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Santa Ana College • Santiago Canyon College

PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE

POE is the district-level planning and accreditation oversight and coordinating committee that makes recommendations to District

Minutes

Wednesday, January 13, 2021 12:00pm-1:30pm via zoom

Present: Yuri Betancourt, Dr. Vaniethia Hubbard, Dr. Jeffrey Lamb, Dr. James Kennedy, Cristina Morones, Enrique Perez, Nga Pham, Syed Rizvi, Craig Rutan, Sarah Santoyo, Roy Shahbazian, Mark Smith, Martin Stringer, Michael Taylor and Aaron Voelcker

Mr. Perez called the meeting to order at 12:12pm.

I. WELCOME

Mr. Perez provided welcoming remarks.

II. *APPROVAL OF MINUTES – Action

a. December 16, 2020 meeting

It was moved by Mr. Smith; seconded by Mr. Rutan to approve the December 16, 2020 minutes. With no corrections, the motion passed.

Michael Taylor joined the meeting at this time.

III. DISTRICT COUNCIL UPDATE – Information

a. Next meeting January 25, 2021

It was suggested to move agenda item V up on the agenda as new item IV.

IV. (new V) *CHIEF ADVISOR FOR ACADEMIC AND DIVERSITY PROGRAMS - NEW POSITION – Action

Mr. Perez opened discussions: 1. Does this position align with district goals? 2. Is this a position that should be prioritized over other priorities districtwide?

- Cost of position falls on colleges.
- Committee agreed position is essential to the work of the colleges.
- Financial impact in budgeting is main concern and concern over timing of hiring as there is also current need to hire full time faculty.
- There is a participatory process in place for hiring of new positions; concern was raised on following that process.
- It was clarified that the recommendation is for whether or not to include the position in the budget assumption.
- Position fits well in Academic Senate work.
- Consultant being hired to look at Human Resources structure; should this position be in HR and should this position be included in that analysis?

POE COMMITTEE MEMBERS:

Yuri Betancourt • Dr. Vaniethia Hubbard • Dr. Jeffrey Lamb • Dr. James Kennedy • Cristina Morones • Enrique Perez • Nga Pham • Samantha Pierce • Syed Rizvi • Kristen Robinson • Craig Rutan • Sarah Santoyo • Roy Shahbazian • Mark Smith • Martin Stringer • Michael Taylor • Aaron Voelcker

It was moved by Mr. Shahbazian; seconded by Dr. Kennedy to approve the new position.

A second substitute motion was made by Mr. Shahbazian; seconded by Mr. Rutan to approve the position move forward contingent that district hire also hire full time faculty.

Ayes (5): Dr. James Kennedy, Craig Rutan, Roy Shahbazian, Mark Smith, Michael Taylor

Noes (9): Yuri Betancourt, Dr. Jeff Lamb, Cristina Morones, Enrique Perez, Nga Pham, Syed Rizvi, Sarah Santoyo, Martin Stringer, Aaron Voelcker

Abstain (1): Dr. Vaniethia Hubbard

The second substitute motion does not pass.

On the original action to approve the Chief Advisor for Academic and Diversity Program new position.

It was moved by Mr. Shahbazian; seconded by Dr. Kennedy to approve the new position.

Ayes (8): Dr. Vaniethia Hubbard, Dr. James Kennedy, Enrique Perez, Nga Pham, Syed Rizvi, Sarah Santoyo, Martin Stringer, Aaron Voelcker

Noes (7): Yuri Betancourt, Dr. Jeff Lamb, Cristina Morones, Craig Rutan, Roy Shahbazian, Mark Smith, Michael Taylor

Abstain: none

The motion passes.

V. **(new IV) DIVERSITY INITIATIVE DURING A HIRING FREEZE – Review and Discuss**

Mr. Rutan opened discussions.

- There is concern on how to diversify and change existing demographics if there is a hiring freeze; challenge of hiring pools being less diverse as this affects effectiveness of classes.
- Hiring FT faculty districtwide was suggested to move the needle on diversity.
- **Request/suggestion to HRC:** an update to the form created from sensitivity training, current diversity with FT and PT faculty and how PT positions are advertised besides the registry.
- Optics in hiring FT faculty not good with current budget concerns but doesn't mean there is FT faculty in areas that are needed.
- More diverse pool for FT faculty is needed as most get pulled into noncredit.
- It was suggested equity team leaders attend Senate meetings. Mr. Rutan and Mr. Shahbazian have spoken to Narges Rabii; both colleges need to be on same page for messaging.
- Concern was raised on optics: if there are monies to hire this position, there should be monies to hire faculty to support the diversity.

Dr. Hubbard joined at this time.

- Mr. Perez clarified he is not aware of a hiring freeze as the Chancellor has not referred to it as such.
- It was made clear that there is more to diversity initiative than diversifying staff; would like to see district take a 2 leadership role as it shows how district is invested in role.
- No one person in HR is 100% focused on diversity in the hiring process.
- If position approved, will be flown later in spring.

VI. ***DIGITAL MEDIA CENTER (DMC) BUDGET MODIFICATION – Action**

- Maintenance & Operation Budget
- Eliminate Executive Director of Digital Media Center (DMC) position
- Reorg Assistant Vice Chancellor of Educational Services position

Mr. Perez provided history on reorg and moving Exec. Director of DMC duties under the Asst. VC of Ed Services.

Ruth Cossio-Muniz has moved into role of DO Interim Public Information Officer and no longer oversees DMC.

Cost savings would be in not hiring Exec. Director DMC position.

Asst. VC Ed Services position would move out of categorical with new DMC responsibilities.

This is a proposal for budget augmentation.

If there is no reorg and no Executive Director to DMC hired, DMC would face closing.

Mr. Rutan left the meeting at this time.

It was moved by Dr. Kennedy; seconded by Dr. Lamb to approve the budget and reorg which includes eliminating the Executive Director of DMC position.

Ayes (9): Dr. Jeff Lamb, Dr. James Kennedy, Enrique Perez, Nga Pham, Sarah Santoyo, Mark Smith, Martin Stringer, Michael Taylor, Aaron Voelcker

Noes (1): Roy Shahbazian

Abstain (4): Yuri Betancourt, Dr. Vaniethia Hubbard, Cristina Morones, Syed Rizvi

The motion passes.

VII. *2019-22 STRATEGIC PLAN - Review and Discuss

- a. Goal 3 & Strategic Objectives

Item tabled for next meeting due to time constraints.

VIII. PLANNING AT THE COLLEGES - Information

- a. Santiago Canyon College

Update on Accreditation

- b. Santa Ana College

Update on Accreditation

Reporting tabled for next meeting due to time constraints.

IX. REPORT FROM STUDENT GOVERNMENT - Information

- a. Santiago Canyon College

Student representative not present for reporting.

X. *GRANT DEVELOPMENT SCHEDULE – Information

Reporting tabled for next meeting due to time constraints.

XI. GUIDED PATHWAYS - Information

- a. *Santa Ana College

- b. Santiago Canyon College

Reporting tabled for next meeting due to time constraints.

XII. OTHER

Next meeting scheduled for February 24, 2021.

Mr. Perez adjourned the meeting at 1:42pm.

** attachment provided*

Approved: February 24, 2021