

Personnel Committee Meeting Minutes Tuesday, November 18th 2025

I. CALL TO ORDER at 12:32 PM

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, London Deguzman, Kamalathmika Chalasani, Rolando Munos, James Carroll, Martin Castillo, Erick Loredo

Absent: Charan Reddy Doolam

IV. ACTION ITEM – Approval of the Agenda

Motion to approve the Agenda by **L. Deguzman**, seconded by **R. Munos**, **MOTION CARRIED.**



V. ACTION ITEM - Approval of the Minutes of October 22nd, 2025

Motion to approve minutes of meeting on October 22nd, 2025 by **K. Chalasani**, seconded by **R. Munos**, **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. DISCUSSION ITEM: Director of Wellness and Recreation Candidates

The Personnel Committee will discuss potential candidates for ASI Director of Wellness and Recreation.

K. Tripathi explained that over the past week, he and **E. Loredo** had the opportunity to interview seven candidates for the position. He said he would briefly summarize each candidate and then open the floor for questions, after which **E. Loredo** would also share his thoughts.

K. Tripathi began with **Matthias**, a current board member and second-year kinesiology major. Matthias grew up around sports such as boxing and cross-country and hopes to promote a variety of health-related events on campus including mental, physical, sexual, and environmental health. He also plans to earn a group fitness instructor certificate and shows strong enthusiasm for health and wellness. Tripathi gave him a full score of 45 out of 45.

K. Tripathi then introduced **McKenzie**, a junior public health major who transferred from Ohlone College. At Ohlone, he served as a wellness ambassador, promoted health center resources, engaged with faculty and staff, coordinated events, and worked as a marketing coordinator for student government. He also founded and served as president of the International Student Organization. Tripathi assigned him a score of 41 out of 45.



1:39

K. Tripathi talked about the third candidate **Mukul**, a sophomore computer science major. Mukul is a Perry's nest student ambassador, a member of the UP Club, and vice president of the East Bay Punjabi Society. As an international student, he hopes to advocate for all students, focusing particularly on helping international students avoid challenges he previously faced. Tripathi scored him at 39 out of 45.

K. Tripathi then discussed **Serenity Rubio**, a second-year psychology major who works in the Undocumented Student Center. She hopes to advocate for students and expand campus collaborations. Tripathi gave her a score of 41 out of 45.

K. Tripathi then discussed **Joe**, well known to many board members. He previously served on the board as a senator and is a student ambassador at Perry's nest. He is committed to improving campus wellness and routinely advocates for students, aiming to help East Bay reach its full potential. Tripathi awarded him a perfect 45 out of 45.

K. Tripathi talked about the sixth candidate was **Jason Mosley**, a junior majoring in psychology. Jason enjoys engaging with others and is already active in the wellness committee. He hopes this new role will allow him to expand his network. He received a score of 38 out of 45.

K. Tripathi finally spoke about **Joshua**, the last candidate. Joshua is a kinesiology major, a junior transfer, and an employee at SLIC. He is passionate about student leadership and wants to support students through this position. Tripathi scored him at 41 out of 45.

K. Tripathi concluded his overview and invited **E. Loredo** to share his thoughts.

3:47

E. Loredo stated that **K. Tripathi** had already provided an excellent summary of the candidates, and he proceeded to offer his overall perspective on what ASI is looking for and what best fits the current needs for the Director of Wellness role. He emphasized that all the candidates performed well and that the spreadsheet clearly reflected their strong values, ideas, and potential contributions. Each candidate stood out in meaningful ways.



E. Loredo noted that if he had to highlight the candidates who stood out the most, in his view, they would be **Matthias, McKenzie, and Joe Trujillo**. He pointed out that **Joe** is a former board member and senator, **Matthias** is a current board member, and **McKenzie** who transferred from Ohlone College has extensive experience in wellness initiatives and student government at his previous institution. **E. Loredo** added that this role would offer **McKenzie** a valuable opportunity to further expand his involvement at East Bay.

K. Tripathi stated that, in his view, the strongest two candidates were **Joe** and **Matthias**. Both performed exceptionally well in their interviews, responded directly and effectively to every question, and earned perfect scores of 45 out of 45 from him. He encouraged the rest of the committee to share their thoughts.

L. Deguzman then noted that the Director of Wellness role carries significant responsibility for programming and events. He explained that Matthias had consistently shown eagerness to initiate events and had contributed to numerous programming efforts. Although his senator budget had limited the number of projects he could execute, he consistently generated strong ideas, many of which aligned naturally with wellness. Given that his work as Senator of Health heavily overlaps with the Director of Wellness portfolio, **L. Deguzman** recommended Matthias for the position.

K. Chalasani agreed, adding that she had worked with **Matthias** previously. She had observed firsthand how he took initiative, planned events, and contributed creative ideas. Based on her experience collaborating with him, she also recommended Matthias.

E. Loredo added a brief logistical reminder: whichever candidates the committee chose to advance, their NetIDs would be needed promptly so staff could verify that they had completed at least one full semester at East Bay, as required.

J. Carroll clarified the eligibility rule again. Anyone being appointed to a board position must already have completed a semester at East Bay. Some candidates clearly met this requirement through current or past service, but transfer students in their first semester would not be eligible. He requested the necessary information so he could complete the verification before the board made recommendations.

M. Castillo commended the committee for attracting such a large and strong pool of candidates, noting that their recruitment success should be replicated for other positions. After reviewing the feedback, he observed that **Matthias's** responses and scoring



8:50

appeared stronger and more comprehensive than Joe's. While acknowledging that Joe was capable, **M. Castillo** said he would lean toward **Matthias** based on the materials.

K. Tripathi followed up, agreeing with **M. Castillo** assessment and those of other personnel committee members. He reiterated that **Matthias's** current involvement and demonstrated interest in programming aligned more strongly with the demands of the Director of Wellness position, which is especially programming-heavy. While he had worked with both **Matthias** and **Joe**, his experience led him to favor **Matthias**.

R. Munos added that although **Joe, McKenzie**, and **Mukul** had experience, they had not demonstrated the same depth of programming interest or initiative in their responses. In contrast, **Matthias** had shown clear dedication to programming, both in his reasoning and in his performance as a board member.

K. Tripathi finally added one additional point: beyond programming, the Director of Wellness must also chair their own committee. While onboarding support would be provided by the EVP and advisor, it was advantageous for a candidate to already understand committee proceedings and Robert's Rules of Order. Matthias's consistent attendance at meetings, even when he was not required to be there, demonstrated initiative and preparedness that would help him transition quickly and lead effectively.

K. Tripathi then requested that all voting members clearly identify themselves and state the candidate they wished to recommend.

K. Tripathi recommended Matthias Dempsey as Director of Wellness and Recreation. **L. Deguzman** recommended Matthias Dempsey as Director of Wellness and Recreation. **K. Chalasani** recommended Matthias Dempsey as Director of Wellness and Recreation. **M. Castillo** recommended Matthias Dempsey as Director of Wellness and Recreation.

K. Tripathi thanked the committee for their recommendations and announced that **Matthias Dempsey** would be forwarded to the Board of Directors meeting the following day for appointment as the Director of Wellness.

11:46

B. DISCUSSION ITEM: ASI First Year Mentorship Program Candidate

The Personnel Committee will discuss a potential candidate for ASI FYM Candidate.



K. Tripathi first explained that although **Kamil** had previously been poised for appointment as Senator of Business, he ultimately did not meet the eligibility requirements because this was his first semester at the university. For that reason, **K. Tripathi** recommended that **Kamil** be placed in the First-Year Mentorship Program instead, noting that he would qualify for that role.

K. Tripathi stated that he and **E. Loredo** had already interviewed **Kamil** using the standard interview template and continued to feel strongly about his potential. He emphasized that the committee still wanted **Kamil** involved in ASI in any capacity possible. **K. Tripathi** summarized Kamil as a proactive freshman who has shown interest in understanding student concerns, is majoring in business administration, and is passionate about student advocacy.

K. Tripathi then asked all voting members to state their names and indicate whether they wished to recommend Kamil for the First-Year Mentorship Program.

K. Tripathi recommended Kamil as mentee for the First-Year Mentorship Program.

L. Deguzman recommended Kamil as mentee for the First-Year Mentorship Program.

R. Munos recommended Kamil as mentee for the First-Year Mentorship Program.

M. Castillo recommended Kamil as mentee for the First-Year Mentorship Program.

14:17

C. DISCUSSION ITEM: ASI Internal Affairs Candidates

The Personnel Committee will discuss potential candidates for ASI Internal Affairs.

R. Munos reported that he had interviewed **David Harris-Montez** alongside **Charan Reddy Doolam**. He explained that **David** is a transfer student currently taking 19 units and looking for opportunities connected to his studies. **David** has extensive community service experience and expressed a desire to apply himself more, which motivated his interest in joining the Internal Affairs Committee.

He noted that **David** discussed previous group-based project work from community college and highlighted several strengths during the interview. According to his notes, **David** showed a strong passion for supporting students and improving the campus environment. He drew on his community service involvement through his church and



demonstrated comfort with public speaking. He also expressed interest in focusing on outreach and transparency for Internal Affairs.

R. Munos added that **David** has experience working in groups, including involvement in Rotary Club and other community activities. His strongest responses came when discussing teamwork and guiding others through structured activities. However, he had limited knowledge of ASI and Internal Affairs a gap **R. Munos** found understandable for a new student still adjusting to the university and student government. He also noted that **David** did not ask many questions at the end, though he did ask some at the beginning.

He explained that **David** showed strong availability for the meeting times discussed and expressed empathy for students facing financial hardships, drawing on his own experience transferring and adjusting. Among **David's** ideas was bringing campus resources to students through tabling, which he felt strongly about. **R. Munos** summarized **David's** strengths as being extroverted, approachable, and comfortable engaging with others. While **David** had some leadership experience, he acknowledged it was limited but reasonable for a transfer student.

16:34

R. Munos then moved to the second interviewee, **Eric Lopez**, a freshman. He explained that **Eric** described himself as extroverted but did not elaborate much in his “tell us about yourself” response beyond noting that he was a freshman wanting to get more involved in school. He became interested in ASI after seeing tabling efforts.

Eric referenced experience with Rotary Club and other community and camp communication activities outside of school, showing familiarity with group work. **R. Munos** noted that **Eric's** strongest responses, like **David's**, involved teamwork and guiding others in structured activities. However, **Eric** also lacked a strong understanding of ASI and Internal Affairs, which **R. Munos** again found understandable due to his freshman status.

He mentioned that **Eric** did not ask many questions at the end of the interview, though he did ask some at the beginning. In his scoring, **R. Munos** gave him a three for that portion.



K. Tripathi asked all voting members to indicate whether they recommend these candidates or not.

K. Tripathi recommended David and Eric for the Internal Affairs Committee.

L. Deguzman recommended David and Eric for the Internal Affairs Committee.

R. Munos recommended David and Eric for the Internal Affairs Committee.

M. Castillo recommended David and Eric for the Internal Affairs Committee.

18:47

D. DISCUSSION ITEM: ASI External Affairs Candidates

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

K. Chalasani explained that she and **K. Reddypalli** had the opportunity to interview seven candidates for the External Committee. She then summarized each candidate's background and impressions from their interviews.

K. Chalasani began with **Sandeep**, a graduate student in Business Analytics. Over the past year, he worked extensively with real-world data, strengthening his analytical and business problem-solving skills. He expressed a desire to use those skills to interpret data and contribute meaningfully to decisions that impact students and the committee. With three and a half years of professional experience at TCS, he gained a strong foundation in teamwork, accountability, and communication. During his undergraduate years, he was involved in the Leo Club similar in structure to ASI where he served as an editor and coordinated with the recruitment team. He shared ideas about supporting students through career-development initiatives and addressing issues such as transportation.

K. Chalasani then discussed **Tanishka**, whom she considered one of the stronger candidates. Also, a master's student in Business Analytics, Tanishka enjoys engaging in various initiatives and has participated in numerous academic and professional projects. She values networking and working with diverse groups and views herself as a strong team player with leadership potential. She expressed interest in organizing more events, particularly for international students who often feel disconnected from campus life. She also raised concerns about limited shuttle services and has been gathering student feedback through Instagram to better understand their needs and improve engagement.

K. Chalasani the discussed the third candidate, **Jayasree**, is also pursuing a master's degree in Business Analytics. She is active on campus, passionate about meeting new



people, and has strong data-analysis skills. Although not fully familiar with the committee's responsibilities, she has attended several ASI events and shared student feedback about improving ASI operations.

23:08

K. Chalasani then spoke about **Ayan**, another strong candidate. He is actively involved in health science initiatives at CSU East Bay and has worked across programs such as Elite Health and STEM Labs. Through system-wide UA4123 projects, he contributed to youth-focused initiatives, chaired events, and helped secure funding for post-COVID youth programs. His motivation to join the committee is rooted in his commitment to supporting youth initiatives and pursuing impactful projects on campus. He has also advocated for CSU funding by meeting with lawmakers, building strong communication and problem-solving skills.

K. Chalasani spoke about **Navya**, a master's student in Interaction Design and Art and an RHA advocate. She was drawn to the committee because of her passion for student advocacy and her interest in developing her leadership skills. As an international student, she brings valuable insight into the challenges faced by many newcomers and hopes to help other international students navigate university systems more easily.

K. Chalasani then introduced **Aditi**, a graduate student in Engineering Management who is actively involved in the UP Club and the Society for Women Engineers. As chair of the Elections Committee, she enjoys participating in student life and hopes to continue contributing to meaningful initiatives. She brings a blend of leadership, technical expertise, and creativity, as well as an approachable, collaborative mindset.

K. Chalasani finally discussed **Santosh**, an international student majoring in Engineering Management. While he expressed interest in contributing to the student community and learning more about committee operations, both K. Chalasani and K. Reddypalli felt he was not a suitable candidate. During the interview, his responses focused mainly on his internship experience and did not connect to the responsibilities or goals of the committee.

26:56

K. Tripathi asked whether the External Affairs Committee currently had only one member, and **K. Chalasani** confirmed that it did. **K. Tripathi** then inquired how many of the seven interviewed candidates she wished to recommend to the Personnel



Committee. **K. Chalasani** responded that she would recommend three of them. She added that although the remaining candidates were strong, they seemed to have more familiarity with the Internal Affairs Committee, and she would recommend them for that committee if the opportunity arose.

K. Tripathi noted that such cross-committee recommendations could not be made in this meeting, then asked which three candidates **K. Chalasani** wanted to put forward. She identified **Tanishka**, **Ayan**, and **Aditi** as her recommendations for the External Affairs Committee.

K. Tripathi then asked **K. Chalasani** to remind him who the current member of her committee was. She stated that his name was **Taman**, and confirmed that he was also an international student.

K. Tripathi expressed that he had no issue with her recommendations, but raised one consideration: with the three recommended candidates and the current member, the entire committee would be composed of international students. He noted that, as Vice President of External Affairs, she would need to address political issues and matters relating to CSSA, and encouraged her to ensure that committee members were well informed about these topics so they could effectively support her.

K. Chalasani responded that these were the applicants who had chosen to apply for the committee. **K. Tripathi** acknowledged this, reiterating that he had no objections to the recommendations and was simply pointing out a potential concern for the future.

K. Tripathi stated that they could proceed with the recommendations.

K. Tripathi recommended Tanishka, Ayan, and Aditi for the External Affairs Committee.

L. Deguzman recommended Tanishka, Ayan, and Aditi for the External Affairs Committee.

R. Munos recommended Tanishka, Ayan, and Aditi for the External Affairs Committee.

K. Chalasani recommended Tanishka, Ayan, and Aditi for the External Affairs Committee.

M. Castillo recommended Tanishka, Ayan, and Aditi for the External Affairs Committee.



29:54

K. Tripathi thanked the committee for the recommendations and announced that Tanishka, Ayan, and Aditi would be recommended at the Board of Directors meeting the following day as members of the External Affairs Committee.

IX. SPECIAL REPORTS:

No Special Reports

X. ROUND TABLE REMARKS:

No Round Table Remarks

XI. ADJOURNMENT at 1:06PM

Minutes reviewed and approved by:

Executive Vice President:

Kartik Tripathi



Kartik Tripathi (Jan 20, 2026 18:14:17 PST)

Minutes approved on:

01/14/2026

Date:

