

## Personnel Committee Meeting Minutes of April 6, 2022

I. CALL TO ORDER at 11:33 AM

II. [ROLL CALL](#)

**Present:** Kabir Dhillon, Mirna Maamou, Anjelica De Leon, Zaira Perez, Krisstina Caro, Erik Pinlac, Michael Cesena

**Late:** Martin Castillo

III. ACTION ITEM - **Approval of the Agenda**

**Motion** to approve the agenda of April 6, 2022, by **M. Maamou**, second by **A. De Leon**, motion **CARRIED**.

IV. ACTION ITEM - **Approval of the Minutes of March 9, 2022**

**Motion** to approve the minutes of March 9, 2022, by **M. Maamou**, second by **K. Caro**, 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.

1:42

VI. UNFINISHED ITEMS:

No unfinished items.

1:47

VII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM: [ASI Committee Appointments](#)

The Personnel Committee will discuss interviewed applicants for ASI Committees.

**A. Pajes** says the Concord Committee has 2 members to be recommended. Sofia and Jess are juniors at the Concord Campus. They transferred from their community colleges to the Nursing Program at the Concord Campus. They are

wonderful people and have prior leadership experiences which some is in caregiving for others in their schools. They have shown that they are capable of being analytical people, and good communicators, and this was shown during our interviews with them.

**K. Dhillon** has recommendations for the Internal Affairs Committee.

**Z. Perez** says the students recommended are involved on campus. Hector is a part of the Political Science Club and Sasidhar is the Vice President of the International Students Association as well as the President of the Indian Students Association. They seem capable of collaborating with people, are involved on campus and want to continue to be active on campus.

**K. Dhillon** asks are there any other committee recommendations? These 2 sets of recommendations will be going up to the Board next week for the appointment.

**3:49**

**B. DISCUSSION ITEM: ASI GPA Eligibility Requirements**

The Personnel Committee will discuss the feasibility of raising the ASI GPA requirement.

**M. Cesena** states

the academic course load is for students in this position. We have discussed having a 2.0 GPA is hard because if someone is barely making the eligibility requirements for GPA, chances are that they might fall off easily. If we raised the standards to allow for students to have better academic practices ideally, they do not fall into academic probation as easily. I would suggest that we do a 5 year plan. The GPA would be increased by an increment of 0.05 and then in 5 years the academic requirement, the GPA requirement would be 2.25. Are there any general thoughts on this?

**E. Pinlac** says most of the Board falls above this requirement. I believe that we have experienced this year, we had a couple of students fall off in terms of academics. It is better for them so that they can build their GPA. I have been supportive of it. I am not sure of what figure to go at it because looking at practices from other ASIs to see what number they are at. There might be a handful that has additional requirements past the 2.0 GPA, but other departments have

inquire about those and then we can start thinking about how we can raise our standards with our students.

**K. Caro** agrees with everyone's points. I feel that a first-year student or transfer student, you are supposed to have a 2.0 GPA to get accepted into East Bay. We are being inclusive and allowing everyone to be a part of ASI. At the same time as Erik mentioned, many other departments have a 2.5 GPA requirement or higher which we may have as well. I agree with Michael's approach to increasing the GPA requirement little by little instead of making it 2.5 right away.

**E. Pinlac** says if we are going to bring this in slowly, we can have a policy where we can give students a chance, similar to a probationary chance to get in because it is not dictated by the university. It is our insurance policy. We can build that in as we are increasing.

**M. Castillo** says it is not the first time we have had this discussion. It is the first time I have heard of a gradual increase, and I appreciate that. Erik has mentioned most of you are above that 2.0 GPA but the other piece of it is as a student leader, the higher GPA is for the Board. Students can be involved in ASI in other positions, but the leadership positions would have a higher GPA. Having worked with students who have requested exemptions, we are moving away from that, because we have seen that it is not fair to those students to have the burden of academics and leadership, having to make sacrifices which is usually the ASI position that we end up in Personnel because they are not doing the work that they need to do. We need to think about all of those pieces and keep in mind, that students can be involved at lower levels with a 2.0 GPA. I believe this proposal would be more about leadership.

**Z. Perez** states it depends on the major, but when we have to meet a certain

anyone, and the students that apply to be excluded would be first-time students or transfer students that got in with the 2.0 GPA requirements. If we allow that transition time built-in and there are other ways to be involved in. If you want a higher position, there is a higher standard. I do not want to use that wording because that wording does not seem the most inclusive.

**M. Maamou** agrees that if we are ever going to increase, it should be gradually, not a jump to a high number. It could be for specific positions. For example, we have different bookmark requirements for the Executive Committee and for the Board versus other positions. Another concern would be, that there could be a student who has a 3.5 but then they have a rough semester, and it brings their GPA down to 2.0. I am certain that all of our Board will have a 2.0 or above but there could be a time when you have a rough semester. Where would that leave them if they are on Board?

**K. Dhillon** agrees with what everyone said here. We want to look at all the pieces including what other ASIs are doing. A gradual increase would be varied because they are going to be growing pains that go with that and we do not want to implement it right away. I do agree with the idea that looking at the positions that have more responsibility, requires you to have your academics in order and be on top of those things. Your position in ASI requires you to do many things. Historically students have had to leave ASI because of academics and most of them did have performance issues. When they did leave, it did not have influence

**K. Dhillon** says this discussion comes around the idea of academic support in general for students with tutoring and working with faculty. This does open up that conversation of continuing to advocate for those things.

**19:50**

VIII. SPECIAL REPORTS:

No special reports.

**19:54**

IX. ROUND TABLE REMARKS

**E. Pinlac** says I will be in the office tomorrow in person and we can get coffee or something. My calendar is getting booked but I will try my best to see everyone.

**A. De Leon** says I wanted to remind everyone that we do have a CFAC meeting tomorrow, from 4:00 PM to 4:50 PM. If you are able to check in with your support groups, that would be great. We are coming to the end of everything. The task was about wrapping things up so there are not any new tasks in there.

**K. Caro** says our meeting was postponed from this week to next week. It is happening at the same time on April 13<sup>th</sup> from 12:00 to 2 pm. It will be in person in the MPR in the New Union. We have another Board meeting the week after on April 20<sup>th</sup> that is going to be in this room.

**M. Cesena** says next week on Friday, I know it is a bit early Jamboree at 12-6 PM. This is our marquee event that ASI hosts, the Presents team has done an excellent job with it. If you have any questions, reach out to Lauren or Surrey. We have announced the headliner is Jesse McCartney. The opener for Jesse McCartney is Kat and Alex, which is a bilingual country band, and they were given shout out by Tim McGraw. We could sing in Spanish and English so that will be something that has been asked by the university about having bilingual or international artists. There are going to be carnival rides and carnival games. The professional staff are going to be at the event and they are going to be doing the prices. Try to be free from 12:00 PM to 6:00 PM and hopefully, we will see you there.

**E. Pinlac** says I did meet with our consultant Johnson, and I put it out, compiling all the things together for them. The tentative timeline is to try to get someone by July 1st. As I told Mike, we need to get them. They will be here this Summer or by Fall term. I will update everyone as we get new things. I am going to be convening the committee soon so I can set a timeline. They want to do a site visit and get a sense of the campus. When they are looking for candidates, they know who is going fit into the campus, they are

going to be interviewing certain candidates and they would talk to Martin, the Board of Directors, or our staff. They are thorough, and they want to get someone is going to fit the position.

**K. Dhillon** says this is the first ASI meeting that we have had in person since the pandemic so that is exciting. It has been over two years, which is exciting to have this moment, and then we are excited to have our first board meeting next Wednesday in