

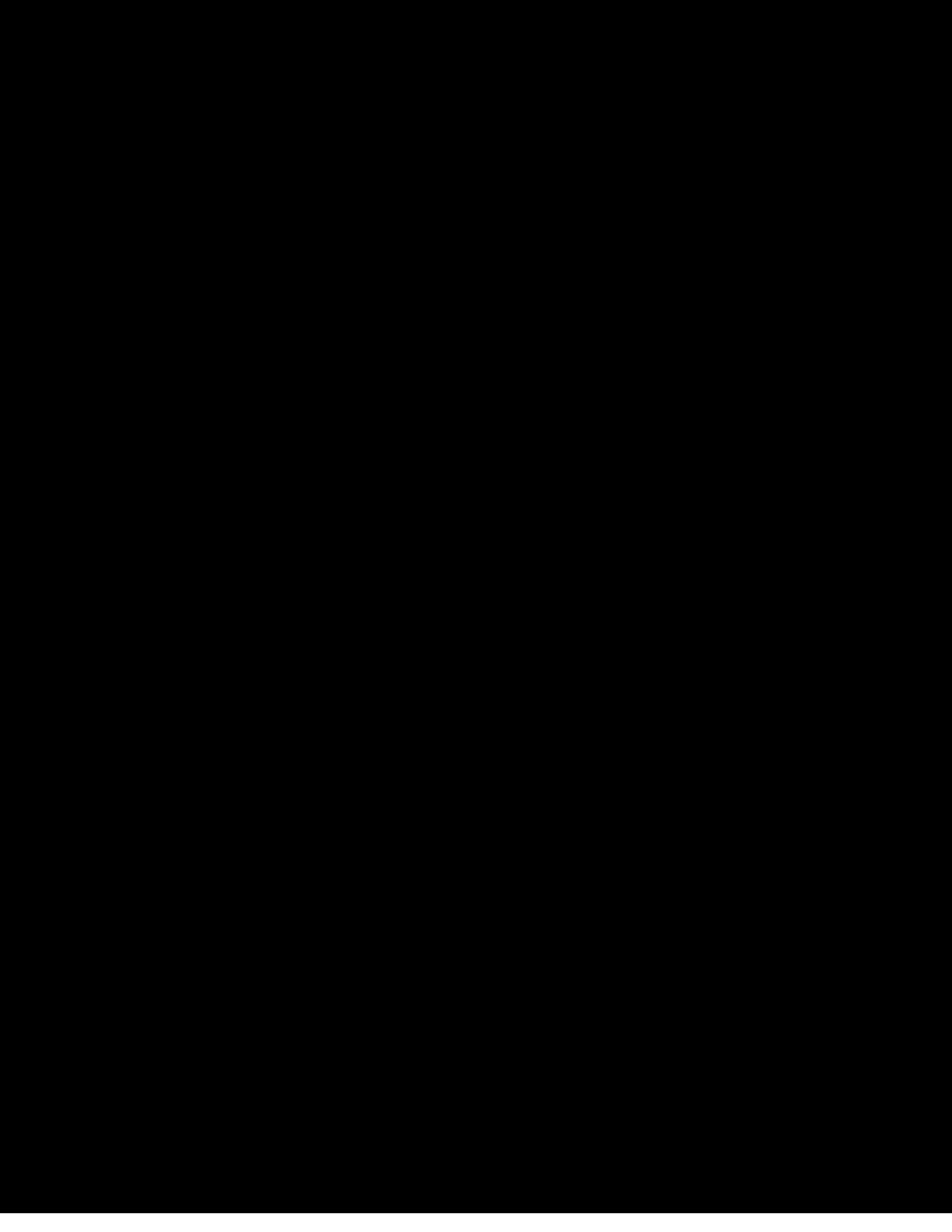




- b. At that time, the evaluation process was not set-up to handle that amount of turnover, as there are new systems and ways of doing things when a new member of management is introduced.
  - i. The goal is to create a more standardized evaluation process so as to prevent such an issue arising in the future.
- 2. As of 2020-2021, these numbers have improved.
  - a. 0% for full time Faculty, 26% for Management, and 17% for Classified Staff (currently there is not a percent calculated for part time Faculty, as the evaluation period was adjusted due to COVID, per CTA MOU)
- 3. Moreno Valley and Norco did not have the same issue, as they are smaller campuses and did not experience the same high turnover Riverside experienced
- 4. There is an audit planned for May 1<sup>st</sup> 2022 to calculate how many evaluations have been performed and how many remain
  - a. Once this figure is known, May and June are to be dedicated to increasing the completion rate of evals to 100% by July 1<sup>st</sup>
- 5. Because this issue has been raised, there will be yearly follow ups on these numbers for the time being to ensure that this issue is being addressed
  - a. Already the numbers are up from last year

**b. Human Resources Plan update**

- i. This document will be made available to all subcommittee members



- b. Will also be presented to the college at large
- 4. Prof. Star Taylor provided job descriptions for similar positions at other colleges.
  - a.

i. Chip: No, not currently.

5. It is vital to understand what this position will be doing in terms of who they will be reporting to, who they will oversee, how they will interact with other groups that are already in place (La Casa, UJIMA, Tutoring, Counseling, etc), how their success will be measured, what if any budgets or grants they will oversee, and many more issues in order to facilitate their success as much as possible.

6. Daniel: As the need for this position results from the equity audit performed by Hotep Consultations, is it possible that some or many of the elements of the position are already present in that audit?

**d. Professional development**

i. Riverside campus was dinged for having problems with completing evals consistently

1. This doesn't apply as much to full time faculty, and is not seen at the other 2 campuses

ii. May 1<sup>st</sup> 2022: college is looking to get a handle on completing all of those evals, or as many as possible

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**RCC**

i. Natalie is working with marketing committee on promotional material

ii. Many part- and full-time faculty and staff are former students

1. As such, they make a great resource to current students who may be looking to work for the college

**f. How will low enrollment affect hiring in the future?**

i. Might have some HR impacts for the future

1. Student enrollment effects the college's ability to hire and its need for employees
2. Numbers are not so low as to necessitate a hiring freeze
- ii. Enrollment is down significantly
  1. Previously hitting enrollment goals consistently
- iii. Enrollment patterns also have equity impacts
  1. Disproportionately, equity student enrollment is down

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