

Personnel Committee Meeting Minutes of April 6, 2022

I. CALL TO ORDER at **11:33 AM**

II. [ROLL CALL](#)

Present: Kabir Dhillon, Mirna Maamou, Anjelica De Leon, Zaira Perez, Krisstina Caro, Erik Pinlac, Michael Cesena

Late: Martin Castillo

III. ACTION ITEM - **Approval of the Agenda**

Motion to approve the agenda of April 6, 2022, by **M. Maamou**, second by **A. De Leon**, motion **CARRIED**.

IV. ACTION ITEM - **Approval of the Minutes of March 9, 2022**

Motion to approve the minutes of March 9, 2022, by **M. Maamou**, second by **K. Caro**, motion **CARRIED**.

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.**

No public comment.

1:42

VI. UNFINISHED ITEMS:

No unfinished items.

1:47

VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: [ASI Committee Appointments](#)

The Personnel Committee will discuss interviewed applicants for ASI Committees.

A. Pajes says the Concord Committee has 2 members to be recommended. Sofia and Jess are juniors at the Concord Campus. They transferred from their community colleges to the Nursing Program at the Concord Campus. They are



wonderful people and have prior leadership experiences which some is in caregiving for others in their schools. They have shown that they are capable of being analytical people, and good communicators, and this was shown during our interviews with them.

K. Dhillon has recommendations for the Internal Affairs Committee.

Z. Perez says the students recommended are involved on campus. Hector is a part of the Political Science Club and Sasidhar is the Vice President of the International Students Association as well as the President of the Indian Students Association. They seem capable of collaborating with people, are involved on campus and want to continue to be active on campus.

K. Dhillon asks are there any other committee recommendations? These 2 sets of recommendations will be going up to the Board next week for the appointment.

3:49

B. DISCUSSION ITEM: ASI GPA Eligibility Requirements

The Personnel Committee will discuss the feasibility of raising the ASI GPA requirement.

M. Cesena states this is a decision by any means that I am not trying to force or implement. I have noticed this during my time at East Bay and have been involved with ASI since 2016. The GPA requirements are 2.0 which is standard across the university from my understanding. The reason to bring up the 2.0 GPA requirement is based on my previous experiences and other institutions, there was a higher GPA requirement for leadership positions. At that institution, it was a 2.5 GPA and I am not suggesting we change it to a 2.5 GPA tomorrow or the day after. I want to facilitate the discussion with the leaders in the room, how do you feel about the fact that it takes 2.0 GPA to be a part of ASI? What do you think ASI should be at or is it fair? In some of the discussions that I have had around the office, there has been a general agreement that there is no need for the GPA requirements to exceed 2.5, and there has been an understanding that it could be higher than a 2.0 GPA because we are leaders on campus. You all are student leaders and by using that phrase, the word student comes first. The primary focus should be your academics and by encouraging a higher GPA requirement, you are putting the focus on academics first, and then a leadership aspect. This is based on my experience with other institutions and knowing that my standard perception of what minimum requirements for leadership positions is a 2.5 GPA but I understand that is skewed. I do not attend CSU East Bay, so I am unaware of what



the academic course load is for students in this position. We have discussed having a 2.0 GPA is hard because if someone is barely making the eligibility requirements for GPA, chances are that they might fall off easily. If we raised the standards to allow for students to have better academic practices ideally, they do not fall into academic probation as easily. I would suggest that we do a 5 year plan. The GPA would be increased by an increment of 0.05 and then in 5 years the academic requirement, the GPA requirement would be 2.25. Are there any general thoughts on this?

E. Pinlac says most of the Board falls above this requirement. I believe that we have experienced this year, we had a couple of students fall off in terms of academics. It is better for them so that they can build their GPA. I have been supportive of it. I am not sure of what figure to go at it because looking at practices from other ASIs to see what number they are at. There might be a handful that has additional requirements past the 2.0 GPA, but other departments have requirements of higher GPA requirements based on the position. It is a promising idea. I do want to hear some feedback from any of the members of the committee.

M. Maamou is conflicted because a 2.5 GPA is a good standard but it is hard to raise it since it depends on students' majors. I would not want to put anybody at a disadvantage. This encourages students to prioritize their focus on their academics, to bring up their GPA, and motivates them. It does make sense for being in a leadership position to have that requirement but I am hesitant to raise it.

A. De Leon understands the concept of having a standard that allows members to take care of their academics and their time at East Bay. I am worried about not being as inclusive for students that may be struggling with academics but want to get involved in leadership. As Erik mentioned, many of our members are above the 2.5 GPA which makes me feel better knowing that is something that we see on the trend. I would like to see what other ASIs do before we change anything. I do like the idea, but I am not entirely sure what to do next. The concept of making sure that students are not failing in any way because they know we have had that struggle in the past.

A. Pajes believes that the gradual increase in the GPA standard is a great concept. It holds a standard that has been put down because of our pandemic since we were lenient with our grades or our work. It is about time that we raise the standard in leadership. If we want to be the topics ASI represents, then we have to act like them. We do not know what their policies are but it is good that we go ahead and



inquire about those and then we can start thinking about how we can raise our standards with our students.

K. Caro agrees with everyone's points. I feel that a first-year student or transfer student, you are supposed to have a 2.0 GPA to get accepted into East Bay. We are being inclusive and allowing everyone to be a part of ASI. At the same time as Erik mentioned, many other departments have a 2.5 GPA requirement or higher which we may have as well. I agree with Michael's approach to increasing the GPA requirement little by little instead of making it 2.5 right away.

E. Pinlac says if we are going to bring this in slowly, we can have a policy where we can give students a chance, similar to a probationary chance to get in because it is not dictated by the university. It is our insurance policy. We can build that in as we are increasing.

M. Castillo says it is not the first time we have had this discussion. It is the first time I have heard of a gradual increase, and I appreciate that. Erik has mentioned most of you are above that 2.0 GPA but the other piece of it is as a student leader, the higher GPA is for the Board. Students can be involved in ASI in other positions, but the leadership positions would have a higher GPA. Having worked with students who have requested exemptions, we are moving away from that, because we have seen that it is not fair to those students to have the burden of academics and leadership, having to make sacrifices which is usually the ASI position that we end up in Personnel because they are not doing the work that they need to do. We need to think about all of those pieces and keep in mind, that students can be involved at lower levels with a 2.0 GPA. I believe this proposal would be more about leadership.

Z. Perez states it depends on the major, but when we have to meet a certain requirement. It makes students work harder to reach those requirements because they want to keep this position and stay in leadership roles.

M. Cesena says at the end of the day, we do not want to implement a policy that we feel is not inclusive. It is a policy that is supportive of students chasing their academic endeavors and making sure they reach those academic goals which are part of the reason we proposed the plan to raise it to a 2.25 GPA. I liked Martin's idea that it might be beneficial to not implement it across the board. We have some requirements in the sense of how much you are involved with ASI. It is similar to incremental building up if you are building up knowing that you can manage the load of ASI with one term being involved before you can apply for a higher position. I have noticed you as a first-year student, we do not want to exclude



anyone, and the students that apply to be excluded would be first-time students or transfer students that got in with the 2.0 GPA requirements. If we allow that transition time built-in and there are other ways to be involved in. If you want a higher position, there is a higher standard. I do not want to use that wording because that wording does not seem the most inclusive.

M. Maamou agrees that if we are ever going to increase, it should be gradually, not a jump to a high number. It could be for specific positions. For example, we have different bookmark requirements for the Executive Committee and for the Board versus other positions. Another concern would be, that there could be a student who has a 3.5 but then they have a rough semester, and it brings their GPA down to 2.0. I am certain that all of our Board will have a 2.0 or above but there could be a time when you have a rough semester. Where would that leave them if they are on Board?

K. Dhillon agrees with what everyone said here. We want to look at all the pieces including what other ASIs are doing. A gradual increase would be varied because they are going to be growing pains that go with that and we do not want to implement it right away. I do agree with the idea that looking at the positions that have more responsibility, requires you to have your academics in order and be on top of those things. Your position in ASI requires you to do many things. Historically students have had to leave ASI because of academics and most of them did have performance issues. When they did leave, it did not have influence because there were performance concerns and then academics. It did not make sense for them to be a part of ASI so I believe a 2.5 GPA would be fair. We would have to look at everything and at the same time, we do not want to exclude anyone because life does happen which would be reflective if you have a bad semester. We do not want that to be the reason you are not involved. As we framed it over the years, it should be the things you have done at East Bay, your academics are stellar because you are going to need that when applying for a job, graduate school, or whatever you want to do beyond these spaces. ASI should provide you with some more tools. Any other discussion or thoughts?

E. Pinlac mentions that I have emailed Sneha to have our student assistant start researching all the other ASIs to see what their requirements are to give us a better picture of what we can do. I will reach out to legal counsel because when you limit things, there are things to consider usually with employment, not necessarily with these positions.



K. Dhillon says this discussion comes around the idea of academic support in general for students with tutoring and working with faculty. This does open up that conversation of continuing to advocate for those things.

19:50

VIII. SPECIAL REPORTS:

No special reports.

19:54

IX. ROUND TABLE REMARKS

E. Pinlac says I will be in the office tomorrow in person and we can get coffee or something. My calendar is getting booked but I will try my best to see everyone.

A. De Leon says I wanted to remind everyone that we do have a CFAC meeting tomorrow, from 4:00 PM to 4:50 PM. If you are able to check in with your support groups, that would be great. We are coming to the end of everything. The task was about wrapping things up so there are not any new tasks in there.

K. Caro says our meeting was postponed from this week to next week. It is happening at the same time on April 13th from 12:00 to 2 pm. It will be in person in the MPR in the New Union. We have another Board meeting the week after on April 20th that is going to be in this room.

M. Cesena says next week on Friday, I know it is a bit early Jamboree at 12-6 PM. This is our marquee event that ASI hosts, the Presents team has done an excellent job with it. If you have any questions, reach out to Lauren or Surrey. We have announced the headliner is Jesse McCartney. The opener for Jesse McCartney is Kat and Alex, which is a bilingual country band, and they were given shout out by Tim McGraw. We could sing in Spanish and English so that will be something that has been asked by the university about having bilingual or international artists. There are going to be carnival rides and carnival games. The professional staff are going to be at the event and they are going to be doing the prices. Try to be free from 12:00 PM to 6:00 PM and hopefully, we will see you there.

E. Pinlac says I did meet with our consultant Johnson, and I put it out, compiling all the things together for them. The tentative timeline is to try to get someone by July 1st. As I told Mike, we need to get them. They will be here this Summer or by Fall term. I will update everyone as we get new things. I am going to be convening the committee soon so I can set a timeline. They want to do a site visit and get a sense of the campus. When they are looking for candidates, they know who is going fit into the campus, they are



going to be interviewing certain candidates and they would talk to Martin, the Board of Directors, or our staff. They are thorough, and they want to get someone is going to fit the position.

K. Dhillon says this is the first ASI meeting that we have had in person since the pandemic so that is exciting. It has been over two years, which is exciting to have this moment, and then we are excited to have our first board meeting next Wednesday in person. For some, it is their first in-person meeting and for many of us, that is our first meeting in a while. We are excited for the Jamboree and some more events that are coming up. The senators are working on some events such as Justin's CEAS Q&A is today, later at two o'clock on Zoom. Zaira, AJ, and others are working on an ASI Banquet. We will be having a banquet for the first time in person in over 3 years since COVID we did not get to do that. We have less than a month. The last month is the best month for many of us, we are wrapping up our time in the East Bay. The legacy we want to leave and then for people as you are finishing these rules, concluding about that legacy as well and what do you want people to say, once you have completed that role.

24:50

X. ADJOURNMENT at 11:58 AM

Minutes reviewed by:

Executive Vice President/Chief of Staff & Chair

Name: Kabir Dhillon



-- ASIExecVP (Apr 22, 2022 12:42 PDT)

Minutes approved on:

04-20-2022

Date:

