Draft Minutes, Academic Senate, October 27, 2025

1. **Call to Order, Villanueva**

Villanueva called the meeting to order.

2. **Roll Call, La Piana**

Present: Barrientos Calero, Campbell, Chang, Davison, Fox, Gilstrap, Gleixner, Gomes, Gray, Jama, Kaupp, La Piana, Lenkeit Meezan, Mar, Marasco, Mudge, Nguyen, Quezada, Peters, Santillan-Nieto, Thao, Tripp Caldwell, Villanueva

Zoom: Byrd, Holcroft, MacNeil, Ripp, Vega, Vennarucci

Absent: Jinnah, Schnell

Guests: Shaelyn St. Onge-Cole

Proxies: Gilstrap for Holcroft; Kaupp for Vega

3. **Adoption of Agenda, Villanueva**

Kaupp moved to approve; Marasco seconded; approved.

4. **Public Comment**

N/A

5. **Approval of 10.13.25 Minutes, La Piana**

Requested amendments: change "There was also a proposal to align with ZTC-degree efforts and questions about how the year-long schedule's impact will be measured"

to

"There was also a proposal to align with ZTC-degree efforts, and questions about how project goals on slide 3 will be measured."

Marasco moved to approve with amendments; Kaupp seconded; minutes approved with amendments.

6. **Approval of Consent Calendar, Villanueva**

Added:

- Executive Committee of Academic Senate: Nicole Gray for FA
- Institutional Effectiveness Committee: Kimberly Escamilla
- Chancellor's Advisory Council: Voltaire Villanueva
- District Academic Senate: Amber La Piana
- District Diversity and Equity Advisory Committee: Voltaire Villanueva

- Sandra Habtamu's TRC: Kella Svetich
- Program Review Readers:
    - FAC: Hilary Gomes, Leigh Henderson,
    - BSS: Allison Meezan, Tiffany Rideaux
    - LA: Kimberly Escamilla

Marasco moved to adopt; seconded by Kaupp; approved

7. ASFC President Updates to the Academic Senate, Nguyen

- AI fellowships program via President Whalen – working with student trustee and Dean Cembellin to find student representatives; goal is to have one student rep from STEM and one student rep selected by ASFC
    - Villanueva clarified that AI Fellows will include 2 students, 6 faculty members, and 2 classified staff members
- Continued onboarding of ASFC members
- ASFC approved transition of the Owls Nest to the space currently held by the bookstores
- ASFC students attended CCCSAA (California Community College Student Affairs Association) Annual Student Leadership Conference
- Equity & inclusion committee planning a resource fair
- Specialty program liaison planning volunteer opportunities for students

8. Classified Senate Updates, Santillan-Nieto

- 10/24/25, Fall retreat for classified staff
    - 40 attendees, up from 27 the previous year
    - Discussed AI Fellows, career advancement, decision-making processes
    - Pivoted to host a community circle to process events at federal and local levels; expressed gratitude for volunteers and support
    - Looking forward to increasing classified presence at professional development events
- 10/29/25, Spooky Trivia, open to all
    - Toyon Room, 1:30-2:30pm
    - Costumes encouraged but not required
- AI Fellows and Climate Survey findings will be discussed at the next Classified Senate meeting

9. Climate Survey, Villanueva and Marasco

Survey distributed across the district last academic year, and the results were first presented at MIP-C earlier this month. Slides linked on the agenda, though there is additional reporting beyond what is featured on these current slides.

Discussion of climate survey include observations that those most satisfied are the ones with power and control over their jobs and those least satisfied have the least amount of power and agency in their roles. Administration reports highest rates of job satisfaction, followed by FT faculty, then classified staff and PT faculty.

Villanueva: expressed desire to increase agency across all employee groups and use data to shift campus culture. Recognition that faculty do have a certain amount of power and an expression of desire to increase sense of agency across employee populations; desire to use data to shift campus culture.

Observation that few employees across district responded to the survey and that historically, nonrespondents tend to fall within a few categories, including those who are apathetic or don't have strong feelings one way or the other, as well as those who do not feel the survey allows for sufficient anonymity. Data does not seem comprehensive enough to make major decisions but is a starting point.

Another observation that half the respondents declined to disclose ethnicity, which is telling in and of itself; questions about gaps in racial disparities can't be answered because of lack of responses; not enough data to use and disturbing that so many decline to state.

Discussion of percentage of FT faculty who would recommend district as a good place to work, which is not even half of those who completed the survey. A number of FT faculty are considering positions at other institutions.

Discussion of "Communicating with Care" slide, particularly the substantial gap between administrators and FT faculty who indicated they "feel racial tension at the college." Disturbed at the difference in perception between administrators and faculty.

Question about the extent to which faculty dissatisfaction is left over from previous administration. Strong feelings expressed about the composition of the slides and which aspects were or were not called out, specifically the fact that the issue of racial tension was not called out or emphasized on the slides.

Discussion of the Fostering Professional Growth slide with respect to DEIA offerings; survey did not direct respondents to focus on offerings specific to their institution, but it is likely that many did so. Holcroft sees 68% average as opportunity for improvement and is concerned about the gap between administration's perception that DEIA offerings help with personal and professional growth (31%) compared with perception of Classified (77%), FT Faculty (78%), and PT Faculty (67%). Is there a correlation between the reorganization of the Office of Equity under Student Services and the dissatisfaction of administrators of offerings from that office?

Villanueva affirms that AS is one venue for having these conversations and also wonders about the other spaces where these conversations can continue.

Others express lack of shock at how unhappy faculty are but deep concern for unhappiness of Classified Staff, as well as lack of transparency and involvement for PT Faculty.
Discussion of usefulness of survey and whether it went into enough detail; support expressed for focus groups to allow for more depth and concrete examples.

Gleixner: points out that additional data is available via resources provided in agenda; doesn't necessarily address all questions but does provide additional information.

Comment: what is happening in the world is also affecting how people feel about and show up to work. Forces like cost of living, ICE, etc. are shaping day-to-day and interactions with students, administrators, other employees.

Comment: perceived lack of engagement by the Board of Trustees and whether they are disconnected from campus climate

- Clarification that absence of BoT from campus is intentional and necessary to avoid any perceived or actual infringement on academic freedom, as well as requirement to adhere to parameters of the Brown Act.
- Comment: if employees are engaging with BoT about concerns, that signals an issue with reporting levels and relationships on campus.

Comment: desire for less separation between tiers of leadership because of substantial disconnect between perceptions of what it is like in the classroom and lived realities of what faculty are dealing with day to day: AI, class sizes, etc.

- Some would like Admin to have better grasp of faculty experience, while others would like to work more locally with faculty colleagues to address dissatisfaction.
- Others feel that the results of the climate survey did not elicit sufficient response from admin.
- Noted that similar campus climate results at other institutions resulted in no confidence vote in the chancellor and revamping of BoT, so perhaps worth communicating the depth of dissatisfaction to motivate improvement.

Reminder from Villanueva that he attends board meetings, reports on AS activities, and leadership has access to our agendas.

Comment: gap between finding work fulfilling and feeling happy at place of employment; given the low numbers of responses to survey, is there a perception that completing the survey won't lead to anything changing.

Remark calling attention to slide on feeling of safety on campus and the lower percentage of PT faculty who feel safe on campus when it is dark out—does this correspond to higher numbers of PT faculty teaching evening classes.

Santillan-Nieto addressed sentiments of Classified Staff and noted feelings of disillusionment, lack of trust, and low morale. Questions of engagement need to be considered within context of positions and workload; some employees don't have option to be less engaged because often only individual serving a particular role; positions require that they exceed reasonable bandwidth. Workload increases though resources diminish and losing people. Feeling unacknowledged and not valued by campus leadership; current processes and dynamics result in hurtful consequences for classified staff.

Question regarding actual purpose of the climate survey and whether there is a plan and funding to address the results.

Gleixner: District-wide survey was grant-funded; intention for follow-up; notes overlap with several metrics on the Blueprint for Success. Funding will be according to resource allocation guide via the Blueprint, how to allocate resources to support desired endpoint.

Comment regarding the need for accountability, not just through funding but also action items and deadlines, providing people with the opportunity to be specific and ensure the right questions have been and will be asked.

Villanueva: this is the start of unpacking the data, which is unsettling. Special thanks to Carolyn Holcroft for her contributions to the discussion and need for continuing conversations about the role of the Office of Equity.

Break.

10. Workforce Development, Ong

Teresa Ong introducing herself in new position of VP of Workforce Development

Sunnyvale: apprenticeships, workforce grants, health sciences, career center launch, internships

Goals: economic mobility --> 4 out of 5 students graduating or transferring w/ family-sustaining wage or a job w/in 6 months of transfer/graduation

- Launch of career center
- Expand apprenticeships (accessing state money)
- Flexible pathways via CLP & NC
- Align w/ labor market (Aspen—Unlocking Opportunity)

Plans for resumé workshops, mock interviews, to supplement offerings at the WLC.

11. Blueprint Objective Implementation Team, Gleixner

Gleixner: looking for input about how to get more faculty involved, how to get more voices and expertise of the 170 FT Faculty on campus, some of whom aren't always engaged

Blueprint approved by BoT on 10/6/25

Climate survey surfaced much of what was revealed during last year's campus discussions

Two transformational goals are reflective of those discussions and climate survey:

> Goal 1: By 2030, equitably retain 89% of first-time students fall to fall with no student demographic disparities
>
> Goal 2: By 2030, 88% of employees rate their career satisfaction as high with no disparities based on employee classification or demographic

Currently forming AY25-26 Objective Implementation Teams – people who across campus will bring experience, expertise, passion to define what the work under the objective is going to look like, this year and coming years – teams will probably turn over year to year – some objectives have concrete ideas but also trying to bring people to the team when there is flexibility so they can help define the work.

See final slide for a QR code to a questionnaire about how to engage faculty.

Villanueva: encouraging faculty and employees to participate, see it as an opportunity to shape what FH will look like over the next 5-10 years; consider how we get those who aren't typically involved to help support not just us but our students.

Comment: Those who are involved and those who are not can come down to who has the time; the climate survey reveals that many don't feel connected to campus culture, that they don't know how, nor if they even want to be. Faculty are being asked to do extra when they are already overcommitted. Faculty trying to keep their heads above water. Important to consider how engagement/involvement is being defined. Completing the survey is a form of involvement.

Question asked if desire for engagement is for this Blueprint Implementation specifically or in general.

Gleixner: Asking specifically for Blueprint project, but it does include an objective for broader engagement in general.

Comment with follow-up agreement about how stretched faculty are and correlation between feeling happy and motivation to be engaged, which climate survey seems to suggest.

12. ACCJC Follow-up Report, Davison

Recap of site visit for accreditation, for which we received recommendations for RSI (now cleared) and SLO process. To meet standards, a specific recommendation was made for the college to establish a procedure to assess SLOs.

Spearheaded by Lenkeit Meezan in Spring 2025, jointly led by Lenkeit Meezan and Davison in Summer 2025 and transitioned to Davison in Fall 2025.

Some updates regarding college-wide progress is still being gathered but as of this meeting, confirmed that 89% of faculty have accepted SLO course invitation (7% on PDL, not teaching, or PT Faculty who will receive assignments next quarter).

Evidence must be provided to ACCJC in PDF form via specific folder.

Please contact Davison with any feedback, particularly if anything needs to be clarified or if anything is missing.

Second read on 11/17 > MIP-C > then to BoT for first meeting in January so that if BoT needs revisions, can have another read in February

Gleixner: Due to ACCJC 3/01/26

13. Budget Town Hall Follow-Up, Dela Rosa and Watson

Watson: Receiving 10 million more dollars under basic aid formula than we would have received from state; decline from international students, so less revenue from that side of our budget (24 million); categorical programs focus a lot on general unrestricted funds; many programs that support our students don't receive regular COLAs from the state, so costs continue to increase but there is not a corresponding increase in revenue; working this year on new resource allocation model for the district.

Dela Rosa: Guiding principles for the Somos Unos Task Force presented to BoT on 9/08/25; Chancellor Lambert created the taskforce, spearheaded by the college presidents, to come up with a reallocation model for funding both colleges and central services based on a new methodology since we are now Basic Aid and old funding model based on enrollment. Guiding principles to be adopted by BoT on 11/3 and is meant to provide a framework for crafting recommendations and developing a resource allocation model. Consists of eight (8) intentionally general themes.

Please send Villanueva any feedback on guiding themes.

Davison: Congratulations to Vice Chancellor Dela Rosa for receiving the Association of Chief Business Officers Achievement of Excellence Award

Applause for Vice Chancellor Dela Rosa.

14. Campus Safety Updates, Acosta

Installation of door locks is almost complete at FH, though there are a few issues at De Anza. ADA compliance prevents attachment of doorstops. Reminder that using rocks as doorstops does mean exposure to whatever may be happening outside.

Discussion of need to replace certain parts of lockdown system with the hope that the safety part of the bond measure will provide enough funds; focus on longterm planning that accounts for ability of hardware and software by different companies to work with each other. Explanation of how lockdown system should work: use of computer to automatically lockdown doors individually or campus-wide; will likely use same system for campus housing.

Discussion of student safety, particularly with respect to Immigration and Customs Enforcement. Resources are available on police website, though there is awareness that students may not feel comfortable visiting a police site so info will be made available on the district website. Reference to SB 98 and suggestion to Chancellor's Cabinet to make detailed announcements to the district regarding any immigration enforcement activities.

>Private spaces must be labeled as such, including but not limited to specially designated populations; law enforcement may not access private spaces, but they must be labeled.
>Recommends recording and documenting ICE activity on campus

Comment from faculty about fear students have expressed about coming to campus, are there any suggestions for alleviating this fear?

Acosta: ICE has been present in Santa Clara County for a few years, but operations have certainly changed

Comment from faculty expressing appreciation for on-campus considerations of student safety but concern for students taking classes at satellite locations; requests training for instructors.

Acosta recounts previous forums and legal assistance; can provide additional trainings

La Piana: Are faculty offices considered private spaces?

Acosta: Yes. You can post signs in offices and classrooms identifying them as private spaces and even use ropes to demarcate those spaces.

15. Officer, Chairs, Coordinator & Committee Reports

Lenkeit Meezan: Agentic AI development; add on to browsers, students can supply their credentials to Canvas and agentic AI will complete the course for them. Canvas can block some of these things but has not. Teaching with Technology is drafting an appeal to Jory Hadsell that he communicates with

Instructure/Canvas on behalf of the district to preserve the integrity of our course spaces, as well as perhaps work with ASCCC on behalf of all California Community Colleges to address this issue.
Kaupp: The next 8-9 College Curriculum Committee meetings will focus on local GE areas, one per meeting. If you'd like to represent your area, contact your local CC representative.

16. **Good of the Order**

Military 5K Run, 11/9

Support Suzy

Frankenfest Film Screening, 10/29, contact Tripp Caldwell

Meeting Adjourned.