

Personnel Committee Meeting Minutes
Casey Pangilinan, Executive Vice President/Chief of Staff & Chair
1pm - 2pm | September 23rd, 2026
ASI Board Room 307 ABC, 3rd Floor, North UU Building
[Zoom Meeting Link](#)

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. ROLL CALL

Present - Casey Pangilinan, Matthias Dempsey, Harshvardhan Mukesh Patel, Yashica Avhad, John Christian Tescon, Martin Castillo, James Carroll, Erick Loredó

IV. ACTION ITEM - Approval of the Agenda

Motion to postpone Item E to the next Personnel Committee meeting by **H. Patel**, seconded by **Y. Avhad**, **Motion CARRIED**

Motion to approve the Personnel Committee Meeting September 23rd, 2026 Agenda as amended by **Y. Avhad**, seconded by **H. Patel**, **Motion CARRIED**

V. ACTION ITEM - Approval of the Minutes of August 26th, 2026

Motion to Approval of Minutes of August 26th, 2026 by **M. Dempsey**, seconded by **J. Christian**, **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.

No public comments

VII. UNFINISHED ITEMS:

No unfinished items

VIII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: Mentee Program Updates, Applications, & Next Steps

The Committee will receive updates regarding the Mentee Program, including the current status of applications, applicant participation and next steps for the selection and onboarding process by Executive Vice President Pangilinan.

C. Pangilinan reported that 9 candidates applied and all 9 were interviewed, with interviews completed as of the day of the meeting. Common themes among applicants included building



confidence, especially in public speaking, making connections with one another, and interest in joining the Board after completing the program. She noted the position is entry-level and that interviews focused on each candidate's goals and what would make their experience successful.

C. Pangilinan recommended the following candidates for the Mentee Program: Shubham Malvia, Yves Ponsi, Juana Tomas, Isabella Labrada, Parisa Hamidi, Kiara Patio, Jet [last name], and Cathriel Bautista. It was clarified that the applicant pool includes 2 first-time transfer students and 7 first-time freshmen.

M. Castillo commended the interview work and, from a historical perspective, cautioned that 9 mentees is a large cohort, noting that groups of 5 have worked well in the past. He also noted that ASI committees need membership and could be another way to involve applicants.

C. Pangilinan responded that the target for this round was 10 mentees and that all mentees confirmed availability for the **mandatory training on October 16th**. She stated that she and **E. Lored** will serve as mentors, with the hope of incorporating senators and directors as mentors next semester following training.

J. Carroll explained that C. Pangilinan and E. [last name] will focus on onboarding and learning for the remainder of the fall semester, after which mentees will plan a **group project to be implemented before the end of April**. Mentees will be grouped by areas of interest (e.g., Academic Senate interests paired with J. Christian and the Academic Senators) rather than assigned one-on-one to avoid adding to the Board's workload.

M. Castillo expressed concern about the administrative workload of the Executive Vice President role in addition to 9 mentees and schoolwork. **C. Pangilinan** stated this was considered, that she will hold weekly or bi-weekly meetings with mentees with support from **E. Lored**, and that she will raise any issues with the Board.



B. DISCUSSION ITEM: [Senator of the College of Business Applicants Updates & Next Steps](#)

The Committee will receive updates regarding applicants for the vacant Senator of the College of Business position, including the application and interview process, applicant information and next steps for consideration and appointment by Executive Vice President Pangilinan.

C. Pangilinan shared that three applicants were invited to interview and two responded: Hanzalah Kaif and Shauna Basil White. Both candidates received perfect interview scores.

C. Pangilinan noted that Hanzala is well connected with College of Business and Economics (CBE) students, serving as president of Up Club, a member of Beta Alpha Psi and the Entrepreneurship Club, a CBE ambassador, and an orientation team member, but showed less advocacy experience. Basil brought public sector advocacy experience, including helping secure a 5% wage increase at a previous job, and her answers focused on basic needs and well-being, though she indicated she was still unsure how she would connect with CBE students.

C. Pangilinan noted a potential availability conflict: a cross-check indicated Basil may have a class until 12:15 PM in the Science Building on Wednesdays, which would conflict with Board of Directors meetings, though she stated in her interview that she was available from 12:00 to 2:00 PM. Follow-up with the candidate is pending.

Y. Avhad shared that she and Hanzala served together as CBE Ambassadors in Spring 2025 and noted he was at times unavailable. **C. Pangilinan** stated that both candidates should be evaluated using the same process, based on their applications and interviews for the current academic year.

M. Castillo stated Hanzala appeared more suited for the position due to his CBE connections and asked whether his many involvements would create time conflicts. **C. Pangilinan** responded that Hanzala stated he schedules and manages his commitments, and Basil gave a similar answer.

M. Dempsey recommended Basil for the depth and specificity of her answers, contingent on her availability to attend Board of Directors meetings. Members also noted that connections can be built



after appointment, that Basil interacts with many students through her campus position, and that her external advocacy experience could benefit the Board with support from the Board in connecting with the college.

A member asked whether officers may request exemption from in-person attendance. It was clarified that attendance at Board meetings is expected, but students may request accommodations from their professors. **Y. Avhad** shared that she leaves a class early on Board meeting days with her professor's approval. It was noted that **5 Board of Directors meetings remain this semester**.

M. Castillo emphasized that this is a CBE-specific position and that CBE students' needs should be prioritized. **C. Pangilinan** added that in an election, only CBE students would vote for this seat. **Y. Avhad** stated both candidates have strengths and could be trained in their weaker areas. **J. Christian** asked whether prior experience working with Basil affected his ability to weigh in; **E. Lored** clarified it did not, as recommendations should be based on the ASI interview.

The committee proceeded to roll call recommendation:

C. Pangilinan recommends Hanzalah Kaif

M. Dempsey recommends Shauna Basil White.

H. Patel recommends Shauna Basil White.

J. Christian recommends Hanzalah Kaif.

M. Castillo recommends Hanzalah Kaif.

Y. Avhad recommends Hanzalah Kaif.

The Committee will recommend Hanzala Kaif to the Board of Directors, noting that both candidates are strong and that the Board retains full discretion in its vote.

C. INFORMATIONAL ITEM: Committee Applicant Overview

The Committee will receive a general overview of [current committee applicants](#), including application updates, areas of interest and [next steps for the selection and appointment process](#) by Executive Vice President Pangilinan.



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C. Pangilinan shared that interviews for internal ASI committees are being completed and the applicant list is being finalized, with the timeline attached to the agenda. Recommended candidates will be discussed at the **October 7th Personnel Committee meeting** and then brought to the Board of Directors for action.

D. INFORMATIONAL ITEM: Sai Education Plan Update

The Committee will receive an update regarding the [Education Plan](#) previously discussed through the Personnel Committee, including confirmation of its completion, implementation and established next steps by Executive Vice President Pangilinan.

C. Pangilinan confirmed that she met with Sai, with **E. Loredó** present, and that both are aligned on next steps. They will meet one-on-one weekly through October 7th to check on progress

E. DISCUSSION ITEM: CFAC Student Appointment Recommendations from UHRL/RHA and RAWUU

Personnel will discuss the [recommendations](#) for students to serve on Campus Fee Advisory Committee (CFAC).

J. Carroll provided context on CFAC, a CSU Chancellor's Office requirement at each campus that reviews mandatory student fees and makes recommendations to the University President regarding referendums or alternative consultation. The Chancellor's Office requires greater student representation than faculty and staff. Per ASI bylaws, the ASI President and VP of Finance hold two seats; fee-based auxiliaries recommend additional students, and the Board makes the final recommendation for seating.

J. Carroll presented the following recommended students:



Noah Nguyen – Operations Lead at RAWUU since Summer 2026; second-year Communications major

Chloe Price – RHA Executive Board VP of Communications & Development; fourth-year Kinesiology major; ASI Student Assistant (Customer Service Representative)

Judah Sharma – Resident Assistant, University Housing & Residence Life; third-year Biological Sciences major

This item will be brought to the next Board of Directors meeting for action.

IX. SPECIAL REPORTS:

No special reports.

X. ROUND TABLE REMARKS:

J. Carroll congratulated **Y. Avhad**, **M. Dempsey**, and the Board on the **Meet the Mayors** event, noting strong turnout, active student engagement, and positive feedback from the mayors. He added that the high interest in questions reflected well on East Bay students and their engagement with elected officials.

A Board member thanked **J. Carroll** and **E. Lored** for their support in carrying out the event.

XI. ADJOURNMENT at 1:50 PM

Minutes reviewed and approved by:

Casey Pangilinan

Executive Vice President/Chief of Staff Name:


Casey Pangilinan (Oct 7, 2026 15:04:55 PDT)

Minutes approved on:

October 7, 2026

Date:

