



Human Resources Committee

MINUTES

3/11/26 - 3:30 PM – 5:00 PM

Via Zoom: <https://rscsd-edu.zoom.us/j/81930810697>

Members:

Chair, Kristin Olson, Vice
Chancellor, Human Resources,
District
Co-Chair, Diana Casares

Santa Ana College

Dr. Annebelle Nery,
President Dr. Jeffrey Lamb,
Vice President,
Academic Affairs (delegate in
absence of President and
regular guest)
Dr. Merari Weber, Academic
Senate Representative
John Zarske, Academic Senate
Representative
Vacant, Classified Representative

Santiago Canyon College

Dr. Jeannie Kim, President
Dr. Jason Parks, Vice President,
Academic Affairs (delegate in
absence of President and
regular guest)
Denise Salcido, Academic Senate
Representative
Charlie Malone, Academic Senate
Representative
Diana Casares, Classified
Representative
Tiffany Gause, FARSCCD
Representative

District Office

Kristin Olson, Vice Chancellor,
Human Resources
Alistair Winter, Assistant Vice
Chancellor, Operations
George Williams, Assistant Vice
Chancellor, Human Resources,
Investigations, & Equity
Vacant, Classified Representative
Jasmin Hudson, Diversity, Equity,
and Inclusion Coordinator
Emelyne Camacho, Diversity,
Equity, and Inclusion
Coordinator

Student Representative

Viviana Pedraza (SAC)
Isabel Schwager (SAC alternate
student representative)

Members Present: Kristin Olson, Denise Salcido, George Williams, Charlie Malone, Viviana Pedraza, Jazz Hudson, Jason Parks, Emelyne Camacho, Dr. Anabelle Nery, Diana Casares, Viviana Pedroza, Isabel Schwager, John Zarske

Members Absent: Dr. Jennie Kim

Guests: Sonia Leticia Veléz, Rene Beiza, Bryson Thrift, Madeline Grant, Claire Coyne, Tara Kubicka-Miller, Jennie Beltran

The meeting was called to order at 3:35pm

1. Welcome and Introductions of New Members and Guests (Kristin Olson)

Vice Chancellor Kristin Olson welcomed the attendees to the meeting and introduced new co-chair, Ms. Diana Casares. The attendees introduced themselves to the committee and guests.

2. Approval of the Minutes from February 11, 2026 (Kristin Olson)

The minutes were approved with abstention from Ms. Casares.

3. Report on District Council Meeting (Kristin Olson)

District Council occurred on March 2, 2026. The State Chancellor's Office Accessibility Center report was reviewed. ITS Department is taking lead on ensuring the District is communicating on accessibility updates and meeting the compliance deadline of April 24, 2026. The District will have time to comply without penalty after the deadline. The minutes from the previous District Council meeting were reviewed and approved. The tentative budget for 2026-27 was presented by Adam O'Connor. The 24 to 32 planning process manual was reviewed and approved. District Council approved AR 4240. Committee reports were presented as well as reports from the constituency representatives.

4. Full-time Faculty Recruitment Updates (Fall 2026)

Mr. Rene Beiza provided a status update on the 14 tenure-track positions. Mr. Beiza outlined the phased hiring plan: Phase I (3 positions) for Continuing Education, Phase II (5 positions), and Phase III (6 positions).

5. Review Full-time Faculty Timeline (Kristin Olson)

Mr. Beiza reviewed the faculty timeline and reported that at this time, only Phase III is in alignment with the timeline and provided the recommendation to move Phases I and II to the Phase III timeline. VC Olson discussed further efforts will be made to refine the timeline and make it more robust. Any updates will be presented at HRC. The workgroup on the timeline continues to meet and an update will be provided at the May HRC meeting.

6. Review Full-time Faculty Job Announcement (Kristin Olson)

VC Olson reported updates relating to the job announcement. The objective of the job announcement is to make it impactful and intentional. VC Olson further discussed the idea of reaching out to newly hired faculty to gather information that could be incorporated, or excluded, from the current job description. Feedback will

be brought back to HRC for discussion at the August or September HRC meeting, as the workgroup continues to meet on this.

7. EEO Plan Review: Module 13 & 5 (Kristin Olson)

Mr. Bryson Thrift presented on Component 13: Selection of Specific Pre-Hiring, Hiring, and Post-Hiring EEO Strategies and Schedule Identifying Timetables for their Implementation. With guidance from the Chancellor’s Office, the District’s EEO practices will advance overtime by using strategies and a mapped-out plan to strengthen equitable hires. Mr. Thrift discussed the District’s strategies to implement long-term faculty pipelines, includes Rancho Academy – a “grow-your-own” faculty internship program. Participants receive mentorship, training, and exposure to the hiring process. Mr. Thrift further discussed over the next three years, the program will transition into a year-long mentorship model in the first year. The second year, Rancho Academy interns will attend a hiring event for part-time faculty opportunities at the District, and in the third year, post-program assessment data will be incorporated to strengthen future cohorts and participant outcomes. Mr. Thrift reviewed additional EEO and recruitment training used to reinforce equitable hiring practices among emerging leaders and supervisors across the District. Effectiveness will be evaluated through participation feedback.

Plan Component 5: EEO Advisory Committee: Mr. Thrift communicated that after receiving feedback from last HRC meeting, the committee membership composition was revised. Mr. Thrift also communicated the Participatory Governance Planning Guide that states the responsibilities and composition of the committee can be found on the website.

VC Olson discussed the next steps for the EEO Plan is to submit the document to the Chancellor’s Office. The Chancellor’s Office can take up to 90 days to review the plan and provide feedback. At that time, HR reviews the feedback and makes any adjustments and submits to the Board of Trustees through a docket item. VC Olson reported the Board officially approves the EEO plan for the District for the course of the next 3 years.

8. Climate Survey Report (Kristin Olson)

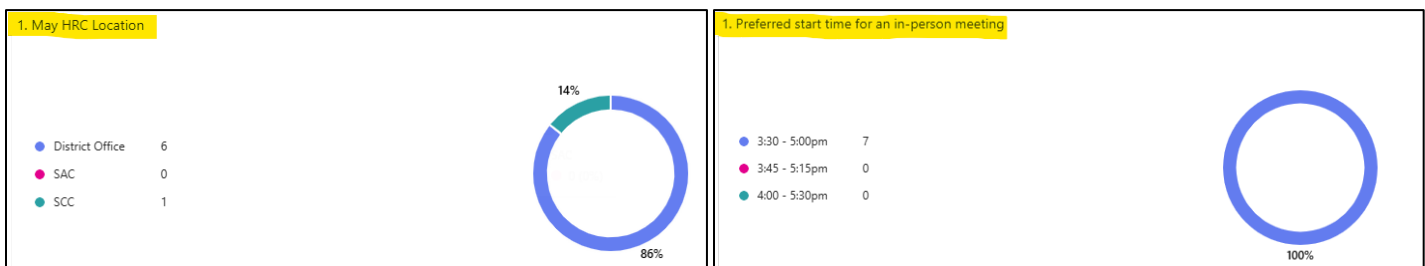
Ms. Sonia Velez reported the climate survey is currently in Phase Two: Data Analysis. The contractor, Lite Consulting, will have the aggregate data ready in mid-April. The data will be presented at the May 6th HRC meeting.

9. EEO Training Update Report

Mr. Thrift reported that the District continues to improve its EEO training and now offers the training online. The EEO self-paced training is now available on Canvas. Mr. Thrift provided an overview on how to log in to Canvas and navigate the training modules. Mr. Thrift also communicated the EEO virtual zoom trainings are still available and provided the committee with the dates of future virtual trainings.

10. Committee Agenda Reminder for 2025-2026 (Kristin Olson)

VC Olson reviewed the agenda items for the remaining HRC meetings for this year. VC Olson asked to move the April ODEI and DEIA agenda items to the May HRC meeting. VC Olson requested the committee vote on the location for the last HRC meeting to take place in person, as well as the time – below are the results:



11. Adjournment (Kristin Olson)

Meeting was adjourned at 4:54pm