

Personnel Committee Meeting Minutes of August 27th2025

- I. CALL TO ORDER at **12:02PM**
- II. [ROLL CALL](#)
Present: Rolando Munos, Charan Reddy Doolam, Kartik Tripathi, London Deguzman, Martin Castillo, James Carroll, Erick Loreda, Pooja Patchwa
Absent:
- III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of Personnel Committee Meeting, August 27th, 2025 **by L. Deguzman**, seconded by **R. Munos**. Motion CARRIED.
- IV. ACTION ITEM - **Approval of the Minutes of August 13th, 2025**
Motion to approve the agenda of Personnel Committee Meeting **the Minutes of August 13th, 2025** by **L. Deguzman**, 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:
No Unfinished items
- VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: Government Officer Concern

The Personnel Committee will discuss Senator at Large Pooja Patchwa's performance in regard to missing the ASI BOD retreat and/or other key items.

K. Tripathi began by explaining that the reason **P. Patchwa** was present as a discussion item was because she had missed Day One of the BOD retreat, which took place on **August 14th**. He noted that this date had been communicated to all Board of Directors (BOD) members before the elections by the election committee. ASI leadership had not been informed of her potential absence until sometime in July, which he emphasized was not



acceptable, as the retreat date had been shared well in advance. **K. Tripathi** added that in addition to the missed retreat day, there had also been concerns about punctuality and low engagement during summer training sessions. Given these concerns, the Personnel Committee would now discuss a potential action plan to help P. Patchwa make up the missed hours and responsibilities.

L. Deguzman then spoke, stating that historically, individuals who missed retreat typically received either a level one or level two sanction. He clarified that a level two sanction is essentially a written warning that includes an action plan, and that it does not mean removal from the board. He explained that typical action plans for retreat absences involved making up the missed content. Examples from the past included having the board member give a Robert's Rules of Order presentation during a future BOD meeting or taking on extra tabling shifts to account for missed hours. In this particular case, L. Deguzman suggested two extra tabling dates to account for the eight hours missed on Day One. The mock BOD session that was missed could be supplemented with a Robert's Rules presentation.

K. Tripathi acknowledged that **P. Patchwa** was in attendance and thanked her for being present. He reiterated that the Personnel Committee was not intended to be intimidating, but rather a space for leadership to determine how to help her make up the time and experiences missed. He recapped that Day One of the retreat had been packed with important items such as the Title IX and DHR training, workshops led by **J. Carroll, L. Deguzman, E. Loreda**, and himself, and training sessions about how to present oneself in ASI. He emphasized that the mock chair/BOD session was a particularly important part of that day, as it covered procedures like Robert's Rules of Order and how to navigate committee responsibilities.

L. Deguzman reiterated that since the retreat dates were announced before the election, they should have been accounted for in advance. As a result, **P. Patchwa** would receive a level two sanction and an accompanying action plan to prepare her for the year and make up what was missed. He again mentioned that makeups in the past included mock BOD presentations and additional tabling to cover the missed hours, specifying that a nine-to-five day equates to eight hours, which could be compensated with two tabling sessions.

K. Tripathi acknowledged that **P. Patchwa** had previously mentioned rescheduling issues with her flights and invited her to share her reasoning.



P. Patchwa explained that she had booked her flight two months earlier in February, before deciding to run in the elections and before retreat dates were shared. As a result, she had not been aware of the conflict. She stated that rescheduling was only possible for a six-day delay, not earlier, which made it impossible to return in time for the retreat. Her flight had landed in the evening, making partial attendance unfeasible. She apologized for missing the retreat.

K. Tripathi thanked her for the explanation and informed her that an action plan would be prepared so she could make up for the missed hours, ensuring fairness to other BOD members who had attended the retreat.

M. Castillo then addressed **P. Patchwa** directly, stating that there had been some additional concerns, particularly around timeliness, and asked if she was still interested in holding her position. **P. Patchwa** confirmed that she was.

K. Tripathi reiterated that, as Martin had mentioned, there had been observed issues during the summer training as well, and emphasized the importance of accountability moving forward.

10:05

B. DISCUSSION ITEM: Vice President of External Affairs Candidates

The Personnel Committee will discuss potential candidates for ASI Vice President of External Affairs.

L. Deguzman began by explaining that he and the interview team had interviewed **Kamalatmika Chalasani**, the only applicant for the position of Vice President of External Affairs. In response to the first question what motivated her to apply **Kamalatmika** shared that she had developed an interest in advocacy and leadership and became especially motivated after her experience at CSUnity. **L. Deguzman** noted that she did not have prior political advocacy experience, which was acceptable, but she initially did not appear very interested in political advocacy, which stood out as something that would require training and development. Since the role is highly political, passion and awareness of current events are essential. He rated her a 2 out of 5 for that particular question. When asked about current systemic issues ASI should prioritize, **Kamalatmika** mentioned several key concerns including budget cuts, increased tuition, transportation access, food insecurity, and housing limitations. **L. Deguzman** appreciated her awareness and rated her a 4 out of 5. To the



question about comfort with making public political statements, **Kamalatmika** responded that she was very willing to speak out an answer **L. Deguzman** considered strong for a public-facing, advocacy-heavy role.

K. Tripathi followed up with additional interview insights. In response to a question about collaboration with other CSU campuses and legislators, **Kamalatmika** spoke about her experience as a student assistant for the International Club during her undergrad, where she interacted with ministers and municipal council members, and voiced concerns to those political figures demonstrating relevant advocacy experience. Regarding a successful team project, she referenced her involvement in organizing a mental health event, where she played an active role in planning and execution. As a current BOD member, **Kamalatmika** confirmed she could attend Wednesday BOD meetings (12:00PM to 2:00PM) and was available for CSSA plenaries and conferences. When asked to describe a failure and what she learned, she shared that she struggled to give her full effort as a student administrator during her undergrad due to time management challenges, which she has since learned to address. She also asked for more details about what the VP External role entails and about the CSSA plenaries, which **K. Tripathi** viewed positively as it showed interest and willingness to learn. He gave her a score of **42 out of 50**, citing her strengths as being a current BOD member, qualified for the position, and having attended CSUnity. He mentioned her main limitations were her limited political advocacy experience and lack of familiarity with the VP External's responsibilities.

L. Deguzman emphasized her willingness to learn, which he said was the most important factor. He noted that while the role had evolved, **Kamalatmika** had potential. He acknowledged some limitations like lack of role knowledge and limited project management experience, but said those were **trainable** and could be improved with support.

C. Reddy Doolam then asked, if **Kamalatmika** were appointed VP External, how soon the **Senator of CBE** position could be filled.

K. Tripathi responded that the **Senator of CBE** position is quite popular and doesn't require prior ASI experience, so he expected it would be filled quickly, given existing interest.

M. Castillo thanked the team for conducting the interviews and sharing notes. He commented that a score of **42** is the equivalent of a solid B, which he felt was acceptable. He pointed out that although both interviewers mentioned **Kamalatmika** didn't fully



understand the position, they also scored her high on motivation, indicating she had a clear reason for applying. He added that the interviewers mentioned as long as the potential is there, and with appropriate training, she could succeed in the role.

K. Tripathi clarified that each interview question was scored based on how accurately and completely it was answered. The high score on the first question was because **Kamalatmika** provided a clear, relevant response, not because of her political advocacy experience, which was evaluated separately.

M. Castillo then asked a follow-up question what specifically motivated **Kamalatmika** to apply for the role if she didn't fully understand the responsibilities?

K. Tripathi explained that attending CSUnity had changed her perspective. The experience inspired her to pursue system-wide change, and that motivation led her to apply for the position.

K. Tripathi initiated the voting process by stating that each voting member of the Personnel Committee would make their recommendation one by one.

K. Tripathi began the voting process, he recommends **Kamalatmika Chalasani** for VP External with certain reservations, he mentions that those things can be learned later, and he is confident that our president will help with that as well.

L. Deguzman recommended **Kamalatmika Chalasani** for Vice President of External Affairs.

C. Reddy Doolam recommended **Kamalatmika Chalasani** for Vice President of External Affairs.

R. Munos recommends **Kamalatmika Chalasani** for Vice President of External Affairs.

M. Castillo recommends **Kamalatmika Chalasani** for Vice President of External Affairs.

K. Tripathi thanked everyone for their recommendations.



19:39

VIII. SPECIAL REPORTS:
No special reports

IX. ROUND TABLE REMARKS:
No Round Table Remarks.

X. ADJOURNMENT at 12:22PM

Minutes reviewed and approved by:

Chair/Executive VP/Chief of Staff Name:

Kartik Tripathi



Kartik Tripathi (Sep 24, 2025 15:26:42 PDT)

Minutes approved on:

09/24/2025

Date:








Personnel Committee Meeting Minutes, August 27, 2025

Final Audit Report

2025-09-24

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