

Personnel Committee Meeting Minutes of February 2, 2022



The Personnel Committee will discuss interviewed applicants for ASI Committees. **K. Dhillon** says there are 3 applications to be discussed. The first applicant is for the Programming Committee which is Sasidhar Mettimi. The document submitted by both Ashmita and Tyler is for the Programming Council applicant. Their past and current experiences in organizing events, and his passion for ensuring that all students on campus have equal access to resources, transportation, and more. He is the President of the International Student Association at CSU East Bay and has experience delegating work to others. Also, he has worked with people in a



committees and if everything goes well then, I would love to have them on my committee.

K. Dhillon says the applicants will be appointed at the next Board of Directors meeting on Wednesday. Are there any other committee applications or recommendations at this point?

M. Maamou does not have a recommendation yet, but I have a new inquiry. There is a finance student named Haris who will be submitting the application today. When I find out that he is eligible then we will do a phone to be able to appoint him immediately.

K. Dhillon states that during the Personnel Committee Meeting next week on Wednesday, have your applicant so we can discuss and assuming they are eligible, we can move forward to appoint them.

J. Domino has 2 more applicants. One of them is Malia Heeren who I want to appoint if she is still eligible. Her name is not on the list, but she is a part of another committee. I assume she is eligible but will check on her eligibility for this semester. The other applicant is Cody, but he was not able to make it to the interview because of an emergency. He did reschedule to do interview tomorrow so I will send



general. As mentioned at the Board Meeting, she does not submit her tasks as frequently as she should and overall providing updates with the incomplete tasks. There was a task delegated to Jasmine starting in July which was to choose a piece of legislation and draft a resolution in support of that bill. The task has been on since July and has not been completed. I checked the resolution document and there has not been any edits since August. We talked about the resolution writing during the retreat back in July. I believe, we did meet with Jasmine for one on one to talk about resolution writing with Martin on the document. The goal for committee members last semester was to appoint at least one member and they were not expected to have quorum but at least have one member. However, Jasmine did not meet that deadline. Overall, a lack of updates on legislation policies, resolutions, and enforcements of resolutions. With functionality to Board meetings, out of the 11 meetings, Jasmine was late to at least 9 of those meetings which I can provide the specific meetings that she had been late to. With working on relations with other Board members, this feedback came from the committee report. I am working on the reports and then send them out individually. The concerns that came up was communication, working well with other members, being professional, and working in a group setting. I will let Jasmine speak on her part and then it is open for discussion.

J. Domino did not mention to everyone in this meeting and at the Board meeting that I do not send weekly updates. I did send an email to Kabir and AJ stating what I have done from August to October. When you requested an email from me, regarding drafting a resolution, I created my own document to not feel pressured. I have my own document which I can send out, but the resolution did not get passed. I listened to Erik's feedback and go into the CSSA website. The resolution that I want to do is the current reform and CSSA sent a message about trying to get it back out there and back open which is a surprise challenge. The bill that I wanted to do is about what affects students such as Cal Grant and paying for college. I agree that for the resolution, I do not have it together. For appointing at least one member, I did have Malia Heeren. I did not appoint her because I wanted to have the whole team seated before I appointed students. I will start to appoint students



as they apply which was a miscommunication on my end. For working in group settings and the communication aspect from the mid-year reports, even when I am late to some of the meetings, I am present at the Board meetings. I did not come to the recent retreat because my grandmother passed away, and everyone knew about that. I do not understand about working in group settings because I do know how to work in a group if we were to have that ability. We are working collectively as a team, but everybody has their own separate tasks which that portion is final. I have been good with sending the email and I did not send one for January because I was sent to Personnel. I thought we would talk about it in the meeting, but I could have sent an email.

K. Dhillon asks Erik could you clarify on the resolution Jasmine is referring to? Jasmine mentioned that your feedback was to not move forward with the resolution.

J. Domino says Erik told me to use the CSSA bills which I tried to do. On their website, you see that the bill did not pass, which are the bills that I want to do. Also, Ashmita is working on them.

E. Pinlac says the feedback given her was to look at what CSSA had and could base it off there to start with.

K. Dhillon thanks Erik for clarifying. I am curious, why there has not been a resolution in regard to any CSSA sponsored bills and how come there has not been a resolution that is in support of any of the bills.

J. Domino states for the bills that are passing, Ashmita is writing a resolution on them which deal with mental health. The bills that are not passing have my interest because they deal with financial aspects which students deal along with mental



that? For example, the one bill did not pass, and we wanted to move on from it, have we thought about looking for another one?

J. Domino answers yes, I did think about looking for another one.

M. Castillo says from a broad perspective, Jasmine addressing this and having been at several conversations similar to this throughout the years on Personnel Committee, it is not personal but more about making sure that people are being held accountable. Some of the things that you have shared, which I understand that time is rough right now, but the idea that Ashmita took the lead on those two resolutions would have been perfect to partner with Ashmita as she is0 G[14]TJET@.00000ns



postcards, and these are examples of things that are related to Legislative Affairs. We have not heard any updates regarding that, and which is why the conversation is coming about how is it going and to Martin's point about collaboration. You can collaborate and partner with someone which there was an opportunity to partner. It is understandable if the bill or resolution did not pass or go the way we wanted it to go. However, there are other pieces of legislation that you could advocate for that includes that language or includes the things that you want it to say. In order to do that you could schedule visits with assembly members and representatives that advocate for that change in that legislation. For the part to being late to meetings, it is not acceptable and there is no other way especially when it is 9 out of 11 meetings. We emphasize professionalism and these are skills that are staying with you while you are at East Bay and when moving into the workforce, your career path, or what you want to do after you graduate. To come to the meetings late is not acceptable especially since it has not been approved by the Personnel Committee and I do not believe it is for class. It was not communicated to me or AJ.

A. De Leon echoes to what everyone said as I would emphasize that this conversation is the Personnel Committee is reframing that we are here to work together as a team. We are all students and working together. Jasmine, I want to say for the rest of the committee, it is not to say that you have not been doing anything because you and I both go to CSSA. You are actively participating in CSSA and seeing your texts about a great piece, or I enjoyed what this campus had to say, you reach out to me about it and so I appreciate it. I believe the overall theme is bringing that piece to the larger group so that everyone knows what is happening. I will admit that I could do a better job at bringing what we talk about CSSA to the Board or Senate, which is something that Jasmine and I work on. We do not want discredit the things you have done. It is about what we want to know so that everyone in the circle can help you feel recognized for the things that you have done. We all have done great things this year and so we want to make sure that you are being recognized for the work. After hearing everything, I wanted to know what the biggest obstacle for you in terms of ASI has been and how can we as a team support you and help you improve with that. At the end of the day, we are ending



checking emails every day and continue to keep up with them. Then, having consistent one on one meetings with Sneh which I believe are helpful for both of us and we are able to stay updated since know she needs my signatures so the work can be processed, and I am not behind on them. I will also be having one on one meetings with Erik. I wanted to mention this and be transparent with everyone. **E. Pinlac** says we are transparent about the communication you have with us. During last semester, when Mirna was not answering emails or could not get contacted virtually which cause minor delays on some work. In the role of VP of Finance Committee, if documents do not get signed immediately or in a certain time, it delays things for all departments because any purchasing has to get through her. We did work through some solutions during our last one to one meeting. There will be a one on one meeting with her and Sneh every other week. I will be meeting with every other week to name what is most important. I have talked to the staff, and they have been reaching out via cell phone and when they get to that point it means you are not looking at your emails or communicating effectively. Mirna have agreed to check emails on a frequent basis. Check your emails and respond to them. **M. Castillo** thanks Mirna for bringing this up. We have talked about this, and it was earlier this year with Neilah. I am not used to students holding themselves accountable or taking accountability. You recognized that there were things that fell through, and I appreciate that you brought it to our attention. Since the matter was not brought up by someone else, it makes me think that it was not a big problem as much as you thought it was, but you communicated with Erik and held yourself accountable.

K. Dhillon agrees with everything Martin has said as this is the first time when someone sent them self in, and it takes self-awareness to do that. Is there any support you need from us or want us to hold you accountable?

M. Maamou admits it is a flaw that I have that I have struggled with which is when I start to feel that I am losing control. With my boundaries, I let it affect what is expected of me work-wise which makes it seem that I do not have strong work. The thought of losing control of my boundaries leads me to almost st736)13k)2(136)TJ205.13 Tm0 g



known when looked at attention to detail and it shows that this is a good company. The reason why we're going with the firm is to help us solicit more candidates. They are a nationwide based in Massachusetts, but they do searches within the area. If you read the packet, there is a section where they talked about who they are. The firm is committed to diversity, which is why CSU works with them closely. They have listed the ASI's that they have worked with in the past. The Executive Director for SFS State was picked by them. There are CSU and few other public universities which they have worked with. They are well known in the industr



they screen the resumes, organize it, and present it. It is clean and convenient. They are organized and what they do is the definition of.

A. De Leon says I agree with Mirna and it would help with the candidate. Timeline-wise, if you were to move forward, how would that be?

E. Pinlac says they have not included a timeline but the earliest the firm can start is mid to late February. I am hoping that is the prime time for recruitment, for higher education and any education in general. In their policy, the firm has a retention guarantee and off-limits policy. They have a guarantee, if candidate leaves within 12 months then they would waive their fee to bring a new candidate which guarantee getting a candidate. This is an extra assurance for the organization. There are other firms we can look at but they weren't really higher ED instead were executive, CFO and Presidents. This position is similar to Directors Association.

M. Castillo asks can you get a timeline from them before our next so we can start booking time on the calendars? It is to make we're prepared for it instead of doing it last moment.

E. Pinlac will reach out to them today and try to get a timeline or at least a rough timeline so we have an idea about which weeks to start planning for.

K. Dhillon says this discussion will be put on the upcoming meeting agenda for approval of funding.

46:37

E. INFORMATION ITEM: **Director of Sustainability Affairs Vacancy**

The Executive Vice President/Chief of Staff will inform the Personnel Committee of the decision to leave the Director of Sustainability Affairs position vacant for the remainder of the academic year.

K. Dhillon says as of the memo sent out, regrettably Josh was not able to continue in his role. The decision I made in consultation with Erik and AJ was to leave the position vacant for the end of this year because, for one, the capacity of this committee and the availability since we would be the main group that will be interviewing for that position and screening through the applications. Looking at the timeline, it will take one month and the new candidate for this position would be joining in March. At that point we would be halfway through the academic year.



There is no point of appoint someone for one and half month and we also have



E. Pinlac says I want to applause Michael Ryan and Lauren for keeping up throughout the transition of roles. I encourage everyone to visit University Union. In case you meet Lauren or Michael, let them know that we are noticing their work.

J. Domino says can we determine whether or not should I be present.

K. Dhillon says I will be following up with you outside the meeting and you are welcome to attend the meeting. You will be informed and invited to the meeting regardless of whether there is a sanction or not. The decision to attend is yours.

M. Cesena says I want to invite everyone on the first event for Presents on Friday during lunch time in room UU311 There will be programming rolling out next week, we had been online because of COVID 19. There is going to be free food. It is traditionally super bowl theme, but there were some programming and scheduling issues but definitely invite your friends tell students tell staff team to come.

K. Dhillon thanks them. Congratulations to Michael Ryan and Lauren on their new positions. I am in office today. The glass looks amazing and you can tell where the ASI office is.

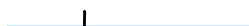
52:30

X. ADJOURNMENT at **1:53 PM**

Minutes approved by:

Executive Vice President/Chief of Staff & Chair

Name: Kabir Dhillon


-- ASIExecVP (Feb 9, 2022 13:28PST)

Minutes approved on:

02-09-2022

Date:




Personnel Committee Meeting Minutes of February 2, 2022.

Final Audit Report

2022-02-09

Created:	2022-02-09
By:	Sneh Sharma (sneh.sharma@csueastbay.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQaqOVAtVB9VtbBZBITI3E1gjrC41jqr

"Personnel Committee Meeting Minutes of February 2, 2022." History

 Document created by Sneh Sharma (sneh.sharma@csueastbay.edu)