

Personnel Committee Meeting Minutes, April 15th, 2026

- I. CALL TO ORDER at 12:02PM
- 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.

Motion to appoint C. Reddy Doolam as Vice Chair for the Personnel Committee by R. Munos and seconded by Y. Avhad, Motion Carried.

III. [ROLL CALL](#)

Present: Rolando Munos, Kartik Tripathi, Yashica Avhad, Charan Reddy Doolam, Erick Loredo, James Carroll



Absent: London Deguzman, Martin Castillo

IV. ACTION ITEM - **Approval of the Agenda**

Motion to approve agenda of Personnel Committee Meeting **April 15th, 2026**, by **Y. Avhad** seconded by **C. Reddy Doolam**, Motion carried.

V. ACTION ITEM - **Approval of the Minutes of March 11th, 2026**

Motion to approve agenda of Personnel Committee Meeting **Minutes of March 11th, 2026**, by **R. Munos** seconded by **Y. Avhad**, Motion carried.

VI. 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.**

VII. UNFINISHED ITEMS:

VIII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: [ASI Remuneration Policy Amendment](#)

The Personnel Committee will discuss potential amendments to the ASI Remuneration Policy.

K. Tripathi explained that, after multiple discussions throughout the year with the Executive Director, **J. Carroll**, one proposed amendment to the ASI remuneration policy was to increase the scholarship for the Executive Vice President position. He stated that, based on the hierarchy of positions, the EVP falls between the President and the Vice Presidents, so the scholarship should also fall between those levels. He said he calculated a middle ground of \$1,160 per month, which would total \$13,920 for the full term.



K. Tripathi added that, based on his own experience in the role, the EVP position carries a significant amount of responsibility and behind-the-scenes work. He explained that while the President handles much of the external work, the EVP is responsible for holding the board together, serving as the taskmaster, helping appoint committees, supporting ASI committees, and planning both retreats, along with many other administrative duties.

J. Carroll agreed with **K. Tripathi** and stated that the EVP position has extensive and time-consuming administrative responsibilities. He pointed out that duties such as following up on university committee work, managing task lists, and overseeing vacancy replacement processes throughout the year have made the role especially demanding. He said he was surprised this distinction had not been built into the system before and supported recognizing the broader scope of the EVP's responsibilities through a higher scholarship amount. He also noted that bylaws may require the EVP to temporarily assume responsibilities when other executive vacancies arise.

K. Tripathi clarified that, if approved by the Board of Directors, this amendment would only take effect in the 2026–2027 year, not for the current term. He emphasized that he therefore had no personal stake in the outcome and wanted to ensure everyone understood that the proposed change was for the following year.

J. Carroll then introduced a second possible amendment related to scholarship disbursement timing. He explained that the monthly scholarship distribution process had been highly inconsistent and labor-intensive throughout the year due to the processing steps required through Financial Aid and Student Financial Services. He stated that monthly distributions, which previously might have taken about two weeks, had expanded to three or even four weeks, creating significant problems. He reminded the committee that the board had already voted to consolidate spring scholarship payments and suggested that this was an opportunity to consider a longer-term solution. He explained that the recommendation from Financial Aid and Student Financial would be to move to three disbursements: one in July for the June–July period, one in September for the fall semester, and one in January for the spring semester. Under this structure, Executive Committee members would receive June and July in the July payment, while directors and



senators would receive July only. The fall and spring payments would each cover five months.

K. Tripathi asked for clarification about whether the first payment for directors and senators would actually be processed in July and whether the fall and spring payments would be made at the beginning, middle, or end of each semester. **J. Carroll** clarified that the first payment would be processed in July, and the fall and spring payments would be made in September and January.

K. Tripathi commented that, while ideally everyone would prefer monthly payments, if that was not realistically possible, then the board had to be pragmatic. He stated that he supported the potential change to three disbursements if it meant payments would at least arrive on time.

Y. Avhad raised concerns about moving away from monthly disbursements. She said that while monthly payments are difficult to manage, giving students their full scholarship amount early could reduce motivation and accountability. She argued that students may be more motivated to fulfill their duties when payments are spaced out over time. She also pointed out that the current board had already received a lump sum in the spring, but those were returning board members who already understood their responsibilities. She said it would be risky to give new board members their entire scholarship up front.

C. Reddy Doolam stated that he wanted to hear more thoughts from board members and asked whether this would be presented to the next BOD meeting as an action item.

K. Tripathi responded to both points by saying that motivation and board culture would need to be shaped by the Executive Vice President, advisors, and Executive Committee. He argued that the expectation to work throughout the term should be clearly established regardless of the payment structure. He also noted that many other ASIs do not provide monthly stipends, and some instead pay tuition or provide other forms of compensation. He clarified that the current conversation was only at the recommendation stage and that final discussion and voting would still happen at the Board of Directors level.



E. Loredo added that the proposed three-disbursement system would be different from a single lump sum and that, if this structure were adopted, systems would need to be in place to ensure accountability. He acknowledged that motivation can still be an issue even with monthly payments, but emphasized that accountability remains the purpose of committee oversight and policy enforcement.

R. Munos added that, in thinking about the proposal, the scholarship should be viewed more like financial aid than a paycheck. They noted that some students already receive large scholarships in other settings, and accountability for performance should come from expectations set by the board and Executive Committee from the beginning of the term.

Y. Avhad added that because many current board members are graduating and the next board would be most affected by the change, it might be helpful to gather feedback from incoming board members through something like a Google Form after explaining the full situation. She noted that while current members are voting on it, they would not be the ones experiencing the policy change.

J. Carroll responded that collecting some feedback from incoming board members could be fine informally, but the responsibility to approve policy changes remains with the current board, since future board members are not yet seated. He stressed that any feedback would need to be clearly framed as informal constituent input rather than official board input. He also emphasized the importance of avoiding the word “paycheck,” since the money is a scholarship, not wages. He cautioned that new incoming members would not fully understand the broader context of the issue, so any feedback they provided would need to be presented carefully and fairly. They acknowledged that although current members may not be serving next year, it is still their role to vote on policy changes, just as previous boards made decisions that affected later members.

K. Tripathi then asked whether the committee wanted to make a recommendation on the second amendment regarding three disbursements so it could be included in the document presented to the Board of Directors.

J. Carroll clarified that the recommendation did not have to be unanimous and that it could reflect differing views. He suggested that it would be cleanest to separate



the two policy changes one vote on the EVP scholarship increase and another on the three-disbursement system.

K. Tripathi then moved through recommendations one by one. For the first amendment regarding the EVP scholarship increase, the voting members indicated approval.

C. Reddy Doolam has approved to **recommend** EVP scholarship increase.

Y. Avhad has approved to **recommend** EVP scholarship increase.

R. Munos has approved to **recommend** EVP scholarship increase.

K. Tripathi stated that the board will be recommended of increasing the EVP scholarship.

For the second amendment regarding three scholarship disbursements one in July, one in September, and one in January.

C. Reddy Doolam has approved to **recommend** EVP scholarship increase.

Y. Avhad has approved to **recommend** EVP scholarship increase.

R. Munos has approved to **recommend** EVP scholarship increase.

K. Tripathi stated that the board will be recommended of regarding three scholarship disbursements one in July, one in September, and one in January.

K. Tripathi clarified that making these recommendations did not mean the Board's final vote was already determined, since discussion at BOD could still change the outcome.

B. DISCUSSION ITEM: CLOSED SESSION

The Personnel Committee will discuss the current interim staff positions of Erick Loredo and Destiny Jones in closed session.

IX. SPECIAL REPORTS:

No Special Reports



X. ROUND TABLE REMARKS:
No Round Table Remarks

XI. ADJOURNMENT at **12:30PM**

Minutes reviewed and approved by:

Executive Vice President:

Casey Pangilinan



[Casey Pangilinan \(Jun 24, 2026 15:36:08 PDT\)](#)

Minutes approved on:

06/24/2026

Date:

