

Personnel Committee Meeting Minutes, August 13th, 2025

- I. CALL TO ORDER at **12:23PM**
- II. [ROLL CALL](#)
Present: Rolando Munos, Charan Reddy Doolam, Kartik Tripathi, Martin Castillo, James Carroll, Erick Loreda
Absent: London Deguzman
- III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of **August 13th, 2025** by **C. Reddy Doolam**, seconded by **R. Munos**, Motion CARRIED.
- IV. ACTION ITEM - **Approval of the Minutes of July 9th, 2025**
Motion to approve the Minutes of **July 9th, 2025** by **C. Reddy Doolam**, seconded by **R. Munos**, 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.
- VI. UNFINISHED ITEMS:
- VII. NEW BUSINESS ITEMS:
 - A. **DISCUSSION ITEM:** [Senator of Health Candidates](#)
The Personnel Committee will discuss potential candidates for ASI Senator of College of Health.



K. Tripathi shared that over the past week, he and **E. Lored** interviewed two applicants for the **Senator of Health** position. One of the applicants was **Matthias Dempsey**, who had previously applied for the Director of Sustainability position. The other was **Jacobo Lechuga**.

K. Tripathi began by discussing **Matthias Dempsey**, noting that he is a sophomore majoring in political science and kinesiology, and part of the College of Health. Matthias expressed a strong belief in the importance of mental health, which he said motivates much of his work. **K. Tripathi** explained that when **Matthias** previously applied for Director of Sustainability, he had lost points because his responses focused more on health and wellness than sustainability. However, that focus aligned more directly with the **Senator of Health** position, making his application stronger this time. Matthias was described as most passionate about connecting students at Cal State East Bay. He serves as the president of two different clubs, which gives him opportunities to engage with a broad range of peers. He values involvement across multiple fields and is especially passionate about working directly with students. When asked how his experience or knowledge would contribute to the role, **Matthias** highlighted his adaptability as a key strength. He had designed eight individual leadership roles within his clubs and conducted interviews and prepared agendas during the summer. He also had extensive experience collaborating with various clubs, which he believed would support his role as Senator of Health. As an example of a successful team project, Matthias described his role in recruiting for his clubs, where he completed administrative tasks and ensured all necessary paperwork and details were managed efficiently, contributing to the success of the effort. One challenge he faced was having to find a new faculty advisor on short notice for his Washington, D.C. project. Despite the time pressure, he was able to secure a new advisor promptly, keeping the project on track. Matthias confirmed his availability for Board of Directors meetings on Wednesdays from 12:00PM –2:00 PM. and said he could also attend Academic Senate meetings. His unique background includes event coordination and wellness, combined with extensive leadership experience. He also possesses strong communication skills, which help him build relationships and foster collaboration. He is also skilled in problem-solving and time management, which he believes set him apart from other candidates for Senator of Health. Matthias asked two questions during the interview: one regarding more details on Academic Senate, and another about office hours, both of which were answered by **K. Tripathi** and **Eric Lored**. **K. Tripathi** gave Matthias a score of 45 out of 45, stating that his answers were perfect and that he appeared very prepared. His strengths included relevant work experience, which would allow him to start quickly. The only limitation noted was his lack



of knowledge about ASI's internal structure, which was considered acceptable for a new board member who would learn on the job.

E. Loredo followed, saying that **K. Tripathi** had given a great explanation, and added that Matthias brings a unique combination of wellness focus, leadership experience, and student engagement. He described Matthias as a collaborator who is proactive in building connections and ensuring that plans are followed through.

E. Loredo emphasized that Matthias demonstrates strong communication skills and the ability to foster collaboration, which is highly valued at ASI. He expressed confidence that Matthias would deliver strong results if appointed.

K. Tripathi added that before moving on to the next candidate, he wanted to highlight that Matthias had been listening to the meeting minutes from Executive Committee and Personnel Committee meetings something he had never seen before from a candidate. Matthias had even spoken with him separately about what had been going on, showing a high level of passion for ASI.

E. Loredo began by stating that he and **K. Tripathi** had the pleasure of interviewing **Jacobo Lechuga**. Jacobo is majoring in kinesiology and highlighted during the interview that he serves as a kinesiology tutor for anatomy and biomechanics. He is a full-time student and also works part-time in construction management. Jacobo expressed a strong interest in aligning his passion for health with student engagement. He shared that he hopes to bridge connections between students and the dean by holding meetings and planning projects that allow students and faculty to interact, discuss performance, and showcase one another's work.

One of the biggest challenges Jacobo currently faces is balancing school with his other work commitments. Despite this, he confirmed his availability for BOD meetings and the Academic Senate. He noted that his experience in construction and airport jobs helped him develop communication skills and made him a social, outgoing person who is always open to learning. However, **E. Loredo** pointed out that many of Jacobo's interview answers did not align with the specific questions asked. He noted that Jacobo's experience does not yet align well with the responsibilities of the position, and recommended that Jacobo might be more suited for the Mentorship Program or serving on a committee to better understand ASI's structure and develop further within it. **K. Tripathi** agreed with **E. Loredo**,



acknowledging Jacobo's passion and work experience, but emphasized that his qualifications did not align as closely with ASI when compared to the other candidate. He mentioned that Jacobo's responses were often unrelated to the questions asked, which resulted in lower scores during evaluation. Additionally, Jacobo's external commitments including his construction and airport jobs were considered a limitation, as they might prevent him from dedicating sufficient time to ASI.

For the record, **K. Tripathi** stated that he would recommend **Matthias Dempsey** over Jacobo for the position. He then invited other committee members to weigh in on the candidates and share their preferences.

R. Munos stated his recommendation for **Matthias**, highlighting that he had served as club president, which gave him experience with club operations, including form submissions and funding documentation. He also noted that Matthias had engaged with a wide range of peers through his club involvement and had gained significant experience in collaboration, recruitment, and administrative tasks. He concluded that Matthias was well-equipped for the role, both in terms of experience and education.

C. Reddy Doolam stated that he would recommend **Matthias** as well because he had observed him being more enthusiastic when it comes to collaboration with other clubs on campus. He added that **Matthias** makes an effort to learn about each thing in particular, reinforcing his recommendation.

M. Castillo said that not knowing either candidate personally, he would base his opinion on the interviews. From what he heard, it was clear to him that the committee should recommend Matthias to the board at the next meeting.

J. Carroll then asked a question, referencing the notes. He noted that **Matthias** was listed as a sophomore, and inquired about **Jacobo's** class standing. **K. Tripathi** responded that **Jacobo** is a senior, acknowledging that he may have forgotten to note that earlier.

J. Carroll continued, saying that this led him to a question regarding future involvement. Since both candidates showed interest, and **Eric** had mentioned the importance of continuing to invite people into being involved, he suggested it might be a good idea to offer another opportunity to the candidate who isn't selected, provided they're still interested.



K. Tripathi concluded by asking all voting members to state their name and make a recommendation for the next board meeting, so that it would be recorded properly.

- **K. Tripathi** endorsed Matthias Dempsey for Senator of Health.
- **R. Munos** endorsed Matthias Dempsey for Senator of Health
- **Reddy Doolam** endorsed Matthias Dempsey for Senator of Health.
- **M. Castillo** endorsed Matthias Dempsey for Senator of Health.

K. Tripathi concluded by stating that, with a clear majority, Matthias Dempsey would be recommended to the Board in the next meeting to be appointed as Senator of Health.

12:10

VIII. SPECIAL REPORTS:
No Special Reports

IX. ROUND TABLE REMARKS:
No Round Table Remarks

X. ADJOURNMENT at **12:36PM**

Minutes reviewed and approved by:

Chair/Executive VP/Chief of Staff Name:

Kartik Tripathi



Kartik Tripathi (Aug 27, 2025 15:26:11 PDT)

Minutes approved on:

08/27/25

Date:








Personnel Committee Meeting Minutes August 13th, 2025

Final Audit Report

2025-08-27

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