ASSOCIATED STUDENTS INC
CAL STATE EAST BAY

Personnel Committee Meeting Minutes of July 29th, 2026

I. CALL TO ORDER - 11:05 AM

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. ROLL CALL
Present**:** Casey Pangalinan, Matthias Dempsey, Harshvardhan Mukesh Patel, Yashica Avhad, John Christian Tecson, Martin Castillo, James Carroll, Erick Loredo

IV. ACTION ITEM - **Approval of the Agenda**
H. Patel: Motion to appoint Y. Avhad as Vice Chair for the meeting.
J. Tecson: Seconds the motion.
C. Pangalinan: Seeing no objections, the motion carries.

V. ACTION ITEM - **Approval of the Minutes of June 30th, 2026**
H. Patel: Motion to approve the minutes of the June 30th, 2026 Personnel Committee

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meeting.
J. Tecson: Seconds the motion.
C. Pangalinan: Seeing no objections, the motion carries. The minutes are approved.

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.**
No public Comment.

VII. UNFINISHED ITEMS:
No unfinished items.

VII. NEW BUSINESS ITEMS:

A. INFORMATIONAL ITEM: Fall 2026 Board Retreat

C. Pangalinan: Reviews the finalized agenda and schedule for the Fall 2026 Board Retreat. The retreat will be held over two days and will include leadership development workshops, semester planning, committee work sessions, Civil Rights and Title IX training, committee assignments, a mock Board of Directors meeting, and team-building activities. Retreat materials have been distributed to Board members.
No discussion.

B. DISCUSSION ITEM: Seed Funding Policy

H. Patel: Presents proposed revisions to the Seed Funding Policy. The proposed revisions update policy language, revise eligibility requirements, replace the application process with an automatic distribution model for newly recognized and reactivated Registered Student Organizations, align funding distribution with SLIC recognition and renewal periods, require a Seed Funding Summary Report following fund usage, and allow ASI to reclaim unused seed funding after May 1 for redistribution to other Registered Student Organizations.
J. Carroll: Explains that the proposed revisions are intended to simplify the funding process, provide newly recognized organizations with immediate access to startup funding, and ensure funding is distributed more equitably. J. Carroll further explains that the proposed summary report would improve accountability while allowing unused funds to be reallocated to organizations with greater need.
Y. Avhad: Requests clarification on whether newly recognized Registered Student Organizations would automatically receive seed funding without submitting an application.
C. Pangalinan: Expresses support for the proposed revisions, noting that the changes would

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better prioritize organizations with the greatest need. Recommends clarifying policy language regarding reporting requirements and eligibility criteria to improve consistency throughout the policy.

J. Carroll: Explains that the proposed May 1 deadline would allow ASI to recover unused seed funding before the end of the fiscal year and reallocate those funds to other Registered Student Organizations or future student organization initiatives.

M. Castillo: Recommends retaining the language that organizations may receive "up to $300" rather than listing a range of "$250-$300" to improve clarity. M. Castillo also expresses support for the addition of the May 1 funding deadline, noting that it would prevent organizations from accumulating unused funding and allow resources to be redistributed more effectively.

C. Pangalinan: Asks for clarification regarding the proposed funding amount and distribution process.

J. Carroll: Clarifies that all eligible Registered Student Organizations would receive an equal seed funding allocation following recognition, with accountability provided through the required Seed Funding Summary Report rather than a pre-approval application.

C. Pangalinan: Notes the committee's overall support for the proposed revisions and recommends moving the revised Seed Funding Policy forward as an Action Item for the next Personnel Committee meeting after incorporating the recommended edits.

C. DISCUSSION ITEM: RSO Event Funding Policy

H. Patel: Presents proposed revisions to the RSO Event Funding Policy. The proposed revisions include updating policy language, aligning funding categories with SLIC budget categories, creating a separate Supplies and Décor category, revising category descriptions and restrictions, updating university terminology, and replacing the required post-event presentation with a written Post-Event Summary Report.

J. Carroll: Explains that the proposed revisions are intended to streamline the event funding process and reduce duplicate work for Registered Student Organizations by aligning ASI's funding categories with SLIC's budget process. J. Carroll notes that the revisions are designed to simplify the application process while maintaining accountability for organizations receiving funding.

Y. Avhad: Recommends clarifying the policy language to specify that only Registered Student Organizations are eligible to apply for event funding.

M. Castillo: Raises concerns regarding language that may unintentionally exclude certain student organizations or conflict with existing university policies. M. Castillo recommends reviewing language related to conflict of interest, coach eligibility, and references to citizenship requirements to ensure the policy remains equitable and inclusive.

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C. Pangalinan: Agrees that additional clarification is needed before final approval and notes several grammatical and terminology updates that should be incorporated into the policy.
J. Carroll: Clarifies that grammatical revisions may be made prior to the item returning for action and emphasizes the importance of adopting the policy before the start of the academic year to avoid delaying funding opportunities for Registered Student Organizations.
M. Castillo: Recommends advancing the policy as an Action Item while continuing to revise the identified language prior to the next meeting.
C. Pangalinan: States that the committee supports moving the revised RSO Event Funding Policy forward as an Action Item for the next Personnel Committee meeting pending incorporation of the recommended revisions.

D. DISCUSSION ITEM: Request for Temporary Board of Directors Meeting Attendance Exemption (Fall 2026)
H. Patel: Requests a temporary exemption from Board of Directors meeting attendance during the Fall 2026 semester due to a required academic course that conflicts with the Board meeting schedule. H. Patel explains that alternative course options were explored with an academic advisor but would delay graduation progress and conflict with international student enrollment requirements.
M. Castillo: States that academic responsibilities should remain the priority and notes that similar requests have been approved in previous years. M. Castillo expresses support for the request.
C. Pangalinan: Expresses support for the request and notes that accommodations should be made to ensure Vice President of Finance reports and agenda items are communicated to the Board during H. Patel's absence.
Y. Avhad: Suggests that H. Patel attend Board meetings immediately following class whenever possible and recommends scheduling Finance reports later in the meeting agenda when appropriate.
C. Pangalinan: Recommends establishing a process that allows Board members to submit questions in advance so responses may be communicated during meetings when H. Patel is unable to attend the beginning of a meeting.
E. Loredo: Suggests requiring additional office hours or written reports as a means of maintaining communication and accountability throughout the temporary exemption period.
J. Carroll: Clarifies that the requested attendance exemption is intended only for one academic semester in accordance with Board policy and notes that any future request would require separate consideration. J. Carroll also recommends verifying that all required supporting documentation has been submitted before the request is considered as an Action Item.
C. Pangalinan: States that the committee supports moving the attendance exemption request

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forward as an Action Item for the next Personnel Committee meeting pending receipt of the required documentation.

IX. SPECIAL REPORTS:

A. SPECIAL REPORT: CSSA Office of the Chancellor Plenary
Special Report postponed to the next Personnel Committee meeting due to the absence of President Dempsey.
J. Tecson: Motion to postpone Special Report A to the next Personnel Committee meeting.
Y. Avhad: Seconds the motion.
C. Pangalinan: Seeing no objections, the motion carries.

X. ROUND TABLE REMARKS:
No round table remarks.

XI. ADJOURNMENT

Adjournment – 12:00 PM

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

Casey Pangilinan (Aug 24, 2026 21:05:47 PDT)

Minutes approved on:
08/05/25
Date:

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