

Personnel Committee Meeting Minutes, 28th January, 2026

I. CALL TO ORDER at 12:00PM

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: Charan Reddy Doolam, Rolando Munos, Erick Loredo, Kartik Tripathi, London Deguzman, James Carroll, Martin Castillo

Absent: Kamalathmika Chalasani

IV. ACTION ITEM - Approval of the Agenda

Motion to approve the agenda of Board of Directors Meeting of **January 28th, 2026** by **L. Deguzman**, seconded by **R. Munos**, **MOTION CARRIED.**

2:02

V. ACTION ITEM - Approval of the Minutes of January 15th, 2026

Motion to approve the minutes of Board of Directors Meeting of **January 15th, 2026** by **L. Deguzman**, seconded by **R. Munos**, **MOTION CARRIED.**

2:16





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: Government Officer Concern

The Personnel Committee will discuss Senator of College of Science Niharika Naidu's performance in regard to missing the ASI BOD retreat and/or other key items.

K. Tripathi stated that Senator of College of Science **Niharika Naidu** had missed the ASI BOD retreat in January. He acknowledged that she had notified the board in advance, but emphasized that BOD retreats are mandatory for all board members. He further explained that the retreat dates were communicated well in advance, including at the time when board members were filing for candidacy as early as March. He concluded by saying that the purpose of the discussion was to give **Niharika Naidu** a chance to explain her reasoning, after which the Personnel Committee would come together to decide on any actions to take.

N. Immadi Naidu thanked **K. Tripathi** for the opportunity to speak and began by apologizing for missing the ASI BOD retreat. She explained that she had pre-booked her flight tickets in August, and by the time she received the retreat notification in October, rescheduling was too expensive for her to afford. She mentioned that she tried again in the following months but was still unable to make changes to her travel plans. She emphasized that this was the only reason she was unable to attend the retreat. Despite that, she affirmed her commitment to the role, stating that she had been attending all the scheduled sessions, had been diligent with her office hours, and had also organized events. She added that she had been in regular communication with the dean's office and concluded by stating that she was fully prepared for the semester ahead.

L. Deguzman spoke to provide additional context about the importance of the ASI retreat. He explained that one of the major components of the retreat was revisiting the policy agenda and discussing upcoming events and advocacy efforts. The retreat also served as a progress check on the work that had already been done by board members. Looking ahead, he said that depending on whether an action plan is created or not, members would be expected to follow up on their advocacy efforts, reflect on how those efforts relate to the policy agenda, and

identify the items they plan to continue working on. **L. Deguzman** emphasized the importance of relaying that information back to the committee, to allow for collaboration in developing future programming and planning.

K. Tripathi acknowledged that **Niharika** had, for the most part, been fulfilling her responsibilities as a board member attending office hours, hosting events, and participating in tabling sessions. He stated that her commitment in those areas was recognized and appreciated. However, **K. Tripathi** clarified that the reasoning of missing the BOD retreat due to pre-booked flights had not been accepted in past cases and would not be considered a valid excuse moving forward. He explained that this kind of situation is viewed as negligence, as board members are expected to know about the retreat well in advance. Looking ahead, **K. Tripathi** recommended creating an action plan to help **Niharika** catch up on what was covered at the retreat, as **L. Deguzman** had suggested earlier. He proposed setting up meetings to ensure she is prepared for the semester.

M. Castillo spoke up to confirm whether **Niharika** had informed anyone about missing the retreat. When asked, **Niharika** responded that she did notify them, and confirmed it again when asked for clarification. There was mention that **Eric Loredo** had also been informed.

K. Tripathi concluded by recommending that an action plan be put in place for **Niharika** to get caught up on the retreat content and then suggested that the committee go around and state whether they are in favor of the recommendation.

- **C. Doolam** - In favor
- **R. Munos** - In favor
- **L. Deguzman**- In favor
- **M. Castillo** - In favor

K. Tripathi thanked everyone for their recommendations and confirmed that the committee would follow up with **Niharika** regarding the action plan and stay in touch. Before concluding, **K. Tripathi** added that the action plan should not be seen as a sanction, and reassured that the intention was to support and move forward constructively.

7:32

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IX. SPECIAL REPORTS:

No special reports

X. ROUND TABLE REMARKS:

No round table remarks

XI. ADJOURNMENT at 12:08PM

Minutes reviewed and approved by:

Executive Vice President:

Kartik Tripathi

Minutes approved on:

02-11-2026

Date:

510.885.4843



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