



**HUMAN RESOURCES COMMITTEE
(HRC)**

Via Zoom – District Office

3:30 – 5:00 p.m.

Minutes for November 08, 2023

Members Present: Morrie Barembaum, Rene Beiza, Sil Han Jin, Dr. Jeannie Kim, Dr. Jeffrey Lamb, Charlie Malone, Dr. Annebelle Nery, Dr. Jason Parks, Denise Salcido, Nancy Tanner, Dr. Merari Weber, Alistair Winter and John Zarske

Members Absent: Dr. Mikaila Brown, Zina Edwards, Maria Garcia,

Guests: Emelyne Camacho, Jenna Cooper, Janet Cruz Teposte, Victor Negron

1. Welcome

The meeting was called to order at 3:34 p.m. Mr. Winter led the meeting.

2. Approval of the Minutes from October 11, 2023 Meeting-ACTION

It was moved by Ms. Salcido and seconded by Mr. Zarske to approve the October 11, 2023 minutes. There were abstentions from Dr. Kim, Dr. Parks, Mr. Malone, Mr. Barembaum and Mr. Beiza. The motion passed.

3. Faculty Obligation Number (FON) – INFORMATION

Mr. Winter reviewed the FON report with the committee. Rancho Santiago Community College District is significantly over FON compliance by 52. Dr. Nery stated that are seventeen (17) faculty projected to be hired at Santa Ana College (SAC) next year. The SAC College Council will make a recommendation. Dr. Kim stated that Santiago Canyon College may fund six (6) full-time faculty at the beginning of fall 2024. The RSCCD Recruiting staff will be attending two job fairs, one at LAX and the other in San Francisco to recruit faculty.

4. Office of Diversity, Equity, and Inclusion (ODEI) Update – INFORMATION

Mr. Winter introduced Emelyne Camacho, ODEI Coordinator and Jazz, Hudson short-term ODEI Coordinator. Ms. Camacho provided an ODEI project update with a PowerPoint presentation. Some of the projects that have been worked on are the expansion of the Rancho Academy, EEO and K-16 Grant, Diversity Report, Climate Survey, Affinity Group Events for employees, District-wide communication, rebranding and Professional Development. Rancho Academy is a 10-week program that recruits part-time instructors for RSCCD. It is for diverse and equity-minded instructors. The first job fair hired 81% of the Rancho Academy faculty and had a 75% hiring rate at the October 27th SCC job fair.

RSCCD will hold an Equal Employment Opportunity (EEO) Summit. It will be a one day summit for staff who serve on hiring committees. Staff will review updated EEO and inclusive hiring practices and Title IX and ODEI staff will participate in a panel discussion.

Dr. Nery stated that she received the EEO Plan and the demographics of those who have been hired. She made a request to see the demographics of those who applied, the demographics of first and second interviews and the demographics of those who got the job. Dr. Kim would like the same information for SCC but for all employees. Also, she would like 5 years of historical data.

5. Other

- Mr. Winter will have the historical data of FON at the next meeting. Dr. Kim would like five years of historical data and Dr. Weber would like the data of Classified staff to Faculty.

Adjourned at 4:38 p.m.

Next HRC Meeting:

Wednesday, December 13, 2023 Via Zoom, 3:30 – 5:00 p.m.