

[Resignation Letter]

Good Morning,

It is with a broken heart that I write to you today to announce that I will be resigning from my position as ASUOP President.

My reason for leaving my position stems from a ten-months-long conflict between myself and Vice President Simon Hinmon, in which my kindness has been abused and my limits tested. After nine months of attempted resolution, both with the assistance of the ASUOP Advisor and one-on-one, I decided to file a case with the ASUOP Supreme Court about this matter.

Today, the Court ruled that it would not be pursuing any kind of disciplinary action against VP Hinmon. Their recommendation was that he be put on a performance plan, accommodations be made for his physical and mental health, and that the ASUOP Advisor be the one to mediate this conflict.

I will not try to change the Court's mind, nor appeal its decision to the Advisor. Doing so would call the legitimacy of the Court into question and put me back at square one. That being said, I am deeply disappointed by this conclusion.

The precedent has been set that high-ranking ASUOP officers may consistently neglect their duties, so long as they deflect onto others, make empty promises that go unfulfilled, and weaponsize their mental health.

It is shown that they do not need to be engaged in their role, use a calendar, or arrive to meetings on-time and prepared. That grown adults need to be told that creating a wall in their office, publicly shaming their fellow Officers, including those who work underneath them (the Senate) and the head of their organization (me), is unprofessional and mean-spirited.

That you may curse at your fellow Officers, even the ones that you directly oversee, so long as you say "sorry" after each time you do.

That it is okay to join clubs or take on new responsibilities because it will bolster your resume or bring you amusement, even if that means only giving a small amount of effort to your high-ranking role.

That you do not need to step down from your position, even if it is what is best for the organization you are intended to serve.

That you can wait until the end of your term to do critical things like create a Senate Handbook, a document that would be essential in setting officers up for success.

That you do not need to read the documents foundational in outlining your job duties.

That you can throw your peers under the bus when you have failed to do your job. The former Director of Communications was blamed for failure to upload the ASUOP Bylaws and Constitution onto the ASUOP website, as is the duty of the Vice President, but VP Hinmon never came to me with these issues. The Clerk was also blamed for not being reachable or active enough when I brought my concerns to VP Hinmon concerning his lack of support.

That you do not need to get to know the people that you work with. To my fellow officers, I guarantee that VP Hinmon cannot name most of you nor what your role is.

That life circumstances are a cop-out for failing to fulfill your responsibilities. That it is okay to put someone through hell and nullify their struggles because you “have it worse.”

That things will always work out for you, even if you do not put in the work. You can take the free food, fancy title, opportunities, network connections, and prestige, and run.

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Despite what I have had to deal with during my term, there are parts that I will always look back on with fondness. For the past ten months of my life, I have enjoyed the privilege of serving alongside some of the brightest, most motivated people I have yet to meet.

I would also like to specifically highlight my fellow Cabinet members. I love you guys, from the bottom of my heart. I am sorry to be leaving so abruptly, but I know that you will be fine to function in my absence. Each of you is a pro at what you do and I have full confidence that you will continue to succeed and grow. As great as it would be to claim that I had been the reason that we have accomplished so much in this year, I cannot; it was all you.

This was never how I had intended to end my term, but I feel that it must be this way. I have done my due diligence, and it was not enough to rectify long-standing issues that I have been wrestling with.

I hope to still see some of you around, and I will always be here for you if you need me.
Until then, thank you.

Sincerely,

A handwritten signature in black ink that reads "Katherine Moreno". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Katherine Moreno, President

05/14/2024

[Regents Report]

Regents Report & Statement on Resignation

To: University of the Pacific Board of Regents

From: Katherine Moreno, Former President of ASUOP

Over the past ten months, I have had the honor to serve as the Associated Students of the University of the Pacific's 124th President. It has been a life-changing experience, full of progress and accomplishment alongside some of the brightest people that I have ever come to meet.

Before discussing my reason for resignation, I would like to highlight the hard work that has been done by ASUOP's Executive officers over the past semester.

The Executive (By Department)

Arts & Entertainment (A&E) – *Led by Alysha Haight (ESB '25, Business Marketing Mangement)*

As the largest programming arm of ASUOP, A&E is a student involvement powerhouse. Students attend consistently in droves to share their love of music, engage artistically, and spend time with friends, old and new. This team of nine (9) plan large-scale events featuring both student and Grammy-winning musical artists, great food, and vibrant atmosphere. Each event reflects the spirit of A&E's head, Alysha, who is not only driven by her love of music, but her genuine passion for bringing joy to the people that ASUOP serves.

Projects have included:

- DeStress Fest (including a full arcade)
- Skate the Night Away (including ice skating in the DUC Ballrooms)
- Be Our Valentine
- Disneyland Getaway (for 50 Pacific students)
- Y2K Party (featuring performances by Neo Souls)
- Student Brickyards: Java Jamz, Boot Scoot (with line dancing)
- Movie Series in the Janet Leigh Theatre
- Tigerlands (Spring 2025 Signature Concert)

Community Advocacy, Support, and Engagement (CASE) - *Led by Abrefi Adubofour (COP '26, Psychology)*

Since CASE was formed to act as the successor to ASUOP's DEI department in Fall 2024, it has developed into a creator of safe spaces for those of all backgrounds and communities to feel seen

and heard. It has established strong ties to the Center for Identity and Inclusion, a fact that I believe will serve Abrefi and her successors well going forward. There is so much potential for this department to continue expanding, largely in part due to its leader's construction of a firm, dynamic foundation upon which to build bigger and better things.

Projects have included:

- Women's History Month Tabling
- Y2K Dance (in collaboration with A&E; desserts catered by a local, Black-owned bakery)
- Management of ASUOP's statement on TPUSA and Transphobia on Pacific's Stockton campus
- Working with the University's office of Diversity, Equity, and Inclusion to ensure that bias reporting is accessible to students
- Collaborative programming with the Center for Identity and Inclusion

Creative Services - *Led By Ethan Niemeyer (COP '25, Graphic Design)*

To say that Creative Services is in high demand would be an understatement. Over the past year, it has become ASUOP's sole graphic design provider (aside from A&E's Vice Chair, Ethan Fontes) and the keeper of its distinct brand image. The architect of its new streamlined design is its Director, Ethan Niemeyer. Ever the innovator, he is always looking for new ways to develop his department into one that is as efficient as it is impactful, utilizing his own business savvy and knowledge on the ever-evolving creative media production field to do so.

Projects have included:

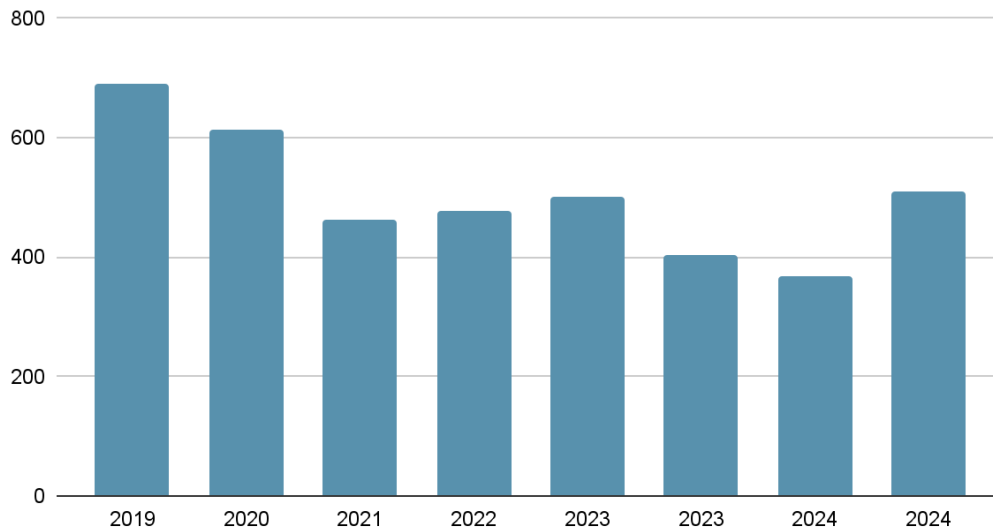
- In-house ASUOP Design and Photography services
- Design, Photography, and Videography services for student groups
- Assistance with faculty projects
- Revitalization of ASUOP's official Instagram account and website
- ASUOP Design Show (a showcase of all the work that the Creative Services department has done this year)

Elections - *Led by Julie Kim (COP '26, Political Science, Philosophy)*

The position of Elections Coordinator is one that has proved to not be for the faint of heart nor those avoidant to working hard with dedication. Thankfully, this is no issue when it comes to Julie Kim. Despite much of the uncertainty that can come from student government elections, from laying out a timeline, all the way up until the last day of voting, she has continued to find creative ways to produce bigger and better ASUOP elections.

Case and point, ASUOP's Special Elections drew the highest voter turnout since the 2021 ASUOP General Election.

ASUOP Elections - Total Participation (Year v. Votes)



Note: Years listed twice represent General Elections, followed by the Special Elections for that year.

Should she continue in this role going forward, I believe that ASUOP Elections would be in the most capable of hands.

Finance - *Led by Chand Kaur (ESB '25, Accounting)*

Resilient does not even begin to describe Chand, nor her team. On top of managing such a large budget, they are often the first point of contact for students bringing forth concerns about funding. If there was a true “customer service” arm of ASUOP, it would be the Department of Finance. This element of the job means that professionalism, tact, and assertiveness are absolute necessities, all of which are consistently upheld under Chand’s leadership.

Projects have included:

- Partnership with the Student Leadership and Involvement (SLIC) to hold finance trainings for Registered Student Organizations (RSOs)
- Management of ASUOP’s budget of over \$1.2 million
- Work with ASUOP leadership to develop a budget for the 2025-26 term
- Development of a stipend model specific to ASUOP’s elected officers
- Arrangement and presentation of funding for Pacific students to the ASUOP Senate
- Processing of reimbursements and funding requests for RSOs and conference attendees

Health and Wellness - *Led by Radhia Mumtaz (COP '25, Public Health)*

Health and Wellness is a department of one (1) that has the potential to go in so many directions, reaching into the areas of mental health, clinical services, sustainability, financial wellness, and more. Despite the vastness of these possibilities, Radhia, who dually works in the urgent care, is used to finding order in chaos. Over her time as Director, she has made connections with her fellow officers and across Pacific's Stockton campus, guided by the goals that she sets for herself.

Projects have included:

- Financial Wellness Seminar (in collaboration with Pacific's Economics department)
- Sustainability & Wellness Event (in collaboration with Pacific's Sustainability office)
- Representing ASUOP on the Academic Facilities Improvement Committee (AFIC)
- Providing free health screenings for students (in collaboration with Student Health Services (in-progress)
- Advocating for free menstrual products for students

President - *Katherine Moreno (COP '25, Political Science)*

Projects have included:

- Re-establishing ties with the Pacifican and facilitation of a funding opportunity with the Miracle Mile Board
- Facilitation of discussion and drafting of ASUOP's Statement on TPUSA and Transphobia on Pacific's Stockton campus
 - Including two ASUOP Cabinet roundtables, additional consultation with administrators and community activists
- Attending both of CII's Town Halls on TPUSA in support of the LGBTQ+ student population and community
- Institution of reforms to ASUOP's Executive Bylaws in the form of Executive Order 24-25:03 (please see attached)
- Composition of a Statement on Week of Welcome for University Newsletter
- Sitting on the ASUOP Dining Committee
- Building a directory for ASUOP's online archive
- Engaging with new Pacificans during Admitted Students Day tabling
- Creation of a newsletter to keep ASUOP officers informed on internal and University news
- Advocating to the ASUOP Senate for changes to the ASUOP Bylaws structure

- Developing an ASUOP President's Handbook
- Provided ASUOP's report to the Pacific Alumni Association

Statement on Resignation

Although it may seem to run in contrast to what I have stated to be my great love for ASUOP, and the pride that I take in the work that I have done while a part of its leadership, I decided to step down from my role as President on Monday, March 3rd, 2025.

Throughout almost the entire length of my term, a standing conflict made my role, while rewarding, increasingly, unnecessarily more difficult. Attempts at resolve by Advisor mediation and direct address did not yield successful results. Proliferation of this issue ended up impacting ASUOP as a whole, and thus I felt it necessary to bring this issue to ASUOP's Court.

Its ruling, which was to revert back to Advisor mediation again, marked the end of my options for resolution. I could not remain in an organization that has serious accountability issues, especially as its head. The negative impacts of the conflict in question were not something that I could continue to ignore, especially with the problematic behavior having gone unchanged over almost a year. I believe that there was no other option if everything that I put forward was not enough for things to change.

I acknowledge that my sudden departure has shocked ASUOP's officers and forced some internal shifting. Although I cannot speak to how the offices of President and Vice President will function under this new leadership, I do truly have the utmost confidence in the Executive's leadership. Each was hired for their vision for their respective departments and the skills that they carried. I can proudly say that they have fulfilled these visions and far more, as demonstrated in their work above. I would not have left the way that I did if I did not believe in this fact wholeheartedly.

In closing on this section, I will say that, although I am proud of what I have accomplished in my four years at Pacific, the graduation season will be full of far less joy without ASUOP. Leaving my position and those that I've come to consider friends, along with losing the opportunities that being President of ASUOP has given me, have both left significant gaps in my life. I loved it while it lasted and will miss it very much.

State of ASUOP & Suggested Reforms

If anyone should believe in ASUOP, it should be its President, and while I did, and still do, there are some serious institutional issues that need to be rectified.

ASUOP has developed a reputation on campus that often keeps students from wanting to join. Instances of dysfunction become public quickly and are often judged as being representative of the organization as a whole. Despite my resignation, I will always say that a majority of ASUOP

are good people who serve their offices with honor and dignity. This is true about 90% of the time.

The other 10%, no matter how uncomfortable it is to admit, do not come into their roles with good intentions. Or they do, but cannot or are not willing to, reach the base-level expectations that have been set in their job description.

Some will ignore what their supervisors instruct them to do because they are also students. Others will have minimal involvement in their roles, even if they have a team that relies on them. Issues like these can become detrimental over time if ignored.

The current system of reprimand draws-out the process for simple reports filed with the Court, and there is very little ability to compel accused parties to change their behavior via mediation. It is also difficult to choose what these reprimands will be. This often amounts to parties being told to improve their conduct moving forward, even if their lapses have been continuous over a series of months. Essentially, there is no true punishment, aside from impeachment, and even then, I am unsure as to what the threshold for this is. Not showing up for work consistently is definitely applicable, but even then, weeks can go by with silence from the party in question. Conduct-related behaviors are out of the Court's jurisdiction, leading to a lack of ability to act in these situations as well.

Currently, the Advisor is looked to for conflict resolution. It is easier to do this, as the Advisor works consistently with all parties. However, if mediation does not work, and the Court would prefer not to bring other ASUOP officers as witnesses, and wants to avoid going to trial, you are stuck back where you began. Student dollars continue to pay officers who do not have students' best interests, nor needs, at heart.

A Parting Thank You

I want to give a profound thank you to the Board of Regents, President Callahan and his Cabinet, the Pacific Alumni Association, the Staff Advisory Council, and Student Life staff for providing ASUOP with the platform and guidance necessary to thrive.

Signed,

A handwritten signature in black ink that reads "Katherine Moreno". The script is fluid and cursive, with the first name and last name clearly distinguishable.

Katherine Moreno, Former President of ASUOP

[ASUOP Memo]

Presidential Memo on new ASUOP Leadership

From: ASUOP President, Simon Hinmon

To: Associated Students of the University of the Pacific

CC: ASUOP Vice President, Jaden Deng;

BCC: ASUOP Senate, Senator Meneses, Senator Shivam, Senator Shaikh, Senator Naim, Senator Hua, Senator Wade, Senator Bansal, Senator Vu

Date: March 5th, 2025

Dear Associated Students of the University of the Pacific,

On March 3, 2025, Katherine Moreno resigned from her role of ASUOP President. ASUOP wishes her the best and appreciates all the work she contributed to the organization. In light of this recent resignation, I would like to clarify the new transitions into the President and Vice President roles.

Following the process outlined in our ASUOP Constitution, under Amendment I Section 1 "In the event that the office of the Presidency is vacant, the Vice President shall become the President and appoint a new Vice President, subject to approval by 2/3 of the seated Senate," I have transitioned from my role as Vice President of ASUOP into the role of Presidency. After considering several candidates, I have nominated President Pro Tempore and Senator, Jaden Deng, as the successor for Vice President, which the Senate unanimously voted in favor of on March 3rd, 2025.

For the remainder of the 2024-2025 school year, Vice President Jaden Deng and myself plan to continue to streamline the transition process for the future ASUOP Administration. I desire to lay a stable foundation alongside countless resources and handbooks for the next upcoming President and Vice President so that ASUOP as a whole may strive for success and have a more prominent 2025-2026 school year.

For the campus community, Jaden and I are committed to continuing our outward support through various means. We will continue to amplify your voices to the Board of Regents, University Leadership, and other parties on campus so that all organizations and individuals are supported academically and socially for the duration of the 2024-2025 school year. We encourage you to vote in the currently ongoing elections and to run in future elections so that ASUOP continues to be a powerful leading voice for all students.

If any Associated Students of the University of the Pacific have any questions, comments, or concerns, I implore you to speak with Jaden and myself directly or other resources, such as your school representative in the Senate.

I hope that everyone is successful during midterms, and remember to take care of yourselves through university resources, prioritize your health, and have a great Spring break.

Signed,

A handwritten signature in black ink, appearing to read 'SH', is written above a horizontal line.

Simon Hinmon, ASUOP President