

Personnel Committee Meeting Minutes March 13th, 2019

I. CALL TO ORDER at 12:05 PM

II. ROLL CALL

Present: Myles Watkins, Daisy Maxion, Melissa Baron, Mahdi Fugfugosh, Kabir Dhillon, Martin Castillo, Erik Pinlac, Daejona Walker, Dessirree Cuevas, Karen Parada, Zachary Meade, Hoang Dao, Mahad Fugfugosh, Louis Ramos

Not Present:

Late:

III. ACTION ITEM - Approval of the Agenda

Motion to approve the agenda by **M. Baron**, second by **Mahdi Fugfugosh**, motion **PASSED**.

Motion to amend the agenda to move up Discussion item D under New Business, Action Item C under Unfinished items and to strike out action item F under unfinished items by **K. Dhillon**, second by **Mahdi Fugfugosh**, motion **PASSED**.

IV. ACTION ITEM – Approval of the Minutes of February 27th, 2018.

Motion to approve the minutes by **K. Dhillon**, second by **Mahdi Fugfugosh**, motion **PASSED**.

02:26

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.

VI. UNFINISHED ITEMS:

A. ACTION ITEM – ASI Elections [~10 minutes]

The Personnel Committee discussed the several instances of using ASI resources for ASI elections.

32:01

Motion to recommend the sanction of Hoang Dao, Mahdi Fugfugosh and Mahad Fugfugosh for using the AIS office in regards for Elections discussion, by **K. Dhillon**, second by **M. Baron**, motion **PASSED**.

K. Parada states that on February 14th after her Love yourself event, she walked into the board office and saw **H. Dao**, **Mahdi Fugfugosh** and **Mahad Fugfugosh** if they were working on their elections and they responded they were. **M. Castillo** states this discussion would fall under the Elections Committee responsibility and not Personnel. **D. Maxion** states they had previously discussed that this would fall under personnel as it was prior to the elections applications. Mahdi Fugfugosh states that at the time they were not using any resources, they were just discussing the elections, and the door was not closed. **D. Maxion** states resources refers to the whole ASI space and they should have been completing their


"Students working for Students!"

duties based on their positions and not discussing elections. **H. Dao** states he was in the room but was not using the room to discuss election or in his office hours. **M. Castillo** and **M. Baron** would like clarification to his statement as **Mahdi Fugfugosh** and **H. Dao** have stated completely different interactions. **H. Dao** states they stated what position they were interested in but did not discuss any further interaction. **M. Baron** would like to know if they were using the office space to discuss election smatter, **Mahdi Fugfugosh** states they were and **H. Dao** states he just stated the position he was running for. **D. Maxion** states **H. Dao** spoke to her about slates and she told him specifically she did not feel comfortable discussing this topic. **H. Dao** states he and **D. Maxion** spoke about the position she too is running for. **L. Ramos** states that most of the people in Personnel will be involved with elections and that was why he felt more comfortable having this item sent to elections committee. **M. Baron** states there is a difference between having a casual conversation and a discussion. **M. Watkins** states the Personnel committee should not make this because they are running. **E. Pinlac** states if the Personnel committee wants to make a decision they can but they could always take it to the Board of Directors. **Z. Meade** states that the Personnel Committee must sanction those who have violated the code of conduct but the same people on the committee could be the ones violating their own honor code. **M. Castillo** states this does not typically happen, and in the past Personnel and Executive committee members have been sanctioned. **M. Baron** states this decision would not affect the candidacy it would only affect their position on the current board. **H. Dao** does not feel comfortable receiving a sanction from the Personnel committee and reminds **E. Pinlac** and **M. Castillo** that some of the Personnel Committee members are running for positions, and one member in specific is running for the same position as he is. **M. Castillo** states he is having trouble understanding what happened in the specific event since both **Mahdi Fugfugosh** and **H. Dao** have contradicting stories. **Mahdi Fugfugosh** states he does not remember the exact question **K. Parada** asked them. **M. Baron** states the story is slowly changing.

Motion to extend the meeting to 1:30 pm by **K. Dhillon**, second by **M. Baron**, motion **PASSED**.

E. Pinlac states they could recommend this to the board or the committee could vote on the position and the Board of Directors could overturn the decision.

Motion to amend the motion to recommend the motion to the board of directors by **M. Watkins**, second by **Mahdi Fugfugosh**, motion **PASSED**.

52:47

B. ACTION ITEM – Committee Appointments [~5 minutes]

The Personnel Committee took action on the Committee Appointments for Sustainability Affairs.

Motion to appoint Tameem Tutakhil to the sustainability committee by **K. Dhillon**, second by **M. Baron**, motion **PASSED**.

Motion to suspend the rules to amend the agenda to add committee appointments for the Legislative Affairs committee by **K. Dhillon**, second by **M. Baron**, motion **PASSED**.

56:01

C. ACTION ITEM- Committee Appointments

The Personnel Committee took action on the Committee Appointments for the Legislative



Affairs Committee.

Motion to appoint Robyn Perry and Takeem Tutakil to the Legislative Affairs by **K. Dhillon**, second by **Mahdi Fugfugosh**, motion **PASSED**.

56:21

D. ACTION ITEM – **Board Member Concerns** [~10 minutes]

The Personnel Committee took action on sending recommendations to the BOD for concerns pertaining to Director of Wellness.

21:30

Mahad Fugfugosh states that there was a concern about him not doing his job as a term. He understands he was not helping **D. Cuevas** in her position. **Mahdi Fugfugosh** asks **Mahad Fugfugosh** if he has any events planned and **Mahad Fugfugosh** states that he is working on Wellness Wednesday with **D. Cuevas** and on another event. **E. Pinlac** confirms with **Mahad Fugfugosh** if he is meeting with the RAW as he was before, **Mahad Fugfugosh** states he has been. **L. Ramos** would appreciate if Mahad Fugfugosh would communicate in order for them all to be aware of the events and what he is doing. **L. Ramos** would also like for everyone to refrain from using GroupMe as a form of “calling people out” as it should be sent out in a personal email. **D. Maxion** states they need an action plan as to how they could keep track of his progress. **D. Cuevas** states **Mahad Fugfugosh** has picked up the slack from the last personnel meeting to this meeting with the Drunk Driving event. **E. Pinlac** suggests for him to find out other ways to help the community.

Motion to table this item indefinitely by **M. Watkins**, second by **Mahdi Fugfugosh**, motion **FAILED**.

E. Pinlac states they should not table the item indefinitely; he should receive a written warning to record and be able to keep track of the progress.

Motion to sanction **Mahad Fugfugosh**, the Director of Wellness for violating the Code of Conduct by **K. Dhillon**, second by **M. Baron**, motion **PASSED**.

32:01

E. ACTION ITEM – **Board Member Concern** [~10 minutes]

Item was stricken out.

VII. NEW BUSINESS ITEMS:

56:01

A. DISCUSSION ITEM – **ASI Position Milestones** [~5 minutes]

The Personnel Committee discussed the BOD’s potential in creating position milestones. **K. Dhillon** states that the concern came with the pay for the nonacademic senators. **K. Dhillon** states that there is a milestones document that will help transition future VP of University Affairs. **E. Pinlac** and **M. Castillo** have spoken about creating a document for all of the positions to make them aware of all of the milestones they should be hitting and to create a time line for the future members. The committee agrees with the structure the document will put in place.

1:00:08



B. DISCUSSION ITEM – Executive Director Evaluation [~5 minutes]

The Personnel Committee discussed the Executive Director feedback. **E. Pinlac** states the evaluation is at the end of the year and he would like any feedback to see what he could do to improve. **E. Pinlac** states there is a policy on how the process will go. **E. Pinlac** would like the feedback to be anonymous so they could be honest.

01:04:20

C. DISCUSSION ITEM – BOD Meeting Attendance [~5 minutes]

The Personnel Committee discussed the BOD Meeting Attendance and tardiness. **D. Maxion** states that board members are still marked as present if they arrive late and would like to know what the approach is. **M. Watkins** states the meetings start 15 minutes prior to classes ending. **M. Watkins** states they could speak with their professors to leave early in order for them to attend the meetings. **M. Baron** states they meet quorum even when board members are late and she believes they should keep track of those who are constantly coming in late. **M. Castillo** states they fought to have priority registration so they should be aware to not schedule classes around the time and if they do have a class they could always email prior to the meeting so the Executive Vice President is aware of the reason. **M. Watkins** states he will keep track of the information.

01:08:18

02:26

D. DISCUSSION ITEM – Board Member Concern [~5 minutes]

The Personnel Committee discussed the performance of Academic Senate. **K. Parada** states the Academic senate is meant to have an input on the College's Academic senate. She states a lot of the college senators have class and have not done much or presented during the meeting on what they would like changed. **K. Parada** states the School's academic senate does not allow enough time for them to present or at times skips their item completely. She has seen the lack of knowledge from the academic senator and believes the only reason why they are now contributing is because **K. Dhillon** sent out an email. **K. Parada** states promoting your event at the Academic Senate meetings is great but that does not fulfill their role as senators. **M. Baron** would like to know if **K. Dhillon** did not explain what their position in the meetings is. **K. Parada** states she was not aware they did not know what their position was until she saw what they were contributing. **E. Pinlac** clarifies what they are meant to contribute, which are what the Board of Directors have passed. **K. Parada** would like to disagree with the fact that they are one whole because there are items each academic senators could bring up to the reports. **M. Castillo** would like to know what the concern is. **K. Dhillon** clarifies the discussion is the contribution to the report and breaks down the template of the report. **M. Castillo** states this is the personnel committee and they would need to specifically state who needs to attend the meeting. **M. Baron** states there were a few people who could attend but only one person attending. **M. Castillo** states that should be a specific question to the senators as to who cannot attend and why they are not attending. **K. Parada** suggests having the senators submit the topics to her with the explanation as to what the topic is.

21:30

01:08:18



VIII. ROUND TABLE REMARKS

No roundtable remarks.

IX. ADJOURNMENT at **1:13 PM**

Minutes Reviewed by:

Executive VP

Name: Daisy Maxion

Minutes Approved:

3-27-19

Date: