

Santiago Canyon College Academic Senate

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Resolution F2025.02

Vote of No Confidence in the Leadership of President Jeannie Kim

Moved:

Seconded:

Passed ☐ Failed ☐ Date _____

SENATORS

Business & Career Education

Steven Deeley – 2027
Alana Gates - 2026

Continuing Education

Albert Alvano – 2026
Rosalba Hernandez – 2027

Counseling

Jeff Cutkomp – Fall 2025
Nick Ho – 2027
Vivien Vu - 2026

Humanities & Social Sciences

Cari Cannon – 2026
Brenda Carpio – 2027
Melissa Govea – 2027
Scott Howell – 2027
Kathy Silvey – 2026
Toren Wallace - 2026

IELLSS

Scott James – 2026

Mathematics & Sciences

Ahmed Alweheiby – 2026
Shawn Cummins – 2025
Kimberly Johnson – 2026
Cindy Swift – 2026
Oscar Villalobos - 2027

Credit Part-Time Faculty

Paige Crossland – 2026
Elizabeth Frausto – 2026

Cont. Ed. Part-Time Faculty

Tamara Rivera - 2026

OFFICERS

President

Tara Kubicka-Miller – 2026

Vice President

Sara Gonzalez – 2026

Secretary/Treasurer

Song Graham – 2026

CIC Chair

Erika Gutierrez - 2027

In accordance with Title 5 § 53200 and Board Policy 2410, the Academic Senate of Santiago Canyon College (SCC) bears primary responsibility for academic and professional matters, known as the “10 + 1.” These areas include curriculum, educational program development, standards of student success, faculty professional development, governance structures, and processes for institutional planning and budget development.

The Academic Senate of Santiago Canyon College (Academic Senate), acting on behalf of the faculty, has consistently sought to preserve collegial consultation, transparency, and institutional integrity through established governance processes. Over the past two years, efforts have been made through Academic Senate motions; departmental communications; direct consultation with administration; committee dialogue; and recommendations to restore adherence to shared governance, ethical leadership, and sound fiscal and academic management. Despite these sustained and good-faith attempts, the administration has not taken meaningful corrective action, and faculty concerns have remained unaddressed.

Therefore, in fulfillment of its statutory and professional responsibility to uphold the principles of participatory governance, academic integrity, and institutional accountability, the Academic Senate of Santiago Canyon College issues the following resolution.

Whereas, Collegial consultation, transparency, and respect for shared governance are required under Title 5 and Board Policy 2410, yet the administration under President Jeannie Kim has repeatedly disregarded Academic Senate purview, thereby, violating the participatory governance provisions of Title 5 § 53200 and Board Policy 2410 relating to faculty roles in district and college governance structures and institutional planning (10 + 1, items 6 and 10);

Whereas, The Academic Senate of Santiago Canyon College formally rejected the proposal by President Kim to establish a Mathematics, Engineering, and Science Achievement (MESA) program on May 16, 2023, yet the administration proceeded to accept state funding and launch the program without Senate approval or follow-up consultation in violation of Board Policy 2410 and Board Policy and Administrative Regulation 4020 on curriculum and educational program development and disregarding the Academic Senate’s purview under Title 5 §53200 (10+1, items 1, 4, and 5) relating to curriculum, educational program development, and student success standards;



Santiago Canyon College is an innovative learning community dedicated to intellectual and personal growth. Our purpose is to foster student success and to help students achieve these core outcomes: to learn, to act, to communicate, and to think critically. We are committed to maintaining standards of excellence and providing the following to our diverse community: courses, certificates, and degrees that are accessible, applicable, and engaging. (Approved 12/05/17)

Whereas, Administrative statements minimized the involvement of the Academic Senate of Santiago Canyon College by falsely characterizing the MESA award as an unsolicited appropriation, contradicting state process norms and undermining transparency, inhibiting the Academic Senate of Santiago Canyon College's purview under Title 5 § 53200 (10 + 1, items 1, 4, and 10);

Whereas, Major reorganizations initiated by the Vice Presidents for Academic Affairs and Student Services under the authority of President Kim were brought to College Council without faculty inquiry or prior consultation in contravention of Board Policy 2410, Board Policy and Administrative Regulation 4020, and Board Policy 6300 and disregarding the Academic Senate of Santiago Canyon College's purview under Title 5 § 53200 (10 + 1, items 4, 6, and 10) relating to educational program development, governance structures, and institutional planning;

Whereas, President Kim's administration's merging of credit and noncredit Professional Development, Counseling, and academic student support centers (Math Success Center; Science, Teaching, and Resource Center; and Writing Center) occurred without required faculty consultation in violation of Board Policy 7160 (Professional Development), Board Policy 5300 (Student Equity), and Board Policy and Administrative Regulation 4020 and violating Title 5 § 53200 (10 + 1, items 4, 5, 8, and 10) concerning educational program development, student success standards, and faculty professional development activities;

Whereas, President Kim's Vice President of Academic Affairs communicated to deans a specific "efficiency" target while withholding this number from faculty and instead issuing only vague documentation, thereby, bypassing collegial consultation and eroding trust in fiscal and academic decision-making and further pressured faculty to cancel classes and reduce enrollment opportunities in violation of Board Policy 2410 and Title 5 § 53200 (10 + 1, items 6 and 10) regarding faculty participation in governance structures and institutional planning and budget development as well as Board Policy and Administrative Regulation 4020 (Curriculum) and Board Policy 6300 (Fiscal Management);

Whereas, President Kim's administration reassigned responsibility for Continuing Education professional development to the SCC Professional Development Committee while denying reassigned time for the OEC Professional Development Coordinator, despite compensation being granted at Santa Ana College, without consultation or explanation, thereby, disregarding the shared governance requirements of Board Policy 2410 and undermining faculty equity and participatory parity in professional development processes under Board Policy 7160 and Title 5 § 53200 (10+1, item 8: faculty professional development activities);

Whereas, President Kim's administration neither reviewed nor discussed through established shared governance channels relevant enrollment and marketing data before discontinuing the college's targeted radio and outreach advertising campaigns for Continuing Education, despite their documented role in informing enrollment strategy, thereby, violating the consultative and planning requirements of Board Policy 2410 and Board Policy and Administrative Regulation 6200 on budget preparation, disregarding principles of prudent fiscal management under Board Policy 6300 and contravening the ethical standards of transparency and accountability established in Board Policy 700 as well as the Academic Senate's purview under Title 5 §53200 for student success standards and institutional planning (10+1, items 5 and 10);

Whereas, President Kim made statements to faculty at division meetings about the existence and origins of the structural deficit, attributing it at times to the Budget Allocation Model (BAM) and to Santa Ana College, while minimizing these factors in reports to the Board of Trustees, thereby undermining institutional trust and violating Board Policy 6300 (Fiscal Management) and undermining shared governance participation in fiscal planning as defined in Board Policy 2410 and Title 5 § 53200 (10 + 1, item 10: processes for institutional planning and budget development);

Whereas, The suspension of programs and mid-semester cuts to instructional support centers, such as the Math Success Center by President Kim's administration harmed student success without Academic Senate consultation, contravening Board Policy and Administrative Regulation 4020 and Board Policy 5300 and disregarding Title 5 § 53200 (10 + 1, items 1, 4, and 5) on curriculum, educational program development, and student success standards;

Whereas, Despite documentation showing that Guided Pathways (GP) funding was available through 2026, faculty requests and proposals for GP allocations were ignored or refused by the administration's Vice President of Academic Affairs, contradicting established practices of shared decision-making around categorical funds in violation of Board Policy 2410 and Title 5 § 53200 (10 + 1, items 5 and 10) concerning student success standards and institutional planning;

Whereas, The administration, acting through the Vice President of Academic Affairs under President Kim, announced the cancellation of the contractually defined "X-Factor" compensation for faculty department coordination without conducting or presenting any fiscal analysis, data, or faculty consultation and where subsequent meetings revealed that the administration could not identify the associated budget line, total cost, or savings, thereby, violating the requirements of Board Policy 2410, Board Policy 6200, Board Policy 6250, and Board Policy 6300 and disregarding Title 5 §53200 (10+1, items 6 and 10) regarding faculty participation in planning and budget development;

Whereas, The hiring processes for senior managers by President Kim, including the Vice Presidents of Academic Affairs and of Student Services, as well as other positions such as the E-Sports coach, have raised serious concerns about fairness, transparency, and adherence to Board Policy and Administrative Regulation 7120 (Recruitment and Hiring) and Board Policy 3420 (Equal Employment Opportunity) and have compromised the consultative provisions of Board Policy 2410 and Title 5 § 53200 (10 + 1, items 6 and 10) concerning governance structures and institutional planning;

Whereas, President Kim and the Vice President of Academic Affairs mishandled a faculty application for a coordinator position, reflecting an ongoing disregard for professional respect, fairness, and Board Policy 7001 (Code of Ethics);

Whereas, President Kim delayed and altered sabbatical processes and professional development opportunities without appropriate consultation, contravening Board Policy 7160 and Administrative Regulation 7160 and violating Board Policy 2410 and Title 5 § 53200 (10 + 1, item 8) regarding faculty professional development activities;

Whereas, Changes to Puente by President Kim's administration have occurred without consultation, impacting student access and equity in violation of Board Policy 5300 (Student Equity) and Board Policy 7100 (Commitment to Diversity) and disregarding the Academic Senate's role under Title 5 § 53200 (10 + 1, items 4 and 5) concerning educational program development and student success standards;

Whereas, The administration, acting through the Vice President of Student Services, failed to ensure timely and transparent coordination of the Student Equity and Achievement Program (SEAP) planning process as evidenced by repeated meeting cancellations and delayed timelines, thereby, obstructing meaningful faculty participation and violating the consultative and planning requirements of Board Policy 2410, Board Policy 3250, Board Policy 4020, and Title 5 § 53200 (10+1, items 9 and 10);

Whereas, The elimination and merging of academic student support programs by President Kim's administration undermine established equity structures and contravene Board Policy 5300, in Board Policy 4020, and Title 5 § 53200 (10 + 1, items 4 and 5) on educational program development and standards for student preparation and success;

Whereas, Despite acknowledging after the February 2024 Holocaust Remembrance event that "we can and will do better," President Kim failed to follow through with any corrective or consultative action in the subsequent year, reflecting a continued disregard for the professional, ethical, and participatory standards of respect, integrity, and accountability established in Board Policy 5300 (Student Equity), Board Policy 7001 (Code of Ethics), and Board Policy 2410 (Collegial Consultation);

Whereas, President Kim commissioned and defended an Innovisor “network analysis” survey, a corporate management tool aimed at identifying internal “boundary spanners” whom she stated would be suitable for “formal leadership positions,” without Academic Senate consultation and without reporting results to faculty, raising ethical concerns about faculty surveillance, potential misuse of funds for such a survey, and proper process for faculty leadership appointments and further justified this corporate approach as necessary for the College, explicitly framing SCC as a “business” to be managed in corporate terms, which is in conflict with the nonprofit, educational mission of the institution, disregarding Title 5 §53200 (10+1, items 4 and 10) regarding faculty participation in educational program, planning, and budgeting development;

Whereas, President Kim’s administration has disrupted academic and program operations through facilities decisions, including the abrupt displacement of the HSI STEM grant team from D-203; the Education Department’s removal from E-313 and E-314 and planned/attempted removal from E-308; and the loss of the Orange Education Center’s Chapman site without an identified interim location, without properly consulting with faculty on items affecting instruction as required by BP 2410 and Title 5 §53200 (10+1, items 6 and 10), thereby demonstrating a failure in planning, transparency, and respect for collegial consultation in the management of instructional planning and spaces; and

Whereas, President Kim’s administration has repeatedly failed to demonstrate the professionalism, respect, and responsiveness expected under Board Policy 7001 (Code of Ethics) and Title 5 § 53200, as evidenced by unacknowledged faculty communications, delayed responses to faculty, mispronunciation of faculty names at formal events, and dismissive handling of faculty processes, thereby, undermining morale, professional integrity, and the institutional climate of collegial respect;

Resolved, That the Academic Senate of Santiago Canyon College hereby issue a Vote of No Confidence in President Jeannie Kim, on the grounds of:

1. Repeated violations of collegial consultation and shared governance under Title 5, Board Policy 2410, and related policies;
2. Failure to ensure transparent, ethical, and equitable hiring/appointments, budget, and planning processes;
3. Breaches of fiscal integrity and lack of accountability in financial and programmatic decision-making;
4. Erosion of student equity, success, and support through unilateral programmatic changes;
5. Ongoing failures of communication, transparency, and leadership are inconsistent with the values and mission of the college; and
6. Persistent disregard for professional, ethical, and participatory standards of conduct as defined in Board Policy 7001 (Code of Ethics); and

Resolved, That the Academic Senate of Santiago Canyon College President transmit this resolution and its supporting documentation to the Chancellor of Rancho Santiago Community College District and The Board of Trustees of Rancho Santiago Community College District.