



FACULTY SENATE SPECIAL MEETING

June 6, 2022

EXHIBITS

Kyle Owens – Statement of Interest for Umoja Coordinator (Part Time General Counseling)

Dear Faculty Senate,

It is with sincere enthusiasm that I express my interest for the Umoja Coordinator position at Palomar College. I have been involved with the Umoja community at Palomar since fall of 2020. I currently teach counseling classes, provide academic counseling, and facilitate Porch Talks for our Umoja community/students. Additionally, I am heavily involved with recruiting Umoja prospective students from our local high schools and community at large. In the fall of 2021, I took on the role of co-coordinator. My responsibilities as co-coordinator have included promoting the program during virtual new student orientations, creating flyers for the incoming Umoja cohort, getting students enrolled in the program, facilitating the student Rites of Passage ceremony, and supporting and attending other programs like the Black Student and La Raza graduations.

My professional coordinating experience is notable as I have several years of previous coordination experience at another institution. While employed at Cal State San Marcos, I coordinated the EOP Summer Bridge program. As coordinator, I maintained the budget, managed summer residence housing, and provided dependable academic support, self-advocacy skills and university retention programs to Bridge participants. I have also worked specifically with the African American students before as the coordinator of the Mesa Academy program at San Diego Mesa College. In that role I took on very similar responsibilities to what I have now as the acting Umoja co-coordinator at Palomar College.

Not only have I prepared myself for the role of Coordinator and also Mentor to our Umoja students, but I have also invested myself in this program that creates pathways and successes for those who thought they could not achieve. This past March, I accompanied several students to the African American Male Education Network and Development conference (A²MEND). This annual conference focusses on addressing the lack of educational success of African American male students in community colleges. Moreover, I will be attending the Umoja Summer Learning Institute and the Faculty Institute in June as I have in past years. As a consistent participant of these summer institutes, I have benefited greatly by the professional development tools, network opportunities, and best practices shared there. Most recently, I have been asked by the Region 6 Coordinator Chair, Myia Williams, to take part as a committee member for the Umoja “Moore Family Scholarship.” As a committee member I will be reviewing scholarship applications for two \$1500 awards to Umoja students who transfer to any HBCUs participating in the California Community College HBCU Transfer Guarantee Project.

As you can see, I have continued to immerse myself in opportunities that positively impact underrepresented student populations; specifically, African American students. Umoja aligns with my student-centered goals as a professor, counselor, and supporter of Palomar College’s mission statement. I am actively engaged in and support Palomar’s antiracism efforts. I am a member of the Palomar Black Faculty and Staff Association, and I support all student programs that promote student equity and graduation efforts. I firmly believe that a strong Umoja program will enhance the educational and student equity objectives outlined by our President Superintendent, and Faculty Senate. I look forward to my continued involvement with the program and enhancing the Umoja experience for all participants. Thank you for your consideration.

Kyle Owens

Richard Carr Jr.
1555 Ava Street
San Diego, CA 92114

Palomar Community College
1140 West Mission Road
San Marcos, CA 92069

Dear Faculty Senate Selection Committee:

I am a great candidate for the Umoja coordinator position because I possess a passion for the Umoja program, its guiding principles, and enhancing the educational experience of African Americans and other students at Palomar College. After being the interim coordinator and English instructor during the program's reconstruction period, I have gained a detailed insight into what it takes to make the program reach its fullest potential.

From working and helping with the program coordination this past year, I have gotten some useful experience under my belt with how the program runs, what needs to be done to stay in compliance, what challenges there are, and what it takes to maintain and grow the program. I have also attended several Umoja statewide training conferences that have helped shape my vision and understanding of the program and its overall mission. Although I have many years of experience working with special populations and enhancing the cultural and educational experiences of African American and other educationally underrepresented students in my classroom, the Umoja program has allowed me to do that work in a greater capacity.

Ever since I began working with the Umoja program at Palomar, I felt like I have found my true calling, and I would like to continue doing the work to help build a noteworthy Umoja program. I want to do this work because I relate to the students we serve. I am an African American, first-generation college student who began in developmental classes, and I had to learn how to adapt to higher education expectations and rigor through trial and error. I have a passion for working with students who need that additional support and encouragement to be successful in higher education.

Although I know the challenges that lie ahead, I am ready and willing to face them head on. I believe the Umoja coordinator position is a good fit for me, and I know the experience will make me a better educator overall. I want to prove that I can continue to be a true asset to the progression of the Umoja program at Palomar if given the chance.

Thank you for your consideration.

Sincerely,

Richard Carr Jr.

Edwina Williams, M.A.

ewilliams@palomar.edu

May 24, 2022

Dear Selection Committee,

Throughout my time at MiraCosta College and Palomar College, I have engaged in professional development and extracurricular activities outside of the classroom to support students, faculty, and staff. More specifically, I have dedicated numerous unpaid hours of social, emotional, and mental labor to provide Black students with the services and resources they need to thrive in historically white and anti-Black spaces of higher learning.

One of the primary initiatives and academic programming I have involved myself in is the Umoja Community. Since 2016, I have immersed myself in the mission, values, and practices of the Umoja Community at MiraCosta College. While in my first year of instruction, I taught the MiraCosta Umoja Summer Bridge cohort. During this 6-week program, I was able to not only build meaningful connections with the students and their families. In addition, I achieved the first-ever off-campus service-learning project that bridged the Umoja students in my introduction to sociology course to the community via the Summer Mawata Fair at the Boys and Girls Club of Vista. This fair was a 1-day event where the Umoja summer bridge students helped develop and implement literacy activities for youth grades K-5 to help build their reading, writing, and cultural awareness. However, this event is only scratching the surface of what I achieved while serving in my role as Umoja faculty. In 2017, several Umoja students and I created the Umoja Community Club, which brought students together to collaborate through leadership and community work and developed off-campus paid internships through the work-study grant program. Never before at MiraCosta were there off-campus agreements for students to work on a literacy project. Through my hard work and dedication, I collaborated with several campus departments, such as financial aid and the career center, to develop the model that has since become institutionalized at MiraCosta. Under my supervision, I have placed more than 30 students into paid internships that have benefited them here at MiraCosta and created a pipeline for these positions to transfer with them to California State University San Marcos.

Another way that I have supported the Umoja program is by hosting numerous porch talks and presenting at the annual Umoja Conference with topics that center on writing personal statements, healing through art, applying for scholarships, and implementing community service into Umoja Programming. During the planning of such workshops and professional talks, I have built the Umoja Community network by inviting those I have met to come and conduct keynote addresses and host porch talks that embody the importance and significance of the African Diaspora, financial literacy, and more. In addition to this, I have planned and implemented

various fundraising campaigns through silent auctions, and in-person and virtual drives. Overall, I have helped raise nearly \$10,000 over a few years.

I am innovative, proactive, and dedicated to building a successful Umoja Program at Palomar College. I bring a wealth of experience creating and putting on in-person and virtual events, and I am well-versed in the Umoja practices and have a community and resources that I can contribute. More importantly, I am still learning and evolving based on my interactions and experiences, and doing so leaves room for improvement and meaningful collaboration with others. Thank you for your time and consideration.

Best,
Edwina Williams

A	B	C	D	E	F
Timestamp	Your first name	Your last name	Your Palomar email address	Please vote for one Faculty member	
6/6/2022 14:50:43	Leanne	Maunu	lmaunu@palomar.edu	Richard Carr	
6/6/2022 14:50:49	Jason	Jarvinen	jjarvinen@palomar.edu	Edwina Williams	
6/6/2022 14:50:49	Jenny	Ferro	jferro@palomar.edu	Richard Carr	
6/6/2022 14:50:50	SERGIO	HERNANDEZ	shernandez@palomar.edu	Richard Carr	
6/6/2022 14:50:50	Leigh	Marshall	lmarshall@palomar.edu	Richard Carr	
6/6/2022 14:50:52	Eduardo	Aguilar	eaguilar@palomar.edu	Edwina Williams	
6/6/2022 14:50:53	Benjamin	Mudgett	bmudgett@palomar.edu	Edwina Williams	
6/6/2022 14:50:53	Kelly	Falcone	kfalcone@palomar.edu	Kyle Owens	
6/6/2022 14:50:54	Scott	Nelson	snelson@palomar.edu	Richard Carr	
6/6/2022 14:51:04	Alyssa	Vafaei	avafaei@palomar.edu	Kyle Owens	
6/6/2022 14:51:10	Lawrence	Lawson	llawson@palomar.edu	Richard Carr	
6/6/2022 14:51:13	Anastasia	Zavodny	azavodny@palomar.edu	Edwina Williams	
6/6/2022 14:51:14	Erin	Hiro	ehiro@palomar.edu	Edwina Williams	
6/6/2022 14:51:15	Wendy	Nelson	wnelson@palomar.edu	Richard Carr	
6/6/2022 14:51:22	Alex	Doyle Bauer	adoylebauer@palomar.edu	Richard Carr	
6/6/2022 14:51:28	Susan	Miller	smiller@palomar.edu	Richard Carr	
6/6/2022 14:51:36	Shelbi	Hathaway	shathaway@palomar.edu	Edwina Williams	
6/6/2022 14:52:15	Lacey	Craft	lcraft@palomar.edu	Richard Carr	



June 7, 2022

We, the members of the Palomar College Faculty Senate, unanimously and enthusiastically support the application of Dr. Hossna Sadat Ahadi for one of the two faculty positions on the Board of Governors of the California Community Colleges. Dr. Sadat Ahadi’s knowledge, leadership, and demonstrated commitment to matters of Diversity, Equity, Inclusion, and Accessibility make her an ideal and valuable addition to the BoG.

No doubt Dr. Sadat Ahadi will speak of her over 20 years working at various community colleges both here and abroad, as well as her deep understanding of the historical and current educational issues in the state of California. Her work on these issues—and in particular on how they relate to DEIA concerns—has appeared frequently in the ASCCC *Rostrum*. In addition, she served on the Academic Senate of California Community Colleges (ASCCC) Relations with Local Senates Committee from 2020 to 2021, which is just one of the places where she has deepened her knowledge of the issues facing California community colleges.

Further, Dr. Sadat Ahadi’s lived experiences—including being a California community college alumna herself—and positionality have led to her unparalleled leadership at Palomar in all matters DEIA. Her leadership, in fact, has been absolutely crucial to Palomar’s DEIA work. There simply isn’t enough room to list all of her experiences in this area, but here are a few:

- She developed several equity-related book clubs on campus, all of which have resulted in calls to action for our campus (including “10 Calls to Action,” which has framed many of our DEIA initiatives).
- She has organized and presented over fifteen professional development and/or plenary sessions for employees that have covered topics such as “Decolonizing Your Syllabus” and “Antiracism Best Practices for Student Services Educators.” She has presented her work on the former topic beyond the borders of our college and into both the local area (through a regional conference) and statewide (through the ASCCC).
- She oversaw and coordinated a video—shown at our college plenary and subsequently used by other colleges for training purposes—that documents employee testimonials about their encounters with racism.
- As our college’s Phi Theta Kappa Co-Coordinator during the Fall 2020 semester, she duplicated this project but this time focusing on our students’ experiences with racism, presenting the video and coordinating a post-viewing discussion forum to the entire campus.
- She organized virtual healing circles in the wake of the recent killings of African-American/Black community members, and a direct result of that has been the formation

of several campus affinity groups to support our BILPOC employees and students. She has founded and continues to organize activities for a few of these groups, including “Empowered Women” and “Asian Pacific Alliance in Higher Education.”

- She organized a collaborative partnership with the USC Equity Leadership Alliance and is working to disseminate the information and training gained there to our campus via professional development workshops.
- She was selected as one of only fifteen California community college faculty to be part of the “Open for Anti-Racism” (OFAR) inaugural cohort sponsored by the Community College Consortium for Open Educational Resources (CCCOER). Her acceptance into this project speaks to her work and interest in this area, and her resulting work will be of invaluable benefit to both her students and the larger teaching culture at our college.
- She has served as the Co-Chair of the Educators for Equity, Diversity, and Cultural Consciousness (EEDCC), a Senate committee focused on developing and supporting campus equity initiatives. Under her leadership, EEDCC held our first social justice convening, “Our Heart, Our Community: In Lak’ech.” This convening featured presentations and discussion sessions involving faculty, staff, administration, and students, and is an example of the inclusive and communal work that Dr. Sadat Ahadi has both initiated and championed at Palomar.

Dr. Sadat Ahadi’s hard work and dedication have not gone unnoticed. She has been honored internally at Palomar with the 2019-20 Faculty Service Award, the 2020-21 Scholarly and Professional Achievement Award, the 2021 Palomar Faculty Federation Community Champion Award, and the College’s 2021 Diversity, Equity, and Inclusion Award. She has also been honored outside of our college by several groups, including the ASCCC, who named her the 2021 recipient of the Stanback-Stroud Diversity Award.

In sum, Dr. Sadat Ahadi has been a transformational leader at Palomar, and like the best transformational leaders, she has inspired others in her wake to perform both inward examination and outward action. We have no doubt that she would continue this good work as a faculty representative on the Board of Governors.

Signed,
The Faculty Senate of Palomar College

From: Dumbrique, Monique A. <MDumbrique@palomar.edu>

Date: Friday, June 3, 2022 at 11:16 AM

To:

Subject: Selection Committee – Director, Business Services

Dear AA, CAST, CCE and Faculty Senate:

I need your assistance in putting together our first-level hiring committee for the Director, Business Services position. We need the following:

- 1 faculty member appointed by Faculty Senate
- 1 representative from the Administrative Association appointed by AA
- 1 member of the Confidential and Supervisory Team appointed by CAST
- 1 classified employee appointed by CCE

Please send me the names of those appointed by your areas by 6/21/22.

The recruitment timeframe will approximately be as follows:

- June 3-8: Supervisor/committee chair develops PQs and provides the antiracism supplemental question; both due to HR by 6/8
- June 6-21: Leadership of each constituent group work on appointments for committee; due 6/21
 - June 9: Interested appointments should take in-person (via Zoom) HR training; this is required if the person is not trained
- June 13 – July 11: Position open to public (if required, recommendation letters due 7/18)
 - Week of June 22 – July 13: Once cleared by HR, committee develops screening and interview materials, and turns them into HR for approval
- Week of July 11 & 18: Applications screened by HR (second week will be used if incomplete applicants need to be contacted)
- Week of July 25: Committee screens applications and selects interviewees
- Week of August 1: HR schedules interviews (candidates need to be given two weeks' notice)
- Week of August 15: First-level interviews; second-level interview questions turned into HR for approval
- Week of August 22: Committee conducts reference checks once cleared by HR (this is the first week of fall semester; if it's too busy, this could be pushed out by a week); HR schedules second-level interviews
- Week of August 29: Second-level interviews (this is the second week of fall; if it's too busy, this could be pushed out by a week); job offer; candidate starts to complete pre-employment requirements
- Week of September 19: New hire item forwarded for placement on October Board agenda (if pre-employment requirements are finished by 9/21; if not, then the candidate will be placed on the following Board)
- October 4: New hire approved by Board
- October 5: Start date/new hire orientation – this could be later

Note: please keep diversity and equity in mind when selecting appointments; we also encourage selecting new members who do not typically serve on hiring committees to ensure that a variety of perspectives are considered during the hiring process.

Thank you,
Monique Dumbrique
Supervisor, Human Resources
Palomar College
1140 West Mission Road
San Marcos, CA 92069
760-744-1150, ext. 2852