

## EAC Notes Nov 5, 2025

Online via Zoom | EAC Website: [Equity Action Council](#) |

EAC Agenda [November 5, 2025](#)

EAC Notes [October 15, 2025](#)

### Roll Call

Members Present	Members Absent	Guests
<ul style="list-style-type: none"> <li>1. Michelle Hernandez - OE</li> <li>2. Adriana Garcia - OE</li> <li>3. Salvador Pedroza - DASG</li> <li>4. Dali Guerrero Fernandez - DASG</li> <li>5. Joe D’Agostino- Faculty</li> <li>6. Deborah Armstrong- Classified</li> <li>7. Yvette Alva Campbell - Administrator</li> <li>8. Hyon Chu Yi Baker - Administrator</li> </ul>	<ul style="list-style-type: none"> <li>9. KyiSinWin Khant - ICC</li> </ul>	<ul style="list-style-type: none"> <li>10. Sarah Wilker - OE</li> <li>11. Eric Mendoza</li> </ul>

### Agenda and Notes

#### Welcome/Introductions

#### SEA Report

Due 12/31/2025 and Feedback is due Nov 30, 2025 and then it is going to College Council.

#### Strategic Enrollment Plan

Feedback Due 11/14/2025

#### RAPP Priorities

RAPP members are meeting in small groups to prioritize 13 positions. All the positions that have been requested are publicly accessible on the RAPP website [here](#). It is really important for EAC to take a look at what these hires mean for the needs of our DI (disproportionately impacted) populations.

M. Hernandez presented each position being requested as high priority and shared data highlighting students impacted, fill rate and success rate, how may it impact part-time and full-time professors, number of certificates and degrees, and more. For each request, there was shared information about vacancies, resignations, and retirements.

Q: Would ESL and Language Arts faculty positions be considered as a priority group for us as EAC?

We could consider all positions as high priority and or share that we have a preference or share that we know there is a need for a particular discipline

We can make sure there are ESL, art, math, and biology options for our students as well as general education courses in general. This is important for them to complete their associates degree and or transfer requirements and to meet the needs of our diverse student population.

For example, ESL classes have an enrollment of 3,483 and have a 92% fill rate and have a 76% success rate with an equity gap of negative –2%. Then they have 6.3 full time equivalent faculty making up 37% of all their professors, while 56% are part time lecturers. Full time professors have an overload of 8%, and it has decreased a few percentage points in the last 3 years. No degrees are given; they only have the certificate, which has grown from 77 to 488.

Please note, there has been an art professor vacancy since 2019. The 2D and 3D faculty position was merged, and the Music Choral faculty position was brought up in Spring 2025. Art classes have an enrollment of 4340, with a fill rate of 95% with a success rate of 86% with an equity gap of negative –8%. They have a 4.3 full time faculty making up 32% of their team and their part time faculty make up 54%. Most of their awards are associates degree at 30, for transfer 11 and certificates at 5.

There are also mentions for projected retirements and or resignations, but we have to wait until that happens in order to consider the position in next year's rounds of requests. We would like to look at positions that have been vacated as of June 2025. If a department has a vacancy, then the position could be placed in the RAPP decision making process.

We need to consider positions that support STEM classes considering the data presented in last year's Partners in Learning, especially computer science and biology. There are positions for anatomy and physiology and another in general biology. Biology has 4,276 enrollment with a 93% fill rate and 87% success rate with an equity gap of negative –7%. They have 9.6 full time faculty with a majority of full-time faculty compared to part-time faculty. Degrees for transfer have dropped to 19 and their associates degrees have remained steady for the last 2 years at 19.

Math department has an enrollment of 15,490 with a fill rate of 93% and 80% success rate with a equity gap of negative –15%. They have about 39% full-time and 43% part-time lecturers with 19 in their team. They award 192 associates degrees and for transfer is 101.

There is a request of three positions in business, and one in computer science. Business classes have an enrollment of 5,100 students and a 82% fill rate and 82% success rate and equity gap of negative –8%. Full-time faculty makes up 33% of their team and will decrease if positions are not hired in this round. Thus, faculty have to do more overload. They have 130 associates degrees and for transfer at 334 and 42 certificates. Business seems to be one of those majors that everybody takes for both general education requirements as well as business majors. There is a need to prepare students in AI (artificial intelligence) and a need for incoming professors to be AI literate.

Q: Are anatomy and biology part of general courses?

Q: We have two art history faculty positions requested? How does that impact general education requirements? How does it impact the number of students taking art history?

Q: Are counselors categorized different from the faculty? No, counselors are considered faculty.

Q: Where does the faculty director of Office of College Life fall? Do not know currently.

Here is the line up approved by EAC:

## High

- ESL
- 3 Business
- Computer Science
- 2 Biology
- Biology/Anatomy and

## Medium

- 2D3D History

## Low

- Art History

## 3:30pm Leadership Reports

- DASG: n/a
- ICC - Kyi Sin Win Khant (he/him) has had low capacity to attend, the last meeting and Adriana will be meeting with him to get on the same page.
- DDEAC (District Diversity, Equity Advisory Committee): We are working through some conversations around district wide professional development. Please share ideas I can take to that subcommittee. We are looking at package offerings such as a Leadership Academy, and themes of efficacy, cultivation of leadership, spirituality, belief systems versus secularism. We can do workshops, special speakers and conferences such as the National Association for Diversity Officers in Higher Education (NADOHE). We can look at district wide professional membership for nationwide gatherings like NADOHE
- RAPP: We went through our priority positions in small groups and reconciled the prioritization. Each proposal is read twice by two different groups. We are prioritizing 13 positions and reconciling them on Tues November 17<sup>th</sup>. RAPP is considering restructuring and is looking for feedback to be more adaptable and changing the processes regarding reallocation decision making.
- College Council: Next meeting is on Thurs. Nov 6 at 3:30-5pm, see website for [agenda](#). There is a conversation on centralizing all counselors, including embedded counselors.

## 3:40pm Dates to Consider/Announcements

- EAC Retreat and or an Equity Retreat (Winter quarter)
  - For about 6 hours or half a day
  - M. Hernandez would like to open it to the campus
- Equity Champion Awards (June)
- A faculty member is needed for the EAC Tri Chair and need to reach out to Academic Senate.

## 3:43 Adjourned