ASSOCIATED STUDENTS INC
CAL STATE EAST BAY

Personnel Committee Meeting Minutes, October 7th, 2026

I. CALL TO ORDER at 1:02 PM

II. LAND ACKNOWLEDGEMENT

We would like to recognize that while we gather at California State University East Bay located in Hayward, CA, we are gathered on the ethno-historic tribal territory of the intermarried Jalquin (hal-keen) / Yrgin (eer-gen) Chochenyo-Ohlone-speaking tribal group, who were the direct ancestors of some of the lineages enrolled in the Muwekma Ohlone Tribe of the San Francisco Bay Area, and who were missionized into Missions San Francisco, Santa Clara and San Jose.

It is important that we not only recognize the history of the land of the Jalquin/Yrgin on which we gather to learn and participate, but also recognize that the First People of this region – the Muwekma Ohlone People, are alive and thriving members of the Hayward and broader Bay Area communities today.

It is of great importance to acknowledge the significance of this Holše Warep (hol-sheh wah-rehp) ~ Beautiful Land to the indigenous Muwekma Ohlone People of this region. We ask everyone who attends or visits Cal State University East Bay in Hayward, to be respectful of the aboriginal lands of the Muwekma Ohlone People, and consistent with their principles of community and diversity strive to be good stewards on behalf of the Muwekma Ohlone Tribe, on whose land you are their guests.

III. LABOR ACKNOWLEDGEMENT

We acknowledge the labor of enslaved African peoples and Indigenous communities whose exploitation helped build the economic and institutional foundations of this country. We also recognize the contributions of immigrant and migrant workers, including those from Asian, Latin American, and Pacific communities whose labor continues to sustain our economy and institutions. As we move into today's work, we commit to making decisions grounded in equity, awareness, and responsibility.

IV. ROLL CALL

Present – Casey Pangilinan, Matthias Dempsey, Harshvardhan Mukesh Patel, Yashica Avhad, John Christian Tecson, Martin Castillo, James Carroll, Erick Loredo

Also, in attendance – Sai Sravan Andhavarapu

V. ACTION ITEM - Approval of the Agenda

Motion to approve the Personnel Committee Meeting October 7th, 2026, Agenda by **M. Dempsey,** seconded by **H. Patel**, **Motion CARRIED.**

VI. ACTION ITEM - Approval of the Minutes of September 23rd, 2026

Motion to approve the Minutes of September 23rd, 2026 by **H. Patel,** seconded by **M. Dempsey**, **Motion CARRIED.**

VII. 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.

VIII. UNFINISHED ITEMS:

No unfinished items.

IX. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: Government Officer Concerns – Director of Sustainability Affairs

The Personnel Committee will discuss new and continued concerns regarding the Director of Sustainability Affairs in reference to the Personnel Manual. The committee will review previously documented concerns related to attendance and timeliness, office hours, tabling, required events, task list completion, and fulfillment of board member responsibilities, as well as the subsequent education action plan established to address these concerns, and further action under the ASI Code of Conduct.

C. Pangilinan explained that **S. Andhavarapu** previously came before Personnel regarding timeliness at the mandatory Board retreat and participation in retreat planning. An education plan and action plan was then developed with **C. Pangilinan** and **E. Loredo** about four to five weeks ago. Under the Code of Conduct and Personnel Manual, the education plan is a Level 2 consequence out of 3.

C. Pangilinan reported further concerns since then. The weekly task list was not completed on time about three to four times, including once during the education plan period last week, after a prior written warning. For the committee chair interviews, a Board member reported that the interviews seemed unprepared and that she was asked to co-interview shortly beforehand. An interviewee also reported an unprofessional experience: the interview was scheduled at a time she had said she was unavailable, the location was only confirmed about 10 minutes before the interview after she asked, and no space was ready when she arrived at the ASI office. At the recruitment fair, he was not present for the first portion of setup while all other chairs were, and his materials were not ready.

S. Andhavarapu responded that the interview issues were a misunderstanding. He stated that he had shared interview questions and answers and later an Excel file, that he believed he had told the interviewee the interview was in person at the ASI office, and that he responded to her within about 10 minutes. He also described ongoing work on sustainability events and speaker outreach.

S. Andhavarapu later submitted a written response, as the recording did not capture his complete statement. He accepted responsibility for his mistakes and stated that the lateness concern occurred

before the education action plan and that office hours were not an issue during its review. He acknowledged not consistently updating his weekly task lists and committed to updating them daily. He acknowledged that he should have shared the questionnaire with his co-interviewer, explaining that he misunderstood the division of responsibilities, and that he forgot to include the location in Daniela's interview confirmation; he committed to including full details in future confirmations.
S. Andhavarapu listed ongoing projects, including court reuse, water-refilling improvements, guest speakers, a bus-stop improvement, a clothing exchange, solar panel awareness, and e-bike charging stations, and offered documentation of this work. He stated that he wishes to complete his term before graduating in December and asked to continue serving under clear expectations and monitoring.

C. Pangilinan acknowledged the work he has been doing, but stated that instructions and materials were provided: a timeline on August 28th and, on September 8th, an email with two interview templates from previous ASI processes, along with an open offer of support in every email. Referring to the email record, she noted that the interviewee was first invited for Friday, September 18th (1:00–5:00 PM), replied that she was only available at other times, and was then offered Tuesday at 1:00 PM, a time she had said did not work. About 30 minutes before the interview, she asked where to meet and received the location about 10 minutes before it began.

M. Castillo acknowledged how busy student leaders are and encouraged **S. Andhavarapu** to ask for help and keep trying.

M. Dempsey stated that while all Board members are balancing being students, the Board works as a team and can only reach its goals if everyone pulls their weight. Other chairs are organizing their committee processes and seeking clarity when unsure. Tasks being lost in email are not sufficient reasons, and what is being asked is fair and reasonable.
A member shared that serving on the Board is demanding, especially for the first time, and that asking for help early is important.

C. Pangilinan added that her biggest concern is communication. The action plan set a four-week period with weekly check-ins, yet issues only came to light when she reached out directly. She also described earlier issues: tabling absences reported by **J. Tecson** (including at Alfresco), being late to office hours multiple times, and a planned office hours make-up that did not happen and was not communicated. The education plan specifically covers scheduling and workload management, proactive communication, and completion of the weekly task list.

M. Dempsey noted that **C. Pangilinan** sends a weekly Monday email with required information. The task list requires a minimum of two items, and directors have five office hours each week in which to complete it. The concern is that he has to be reminded to complete basic administrative requirements. **S. Andhavarapu** stated that the most recent task list was not updated on time.

C. Pangilinan stated that one missed task list alone is not a reason for removal; the concern is the overall pattern. Since a Level 2 consequence was already applied through the action plan and was not met, she recommended a Level 3 consequence, which under the Code of Conduct is "dismissal from the Board of Directors or Senate with 3/4 majority vote or other sanctions as prescribed by the Board of Directors." She clarified that this is a recommendation only, and that the Board of Directors will hold a similar discussion and make the final decision.
Members went around to share their positions, beginning with **C. Pangilinan**, who recommended a Level 3 consequence. The item will move to the Board of Directors as an action item for a Level 3 consequence.

B. DISCUSSION ITEM: Internal Committee Candidate Recommendations
The Personnel Committee will discuss the internal committee candidate recommendations made by the chairs for their committees.
C. Pangilinan reviewed the recommended candidates. Applications, key interview points and notes are in the tabs of the linked candidate recommendation sheet.

- **Finance** (**H. Patel**) – Misha Sen, Saray Rodriguez, Bryant Dominguez, Tanuj Kumar Kancharla.
- **External Affairs** (**Y. Avhad**) – Silvano Mora, Jackson Hu, Julio Reza Segura, Sabria Hinton, Daidrian De Guzman Deluna.
- **Wellness and Recreation** (**A. Arnold**) – Ayush Nilesh Moghe, Jason Moseley, Camila Bell.
- **Sustainability** – Sakshi Mehta, Daniela De Spain, Aria Short.
- **Internal Affairs** (**J. Tecson**) – postponed until Spring, with recruitment continuing this semester.

H. Patel reported that he received seven applications and interviewed six. One applicant was not contacted because the prompt responses were left blank. Because the committee is limited to three to four members, he recommended the candidates who were most confident and willing to take part, and he is not recommending Sahana.

Y. Avhad reported that six candidates scheduled interviews, and she is recommending five of them, noting they are passionate and involved in advocacy. Her notes are in the linked spreadsheet.

E. Loredo asked about Aria Short, who was listed for both Sustainability and Wellness and Recreation. **C. Pangilinan** noted that **A. Arnold** bolded every candidate except Aria, so Aria is not being recommended for Wellness and Recreation.

J. Carroll confirmed the totals for the record: Finance 4, External Affairs 5, Wellness and Recreation 3, Sustainability 3, and Internal Affairs 0 (on hold). **J. Tecson** confirmed he will not run a committee this fall and will instead help **C. Pangilinan** with the mentee program.

The Wellness and Recreation and Sustainability chairs were not present and will speak on their candidates when the recommendations go to the Board of Directors as an action item.

X. SPECIAL REPORTS:
No special reports.

XI. ROUND TABLE REMARKS:
J. Carroll acknowledged the committee for how it handled the earlier conversation, noting that these discussions are never easy and should be treated with honor and respect, with a focus on both concerns and people's successes.

XII. ADJOURNMENT at 1:48 PM

Minutes reviewed and approved by:
Chair/Executive VP/Chief of Staff Name:
Casey Pangilinan

Casey Pangilinan (Nov 9, 2026 14:49:11 PST)

Minutes approved on:
11/04/26
Date: