

Personnel Committee Meeting Minutes of February 17, 2021

- I. CALL TO ORDER at 1:03 PM**
- II. ROLL CALL**
Present: Euridice Pamela-Sanchez, Omer Shakoor, Anjelica De Leon. Brittney Golez, Kabir Dhillon, Martin Castillo, Erik Pinlac
- III. ACTION ITEM - Approval of the Agenda**
Move to approve the agenda by **O. Shakoor**, second by **A. de Leon**, agenda **APPROVED**.
- IV. ACTION ITEM - Approval of the Minutes of Wednesday February 3rd, 2021**
Move to approve the minutes of Wednesday, February 3rd, 2021 by **B. Golez**, second by **O. Shakoor**, minutes **APPROVED**.
- V. PUBLIC COMMENT – Public Comment is intended as a time for any member of the public to address the board on any issues affecting ASI and/or the California State University, East Bay.**
No public comment.
- VI. UNFINISHED ITEMS:**
- A. ACTION ITEM – ASI Committee Member Appointments**
The Personnel Committee will take action on approving the interviewed applicants for the ASI Standing Committees.
Move to appoint Leonardo Tellez and Kaitlyn Mezaa to the ASI Standing committees for the Sustainability committee by **B. Golez**, second by **O. Shakoor**, **6 Ayes**, applicants **APPOINTED**.
- 7:07**
- B. ACTION ITEM – Board Meeting Exemptions**
The Personnel Committee will take action on approving the BOD meeting exemption request by the Senator of CLASS.
Move to exempt the Senator of CLASS from the Board of Directors meetings this semester by **K. Dhillon**.
E. Pamela-Sanchez states that the member would be missing the second half of the meeting.
K. Dhillon states that he will redo the motion.



Move to exempt the Senator of CLASS from the second half of the Board of Directors meetings after 1:00 p.m. by **K. Dhillon**, second by **O. Shakoor**.

E. Pinlac states that he will present the email that was sent to him by M. Clark's advisor. It says here that she must take this class for her graduation requirements. She is a senior and it does make sense and does comply with the policy. The class starts at 1:00 p.m. and she has been leaving the meetings at that time. I told her that if there are reports, someone will have to read them on her behalf and I told her I would be happy to do it or someone else could. Typically, the reports are at the end and she will not miss it.

Exemption **APPROVED**.

10:28

C. ACTION ITEM – Board Member Concern

The Personnel Committee will take action on the concerns regarding the Senator of CBE.

B. Golez asks what the motion would sound like for a sanction. **E. Pamela-Sanchez** states that the motion would be to sanction the Senator of CBE, but it depends on the sanction level.

Move to sanction the Senator of CBE for a level one sanction by **B. Golez**, second by **K. Dhillon**, motion **CARRIED**.

E. Pinlac states that this was discussed in the previous meeting. The Senator of CBE was not completing his tasks and the list was completed after the last meeting. It goes to show that he did not get these things done. A. de Leon and I met with him last week and he is on the right path now, which is a good sign. There was a good amount of time where nothing was being done. I am in support of the one sanction and this would be their second one. They would have to meet with M. Castillo and I and we will formulate a plan.

12:57

D. ACTION ITEM – Board Member Concern

The Personnel Committee will take action on the concerns regarding the Director of Programming.

Move to sanction the Director of Programming for a level two sanction by **B. Golez**, second **K. Dhillon**, Motion **CARRIED**.

B. Golez states that from the last discussion at the last meeting, she asked if anyone had previously expressed concerns about Zaira not completing her job. There has been communication about Zaira Perez not meeting the expectations and standards of her position. Because there has been communication and no action, an improvement plan will be needed to give more structure for her to achieve the goals of the semester.

15:14



VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM – **Senator of Athletics Appointment**

The Personnel Committee will discuss the interview applicants for the Senator of Athletics.

A. de Leon states that the first applicant was **John Bradshaw**. He is on the cross country and track team. He is also a math lab assistant and he talked about hosting math session. He also has a lot of leadership experience with students and wants to create a melting pot of student voices between athletes and students. The second applicant was Melissa Sosa who is also on the cross country and track team. She focused on finding ways to break the stereotype that surrounds athletes. She wants to represent athletes in a positive light within the position. The third application was Jordan Smith. She is on the women's soccer team and she focused on bridging the gap between SAC and ASI. SAC is a group of student athletes that represent each of their teams and they are able to discuss the issues within their sports. She talked about her leadership experience. She wants to plan different ways to stay connected between students and athletes. The other applicant was Madeline Ramirez. She is from the softball team and wants to be student life focused. She mentioned how she knows of the position through previous individuals that were in the position. She wants to focus on being and having communication between all parts of campus, especially the Athletics department and ASI. The other applicant was Jill Nelson, who is on the soccer team. She focused on wanting to find new ideas for all students. The main focus of her interview was wanting to bring both students and student athletes together. She already has a plan for bringing alumni back for athletes to mentor. She wants to do this because of the pandemic and her want to have mentorship and connection between the alumni and their athletes. The second to last candidate was Justin Vigil. He is on the basketball team and his interview talked about mental health and its impact on students and student athletes. He had a lot of ideas for different events and ways the athletic department can provide resources for athletes. He mentioned that he has been in a lot of leadership positions, both in college and in high school. The last applicant is Maria Hernandez. She is on the cross country and track team. She focused a lot on bringing more female representation into athletics. She mentioned that the athletic world is male dominated and wants to be a positive role model for women athletes and athletes in general. For those that were on the interview, we did meet to discuss the applicants. We will be voting on an individual and we most likely recommend Jill Nelson. She was energetic during her interview and had concrete plans, which is important moving forward. Through her interview, she showed that she can adapt to change. **E. Pamela-Sanchez** states that she was able to sit on the majority of the interviews. I also recommend Jill Nelson. She came in with a lot of energy and plans. One specific thing that she mentioned during her interview that left an impact on me was that she said that things should be the same with enough effort and energy online as it would in person. That is a great attitude to have right now considering the current circumstances. **A. de Leon** states that Jill Nelson received the highest scoring and it played a part with recommending her.



23:02

B. DISCUSSION ITEM – Executive Vice President Appointment

The Personnel Committee will discuss the interview applicants for the Executive Vice President.

E. Pamela Sanchez states that she was in charge of leading the interviews. There was no opportunity to speak on it, since all of the Executive committee sat on the interviews and did not come to a consensus. Hopefully by the end of this item, there will be an idea of who would most likely be recommended. I did ask everyone to drop their sheets in the folder that was created, but not everyone has the time to do so. It would be great if everyone could share their points. The first interview applicant was Mirna Maamou. Being transparent, Mirna Maamou received the highest score from me. She talked about being a biology major and her educational goals. She spoke about being comfortable with the Board of Directors and ASI has helped her find her voice. When asked about the Executive Vice President responsibilities, she did go in depth with what is expected in the role. She has not experienced chairing meetings, but she does feel comfortable with Robert's rules. She mentioned the committees and ensuring that there are students in those spaces. She also talked about supporting the president and their role. Her availability was perfect. Dessiree Cuevas has years of ASI experience and because of that, I expected better response to the interview questions. When asked about the ASI Executive Vice President role, she described it as the glue and holding people accountable. She mentioned that she has classes and would have adjust something and make classes asynchronous. As of now, my recommendation would be Mirna Maamou and everyone is welcome to share their own recommendation. The scores can be dropped in the folder and I can average them out. The role will need to be filled. Dessiree Cuevas is the Senator of Online Students and Mirna Maamou is the Senator of Science. Dessiree Cuevas mentioned that she wants to try and fill the Senator of Online students position and would be one of the first things she will focus on if she were to be appointed. For Mirna Maamou's interview, K. Dhillon, A. de Leon, Sneh Sharma and I were present. For Dessiree Cuevas's interview, all of the Executive Committee was present. **B. Golez** states that she is curious to hear what K. Dhillon and A. de Leon think about the interviews since I was not there for Mirna Maamou's interview. **A de. Leon** states that Dessiree Cuevas received the highest score for her. I think that Mirna Maamou had a lot of ideas and seemed eager to take on the role. My only concern would be the experience. I know that she has not chaired, and she has been exposed to Robert's Rules of Order. My only concern with that is within the position, it is something that you are thrown into and the position will be filled halfway through the year. It would be important to have someone who understands how to chair a meeting for it to run properly. For Dessiree Cuevas, I mentioned that her experience was her strongest suit just by knowing how to chair meetings. With her experience in ASI, it would be helpful in terms of applying that to the role. This position is very similar to the Senator of Athletics. It is important to have a concrete plan and ideas moving forward because time is limited and not a lot of



training. My recommendation would be Dessiree Cuevas based on her ideas and experience. **K. Dhillon** states that both of the candidates had close scores. Dessiree Cuevas did score higher. Both of them would be great for this role. The both have ideas for the role, but Dessiree Cuevas's strong suit was her experience. My recommendation would be Dessiree Cuevas based on experience. **E. Pinlac** states that looking at both positions, we would have to replace one of their positions and the position to not fill right away would be the Senator of Online students. The Senator of Science position is more crucial and it would need to be filled quickly. When this is taken to the Board of Directors, I would like an active date to be March 1st only because I do not want there to be overlap with stipend. They will receive a stipend for both of the positions and it would be an extra cost. **B. Golez** states that it was great that **A. de Leon**, **K. Dhillon**, and **E. Pamela-Sanchez** were able to attend both interviews. Because I missed **Mirna Maamou's** interview, I am going to consider reliability, approachability, overall set knowledge of the position, and previous work history with both of these candidates. They are both very capable and can bring tremendous positivity to the Board of Directors. I am going to choose the candidate that I know will not only pill their weight, but also the weight of others who may be struggling with them. I am fearful that **Mirna Maamou** has not had enough examples and experience with working with different Executive Vice Presidents in the past. I know that **Dessiree Cuevas** has had experience not only in ASI, but with multiple Executive Vice Presidents and knows what works and does not work. I did give her a high score during her interview. I am confident that she would excel in this position. **O. Shakoor** states that he was not able to attend **Mirna Maamou's** interview. It is February and we need an Executive Vice President that will pick up the pace. With out the Executive Vice President, things have been lagging. In this moment, it is not in our best interest to train someone on this position. They are both great candidates and **Dessiree Cuevas** did score high on my sheet. My recommendation is **Dessiree Cuevas**. **E. Pamela-Sanchez** states that things outside of the interview need to be considered. I understand that we are thinking about the bigger picture. Thank you everyone for sharing their thoughts and I wish everyone could have been at both interviews. We have experience outside of the interviews and that counts as well. For now, it seems like **Dessiree Cuevas** is going to be the recommendation. For the next Personnel meeting, someone can move to appoint. **K. Dhillon** states that there is a Personnel meeting next Wednesday before the Board of Directors meeting, we can have an Executive Vice President and the Senator of Athletics by Wednesday. People are needed in these positions because not having them has not been successful. **E. Pamela-Sanchez** states that another meeting can be held, but that the person appointed would not start until March 1st because of the stipend overlap. **E. Pinlac** states that once the person is appointed and the start date is extended to March 1st, they will have to resign before March 1st.

37:08

VIII. SPECIAL REPORTS:



No special reports.

IX. ROUND TABLE REMARKS
No round table remarks.

X. ADJOURNMENT at **1:40 PM**

Minutes reviewed by:

President/CEO

Name: Euridice Pamela Sanchez-Martinez



Euridice Pamela Sanchez-Martinez (Apr 12, 2021 12:06 PDT)

Minutes approved on:

4-5-2021

Date:



Personnel Committee Meeting Minutes of March 17, 2021

- I. CALL TO ORDER at **1:03 PM**
- II. ROLL CALL
Present: Euridice Pamela Sanchez, Dessiree Cuevas, Omer Shakoor, Anjelica De Leon, Brittney Golez, Kabir Dhillon, Martin Castillo, Erik Pinlac, Kristopher Disharoon
- III. ACTION ITEM - **Approval of the Agenda**
Move to approve the agenda by **O. Shakoor**, second by **A. de Leon**, agenda **APPROVED**.
- IV. ACTION ITEM - **Approval of the Minutes of February 24th, 2021 & March 3rd, 2021**
Move to adopt the minutes of February 24th, 2021 and March 3rd, 2021 by **K. Dhillon**, second by **O. Shakoor**.
K. Dhillon asks if minutes of February 17th, 2021 can be left off for the next Personnel meeting.
D. Cuevas states that it can be done.
Minutes **APPROVED**.
- 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 items.
- VII. NEW BUSINESS ITEMS:
 - A. DISCUSSION ITEM – **ASI Board Member Concerns |CLOSED|**
The Personnel Committee will discuss the concerns of the ASI Director of Wellness in regards to his lack of communication with ASI Staff members.
Move to go into closed session by **K. Dhillon**, second by **E. Pamela Sanchez**.



Move to accept a friendly amendment to also include Nicholas Brandao, the Director of Wellness in the closed session by **K. Dhillon**, second by **O. Shakoor**, closed session **APPROVED**.

5:05

B. DISCUSSION ITEM – **ASI Board Member Concern [CLOSED]**

The Personnel Committee will discuss the concerns of the ASI Vice President of Finance/CFO in regards to his lack of communication with ASI Staff members and responsibilities.

Move to go into closed session by **K. Dhillon**, second by **A. de Leon**.

5:46

C. DISCUSSION ITEM – **ASI Board Member Concern [CLOSED]**

The Personnel Committee will discuss the concerns of the ASI President/CEO in regards to her lack of communication with ASI Staff members and ASI Board Members.

Move to move into closed session by **K. Dhillon**, second by **A. de Leon**.

6:32

VIII. SPECIAL REPORTS:

No special reports.

IX. ROUND TABLE REMARKS

E. Pinlac states that elections are still going on until midnight tonight. I would like for there to be a huge push for more votes. We are at a record low since the last five years and it is because there are many unopposed positions. It would be great to encourage your friends to vote. Tomorrow, Arianna Miralles and Andrew Pajes have their Anti-Bias workshop and unfortunately, I cannot attend. It is during U-hour and extends a little bit past that. If anyone is available at that time, you can have your lunch and watch the workshop.

O. Shakoor states that the COVID scholarships are live and he will be posting it on Hoot Suite for it to be posted on ASI's Instagram. We only have two applicants right now and there are one hundred to give.

E. Pamela Sanchez states that she appreciates everything that is done. A lot of our work does go unnoticed and I do not want anyone to feel as though they are not appreciated. Thank you for everything you do and I hope that this meeting brings goodness and positivity to the entire Board.



X. ADJOURNMENT at **1:54 PM**

Minutes Reviewed by:
Executive VP/ Chief of Staff
Name: Dessiree Cuevas



Euridice Pamela Sanchez-Martinez (Apr 12, 2021 12:06 PDT)

Minutes Approved On:
4-5-2021
Date:

