



Human Resources Committee

MINUTES

08/19/26 - 3:30 PM – 5:00 PM

Via Zoom: <https://rscdd-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. Geena Guerrido, Academic
Senate Representative**

**Jeannie Beltran, Academic Senate
Representative**

Vacant, Classified Representative

Santiago Canyon College

Enrique Perez, Acting President

**Aaron Voelcker, Interim 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

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 Representatives

Members Present: Kristin Olson, Diana Casares, Charlie Malone, Aaron Voelcker, Alistair Winter, Jazz Hudson, George Williams, Emelyne Camacho, Denise Salcido, Dr. Geena Guerrido, Dr. Jeff Lamb, Jennie Beltran, Tiff Gause, Dr. Annebelle Nery

Members Absent: Enrique Perez

Guests: Bryson Thrift, Sonia Velez, Rene Beiza, Nikita Gupta

Meeting was called to order at 3:34pm

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

Vice Chancellor Kristin Olson welcomed the attendees and guests to the first meeting of academic year 2026-2027 and provided an overview of items to be discussed throughout the year.

2. Approval of the Minutes from May 6, 2026 (Diana Casares)

Minutes from May 6, 2026 were approved as presented.

3. Report on District Council Meetings: June 1, 2026 and July 20, 2026

Ms. Diana Casares reported out on the District Council meeting held on July 20, 2026. The meeting was convened by Chancellor Martinez. Approval of the 2026-2027 adopted budget assumptions was presented by Adam O'Connor. The committee reports indicated several committees had not met. The next District Council meeting is scheduled for August 24, 2026.

4. Annual EEO Report Review (Kristin Olson)

a. The Report will be presented by Bryson Thrift, Principal Human Resources Analyst

Mr. Bryson Thrift presented the 2026 EEO Annual Certification. Mr. Thrift reviewed the different sections of the EEO plan. Mr. Thrift will forward a copy of the previous EEO plan as well as the 2023-2024 plan to HRC.

Mr. George Williams presented section D of the 2026 EEO Annual Certification: Response to Harassment and Discrimination Complaints. Mr. Williams provided a detailed breakdown of the harassment and discrimination complaints by employee, non-employee, and the types of complaints which fall under the sections race, gender, sexual harassment, disability/medical condition, or other.

Feedback was provided on exploring the ability to have individuals re-certify themselves as individuals may identify themselves differently now, in comparison to how they initially identified themselves, on exploring ways to understand and mitigate the possibility of adverse impact for the

classification of Black/African American, and to capture data on the classification of Native American.

5. Recruitment Report Review (Kristin Olson)

a. Recruitment Activities Report: Summary from 2025-2026 & Initiatives for 2026-2027

Mr. Rene Beiza presented an overview of the 2025-2026 recruitment activities which included all part-time pools and permanent searches. Mr. Beiza also presented the four recruitment initiatives for 2026-2027 which includes a more structured faculty hiring timeline that establishes key milestones to improve planning, reduce schedule conflicts, and help recruitment stay on track. Mr. Beiza provided an update on the initiative created to meet the 100% TB compliance by October 1st as well as an update on the job announcement workgroup. Mr. Beiza concluded his presentation with the fall 2027 faculty hiring timeline update which has been distributed to Academic Senate and it will be part of the fall 2027 faculty hiring priority list. Feedback was provided to align credit and non-credit holidays with the hiring timeline to allow availability for hiring committees.

6. Adjournment

The meeting was adjourned at 5:04p.m.