

**UNIVERSITY STUDENT UNION  
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE  
PERSONNEL COMMITTEE  
MINUTES  
OCTOBER 12, 2020**

**I. Call to Order**

The meeting was called to order by Chair, Ayana Galvez at 3:31 P.M.

**II. Roll Call**

<b>Present</b>	<b>Absent</b>	<b>Guests</b>
Ayana Galves, Chair		
Yesenia Mateo, Co-Chair		
Kristen Pichler, Exec. Sec'y		
Justin Aguilar (arrived at 3:47)		
Whitney Chabela		
Adukunle Falodun		
Jennifer Rivas		

**III. Approval of Agenda**

M/S/P: (Falodun/Chabela) to approve the meeting agenda of October 12, 2020  
*Approved 4-0-0*

**IV. Approval of Minutes**

M/S/P: (Chabela/Falodun) to approve the meeting minutes of April 23, 2020.  
*Approved 4-0-0.*

**V. Chair's Report**

Chair Galves greeting the committee and congratulated them on their appointment to the USU Board of Directors Personnel Committee, told them that she knew that they were going to do great things. She said that she was aware that the online environment was draining, but that she was available to help members, and invited the committee to reach out. She reported that the next Board of Directors meeting will be held on October 19, 2020 at 12:30 P.M. and encouraged members to attend. She then invited Co-Chair, Yesenia Maralit to lead the ice breaker, "Two Truths and a Lie" where committee members were able to share a little about themselves in a fun way.

**VI. Action Items**

**A. Fall Meeting Schedule**

M/S/P (Falodun/Rivas) to approve the Fall, 2020 meeting schedule.  
*Approved 5-0-0.*

**B. 2021 Meeting Goals**

M/S/P (Mateo/Falodun) to approve the Fall, 2020 committee goals.  
Co-Chair Mateo asked for clarification on how goals are established and if/how committee members can participate in goal development. Executive Secretary Pichler said goals are most frequently generated in response to HR policy questions that have arisen over the

course of the last year, but if there are other goals the committee wants to consider, that can certainly be done as committee goals are regularly reviewed by the committee  
*Approved 5-0-0.*

**VII. Discussion Items**

**A. USU Reorganization and Restructuring**

Chair Galves asked Executive Secretary Pichler to introduce this item. Pichler drew attention to the email that USU Executive Director, Debra Hammond had sent to staff announcing the reorganization and restructuring and said that organizational changes had been made to address student needs and to maintain relevancy on the campus. Then, starting with herself, Chair Galves asked each committee member to provide a brief overview of employee position changes. Pichler pointed out specifically, that since last year, the Dream Center, which had previously been operated by the University, now reported to the USU and the Center's two staff employees had been hired by the USU.

**B. HR Policy Review and Update**

Chair Galves asked Executive Secretary Pichler to explain recommended changes to human resources policy regarding temporary emergency appointments. Pichler shared key elements of the current policy as well as clarifying changes that are being proposed to ensure continuing benefits for Regular USU employees who may be reassigned to either new or existing positions on a temporary emergency basis. The committee was in general agreement that the changes were beneficial. The committee will have the opportunity to vote on the policy at its next meeting on November 9, 2020.

**VIII. Announcements**

Michael updated returning members of the committee on the status of his engagement that had occurred last year. He said that planning is in progress and scheduled for December 26, 2020. Yesenia wished everyone a Happy Indigenous People's Day – a holiday that celebrates and honors Native American peoples and commemorates their histories and cultures.

**IX. Adjournment**

The meeting was adjourned at 4:12 P.M.

Respectfully submitted,

Kristen Pichler  
Executive Secretary