



**California State University, San Bernardino
Santos Manuel Student Union Board of Directors
Personnel Committee
September 17, 2026 – 12:00 p.m.
Zoom: <https://csusb.zoom.us/j/89009705795>**

MINUTES

Members Present:	Anjali Bawa, Sebastian Bautista, Dr. Nathaniel Bodell, Sukhpreet Kaur
Members Absent:	Jennifer Puccinelli
Staff Present:	Vilayat Del Rossi, Elizabeth Junker
Call to Order:	The meeting was called to order at 12:06 pm.
Roll Call:	A verbal roll call for members was conducted. Quorum was met.
Approval of Minutes:	<u>M/S Kaur/Bodell</u> ; motion to approve April 9, 2026 and April 24, 2026 minutes. <i>Motion passed.</i>
Open Forum:	There were no speakers for open forum.
Adoption of Agenda:	<u>M/S Bodell/Kaur</u> ; motion to adopt September 17, 2026 agenda as presented. <i>Motion passed.</i>

NEW BUSINESS

PC 01/27 Election of Personnel Committee Chair (Action, Del Rossi)

Interim Executive Director Del Rossi provided an overview of the responsibilities of the Personnel Committee Chair, including working with staff to establish committee priorities, coordinate agenda items, and communicate committee actions to the Board as appropriate. He

noted that students are encouraged to serve in committee leadership roles and opened the floor for nominations. Sukhpreet nominated Anjali to serve as Chair, and Anjali accepted the nomination. With no additional nominations or discussion, the Committee proceeded to a vote.

M/S Kaur/Bodell; motion to open approval of PC 01/27 Election of Personnel Committee Chair.

Roll Call Vote: 3 - In-Favor 0 - Opposed 0 - Abstention

Motion passed.

**PC 02/27 Review of Personnel Committee Charge and 26-27 Priorities
(Discussion, Del Rossi)**

The Personnel Committee reviewed its responsibilities and annual work plan, including reviewing and recommending candidates for Board vacancies; reviewing personnel policies, compensation, benefits, and position descriptions; and addressing Board participation or attendance matters as needed. Del Rossi noted that the Committee’s recruitment work will increase during the spring semester, as several student Board positions are anticipated to become vacant due to graduation. The Committee also discussed strengthening the Board recruitment process by using a strengths-based rubric to identify candidates’ individual strengths and qualifications and provide the Board with greater context when presenting candidate recommendations.

PC 03/27 Staffing and Organizational Structure Update (Informational Del Rossi)

The Committee received an update on SMSU’s ongoing three-year organizational change and strategic planning process, initiated following an external review in summer 2025. Interim Executive Director Del Rossi discussed efforts to improve service delivery, organizational efficiency, long-term sustainability, and succession planning. He noted that staffing structures and responsibilities were adjusted following the loss of funding for three coordinator positions, including the creation of senior coordinator roles and redistribution of responsibilities across the seven student centers. Mr. Del Rossi also discussed efforts to strengthen leadership capacity and succession planning across the organization to support continuity when leadership transitions occur. The Committee was updated on progress made during the first year of the organizational change process and priorities moving into the second year.

Announcements

- Interim Executive Director Del Rossi highlighted the upcoming campus PowWow and SMSU’s role in supporting the annual cultural event. The People Center will also host a “Pow Wow 101” session to educate attendees about the cultural traditions and protocols associated with the PowWow.

- Mr. Del Rossi highlighted the upcoming CNAD programming with Assemblymember James Ramos, including educational activities for approximately 1,500 fourth-grade students throughout the week.

Adjournment

M/S Kaur/Bodell; motion to adjourn meeting at 12:41 p.m.

Motion passed.

Reviewed and respectfully submitted by:

Anjali Bawa, Committee Chair

Date