


<b>Crafton Hills College</b> <b>SEA Committee</b> <b>Minutes</b>			Date: February 9, 2026 Time: 2:30pm-3:30pm CCR 233 In-Person
Delmy Spencer Keith Wurtz Chloe De Los Reyes Diana Vaichis Claudia Hayton-A Ericka Paddock-A James Grabow-A Sara Sosa Julie McKee-A	Sarah Bulter-A Ivan Pena Gio Sosa -A Nikki Baugh (Student Rep)-A Danae Hart Elizabeth Lopez Karen Petersen Denise Jackson Toni Parsons Andrew Guevara	Note taker: Veronica Salceda	
Guests	A=Absent		
<b>TOPIC</b>	<b>DISCUSSION</b>	<b>FUTURE ACTION</b>	
Review of 12/08/25 Meeting Minutes	<ul style="list-style-type: none"> <li>Equity Minutes <a href="#">12/08/25</a></li> <li>Minutes approved</li> </ul>		
Spring 2025 Committee <a href="#">Self Evaluation Review</a>  Keith	<ul style="list-style-type: none"> <li>Every Spring there is a committee self-evaluation.             <ul style="list-style-type: none"> <li>Late April/Early May</li> </ul> </li> <li>Two responses from last year- there were some challenges.             <ul style="list-style-type: none"> <li>Accomplishment: Closing transfer equity gaps (Black/Latinx students)</li> <li>Responses were mainly; good, satisfied, strongly agree.</li> </ul> </li> <li>This Spring the self-evaluation will be done as a committee.</li> <li>If people have suggestions on how to improve the committee- this can always be discussed in the meeting.</li> </ul>		
2024-2025 <a href="#">SEAP Nova Annual Report Review</a>  Delmy	<ul style="list-style-type: none"> <li>Every December-Annual Report to State (SEAP) to Chancellor's Office</li> <li>The report reflects how well the campus is doing by meeting equity matrix that are in the equity report.</li> </ul>	<ul style="list-style-type: none"> <li><b>Diana: Share equity data to review where departments can close gaps.</b></li> </ul>	

	<ul style="list-style-type: none"> <li>• Delmy submits the report on behalf of the college as the VPSS. <ul style="list-style-type: none"> <li>○ President Horan and VP Mike Strong will approve</li> <li>○ Academic Senate President and VP Keith Wurtz receive copy.</li> </ul> </li> <li>• The district receives the allocation and disburses it.</li> <li>• Equity budget-have 2 years to spend allocation</li> <li>• The research team is working on a transfer dashboard similar to counseling model dashboard.</li> </ul>	
<p>DEI Retention Efforts</p> <ul style="list-style-type: none"> <li>• Conferences</li> <li>• MCC Events</li> <li>• Basic Needs</li> </ul> <p>Delmy and Ericka</p>	<ul style="list-style-type: none"> <li>• Focus on student conferences <ul style="list-style-type: none"> <li>○ HACU (10 students)</li> <li>○ VRC- (2 students)-Colorado</li> <li>○ A2MEND (10 students)</li> <li>○ APAHE (3 students)</li> </ul> </li> <li>• MCC Events <ul style="list-style-type: none"> <li>○ Fall: approx. 18 events and approx. 1,600 students.</li> </ul> </li> <li>• Basic Needs <ul style="list-style-type: none"> <li>○ Fall: approx. 300 students a day.</li> </ul> </li> </ul>	
<p><a href="#">Academic Notice</a> Updates</p> <p>Ivan/Sara</p>	<ul style="list-style-type: none"> <li>• District wide name change from Academic Probation to Academic Notice.</li> <li>• Sara Sosa leads this effort</li> <li>• Students who receive below 2.0 were put on “academic probation” and received a lengthy email (5pgs) with a lot of information on how to get off academic probation. <ul style="list-style-type: none"> <li>○ The language that was being used was punitive, findings showed that students did not utilize the services they needed to be able to get off academic notice.</li> <li>○ Within the last couple of years, email communication has been reduced to a few paragraphs with hyperlinks to access resources and websites.</li> </ul> </li> <li>• Students are asked to come in and meet with a counselor to help them develop a strategy/plan to get off academic notice. Students receive a</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Future Suggestion: Create a small paragraph that can be included on the faculty’s syllabus. This will allow faculty to be part of the process in normalizing academic notice.</a></li> <li>• <a href="#">Propose to PD committee re: training on Nectar AI</a></li> </ul>

	<p>hold on their account, which will not allow them to register.</p> <ul style="list-style-type: none"> <li>• Students are assigned one completion coach to work with them alongside Sara.</li> <li>• Last semester-pilot program Fall 43 students, currently there are 187.</li> <li>• This semester they are implementing the suggestions and students can now access a canvas shell that provides them with information on how to be successful while on academic notice. <ul style="list-style-type: none"> <li>○ The canvas shell provides students with the ability to meet the team, how to make an appointment, and drop-in hours are also available.</li> <li>○ Nectar AI is also embedded into the canvas shell.</li> <li>○ The goal is to be proactive and let students know they can be successful while working their way out of academic notice.</li> <li>○ Workshops are available in person and online with a self-reflection form to be turned into success advisor.</li> </ul> </li> <li>• Future direction: the district will also be moving away from “dismissal” to “pause”</li> </ul>	
Resources	<ul style="list-style-type: none"> <li>• <a href="#">2022-2025 CHC Equity Plan</a></li> <li>• <a href="#">Equity Plan Executive Plan</a></li> <li>• <a href="#">SEPI Equity Hubs Design and Structure</a></li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Denise Jackson suggestion: student concern (issues with instructor/professor. <ul style="list-style-type: none"> <li>○ Student concern form-Delmy receives these.</li> </ul> </li> <li>• Is there a general workshop that is provided to students on how to navigate this issue or how to advocate for themselves? <ul style="list-style-type: none"> <li>○ No general workshops, however, Ivan will work with completion coaches</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Ivan will work with completion coaches to close the loop with faculty on student concerns that come up on Starfish.</a></li> </ul>

	<p>who check Starfish flags so that the loop is closed.</p> <ul style="list-style-type: none"> <li>▪ Breanna Brighton is a good resource for faculty re: Starfish.</li> </ul> <ul style="list-style-type: none"> <li>• Andrew Guevara to present on course outline records. <ul style="list-style-type: none"> <li>○ Prepare background and context</li> <li>○ Gather input from students</li> <li>○ Present to this group in approx. one month</li> </ul> </li> </ul>	
Adjournment	3:30pm	Next Meeting: Feb. 23, 2026
<p>Future Agenda Items:</p> <ul style="list-style-type: none"> <li>• Equity Statement for Charters</li> </ul>	<ul style="list-style-type: none"> <li>• NACCP Research Presentation - Gio</li> <li>• USC Race and Equity - Keith</li> <li>• Priority Registration Rubric Review Keith &amp; Delmy</li> <li>• Adult Education Student Parking-Delmy</li> </ul>	
<p><b>Mission Statement:</b> The Crafton Hills College mission is to change lives. We seek to inspire our students, support our colleagues, and embrace our community through a learning environment that is transformational. Crafton Hills College welcomes everyone and is committed to working with students from diverse backgrounds. The College has an exceptional learning environment built on a tradition of excellence, a talented faculty, a driven student body, a committed staff, with passionate leadership and community support.</p> <p><b>Vision:</b> To empower the people who study here, the people who work here, and the people who live in our community through education, engagement, and innovation.</p> <p><b>Values:</b> We rely on the following values to support our vision and mission:</p> <ul style="list-style-type: none"> <li>▪ Respect: To champion active listening and open dialogue within our community.</li> <li>▪ Integrity: To uphold honesty in our interactions and academic pursuits and maintain community collaboration.</li> <li>▪ Diversity &amp; Inclusion: To promote a welcoming environment through equitable and antiracist practices in all aspects of our work.</li> <li>▪ Innovation: To actively grow and adapt to support our mission and vision through a willingness to embrace new perspectives and new ideas.</li> <li>▪ Leadership: To develop and inspire current and future leaders through professional development, mentorship, education, and experience.</li> <li>▪ Sustainability: To be a leader in our community by reducing environmental impact with practices that meet the needs of the present without compromising the future.</li> </ul>		

**Charge:**

The Student Equity and Achievement Committee (SEAC) is charged with developing and overseeing the implementation of the Student Equity Plan for the college. Specifically, the SEA Committee addresses the recruitment, admission, retention, and success of all students, including the development of support services and programs for transitioning students to higher levels of learning. In addition, the committee works to promote a welcoming environment through equitable and antiracist practices in all aspects of our work.

**Preferred Membership:**

- At least six managers (including Vice President of Student Services, Vice President of Instruction (co-chair))
- At least six faculty
- At least three classified Senate Representatives
- At least three CSEA Representatives
- At least six Student Senate Appointees or Proxies

**Desired Term: Two Semesters (for appointees)**

**Recommended Representation:**

- SAS/EOPS/CARE/CalWORKS/NextUp
- Financial Aid
- Student Life
- Veterans
- Admissions and Records
- Ethnic Studies Faculty
- English and Math faculty
- Tutoring representative

**Norms:**

- We will start and end meetings on time.
- We will follow the agenda.
- We will read materials, minutes, etc. and be prepared to discuss at meetings.
- We will listen to our colleagues without interruption and will show mutual respect.
- We will operate on consensus and seek agreements all can “live with.” All points of view will be considered before reaching a consensus.
- We will make decisions based on clear information.
- We will bring closure to decisions.
- We will support the committee’s recommendations.
- We will accept the fact that there will be differing opinions and encourage open dialogue and courageous conversations.
- We will use the best interests of our stakeholders (especially students) as the basis for our decision making.
- We will honor brainstorming without being attached to our viewpoint.
- We will give the opportunity for all members to contribute.
- We will be free to speak our minds without fear of consequences.
- We will be transparent with our colleagues and our positions on issues.
- We will identify pending issues, agreements, and action steps at the end of the meetings.
- We will stay focused on topics under the charge of the committee.
- We will report back to and seek input from constituents.