

Personnel Committee Meeting Minutes Jan 29th 2025

- I. CALL TO ORDER at **12:09 PM**
 - II. [ROLL CALL](#)
Present: Erick Macias, Nolan Calara, Charan Reddy Doolam, London Deguzman, Deepthi Bhimanapati, Martin Castillo, James Carroll, Ashley Depappa.
 - III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of Personnel Committee meeting January 29th,2025 by **C. Reddy Doolam**, seconded by **N. Calara**, motion **CARRIED**.
 - IV. ACTION ITEM - **Approval of the Minutes of Jan 15, 2025**
Motion to amend the year from 2024 to 2025 by **N. Calara**, seconded by **L. Deguzman**, motion **CARRIED** by **6 YES**.
Motion to approve the Personnel committee minutes of January 15th, 2025 by **L. Deguzman**, seconded by **C. Reddy 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 comments.
- 3:22**
- VI. UNFINISHED ITEMS:
No unfinished items.
- 3:35**
- VII. NEW BUSINESS ITEMS:

A. **DISCUSSION ITEM:** [Senator of CBE Candidate](#)

The Personnel Committee will discuss the Candidate for Senator of CBE.

E. Loredo expresses disappointment regarding the candidate pool for the Senator of the College of Business position. Despite interviews, none of the applicants met the expectations of ASI for representing the largest college on campus. **E. Loredo** highlighted Francesca Martinez as a strong candidate, but she accepted a role as an accounting assistant with Doris, declining the senator position. The next candidate, Sushmitha Sharma, lacked the level of engagement and commitment desired. With no suitable candidates, **E. Loredo** suggests extending the application deadline, engaging in further outreach efforts, consulting the Dean for mass communication, and increasing tabling activities outside VBT to attract more



applicants. **E. Loredo** welcomes additional ideas from the committee to improve recruitment strategies. **C. Reddy Doolam** suggests collaborating with Business Instagram page in order to make promotions for this position. **E. Loredo** emphasizes the need for better outreach to business majors, acknowledging that this area has not been adequately addressed. **E. Loredo** suggests partnering with relevant parties and encourages **D. Bhimanapati** to explore ways to enhance recruitment efforts, particularly for filling the College of Business Senator position. This step aims to increase engagement and attract more qualified candidates from the business college. **L. Deguzman** inquires whether first-year mentees are eligible to apply for the Senator of Business position if they choose to relinquish their current role as mentees. **E. Loredo** responds, suggesting that they could indeed inquire about allowing first-year mentees to apply for the open Senator of Business position. **N. Calara** suggested promoting the Senator of Business position to key business organizations on campus, such as the Business Analytics Club and BAP. Having a leader from one of these groups could be valuable. While unsure if any current mentees are business majors, **N. Calara** emphasized that if none qualify or show interest, engaging with business clubs would be a promising outreach strategy. **D. Bhimanapati** suggested sending a mass email to business students, similar to the approach used for elections. This bulk communication would help raise awareness about the open Senator of Business position and potentially increase applications. **J. Carroll** suggested that since mass emails are not an option, the best approach would be to directly engage the Dean and Associate Dean for both Business and Science. The proposal included attaching an image for social media and providing a link to the application, enabling the Deans to share the information via email and social media for their departments. Additionally, **J. Carroll** advised reaching out to Stephanie and Jul for direct contacts within the relevant student organizations (RSOs). **M. Castillo** suggested involving Associate Deans for Student Affairs, for the College of Business and Economics (CBE), as they are key contacts for promoting these opportunities. Additionally, **M. Castillo** emphasized the value of reaching out to committee members within the CBE who already have a semester of ASI experience, as they could be strong candidates for the position. **E. Loredo** agreed to explore potential candidates by reaching out to both the Finance Committee and current ASI mentees. They opened the floor for any further comments or questions. **E. Loredo** proposed extending the application deadline by two weeks, with the new deadline set for either February 17th or February 14th (Valentine's Day Friday). This extension would allow time for additional planning and tabling outside respective colleges. **N. Calara** suggested that it would be best to push the deadline to next week, as setting it for the 14th would delay discussions until the Executive Committee meeting on the 26th and the Board of Directors (BOD) meeting the week after. This would push things too far into March. Therefore, the



proposed deadline should be sooner, ideally by the 12th for the Executive Committee meeting and the 19th for the BOD meeting. **N. Calara** expressed concern that if the deadline is pushed back too far, candidates would likely be hired in mid-March. This could lead to a situation where they may only be paid for April, as the timing may not allow for compensation during March. The concern is that this could result in only one month of work for the candidates before their term ends. **M. Castillo** suggested using a rolling application process, similar to what HR does, where positions are posted until they are filled. This way, there is no strict deadline, but as applicants come in, interviews can be conducted promptly. If applicants apply after the initial batch, they wouldn't be obligated to be considered, allowing the process to move more quickly as positions are filled. **N. Calara** suggested having a soft deadline for applications on the 7th. If there are no suitable candidates by that date, the deadline can be extended for both the Science and Business positions. This approach allows for flexibility while ensuring that candidates are considered promptly.

12:39

VIII. SPECIAL REPORTS:

No special reports.

12:42

IX. ROUND TABLE REMARKS:

A. Depappa reminded everyone that if they haven't signed up for a one-on-one meeting with her yet, they should do so. Additionally, she emphasized the importance of board members attending the meeting after this one and suggested calling people to remind them to show up. **E. Loredo** announced that the applications for the Senator of Science position opened up last night. They encouraged everyone to spread the word, as there is currently only one academic senator and two more positions are still vacant.

13:50

X. ADJOURNMENT at **12:23 PM**

Minutes reviewed and approved by:

Chair/Executive VP/Chief of Staff Name:

Erick Macias

Minutes approved on:

02-12-2025

Date:

