

**Resolution S2025.02****Support of Retaining Full-Time Clinical Psychologists Faculty at Santa Ana College**

Moved: Steve Bautista

Seconded: Susan Hoang

**Whereas**, research consistently demonstrates the critical role of mental health services in supporting student success, retention, and academic achievement in higher education; according to the American College Health Association<sup>1</sup>, over 60% of college students report experiencing overwhelming anxiety, and nearly 40% report depression severe enough to impact their ability to function in college;

**Whereas**, Santa Ana College serves a highly diverse student population, with 55.4% identifying as Hispanic or Latino, 16.4% as White, 7.66% as Asian, 1.83% as Two or More Races, 1.55% as Black or African American, 0.289% as Native Hawaiian or Other Pacific Islander, and 0.172% as American Indian or Alaska Native. Additionally, 51% of students are over the age of 25, and the majority of students are enrolled part-time, highlighting the need for accessible and culturally competent mental health services to address the unique challenges faced by this population;

**Whereas**, community college students, particularly those from marginalized and immigrant backgrounds, face unique mental health challenges, including financial insecurity, acculturative stress, and systemic barriers to accessing healthcare; research from the Healthy Minds Study<sup>2</sup> indicates that students of color are less likely to seek mental health care due to concerns about cultural stigma and lack of representation among mental health professionals;

**Whereas**, psychologists of color play a vital role in ensuring culturally responsive mental health services, as numerous studies, including those by the American Psychological Association<sup>3</sup>, have found that students from diverse backgrounds benefit significantly from having mental health professionals who share their racial or ethnic identity, leading to improved treatment outcomes and greater engagement in mental health services;

**Whereas**, the proposed elimination of two full-time faculty clinical psychologist positions at Santa Ana College would disproportionately impact students who rely on these essential services, exacerbating existing inequities in mental health care access and contradicting the college's commitment to diversity, equity, and inclusion;

**Whereas**, the proposed elimination of two full-time faculty clinical psychologists at Santa Ana College, Dr. Geena Guerrido and Dr. Rashida Mosley, is deeply concerning given that their removal was decided by administrators despite positive evaluations from students and peers;

**Whereas**, the elimination of these faculty members contradicts contractually agreed-upon practices, which require that decisions regarding faculty retention be based on documented evidence, including student and peer evaluations;



**Be it resolved**, that the Academic Senate of Santa Ana College strongly opposes the elimination of Dr. Geena Guerrido and Dr. Rashida Mosley and affirms its support for their continued employment to ensure equitable, accessible, and culturally competent mental health care for all students. Furthermore, the Academic Senate condemns any efforts to reduce essential faculty student support services, particularly those that directly affect the well-being and academic success of marginalized and immigrant student populations.

**Be it further resolved**, that the Academic Senate President shall share and read this resolution before the Board of Trustees to formally present the concerns and position of the Academic Senate.

Date Presented: February 25, 2025

Date Approved: March 7, 2025