

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2323 N. Broadway, Santa Ana, California 92706
Office: (714) 480-7489 Fax: (714) 796-3937
Human Resources Committee
Decision Room – #340
3:00 p.m. – 4:30 p.m.

Meeting Minutes for October 14, 2015

Members Present: John Didion, Jim Kennedy, Victoria Williams, John Zarske, Aracely Mora, Amber Stapleton, Morrie Barembaum, Joe Geissler, Jeff McMillan, Judy Chitlik

Members Absent: Steve Bautista, Diane Kincheloe

The meeting was called to order at 3:02 p.m.

Approval of Minutes

Motion to approve the minutes as corrected of the September 9, 2015 meeting was moved by Morrie Barembaum, seconded by Amber Stapleton. The motion carried unanimously.

Faculty Staff Diversity Report

The committee reviewed and discussed the district's diversity statistics from the graphs/charts presented by Mr. Didion:

- Under-Represented Minority Percentages by Students and Employee Types Fall Terms 2005-2014
- Classified Staffing – Percent of Non-White Employees Fall 2014
- Educational Administrators – Percent of Non-White Employees Fall 2014
- Full-Time Faculty – Percent of Non-White Employees Fall 2014
- Part-time Faculty – Percent of Non-White Employees Fall 2014
- Faculty Management Diversity Yield Rates 3 Years

Based on the 2014 statistics, the district would need to improve its pool applicants to continue to make progress in its diversity.

Full-Time Faculty Hiring Obligations/Allocation

Mr. Didion led a discussion regarding the estimated full-time faculty hiring obligation report from the state chancellor's office. Based on this estimate, the district needs to hire 32 faculty members (20 at Santa Ana College and 12 at Santiago Canyon College). This number will probably change due to retirements and resignations.

Review New and Revised Administrative Regulations

The committee reviewed, discussed and made changes to AR 7120.3 Management Recruitment and Selection and AR 7146 Employees Called to Military Duty. Motion to recommend moving forward AR 7146 Employees Called to Military Duty to District Council was moved by John Zarske, seconded by Judy Chitlik. The motion carried unanimously. AR 7120.3 will be brought back to for a final review to the committee at the November 4, 2015 meeting.

Other

The committee agreed to cancel the electronic meeting on November 4, 2015 and hold the meeting in person.

Next Meeting

November 4, 2015

The meeting adjourned at 4:34 pm.

draft