

Personnel Committee Meeting Meeting September 25th, 2024

I. [CALL TO ORDER at 12:04 PM](#)

II. [ROLL CALL](#)

Present: Erick Macias, Nolan Calara, Charan Reddy Doolam, London Deguzman, Deepthi Bhimanapati, Martin Castillo, Ashley Depappa

Absent: James Carroll

III. ACTION ITEM - **Approval of the Agenda**

Motion to approve the agenda of September 25th, 2024, by **C. Doolam**, seconded by **N. Calara**, motion **CARRIED**.

IV. ACTION ITEM - **Approval of the Minutes of Aug 28, 2024**

Motion to approve the minutes of August 28th, 2024 by **D. Bhimanapati**, seconded by **C. Doolam** motion **CARRIED**.

V. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the committee on any issues affecting ASI and/or the California State University, East Bay.**

No public comment.

VI. UNFINISHED ITEMS:

No unfinished item.

2:01

VII. NEW BUSINESS ITEMS:

A. **DISCUSSION ITEM: Appointment of students at large to Campus Fee Advisory Committee (CFAC)**

The Personal Committee will discuss the appointment of students at large to CFAC.

A. Depappa states that **J. Carroll** is not present, but he has provided her with the names of the students. She mentions that the students are **Jesse Lindemuth** from Housing, who is a UHRL senior RA, and **Joscelin Huerta**, also from Housing, serving as one of the representatives. Additionally, she states that **Arnav Ruikar** is from the RAW as a student employee, and **Kiranjyot Kaur Dhillon**, who is also from the RAW as a student employee.

A. Depappa explains that each year, leadership from the RAW and Housing are contacted since they are other fee-based programs, and two students from each of those communities

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are identified to serve on CFAC. She confirms that these four students are from Housing and the RAW.

N. Calara then asks if the CFAC members representing ASI are confirmed. **M. Castillo** responds, mentioning that normally all of the Executive Committee serves on CFAC, but this year they limited it down to three members. **A. Depappa** confirms that **N. Calara**, **C. Doolam**, and **D. Bhimanapati** are the Executive Committee members representing ASI on CFAC.

4:44

B. DISCUSSION ITEM: [Senator at Concord](#)

The Personal Committee will discuss the candidate for a potential appointment of Senator at Concord.

E. Macias states that, as seen on the spreadsheet, she was able to interview **Gerardo Segovia**, the only candidate for Senator at Concord. She mentions that he is a Concord student, currently studying nursing. He grew up in Concord, lives a few minutes away, and is seeking a way to contribute to his campus by getting involved in advocacy and representing the Concord community. **E. Macias** adds that he appreciates his ability to actively listen, observe issues, and generate solutions. **E. Macias** notes that he is organized, frequently uses spreadsheets in his academic work, and is involved in various campus groups, including his cohort's nursing staff and as a lab TA. Due to his involvement, he has strong connections with the students at Concord, which she believes would enable him to better represent ASI.

A. Depappa mentions that while this is not a question, she had a positive first impression of **G. Segovia** because he proactively reached out to express interest in the position. He also made an effort to meet with his predecessor and understand the responsibilities of the position. Despite being the only candidate, **A. Depappa** is excited about what he could bring to the role based on her limited interactions with him.

E. Macias supports **A. Depappa**'s point, stating that **G. Segovia** is available during the Board of Directors biweekly meetings on Wednesdays and the Academic Senate meetings on Tuesdays. He adds that **G. Segovia** has been highly communicative via email, frequently asking for updates, and believes **G. Segovia** would be a valuable addition to the board. **L. Deguzman** asks if **G. Segovia** would be required to form a committee upon joining the board as a director. **E. Macias** responds, explaining that he will have his own conflict committee as part of the committee codes. He adds that once **G. Segovia** is officially part of the board, they will discuss the responsibilities of his committee with him.

A. Depappa asks **M. Castillo** if the Personnel Committee, similar to last year, needs to decide whether to recommend the candidate to the board. **M. Castillo** replies that the committee has the ability to appoint the candidate directly and does not need to bring the decision to the board for these positions. **N. Calara** mentions that appointing someone would require adding it as an action item in the next personnel meeting. Given the time

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constraints, he suggests it would be more appropriate to schedule it as an action item for October 2nd. Since they have only one candidate, the Personnel Committee could simply recommend moving forward with appointing **G. Segovia** as the Senator for Concord. **E. Macias** asks about the difference between appointing **G. Segovia** now, since they have the ability, versus waiting until October 2nd, noting that the delay might just prolong the process. **M. Castillo** clarifies that since this is a discussion item only, no action can be taken. It must be listed as an action item on the agenda.

A. Depappa adds that she brought this up because she recalls that the previous year the Personnel Committee reached a consensus on appointing a candidate even if there was only one. She emphasizes that while someone could express their disagreement with the candidate, the committee needs to reach a verbal consensus on whether this is the candidate they would like to recommend to the board. It does not have to be a formal vote, just a consensus.

E. Macias invites other members to share whether they support moving forward with **G. Segovia** as the potential Senator for Concord. **D. Bhimanapati** expresses her support, noting that he seems like a good candidate given his proactive communication about the position. She believes he could get started quickly and would be a good addition to the team. **M. Castillo** agrees, adding that since he is a nursing major, which is the most common major among Concord students, he seems like the perfect candidate for the position.

11:26

C. **DISCUSSION ITEM: [Senator at Large](#)**

The Personnel Committee will discuss the candidates for a potential appointment of a Senator at Large.

E. Macias states that he had the privilege to interview the two candidates, **Akeem Brown** and **Mohammed Syed Husain**. He begins by giving an overview of **A. Brown's** background, noting that **A. Brown** has extensive experience in ASI, particularly at UC Riverside, where he was involved in various initiatives. **A. Brown** is currently pursuing his Master's degree in General Studies. At UC Riverside, **A. Brown** worked on programming, campus engagement, and support for transfer students. **E. Macias** highlights some of **A. Brown's** key achievements, including pushing for a commuter room for transfer students, lobbying for student parents and commuters, advocating for the use of EBT cards on campus, and launching a graduation payment initiative. One of **A. Brown's** major accomplishments was amending the ASI constitution to include a director for transfer students, which aligns with his passion for supporting that community. **E. Macias** emphasizes that if appointed, **E. Macias** would like to continue his work advocating for transfer students.

Moving on to **M. Husain**, **E. Macias** notes that **M. Husain** has shown interest in ASI even before applying. **M. Husain** ran in the ASI elections but unfortunately lost. He was a mentee last year and has been eager to take on a leadership role in ASI. **M. Husain** is a psychology major with a minor in political science, and he is passionate about advocating

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for underrepresented communities, including Greek life and athletics, which **E. Macias** points out that they are not well represented in ASI at the moment. **M. Husain** wants to collaborate with the political science club and professors to help students get more involved in advocacy.

E. Macias shares his personal opinion on the candidates, stating that while **A. Brown** has significant experience and could greatly contribute to ASI, he also believes that ASI should provide opportunities for individuals like **M. Husain**, who may lack experience but have the potential to grow. **E. Macias** feels that ASI is about helping people develop their skills and prepare for real-life situations. While **A. Brown** is highly qualified, **E. Macias** suggests that it might be more meaningful to give **M. Husain** the opportunity to gain experience and grow.

E. Macias then invites **L. Deguzman** to share his thoughts. **L. Deguzman** mentions that he had brief conversations with **A. Brown** and considers him an exceptional candidate. He recommends **A. Brown** for the Senator-at-large position, particularly because of his internal experience in the political and advocacy fields. **L. Deguzman** adds that at this point in the semester, they need someone with experience who can hit the ground running, and training someone like **M. Husain** might not be feasible at this time. **D. Bhimanapati** asks if these are the only two candidates who have been interviewed, and **E. Macias** confirms this.

N. Calara provides additional context, explaining that only a couple of candidates moved forward from the applicant pool to the interview stage, and **E. Macias** deemed **A. Brown** and **M. Husain** qualified to proceed. **N. Calara** acknowledges **E. Macias's** point about giving people the opportunity to grow but agrees with **L. Deguzman** that they need to prioritize experience at this time. **N. Calara** elaborates that while **A. Brown** may seem overqualified, his experience is rooted in student government, not professional work, which makes him an ideal fit for ASI. **N. Calara** also highlights that **A. Brown** would bring a diverse perspective to the board, as he is a father and a graduate student pursuing his second degree, experiences that have not been represented on the board before.

A. Depappa then speaks, agreeing with the points made so far and commending the committee for assessing ASI's needs. She acknowledges that while experience is important, it's also crucial to recognize that someone with experience from another institution may need to unlearn certain things to adapt to how ASI functions at their school. **A. Depappa** stresses that just because someone has prior experience doesn't mean they'll be easier to integrate into ASI. She raises the point that **A. Brown's** focus on transfer students is valuable, but ASI already has a representative for transfers, and it would be beneficial to ensure that either candidate can advocate for underrepresented communities not currently represented in ASI. **A. Depappa** also mentions that both candidates seem passionate about becoming more involved with ASI. If either of them is graduating soon and unable to run for ASI in the future, she suggests offering an interview for a position on the Elections Committee, which meets more frequently than other committees. She expresses her

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willingness to involve the candidate who is not chosen for the Senator-at-large position, ensuring they still have an opportunity to engage with ASI.

M. Castillo states that it's a great problem to have two strong candidates and congratulates everyone for getting to this point. He agrees with part of what **A. Depappa** mentioned, suggesting that it might be helpful to consider whether these students could return to ASI in the future. He emphasizes that while ASI needs to fill short-term gaps, it's also important to think about long-term needs. **M. Castillo** suggests considering the candidates' majors and whether those areas are already represented on the board. He advises the team to trust their instincts, noting that if everything else is equal, they should go with their gut, especially if they are leaning toward **A. Brown**.

N. Calara responds to some of **A. Depappa's** points, sharing that he had the chance to listen in on part of **E. Macias** and **A. Brown's** interview. He mentions that **A. Brown** presented some innovative ideas, one of which was potentially inviting high school football teams, such as Hayward High and Mount Eden, to play football in Cal State East Bay's soccer stadium. **A. Brown** suggested this as a way to engage high school students and bring them onto campus. **N. Calara** highlights that this idea addresses athletics, an area that hasn't been thoroughly covered by the current Senate-at-Large. **N. Calara** believes **A. Brown's** new perspective as someone entering Cal State East Bay could bring fresh ideas, especially from his experiences at UC Riverside.

A. Depappa provides a point of information, clarifying that athletics is currently represented by **Annie**. She also follows up on **M. Castillo's** question regarding when the candidates will graduate, asking if that information is available for both candidates. **E. Macias** responds that **M. Husain** is a junior, while **A. Brown** is a graduate student expected to graduate in Spring 2025. **M. Castillo** asks **E. Macias**, as the person leading the interviews, how many people participated in interviewing each candidate and whether they kept score sheets. He mentions that using score sheets can help maintain objectivity by comparing the candidates based on their rankings. **E. Macias** states that the total score for **A. Brown** is 44, while **M. Husain** also has the same score.

M. Castillo then asks how many people interviewed each candidate. **E. Macias** responds that for **A. Brown**, it was him, with **N. Calara** joined for the second half, and for **M. Husain**, it was just him. **N. Calara** then asks whether **M. Husain** was on time for his interview, to which **E. Macias** confirms that **M. Husain** was on time and **K. Tripathi** was present during the interview as well.

N. Calara inquires whether a roll-call vote could be done to reach a consensus on what the Personnel Committee would recommend for the Board of Directors. **M. Castillo** explains that a roll-call vote wouldn't be possible as the current discussion is a discussion item and not an official action item. However, discussions can still be held to arrive at a conclusion. Before proceeding, **E. Macias** asks what communities the group sees **A. Brown** potentially representing if he were to be selected. **D. Bhimanapathi** follows up by asking if **K.**

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Tripathi kept track of the scores during the interview process. **E. Macias** clarifies that **K. Tripathi** did not.

N. Calara brings up that many communities, like transfer students, are already represented, but highlights **A. Brown's** innovative ideas and expresses confidence that **A. Brown** would be successful in representing any community he's placed in. He adds that **K. Tripathi** could also communicate with **A. Brown** about these communities once a decision is made. He also mentions the topic of longevity, pointing out that **M. Husain** and **A. Brown** graduate at different times. He notes that **M. Husain** is a junior, while **A. Brown** is expected to graduate in Spring 2025. He raises the question of whether one year really makes a significant difference in terms of longevity.

A. Depappa then provides a list of the communities still available for representation, which include Online Students, Project Rebound, Veterans, Housing, and Greek life. She agrees that with **M. Husain's** junior status, investing in him could be beneficial in the long term. She also suggests that **M. Husain** may grow into a stronger candidate in the future if given the chance now, and she acknowledges **A. Brown's** potential contributions to the ASI elections committee if he isn't selected for the current position. She adds that either candidate would likely remain involved with ASI regardless of the decision made.

M. Castillo clarifies that the team shouldn't focus too much on one person being the long-term solution, as others on the board may also return next year. He advises the group to avoid making the decision overly personal and instead focus on who would be the best fit for the immediate needs of the board. From an outside perspective, He feels **A. Brown**, with his wealth of experience, seems to be the best fit.

L. Deguzman states that the team needs to consider their current experience and how to plan for the next year. One of the biggest issues they have been facing this year, as well as the previous year, is not having enough rapport with students. He mentions that building rapport requires programming, legislative writing, and experience, which the board has been lacking. He expresses concern about bringing someone onto the board without experience, as there wouldn't be enough time to train them to establish the necessary infrastructure.

D. Bhimanapathi speaks next, noting that **A. Depappa** mentioned Greek life and housing as underrepresented areas. She asks if **M. Husain** had any specific ideas related to these communities during his interview. **E. Macias** responds that **M. Husain** proposed working with the fraternity to create better ideas and events for Greek life, as well as organizing more events for housing students in collaboration with RHA. **E. Macias** then asks the group for their individual opinions on whether they should choose someone with experience who can hit the ground running, or give someone the opportunity to evolve into the role.

M. Castillo reflects on the difficulty of the decision, noting that both candidates have experience, but in different areas. He explains that **A. Brown** has direct student government experience from another university, while **M. Husain** has experience on campus with ASI during the Elections Committee. For **M. Castillo**, the decision shifts based on **D.**

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Bhimanapathi's point that **M. Husain** better fills the gaps in representation, particularly in housing and Greek life.

C. Doolam asks if **M. Husain** has any leadership experience in his fraternity or housing, to which **E. Macias** responds that **M. Husain** has no leadership experience in those areas but is looking to take on initiatives. **E. Macias** adds that both candidates are strong, with good reasons behind their tied scores, and that he is still on the fence, open to what the majority decides.

N. Calara expresses his support for **A. Brown**, while **D. Bhimanapathi** asks if **A. Brown** would be a good fit for the underrepresented groups **A. Depappa** mentioned. **E. Macias** affirms that **A. Brown** could fit within those communities. **A. Depappa** clarifies that Senators-at-large do not need to be from the communities they represent, using examples from the past to emphasize that a candidate's willingness to do research and advocate for a community is what matters most.

C. Doolam mentions **A. Brown's** shorter time left at the university and expresses concern that his experience might be too different from younger senators at large. **A. Depappa** cautions the group against considering age as a factor, noting that ageism could lead to significant problems. **N. Calara** views **A. Brown's** diverse experience as a benefit, including his experience with student government and being a father, which could offer a valuable perspective to the board.

D. Bhimanapathi states her support for **A. Brown**, believing that he can bring a different perspective to the board and represent any community he is assigned to. She adds that age should not be a factor in the decision. **C. Doolam** apologizes for his earlier comment about age and explains that although he was impressed with both candidates, he personally supports **A. Brown** due to his initiative.

N. Calara concludes that the consensus from the Personnel Committee seems to lean toward **A. Brown**, and they will present this recommendation to the Board of Directors (BOD) for further discussion and action. **E. Macias** confirms that moving forward, **A. Brown** will be recommended as the candidate for Senator at Large at the upcoming Board of Directors meeting.

42:43

VIII. SPECIAL REPORTS:
No special report.

42:51

IX. ROUND TABLE REMARKS

A. Depappa expresses her gratitude for the group's thoughtful discussion, acknowledging **C. Doolam**'s earlier comment and clarifying that she didn't mean to sound combative. She emphasizes how proud she is of the way the group critically assessed the candidates, noting that their detailed examination and decision-making process reflect what a good personnel and executive committee should do. **A. Depappa encourages** the team to continue recruiting, as they are only one person short of a fully filled board. She commends everyone for their contributions and reassures the group that no question is a bad question. **C. Doolam** adds that even before the meeting, he had expressed to **N. Calara** his belief that **A. Brown** would be the best choice, offering further clarification in case anyone had doubts.

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E. Macias echoes **A. Depappa**'s sentiments, thanking the team for the fruitful discussion. He highlights that everyone knew these two candidates would prompt significant debate, and he was pleased to see how well the group analyzed the situation. **E. Macias** appreciates the constructive debate, noting that it resulted in a great selection for the board, and he expresses his thanks to everyone involved.

45:03

X. **ADJOURNMENT at 12:49 PM**

Minutes reviewed and approved by:

Chair/Executive VP/Chief of Staff

Name: Erick Macias



-- ASIExecVP (Oct 9, 2024 17:29 PDT)

Minutes approved on:

10-09-2024

Date:

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Personnel Committee Meeting Meeting September 25th, 2024.

Final Audit Report

2024-10-09

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