

Personnel Committee Meeting Minutes of February 3, 2021

- I. CALL TO ORDER at **12:32 PM**
- II. ROLL CALL –
Present: Euridice Pamela Sanchez, Anjelica De Leon, Brittney Golez, Kabir Dhillon, Martin Castillo, Erik Pinlac.

Late: Omer Shakoor
- III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of February 3, 2021 by **O. Shakoor**, second by **A. De Leon**, motion **CARRIED**.
- IV. ACTION ITEM - **Approval of the Minutes of Wednesday January 20th, 2021**
Motion to approve the minutes of January 20, 2021 by **K. Dhillon**, second by **O. Shakoor**, motion **CARRIED**.
- V. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the board on any issues affecting ASI and/or the California State University, East Bay.**
No public comment.
- VI. UNFINISHED ITEMS:

DISCUSSION ITEM – ASI Committee Member Appointments
The Personnel Committee will discuss the interviewed applicants for appointment to the ASI Standing Committees.
Motion to table this item by **K. Dhillon**, second by **O. Shakoor**, motion **CARRIED**.
K. Kaholoaa states I have two new applicants, which I will then meet my quota of having four people on my committee. The first person is Leo Tellz, he is very well rounded with issues going on throughout campus and is part of Zeta Omega. Leo has past experiences from being part of ASI for instance, he was a ASI intern 2018-2019. My second person is Kaitlyn Meza, she is part of other organizations on campus and wants to be more involved in student government. These two people possess great skills and enjoy working as a team. By having them I believe we will be able to have a positive work environment to get through spring semester. **O. Shakoor** states I know it is very hard to find people to be passionate about sustainability and I am excited for you to start your committee.

19:05

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VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM – **Board Meeting Exemptions**

The Personnel Committee will discuss the BOD meeting exemption request by the Senator of CLASS.

E. Pinlac states I have not received any documentation from M. Clark. M. Clark is a graduating senior, and she will only be missing the second half of the meeting. The only thing we need in order to take action is an email from the department chair or advisor. I will follow up with her.

4:48

B. DISCUSSION ITEM – **Board Member Concern**

The Personnel Committee will discuss concerns regarding the Senator of CBE.

K. Dhillon states I have been working with D. Olguin since December in order to get his Townhall meeting in the making. However, as you all know there has not been a Townhall yet and I am really frustrated with his efforts. We have a document from last year that shows E. Pinlac and I have been the only ones to contribute to that document. I laid out a checklist in order to make the process easier and weeks went by with no progress being made. I am really disappointed that there has not been any effort being put in due to E. Pinlac and I putting so much effort into this. In his task list, he has not done the townhall, student advisory board with CBE organizations, financial literacy workshop, or posting on social media. His overall task list has been not completed at all. There is very little effort coming from him and his ASI work. **E. Pinlac** states that there is nothing in his spring task list. He has already been given a sanction in the fall and I do not believe that ASI is his priority. This will be his second sanction that will come with a performance improvement plan and will be his last opportunity due to not seeing any progress. **K. Dhillon** has made the work really simple for him to follow. **O. Shakoor** states that D. Olguin has mentioned working with him regarding financial literacy workshop, however, I have not received any follow ups from him. **B. Golez** states D. Olguin has reached out to me a couple times. However, I believe he just struggles with producing results and he does have various support from the department. Improve also needs to come very quickly from him and I would also like to hear his side. **K. Dhillon** states that D. Olguin has communicated in the past when he is dealing with personal issues and communication has not been there when it comes to issues like this. **E. Pamela Sanchez** ask what is the goal for bringing up this concern? **K. Dhillon** states I believe we should be leveling it to a level two sanction. **E. Pinlac** states D. Olguin has already received one and this will be his second. **E. Pamela Sanchez** ask if it will be okay to just give him the performance improvement plan? **E. Pinlac** states that D. Olguin would have to meet with M. Castillo and myself. **K. Dhillon** states he does not need

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additional support due to E. Pinlac and I giving him that support. Maybe we should ask him if he is still passionate about ASI due to it not reflecting in his work. **B. Golez** states this position is really important due to the racist professor that we had. D. Olguin could have done more than just the townhall due to this incident. I do see where K. Dhillon comes from since not even a spark of passion came from when that professor was being racist. I do believe that we should have an open conversation to see if he still can do ASI. As a student I would not feel comfortable having another student not put in the work and receive a paycheck. **K. Dhillon** states with the racist professor we really did need the senator of CBE to take a stance on the issue. D. Olguin was not involved with the issue or the resolution that was made due to the incident. **E. Pinlac** states the dean of the college that he is leaving. Now it is going to be hard to get a student on the panel for the new dean of the college of business.

15:35

Motion to take off the table unfinished business items by **K. Dhillon**, second by **B. Golez**, motion **CARRIED**.

C. DISCUSSION ITEM – Board Member Concern

The Personnel Committee will discuss concerns regarding the Director of Programming.

E. Pamela Sanchez states I am bringing up this concern due to there not being any events. This was my position last year and I would make sure to have at least one event per month even if it is a collaboration. I had several meetings with Z. Perez about brainstorming events and none have been executed. I know she stated that she helped A. De Leon plan the It's on Us event, however, now I know that was not the case. I pushed her to do sweets and studies, but she was not able to pack everything herself and had A. Depappa label everything and send it out. A. Depappa, J. Iheaso and I had to move many boxes from the dining commons to housing. I am very fortunate that there were ASI members to help but it is disappointed that everyone has to do these things for her. I understand with us being remote it is challenging to find events to do, however, ASI Presents is able to find fun events for students. I have also created a checklist for her to do some events and I would like to hold everyone to the same standard. **E. Pinlac** states K. Disharoon is not here due to having an interview with candidates. K. Disharoon has had meetings with Z. Perez and at times she would not communicate when she would miss a meeting. Besides from meeting with K. Disharoon she has not done anything outside of that and I do believe she should be sanctioned. **E. Pamela Sanchez** states Z. Perez did mention that she has missed a few meetings. **O. Shakoore** states I would text Z. Perez after my meetings with E. Pinlac to let her know how much money she has for her disposable and I would not hear back for any funding request. Our interaction with students is many from programming events, which is why this position is very important. ASI Presents does an amazing job hosting events and there is only so many interactions that we can do on Instagram. Everything that E. Pamela Sanchez mentioned it did not sound like her event. **A. De Leon** states over the summer we did meet a couple of times during the summer to discuss the It's on Us event, I used the same template as K. Dhillon had for the townhall meeting. During some meetings, she would not be as engaged due to her having her camera turned off and I would be the one leading those meetings. I also delegated to her social media campaign, which she posted only once instead of four times. For this semester, I am working with Z. Perez on Hey Be Nice, but again it is

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falling on my position. However, we must keep everyone accountable for the events and items they need follow through. E. Pinlac states I am not sure if she worked over summer so that way, she would have had an advantage. **E. Pamela Sanchez** states yes Z. Perez did receive stipends over summer, and I advocated for her to start early in order for her to have enough time to plan events. **B. Golez** ask does anyone know what she has completed? I recall K. Disharoon stating that she was going to do a social media giveaway and when I reached out to her, she did state she was going to do it but never did. **E. Pamela Sanchez** states there is not much she has done besides attending both senate meetings and a committee meeting. **O. Shakoore** states from everything being said she has not planned anything during the summer or fall and has taken credit for some events.

Motion to extend meeting by five minutes by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.

K. Dhillon states I have not seen Z. Perez hold any events and would like to see a thorough improvement plan for her. **E. Pamela Sanchez** states I have planned to events for her to put together with J. Iheaso, one is for undocumented student and the second one is for our African American students. Along with giving away ASI mask, sweets and study while including the senators, and to include the t-shirts that the senators wanted. **E. Pinlac** states we have to follow through with the policy and level it up. **O. Shakoore** states we would have to bring it up again due to having no events for summer or fall, while having more than enough time to transition and plan. **K. Dhillon** states it can be brought up again and leveling it up again. If we determine that there is enough to level it up to a level two, we should do it. **B. Golez** ask has anyone spoken to Z. Perez about the work she has not completed? **E. Pamela Sanchez** states I spoke with her during her first week of the position and again during the middle of fall semester when I noticed she has not done anything with her position. She had a hard time thinking of ideas due to limiting herself despite me helping her.

Motion to extend the meeting by five minutes by **K. Dhillon**, second by **A. De Leon**, motion **CARRIED**.

36:39

VIII. SPECIAL REPORTS:

No special reports.

36:43

IX. ROUND TABLE REMARKS

B. Golez states the CSU Mobile App is now live. When you have the chance take a look at the app if you have any feedback feel free to reach out to me.

E. Pamela Sanchez states I updated the Trello for everyone during the one on one for evaluations. I did not feel the evaluations were useful due to not relating to the goals of board members. If you have any specific feedback on any board member feel free to email me. If you log in on Trello, you can see what everyone is working on.

K. Dhillon states I want to give B. Golez a shoutout for working so hard on the app, it definitely looks better than before. I really hope the university continues to support and invest in this.



E. Pamela Sanchez states I was able to reach out our universities communications department and we are going to be featured on East Bay's social media due to our social media not growing as much.

X. **ADJOURNMENT at 1:12 PM**

Minutes approved by:

President/CEO

Name: Euridice Pamela Sanchez-Martinez



Euridice Pamela Sanchez-Martinez (Feb 24, 2021 12:43 PST)

Minutes approved on:

2-17-2021

Date:





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Personnel Committee Meeting Minutes of February 3, 2021

Final Audit Report

2021-02-24

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