

**Personnel Committee Meeting Minutes of October 9, 2019**

- I. CALL TO ORDER at **1:00 PM**
- II. ROLL CALL  
**Present:** Kabir Dhillon, Daisy Maxion, Melissa Baron, Riley Miller, Siddharth Valecha, Martin Castillo, Bronte Kuehnis.
- III. ACTION ITEM - **Approval of the Agenda**  
**Motion** to approve the agenda of October 9, 2019 by **B. Kuehnis**, second by **S. Valecha**, motion **CARRIED**.
- IV. ACTION ITEM - **Approval of the Minutes of September 25, 2019**  
**Motion** to approve the minutes of September 25, 2019 by **B. Kuehnis**, second by **S. Valecha**, motion **CARRIED**.
- V. ACTION ITEM - **Approval of the Minutes of September 27, 2019**  
**Motion** to approve the minutes of September 27, 2019 by **B. Kuehnis**, second by **D. Maxion**, 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 comment.
- VII. UNFINISHED ITEMS:  
No unfinished items.
- VIII. NEW BUSINESS ITEMS:
  - A. DISCUSSION ITEM – **Board Member Concerns**  
The Personnel Committee will discuss Antoinette Milano, Director of Concord Campus, and her incomplete task list for the Fall 2019 semester.  
**K. Dhillon** states that A. Milano has not complete her task list for the fall 2019 semester.



It has been far overdue. **E. Pinlac** states that he had a conversation with A. Milano, personally he would like to address these concerns before going to the board. As of September 28<sup>th</sup>, her task list has been completed. **K. Dhillon** states that the task list was initially due September 11<sup>th</sup> at noon. **D. Maxion** states to look at the version history. **K. Dhillon** states that on September 9<sup>th</sup> there was one item listed and on September 23<sup>rd</sup> was when most of the items were listed. **E. Pinlac** states that the blue shades were updates that A. Milano made. **D. Maxion** states that if A. Milano communicated with you if she had any items. **K. Dhillon** states no. **E. Pinlac** states that it shows on September 9<sup>th</sup> that the document was there. I'm not sure if she was supposed to submit it in a different way. **K. Dhillon** states that everyone was supposed to print and sign the documents by September 9<sup>th</sup> at noon. **E. Pinlac** states that A. Milano did not do that. **B. Kuehnis** states that it is also incomplete. **D. Maxion** states that in the conversation E. Pinlac had with A. Milano, did A. Milano say why she did not have the forms completed. **E. Pinlac** states that his conversation with A. Milano was about updates from the Concord campus due to not having heard anything. I also mentioned to her about the task document that needed to be completed. Later on, when I saw the most recent task completed, I carried on. I asked as to why she did not complete her task. My main goal was just wanted to make sure that something was being done at the Concord campus. **R. Miller** states that it seems like A. Milano didn't submit it on time. I understand that she submitted it late. From my experiences, A. Milano seems a little lost in what is required for a task sometimes. I also know she is big on advocacy and she was always saying that she wanted to start by really reaching out to the students and hear what their needs are rather than just jumping in to the position. I'd rather receive quality work with applicable goals late than seeing a messy document on time. **M. Baron** states that she agrees with R. Miller. Though would like to pair A. Milano with an FYM or someone from the board, in order for her to get a better understanding with technology or if she has any questions. **B. Kuehnis** states that it might not be over questions of technology. It could be that A. Milano does not take the time to read the whole emails that are being sent. For example, if in the email it states that you must print this paperwork and turn it in. Then, it would be something that she would have to correct herself. My concern is that she is not following through and being attentive with the materials that she is responsible for. **E. Pinlac** states that because she is from the Concord campus, she doesn't have the home advantage to ask for signatures or what she needs. I would like to give her the benefit of the doubt due to the distance. As well as, the campus not having a full support staff like we do at the Hayward campus. I do agree A.



Milano needs to be more attentive to detail. As it was shown, something was on the document on September 9<sup>th</sup>, it just wasn't signed or printed. **B. Kuehnis** states that she agrees that the distance could be seen as a problem. Maybe we can give her an extension for these kinds of items. We would need to communicate more effectively in order to ensure for the future that these items are being delivered on time. **R. Miller** states that he agrees with B. Kuehnis. We could send A. Milano an email reminding her that certain items are due. If she does need an extension then at least we will have that in writing. **E. Pinlac** states that referring back to our policy, the first step will be to give A. Milano a written warning. **K. Dhillon** states that it would be for pursuing sanction. **E. Pinlac** states that if we wish to pursue sanction or give a written warning. It would help A. Milano to be vigilant on the items she needs to improve on. In order for it to not happen again. I have been scheduling time to go over to the Concord campus in order to follow up with A. Milano. I plan on going this week or next week to also follow up with the advisors at the Concord campus. Normally around this time of year, I would receive a lot of paperwork, yet I have received nothing. **K. Dhillon** states that it would be grounds for sanction if it wasn't complete. However, since it is complete, it would just be sanctions for an email to be sent. Stating that there is concerns that A. Milano is not being attentive to details. As well as, being more communicative if she cannot complete the work in a timely manner. At times, I have sent emails regarding the task list not being completed, and I would not receive a response back. **D. Maxion** states that she can see the point of view of K. Dhillon and E. Pinlac. In which, there was no point of communication whether the items were complete or not.

12:17

**B. DISCUSSION ITEM – ASI Committee Member Appointments**

The Personnel Committee will discuss the interviewed applicants for appointment to ASI Committees.

**Motion** to suspend the rules to bring up Discussion Item D, by **K. Dhillon**, second by **S. Valecha**, motion **CARRIES**.

The reason Discussion Item D is being brought up early discussed is for Senator of Online Students Dessiree Cuevas to voice her concerns. As she feels strongly passionate about discussion item D.

**Motion** for all those in favor to suspend the rules to take out Discussion Item D by **ALL**, motion **CARRIED**.

**O. Shakoor** states that he would like to discuss the four new members he would like to appoint. The first candidate that I got to interview was Cleopatra Degher. She is a grad



student, who did her undergraduate at University of California, Berkeley. She is currently doing her masters in speech pathology at California State University East Bay. Something unique about Cleopatra is she grew up in Sweden and got a firsthand view of sustainability. She uses transportation a lot while understanding the difficulty of it. Cleopatra hopes to change the difficulties of using transportation. As she is very passionate to start a change on campus. Next, Alicia Mickley, she was referred by the board members. Alicia is a fifth year, physiology major, and hopes to be more involved on campus. Next, Keoki Poniente has served on an ASI committee before and is passionate about sustainability. Keoki usually doesn't speak in the classroom so I hope to help him gain confidence in himself. Due to us being a very small committee, it will allow everyone to voice their opinion. I think he will be helpful in my committee due to his experience and being involved with organizations. Lastly, Nick Brandao, he is S. Valecha co-worker in Chartwells. Nick also sat on the sustainability committee at the RAW and provides experience. Nick currently works at the RAW, which helps having a representative from the RAW. Nick's work ethic and experience will provide a great asset in my committee. **E. Sanchez** states that in the near future she hopes to appoint three new members to the programming committee. We did have a lot of people though not everyone signed up for an interview. First, we have Khayree Wells, who is part of Zeta Omega and is a pre-nursing major. Khayree is president of the Black Student Union. Khayree is very energetic and outspoken, I believe he has great leadership skills. Next, Lilia Ramirez is part of Alpha Phi and is very active in committees within Alpha Phi. She is willing to dedicate her time to something she is passionate about. I feel like I can count on her for anything, and will not fall under pressure. She is a third year and is a sociology major. Lastly, Aziz Shaban who is a biology major, third year. Aziz doesn't have much ASI or planning experience, but I could see him being a mediator in the committee. He isn't afraid to give a new perspective and is very calm. He also planned his sister's wedding. I am aiming for a good environment and personality of the committee, which is why I chose these people. **Y. Ortega-Huerta** states that she has three people she would like to discuss for both Legislative Affairs and Lobby Corps Committees. First, Miguel Rogers, is a transfer student from Kansas. Miguel is majoring in sociology. I have seen him in rallies and is involved in city council in San Leandro. Next, Louie Casillas Ramos who has served as previous Director of Legislative Affairs. Louie wants to actively be involved. Lastly, Mounika Thorupunuri is a business analytics major. Something fascinating about this major is how they pay close attention to detail. This will come in handy when it comes to writing resolutions or when looking at legislation. **E. Pinlac**



states that his only concern would be with Louie because he is a graduate student. **Y. Ortega-Huerta** states that she is trying to reach out to people to fill up both of her committees. If you could help fill up the committee that would be amazing. **R. Miller** states that if Y. Ortega-Huerta is looking for specific personalities. **Y. Ortega-Huerta** states she is looking for students who are passionate to make a difference. **R. Miller** states how does Y. Ortega-Huerta promote the committees. **Y. Ortega-Huerta** states that she will send R. Miller an email since it is on the ASI website. **K. Dhillon** states that R. Miller can advertise it on East Bay Live. Kris and the communication department can start posting it on social media. We could also talk to students when we table. **Y. Ortega-Huerta** states that she is working on printing flyers that will give directions on how to submit the application. As well as, the description of the positions. **K. Dhillon** states that advertising to students if they want to get experience in lobbying. **D. Padilla** states if **Y. Ortega-Huerta** could send a copy of the flyer to her, in order to help promote the committees. **Y. Ortega-Huerta** states that if someone has their committee fully formed. If they could live stream it in order for students to get a glimpse of what they might do. **S. Valecha** states if he could also receive the flyer to promote it. **K. Dhillon** states to also reach out to D. Cuevas, since she runs the social media for student affairs. **D. Maxion** states that we had a lot of people apply for non-academic senators. I would look into those people who didn't get appointed. **Y. Ortega-Huerta** states where would she get access to that information. **D. Maxion** states that it is on the google drive. **K. Dhillon** states that he could help **Y. Ortega-Huerta** afterwards. If **Y. Ortega-Huerta** and **O. Shakoore** could send me the list of names that they would like to appoint. In order to appoint on Friday. **Y. Ortega-Huerta** states that everyone is welcome to attend the first meeting for both of her committees. **K. Dhillon** states that the board is reserving one seat in each committee for a First Year Mentee. **Y. Ortega-Huerta** states that if they are going to be voting members. **K. Dhillon** states that no, not until next semester. **R. Miller** states that point of information since were reserving spots on the committees. Would we have to rewrite the committee codes. **K. Dhillon** states no. Due to the committee codes allowing flexibility. **R. Miller** states that if this is something we are going to carry forward or implement. Would you want the internal affairs committee to look into the committee codes. **K. Dhillon** states that R. Miller could look into that. However, it more of just leaving a seat open for the First Year Mentees.

39:32

C. DISCUSSION ITEM – University Wide Committee Appointments

The Personnel Committee will discuss the university wide committee appointments.



**K. Dhillon** states that the progress on this is a little bit more difficult than the ASI committees. At the moment, committee chairs are reaching out to me to send them student representatives, which I do. These representatives are based on availability, since they have class and other commitments. This is still a working progress. With the University Academic Senate committee meetings, I need to review that list and see who is available to attend. **D. Maxion** states that she would like to add Patricia Regalado due to attending the first meeting. Freshta Sharifi is able to attend these meetings in about two weeks. **S. Valecha** states that she will be catching up to date with reading the minutes. **K. Dhillon** states that this is more of an assignment process than an appointment process. **D. Maxion** states that we can utilize the non-academic senators for these positions. This will be a good opportunity for the members to advocate. **E. Sanchez** asked if it is possible to get involved with Spring Mayhem. **K. Dhillon** states that if you want to get involved in the Spring Mayhem committee to discuss it with Michael. It would be a good thing for non-academic senators to gain exposure to the committees. We should also make sure who is assigned to what committees. **E. Pinlac** states to look at how many spots we have left. We could ask non-academic members to pick two important ones. Some are very easy like the honorary degree, since they meet once a month. The timing is very different for every committee. These committees need a lot of student opinions. For the Heritage months those committees will be appointed once everyone has been appointed to a committee. **R. Miller** states who takes charge on those. **K. Dhillon** states that the DISC is in charge of this since it's based on their programming. Liam Hawkyard should be reaching out soon in order for everyone to get involved. **M. Castillo** states that he doesn't see the undocumented student task force. Daisy is also a part of this. Could we add this to the discussion. **K. Dhillon** states yes. **D. Maxion** states that she is in it, Y. Ortega-Huerta, and E. Sanchez. **S. Valecha** states that for Pioneer Pledge Task Force. There are times in which I am unable to go. In which, I would send Ashley to go.

45:13

**D. DISCUSSION ITEM – Tabling & ASI Event Attendance**

The Personnel Committee will discuss tabling and Student Government Officer attendance to ASI Events.

**D. Cuevas** states that because Special Events or PAC is not part of the ASI Government, we should still recognize who they are as they are part of our ASI team. The same issue has occurred since last year. One thing I would like everyone to do is to make sure to introduce yourselves to them. During my office hours, I like to go around and introduce myself to them. The majority of the events that go on around campus are sponsored by



both special events and PAC. I would appreciate that no one take credit for the efforts that they have made. There have been a few issues that people from the Board and Senate have been taking credit for these events. We want to make sure credit is giving where its due. We should make them feel more included because at the end of the day they are still part of the ASI team and branch. **D. Cuevas** states that she mentioned this to K. Dhillon. The idea of having a day to bond with those team members. I feel like this would help the office atmosphere. **K. Dhillon** states that he knows from the previous years there has been a divider between the two. It makes the other department feel like they are excluded from things. While everyone still has different functions, we are still under ASI as one big happy family. In regards with tabling and events, it would be nice to see the Board actively participating in order to show support. **D. Cuevas** states that they do notice when the Board doesn't show up. They say that they wish more student government came out to the events. **K. Dhillon** states that at the beginning of the year we did have a strong attendance. I know they really appreciated us being there. It is nice seeing the government in events in order for students to know we do participate. **D. Maxion** states that it brings up a good point to hold us accountable. It raises a good question whether the students actually feel supported by us. Due to our very own departments not feeling included. It is a good accountability measure. Thank you both for bringing it to our attention. We should have a direct line of feedback while having attendance to see who shows up. **R. Miller** states that he apologizes for not tabling more often due to having class during U-Hour. He just received his committee and knows a couple members who love tabling. They will be helping me set tabling stuff up in order for everyone to participate. I usually try to table on Tuesday due to more people being active on campus. There are five tabling events, and I will forward an email about the tabling schedule. **D. Cuevas** states that last year, she kept a record of everyone who attended the events. Maybe we could create a spreadsheet of the events and who attended. At times, I would have my own committee sign in every board member that attended the event. **R. Miller** states that he agrees since it will make it a lot easier. **E. Pinalac** states that we have had discussions about whether event hours should be part of a requirement for being on the board. I will talk to Michael and Kris about some incentives to create more involvement. For example, every time you participate in an event, you will get a raffle ticket. At the end of the semester you receive a cool prize from ASI. **D. Cuevas** states that it is a good idea. Although we signed up to be part of ASI. We should not be awarded for something that we should already be doing. **E. Pinalac** states that it is a challenge due to it not being a written requirement. By not having a written requirement, it leaves room for misinterpretation. We all know that we



should be participating when we can, but we cannot hold people accountable. **K. Dhillon** states that when it comes to a group attending events its better than just a couple people going. This is not a requirement but it is nice to show support. **D. Maxion** states that last year what helped keep everyone accountable was the doodle sheet. Everyone had access to it and was able to see who participated. I highly recommend this option.

**20:40**

IX. SPECIAL REPORTS:  
No special reports.

X. ROUND TABLE REMARKS  
**M. Castillo** states that the power outage has been pushed back to 8:00 PM. It seems like we are good for today. I am not sure about tomorrow. I would suggest to keep monitoring emails and the web. **E. Pinlac** states that Kris is at a conference at Anaheim. Tomorrow and Friday, I will be attending a conference. If the power goes out, I will be in contact with the staff. **D. Maxion** states that there is an ASI event tonight at 7:00 PM to watch Spider-Man.

XI. ADJOURNMENT at **1:47 PM**

Minutes reviewed by:  
**Executive VP/ Chief of Staff**  
Name: Kabir Dhillon

Minutes approved on:  
**10-23-19**  
Date:

