 p.m.

Volunteer Development Team

Denman and Moulterie provided an update from the Volunteer Development Team, including volunteer metrics. Successful initiatives included VDT MythBusters webinars, volunteer matchmaking, and the Regional Leadership Team orientation. Volunteer recruitment and engagement activities during the annual conference were also shared.

Denman and Moulterie departed at 1:58 p.m.

Conflict of Interest

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

Certification Update

Taylor provided an update on the certification partner program. As part of annual program planning and a comprehensive program review the Consortium decided to not offer a spring application and exam cycle in 2026. Feedback gathered through the program review is actively shaping future planning and strategy. Association leaders believe in the value of continuing education and credentialing for the success of the profession. There is continued interest for a model that resonates with current and future student affairs professionals and can serve as a foundation for encouraging ongoing professional development, leveraging career advancement, and strengthening the credibility of the profession.

Strategic Planning Considerations Continued

Board teams assigned to look at environmental scan results of each of the STEEP factors met individually and then reported out to the larger group on potential tasks for the strategic plan, including whether they are of high, medium, or low importance. Taylor said he would synthesize each team's notes for next steps to validate and prioritize potential new tasks.

Jake Dawes joined the meeting at 3:35 p.m.

Corporate Partners Update

Dawes provided an update on the Corporate Partners Program. While 2026 expo booths were lower than budgeted, total sales related to conference were very close to meeting budget expectations. Corporate educational sessions and registrations not affiliated with booths contributed to offsetting lower booth sales.

Business Development

Taylor shared the background, strategy, and challenges of the association's business model. Revenues from dues, corporate partners, the annual conference and other programs do not cover the costs of operating the association. ACUI has diversified its business over the past decade, including providing association management services to other associations through its Atria business. However, it is still difficult to gain traction on the cost of doing business, especially during such a challenging financial time in higher education. Taylor shared other business development possibilities and facilitated a brainstorming session with the board for additional ideas.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 4:32 p.m.

Respectfully submitted,

John Taylor

ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Wednesday, April 8, 2026

Yemi Gbajobi called the meeting to order at 12:04 p.m., Eastern. Additional members present were: Susan Pile, Katie Beaulieu, Rob Stagni, Anthony Otero, Isaac Barber, Erin Morrell, Hank Walter and John Taylor, CEO.

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

The March 6, 2026, minutes be accepted.

Michelle Tendo joined the meeting at 12:10 p.m.

Environmental Scan

Taylor provided direction on next steps for reviewing the strategic plan. The Strategic committee will be further assessing the plan's accomplishments, tasks still in progress, and recommendations for adjusting or dropping tasks. Board STEEP Teams were assigned to clarify potential tasks impact on college unions & student activities, their alignment with strategic plan goals, the level of importance and urgency of prospective tasks, and which component groups to consider assigning to tasks.

Component Groups

Gbajobi reminded board members of their component group assignments. Draft annual reports have been received from some component groups, with a few outstanding. Board members are to review their component group's report and be prepared at the May 6 board meeting to provide a summary along with any recommendations for discussion. BOT members will then meet with component group liaisons to provide feedback.

Board Orientation

Gbajobi and Taylor provided a board orientation covering board committees, component group contacts, role clarification, and decision-making. RACI, a project management tool used for assigning responsibility was discussed along with practical scenarios for use by the board.

Beaulieu left the meeting at 1:00 p.m.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 1:34 p.m.

Respectfully submitted,

John Taylor

ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Wednesday, May 6, 2026

Yemi Gbajobi called the meeting to order at 12:03 p.m., Eastern. Additional members present were: Susan Pile, Michelle Tendo, Katie Beaulieu, Rob Stagni, Anthony Otero, Isaac Barber, Erin Morrell, Hank Walter, Ian Crone, and John Taylor, CEO. Also present were Dave Teske, Stacey Givens, and Steve Chaplin.

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

The April 8, 2026, minutes be accepted.

Finance Committee

Ortero reviewed roles and responsibilities of the Finance Committee.

Otero and Teske provided a report on the FY25 Q4 financial statement and the 2025 Q4 investment summary.

STEEP Environmental Scan

Taylor reviewed the STEEP (Social, Technology, Environmental, Economic, Political) factors investigated by Board teams in an effort to prioritize potential tasks to be added to the strategic plan.

Pile left the meeting at approximately 1:00 p.m.

Component Group Liaison Report Outs

Reports were heard from the Board liaisons for the Community Program Team, Education and Research Fund, AERPT, Corporate Partner Development Team, Education Council, and Regional Director component groups.

Crone left the meeting at approximately 1:20 p.m.

Governance Committee

Beaulieu provided the Board with the committee’s roles and responsibilities.

CEO Update

- Taylor shared that ACUI is in discussions with Rubric to partner on its US student organization management platform which would be branded as ACUI Pro, powered by Rubric.
- We are trying to learn more about why the University of Kentucky, a long-term member, dropped membership.
- ACPA/NASPA have revised the competencies for the Student Affairs profession that were last reviewed in 2015. Discussions are taking place to consider how functional area competencies, like college unions, might be connected to the larger set.
- Communication has gone out to current certification certificants on the pausing of certification and plan to explore other credentialing avenues.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 1:27 p.m.

Respectfully submitted,
Steve Chaplin

ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL
BOARD OF TRUSTEES MEETING
Minutes

Wednesday, June 3, 2026

Yemi Gbajobi called the meeting to order at 12:03 p.m., Eastern. Additional members present were: Susan Pile, Michelle Tendo, Katie Beaulieu, Rob Stagni, Anthony Otero, Isaac Barber, Erin Morrell, Hank Walter, and John Taylor, CEO. Also present were Geoff Combs, Jordy Dickey, Kim Pho, Dave Teske, and Steve Chaplin.

Pile MOVED, Stagni SECONDED, and it was APPROVED, that:
The May 6, 2026, minutes be accepted.

Education Research Fund Update

Geoff Combs, Jordy Dickey, and Kim Pho reported on a new year-long impact assessment initiative to be conducted for the Education Research Fund.

Combs, Dickey, and Pho left the meeting at 12:36 p.m.

CEO Update

Taylor checked in with board members on their engagement with component groups on potential tasks related to environmental scan STEEP factors. Board members were asked to complete their assignments by June 17. ACUI has contracted with Rubric to partner on ACUI-PRO, a student organization management software to be marketed to members. Through the efforts of Ian Crone, the University of Kentucky has renewed their membership. Taylor met with a representative of ACPA at the JW Marriott in Indianapolis to look at space for a potential co-location of the 2029 annual conference. The Central Office will seek stakeholder feedback over the next month on the idea and report back to the board. Board members were asked to contact non-members who attended the annual conference in Pittsburgh, and to encourage them to become members. More information will be sent by Liz Stringer. Taylor discussed a new review plan and timeline for examining Closing the Gap.

Strategic Committee

Stagni reported on work being done to examine the current tasks of the Strategic Plan, with potential adjustments shared at next month's board meeting.

Governance Committee

Beaulieu reported that the committee conducted a traditional review of Bylaws and the Association Constitution. She asked for input on whether the size of the board should be adjusted for the next year, with feedback indicating no adjustment is necessary.

Pile MOVED, Otero SECONDED, and it was APPROVED that:
The Board enter executive session at 12:55 p.m.

Morrell MOVED, Otero SECONDED, and it was APPROVED that:
The Board leave executive session at 1:01 p.m.

Morrell left the meeting at 1:01 p.m.

Finance Committee

Otero and Teske reported on the Fiscal Year 2026 First Quarter financial projections and investments.

The Board APPROVED the recommendation of the Finance Committee to:
Accept the Fiscal Year 2026 Q1 financial statement.

Adjournment

The meeting was adjourned WITHOUT OBJECTION at 1:30 p.m.

Respectfully submitted,
Steve Chaplin