

Personnel Committee Meeting Minutes, February 25th 2026

- I. **CALL TO ORDER at 12:04PM**
- 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, Martin Castillo, James Carroll, Erick Loreda

Absent: London Deguzman, Kamalathmika Chalasani

Motion to appoint **R. Munos** as vice chair for personnel committee on February 25 2026 by **M. Castillo**, Seconded by **R. Munos**. **Motion Carried.**



R. Munos was appointed as vice chair for personnel committee on February 25 2026

IV. ACTION ITEM - Approval of the Agenda

Motion to approve agenda of Personnel Committee Meeting on February 25, 2026 by **M. Castillo** seconded by **R. Munos**. **Motion carried.**

V. ACTION ITEM - Approval of the Minutes of February 11th, 2026

Motion to approve the minutes of Personnel Committee Meeting of February 11th, 2026 by **R. Munos**, seconded by **M. Castillo**, **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 Comment

VII. UNFINISHED ITEMS:

No Unfinished Items

VIII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: [Senator At Large Candidates](#)

The Personnel Committee will discuss potential candidates for ASI Senator at Large.

K. Tripathi stated that he had interviewed four candidates for the Senator-at-large position over the past week and part of the previous week. He reminded all voting members that there were two vacancies, not one, and that two candidates would be selected and recommended to the Board for appointment. He then proceeded to briefly review each candidate.

He first introduced **Aditya Tripathi**, a senior majoring in mathematics who works at the STEM Lab. He explained that **Aditya** expressed interest in becoming more involved on campus and was the co-founder of the Falcons First Flight Club, where he also served as events director. Additionally, **Aditya** had been a Learning Assistant for the past three years,



during which he regularly interacted with students, understood their concerns, and communicated with diverse groups. He also helped organize outreach events through Falcons First Flight, including one that attracted over 70 students. Overall, **K. Tripathi** gave him a score of 34 out of 45, noting that **Aditya** would be unable to attend Board of Directors meetings from 12 to 2 due to class commitments, which would need to be considered.

K. Tripathi next discussed **Aria Short**, who had also previously applied for Senator of Health. He stated that she works as a social media intern for the College of Science and is majoring in Health Sciences with a concentration in Nursing. He noted that she is passionate about supporting students and helping them become more engaged on campus. He added that her diverse work experience made her a strong candidate regardless of her academic major and that she demonstrated readiness to contribute effectively. He gave her a full score of 45 out of 45.

5:18

K. Tripathi then introduced **Maite Fernandez**, a fourth-year Video Animation major with a minor in Marketing and an international student from the Dominican Republic. He explained that she is passionate about bringing people together and currently works at the RAW as an assistant coordinator for marketing. He also noted that she is actively involved on campus and serves as a research assistant, giving her a strong understanding of campus resources and operations. He gave her a score of 35 out of 45, again noting that her class schedule would prevent her from attending Board of Directors meetings, which would need to be taken into account.

Finally, **K. Tripathi** discussed **Allie**, a graduate student in Social Work who had also applied for Senator of Health. He stated that she is highly involved on campus, has experience in youth organizing, and has hosted multiple listening sessions. He also mentioned her involvement with a Bay Area organization and her volunteer work. He gave her a score of 43 out of 45 and described her as a strong candidate.

K. Tripathi stated that while all four candidates performed well and provided strong responses during their interviews, the deciding factor was meeting availability. He explained that two of the candidates would be unable to attend Board of Directors (BOD) meetings, which he considered a significant concern and a deciding factor in the selection process. As a result, he recommended **Allie** and **Aria** for appointment. He noted that both candidates had also been strong contenders for the Senator of Health position and had demonstrated



continued interest in serving. He added that their diverse experiences would allow them to integrate well with the team.

8:26

R. Munoz agreed with **K. Tripathi's** assessment and emphasized that the two other candidates would not be able to attend BOD meetings or provide weekly updates to the Director of Communities. He stated that it was important to select candidates who had expressed commitment and could fulfill the responsibilities required by the position, including attending meetings regularly.

M. Castillo also expressed agreement, noting that the candidates' scores were relatively similar overall. However, he stated that the inability of two candidates to attend BOD meetings was a key factor, and he supported moving forward with Aria and Aly as the two recommended candidates.

K. Tripathi recommended **Aria** and **Allie** to be appointed as Senators-at-large

R. Munoz recommended **Aria** and **Allie** to be appointed as Senators-at-large

C. Doolam recommended **Aria** and **Allie** to be appointed as Senators-at-large

M. Castillo recommended **Aria** and **Allie** to be appointed as Senators-at-large

The **Aria** and **Allie** were recommended to be appointed as Senators-at-large. And will be presented action item in the next Board of directors meeting.

B. DISCUSSION ITEM: Government Officer Concerns

The Personnel Committee will discuss Senator at Large Kushal Reddy Reddipally's performance.

T. Tripathi addressed **K. Reddipally** and began by thanking him for attending the meeting in person. He clarified that the purpose of the Personnel Committee was not to scrutinize members but rather to check in and discuss any concerns. He then explained that the committee had observed a lack of visible work and output from **K. Reddipally** over the past few weeks, both during Board of Directors meetings and in one-on-one interactions with board members.



T. Tripathi also raised concerns regarding **K. Reddipally** signing into scheduled office hours but not being physically present in the office, noting that this behavior was not acceptable. He then asked **K. Reddipally** to explain the reasons for missing office hours and requested that he provide an overview of his activities since the beginning of the semester. Specifically, he asked **K. Reddipally** to discuss the projects he had worked on during the previous semester, as well as any current projects, so that the committee could better understand his contributions and determine appropriate next steps.

11:16

K. Reddipally began by informing the committee that, starting in January, he had been working on initiatives outlined in the agenda he had previously submitted. One of his primary efforts involved improving AC Transit services. He explained that he had been in discussions with Brenda and Edina and had attended a meeting earlier that day to address transit frequency. As a result of these discussions, AC Transit increased its service frequency, adding nine weekday trips from Hayward BART to CSU East Bay and six weekend trips in the reverse direction. He provided specific times for the additional morning, afternoon, and evening routes, emphasizing that these changes were implemented to better support commuting students.

K. Reddipally also discussed the commuter lounge project, which was initially scheduled to open on January 27. However, due to budget-related issues and delays in acquiring necessary equipment, the opening had been postponed until April. He noted that he had spoken with **Erica** about the delay and that ASI would assist with marketing efforts to raise student awareness about the lounge's opening. He mentioned plans to promote the lounge through tabling events, flyers, and posts on ASI's Instagram page, and that he had an upcoming meeting to discuss marketing strategies in more detail.

Moving into February, **K. Reddipally** explained that he had originally planned an online gaming event on February 23 but had instead expanded the idea into a week-long esports event scheduled from March 1 through March 7, in collaboration with the CSU East Bay Esports group. The event would feature seven different games, including Among Us, League of Legends, Marvel Rivals, Overwatch, Valorant, Roblox, and Galactic Phone, with one game featured each day. He explained that the event was specifically designed to engage online students, who often face challenges connecting with campus activities. To support participation, he had created a Discord platform and planned to send a mass email to online students using survey data he had collected the previous semester.



K. Reddipally also shared that he was planning a Holi event on March 4 in collaboration with the Hindu Yuva Club. However, he noted that the organization had not yet been formally recognized on campus, which raised questions about funding eligibility. He stated that he planned to meet with the club's president to clarify whether ASI would be able to provide financial support or assist in other ways.

16:25

K. Reddipally further explained that he had been unable to present his esports event at the previous Board of Directors meeting because the event dates had been finalized afterward. Since the next Board meeting would occur after the event had already begun, he asked for clarification on whether he should present afterward or instead send a mass email update to board members, as previously suggested by **E. Loredó**.

K. Reddipally discussed his involvement with the Finance Committee. He stated that the committee had held two meetings so far, although one was canceled due to scheduling conflicts. During the meeting that took place, the committee discussed concerns regarding the current manual refund system, which requires students to pay expenses out of pocket before receiving refunds. He explained that the committee was working to advocate for scholarships and financial aid to be distributed earlier to reduce students' financial burden. He also expressed interest in organizing a financial literacy workshop in collaboration with the financial team to help students better understand their finances.

K. Reddipally addressed the concerns about his office hours. He apologized to the board for not being fully present in the office during his scheduled office hours on February 16. He explained that the previous night had been Mahashivratri, a religious observance that required fasting and staying awake overnight. As a result, he had been physically present in the ASI office area but had spent some time on the balcony and patio space to remain comfortable and awake while continuing his work. He acknowledged that this may have created the impression that he was not present and accepted responsibility for the situation. He concluded by offering a sincere apology and assuring the committee that he would ensure full compliance with office hour expectations in the future.

19:29

K. Tripathi began by addressing the concern regarding **K. Reddipally's** office hours. He expressed understanding and concern for his well-being and advised him that, in situations where he is unwell or unable to perform his duties effectively, it would be better to formally take the day off. He explained that doing so would help avoid confusion among board members who may expect him to be present in the office for meetings or discussions. He

emphasized that clear communication about absences would ensure smoother coordination and prevent misunderstandings.

He then addressed **K. Reddipally's** upcoming esports event scheduled from March 1 to March 7. **K. Tripathi** stated that **K. Reddipally** would still be able to present the event update during the March 4 Board of Directors meeting, as the event would already be in progress by then. He suggested that **K. Reddipally** could provide a progress update and also invite board members to participate in or support the remaining days of the event. He also commended the initiative, noting that engaging online students through esports was a strong and meaningful effort, and mentioned that he had previously hoped to implement a similar initiative during his own tenure.

K. Tripathi then acknowledged **K. Reddipally's** involvement with his assigned committee and stated that his work there appeared to be on track. He asked a follow-up question regarding **K. Reddipally's** participation in ATC meetings and confirmed that he had been attending them. He also asked for clarification regarding **K. Reddipally's** role in the AC Transit frequency increase and commuter lounge initiatives. Specifically, he wanted to understand whether ASI and **K. Reddipally** had actively contributed to the decision-making process or whether their involvement was primarily limited to marketing and promotion. He emphasized the importance of clearly identifying ASI's contributions to ensure accountability and proper recognition of the board's efforts.

21:33

K. Tripathi addressed **K. Reddipally's** planned collaboration with the Hindu Yuva Club. He advised that **K. Reddipally's** primary responsibility as a senator was to focus on commuter and online student communities. He suggested that collaborations outside of those specific communities would be better handled by the Director of Communities, **Y. Avhad**, or other board members whose roles aligned more closely with those initiatives. While he acknowledged that **K. Reddipally** could still support the club informally, he emphasized that his official responsibilities should remain centered on his designated communities.

K. Tripathi concluded by encouraging **K. Reddipally** to continue keeping leadership and board members informed about his work and progress. He stressed that regular communication and visible contributions were essential to demonstrating leadership and ensuring the board remained confident in the effectiveness of its senators.



K. Reddipally explained that he had been working with Eduna and Brenda since the previous semester to advocate for increased AC Transit frequency serving the campus. He stated that the process began when the university transitioned from the shuttle lease to AC Transit services, during which a student survey was conducted to evaluate the existing schedule. At the time, the survey results indicated that the original schedule was considered sufficient. However, **K. Reddipally** and ASI believed that the schedule did not adequately meet student needs, particularly during the post-lunch period when many classes begin.

K. Reddipally clarified that ASI, through his involvement, raised these concerns directly with the transportation department. He communicated that many students required additional bus frequency in the afternoon to accommodate their academic schedules. By sharing student feedback and providing specific insights into peak demand times, ASI advocated for adjustments that would better serve commuter students. As a result of these efforts, the transportation department reviewed the concerns and approved changes to increase AC Transit frequency. The updated schedule included additional morning and afternoon trips, as well as increased service between CSU East Bay and Hayward BART. He noted that the new schedule was officially approved on January 28 and implemented on February 15, and that the improved frequency continued into the current semester.

K. Reddipally emphasized that ASI's primary contribution was representing student concerns and providing direct input to the transportation department. He highlighted that his role involved communicating the specific challenges students faced with the previous schedule and advocating for improvements, which ultimately contributed to the successful implementation of the expanded transit service.

24:59

E. Loredó thanked **K. Reddipally** for providing clarification regarding his work and contributions. He stated that the primary concern was not a lack of effort or initiative, as it was evident that **K. Reddipally** had been actively involved in several projects. Instead, he emphasized that the issue stemmed from insufficient communication with the board about the work being conducted. He explained that because these updates had not been consistently shared, many board members were unaware of the progress and initiatives underway.

He noted that while he personally was aware of some of the efforts mentioned, it was important for the entire Board of Directors, including the Executive Vice President and President, to be informed. He encouraged **K. Reddipally** to present updates during Board



meetings through informational items and special reports, as these agenda sections exist specifically to allow members to communicate their ongoing work and initiatives.

E. Loredo further explained that sharing updates would not only keep the board informed but could also create opportunities for collaboration. By communicating openly, other board members, including Vice Presidents, could potentially offer support or assist with initiatives such as the AC Transit efforts. He concluded by emphasizing the importance of transparency and consistent communication, noting that keeping the board informed ensures collective awareness and helps prevent misunderstandings or future concerns.

25:59

J. Carroll stated that his perspective aligned with the points previously raised by **E. Loredo**, particularly regarding the importance of communication. He explained that some board members have been very proactive in adding agenda items to Board of Directors meetings in order to provide updates on their work. As a result, their communication remains consistent and transparent. He emphasized that this level of proactive communication is important for ensuring that the board stays informed about ongoing efforts and initiatives.

J. Carroll also addressed the concern regarding office hours and provided a specific example. He explained that although Mondays are typically his work-from-home days, he had been present in the office for the past couple of Mondays. During that time, he had observed general activity in the office and noticed patterns in staff presence. However, he and other board members did not see **K. Reddipally** present during the scheduled office hours, which contributed to the concern.

J. Carroll clarified that while signing in at the front desk is required and important, it is equally important to communicate one's presence and activities to others in the office. He explained that if board members sign in but spend their time elsewhere without informing their peers, it may create the impression that they were not present at all. This can lead to misunderstandings, especially when other board members expect to meet or collaborate during that time.

He concluded by emphasizing that communication is critical in these situations. While board members are not required to remain in one physical location for the entire duration of their office hours, they should ensure that others in the office are aware of their presence and availability. This helps prevent confusion and ensures transparency and accountability among the board and staff.

K. Tripathi stated that he completely agreed with **E. Loredó's** points and emphasized that the main concern was the lack of communication rather than the lack of work. He explained that without regular updates, it can appear as though no progress has been made, especially since he had not yet been able to conduct one-on-one meetings with board members this semester. He noted that if this meeting had not taken place and if **K. Reddipally** had not shared his updates, it would have seemed from his perspective that no work had been accomplished. He stressed that the purpose of these discussions was to ensure that leadership and the board remain informed.

K. Tripathi encouraged **K. Reddipally** to consistently communicate his initiatives to both the board and leadership, whether through Board of Directors meetings or one-on-one meetings. He emphasized that keeping leadership informed helps ensure transparency and allows others to support ongoing initiatives.

K. Tripathi also highlighted the increase in AC Transit frequency as a significant achievement. He described it as a major success and encouraged **K. Reddipally** to recognize it as an important accomplishment. He suggested working with **R. Munos** to promote and publicize this achievement so that students are aware of ASI's role in advocating for improved transit services.

Additionally, **K. Tripathi** recommended sharing these accomplishments more broadly, such as through a mid-semester recap highlighting ASI's initiatives and successes, including transit improvements and other related efforts. He concluded by reassuring **K. Reddipally** that his work was valuable and effective, and reiterated that the key expectation moving forward was to maintain clear and consistent communication with the board and leadership.

29:13

R. Munos stated that while it is important to celebrate the achievement of increasing AC Transit frequency, it is equally important to be careful and accurate about representing ASI's specific role in that accomplishment. He emphasized that when sharing this success publicly or with the board, **K. Reddipally** should clearly identify the exact contributions he and ASI made, rather than implying broader responsibility than what was actually done.

R. Munos explained that when informing the board or promoting the achievement, **K. Reddipally** should specify the actions he took, such as communicating student concerns, providing feedback, or advocating for schedule changes. **R. Munos** stressed that clearly outlining the specific impact and contributions ensures transparency and maintains



credibility. He concluded by reinforcing the importance of accurately describing ASI's role and the direct impact of their advocacy efforts when communicating accomplishments.

IX. SPECIAL REPORTS:

No Special Reports

X. ROUND TABLE REMARKS:

No Roundtable Remarks

XI. ADJOURNMENT at 12:34PM

Minutes reviewed and approved by:

Executive Vice President:

Kartik Tripathi

Minutes approved on:

03/02/2026

Date:

