



District Academic Senate Minutes

Tuesday, Sept. 9th, 2025. Room 112, District Office

Present:

John Banks (SJECCD Treasurer & SJCC Academic Senate Treasurer)
Phil Crawford (SJCC Academic Senate): Remote
Grace Estrada (EVC Academic Senate)
Henry Estrada (EVC Academic Senate President)
Fabio Gonzalez (SJCC Academic Senate VP) (Remote): Remote
David Hendricks (SJECCD District Academic Senate President & EVC Academic Senate Treasurer)
Mark Branom (SJECCD Academic Senate VP & SJCC Academic Senate President); Remote
Kelly Nguyen-Jardin (EVC Senate VP) (Remote)

Guests:

KC Greaney, Collaborative Brain Trust
Cindy Griffith, Collaborative Brain Trust
Nicki Harrington, Collaborative Brain Trust

CALL TO ORDER 4:07

I. ADOPTION OF AGENDA Henry 1st; Grace 2nd

1. Addition/Deletion/Corrections
2. Approval of Agenda

II. APPROVAL OF MINUTES Henry 1st; John 2nd

III. PUBLIC COMMENTS (Each public comment is limited to two minutes)

This portion of the meeting is reserved for any item not on the agenda. The law does not permit action or extended discussion of any item not on the agenda except under special circumstances. If Senate action is required, it can be placed on the agenda for the next meeting.

Grace pointed out that the District is interested in creating one system for both campuses. Finding out the needs of each campus is vital in order to find outcomes that will work for both.

Grace noted that there is not a reciprocal agreement between the DSP Offices; such an agreement would help students move between the colleges more smoothly.

Henry said that the District also is moving toward integrating the technologies that the colleges use to create greater efficiency. We need faculty input to make sure that the needs of each college are met. The Curriculum Committees, the Classified Professionals, and faculty need to be included. The key areas are curriculum, program review, assessment, scheduling, and catalog production.

IV. INFORMATION/DISCUSSION ITEMS

1. Strategic Plan Consultants' Presentation

Collaborative Brain Trusts has been hired by the District Office to draft a Strategic Plan. The goal is to work with EVC, SJCC, and District Services and Operations to create a comprehensive plan. The advisory group is comprised of faculty, classified professionals, and mid-level managers. The last strategic plan covered 2018-2025, so is closing out the end of the current cycle. The current project is evaluating the accomplishments of the last 7 years, what is left to be done, and what are the priorities for the future. The second phase is the development of a district plan, and the third will be the development of the campus EMPs.

Henry said that the group met last Monday to discuss data to look at student success rates, consider the student population that we will be serving in the future, and discuss concerns about declining enrollment as the "traditional" student population declines. The hope is that the loss in "traditional" students can be made up by appealing to other pools of students, such as veterans and dual-enrollment students, among

others. The group is trying to reflect the work in the State Chancellor's Vision 2030 report in laying the foundation for our District's master plan for the colleges to follow. The Senates will need to figure out how best to support this plan.

As the campuses get more involved in Dual Enrollment and create MOUs with the high schools, campus leadership needs to rely on the Senates and their expertise. Students need to be taught what it means to be a college student, and faculty need to be trained in what it means to teach high school aged students. Guidance to both is vital for Dual Enrollment courses to be effective. The Vice Chancellor for Academic Affairs has stated a commitment to including the Academic Senates in decisions about proper procedures.

CBT has created 3 data presentations. The first one highlighted national level trends in community colleges, state trends in California with particular emphasis on Vision 2030, and local trends of the region, including Santa Clara County. A second presentation focuses on external data about the workforce and labor market with an eye toward identifying gaps that could be filled. It also covers demographic trends information, cost of living data, and the living wage for the area, among other data. The third presentation will be in October and will focus internally at the student population to discuss student success and how it is measured, including retention, persistence, completion, transfer rates, and employment in their fields. It will consider success across populations, including by age and ethnicity. All of [this information is on the District website](#).

From the November 2024 DAS meeting, the DAS prioritized: 1) Leadership, vision and governance; 2) Fiscal responsibility and accountability; 3) Enrollment, retention, and student success; 4) Technology, data and training; 5) Facilities, infrastructure and community engagement. Implicitly, AI is included but may need to be addressed more specifically.

CBT emphasized the importance of collaboration in the creation of the strategic plan to make sure that it is a vibrant document that engages all levels of activity from the work of classified professionals, to faculty, to administration. The strategic plan will need to be flexible, nimble and responsive to student changes over time. Grace highlighted the importance of compensating for socioeconomic status when evaluating data on enrollment, retention, and student success. David stated that in establishing the strategic plan that there be some accountability in the budget. If the plan is a statement of values and goals, then available resources should go to what the district states are our values and goals, particularly when resources are scarce. This principle

is also supported through accreditation; ACCJC looks at the budgetary alignment with planning.

2. Priorities for 2025-26

David endorsed the idea of making sure that resource use aligns directly with values. One key area surrounds the criteria for determining whether to cut a section. If student success is a value we need to make sure that our resources are serving that end. This Fall, in some cases full sections were cut when a faculty member withdrew from teaching a section. In others, classes that were near to having enough students to allow the course to run were cut over 2 weeks out, and in some departments with retirements the sections were withdrawn and not offered, thus limiting the number of available sections compared to prior years. As a result, our counselors were in the awkward position of directing our students to other campuses to find the classes they needed. There needs to be a clearer directive to preserve sections so we can meet the needs of our students.

Henry added that a related factor is making sure that Deans have a good plan for identifying back-up faculty to fill vacated sections, particularly when openings happen on short notice. Having robust pools with qualified faculty and clarifying the hiring process for associate faculty would help preserve sections.

Phil suggested that exploring the Senate's role in advising the Deans on class schedules and offerings would be an important issue. In theory the Deans are supposed to consult with their faculty, but this does not always happen.

David stated that his view is that the DAS should find areas where the campuses can work together to find solutions to issues that both contend with, but that the DAS can also be a voice advocating that the District allocate more discretionary resources to the campuses to allow each a bit of autonomy. This should be the twin charge for the DAS for the academic year.

3. Hiring Procedures for Associate (Adjunct) Faculty

This issue will be tabled until the next meeting.

V. ACTION ITEMS

VI. CONSENT ITEMS

VI. REPORTS

1. Evergreen Valley College Academic Senate

Henry reported that the main starting point for EVC is to discuss the faculty prioritization process. The EVC Senate also will be working with the Administration on enrollment management, particularly in areas like Dual Enrollment. It also will be working on a district-wide AI policy. Once the EVC and SJCC Senates develop their own approaches and work on reconciling them, this can be brought to the DAS.

2. San Jose City College Academic Senate

Mark reported that the Chancellor wants to move quickly to find a new President for SJCC.

3. District Academic Senate

David announced that the FA is soliciting faculty input on areas to prioritize during the upcoming round of bargaining.

VI. RECOGNITIONS AND ANNOUNCEMENTS (3 minutes)

David thanked Mark Branom for hosting a Senate retreat at SJCC and congratulated him for an exceptional event. Mark noted that it helped to have representation from the Administration, including the Chancellor.

VII. ADJOURNMENT 5:04pm

Move to adjourn: John 1st; Henry 2nd