

Board of Directors Meeting Minutes, December 3rd, 2025

- I. **CALL TO ORDER at 12:05PM**
- II. **LAND ACKNOWLEDGEMENT** - We would like to recognize that while we gather at California State University East Bay located in Hayward, CA, we are gathered on the ethno-historic tribal territory of the intermarried Jalquin (hal-keen) / Yrgin (eer-gen) Chochenyo-Ohlone-speaking tribal group, who were the direct ancestors of some of the lineages enrolled in the Muwekma Ohlone Tribe of the San Francisco Bay Area, and who were missionized into Missions San Francisco, Santa Clara and San Jose.

It is important that we not only recognize the history of the land of the Jalquin/Yrgin on which we gather to learn and participate, but also recognize that the First People of this region – the Muwekma Ohlone People, are alive and thriving members of the Hayward and broader Bay Area communities today.

It is of great importance to acknowledge the significance of this Holše Warep (hol-sheh wah-rehp) ~ Beautiful Land to the indigenous Muwekma Ohlone People of this region. We ask everyone who attends or visits Cal State University East Bay in Hayward, to be respectful of the aboriginal lands of the Muwekma Ohlone People, and consistent with their principles of community and diversity strive to be good stewards on behalf of the Muwekma Ohlone Tribe, on whose land you are their guests.

- III. **ROLL CALL**
Present - Kartik Tripathi, Charan Reddy Doolam, Rolando Munos, Yashica Avhad, Dane Lopez, Amisha Farhana Shaik, Matthias Dempsey, Casey Pangilinan, Niharika Naidu, Nikhil Nettom, Nikita Jitendra Desale, Martin Castillo, Erick Loredo, Steve Spencer, Jul Custodio, Jenny O
Absent - London Deguzman, Kamalathmika Chalasani, Pooja Patchwa, Kushal Reddipally, James Carroll, My-Lan Huynh, Kabir Dhillon, Desiree Cuevas

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

Motion to appoint C. Doolam as vice chair for Board of Directors Meeting on December 3rd 2025 by **Y. Avhad**, seconded by **N. Immadi**. **Motion Carried**.



Motion to approve Board of Directors Meeting Agenda of December 3rd, 2025 by **Y. Avhad**, Seconded by **C. Pangilinan**. **Motion Carried**.

V. ACTION ITEM - Approval of the Minutes of November 12, 2025

Motion to approve Board of Directors Meeting Minutes of November 12th, 2025 by **N. Nettam**, Seconded by **D. Lopez**. **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 Comments

VII. UNFINISHED ITEMS:

No Unfinished Items

VIII. NEW BUSINESS ITEMS

A. INFORMATIONAL ITEM - Tabling Material

The ASI Board of Directors will be informed on tabling material.

R. Munos explained that the tabling materials consisted of items that needed to be repurchased, specifically stickers and acrylic boards. He mentioned that there were only a few of the boards remaining and requested that more be purchased, along with two additional rolls of ASI stickers. **R. Munos** shared that he had met with Doris and Little to review past spending on these materials, clarifying that the total cost would not exceed the amount allocated in the promotional budget. He stated that he wanted to keep everyone informed of these updates. On the far right, **R. Munos** displayed the pamphlets he had created, along with small cards intended for future promotional use. He explained that the small cards, if printed in black and white, would cost two cents per page and could be cut into individual cards. The brochures or pamphlets were slightly larger, and he offered to share them with anyone who wanted to take a look. He added that the pamphlets included key information such as ASI's office hours, mission, vision, and purpose, as well as details about ASI's location and Pioneer Pride Tuesday. **R. Munos** concluded by confirming that these were all the tabling items being proposed.



IX. SPECIAL REPORTS

A. End of Year Achievements

K. Tripathi explained that the board would proceed one by one, with each person briefly discussing what they had accomplished during the semester and what they felt they had achieved in relation to their goals. He then asked whether everyone had access to the Canvas slides.

K. Tripathi announced that the first person on the list was the President. Since the **L. Deguzman** was not present, he noted that anyone interested could read his slide on their own.

K. Tripathi shared that he believed he had successfully managed summer orientations and training alongside President **L. Deguzman**. He also attended CS Unity and noted that four policies were amended over the summer, which he emphasized was significant and necessary. Additionally, he completed the 2025–2026 policy agenda. **K. Tripathi** explained that he had successfully led six board position hirings, acknowledging that much of the process involved lateral adjustments, which he felt were handled well. He also collaborated with **R. Munos** on an event that drew participation from more than 200 people. **K. Tripathi** highlighted the successful launch of the mentorship program, sharing those four mentees had been appointed and expressing hope that they would contribute meaningfully. He added that, through his work with the Personnel Committee, the Executive Committee, and one-on-ones, he felt he had helped ensure that the board was functioning effectively. **K. Tripathi** concluded by stating that the strong performance of the board members reflected positively on his own work as well.

C. Doolam reported that he first supported the Fall Leadership Conference on September 26th, which was hosted by SLIC. He also held multiple one-on-one meetings with RSO officers to assist them with budget and funding questions. On November 14th, he attended the San Francisco Bay Region Network meeting with Sonoma State and San Francisco State to discuss student funding practices and share resources, noting that President **L. Deguzman** was also part of that meeting. He explained that, over the summer, he worked on several policies, including the ASI seed funding policy, the RSO event funding policy, the student calls for graduation policy, and the ASI student conference travel funding policy. **C. Doolam** shared that for the semester's RSO funding status, a total of 20 applications were received 8 for seed funding and 12 for event funding. The application deadline was November 13th. He reminded RSOs that post-event presentations and required documents must be submitted by December 7th in order to remain eligible for future funding. Regarding the budget, **C. Doolam** stated that the seed funding allocation of \$2,250 had been fully exhausted. For Fall event funding, \$2,450.59 remained. For the Spring semester, \$11,125 was available.



K. Tripathi stated that the next update was from **K. Chalasani**, who was not present, and therefore they would move on to the next person.

R. Munos reported that he had posted the Hey Be Nice campaign on Instagram, a campaign centered on civil rights and Title IX support. He also shared related information to help guide students on how to approach situations involving civil rights concerns. In addition, he promoted various leadership opportunities, including Cal State BC Scholars, first-year mentorship, and committee openings, through ASI's social media platforms. He explained that he worked with **K. Tripathi** to plan and execute Cruising with ASI: Halloween Edition. He also created tabling materials for ASI presidents and additional materials for new incoming students, incorporating frequently used QR links to support students who may be unfamiliar with ASI resources. Munos added that he supported Cups with CLASS, noting that it was a co-hosted event. **R. Munos** shared that he designed and posted vacancy announcements for the VP of External, Director of Health, and CBE positions. Throughout the semester, he met monthly with **K. Tripathi** to provide updates, receive feedback, and plan ahead. He also served on the ITC Committee and met with **Kathleen Wong**, the university's Diversity Officer, to discuss strategies for sharing information and resources from the Undocumented Resource Center. Additionally, **R. Munos** met with **Provost Anthony Mustaphe** to learn about his vision for the future of Cal State East Bay and how ASI could align with that direction. He also met with **Destiny Jones** to develop a more interactive social media plan for the next semester, with hopes that the plan would include a presentation and retreat and feature greater involvement from all board members. **R. Munos** concluded by expressing excitement for the next semester and gratitude for the hard work contributed by everyone.

D. Lopez reported that this semester he strengthened campus engagement through meaningful advocacy, hands-on programming, and collaborative partnerships both on and off campus. He explained that he was able to hear student concerns during the ASI Town Hall held earlier in the month with Presidents, Deans, and **L. Deguzman**. He remained active in SHAC and the Campus Sustainability Committee alongside **Jennifer Sanchez**, focusing on hydration access, environmental health, and long-term planning efforts. He also held committee meetings with **Mukul Dhawan** and **David Tang** to organize initiatives and support ongoing resolution development. **D. Lopez** highlighted several key programs from the semester, including the Low Waste Witches Tabling Series with **N. Desale** and Bay Area Bargain Baddies with **Y. Avhad**. He also collaborated on the Maker's Choice showcase styled by **Stacey**, Vogue's Vague Soul Clothing, and supported events with Sustainably and Hearts Enhanced. In addition, he contributed to the holiday event led by **M. Dempsey** and participated in outreach during Transfer Day and Preview Day to increase visibility for new and incoming students. A major advancement this semester was his collaboration with **Leo**



Brown, Environmental Org Lead at UCSB, and **Jen Coe**, CEO, to explore launching a sustainable laundry dispenser pilot in CSU East Bay housing. This initiative is projected to be visible within the first three-fourths of the next academic year. As the campus transitions into the spring semester, **D. Lopez** shared that his committee's focus would shift toward implementation and cross-campus collaboration. Planned initiatives include the Campus Garden Revitalization Project with **Roman Atakala**, integrating sustainability themes into Illuminate the Change with **Professor Jessica Santone**, and continuing Earth Week planning with CST and Jennifer Sanchez. He also noted ongoing resolution work related to water filtration, planting native flora on campus, and the environmental impact of AI all of which are moving toward administrative review. **D. Lopez** added that they plan to bring in external partners such as Stop Waste (CEO Timothy Burrows) and (CEO David Luis) to further strengthen sustainability efforts. **D. Lopez** concluded by acknowledging that, while visibility and partnerships expanded this semester, there is still a need to build stronger volunteer support and increase academic involvement. Overall, he stated that the committee has established a solid foundation for student-centered sustainability work in the coming months.

K. Tripathi stated that the next update would normally come from the Director of Wellness, but since **M. Dempsey** was only recently appointed to that role, they would instead be sharing their report during the Senator of Health section, as that reflects the work they have completed so far.

N. Immadi the Senator of Science outlined the work she had accomplished over the year. She explained that she had strengthened student engagement within the College of Science by hosting major student-administration events, expanding academic support opportunities, and improving collaboration among the college's various clubs. **N. Immadi** also emphasized her efforts in student advocacy, noting that she co-authored a system-wide TA tuition and fee waiver resolution and served as the student representative on the academic hearing panel. She described building strong partnerships with College of Science leadership including deans, associate deans, and department chairs to better support student initiatives. In addition, she assisted with club fundraising efforts and began planning long-term science and career networking events set for spring 2026. Concluding her remarks, **N. Immadi** reflected that the semester had been highly productive and expressed enthusiasm for the work ahead.

C. Pangilinan explained that she had attached several photos to their slides to help the audience visualize their work rather than simply read about it. She described a range of community-building initiatives they had organized, beginning with Cookies with Class, which they had hosted twice. She also referenced the Purple Ribbon Campaign, previously mentioned by **Y. Avhad**, noting that it consisted of six consecutive events. **C. Pangilinan** highlighted Cup with Class, a wellness event



taking place that week, and encouraged others to attend, mentioning that participants could receive a free drink. The event, though designed for their class community, was open to everyone and held in support of the Hey Be Nice campaign. **C. Pangilinan** shared that she had revived the class Instagram after two years of inactivity and successfully grown it to 300 followers. She had also created informational class cards, which would be used at the Cup with Class event, and had begun interviewing and spotlighting class students many of whom were art majors whose work deserved recognition. In terms of academic representation, **C. Pangilinan** noted that she had been holding monthly and bi-weekly meetings with their class deans, associate deans, and knowledgeable student representatives such as **Tristan Garcia** and **Mary Kendall**. She also served as one of the ASI student representatives on the CIC curriculum committee and the Academic Senate, where they regularly delivered reports and engaged in discussions on several listed topics. Concluding her remarks, **C. Pangilinan** reflected that the semester had been highly productive and expressed excitement for the semester ahead.

M. Dempsey reflected on the major accomplishments he achieved over the past semester as Senator of Health, beginning with a series of wellness-focused events. He highlighted the Suicide Prevention event organized with **Y. Avhad** which also served as a cultural event as well as a highly attended World Mental Health Day activity. He also hosted tabling for domestic violence awareness and a recent event that engaged more than 250 students, many of whom expressed appreciation for the support offered during finals. **M. Dempsey** explained that he was especially proud of strengthening engagement within the College of Health. Throughout the semester, he met with the deans and department chairs seven times, noting how meaningful it was to build mutual respect and connection, especially as many leaders were new to their positions. These meetings also allowed **M. Dempsey** to directly present student concerns and questions. He expressed satisfaction in attending the October plenary and in providing consistent updates to students about applications, events, and opportunities. His contributions to the College of Health newsletter increased visibility, with students and faculty frequently reaching out or recognizing them from the publication. He also secured regular campus announcements to promote ASI opportunities. **M. Dempsey** noted that planning for Spring 2026 programming was underway, particularly efforts to help College of Health RSOs connect and collaborate on future events. He was excited to be leading the formation of a new Kinesiology Club to support especially first-year students who often take time to discover what their major offers. He also described collaborating with a wide range of campus partners such as Student Health and Counseling, Disability Justice, Degree Study, and Speech-Language Screening to unify events around themes of wellness. Another accomplishment they emphasized was elevating ASI's engagement by speaking with roughly 200 students for the first time about ASI, promoting involvement opportunities, and encouraging visits during office hours. **M. Dempsey** added that



increasing community engagement during open application periods was another point of pride. Personally, he considered it an achievement to have remained fully committed, attending every Board meeting and persisting through personal challenges. He expressed gratitude for being part of such a collaborative team, contrasting it with previous environments where support was limited. **M. Dempsey** concluded by welcoming feedback for improvement in Spring 2026 and expressing their eagerness to continue growing and delivering meaningful results.

K. Tripathi, noting that the newly appointed Senator of the College of Business and Economics, Amisha Farhana, did not have a slide prepared but was welcome to introduce herself to the board and campus partners.

Amisha Farhana greeted and expressed her excitement about stepping into the role of Senator for the College of Business and Economics. She mentioned that she had already interacted with several members and looked forward to learning from them as she settled into her position. **Amisha** concluded by saying she was eager to represent CBE within ASI.

K. Tripathi then moved on, noting that the Concord position was currently vacant and that Senator-at-Large **P. Patchwa** was not present.

N. Nettem explained that, as a Senator-at-Large, he represented two primary communities one of which is the Greek and bi-ethnic community. He began by meeting with **Stephanie** from FSC to explore how ASI could better support Greek organizations. During National Hazing Prevention Week, **N. Nettem** partnered with **Y. Avhad**, SLIC, and the Civil Rights Office to organize the “I Will Prevent Hazing” campaign. He set up a pledge wall, engaged dozens of students, and distributed custom buttons and stickers to promote safety within the Greek community. **N. Nettem** also collaborated with Stephanie and Nancy, alongside **Y. Avhad**, to develop a Greek Fall of Impact proposal. He researched Harvard University’s “Harm & Redrive” program and contacted an FSC member involved with it to add the proposal as an agenda item for the next FSC meeting. He then described their participation in SAC Committee meetings with the Student Athlete Advisory Committee. During these meetings, he interviewed ASI representatives and discussed challenges and goals for student-athletes with **President Derek Murphy**. **N. Nettem** had also planned intramural sports tabling for the Gilbert and Dodge Club with **Linda** from RAW, in collaboration with **E. Loredo** and the Director of Wellness. However, the event was canceled due to low registration and staffing transitions after the Director of Wellness position became vacant. Beyond these two communities, **Nettem** noted that they represent three additional campus groups. First, he serves on the Faculty Diversity, Equity, and Inclusion Committee, contributing to policy reviews, updates to



evaluation rubrics, and discussions on land acknowledgement revisions with the **Tribal Liaison** and ExCom. He also supported committee work related to AI policies, disability justice, and campus climate initiatives. Second, he participates in the SET Subcommittee, which focuses on the evaluation of teaching. His work included reviewing and refining faculty evaluation and peer observation policies, revising guidelines for courses exempt from student evaluations, and updating the peer observation draft policy. Third, he served on the Service Settings Subcommittee, where he took part in discussions on experiential learning, reviewed CC's annual report, examined the five-year course attribute review, and contributed to efforts around the Teaching Associate peer-review solution. **N. Nettem** described extensive research on CSU-wide Executive Order 6.1 models and their work drafting a resolution with **Y. Avhad** and Senator of Science **N. Immadi**. He contacted personnel from SJSU, Fresno State, Cal Poly, and Sonoma State to clarify policy design, implementation procedures, and international TA eligibility. He also met with the Dean of Science, the Graduate Dean, Provost Anthony Muscat, and HR to confirm East Bay's policy gaps and verify that a TA fee waiver does exist on campus. **N. Nettem** emphasized that there is strong support for the resolution across departments and administrators. Although it could not be placed as an action item during the current meeting, it will be formally introduced at the next Board of Directors meeting on January 21st.

N. Dasale reflected on her work throughout the semester, beginning with a resolution she developed to improve student accessibility and the clarity of university information pages. She collaborated closely with several departments, gathered student feedback through surveys, and ultimately filed the resolution, which was approved at the end of the previous year. She then described her contributions to the President's Block Party, where she helped set up and run the ASI photo booth alongside the ASI team. She also assisted the CIE with planning, execution, and logistical support to ensure strong student engagement. Dasale held regular meetings with the CIE office to coordinate the event, and on the same day partnered with the dean to support a loans-focused initiative. This semester, she had planned a Films Without Borders cultural event aimed at supporting international students, but it had to be canceled due to copyright restrictions. She has since developed a restructured version of the event that she intends to host during the first month of next semester. **N. Dasale** emphasized her efforts to strengthen collaboration with multiple departments, including intervention programs, accessibility services, and CEC introducing them to ASI and exploring ways ASI could contribute. She also partnered with the Civil Rights and Compliance office to help international students better understand affirmative consent, noting that past incidents revealed confusion about this topic. She is working with the office to create visual materials that explain consent clearly and accessibly for international students. Additionally, Dasale shared that she and **Y. Avhad** are planning to implement an on-campus rally in support of visually impaired students. She participated in committee meetings



related to accessibility services to stay informed about their initiatives and to provide student perspectives. She also had the opportunity to interview a mentee appointed through a program with **E. Loredo**. Beyond that, she spent time meeting international students in person to inform them about the wide range of opportunities available on campus, addressing the common misconception that many opportunities are only for local students. She introduced them to resources such as the CSCV scholarship website and competitions like the Malaysia Summit, helping them understand where international students are eligible to participate. Looking ahead, **N. Dasale** noted that there is still much to accomplish next semester. While she feels she contributed meaningfully this term, she believes she could have achieved even more. She closed by thanking everyone for their support throughout the semester.

X. ROUND TABLE REMARKS

N. Nettem informed the board that the deadline to submit agenda items had been November 26th at 5 p.m., but because the agenda was finalized and sent out on November 25th at 3 p.m., their item had been unintentionally left out. **Y. Avhad** added that the missing item had actually been an action item involving a resolution written by **N. Nettem** and **N. Immadi**, and that this was all they wished to clarify.

D. Lopez then addressed the group, explaining that the Dean had recommended adding a special report, but he had not been able to include it in time. He planned to speak with legal counsel the following day. He mentioned that the report centered on a survey intended to promote campus sustainability and to gather information about student waste management habits. He said he would forward the survey for wider distribution.

K. Tripathi provided context for the agenda oversight, describing it as a clerical error caused by Thanksgiving break not counting as business days. As a result, the agenda had needed to be sent earlier than usual. **K. Tripathi** acknowledged the misstep and assured the board that the issue would not occur again.

K. Tripathi then shifted to closing announcements, noting that this was the final Board of Directors meeting of the semester. He reminded members that there would be no office hours the following week so they could focus on finals, and asked everyone to complete their task lists once their exams were over. He announced that the BOD retreat would take place on January 15th and 16th, emphasizing that attendance was mandatory, and that the first BOD meeting of the spring semester



would be on January 21st. He asked members who had not already done so to send her their spring office-hour schedules.

K. Tripathi also shared that the application for **Senator of Health** had been sent to the board and encouraged members to recruit eligible students from the College of Health. He announced that she had recently interviewed a candidate for Senator of Concord, who would likely be appointed next semester, helping move the board toward full membership.

K. Tripathi then addressed a serious matter brought to her attention by Jolani, the Director of Civil Rights. He explained that a recent case involving discriminatory or derogatory remarks based on caste had been reported. He emphasized that such behavior was unacceptable and that an official statement had since been published. He encouraged board members to share the statement and to speak up when witnessing any such conduct.

R. Munos elaborated on the published statement, explaining that it reaffirmed CSU's policy protecting students from discrimination, harassment, or retaliation on any protected basis. The post also included QR codes linking to resources for Title IX, civil rights support, and confidential advocacy, ensuring that students could easily access help. **R. Munos** emphasized the importance of preventing these incidents and guiding students to proper support channels.

E. Loredo congratulated the board on completing their first semester, noting that each member had been successful in their own way. He encouraged them to check their email daily over winter break and to begin brainstorming initiatives and advocacy efforts for the upcoming semester their final term before the end of service. He reinforced that the January 15–16 retreat was mandatory and reminded members to prepare agenda items early, especially those involving resolutions. **E. Loredo** added that communication with him, James, or the Executive Committee should continue throughout the break, and invited members to reach out with any questions or concerns. He reminded everyone about the upcoming Resource Fair on Friday and asked those who had signed up for tabling to be present; those who were available but not yet signed up were encouraged to join.

K. Tripathi added one more note the **student trustee, Carson Tuagardos**, would be visiting campus that Friday. While several leaders including **L. Deguzman**, **K. Tripathi**, **K. Chalasani**, and **M. Dempsey** would be present for the lunch, He encouraged as many BOD members as possible to meet him and discuss their concerns and priorities.



XI. ADJOURNMENT at 12:45PM

Minutes reviewed and approved by:

President/Chief of Staff Name:

London Deguzman

London Deguzman
London Deguzman (Jan 21, 2026 14:30:59 PST)

Minutes approved on:

01-21-2026

Date:



Board of Directors Meeting Minutes December 3rd, 2025

Final Audit Report

2026-01-21

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