

**Personnel Committee Meeting Minutes of May 4, 2022**

- I. CALL TO ORDER at **11:25 PM**
  
  - II. [ROLL CALL](#)  
**Present:** Kabir Dhillon, Krisstina Caro, Mirna Maamou, Zaira Perez, Martin Castillo, Erik Pinlac, Michael Cesena  
  
**Absent:** Anjelica De Leon
  
  - III. ACTION ITEM - **Approval of the Agenda**  
**Motion** to approve the agenda of May 4, 2022, by **K. Caro**, second by **A. De Leon**, motion **CARRIED**.
  
  - IV. ACTION ITEM - **Approval of the Minutes of April 27, 2022**  
**Motion** to approve the minutes of April 27, 2022, by **A. De Leon**, 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.
- 1:30**
- VI. UNFINISHED ITEMS:
    - B. ACTION ITEM: **Government Officer Concerns**  
The Personnel Committee will take action on meeting attendance concerns regarding Senator of CEAS Justin Withers.  
**Motion** to move the Personnel Committee to take action on issuing level one sanction on Senator of CEAS, Justin Withers, by **K. Dhillon**, seconded by **A. De Leon**, motion **CARRIED**.  
**K. Dhillon** states as discussed in the previous meeting, that it was a communication issue which is why we are commissioning a level one sanction. A level one sanction is on the reporting.



**Motion** to approve the Personnel Committee to take action on issuing level one sanction on Senator of CEAS, Justin Withers, by **ALL**, motion **CARRIED**.

2:31

C. ACTION ITEM: **Government Officer Concerns**

The Personnel Committee will take action on meeting attendance concerns regarding Senator of CLASS Neilah Peku.

**Motion** to move the Personnel Committee to take action on issuing level one sanction on Senator of CLASS, Neilah Peku, by **K. Dhillon**, seconded by **K. Caro**, motion **CARRIED**.

**K. Dhillon** states as discussed previously, there seemed to be emergencies that have occurred during the meetings for the cause of absences. Due to the nature of those emergencies, we decided to go with a level one sanction.

**Motion** to approve the Personnel Committee to take action on issuing level one sanction on Senator of CLASS, Neilah Peku, by **ALL**, motion **CARRIED**.

3:31

D. ACTION ITEM: **Government Officer Concerns**

The Personnel Committee will take action on meeting attendance concerns regarding Senator of Athletics Jill Nelsen.

**Motion** to move the Personnel Committee to take action on issuing an extension to Senator of Athletics Jill Nelsen by **K. Dhillon**, seconded by **K. Caro**, motion **CARRIED**.

**K. Dhillon** states we are not issuing a sanction due to the reason Jill is able to make practices and complete labs.

**Motion** to approve the Personnel Committee to take action on issuing an extension to Senator of Athletics Jill Nelsen by **ALL**, motion **CARRIED**.

4:31

E. ACTION ITEM: **Government Officer Concerns**

The Personnel Committee will take action on concerns pertaining to club funding regarding Vice President of Finance/CFO Mirna Maamou.

**Motion** to move the Personnel Committee to take action on issuing an extension to Vice President of Finance/CFO Mirna Maamou by **K. Dhillon**, seconded by **A. De Leon**, motion **CARRIED**.



**K. Dhillon** states the reason there is no sanction being issued for this is because the concerns were initially brought up by the Vice President Finance herself. The Personnel Committee did not see any need to pursue a sanction, even during the conversation last week, there is no indication that there is any perception for a sanction.

**Motion** to approve the Personnel Committee to take action on issuing an extension to Vice President of Finance/CFO Mirna Maamou by **ALL**, motion **CARRIED**.

5:31

VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: [ASI GPA Eligibility Requirements](#)

The Personnel Committee will discuss raising the ASI GPA requirement.

**M. Cesena** inquires if everyone looked over the email regarding what other ASI in the CSUs system are doing. As we know, there was a range of GPA requirements which was from 2.0 GPA to about 2.7 GPA. San Bernardino requires a 2.7 GPA and most of them are cumulative. There were a few 2.3 GPA and many 2.0 or 2.5 GPA but there was only one 2.7 GPA. Taking this into a factor looking at this, we have made a proposal. The first part is for graduate students, because only one other institution in the CSU has a 3.0 requirement for graduate students. Almost all graduate programs require a 3.0 GPA and if you don't have that then you're not permitted in the grad program. That is the first, simplest aspect of the proposal. The second part is proposing a progression over the next 10 years. I do not believe it should be a sudden increase. For example, it is going to go from 2.0 GPA and from a year now it would go to 2.05 GPA then the following year it would be 2.152 GPA and so forth for the next 10 years. This would be term wise, but in five years for cumulative would go to 2.25 GPA. I am not suggesting that cumulative increases more than once, and it should only increase in 5 years. I do know there are concerns about what if someone has a bad semester to which I believe that we should allow for an academic probation term still and having a fall back term and cumulative. If you do not reach your term GPA, then you can fall back on your cumulative, ideally for that Winter term. There was concern that this might be an access problem. If we start raising the GPA, ASI might be accessible for positions for people that want to do it. I am using this as an opportunity to encourage our students to focus on their academics, further explore what resources we have, and what we can provide students to excel academically.



**K. Dhillon** states that idea is great. I believe I could leave it a 2.0 GPA to 2.5 GPA. Personally, I have never fallen below a 2.1 GPA. I do believe there was one semester where it was at a 2.3 GPA but it was a one-time thing. I do appreciate that you have asked for semesters and in case people did have a rough semester.

**M. Cesena** states I had a discussion with Mirna. Her concern was the different programs, and that students might be in a challenging program once they get into their major coursework.

**M. Castillo** states I heard Mirna's concern on making sure students are successful in prioritizing their GPA and their academics. I want to stress that we used to have the probationary term for quarters because it was more than 2 semesters. If you try and do a probationary period for semesters, most students will be out by the end of that. The wording needs to be if you fall below a 2.0 GPA, regardless of what your major is then that is what you need to focus on.

**A. De Leon** agrees with everyone. We have talked about the gradual increase. Hearing Mirna's perspective, we come from different majors and that can be difficult. I do agree that if they are struggling academically then at that point, you have to prioritize academics. I believe many students do want to join ASI but there are stress factors in your life. I am in full support of it, I would want to see in the future academic support or checking in with the Senate members and Student Assistants.

**K. Dhillon** states those are good points. I played sports in high school, so I was not up to date with that. By having those checkpoints, whether it is twice a semester or in the middle of the semester would be good. We do want to promote academics but making sure there's academic support.

**M. Castillo** states we have an advisor so we could create a dynamic list of all the students that need to check in on consistently. If we can adjust the position description within ASI to make sure that somebody is responsible for doing that. Other programs have brought in Academic Support positions. This is something that you want to go for a referendum.

**A. De Leon** mentions advisors for us to get to check on the progress that come in. As Kabir said, checking in twice a semester would be ideal. We try to provide that for students as well as for our Board members or Senate members.

**K. Dhillon** asks any questions or discussions?

15:12

B. DISCUSSION ITEM: [Resolution in support of a Scholarship for Project Rebound Students](#)



The Personnel Committee will discuss a Senate resolution in support of a Scholarship for Project Rebound Students.

**A. Barragan** states that Project Rebound is a support system or a community for students that were formerly incarcerated. I first heard about this when I was at an Academic Senate meeting and they had passed a resolution. It is important that students know that they are supported. We do not have a project of our own on this campus and other campuses like SF State, who are the originators of Project Rebound. The students who are in this program have the retention rate of approximately 90%. They will keep returning then finish college. Many of them come from marginalized communities or low income. I discussed with one of the authors, Eileen, who said, the first thing that they did on their end was to make a resolution through the Academic Senate then it goes through the systems within CSU East Bay before going to the Chancellor's office to get funded. Having a resolution from students would aim to support that and show that is what students want and need for this program with the scholarship aspect of it. A lot of times, they come from students who were formerly incarcerated come from low-income areas, and they do not have that accessibility. It is hard for them to get jobs because they were formerly incarcerated, and some people look over them as a candidate. That scholarship would go towards essential items that they need in order to be set up for success.

**K. Caro** supports the resolution. She believes this is something that we should be supportive in and would help us.

**M. Castillo** supports the resolution. The other 13 CSUs are going to have it and they had reached out to us last summer. I am glad to see that there is some progress being made and to look at student voices saying this is something that could be beneficial on graduation together.

**A. De Leon** agrees with everyone. I am in support of the idea of providing a scholarship for those students that are in the program because you would push administration to see that we are trying to push this forward.

**K. Dhillon** states thank you for working on this resolution. We do not have Project Rebound on this campus. This will push the administration to move in that direction with us and our Presidents. I can see this being implemented in the coming years.

19:58

VIII. SPECIAL REPORTS:  
No special reports.





20:11

IX. ROUND TABLE REMARKS

**K. Dhillon** states this is my last Personnel Committee meeting as Executive Vice President. I have been chairing the Personnel Committee over the two times that I have done it. I have strived to address concerns that are brought up and any concern should bring it forward. We are here to hold each other accountable. It takes a great deal of courage to damage your enemies but even greater courage to stand up to your friends.

21:29

X. ADJOURNMENT at **11:47 AM**

Minutes approved by:

**Executive Vice President/Chief of Staff & Chair**

Name: Kabir Dhillon



-- ASIExecVP (Jul 8, 2022 16:48 PDT)

Minutes approved on:

**June 28, 2022**

Date:








# Personnel Committee Meeting Minutes of May 4, 2022

Final Audit Report

2022-07-08

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