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Asian Faculty and Staff Association

**2021-2022 Annual Report  
Asian Faculty and Staff Association  
California State University, Fresno**

Prepared by:  
Varaxy Yi Borromeo, President  
Earl Aguilera, Vice President  
May 31, 2022

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## SUMMARY

The Asian Faculty and Staff Association (AFSA) was founded in December 2008, and seeks to support faculty and staff interested in supporting Asian and Asian-American issues and activities on campus. There are currently 29 dues-paying AFSA members and 13% Asian American identified Fresno State students. We collected \$1,174.14 in membership dues and donations for the year.

In 2021-2022 AFSA is proud to have hosted many highly attended events that served to support the Fresno State campus community. These continue to be challenging times but AFSA was proud to rise to the occasion to advocate and support our Asian Pacific Islander Desi Americans (APIDA) community. We hosted several community events, reintroduced our Tea Socials, and worked hard to build our capacity as an organization. We thank all AFSA members and our APIDA community for your engagement and support this year.



*Thank you from our 2021-2022 AFSA Board!*

## **BOARD OVERVIEW**

### **AFSA Board Members: 2021-2022**

- President: Varaxy Yi Borromeo, Assistant Professor, Higher Education Administration and Leadership (HEAL)
- Vice President/ President-Elect: Earl Aguilera, Assistant Professor, Curriculum & Instruction
- Secretary: Rohit Mehta, Assistant Professor, Curriculum & Instruction
- Treasurer: Malisa Lee, Associate Vice President of Enrollment Management
- Technology Chair: Melissa Tav, Communications Specialist, College of Health and Human Services
- Public Relations Chair: BoNhia Lee, Communications Specialist, University Communications
- Historian: W. Saam Noonsuk, Assistant Professor, Art History
- Student Liaisons: Shimel Her Saychou, Coordinator, Asian Pacific Islander Programs & Services and American Indian Programs & Services and Dr. Veena Howard, Professor
- Activities Chair: Ahran Koo, Assistant Professor, Art Education
- Recruitment Chair: Gena Gong, Lecturer, Asian American Studies & Chia Thao, Lecturer, Public Health

### **Board Initiatives**

1. Advocate for resources and support for Asian American and Pacific Islander campus community needs.
2. Define AFSA's role in supporting various campus AAPI initiatives.
3. Continued engagement with campus community on anti-Asian sentiments.
4. Increase community awareness of pan-Asian issues.
5. Engage initiatives that increase general faculty and staff membership, including general meetings, Tea Socials, and other events such as professional development, cultural outreach, creative arts, and community building.

## BYLAWS

The bylaws were not reviewed for the 2021-2022 academic year.

## MEMBERSHIP AND DUES

AFSA offers membership, with voting rights to paid members. AFSA membership dues are \$20. Proceeds from membership dues are used for the annual Book Awards. Dues paying members have access to opportunities such as sponsored conference attendance at the [Asian Pacific Americans in Higher Education](#) Conference and sponsored participation in the Leadership Education for Asian Pacifics (LEAP) [Advance Program](#).

We initiated a membership drive in Fall of 2021 with a goal of 25 paid members. In 2021-2022, 31 members paid membership dues and donated to the Book Awards. \$1,174.14 in membership dues and donations were collected.

## ACTIVITIES

In addition to providing specific faculty and staff support, AFSA has also spearheaded additional initiatives, both internally and for the greater Fresno State community.

### ***Work with Administration***

AFSA met with Interim President Jiménez-Sandoval to discuss how to better support APIDA students, staff, and faculty. The following collaborations resulted from these conversations:

- Proposal to Interim President Jiménez-Sandoval to support APIDA students, staff, and faculty on campus.
- Confirmed additional sponsorships from Offices of the President and the Provost to support an additional three AFSA faculty and staff to attend the Asian Pacific Americans in Higher Education (APAHE) conference.

### ***AFSA Tea Socials***

Recruitment Chairs Gena Lew Gong and Chia Thao lead three virtual tea socials for members to connect and network. We raffled off two \$20 Starbucks gift cards, AFSA T-shirts, and mugs.



### ***Fresno State Staff Assembly Holiday Event***

Melissa Tav and Varaxy Yi Borrromeo attended on behalf of AFSA on December 8, 2022. Our table won a \$50 gift card! The funds were used for a final board meeting and dinner celebration.



## **AAPI Community Dialogues: Unique Aspects of Asian Communities in Central California**

Ah Ran Koo led the planning of two interrelated sessions focused on expanding understanding of Asian/Asian American communities in Central California on March 30, 2022 and April 5, 2022. There were 294 attendees across both sessions.

### **AFSA Community Dialogue I**

#### **Presenters (Community Leaders)**

- Pao Yang, President & CEO, The Fresno Center
- May Gnia Her, Executive Director, Stone Soup Fresno
- Monika Joshi, President CEO, StudentNest INC
- John Cho, Professor Emeritus, Fresno City College
- Misty Her, Deputy Superintendent, Fresno Unified School District
- Brandon Vang, President of Board of Trustees, Sanger Unified School District
- Moderators: Earl Aguilera & Melissa Tav

**FRESNO STATE**  
Asian Faculty and Staff Association

**APPRECIATION:  
REBUILDING A SENSE OF COMMUNITY  
THROUGH (VISUAL) STORIES**

**Pao Yang**  
President and CEO  
The Fresno Center

**May Gnia Her**  
Executive Director  
Stone Soup Fresno

**Monika Joshi**  
President CEO  
StudentNest INC

**AFSA Community Dialogue I:  
AAPI Communities  
in Central California**

**March 30, 2022**  
3:30 - 5:00 PM PST

[Register Here](#)

**Coordinators**  
Dr. Ahran Koo  
Assistant Professor of Art Education  
Department of Art and Design  
California State University, Fresno

Dr. Chia Thao  
Postdoctoral Research Fellow  
Department of Public Health  
University of California, Merced

**Moderator**  
Dr. Earl Aguilera  
Assistant Professor  
Department of Curriculum & Instruction  
California State University, Fresno

**Sponsors**  
Fresno State Asian Faculty and Staff Association  
California Humanities  
National Endowment for the Humanities  
Center for Creativity and the Arts

**FRESNO STATE**  
Asian Faculty and Staff Association

**APPRECIATION:  
REBUILDING A SENSE OF COMMUNITY  
THROUGH (VISUAL) STORIES**

**John Cho**  
Professor of Asian  
American Studies  
Fresno City College

**Misty Her**  
Deputy Superintendent  
Fresno Unified  
School District

**Brandon Vang**  
President of Board of Trustees  
Sanger Unified  
School District

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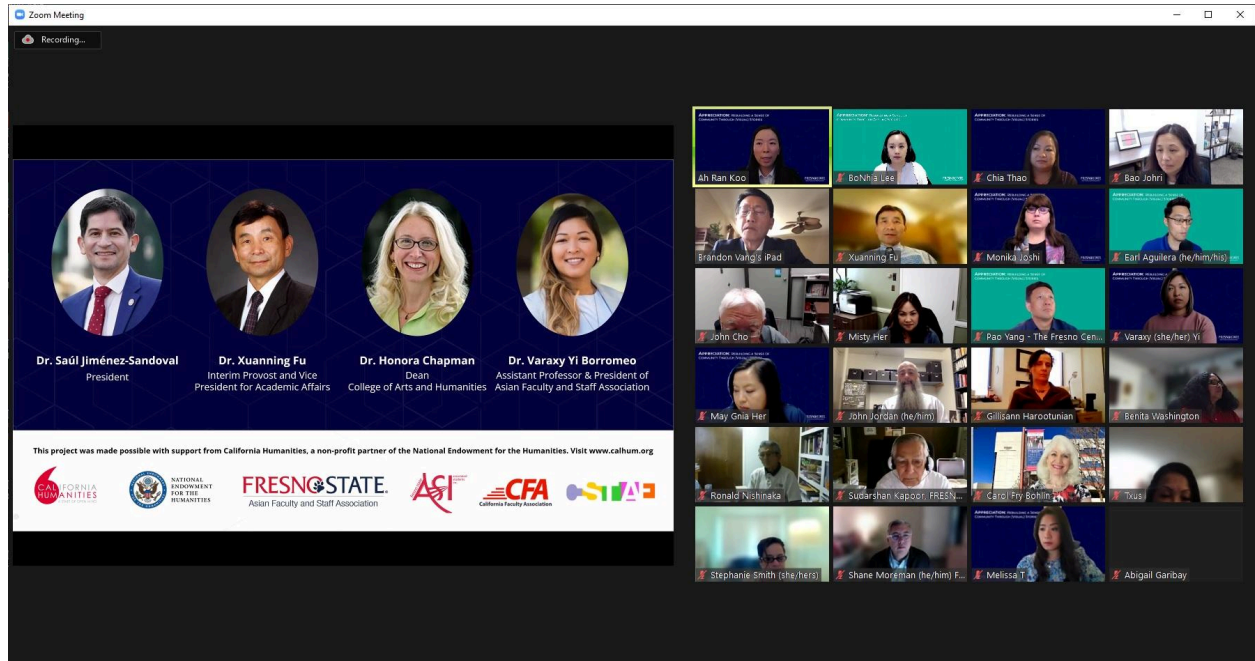
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Assistant Professor of Art Education  
Department of Art and Design  
California State University, Fresno

Dr. Chia Thao  
Postdoctoral Research Fellow  
Department of Public Health  
University of California, Merced

**Moderator**  
Melissa Tav Phan  
Communications Specialist  
College of Health and Human Services  
California State University, Fresno

**Sponsors**  
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National Endowment for the Humanities  
Center for Creativity and the Arts





There were 183 attendees. The follow up survey showed 100% satisfaction rate (33 responses, 46% surpassed their expectation).

## AFSA Community Dialogue II

Panelists (Fresno State faculty members, administrators, & staff)

- Dr. Saam Noonsuk: Assistant Professor of Art History
- Dr. Amrit Deol: Lecturer of Asian American Studies
- Dr. Thé Nguyen: Associate Professor and Chair of Mechanical Engineering

- Dr. Mui Vuong: Director of Educational Opportunity Program and Special Support Programs
- Randy Aoki: Coordinator of Special Events of Office of the Provost
- Moderator: BoNhia Lee

There were 111 attendees. The follow up survey showed 96% satisfaction rate (23 responses, 61% surpassed their expectation).

### ***AFSA Spotlight: Bao Johri***

We held a welcome event for our new Vice President of Information Technology and Chief Information Officer, Bao Johri on May 5, 2022. VP Johri joined our campus in Spring 2022. We asked the newly minted Dr. Ko Yang, who is a graduate of our Doctoral Program in Educational Leadership and who conducted a study of Hmong American women leaders in higher education, to serve as the interviewer. They had a wonderful conversation about what it means to lead as Hmong women. There were 34 attendees.

### ***Academic Support Award***

The Academic Support Award (formerly known as the Book Awards) process commenced in Spring 2022. The application process included three main criteria: demonstrated campus involvement, a statement of financial need, and a statement addressing issues impacting the AAPI community. Out of 19 total applicants, three were selected to each receive a \$500 VISA e-gift card to be used toward academic expenses.

#### **Awardees**

- Howard Lao, Biology / Pre-Med (Senior)
- Kaylan Madoori, Kinesiology (Junior)
- Katie Xiong, Pre-Health (Freshman)

Subcommittee - Earl Aguilera (chair), Melissa Tav, Ah Ran Koo, Saam Noonsuk

#### **Readers:**

- Dr. Malisa Lee (Student Affairs and Enrollment Management)
- John Lor (Educational Opportunity Program)
- Mazie Moua (Learning Center)

- Ger Xiong (TRIO Student Support Services)
- MyChue Vang (Liberal Studies).

A virtual recognition event was held April 26, 2022 to celebrate and recognize the three recipients. There were 12 in attendance.

## **Sponsorships and Collaborations**

### ***APAHE Conference Support Sponsorship***

AFSA sponsored two students to attend the Asian Pacific Americans in Higher Education Virtual Conference in Long Beach, CA on April 6-9, 2022.

### ***LEAP-Advance Sponsorship***

AFSA committed to sponsoring up to one Fresno State faculty, staff, and administrators to attend LEAP-Advance in summer 2022. The sponsorship covers \$1,750 in registration fees and \$1,250 in lodging and transportation. President Jiménez-Sandoval committed to sponsoring two additional individuals. Interim Provost Fu committed to sponsoring one additional individual. We received four applicants who were accepted to LEAP. We are excited for the four sponsored attendees, who will plan programming for next year as a result of their participation in LEAP:

- Ah Ran Koo
- Ger Xiong
- Saam Noonsuk
- Chia Thao

### ***Asian Pacific American Heritage Month Celebration***

AFSA co-sponsored an event in support of the work of Asian Pacific Islander Programs and Services.

## **FINANCIAL ACCOUNTS**

There are two funding sources which support AFSA. The first funding source is membership dues which are deposited into a EECU account and are used for

student academic support awards. The second funding source is an allocation from PCEDI which is coordinated by PCHRE/CCGC in the amount of \$7,500 to assist with AFSA operational expenses.

## Budget

<b>EECU Account</b>	
Prior Balance/Carryover	\$505.19
<b>REVENUE</b>	
Membership Dues	\$1,174.14
Interest	\$0.49
<b>TOTAL Revenue</b>	<b>\$1,679.82</b>
<b>EXPENSES</b>	
Book Awards (3) \$500	\$1,517.85
<b>TOTAL Expenses</b>	<b>\$1,517.85</b>
<b>Balance</b>	<b>\$161.97</b>
* The balance in this account rolls over to next year.	
<b>PCHRE/CCGC Account</b>	
<b>REVENUE</b>	
PCHRE Allocation	\$7,500.00
<b>TOTAL Revenue</b>	<b>\$7,500.00</b>
<b>EXPENSES</b>	
Summer 2021 LEAP Advance	\$500.00
APAHE Student Support Lodging	\$543.60
APAHE Student Support Registration	\$400.00
APAHE Student Support Meals	\$52.71
Summer 2022 LEAP Advance Registration	\$1,750.00
Honorariums to Community Speakers	\$200.00
Staff Assembly Winter Celebration Table Supplies	\$12.18
AAPIGC Full Page Ad	\$500.00
AFSA Board End of Year Meeting and Dinner	\$246.37
AAPIGC Food	\$3,030.00
<b>TOTAL Expenses</b>	<b>\$7,234.86</b>
<b>Balance</b>	<b>\$265.14</b>
* Balances in this account will be swept at the end of the fiscal cycle.	

## APPENDICES

### President's Report

- Financial Accounts Transfers and documentation of process
- Managed dues and financial expenditures
- Engagement with the Past President's Council
- Collaborations with Interim President Jiménez-Sandoval
- Nominations Committee
- Led AFSA Board meetings
- Asian American Pacific Islander Graduation Ceremony speaker
- AFSA Spotlight

### Vice President Report

- Coordinated Academic Support Award (Formerly "Book Award")  
Subcommittee of four AFSA e-board members, including Melissa Tav, Ah Ran Koo, Saam Noonsuk
  - Supported recruitment of five additional reviewers/readers for the award, selected from the broader AFSA membership
  - Participated in the review, selection, and awarding process, narrowing 19 applicants down to three Academic Support Award recipients of \$500 each
- Following the coordination of Dr. Ah Ran Koo, activities chair, and in collaboration with Melissa Tav, facilitated the AFSA Community Dialogue I event, featuring 6 local AAPI leaders and 294 in attendance
- In collaboration with the Asian American Pacific Islander Graduation Celebration (AAPIGC) organizing committee, served as AFSA liaison and on-site volunteer coordinator at the May 21, 2022 event.
  - Coordinated with AFSA leadership to recruit grad marshals from the Fresno State AFSA community and beyond
  - Collaborated with SaveMart Center representatives to organize catering for steering committee, volunteers, participating faculty/staff, and ~100 students
  - Coordinated team of 11 volunteer grad marshals for set up, execution, and clean up of May 21, 2022 AAPIGC event
- In collaboration with President Varaxy Yi Borromeo and AFSA board, performed general promotion of AFSA activities

## **Public Relations Chair Report**

- Maintain and update official AFSA social media accounts, including Facebook and Twitter
- Create posts for both Facebook (4-5 posts/week desired, but accomplished this four to five times a month) and Twitter (daily posts desired, but posted 4-5 times a month)
- Create posts aimed at recruitment of new members, promoting events/initiatives, celebrating faculty/staff/students and relevant current news/events
- Enhance engagement with current followers and build new followers (consistently share, retweet, comment, like, etc)
- Increased # of followers on both accounts, from Aug 2021 to April 2022: Twitter (+15 followers & 45,600 total impressions) / Facebook (+13 followers)
- FB post with highest reach (4,800) was the Bao Johri event announcement. Twitter post with most impressions (5,500) was the AAPI Community Dialogue featuring Fresno State faculty and staff.
- Create content relevant to AFSA's mission and goals, while highlighting faculty, staff and students. Examples include:
  - AANAPISI Week (Sept. 2021)
  - Hmong New Year (Dec. 2021)
  - Fresno State Staff Assembly Holiday Party (Dec. 2021)
  - Asian Pacific Heritage Month (May 2022)
- Created all event flyers and promoted each on social media, as well as University's Campus News' newsletter
- Created themed flyers for monthly Virtual Tea Socials
- Moderated one of the two AAPI Community Dialogues

## **Student Liaison Report**

- Breakout room moderator for Panel Event
- Breakout room moderator for Stop AAPI Hate Listening Session
- Book award Subcommittee
- Verified Book Award applicant information and eligibility
- Updated Book Award Qualtrics application
- Reviewed and scored Book Award applicants
- Publicized AFSA Events to students via EOP Listserv

### **Technology Chair Report**

- Updated and maintained organization website's to new OUCampus template
- Updated board directory with member photos and titles
- Updated Book Award information on website
- Updated resource links page to include community and campus resources
- Submitted AFSA events to Campus News newsletter, as needed
- On subcommittee for AAPI Community Dialogue, Part 1 (March 30) and Part 2 (April 5). Helped moderate Q&A session for Part 1.
- Served on subcommittee for AFSA LEAP Advance nominations
- Served on subcommittee for 2022 Academic Support Awards, and assisted with scoring applicants, recruiting readers and coordinating and emceeing 4/26 virtual awards
- Assist public relations chair with social media posts, if needed
- Submitted AFSA events to Campus News newsletter, as needed
- Attended 4/6 CSUEU Asian American Constituency informational meeting

### **Secretary Report**

- Record minutes of board meetings, make corrections as needed
- Maintain minutes of board meetings in shared AFSA Google drive
- Supportive role for the Events Committee
- Breakout room facilitator for AAPI Listening Session event

### **Treasurer Report**

- Document the AFSA budget (PCHRE allocation and the AAPICC/AFSA trust account) and manage/track stateside expenses
- Work and coordinate with the CCGC administrative assistant to process and remit payment for approved AFSA/AAPICC expenses
- Review and determine how to transition the AAPICC/AFSA foundation trust account to the AFSA President and Treasurer

### **Historian Report**

- Maintain records (i.e., event flyers) of events hosted by AFSA
- Facilitated Zoom breakout sessions and support all AFSA virtual events
- Contributed to the update of the Bylaw
- Co-facilitated and co-developed the AAPI Listening Session

**Recruitment Chair Report**