

Personnel Committee Special Meeting Minutes of May 5, 2021

- I. CALL TO ORDER at **11:01 AM**
- II. ROLL CALL
Present: Euridice Pamela Sanchez, Dessiree Cuevas, Omer Shakoor, Brittney Golez, Kabir Dhillon, Erik Pinlac

Absent: Anjelica de Leon, Martin Castillo, Kristopher Disharoon
- III. ACTION ITEM - **Approval of the Agenda**
Move to adopt the agenda by **K. Dhillon**, second by **O. Shakoor**, agenda **APPROVED**.
- IV. ACTION ITEM - **Approval of the Minutes of May 3rd, 2021**
Move to adopt the minutes of May 3rd, 2021 by **K. Dhillon**, 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 committee on any issues affecting ASI and/or the California State University, East Bay.**
No public comment.
- VI. UNFINISHED ITEMS:
 - A. ACTION ITEM – **ASI Sustainability Affairs Committee Concern**
The Personnel Committee will take action on sanctioning, the ASI Director of Sustainability Affairs, in regards to not having any committee meeting this school year.
Move to sanction the Director of Sustainability Affairs being a level one sanction by **K. Dhillon**, second by **O. Shakoor**.
K. Dhillon states that he wants to acknowledge the great job that Kea Kaholoa’a has done as the Director of Sustainability Affairs. You have done a lot and I do not want this to overlook the work you have done. There were just a couple of delays with the committees. **O. Shakoor** states that being in the Director of Sustainability Affairs position last year, he understands what Kea Kaholoa’a had gone through.



Do not let this discourage you. It is a disciplinary action that needs to be taken because it is included in the job description to have committee meetings. Other than that, you have had a great year. **D. Cuevas** states that she agrees with O. Shakoor. I know that when I had my first one-on-one with Kea Kaholoa'a, there were projects that she was able to complete. Similar to what K. Dhillon and O. Shakoor, mentioned, this is a part of the policy. Do not take this as a bad thing.

4 Ayes

6:18

VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM – [ASI Committee Codes Revisions](#)

The Personnel Committee will discuss the revisions of the ASI Committee Codes. **K. Dhillon** states that the first change of the committee codes is for the Sustainability Affairs committee. Taking in feedback from Kea Kaholoa'a and looking at the number that is there, it would be best to change the number of committee members from four to eight to two to four. This is more in line with other committees and historically, this committee has been difficult to seat. With having two to four members, it sets the threshold needed and it is easier for the Director of Sustainability to appoint their committee. If we look at the Programming committee, we updated Michael Ryan's title. He is no longer the special events supervisor, but the Present Manager and we included the Present Student Lead, Sirene Cano. She expressed to D. Cuevas and I that she wanted to be more involved in the Programming Counsel Committee and be an advisor to the committee. **D. Cuevas** states that Sirene Cano wants to be more involved next year with the Director of Programming. She did not know of a way to be a part of the committee, but I told her we could make the change and it would be a great idea. It would be easier for the Director of Programming and ASI Presents to collaborate. Events will not overlap.

9:12

B. DISCUSSION ITEM – **ASI Board Member Concern**

The Personnel Committee will discuss concerns regarding the ASI President/CEO. **Move** to go into closed session for this item by **E. Pamela Sanchez**.



E. Pinlac states that since it was not mentioned on the agenda, the item can not go into closed session.

Move to suspend the rules which allows you to take up items in their proper order to take up the next discussion item regarding the stipend policy by **K. Dhillon**, second by **O. Shakoor**.

K. Dhillon states that the reason why he wanted to take up the next item was because the Board member concern will take a while. **E. Pamela Sanchez** asks if a motion can be made when we already started the discussion. **E. Pinlac** states that a motion can be made at any point as long as it is seconded and voted on.

3 Ayes, 1 Abstaining

D. Cuevas states that A. de Leon could not attend the meeting and sent notes. “Hello all, I apologize for missing some of the special Personnel meetings as they were outside the time allotted for ASI. I wish I was able to attend and join these conversations. I do not have full knowledge of what has been discussed, but I have read over the minutes. It can be difficult to see the full picture of what each position or person is doing. Lack of communication or transparency seems to be one of the conflicts for the President. I wish we were able to see what was done in the position held by the President. There has been tension and conflict because of the lack of communication”. **O. Shakoor** states that he has not been too vocal about his concerns in regards to E. Pamela Sanchez’s position. I know that after E. Pamela Sanchez and I spoke, I did not follow up. We discussed being transparent and being communicative about your role is important. I did not see it come into fruition, especially the end of the year. That is the main reason why I am speaking out today and I know that other Board members may feel differently about this. **K. Dhillon** states that he has noticed a lack of communication and organization, whether agendas are being organized or sent out late. If we look at the administration manual, it says that the President is responsible for looking at previous legislation actions passed by the previous board, which we did not do this year. The other part is to disseminate information to Executives to carry out their functions. This goes back to the communication piece. With CSSA, I am unaware of what goes on. I had students get in contact with me because they could not reach E. Pamela Sanchez, which is a red flag. The President is the point of contact for CSSA. There is a lot of resentment from the ASI Presents team. There is a lot of conflict from last year that has not been resolved. They feel as though they did not



receive the resolution they deserved. In regards to meeting one-on-one, the point of contact system was not utilized. There are many projects that were not completed. Some initiatives have not been completed.

E. Pamela Sanchez was not vocal or did not advocate for some of the issues discussed, such as the issue with Professor Christiansen and the College of Business or the API Student Resource Center. **E. Pamela Sanchez** states that her and O. Shakoor did have a discussion in the beginning of the year. I used to send emails every three weeks to explain what I have done. In regards to what

K. Dhillon said about CSSA, I do hold a position within CSSA. Projects are not done overnight. In my position, I have projects that take awhile to complete and will not be accomplished in my term. Starting with a new President, it is about coming up with ideas to see where the future of ASI will be. There was so little that could have been done for the university in my position this year. My purpose this year was to advocate federally and nationally. I do not blame everyone for not knowing what I have been doing. There were times where I was overwhelmed. This year, I had the opportunity to work closely with the university President. In ASI, the president would meet with the university President once a semester and this year, we met more than once a semester. This year, I met with

President Sandeen at least once or twice a month. I will share the remarks within the Board. I do not think it is fair to say that I have not done anything when I have sacrificed so much for ASI. To have that told to my face was disrespectful. I do not blame you all, but I wished I received more support during the year. The responsibility of the Board was placed on me, which is not fair. I can only do so much. With the situation with Professor Christiansen, I was working behind the scenes with President Morishita. We were trying to see what we could do while controlling the image of ASI. I hope that being in this role means that you have to think differently than other Board members. I have to watch how I present myself and what I say. I represent everyone. I am the one who posted the thread that received over five hundred likes. I do not think it is fair to say that I did not do anything. I do pride myself on being a social justice advocate and fighting for things. I wish I received more support from the beginning. Things were different with the past Executive Vice President and they were supposed to continue the point of contact. Overall, we wish we had accomplished more, but it is not fair to pin on one person. In order for the Board to be successful, every member had to do their



part. Being the President, it is easy to pin it on me, but please put yourself in my shoes. **D. Cuevas** states that she was the one that said that

E. Pamela Sanchez did not do anything this year. I said this because of the lack of communication. During the first half of the semester, I would send you emails and there was no transparency. This is the fourth Board that I have sat on and we all knew what was going on in each conversation. This year there was no communication about what was going on. The past Executive Vice President was not the best, but the excuse can only be used so much. The President has more responsibilities, but you have to put in the effort as well. I feel as though no effort was applied and there was no transparency or communication with the Board and Senate. I felt as though sometimes, you were not fully present.

E. Pamela Sanchez states that she understands that D. Cuevas feels as though she was not fully present. I was overwhelmed with working behind the scenes. As

A. de Leon mentioned, all of this is due to being online. If we were in-person, everyone would receive updates. We all wish we had done more. I am proud that we were able to get President Sandeen to support the resource centers. It is important as we are approaching the end of the year to reflect on not only the bad things, but look at what we accomplished. It is not healthy to linger in the past and I believe everyone tried their best. **D. Cuevas** states that this topic was not brought up for E. Pamela Sanchez to be sanctioned. It is an opportunity to receive the feedback and apply it to your next endeavors. **O. Shakoore** states that no one is saying anything ill to what E. Pamela Sanchez has done in regards to being ASI President. We all had to adapt to working in a virtual environment. Last year, we thrived with being in a virtual environment, especially with task lists. There were many things put in place to make sure that everyone continues to achieve the goals that were set. The last few months from the previous term turned out well. I do not think the adjustment is something to revert back to. We have been in a virtual environment for almost a year and a half. If we are sitting and discussing how being in a virtual environment has been difficult, it is not feasible to talk about. We all found ways to be productive. I understand that we are all peers with one another, but with the hierarchical structure, the President receives the highest stipend. Speaking to you as your peer and co-worker, I felt as though you were doing your own thing and everyone had to figure things out themselves. It is great that you



worked with President Sandeed, but it was never brought back to the organization. **K. Dhillon** states that he agrees with D. Cuevas and O. Shakoor.

D. Cuevas and I have seen a handful of ASI Presidents. I know that Daisy Maxion did meet with President Morishita often when she was President. There was no real progress made with the policy agenda. Last year, Daisy Maxion and I brought the university five steps forward and this year, we went ten steps backwards. There has not been a lot of progress. **E. Pamela Sanchez** states that she did not say that she did not meet with President Morishita. I have met with him in the past. I understand that it feels as though we have gone backwards, but the blame should not be on one person. There are things that could not have been done this year. With the pandemic, our priorities change. If the university does not have money, we go to the state. I went to the state and federal government and because of that, we received funding for the CSU. This year was not traditional and it should not be compared to the past. I have respect for D. Cuevas and K. Dhillon for being in ASI awhile. I know it can be difficult to see ASI go into a different direction does not mean it is bad. From the comments being made, there is a lot of resentment towards me based on past experiences with ASI Presents. I have reached a point where people reflect their idea of me as a person and try to pin that to me as a President. I do not think that it is right. O. Shakoor states that at the end of last year, we did well. If you remember that working with Hoang Dao, it was difficult trying to get a task list done. It was impossible to make it happen. With all of the responsibilities I had, I needed the Executive Vice President to organize us. I do want to say that I admire what O. Shakoor stated. I did feel disconnected because I did not feel supported. I know that we wish we had done more. I did try my best. As D. Cuevas mentioned, this is not a sanction. We sacrifice our time and wellbeing. **B. Golez** states that she wanted to hear how the conversation would go. This is an opportunity for growth and is a way to share experiences. This year has yielded so many unprecedented challenges, not only to E. Pamela Sanchez, but the entire Board. It is not to put blame on things that were out of control this year, but to hold E. Pamela Sanchez accountable for things that she was in control of. This discussion should be taken with a grain of salt. Saying you have done a lot is not something that will help the organization thrive. The things that we have done well will be seen by the students, but the things that we did not do well is what the organization suffers from. The team is about everyone and not just one person. After hearing everyone's concerns,



I would feel more fulfilled if I felt that E. Pamela Sanchez was learning from this. From what I hear, it sounds like a lot of excuses or reasons for why things could not have been done. I would like to hear E. Pamela Sanchez say that she can communicate more and not I can not communicate because we are in a pandemic. Absorb everything that has been said today. I hope that helped. **E. Pinlac** states that there are things that

E. Pamela Sanchez could have done better with communicating, but there are other people that could work on that. The pandemic made things harder for people and although we have been in it for awhile, it does not change the fact that we are in a pandemic. I do not know how many times I have visited the doctor about issues related to vision or headaches. We had a lawsuit with an Executive Vice President. Everyone has their faults. With my staff right now, I am extending grace. The HR committees on the staff's side have been extending grace because of the pandemic. When you are the President, the microscope is on you and I can see why this needs to be mentioned. I do not think that the organization took steps back because if we did, so did everyone else. Other ASIs have not been in their offices since last March. We have made forward steps, even if they are small.

E. Pamela Sanchez states that she does not want B. Golez to think that she is not absorbing what is being said. I have learned a lot this year. If I had another opportunity to lead, I would do things differently. Everyone took steps backward. I know what I could have done better and where I struggled and succeeded. I wish we all had discussed this privately rather than in a meeting. I try to be very welcoming and have these conversations in the beginning of the year. This is a learning experience and it will definitely stick with me in the future. **B. Golez** states that she can respect that everyone is here to grow. E. Pamela Sanchez, just take accountability for things that you could have done better. I feel like I have had personal conversations with you on the side to make our working relationship stronger. From those conversations, if I have not seen improvement from those things since then, then there is a problem there. From this point on, if there is no improvement, it is something to take into consideration. Seeing growth means putting action to it. **E. Pamela Sanchez** asks if everyone could send their expectations of her for the next couple of weeks, it would be appreciated.

57:56



C. DISCUSSION ITEM - [Stipend Policy](#)

The Personnel Committee will discuss making revisions to the Stipend Policy.

E. Pamela Sanchez states that she noticed that D. Cuevas and K. Dhillon were making edits to the Stipend Policy. I decided to include edits myself. When I opened the document this morning, my suggestions had been removed. I included this section that Board members who are appointed throughout the year must have attended one Board or Personnel meeting as a member and serve at least one full week of office hours before being eligible for the first months stipend. There have been instances where Board members have tried to receive a stipend without working simply because they were appointed that month. There should be clarity for when a person is eligible for a stipend. The second thing I noticed was that the Executive Vice President's stipend was increased to seventy percent. I believe that this edit was made by D. Cuevas and I personally do not think it is right to increase a pay since we know who the following Executive Vice President will be. Maybe if the edit was made before we knew who was going to be in office, it would have been more justifiable. It seems like a conflict of interest to know who that person is going to be next year. **D. Cuevas** states that she did see

E. Pamela Sanchez's edits and they were not communicated. I think next time, if there are edits, they should be added to the suggestions and not struck out. I did make a copy of the stipend policy to show both versions. **O. Shakoor** states that it seems that the concerns with the increase in stipend falls into one position. Looking at the Executive Vice President position on the Executive Committee, the stipend should be the highest. I would not disagree with the increase in stipend because a lot goes into the role. The Executive Vice President and CEO should have the highest stipends. In order to have a successful year and Board, I believe the Executive Vice President should be compensated fairly. When we discussed raising the Chair's stipend last year, we discussed how much more work the position has brought on in years prior. It has gotten to a point where the chair position has become more supplemental and assists the CEO in their role.

E. Pinlac states that he wants to review the calculations for the stipends. According to the policy, we are supposed to go by the previous years. The current numbers are for 2021-2022 and I will need to get the accurate number. The cost of attendance has decreased and has decreased the stipend. I emailed the person from financial aid. The stipend increases by \$1,000.00. I do not like that there is a rush to approve



stipends. I added a note that everyone will be paid on the 10th, but it is not possible. Next month, it will be the 9th. I am not opposed to increasing stipends, but it is done in one day and it is not transparent to students. I am not sure if we can implement the change where a member would have to work a certain amount. These are considered scholarships and you can not make them contingent on anything. I do not think that those changes can be made. **D. Cuevas** states that she did include the Director of Wellness to start at the same time as the Director of Programming. They are co-chairs and if they start at the same time, it will help with the academic year. **E. Pamela Sanchez** states that she included the edit because it mentions ineligibility when a person misses two Board meetings. I do agree with E. Pinlac that this is rushed and not transparent. As a leader of an organization, I do worry about what others think about us. With increasing the stipend for the Executive Vice President when the incoming Executive Vice President is on board and contributed to the edits of the policy, it does look suspicious. If the change was made before the election results, it would not have been as biased. Knowing who will be in the position next year, it was not a good time for the edits. The edits were rushed. **B. Golez** states that she thought that the Executive Vice President got paid more than the other Executive positions. I feel like it is well overdue to give the Executive Vice President more. I understand that it is rushed and is not good timing. Voting this through would be where my assumption was. Where this is passed this year or next, the increase is necessary and well deserved for the position. I do not want the next Board to think that it was not passed because the person did not deserve it. It is well deserved.

E. Pamela Sanchez states that she agrees with B. Golez and knows that the Executive Vice President does a lot. The timing is weird. During the strategic planning meetings, they have been discussing trying to eliminate the sense of hierarchy within the Board. Increasing the pay makes the situation worse and contributes to the hierarchy. The pay for all of the vice presidents is low. The timing is wrong and things are rushed. There were edits made that were not possible. **E. Pinlac** states that there are expenses for the organization that will continue to increase. If you look at the previous Board stipends, the President was paid \$1,000.00 and the Vice Presidents received \$800.00. When increasing the stipends, we have to keep in mind that the Executive Vice President and Vice Presidents are on the same level. I am worried that we will continue a trend of increasing certain



positions and set a bad precedence. The compensation for Board members has more than doubled since 2015 and it takes away from programming. Overall compensation of the Board of Directors is high. We need to do something about it before it affects the ASI budget. **B. Golez** states that she does not agree with E. Pamela Sanchez. The Executive Vice President does as much work as the President. There is a huge difference between the Presidents and the Vice Presidents. It is a fifteen percent difference. After working in ASI, I do not as the Executive Vice President does as much as the Vice Presidents. The Executive Vice President should be closer to the President. **D. Cuevas** states that she agrees with B. Golez. Even though I have been in this position for two and a half months, the amount of work that I do is more than the average Vice President. I had to pick up where the previous Executive Vice President left off. I think that the stipend will not reflect the hierarchy. I do think that the increase is necessary. **E. Pamela Sanchez** states that what B. Golez said is true. This is a conversation that we should spend more time on. The process is being rushed, but I like how we are having a discussion about this. The conversation seems rushed and I do not think that we will be voting on it at the Board meeting.

D. Cuevas states that there are original changes that were made and changes that were made this morning. This is an action item at the Board meeting and if you do not feel comfortable, do not vote on it. There will be more board members at the meeting and their opinions could go either way.

29:10

VIII. SPECIAL REPORTS:

No special reports.

IX. ROUND TABLE REMARKS

No round table remarks.

X. ADJOURNMENT at **11:59 AM**



Minutes approved by
Executive VP/ Chief of Staff & Chair
Name: Kabir Dhillon


Kabir Dhillon (Jun 4, 2021 17:45 PDT)

Minutes approved on:
6-1-2021
Date: