

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2323 N. Broadway, Santa Ana, California 92706
Office: (714) 480-7489 Fax: (714) 796-3937
Human Resources Committee
Executive Conference Room, Room #114
1:30 p.m. – 2:30 p.m.

Meeting Minutes for September 22, 2010

Members Present: John Didion, Aracely Mora, Sylvia Turner, Ed Ripley, Morrie Barembaum, John Zarske, Suzanne Stump and Diane Kincheloe

Members Absent: Judy Chitlik, Ed Ripley and Edna Tse

The meeting was called to order by Mr. Didion at 1:35 p.m.

Annual Change in Employees by Category – 10 Year Trend

- Starting 2007-08 decision was made for a hiring Freeze
- 2008-09 Staff Reductions
- Part-time classified hardest hit group
- Full-time was not effected too much.
- Faculty was reduced due to attrition

Annual Change in Total Employment and FTES – 2000 – 2010

- 2002-03 FTES dropped due to cuts
- 2008-09 both employees and FTES took huge drop
- 10 year period 2% decrease in employees

Ratio of FTEs to Permanent Employees: 2000 – 2010

- Currently at 26 FTES per employee which is highest level the district has been

RSCCD Full-time Faculty Obligation Fall 2000 to Present

- For the most part there is growth each year except 2003 due to budget crisis
- Last 3 years negative numbers due to year to year change

Full-time Faculty Ratio Fall 2000 – Fall 2009

- Graph tracks individual full-time ratio for each college
- For the first time ratio is higher at SCC due to attrition that has occurred mostly at SAC

RSCCD Full-Time Faculty Ratio 2000 – 2009

- The committee reviewed a graph of the Full-time Faculty Ratio

Estimated Fall 2010 Full-time Faculty Obligation

- District is already at 6.8 percent below obligation from last year
- The committee discussed how the assessment would work
- District already having discussions on the need to do hiring in spring
- SCC Senate has put out calls for requests on spring hiring
- SAC will be following same process next week
- The need to have a game plan before the district left for the holidays was discussed
- Question was asked if the committee would be looking at ratio or percentage regarding full-time to adjunct and if this would be the committee to make the list or would it go to BAPR
- Human Resources committee will make recommendations to BAPR on staffing needs
- Recommendation was made to schedule another meeting for further discussion
- SAC academic deans were asked to give their list to SAC's Vice President possibly by the 27th
- Recommendation was made to meet by October but SCC would not be ready. SCC would not have their list for the Chancellor until November
- Question was asked about Classified and the decision was made to have discussion at spring meeting and tie the discussion in with Measure E.

Future Agenda Items

Additional data on part-time faculty trend

Adjournment

Mr. Didion adjourned the meeting at 2:37 p.m.

Meeting Schedule

October 20, 2010 – SAC Foundation room S215