

**Personnel Committee Meeting Minutes of February 21<sup>st</sup>, 2024**

- I. CALL TO ORDER at **12:05 PM**
  
- II. [ROLL CALL](#)  
**Present:** Kushal Sheshadri, Sai Charan Attili, Erick Loredo, Carlos Martinez-Aguilera, Danny Lopez, James Carroll, Ashley Depappa  
  
**Absent:** Nolan Calara, Martin Castillo
  
- III. ACTION ITEM - **Approval of the Agenda**  
**Motion** to approve the agenda of February 21<sup>st</sup>, 2024, by **E. Loredo**, seconded by **S. Attili**, motion **CARRIED.**
  
- IV. ACTION ITEM - **Approval of the Minutes of January 24<sup>th</sup>, 2024**  
**Motion** to approve the minutes of January 24<sup>th</sup>, 2022, by **E. Loredo**, seconded by **D. Lopez**, 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.  
**02:20**
  
- VI. UNFINISHED ITEMS:  
  
**02:26**
  
- VII. NEW BUSINESS ITEMS:
  - A. DISCUSSION ITEM: [Discussing Committee Applicants.](#)  
The personal committee will discuss the candidates for the ASI **Sustainability committees.** **H. Corum** shares that a candidate named Sam Koshy expressed interest in joining the ASI Sustainability Committee in mid-January. Sam conveyed a strong passion for environmental sustainability and highlighted that involvement in the committee would offer him a platform to contribute significantly to promoting sustainable practices within the campus community.



She expressed enthusiasm about Sam’s interest and welcomed the prospect of having another dedicated member on the Sustainability Committee. **K. Sheshadri** mentions that five additional members were selected from the interviews conducted. He encouraged to share any relevant discussions or insights from the interviews. **H. Corum** expresses concern during the meeting about the level of involvement from some committee members. In the initial meeting, not everyone was present, and there has been a challenge in receiving responsive communication through emails. She specifically mentioned uncertainty about the expected extent of their involvement, especially considering the plan for bi-weekly meetings. **J. Carroll** sought clarification regarding the need for additional appointments. Specifically, he inquired whether there were additional applicants awaiting appointment or if there were other points that required clarification. **K. Sheshadri** highlights that the Sustainability Committee applicants had not been previously discussed, and this meeting marked the first occasion for such deliberations. He added that during the last Personnel Committee meeting, Hailey was unable to attend. **C. Martinez-Aguilera** inquired whether the individuals for the Sustainability Committee had already been appointed during the previous semester. **K. Sheshadri** clarifies that during the meeting in which Hailey was unable to be present, the focus was on Programming, and not the Sustainability Committee. **H. Corum** expresses that she has been consistently communicating with the five individuals regarding the Sustainability Committee, leading them to assume they were already part of the committee due to the ongoing discussions. **K. Sheshadri** enquires if that the individuals had not been officially discussed as members of the Sustainability Committee at any point during the meeting. **H. Corum** mentions that a few months ago, during the retreat, there was a discussion about the frequency of meetings with certain individuals. It was agreed upon that these meetings would occur bi-weekly. As a result, she has been communicating with them regularly under the assumption that they were part of the committee. **K. Sheshadri** highlights that all committees except Programming and Sustainability were discussed in one Personnel Meeting due to the availability of individuals who conducted the interviews. However, Programming and Sustainability discussions were delayed due to the late timing of the interviews. The initial plan was to address these matters during the last Personnel Meeting of the previous semester, but the names were not available by then. Subsequently, the discussion was rescheduled for the first meeting of this semester, where London attended but Haley couldn’t. The second meeting did not take place, making this the third meeting and the first time the topics are being discussed. **H. Corum** inquiries about the information desired regarding the individuals in question. **K. Sheshadri** inquiries about the recommendations regarding the shortlisted names. **H. Corum** express approval of the individuals and recommended them. **K. Sheshadri** mentioned the following names: Yashraj



Shreyans Shah, Manu Biju, Isha Hitendra Kosambia, Michaela Fritzsche, Vaishnavi Karingala, and Sam Koshy. **K. Sheshadri** expresses that the Personnel Committee recommends the candidates to the Sustainability Committee.

9:51

B. DISCUSSION ITEM: [ASI Committee Codes](#)

The Executive Committee discusses the changes to the committee codes.

**K. Sheshadri** discuss the proposal from the previous Board Meeting to merge or eliminate the Internal Affairs Committee and integrate Lobby Corps with the Legislative Affairs Committee. The rationale behind this recommendation was the significant overlap in responsibilities between Lobby Corps and the Legislative Committee. The proposed changes suggest addressing the role of the Internal Affairs Committee. He invites inputs and thoughts on whether the committee should be maintained, merged, or discontinued entirely. **C. Martinez-Aguilera** inquiries about the timeline for implementing the proposed change. **K. Sheshadri** clarifies that the change would take effect immediately, within this year. **J. Carroll** outlines the process for updating Committee Codes, emphasizing the need for a review each summer or early fall to ensure alignment with committee structures and positions. Given the challenges faced by committees during the pandemic, a reset is necessary to realign codes with current needs. Moving forward, the new board starting June 1<sup>st</sup> will review codes again to accommodate new positions and transitions. Despite the out-of-sync nature of the current semester's review, it is essential for ensuring consistency and efficacy in committee operations. He adds that advanced recruitment updates will precede the selection of committees to facilitate the process. **K. Sheshadri** inquiries whether the proposal, once made, would undergo a vote in the BOD meeting. **C. Martinez-Aguilera** raises a concern regarding the status of current committee members of the Internal Affairs Committee in the event of its removal. He highlights a lack of immediate meeting topics based on his review of the codes. He inquiries about the future of those members. **J. Carroll** emphasizes the importance of clarity regarding the committee's purpose and tasks. He suggests that if there are no specific action items for the committee to address, it may be prudent to unseat the committee members. He mentions that this recommendation is separate from the ongoing conversation and should be considered as a separate action. **C. Martinez-Aguilera** sought clarification on the process, asking whether revisiting the Personnel Committee is required for the subsequent steps in addressing the committee's status. **J. Carroll** clarifies that the matter can be addressed through a Personnel agenda item to ensure transparency with the committee members regarding the lack of necessity for the committee. He emphasized that it would involve emailing them and allowing the Personnel Committee



to decide whether unseating the committee is needed. **K. Sheshadri** proposes a suggestion regarding the timeline for addressing the initiative. He recommends considering the matter in the next Personnel Meeting as the first discussion item. He also proposed the option of maintaining the committee for the current semester and reassessing its necessity for the next semester. **J. Carroll** emphasizes the urgency of the discussion regarding the removal of the Internal Affairs Committee from the current code. He clarifies that the committee need to decide whether to recommend the removal in the upcoming Board Meeting. He highlights the need for immediate action, as the decision would impact the current semester, not the next. He stresses the importance of considering whether there was meaningful work for the committee and suggested that, if there was, it might be preferable not to remove it from the current codes. **K. Sheshadri** suggests that one of the responsibilities could involve reviewing all past and present policies. He also mentions that there are numerous policies on the website that are due for revision, which could be another area to focus on if desired. **C. Martinez-Aguilera** raises a question regarding the potential outcome if the committee were to be dissolved. He suggests that the responsibilities of the committee might be integrated into another existing committee if such action were to be taken. **J. Carroll** addresses the issue regarding the responsibilities of the Internal Affairs Committee. He emphasizes the need to ensure that the workload of the committee isn't shifted to another committee in the short term. Historically, the focus of the Internal Affairs Committee has been on policy matters, although last year, it organized banquets, which were not reflected in the Committee Codes. He suggests that establishing a new committee to evaluate board policies might be challenging at this stage, considering the complexity of the task and the time constraints. Therefore, he recommends considering unseating the committee if there is no workload for it in Spring 2024. However, he proposes keeping the Committee Codes intact for now and letting the new board decide on the matter in June. This would allow the current committees to adhere to the new codes while giving time for further discussion. **C. Martinez-Aguilera** expresses his intention to decide and inform the committee members accordingly. **J. Carroll** mentions that there appears to be a consensus to retract on Internal Affairs.

21:31

C. DISCUSSION ITEM: [SENATOR of CBE and SENATOR of CEAS Appointments](#)

The Personnel Committee will discuss interviewed applicants for the Senator of CBE and Senator of CEAS roles.

**E. Loredo** provided insights on the candidates interviewed for Senator of CBE. Yashica Avhad, a second-year International Student and Business Major, demonstrated leadership experience but was unavailable during Board of Directors Meetings, making her unsuitable.



Bhavana, with five years of professional experience, praised the diversity at East Bay and had availability for meetings. However, the committee felt she lacked the engagement with students, which ASI requires. **K. Sheshadri** also notes that another reason for not selecting the candidate was the limited two-month duration of the role. He expresses concerns about the challenges she might face in joining the board at this point and effectively picking up where Tanya Gupta left off. These factors contribute to the decision that there were stronger candidates for the position. **E. Lored** proceeds to discuss the candidates interviewed for the position. He highlighted that Vibha Gupta, an MBA student, did not seem to be a right fit for ASI. However, Kavi, the current mentee, emerged as a strong contender, displaying a deep commitment to ASI's growth and effective communication skills essential for the role. Anahi, an RA with significant leadership experience and a proactive approach to student engagement, also stood out. She has prior experience in fundraising and spreading awareness on social media. She expresses readiness to advocate for business students and proposed innovative ideas like organizing career fairs to facilitate networking opportunities. Nidhi Sharma, another top candidate, boasted extensive leadership and community service experience, along with a pre-established relationship with the Dean of Business. She demonstrated a clear vision for implementing workshops and collecting data to enhance programming and advocacy efforts for business students. He indicated that Kavi, Anahi, and Nidhi emerge as the top contenders for the position, with his personal preference leaning towards Anahi or Nidhi due to their evident enthusiasm and readiness to contribute effectively within the limited two-month timeframe. He invites inputs Kushal with whom the interviews were conducted. **K. Sheshadri** expresses his preference for Nidhi and Anahi, highlighting Anahi's experience but also acknowledging potential challenges with her integration into ASI procedures and rapport with the board due to the limited timeframe. He emphasizes Nidhi's active involvement on campus, suggesting that she could achieve significant progress within the two-month period. He invites questions or further discussions on the matter. **D. Lopez** expresses his opinion, indicating that Kavi would make a suitable candidate due to his familiarity with ASI operations as a current mentee. He highlights Kavi's hands-on experience within ASI, suggesting that it provides him with a better understanding of the organization compared to Nidhi, despite her active involvement on campus. **C. Martinez-Aguilera** raise a question regarding the comparison between Anahi and Nidhi concerning their ability to adapt to the board and accomplish tasks efficiently within the limited timeframe available. He sought clarification on the specific qualities or differences that might make one candidate more effective than the other in terms of quickly integrating into the board and achieving objectives. **K. Sheshadri** highlights Nidhi's existing involvement in the Finance Committee and her familiarity with the board's operations as



significant factors in her favor. He notes her experience in hosting campus events and event management, which he believes gives her a head start in executing responsibilities. Additionally, he emphasizes her positive relationship with the Dean of the CBE and her participation in the Business Analytics Club as further strengths. **E. Loredo** emphasizes the importance of selecting a candidate who not only brings years of personal business experience but also possesses the ability to establish meaningful relationships with students. He stresses the significance of choosing someone who can engage with students effectively and execute programs and advocacy initiatives that will benefit them during the two-month period. He suggests that the focus should not solely be on years of experience but rather on identifying candidates who have the potential to connect with students on a deeper level. **J. Carroll** raise two key considerations regarding the selection process for candidates. Firstly, he emphasizes the importance of choosing individuals who can quickly adapt and accomplish tasks efficiently within the two-month timeframe. Secondly, he highlights the significance of considering the candidates' academic status at East Bay, particularly regarding their potential for future roles within the organization. James stresses the need to balance these factors and ensure that both aspects are considered during the decision-making process. **K. Sheshadri** notes that both Nidhi and Anahi have one more year left on campus. He also acknowledges that both candidates are potential candidates for the next board, which was taken into consideration. He expresses that the decision could go either way. **E. Loredo** states that both candidates, Nidhi, and Anahi, have conveyed their interest in continuing to work with ASI. He inquires whether Nidhi is expected to graduate this year, in the spring or the fall semester. **S. Attili** confirms Nidhi will be graduation in Spring 2025. **E. Loredo** mentions that the decision should prioritize candidates who can genuinely connect with the student body and engage with them, rather than solely focusing on external initiatives. **C. Martinez-Aguilera** expresses that they seem evenly matched in terms of their campus involvement, both having experience as RA and being active in business-related clubs within the college. He mentions that it will be a tough call between the two candidates. **E. Loredo** requests Carlos to share his thoughts and opinions on Anahi as a potential candidate, given that he was present during her interview. **C. Martinez-Aguilera** expresses his agreement with Eric's assessment of Anahi as a strong candidate. He highlights Anahi's extensive experience as RA, where she dealt with communication challenges effectively. Additionally, he appreciates Anahi's proposal to establish cohort classes within the College of Business, like those in the nursing program, to facilitate long-term connections among students. He also commends Anahi's initiative to engage alumni in supporting current business students, considering it a proactive approach that demonstrates her readiness for the position. **K. Sheshadri** emphasizes the significance of the next two months, stressing the need for a



hands-on approach, particularly given the size and importance of the College of Business on campus, which accommodates approximately 30% of the student population. Considering these factors, he expresses a preference for Nidhi as the candidate best suited for the role during this two-month period. He invites questions or suggestions from the committee members. **J. Carroll** advises the committee to prioritize their recommendation, considering the candidates they identified as the strongest and those they recommend overall. He suggests the importance of reaching a unanimous ranking to ensure that the committee is prepared in case the first candidate chosen is unable to accept the position. He emphasizes the need for a unanimous recommendation from the Personnel Committee to the Board, acknowledging the challenge of ranking candidates but highlighting its importance for the board's evaluation process. **C. Martinez-Aguilera** inquires about the recommendation process, seeking clarity on whether the Board would receive a recommendation listing all three candidates ranked or just a single person's name. **J. Carroll** provides clarification regarding the recommendation process for presenting candidates to the Board. He emphasizes the importance of having a top recommendation while also considering an alternative. This approach would ensure a smoother process if the first candidate declines, as the Board would already have an approved second choice without needing to go back to the committee for further deliberation. **K. Sheshadri** mentions that the Committee is recommending Nidhi, Anahi, and Kavi for the position and that the final decision rests with the Board. **J. Carroll** states that the Committee should make a formal recommendation to the Board for the appointment to the position. He advises to present a primary choice along with an alternative in case the first choice is unable to accept. This approach eliminates the need for a re-vote and streamlines the process. The motion on the table will be to recommend a specific individual to the Board. He emphasizes that the recommendation to the Board must be a unanimous decision among the members of the Personnel Committee. **K. Sheshadri** proposes that each member of the Personnel Committee express their opinion by recommending the order of the top three candidates. **E. Lored** expresses his personal ranking of the top three candidates, with Anahi as his first choice, Nidhi as his second, and Kavi as his third. **C. Martinez-Aguilera** expresses his ranking preferences, mirroring Eric's, highlighting his firsthand experience interviewing Anahi and observing her enthusiasm. He mentions Nidhi as his second choice based on the collective feedback and Kavi as his third choice, having also conducted an interview with him. **S. Attili** expresses his first preference for Nidhi, citing his current collaboration in the Finance Committee and his confidence in her abilities for the position. He ranked Anahi in the second place, and Kavi in the third. **D. Lopez** expresses his preference for Anahi as his first choice, highlighting her strengths and potential impact. He acknowledges Nidhi's campus involvement, and ranked her as his



second choice, followed by Kavi in third position. **K. Sheshadri** emphasizes Nidhi as his top candidate for the position, citing the importance of the next two months in the decision-making process. He then expresses Anahi as his second preference and Kavi as his third preference. **J. Carroll** clarifies the decision-making process, highlighting that while majority opinion may be considered, the goal is consensus among the committee members. He emphasizes that Personnel Committee has the responsibility to recommend candidates to the Board for appointment, underscoring the need for alignment on the preferred candidates. **D. Lopez** asks about exploring the possibility of an informal vote to gauge majority sentiment. **J. Carroll** points out that an informal vote had already effectively taken place through verbal discussion, with three members favoring Anahi and two members favoring Nidhi as their top choice. Similarly, for the second preference, the choices were vice versa. **S. Attili** inquires about Anahi's major. **E. Loredo** mentions that she is a Business Major with a concentration in Marketing. **K. Sheshadri** invites suggestions or inputs from Ashley. **A. Depappa** emphasizes the importance of vocalizing opinions regarding candidates if they feel strongly about a candidate. She acknowledges James's suggestion regarding decision-making processes and encouraged open communication among committee members. **E. Loredo** poses a question to Carlos, seeking his insight on Anahi's suitability for the position based on her interview performance. He inquires whether Carlos believed Anahi possessed the drive and capability to quickly integrate into the role and execute the responsibilities expected within the two-month timeframe. **C. Martinez-Aguilera** expresses his perspective on evaluating Anahi's readiness for the position, acknowledging the challenge of assessing it based on a brief interview. While he notes Anahi's enthusiasm for Board participation and her engagement with ASI on campus, his recommendation was primarily informed by the insights gained during the interview. **A. Depappa** highlights the importance of considering the existing resources and experiences that candidates like Nidhi, who serves on an ASI committee, and Anahi, who is an RA, possess. She emphasizes that being an RA grants access to various campus resources and facilitates direct interactions with students. She suggests evaluating the candidates based on their current involvement and familiarity with student engagement, leveraging their existing experiences to excel in the position. **D. Lopez** suggests conducting two separate votes during the Board of Directors meeting next week to determine which candidate receives more votes between Anahi and Nidhi. **J. Carroll** emphasizes that the responsibility of making appointments and Personnel decisions lies with the Personnel Committee. While the Board has the authority to accept or reject the recommendation, it is the committee's duty to narrow down the choices and provide the board with a formal recommendation. **D. Lopez** clarifies if it's feasible to provide both recommendations to the Board. **J. Carroll** emphasizes that it's not feasible to provide both





recommendations to the Board. He points out that circumventing the responsibility to make the decision today would hinder the process, affirming that the Committee's duty is to determine and propose a motion. **S. Attili** clarifies that he was not present during the candidates' interviews. He admits his inclination towards Nidhi due to his experience with her. However, based on Eric's endorsement of Anahi as the best fit from their interviews, he advocates for selecting Anahi as the preferred candidate. **K. Sheshadri** expresses his disagreement with the decision but acknowledges the importance of reaching a consensus among committee members. **J. Carroll** emphasizes the importance of reaching an agreement on the committee's recommendation to the Board. One member must propose the motion to the Board, stating that the Personnel Committee recommends a particular candidate, and it is crucial for all members to agree on that. **K. Sheshadri** expresses his alignment with the perspectives and recommendations of the Personnel Committee, acknowledging agreement with their views. Despite some reservations, he indicates a willingness to support their solution. Further, he states that the Personnel Committee has collectively decided to recommend Anahi as the top choice, Nidhi as the second choice, and Kavi as the third choice for the Board's consideration and vote.

49:34

VIII. SPECIAL REPORTS:

No special reports.

49:50

IX. ROUND TABLE REMARKS

**J. Carroll** commends the members for engaging in challenging discussions, recognizing the inherent complexities of making appointments. He emphasizes the pursuit of finding the best fit among candidates, acknowledging that determining the ideal candidate is often subjective and based on available information. Additionally, he encourages ongoing engagement with all candidates, highlighting the importance of fostering student involvement in ASI. He suggests inviting candidates to events and Board Meetings, reaffirming that there is a place for everyone to contribute and grow as leaders within the organization. He further emphasized that by welcoming all candidates, the committee can ensure inclusivity and leverage the diverse talents they offer.

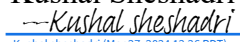
51:36

X. ADJOURNMENT at 12:57 PM

Motion to adjourn the meeting by **D. Lopez**, seconded by **C. Martinez-Aguilera**, motion **CARRIED**.



**Minutes reviewed by:**  
**Executive Vice President/Chief of Staff**

Kushal Sheshadri  


-Kushal sheshadri (Mar 27, 2024 12:26 PDT)  
Minutes approved on:

**03/20/2024**

Date:

