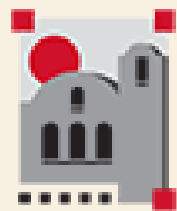




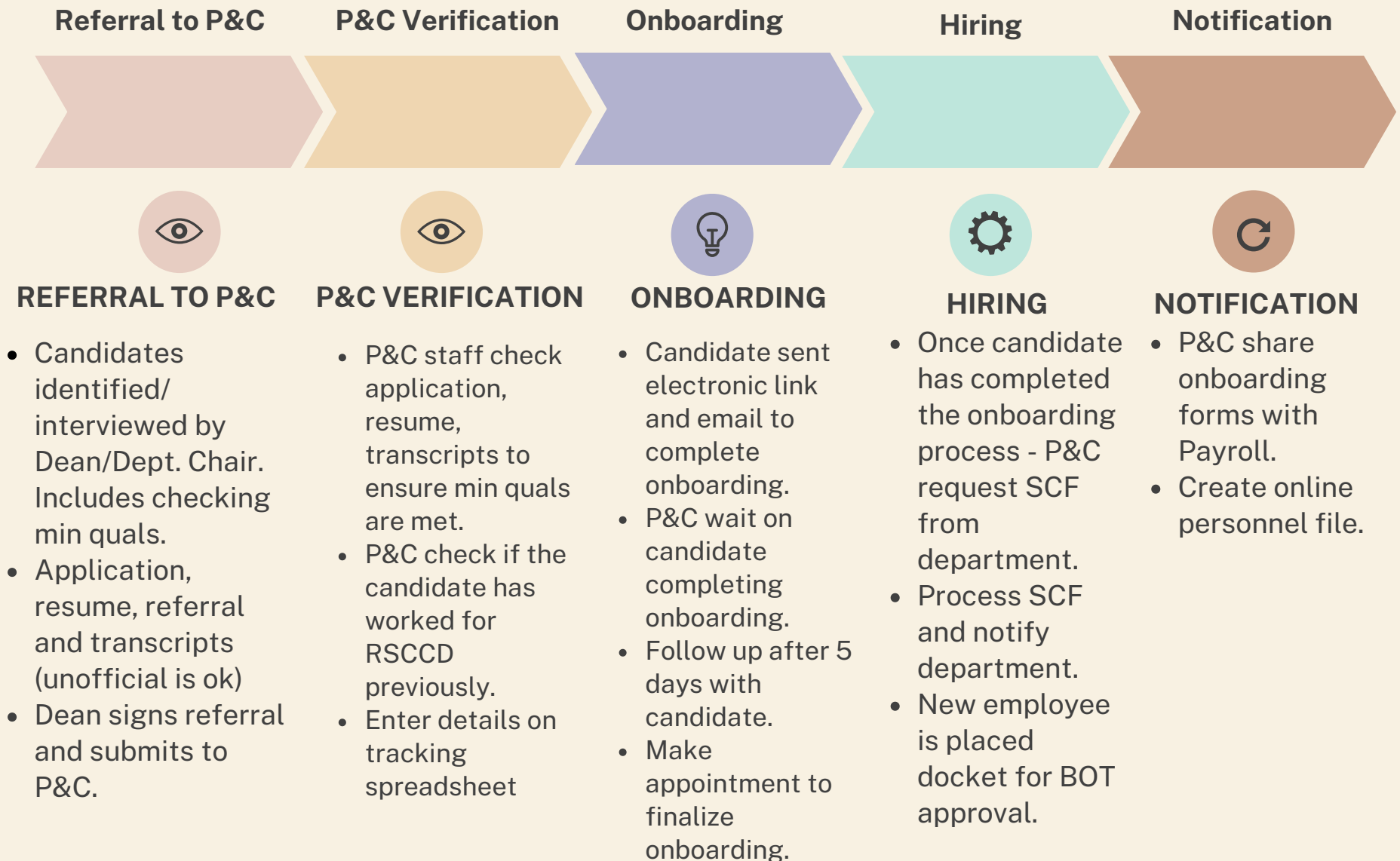
**SANTA ANA COLLEGE
ACADEMIC SENATE
MAY 9, 2023.**

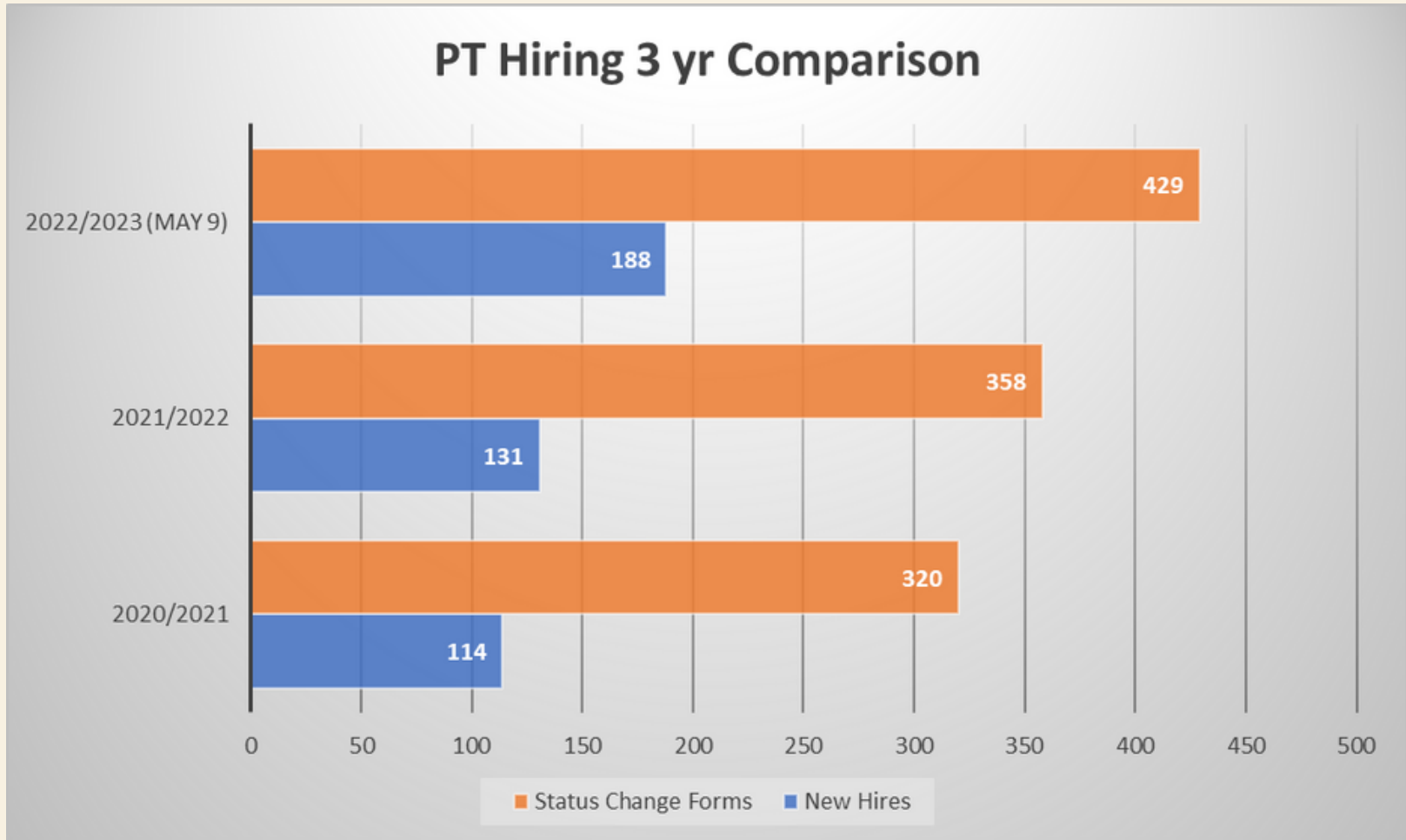


SANTA ANA COLLEGE



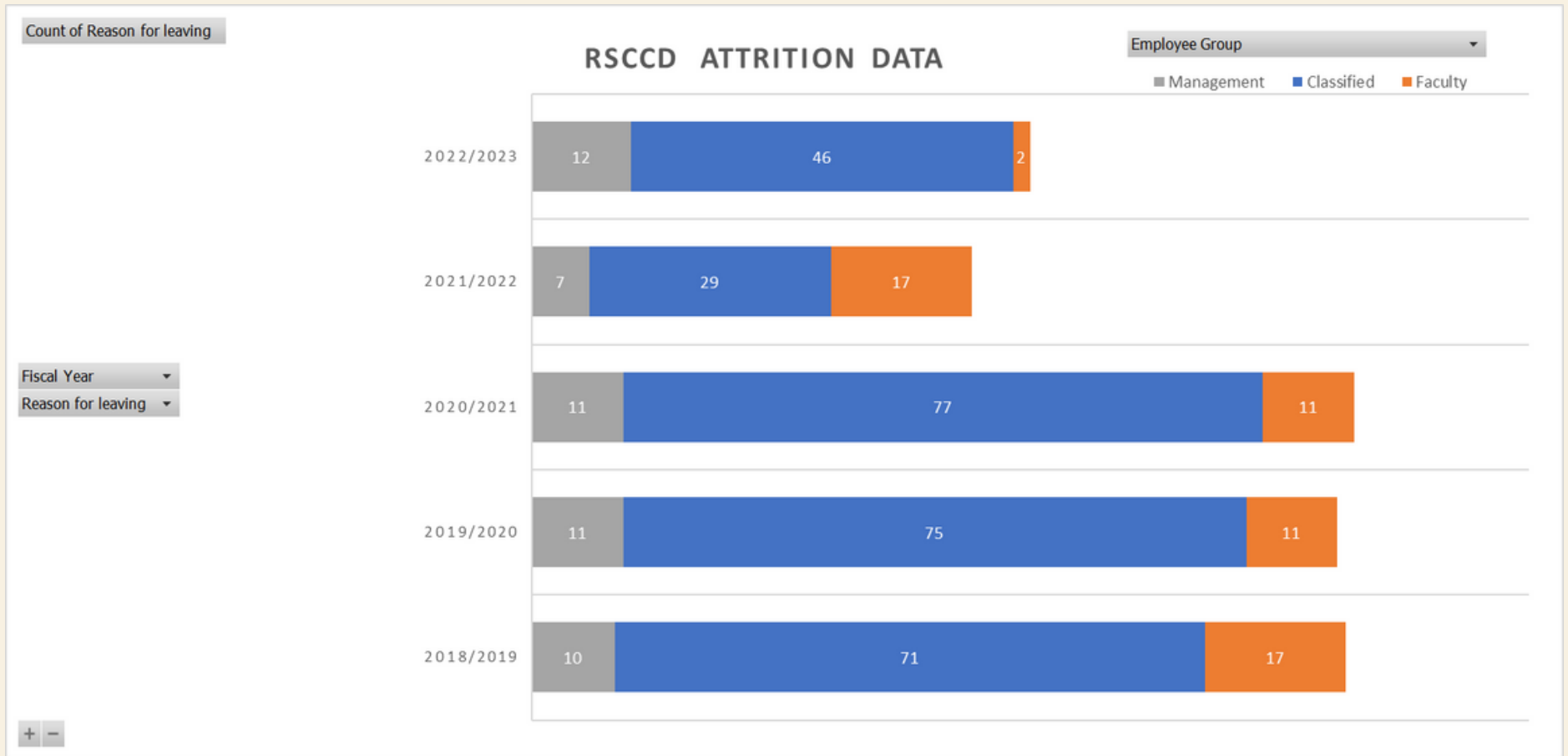
Part-Time Faculty Hiring Process



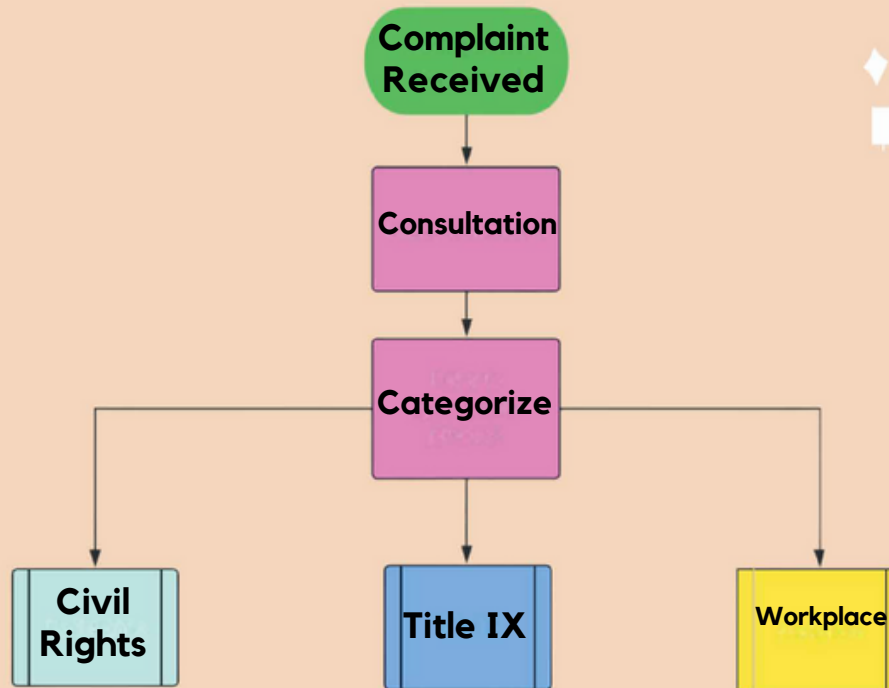


- **Part-time hiring has increased by 43.5% this year.**
- **Status Change Forms have increased by 20% this year to date.**

RSCCD Attrition



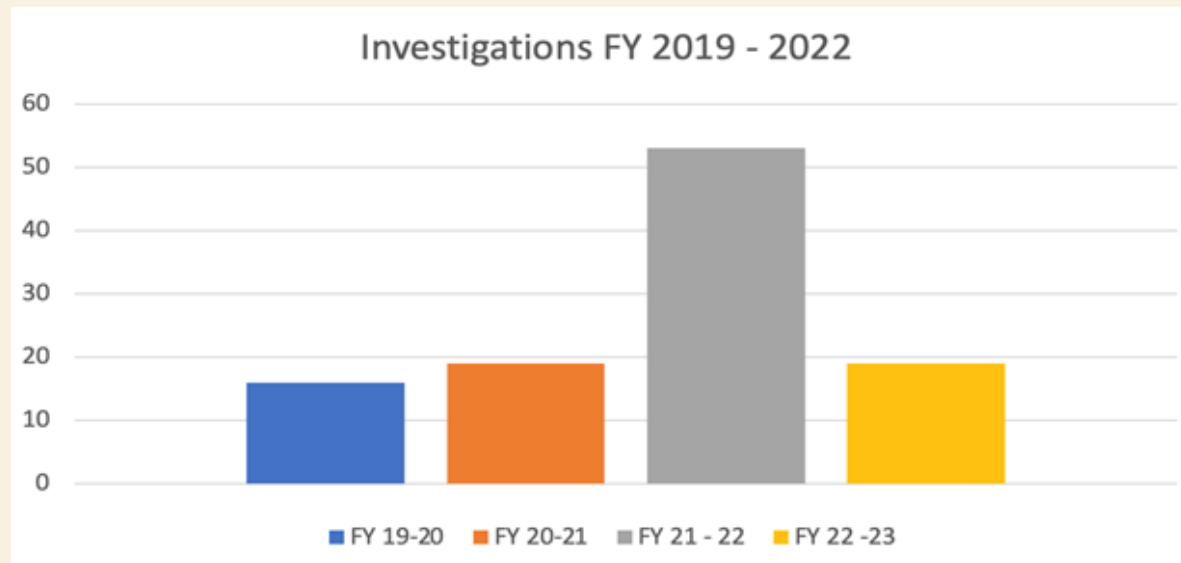
INTAKE PROCESS



Complaint Types

Each complaint type has a different process that needs to be followed to adhere to federal, state, and local laws/regulations.

Type	Laws/Regulations	Underlying Factors
Title IX	<ul style="list-style-type: none">• Title IX of the Education Amendments (federal)• Senate Bill 1300; 493 (state)• AR 3425 (local)	Sexual assault, dating/domestic violence, stalking, sexual harassment
Civil Rights	<ul style="list-style-type: none">• Title VII of the Civil Rights Act (federal);• Title 5 California Code of Regulations (state);• AR 3410; 3430; 3435 (local)	Discrimination or harassment based on a protected classification
Workplace	<ul style="list-style-type: none">• All District AR/BPs (local)	Uncivil or unprofessional conduct, code of ethics, etc.
Discipline	<ul style="list-style-type: none">• BP 7360, 7365• AR 7365	Policy violation has occurred



- **Lower investigations in FY 19-20 & 20-21 due to pandemic (remote workforce).**
- **Spike in investigations in FY 21-22 likely due workforce adjusting to working together in-person.**
- **FY 22-23 back to pre-pandemic levels reframing of investigation process, informal case resolution, and hiring of internal investigators.**

Questions?