EVERGREEN VALLEY COLLEGE

2025/2026 COLLEGE COUNCIL MEETING MINUTES

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COLLEGE COUNCIL MINUTES
September 8, 2025

Present: Ebonnie Berry, Vicki Brewster, Maniphone Dickerson, Ariana Estrada, Victor Garza, David Hendricks, Vinicio Lopez, Juan Manriquez, Vicky Nelson, Kelly Nguyen-Jardin, Howard Willis

Also Present: Sean Dickerson, Grace Estrada, Penny Garibay (minutes), Eric Narveson, Josie White

Absent: Andrea Alexander, Josephine Aguirre, Henry Estrada, Silvano Navarro

A. **Call to Order -** Meeting called to order at 2:00 p.m.

B. **Adoption of Agenda – M/S/P (Brewster/Garza)**

C. **Approval of Minutes – May 12, 2025 – M/S/P (Manriquez/Hendricks)**

D. **Public Comments**

- Sean Dickerson, Interim Director, Student Development, Engagement, & Activities
  - There were a number of successful events and activities for the first two weeks of the semester.
  - September 9 is the Associated Student Government meeting at 3:30 p.m. They hope to have a number of clubs chartered and others rechartered.
  - The previous Friday there was a food distribution. He stated it is a heavy lift and would love to see more participation. He asked everyone to consider their department sponsor or more weeks by providing a group of volunteers.

- Grace Estrada shared that she experienced differences at the welcome tables this year as there seemed to be a lot of confused students. She stated that one issue was the former Student Services building still having signage; students went to the old building instead of to the new Student Services Complex.

E. **Recognitions/Announcements**

- President Lopez welcomed the new representatives from the Associated Student Government, Vicky Nelson and Ariana Estrada.

- David Hendricks acknowledged the efforts of those that planned and implemented the 50th Anniversary event September 3. The performances went well, and it was a great celebration.

- President Lopez also acknowledged everyone behind the planning of the event, including Niall Adler, Ryan Brown, Amy Pizarro, Penny Garibay, Melina Minor, Josie Aguirre, and many others, but in particular he acknowledged Niall Adler's work to pull the event together.
  - There will be additional events throughout the year, such as mixers, taking place during Women's History Month, Black History Month, Latinx History Month, LGBTQ+ Month. There will also be the Community Day that will take place in the spring.

- o They have been talking about having a panel of former employees and former students talk about the significance of EVC to them.
- o They have started placing the reflections about legacies on the website. Everyone is encouraged to share what they want their legacy to be.
- o Noted that having EVC's first President's widow and their daughter in attendance was very special and meaningful experience. It was especially touching for him as she is the same age as his mother.

F. Reports

1. Associated Student Government
ASG President, Silvano Navarro, was unable to attend.
Ariana Estrada reported:
- ASG budget was approved for the year.
- They are planning to charter a number of clubs.

Vicky Nelson reported:
- They have had discussions with dual enrollment students on campus who seem to be struggling to meet with counselors while they're on campus, as well as experiencing difficulty choosing counselors online.
- She spoke with the soccer coach regarding facility issues, including a broken ice machine and a broken door to the showers, including a shower curtain that needs repairs.

2. Classified Senate
Vicki Brewster reported on behalf of Classified Senate President, Josephine Aguirre, who was unable to attend:
- Classified Senate's new officers started their term.
- Team has several goals they would like to have implemented; they have taken on a few, based on needs.
- Will work to see that all of the classified professional seats on committees are filled.
- Will be kicking of fundraising for the year. Last year was the first year they were able to offer a scholarship, and they would like that to continue.
- Revamping their web page, which will include links for the classified professionals to locate items they need.

3. Academic Senate
Kelly Nguyen-Jardin reported as Academic Senate President, Henry Estrada, was attending a meeting at the District Office:
- Academic Senate met September 2.
  - o Acknowledged faculty and classified teams tremendous work on the catalog.
  - o Acknowledged the Professional Development Committee for their work for Professional Development Days. There was a lot of work done over the summer, and their work is appreciated.
  - o AI guidelines were a topic discussed; three approaches, open, closed, conditional. Guidelines will set clear, consistent expectations.
  - o Faculty Prioritization Committee – the Acting VP Academic Affairs and Academic Senate President will be setting the schedule this week.
  - o Credit for prior learning committee – the Senate is working closely with the committee chair. They will reach out soon for support from VP Dickerson.

4. **Acting Vice President of Academic Affairs, Maniphone Dickerson**
   - Enrollment is down 11% compared to last fall.
     - Working on dual enrollment; dual enrollment is still coming in from schools, which will help.

   David Hendricks asked whether they have the data on the number of sections that were cancelled. VP Dickerson responded that they are working on pulling together the data and will provide the information soon.

5. **Vice President of Administrative Services, Andrea Alexander**
   VP Alexander was unable to attend as there was a conflict with a meeting at the District Office.

6. **Vice President of Student Affairs, Howard Willis**
   - Acknowledged Sean Dickerson. Student engagement is quite lively. They are simultaneously doing food distributions and markets.
   - Counseling area has been very busy.
   - Would like to put on the radar for everyone in terms of advocacy for EVC's pre-college programs and understanding the climate.
     - Thanked Juan Manriquez who oversees the TRiO programs.
     - Noted the importance of continuing to support and advocate for the programs.
   - EVC's Pride Center is ready to move into; they are very excited and thankful for the facilities.
     - There is an event planned for September 18; an email has gone out to the college community.
   - Reopening The Nest; it is very nice area.

7. **President, Vinicio Lopez**
   - Would like to establish one or two goals for the year for College Council to accomplish by spring.
     - Thanked those involved in finishing up the goals from the prior fiscal year.
       1. Participatory Governance Handbook – thanked Henry Estrada, Eric Narveson, Vicki Brewster, Sarai Minjares, Niall Adler, Penny Garibay, and Melina Minor that assisted with completing the work on the handbook.
       2. Annual effectiveness assessment form – thanked the committee members for their work in completing the one-page form. He will share that out soon.
       3. Enrollment Management Plan – it was a lofty goal, especially since a lot of the work was to be in conjunction with the work taking place district-wide.
          - It's a working document and the plan is how the college will be moving forward in the next four years.
          - Shared out a priorities document.
          - The work groups will continue to work on the priorities document.
            - Everyone is responsible for student success; he has asked the leads of the respective areas to reach out to the constituent groups for participation.
     - Shared on-screen the SEM Goals and Goal Metrics

G. Adjourned at 3:09 p.m. – M/S/P (Brewster/Berry)

GOALS SEM

GOAL 1

Reduce equity gaps across measures of success, retention, and completion through accelerated improvements among all student groups, with the goal of reducing achievement gaps by 4% annually as we approach the goal of 20% within 5 years and fully closing achievement gaps within 12 years. (Priority: Student Success)

GOAL 2

Increase student services by a total of 10% over two years starting Fall 2025 (approximately 5% per year) primarily through the development of student success teams that are organized by CAPs. (Priority: Retention)

GOAL 3

Reduce the average number of excess units taken to complete a degree or certificate by 10% (Priority: Schedule)

GOAL 4

Increase the number of students completing stackable credentials by 10% by 2027 through the development and promotion of at least 5 new stackable certificate pathways that lead to degrees or industry-recognized credentials in priority sectors such as business, information technology, education, and traditional trades. (Priority: Microcredentials and Dual Enrollment)
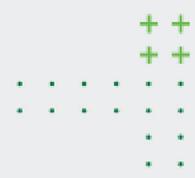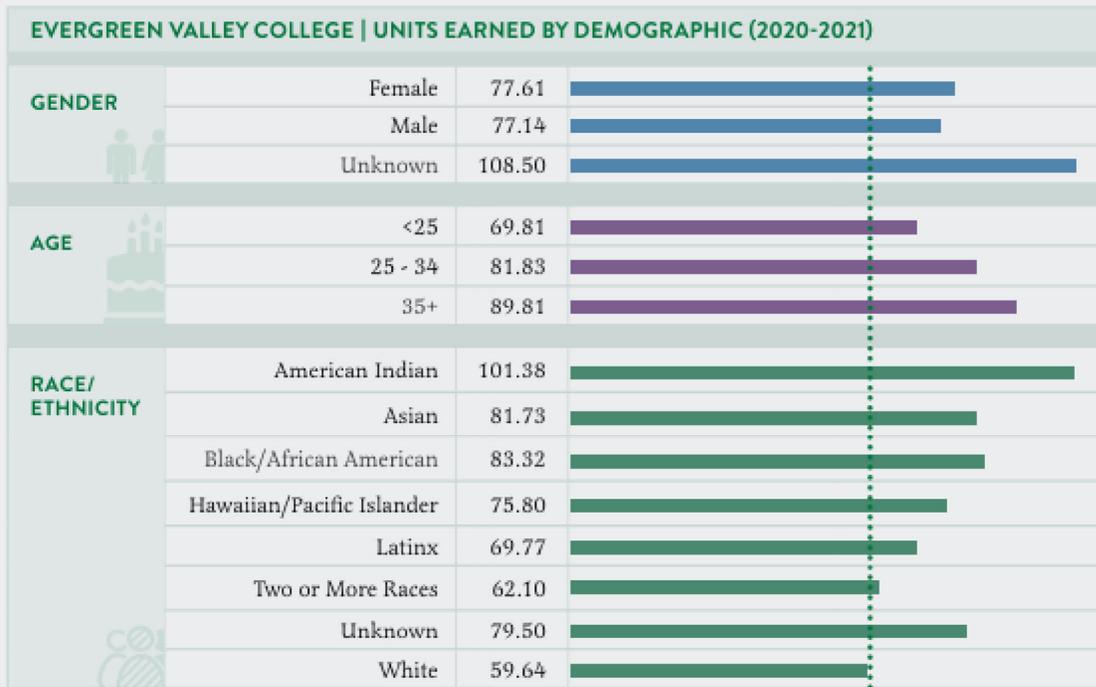
GOAL METRICS

The metrics in the table below provide to track the College's performance toward meeting its goal of shortening students' time to educational goal completion and eliminating equity gaps in goal achievement.

Table 10. Educational Master Plan goal metrics – units earned

PROGRESS TO BE MEASURED BY:	CURRENT METRIC	SHORT-TERM GOAL (BY JUNE 2024)	LONG-TERM GOAL (BY JUNE 2027)	ULTIMATE GOAL
1. AVERAGE UNITS EARNED UPON DEGREE COMPLETION	75	70	63	60
2. EQUITY GAP IN UNITS EARNED UPON DEGREE COMPLETION	23.68	18	12	fully eliminate

EVERGREEN VALLEY COLLEGE | UNITS EARNED BY DEMOGRAPHIC (2020-2021)

GENDER
Female	77.61
Male	77.14
Unknown	108.50

AGE
<25	69.81
25 - 34	81.83
35+	89.81

RACE/ ETHNICITY
American Indian	101.38
Asian	81.73
Black/African American	83.32
Hawaiian/Pacific Islander	75.80
Latinx	69.77
Two or More Races	62.10
Unknown	79.50
White	59.64

60 UNITS ULTIMATE GOAL

COLLEGE COUNCIL MINUTES
September 22, 2025

Present: Josephine Aguirre, Andrea Alexander, Ebonnie Berry, Vicki Brewster, Maniphone Dickerson, Ariana Estrada, Henry Estrada, David Hendricks, Vinicio Lopez, Juan Manriquez, Vicky Nelson, Kelly Nguyen-Jardin, Howard Willis

Also Present: Grace Estrada, Penny Garibay (minutes), Mike Masuda, Eric Narveson

Absent: Victor Garza, Silvano Navarro

A. **Call to Order –** Meeting called to order at 2:00 p.m.

B. **Adoption of Agenda – M/S/P (Brewster/Manriquez)**

C. **Public Comments**
    None

D. **Recognitions/Announcements**
    - Henry Estrada noted that Academic Senate will be holding a retreat October 17 and would like to open it up to administrators and Classified leadership.
    - VP Dickerson recognized the Latino student mixer, which was well attended. They will look at using a larger location next time.
    - VP Willis acknowledged the work of those that assisted in getting the Pride Center opened last week: custodial, facilities, the faculty coordinator, John Ruys, and Sean Dickerson. Everyone is invited to stop by to show their support.
    - David Hendricks noted there will be three facilities master plan open house meetings taking place this week and encourages everyone to attend as this is where you can be informed and provide feedback about future facilities. A notice from the District Office was emailed.

E. **Information/Discussion**

    1. **Priority Work Groups**
        President Lopez noted the workgroups continue to meet. The four groups are scheduling, equity, retention, early alert, and dual enrollment micro-credentials. Shared information about the four groups and their leads.

    2. College Council Goals
        - Shared the assessment form and reviewed the sections on the form that would be completed.
            - Assessment form needs to be completed for 2024/2025 goals.
            - The form will be sent to all College Council to complete.
            - If individuals were not on the 2024/2025 College Council, note that on the form and return.
            - You can provide reflections on the prior year's goals, as well as recommendations for future.
        - 2024/2025 goals were reviewed.

- Discussion took place about establishing one or two goals for 2025/2026.
  - President Lopez suggested College Council stay with one goal this year.
  - Campuswide communication could be a practical goal as it has come up in discussions and can be accomplished in multiple ways.
    - One form of campuswide communication was determined to be holding quarterly campus forums. A College Council member from each of the EVC constituent groups (Academic Senate, Classified Senate, ASG and MSC) will speak at the forums, in addition the President and VPs.
  - Following discussion about the single 2025/2026 goal, President Lopez stated he would write something up and send it to College Council for their feedback.

3. Faculty Prioritization Process
   - VP Dickerson shared a document noting the Faculty Prioritization Milestones.
   - VP Dickerson and co-chair, Henry Estrada, will be working to update rubric.
   - They will keep the committee composition as a seven-member group.
   - Henry Estrada noted they will add language regarding scoring as it relates to FT and PT faculty.
   - They are considering program reviews and budget allocation and how they allow for unforeseen changes.
   - They are in the discussion process; the rubric had not been finalized.
   - Rubric is expected to be finalized the following week.

4. Diversity Action Committee
   - President Lopez shared the committee's purpose.
   - They will be starting the committee back up after a break for the past two years and are reaching out for representatives.
   - Meetings will be held 1:30-2:30 on the third Monday of each month during fall and spring semesters.

F. Reports

1. Associated Student Government
   - Received reports from students in the STEM department. There are concerns about what counselors are able to advise for chem students as it makes their track longer than it should be. To be competitive there should not be these delays and students falling through the gaps.
   - Thanked President Lopez and VP Alexander for following up with the soccer team so promptly.
   - There are STEM students that have concerns about the general studies and engineering building.
     - On the first-floor student study area there are no outlets near where they study; they cannot sit comfortably near where the outlets are located.
     - One of the engineering rooms has tables that are too small and make it difficult to do the engineering work.
     - The podiums are facing toward the wall instead of toward the students.
   - In both the General Studies and Language Arts buildings, there is no button for wheelchair access to restrooms and there is a lack of ADA compliant wash basins.
   - At the Trustee retreat this past weekend, they created priorities and goals. They are happy to report that student success is one of the key focuses.

2. **Classified Senate**
   - Recently held first Classified Senate meeting for fall semester.
     - Goals were set for the academic year.
       - First goal is to ensure all committees are filled with the requested number of representation.
       - They will communicate with committee representatives their responsibilities and requirements to communicate back to the constituent group.
     - They will be starting their candy fundraiser soon to raise funds for their retreat and for scholarships.

3. **Academic Senate**
   - They welcomed the Acting Vice President of Academic Affairs at their first meeting the prior Tuesday.
   - Academic Senate announced the new templates had come up for the next batch of common course memory systems. They rounded up the group, including Vicki Brewster, Grace Estrada, Laura Garcia, Rahmon Pashtunyar, as well as other staff to assist and they got it done; all the courses are finished, and they had been hit with two years' worth. It was done very efficiently.
   - The college needs to build a student disciplinary panel for concerns and complaints about students and staff. The request was forwarded to VP Willis.
   - Fahmida Fahkruddin, IEC Chair, submitted a report that the IEC determined a due date of December 1 for program reviews.
   - Dean Garza provided Academic Senate with an executive summary of the Student Equity Plan.

4. **Acting Vice President of Academic Affairs, Maniphone Dickerson**
   - Headcount is 8,681, 9.8% down from last year. FTES is 2,321, down 7.9%. FTEF is at 1,355, so it is up a little.

5. **Vice President of Administrative Services, Andrea Alexander**
   - With regard to items the students mentioned at the last meeting:
     - The ice machine has been fixed; there is a temporary ice machine that can be used.
     - The door issue was resolved. They had not received an alert that the door needed to be repaired; it's important for the students to advise the coaches when something needs to be fixed so they can submit a work request. It was resolved within a day once it was brought to the attention of maintenance.
     - A film covering was added to the window, so that has been resolved.
   - The Board of Trustees accepted the Adopted Budget at their last meeting. The district office will be loading the budget into the system as it is completed manually.
   - Regarding the budget recommendations from the College Budget Committee and approved by College Council, those funds will be made available once the Adopted Budget is loaded.
   - A communication was sent to the college asking for feedback about the bookstore. They plan to provide a Zoom meeting for feedback, as well.

6. **Vice President of Student Affairs, Howard Willis**
   - Transfer fair took place last week. It was exciting to see all of the representatives interested in EVC students.

- There is a Top Colleges fair taking place October 13. They will be on campus to recruit students from EVC.
- Under the leadership of Juan Manriquez, there are two grants at EVC, TRiO Upward Bound and TRiO Talent Search and both have been re-granted, so they will continue providing services to the high schools.
  - The main goal is to help low-income, first-generation youth into higher education.
  - They provide one-on-one academic advising, exposure to higher education institutions by field trips and tutoring services.
  - Talent Search serves 729 students annually.
- The AANAPISI grant was not re-funded, which is EVC's ASPIRE+ PLUS program.
  - They will be providing a one-year, no-cost extension, so the program will continue for this academic year.

7. **President, Vinicio Lopez**
- Latinx Heritage Month has a number of events happening; everyone is encouraged to attend.
- AANAPISI week is this week; an event will be happening tomorrow, which will be highlighting the history and alumni, which ties in with EVC's 50th anniversary.
- Striving to be more intentional about reaching out to local partners in the area, whether that be technology or higher education.
  - Met with the CEO of the San Jose Technology Museum to explore the possibility of our institutions working together. One item mentioned is possible internships.
  - Reached out to NVIDIA and Netflix in the hopes to meet with their leadership.
  - Met with the Vice Provost and Vice President of Enrollment Management for SJSU. They are eager to form partnerships with EVC.
- Noted the honor of being invited to speak at the Rotary Club of San Jose October 1. Will be sharing about the impact EVC has had in San Jose for the last 50 years. Will highlight a few of EVC's alumni, and they were invited to attend.
- We will continue to raise funds in honor of EVC's 50th anniversary. As there has not been a lot of funding coming in for a while, this is a start.

G. **Adjourned at 3:32 p.m. – M/S/P (H. Estrada/Brewster)**

Participatory Governance: Annual Effectiveness Assessment
Academic Year 2024 / 2025

GOALS	COMPLETED	PARTIAL COMPLETION	NEEDS MORE PROGRESS
Update Participatory Governance Handbook (continued from FY2023/2024)			
Develop an assessment for participatory governance committee effectiveness, to be included in Participatory Governance Handbook (continued from FY2023/2024)			
Develop Enrollment Management Plan			
TOTAL:			

PERFORMANCE		
In a few sentences, summarize progress on all four(4) areas by the end of the academic year		
	AREA MET	NEEDS IMPROVEMENT/ CHALLENGES IDENTIFIED
Fulfillment of Committee Charge		
Communication to and from constituencies and campus community		
Overall quality of the committee's deliverables / outcomes		
Integration of committee process and products		

2024-25 ACCOMPLISHMENTS/HIGHLIGHTS	REFLECTION	FUTURE RECOMMENDATIONS
	Ex. quorum often not met	Ensure members send proxies

Participatory Governance: Annual Effectiveness Assessment
Academic Year 2024 / 2025

Please list Committee Members:

Chair	Vinicio Lopez (ex-officio)		
Academic Representatives	Henry Estrada	Steven Mentor	Kelly Nguyen-Jardin
Classified Representatives	Vicki Brewster	Teneka Cornish	Sarai Minjares
ASG Representatives	Brian Bordon	Arshmeet Kaur	Silvano Navarro
MSC Representatives	Ebonnie Berry	Victor Garza	Juan Manriquez
Ex-Officio	Andrea Alexander	Matais Pouncil	Howard Willis

COLLEGE COUNCIL GOALS

FY2024/2025

1. Update Participatory Governance Handbook (continued from FY2023/2024)

2. Develop an assessment for participatory governance committee effectiveness, to be included in Participatory Governance Handbook (continued from FY2023/2024)

3. Develop Enrollment Management Plan

FY2023/2024

1. Develop an assessment for shared governance committee effectiveness.

2. Update Shared Governance Handbook.

3. Increase College Council communications with shared governance committee chairs by:
   a. Providing specific criteria to the committee chairs for their semester reports.
   b. Including a link to approved College Council minutes with each College Council agenda sent college-wide.
   c. Offering an expanded schedule for spring 2024 committee chair reports, affording committee chairs the opportunity to further highlight their committee's work and respond to the College Council's request for specific criteria.

College Council Purpose

The College Council is a representative council (administration; faculty; classified staff; students) that advises the College President. Specifically, the Council will:

- Develop and Maintain College Council Timeline Review/Record/Implement and disseminate college procedures as they relate to Shared Governance.
- Provide college-wide input on shared governance issues through review and discussion.
- Serve as EVC's main policy body that forwards recommendations on shared governance issues.
- Make recommendations to the College President provided by the Shared Governance Committees.
- Disseminate accurate and timely budget recommendations.
- Oversee development and implementation of strategic planning.
- Ensure strategic planning occurs as a result of campus-wide input.
- Ensure initiatives are implemented in a timely manner and are revised regularly, based on assessment and the needs of the college.
- Ensure the Mission, Vision and Values of the College are reviewed and revised at regular intervals.
- Maintain/Implement Shared Governance Decision Making Handbook. Exchange information among governance groups.

FACULTY PRIORITIZATION
September 22, 2025

DATE	MILESTONE
September 18	FHP committee convenes, reviews rubric, and confirms timeline
September 18-27	Members review AURR and PRs in shared drive (i.e., gather evidence for rubric)
September 27-30	FHP committee final scores (total scores and ranking) due
October 2	FHP committee review, discuss, and prioritize position requests
October 9	(tentative) FHP committee final decision – send to College Council to place on agenda
October 14	College Council Agenda (First read and Information)
October 28	College Council Agenda (Second read and Action)
October 29-November 25	President Announces Approved Positions
November 25-December 10	Begin Position Description and Job Announcement Process
January 2025	Position Description and Job Announcement Process
March/April 2025	New Faculty Selected & Recommended

Diversity Action Committee

Established Fall 2006

Charge
- Increase knowledge of diversity and effect positive change within the EVC community concerning issues of race, ethnicity, gender identity, sexual orientation, dis/ability, socioeconomic class, culture, and national identity, as well as the myriads of ways intersectionality impacts individuals.
- Provide information and new perspectives on these issues to improve personal and working relationships among our community, notably raising awareness of, and acting in prevention against sexism, racism, ageism, classism, heterosexism, ableism, and other forms of categorical prejudice and discrimination.
- Implement ongoing training and equip employees with the tools they need to support underserved students.
- In conjunction with the President's Office and participatory governance committees, create and implement a campus strategic vision and plan for diversity and equity.
- Plan and implement Diversity Calendar of Events in coordination with various campus departments and programs (e.g., Envisioning Equity Speaker Series, a monthly book club)

Recommendations forwarded to
- College Council

Membership
- One Associated Student Government Representative (appointed by Associated Student Government)
- Nine Division Representatives (one per division; request for volunteers made by Director of Student Development, Engagement & Inclusion)
- Two Special Programs Representatives (request for volunteers made by Director of Student Development, Engagement & Inclusion)
- Director of Student Development, Engagement & Inclusion
- College President

Chair
- Co-Chairs, Director of Student Development and Inclusion and the College President.

Term
- All members are selected for a one year, renewable through reaffirming their commitment to DAC.

Meetings Schedule
- Monthly meetings are held on the 3rd Monday from 1:30 to 2:30 p.m.

![Evergreen Valley College logo]

COLLEGE COUNCIL MINUTES
October 13, 2025

Present: Josephine Aguirre, Andrea Alexander, Vicki Brewster, Maniphone Dickerson, Ariana Estrada, Henry Estrada, David Hendricks, Vinicio Lopez (minutes), Juan Manriquez, Silvano Navarro, Kelly Nguyen-Jardin

Also Present: Grace Estrada

Absent: Ebonnie Berry, Victor Garza, Vicky Nelson, Howard Willis

A. **Call to Order -** Meeting called to order at 2:03 p.m.

B. **Adoption of Agenda – M/S/P (Estrada/Hendricks)**

C. **Approval of Minutes**

1. September 8, 2025 – **M/S/P (Brewster/Nguyen-Jardin)**

2. September 22, 2025 – **M/S/P (Hendricks/Brewster)**

D. **Public Comments**
None

E. **Recognitions/Announcements**

- David Hendricks shared about the Honors Event in Gullo II. 180 students and faculty participated.

- Kelly Nguyen shared that Rahmon Pashtunyar, Fahmida Fakhruddin, and Grace Estrada presented to faculty.

F. **Information/Discussion**

1. **College Council Goal**
   Edits were made to the 2025/2026 goal:
   - Improve EVC communications to ensure employees and students receive information about college initiatives and committees, activities pertaining to student success and ~~outcomes~~ completion, and College Council updates.
   The goal will be submitted for action at the next meeting.

G. **Reports**

1. **Associated Student Government**
   Ariana Estrada reported on behalf of ASG.
   - Division Counseling for Students.
   - ASG will participate in the open forums.

2. **Classified Senate**
   Josie Aguirre, Classified Senate President, reported.
   - EVC committees all have Classified Professionals representation, with one exception.
   - Candy sales are underway. Their goal is to sell 70 to 100 boxes.

3. **Academic Senate**
   Henry Estrada, Academic Senate President, reported.
   - Program visibility; met with VP Academic Affairs.
   - Gullo II Academic Senate retreat takes place Friday.

4. **Acting Vice President of Academic Affairs, Maniphone Dickerson**
   - 8,635 headcount; down from last semester.
   - October 31 the non-payment hold for registration goes into effect.
   - Priority registration begins November 1; December 11 drop for non-payment.

5. **Vice President of Administrative Services, Andrea Alexander**
   - Budget loaded in Colleague; sent to State by September 15.
   - Federal grants have been affected (ANNAPISI and HIS); considering contingencies.
   - Government shutdown will have impacts.

6. **Vice President of Student Affairs, Howard Willis**
   Unable to attend due to meeting conflict.

7. **President, Vinicio Lopez**
   - Undocumented Student Week – there will be various activities occurring for the EVC community.
   - Delivered the convocation at the Board of Supervisors meeting Tuesday, September 30 for Hispanic Heritage Month.
   - Was the keynote speaker at the Rotary Club of San Jose meeting Wednesday, October 1.
   - Faculty Prioritization Committee will be completing their work and will deliver their list and scoring to the President.

H. **Adjourned at 3:00 p.m. – M/S/P (H. Estrada/Brewster)**

EVERGREEN VALLEY COLLEGE

COLLEGE COUNCIL GOAL - FY2025/2026

GOAL:

Improve EVC communications to ensure employees receive information about college initiatives and committees, activities pertaining to student success and outcomes, and College Council updates.

METHOD:

EVC's President and Cabinet, as well as a representative from Academic Senate, Classified Senate, Associated Student Government, and MSC (Managers, Supervisors, Confidentials) will host a quarterly College forum (in-person and Zoom - hybrid) to provide campus updates or answer questions from EVC employees (November, February, April)

OUTCOME:

EVC employees will receive campus information from all college constituency groups.

COLLEGE COUNCIL MINUTES
October 27, 2025

Present: Josephine Aguirre, Andrea Alexander, Ebonnie Berry, Vicki Brewster, Maniphone Dickerson, Ariana Estrada, Henry Estrada, Victor Garza, David Hendricks, Vinicio Lopez, Juan Manriquez, Silvano Navarro, Kelly Nguyen-Jardin, Howard Willis

Also Present: Grace Estrada, Penny Garibay (minutes)

Absent: Vicky Nelson

A. **Call to Order** – Meeting called to order at 2:05 p.m.

B. **Adoption of Agenda – M/S/P (H. Estrada/Navarro)**

C. **Approval of Minutes** – October 13, 2025
   Minutes were deferred to next meeting as the President's Report was inadvertently left off the draft minutes.

D. **Public Comments**
   None.

E. **Recognitions/Announcements**

   • Henry Estrada noted the Academic Senate retreat took place the prior week. It was well attended.

   • Silvano Navarro announced ASG is sponsoring an event, Sama-Sama Treats and Tunes, in honor of Filipinx American History Month. The event will take place in Gullo II from 12:00 to 2:00 p.m.

F. **Information/Discussion**

   1. **Faculty Hiring Prioritization Committee Recommendation (H. Estrada/M. Dickerson)**
      • Reviewed the process, scoring rubric, and timeline.
      • Scoring was very close; they dropped the lowest and highest scores to affect any potential bias.
      • Instead of waiting for next fall and the next AURR, they will begin work in spring 2026, mid-March, to address any issues with scoring process.
      • Committee continues to work to make the process better.
      • Areas they plan to address include programs that do not have full-time faculty, to provide a way for them to be considered.
      • The final scoring was shared with committee recommendation and will be forwarded to the President to review and make final decision.

G. **Action**

   1. **Appointment of Representative to District Advisory Council**
      • Juan Manriquez appointed to represent College Council on the District Advisory Council.
        M/S/P (H. Estrada/Brewster)

2. **College Council Goal**
   M/S/P (Brewster/Berry)

H. **Reports**

1. **Associated Student Government President**
   Ariana Estrada reported on behalf of ASG President.
   - Reiterated ASG is sponsoring an event, Sama-Sama Treats and Tunes, in honor of Filipinx American History Month. The event will take place in Gullo II from 12:00 to 2:00 p.m.
   - EVC ADO (Art & Design Organization) club is willing to create posters and social media posts for events. If there is still interest in the newsletter idea that was previously mentioned, it would help students be more involved in College Council.

2. **Classified Senate President**
   Josie Gutierrez reported.
   - Classified Senates for EVC and SJCC recently met with the Chancellor and have set a date for their professional development as January 13.

3. **Academic Senate President**
   Henry Estrada reported.
   - Academic Senate has been discussing AP 4021, related to program viability reviews for some of EVC's programs.
     - As part of accreditation, they have been looking closer at program reviews for CT programs.
     - Needs to be completed every two years and be tactically on target.
     - There are some programs no longer viable; they do not really exist in terms of course offerings.
     - There needs to be a procedure to discontinue career and technical education programs.
     - There will be further discussion about courses that are no longer viable but haven't been removed from course offerings.
     - Even academic programs need to show whether they are a viable career as times change and they need to consider if a living wage can be made with the degree.

4. **Vice President, Academic Affairs**
   - Enrollment 8,581
   - Academic Services support will be going through an electronic conversion of files.
     - Will first identify a scanner.
     - Moving forward, everything that is submitted will be scanned into the cloud.
     - Old files stored in Acacia will need to be scanned and/or moved off-site.
   - Spring schedule is on the web site and priority registration begins next week.
   - Counselors, Deans, and Faculty are working through their teaching assignments.

5. **Vice President, Administrative Services**
   - An email was sent to all-EVC that included the dates for the AURR.
   - Lottery funds were allocated to the various departments.
     - Use of the funds must be instructional; they cannot be used for personnel.

6. **Vice President, Student Affairs**
   - Ensuring they are clear in their marketing of registration.
   - Many students have been affected by delays in funding due to government shutdown.

- o Financial Aid has identified $150,000 for grant awards.
  - ▪ Approximately $400 per student.
  - ▪ A simple process for students to submit their documents and the funds can have a quick turnaround.
- Working to provide better communication about the food pantry's hours.
- Looking at strategies to obtain additional hotspots for students.
  - o Approximately $36,000 to $40,000 per year is spent on hotspots.
  - o Down to less than 20 hotspots available and the need is great.
- Priority registration is coming up and communicated out through the various platforms.
  - o If students owe $100 or more, they are placed on hold.
- No turkey giveaway this year as not everyone eats turkey; instead, they will have 80 $50 gift cards to distribute.
  - o Food distribution is November 21, which will be augmented.
  - o Gift cards will also be augmented.

7. **College President**
- Encouraged everyone to maintain focus on the students in all interactions.
- Will be offering dates in the spring for all committee Chairs to report back to College Council on the work they're doing to accomplish their goals.
  - o Priorities Workgroups will be providing updates at the last two meetings in Fall and will provide additional updates late spring.
  - o Important everyone knows the priorities and goals; will be moving forward intentionally.
- Related to AP 7400 Employee Travel, will be working on processes internally to ensure expected travel and associated expenses are approved well in advance of expenses being incurred; there are many instances where approval is sought after the fact.
  - o Looking at how available funds are spent to ensure there is accountability for everyone.
  - o May be instances where attending a conference locally is more feasible than travelling out of state for a similar conference/training.
- 50th anniversary related spring events:
  - o There is a community day scheduled for Saturday, April 18.
    - ▪ Plan to close Tamien Way to set up booths, a car show, and elected officials in attendance with the main speaking area located near the Student Services Complex.
  - o Art show – will take place in March or April in the Art Gallery.
    - ▪ A number of alums will participate; many received degrees in the arts, graphic design, painting, and sculpture.
- Reminded everyone that if they have not already done so, to submit what they want their legacy to be; information is on the web site.
- Planning to take a photo on campus of all employees at next PDD; they may split into groups based on number of years employees have been at EVC.
- In partnership with Supervisor Arenas, will be sponsoring a Women's History Month event Saturday, March 7.
- Open hour with the President took place October 21; the next open hour will take place December 2.
  - o November 19 is the campus forum, which will include updates by the EVC constituent leaders on College Council.
- Encourage everyone to stop by the new café to check out their coffees and other offerings.

I. **Adjourned at 3:51 p.m. – M/S/P (Brewster/Hendricks)**

Faculty Hiring Prioritization (FHP)

Academic Year: 2025-2026

Final Score: 10/20/2025

Request	Average Score
Counseling (General)	17.3
Distance Education/BW	16.6
ENLACE (English)	16.6
ESL	16.0
Nursing	16.0
Anthropology	15.9
Chemistry	15.9
Computer Science	15.5
Business Information Systems	15.4
English	15.3
Automotive	15.3
BUS	15.0
Counseling (General)	15.0
Health and Wellness-Mental Health Counselor	14.4
Physics	14.3
Sociology	14.3
Foreign Language (World Languages - Vietnamese)	14.3
Health and Wellness-Nurse Practitioner	14.0
Visual Arts	13.8
English	13.7
Communication Studies	13.6
Counseling (General)	13.2
Automotive	13.1

FHP_ revised_10/8/2025

Faculty Hiring Prioritization (FHP)

Academic Year: 2025-2026

The College's resource allocation process should align with the established strategic plan and institutional goals for meeting its mission. The resource allocation process should therefore

• strengthen the integration between institutional planning and financial planning;

• ensure a fair and equitable allocation of resources; and

• be easy to understand, assess and implement.

Faculty professionals play a critical role in fostering student success and strengthening the pursuit of the College's mission and commitment to *equity, opportunity, and social justice*. To recruit and hire innovative and exceptional faculty, the College must engage in a collaborative and data-driven process that identifies and prioritizes the needs of programs, departments, and divisions for permanent full-time faculty positions.

FHP Charge

• Review and rate the submission of new faculty positions to be hired out of general funds based on requests submitted annually in the Fall through Program Review and the Annual Updated Resource Requests (AURR).

• Discuss and prioritize each proposed position for submission to the College Council for review and approval.

• Evaluate and assess the effectiveness of the committee's adopted process and goals and recommend areas for improvement or refinement.

Faculty Hiring Prioritization Committee Composition (2-year terms)

Seat	Member Name	Term End
Co-Chairs		
Academic Senate President	Henry Estrada	N/A
Acting Vice President, Academic Affairs	Maniphone Dickerson	N/A
Members		
Vice President, Student Affairs	Howard Willis	N/A
Division Deans (3) - Appointed by the VPAA		
	Angel Fuentes	2026
	Robert Gutierrez	2027
	Antoinette Herrera	2027
Faculty (7) - Appointed by the Academic Senate		
Business & Workforce Development Division Faculty (1)	Nasreen Rahim	2026
Counseling Division Faculty (1)	Hanh Deng	2026
Language Arts and Library Division Faculty (1)	Rich Longacre	2026
At Large Full-time Faculty appointed by Academic Senate (1)	TBA	2027
STEM Division Faculty (1)	Darcy Ernst	2026
Nursing & Allied Health Division Faculty (1)	Peter Miskin	2027
Social Sciences, Arts & PE Division Faculty (1)	Grace Estrada	2027

*Consider possible rotation on appointments to ensure institutional knowledge

Scoring Rubric

	EVIDENCE FROM PROGRAM REVIEW/ANNUAL UPDATE RESOURCE ALLOCATION REQUEST	
1.	**Percent of Full-Time Faculty in Department (Faculty and Staff page)**	
	Full-Time Faculty hours or load	
	Part-Time Faculty hours or load	
	Total faculty hours or load	
	Total Headcount of Full-Time Faculty	
	Total Headcount of Part-time Faculty	
	Ratio of Full-time Faculty to FTEF	
	Ratio of Full-time Faculty to Load	
	(Total out of 5) Scoring Guideline: (Ratio of 0 = 5; 0.2 = 4; 0.4 = 3; 0.6 = 2; 0.8+ = 0)	
2.	**Program/Department Demand (Over Three Years) (Criteria for Resource Allocation page)**	
	# of Sections and Fill Rate (average)	
	# of Declared Majors	
	# Program completion rate (average)	
	# of Orientations/Workshops (average)	
	(Total out of 6) Scoring Guideline: (increasing = 4 - 6; stable = 2 - 3; decreasing = 0 - 1)	
3.	**Progress on Department Goals and Commitments**	
	Description of the progress on achieving the department/program's goals that was established in the last program review, and how the new faculty position would help achieve these goals.	
	(Total out of 1)	
4.	**SLO/PLO/ILO Assessment Results (Student Learning and Service Area Outcomes and Assessment page)**	
	Assessment results show the need for this faculty position	
	(Total out of 1)	
5.	**Other relevant evidence for new faculty position**	
	Replacement (e.g., Resignation, Retirement, Death, Accreditation Requirements, etc.)	
	Program viability (e.g., Tesla, Honda, Athletics, Health Sciences, etc.)	
	Increase demand for academic discipline or program (e.g., labor market data, student need, etc.)	
	Institutional trends, Labor Market/Occupational demands, etc.	
	Health/safety issues (e.g. OSHA/ADA compliance)	
	State, federal, and other regulatory mandates (e.g. CCN, AB928)	
	Other justification, information, and/or data to be considered; e.g., external program accreditation	
	(Total out of 7)	
	Total score out of 20 possible points	

2025-2026 Timeline (TENTATIVE/DRAFT)

Month	Milestone
September 17	Faculty Hiring Prioritization (FHP) Committee convenes and reviews membership and confirms timeline
September 24	Members review the final rubric
October 2-7th 1st	Communication out to the college campus from AS and VPAA
October 8th	The Faculty Hiring Prioritization (FHP) committee to agree on the updated timeline and clarification discussion:
October 8-10th	Data request from the co-chair to the research analyst
October 10th	The committee reviews the communication prior to emailing the campus.
October 15	Faculty Hiring Prioritization (FHP) committee review and decision (committee members complete their reviews of the AURR and PR)
October 20th	The Faculty Hiring Prioritization (FHP) committee forwarded the Final decision to send to the College Council to place on the agenda
October 27	College Council Agenda (First read and Information)
November 10th	College Council Agenda (Second read and Action)
November 24-December 12	President Announces Approved Positions
December 12-January	Begin Position Description and Job Announcement Process
January 2025	Position Description and Job Announcement Process
March/April 2025	New Faculty Selected & Recommended for Fall 2026 start date

COLLEGE COUNCIL GOAL - FY2025/2026

GOAL:

Improve EVC communications to ensure employees and students receive information about college initiatives and committees, activities pertaining to student success and completion, and College Council updates.

METHOD:

EVC's President and Cabinet, as well as a representative from Academic Senate, Classified Senate, Associated Student Government, and MSC (Managers, Supervisors, Confidentials) will host a quarterly College forum (in-person and Zoom - hybrid) to provide campus updates or answer questions from EVC employees (November, February, April)

OUTCOME:

EVC employees will receive campus information from all college constituency groups.

COLLEGE COUNCIL MINUTES
November 24, 2025

Present: Andrea Alexander, Maniphone Dickerson, Sean Dickerson (for Ebonnie Berry), Ariana Estrada, Grace Estrada (for Kelly Nguyen-Jardin), Henry Estrada, David Hendricks, Vinicio Lopez, Juan Manriquez, Vicky Nelson, Kelly Nguyen-Jardin, Mike Osorio (for Victor Garza), Bryana Perez (for Vicki Brewster), Howard Willis

Also Present: Penny Garibay (minutes), Robert Gutierrez, Sam Morgan, Eric Narveson, Sean Stewart

Absent: Josephine Aguirre, Silvano Navarro

A. **Call to Order** – Meeting called to order at 2:02 p.m.

B. **Adoption of Agenda – M/S/P (B. Perez/D. Hendricks)**

C. **Approval of Minutes**
   1. October 13, 2025 – **M/S/P (D. Hendricks/H. Estrada)**
   2. October 27, 2025 – **M/S/P (J. Manriquez/ H. Estrada)**

D. **Public Comments** – Limited to 3 minutes; there is no action or extended discussion of any item not on the agenda.

   - Eric Narveson shared that the Archives Committee will reconvene beginning spring 2026 and would like to be included when the committee Chairs provide their reports in the spring.

   - David Hendricks shared on behalf of Sylvia Min, Coordinator for the Women and Gender Studies Program.
     o WGS program's visibility and viability are at risk.
     o Interdisciplinary nature makes institutional support difficult; program does not fit neatly into one department.
     o Difficulty maintaining timely program review due to structural challenges.
     o Women's Studies 10 course historically offered in two sections per semester; now often down to one.
     o Loss of full-time WGS faculty member Charlie Kahn-Lomax (retirement).
     o Need to ensure institutional support for completing program review.
     o Provide support for increasing or restoring sections of Women's Studies 10.
     o In upcoming English and Sociology faculty searches, consider candidates with FSA in Women & Gender Studies to help sustain the program.

E. **Recognitions/Announcements**
   - Ariana Estrada expressed appreciation for:
     - Artist Alley – they did an amazing job.
     - Open forum.
     - Prof. Kaufmann and students for the "50 Years of Life, Laughter, and Learning" production, as well as faculty and staff who contributed interviews to the production.

   - Grace Estrada expressed appreciation for campus leadership hosting the community forum.

   - VP Willis acknowledged Leaf by Leaf event's participants and presenters.

- VP Dickerson recognized the women's and men's soccer teams for advancing in playoffs, with special acknowledgment for the coaches and Dean Stewart.

F. Information/Discussion

1. **Community College Survey of Student Engagement (CCSSE)**
   Deans Gutierrez and Morgan provided a presentation.
   - Excelencia in Education Sponsorship - Community Colleges Transforming by Engaging Latino Students 2023-2027.
     - Year 1 – measure student engagement
     - Year 2 – intentionally using disaggregated course-level data.
     - Year 3 – policy review
     - Year 4 – TBD
   - College is working toward the Seal of Excelencia, potentially becoming the first Northern California community college to earn it.
   - Only three community colleges are among the 48 colleges involved.
   - Plan is to submit application in the spring to be certified.
   - Will be obtaining student participation and relying heavily on faculty relationships.
     - Planning student events around students having a voice.
     - Looking to incentivize students to participate.
     - Administration window: Week 5 of Spring semester through May 6.
     - Survey administered online; students receive unique codes.
     - Survey is about 20 minutes; for students this is a long time, which is why the incentive is useful.
   - Emphasis on maximizing participation through:
     - Faculty partnerships
     - LMS integration
     - Marketing and outreach
     - Incentives (food, events, lab sessions)
   - Need student ambassadors and staff to help promote.
   - New 2026 survey will include faculty self-reflection component.

2. **Priorities Workgroup III, Retention & Completion**

   President Lopez shared a slide that showed the four workgroup priorities; he would like everyone to be familiar with them.

   Dean Morgan provided a presentation on Priority III.
   - Dean Morgan and Dean Garza are co-chairs for the workgroup.
   - Presentation included a link that goes to a document in SharePoint that provides the work they've been doing toward Priority III
   - Student Tracker through the National Student Clearinghouse provides information for any program with a cohort; everyone is encouraged to make use of the service.
   - Shared strategies to implement a comprehensive education plan for all students.
   - First Year Experience (FYE) Cohort Data – 2020 Cohort
     - 210 students in cohort; persistence:
       - Fall → Spring: 85% (178 students)
       - Fall → Fall: 79%
     - 50% achieved a successful outcome (degree, certificate, or transfer).
     - Opportunities for follow-up:
       - 16 students still enrolled but not completed.
       - 82 students not enrolled and did not complete.

- W's & SAP Initiative – Spring 2025 Cohort
  - Focused on students with withdrawals or Satisfactory Academic Progress (SAP) issues.
  - Outreach to 369 students; 76 attended new Student Success Workshops.
  - Workshops covered SAP, financial aid compliance, and success skills.
- Emergency CalFresh Grant (in response to SNAP/government shutdown)
  - 222 students awarded $400 each (total $88,800).
  - 82% have registered for Spring 2026 (persistence indicator).
  - Support staff (Center Ambassadors, Counseling) will follow up with the 40 students not yet registered.
- Excelencia Initiative Focus
  - Reviewing Title 5 AP 5031 compliance regarding instructional materials.
  - Goal: Increase OER, Zero-Textbook-Cost (ZTC), and Low-Textbook-Cost (LTC) adoption.
- Comprehensive Education Plans (CEPs) – Title 5 Compliance
  - Requirements: Accessible, electronic, aligned with educational & career goals, tied into Student Equity Plan.
  - CEP summary (Fall 2022–Spring 2024):
  - Only 17% of first-year students have comprehensive plans.
  - Only 9% by first primary term.
  - State goal: Approach 100% by 2030.
- Identified Challenges
  - Insufficient counselor staffing for required number of CEPs.
  - Complexity of students changing majors (requires staff intervention, not self-service).
  - Need for improved accuracy of declared majors at application.
- Move forward with developing Education Plan Clinics in Spring 2026 (drop-in and in-person support).
- Continue targeted outreach for unregistered CalFresh grant recipients.
- Prioritize front-loaded strategies (early admissions programs, English/Math academies) to increase CEPs.
- Begin exploring technology solutions to support counseling and planning capacity.
- Follow up with 40 students who received emergency grants but have not registered for Spring 2026.
- Develop and launch Education Plan Clinics (Spring 2026).
- Create progress monitoring system for students without CEPs.
- Improve major verification process to ensure declared majors match student intent.

3. **Priorities Workgroup I, Scheduling**
   Dean Stewart provided a presentation; he was also standing in for Dean Crary

   Purpose & Goals
   - Modernize the course schedule to create a student-ready scheduling model.
   - Improve graduation, success, and completion rates through strategic scheduling.
   - Ensure students can map degree/program plans clearly.

   Focus Areas
   - Program pathways & time-to-completion mapping
   - Student-centered scheduling patterns
   - Enrollment trends & course demand
   - Student, faculty, and counselor feedback
   - Data-driven decisions
   - Marketing, communication, transparency

- Equity and access

Current Work
- Student and Faculty Surveys:
  - Student survey completed and ready for ASG distribution.
  - Faculty survey will mirror the student version to compare expectations vs. needs.
- Program Mapping:
  - Each dean attempted to map programs to 2–3 year completion based on existing schedules.
  - Only 1 program per dean could be mapped → highlights barriers students face.
- Modality & Availability Analysis:
  - High faculty preference for online courses.
  - Need to examine student modality preferences.
- Block Scheduling Exploration:
  - Considering 8-week block scheduling (Odessa College model).
  - Benefits: higher completion, fewer withdrawals.
  - Challenges: Requires 2+ years of pilot time before meaningful results.
  - Fatigue concerns for faculty and students → need training for accelerated teaching.

Additional Scheduling Considerations
- Completion/success rate reports newly shared with faculty.
- Continued analysis of:
  - Waitlist trends
  - Course persistence (drop-off patterns)
  - Transfer narrative vs. program completion messaging.
  - Overloaded 9am–1pm schedule block.
  - Outlier programs do not follow college scheduling blocks.
- Need to avoid "leaving scheduling gains on the table" by maintaining outdated practices.

President Lopez comments on scheduling:
- Supports exploring:
  - 8-week models
  - Evening and weekend programs
  - More online degrees if demand and faculty capacity exist.
- Encourages **cohort-based scheduling**, especially for working adults.
- Emphasizes institutional commitment and patience during pilots.
- Notes need for:
  - Wrap-around services.
  - Clear, multi-year schedules (2–3+ years ahead).
  - Coordinated faculty assignments for accelerated models.

Council feedback:
- Recognition that most community college students are not full-time, so three-year program paths should be considered.
- Online degrees are feasible in some disciplines (e.g., CS, data science).
- Concern about 8-week feasibility in heavy lab courses (e.g., Physics, Biology).
- Importance of training faculty for 8-week pedagogy.
- Students expressed enthusiasm for 8-week options, especially working students.

4. **Responses from College Council 2024/2025 Annual Effectiveness Assessments**

- Reviewed assessment responses from the prior year.
- Only 4 submissions received (many prior members were no longer present).
- Feedback themes:
  - Goals exceeded the time available last year.
  - Need better communication with constituents.
  - Deliverables were completed but rushed.
  - Recommendation: improve quality and pacing of goal work.
- Accreditation Considerations
  - Committees need:
    - Annual assessments.
    - Public posting of minutes and actions.
- Prepare to use updated annual review forms in April/May.
- Ensure committees maintain consistent minutes for accreditation.
- Academic Senate is developing its own version of the form for senate-reporting committees.

5. **College Committee Chair Reports Schedule – Spring 2026**
   - Schedule committee report-outs earlier to avoid being rushed at year-end.
   - Proposed report-out meeting dates: March 23, April 13, April 27, May 11 (Spring 2026).
   - 11 committees expected; likely 3–4 report-outs per meeting.

G. Action

1. **Faculty Hiring Prioritization Committee Recommendation (H. Estrada/M. Dickerson)**
   - Prioritization list presented for a vote following prior information session.
   - Sorting based on total rubric scores.
   - Plan to revise process/rubrics in spring rather than waiting for fall.

   M/S/P (B. Perez/ A. Estrada)

H. Reports
1. **Associated Student Government President**
   Ariana Estrada reported on behalf of ASG President
   - Finished online open forum for students.
   - First portion of the districtwide strategic plan was released and Ariana shared it at the ASG meeting.
   - EVC and SJCC ASG will be meeting today to promote better communication between the two campuses.

2. **Classified Senate President**
   No updates to share.

3. **Academic Senate President**
   Henry Estrada presented.
   - Program Viability Review Process:
     - New process aligned with AB4021 to evaluate programs not recently offering classes, especially in CTE.
     - Emphasis on data review, industry demand analysis, and clear discontinuation procedures.
   - Common Course Numbering Transition:
     - Streamlined process approved for updating course subject codes to new statewide standards without requiring full course redesign.
     - Ensures articulation is preserved.

- Zero-Textbook-Cost (ZTC) Initiative:
  - Senate moving toward policy for expanded ZTC options as an equity effort.

4. **Interim Vice President, Academic Affairs – Maniphone Dickerson**
   - Enrollment & Scheduling Updates (Spring 2026)
     - Current counts:
       - Spring 2026: 5,411 students (down ~800 from last year).
       - Intercession: 885 students (down ~100).
     - Section counts similar to last year (~781 vs. ~800).
     - Variances due to:
       - Removal of placeholder "bot" enrollments.
       - Drop-for-nonpayment policy timing differences.
     - Departments requesting missing sections noted (e.g., history, developmental psychology); holistic review underway.

5. **Vice President, Administrative Services – Andrea Alexander**
   - Drop for non-payment reminder.
     - Scheduled for December 11.
     - Expected to clarify true enrollment and open waitlist movement.

6. **Vice President, Student Affairs – Howard Willis**
   - High School & Community Partnership Day December 5; ~120 participants expected.
   - Bridge to STEM Orientation launching via partnership with Hispanic Foundation of Silicon Valley.
   - Final Food Distribution of Fall Term December 5.

7. **College President – Vinicio Lopez**

   - Professional Development Day to include:
     - Report-outs.
     - In recognition of 50th anniversary, planning for interactive activities.
       - Individuals speak to the significance of EVC.
       - Showcase talents (e.g., performances, readings, faculty-led activities).
       - Aiming for a celebratory, engaging, non-traditional PDD.
       - Collegewide photo in anniversary shirts—around 8:45–9:00 AM in the quad
   - Work will continue on institutional priorities and more updates provided.

I. **Adjourn –** Meeting adjourned at 4:00 p.m.
   M/S/P (H. Estrada/D. Hendricks)

CCSSE 2026

Community College Survey of Student Engagement

Presentation, Informational
EVC Academic Senate, Nov 18th, 2025
Sam Morgan, Dean of Enrollment Services
Robert Gutierrez, Dean of Language Arts & Library

What We'll Cover

- Excelencia in Education Sponsorship

- CCSSE Overview and Core Benchmarks

- 2026 Administration Timeline Overview

- CCFSSE Overview

- EVC CCSSE 2023 Summary Report

EVERGREEN
VALLEY COLLEGE

Excelencia in Education Sponsorship

Excelencia in Action (E-Action) Network
College Presidents
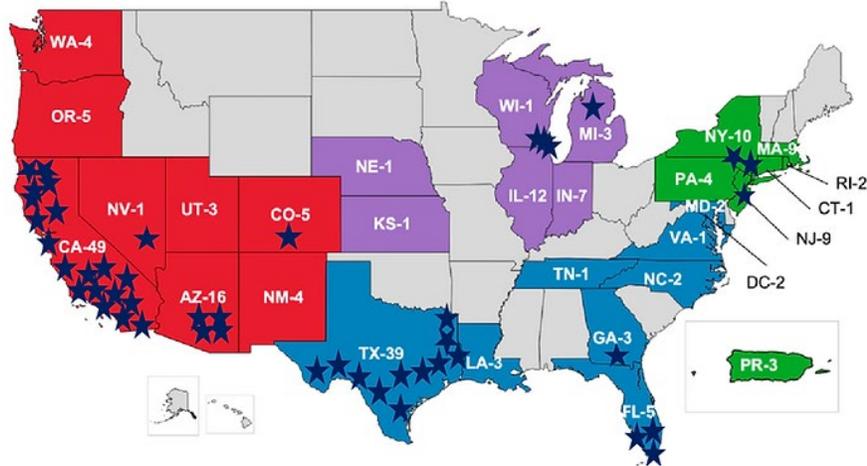
Colleges and universities in the E-Action network lead the nation in enrolling and graduating Latino students

Seal of *Excelencia*
Framework

Seal of *Excelencia* Framework

Seal Certified College and Universities

Angelo State University (ASU)
Arizona State University (ASU)
Austin Community College (ACC)
California State Polytechnic University, Humboldt (Humboldt)
California State University Channel Islands (CSUCI)
California State University, East Bay (Cal State East Bay)
California State University, Fresno (Fresno State)
California State University, Fullerton (Cal State Fullerton)
California State University, Long Beach (CSU Long Beach)
California State University, Los Angeles (CSU Los Angeles)
California State University, Northridge (CSU Northridge)
California State University, Sacramento (Sacramento State)
California State University, San Bernardino (CSUSB)
California State University, San Marcos (CSUSM)
Cerritos College
Dalton State College (Dalton)
Florida International University (FIU)
Grand Valley State University (GVSU)
Hartnell College
Long Beach City College (LBCC)
Mercy University
Metropolitan State University of Denver (MSU Denver)
Miami Dade College (MDC)
Phoenix College

Pima Community College
Richard J. Daley College (Daley College)
Rutgers University-Newark (Rutgers-Newark)
San Antonio College (SAC)
San Diego State University (SDSU)
San Francisco State University (SFSU)
San José State University (SJSU)
South Texas College (STC)
St. Edward's University (St. Edward's)
Sul Ross State University (SRSU)
Texas Woman's University (TWU)
The University of Texas at Arlington (UTA)
The University of Texas at El Paso (UTEP)
The University of Texas at San Antonio (UTSA)
The University of Texas Rio Grande Valley (UTRGV)
University at Albany (UAlbany)
University of Arizona (UA)
University of California, Merced (UC Merced)
University of California, Riverside (UC Riverside)
University of California, Santa Cruz (UC Santa Cruz)
University of Central Florida (UCF)
University of Illinois Chicago (UIC)
University of Nevada, Las Vegas (UNLV)
Wilbur Wright College (Wright College)

CCSSE Overview

Community College Survey of Student Engagement

- Survey tool focused on student engagement and learning experience

- 900 CCs and 3 Million Plus Students since 2008

- Measuring Progress and National Benchmark

- Spring 2026 Participating Community Colleges (131 US), (7 CCCs)

- Core Benchmarks

CCSSE's Five Core Benchmarks

Active & Collaborative Learning – how often students work together, discuss in class, present, engage in service learning, apply concepts.

Student Effort – the time and energy students devote to academic work (e.g., preparing drafts, reading, studying).

Academic Challenge – the degree to which coursework demands higher-order thinking, integration, quantity of writing, rigor of exams.

Student-Faculty Interaction – the quality and frequency of contact with instructors: discussions, feedback, advising.

Support for Learners – the extent to which the institution provides academic and non-academic supports: tutoring, advising, resources, welcoming environment.
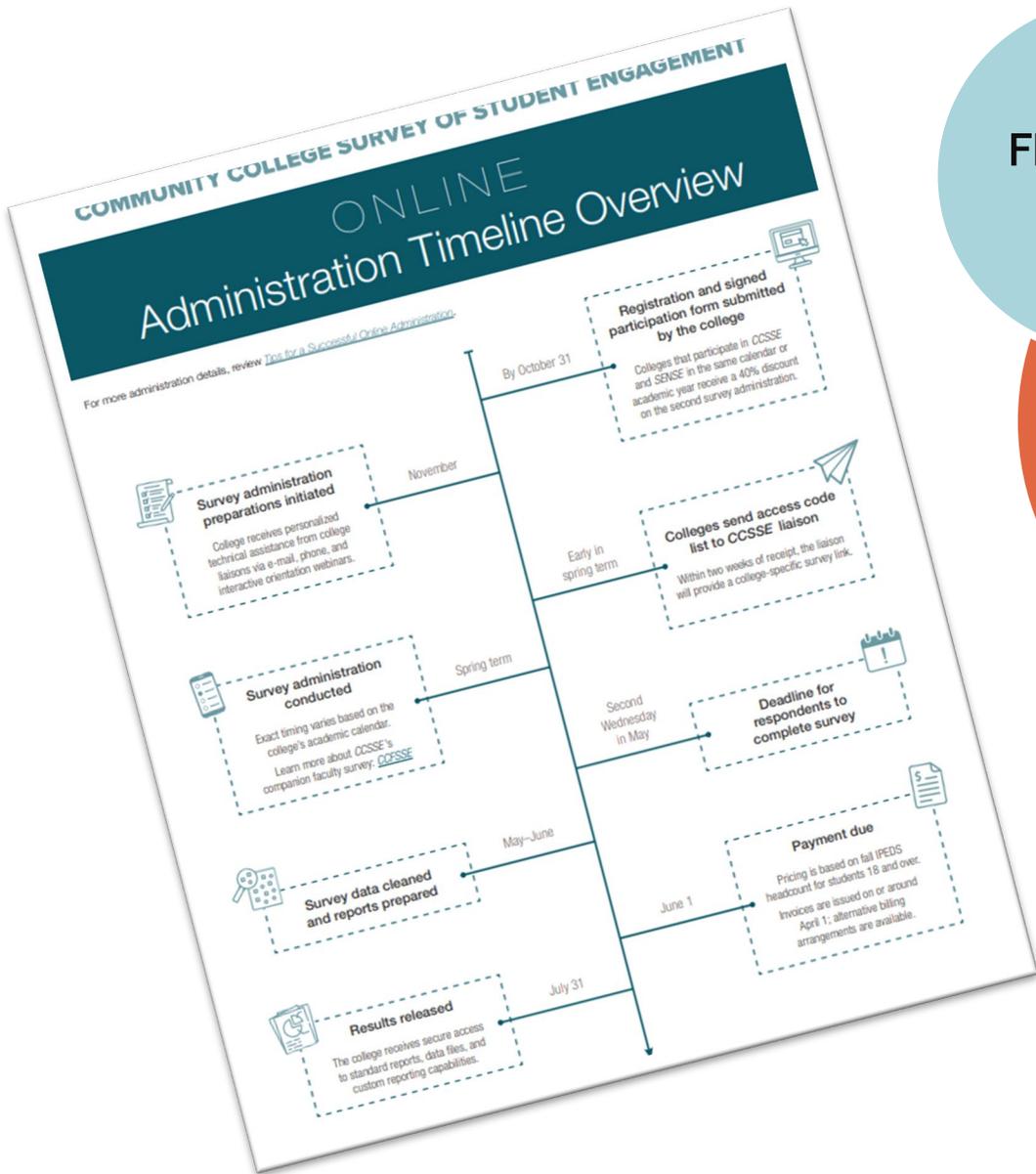
FEBRUARY 23

MAY 6

2026 Online Administration Timeline Overview

Procedures Guide for Administering Online Survey

COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT

Tips for a Successful Online Administration

How to Use This Guide

This document provides tips to support colleges in engaging faculty, staff, and students, as well as in maximizing survey response counts.

Additional information about the online administration can be found in the Procedure Guide and in related documents that are available on the Online Administration Page of the CCSSE website. Colleges receive access to this webpage in early November via a welcome email from their CCSSE Liaison.

Planning

The first step in a successful CCSSE administration is for the college's Campus Coordinator to establish regular, early communication about the survey with the campus community. Encouraging students to participate in an online survey and gathering a high number of survey responses can be challenging and requires planning and implementing a survey promotional and communication strategy.

TIPS TO INCREASE PARTICIPATION

Leverage social relationships:

► Ask faculty to encourage and remind their students to participate. Additional information about partnering with faculty can be found in the Engaging Faculty Guide.

► To announce the survey, include an image of leadership or someone students are familiar with, like a student services coordinator to create a visual connection to the survey.

► Students are more likely to respond tif they receive announcements and reminders from faculty and staff and not solely from your college's LMS or their email.

► Work with student groups such as student council to advertise the survey and reach diverse groups of students.

► Use the President's Memo to Faculty, Staff, and Administrators to encourage student participation and have college leadership remind students to participate mid-administration.

Digital promotions and communications:

► Announce and promote the survey using your college's LMS. You can create a shell course in the LMS and enroll all survey-eligible students in that course. Some colleges use their LMS to direct message students and others have created banner ads or posted survey progress updates.

► Use the Survey Announcement to announce the survey and include contact information, information about how students will receive their survey invitation, and why their responses are valued. After the survey launches, post regular updates of survey response counts and send targeted reminders.

COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT

Engaging Faculty in the Online Survey Administration

For the in-class CCSSE administration, instructors provide a critical resource–their class time–to secure adequate response rates and useable data for the college. While the online administration of CCSSE is different in that it does not require use of class time, faculty still play a vital role in helping the college have a successful survey administration. This role involves communicating about the survey to their students and encouraging participation.

Faculty who are engaged with survey results are more likely to be strong advocates for student participation. College leadership can partner with faculty in a variety of ways, including the following:

• Starting meetings with a data point relevant to instruction from the college's most recent CCSSE results;

• Using CCSSE Tools to review and share survey results;

• Creating faculty work groups to review CCSSE survey results and explore how best to use the data to influence practice, and;

• Having ongoing conversations about student success using CCSSE results

Some faculty have helped their colleges increase survey responses by doing one or more* of the following:

• Encouraging student participation;

• Reminding students to participate;

• Communicating to students about why the survey data are valuable for the college;

• Assigning the survey as homework, and;

• Providing class time for survey completion

*While we do not necessarily endorse each strategy, some colleges have successfully used these strategies to increase responses.

The following templates can assist college leadership in partnering with faculty to encourage student participation in the online CCSSE survey. Additional tools that can be used for analyzing and communicating about CCSSE results are listed at the end of this document.

CCSSE Student Survey Sample

How long does the survey take to complete?

≈ 20 min

Community College Faculty Survey of Student Engagement (*CCFSSE*)

- captures faculty perspectives on student engagement and teaching practices.

- Comprehensive approach invites all faculty in eligible courses

- aligns with CCSSE to compare student and faculty views on engagement

- Supports campus-wide discussion and improvement of student success strategies

Source: https://cccse.org/ccsse/ccfsse

Sample of CCFSSE (faculty) Survey

COMMUNITY COLLEGE **FACULTY SURVEY** OF STUDENT ENGAGEMENT

CCFSSE Survey Items

Survey Introduction

For the purpose of this survey, please think about the course section listed in the e-mail invitation that contained the Access Code you used to enter the survey.

If you are no longer teaching the course listed in the e-mail or do not have access to the e-mail, please think about a class you are currently teaching when completing the survey.

Please note that some survey items may be more or less applicable depending on the modality or subject of the course you are being asked to reflect upon, but please provide answers to the best of your ability. The survey is not intended to evaluate instructors or courses but rather to gather the faculty perspective on student engagement. Individual faculty names and identifying information will not be included in survey results, so please be completely candid.

Survey Items

1. During this academic term, does your institution consider you to be employed part-time or full-time?
   a. Part-time
   b. Full-time

2. During the current academic term, how many hours are you teaching at this college?
   a. 1 to 3 hours
   b. 4 to 6 hours
   c. 7 to 9 hours
   d. 10 to 12 hours
   e. 13 to 15 hours
   f. 16 to 18 hours
   g. More than 18 hours

3. In what discipline do you primarily teach at this college?
   a. Business
   b. Education
   c. Health Sciences
   d. Humanities/Liberal Arts
   e. Professional Trades/Industry
   f. Public Safety
   g. Social Sciences
   h. STEM
   i. Other: _____

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4. How many students are enrolled in your selected course section?
   a. Fewer than 10
   b. 10 to 19
   c. 20 to 29
   d. 30 to 39
   e. 40 to 69
   f. 70 or more

5. Prior to this academic term, how many times have you taught your selected course?
   a. None
   b. 1 to 3
   c. 4 to 6
   d. 7 to 9
   e. 10 to 15
   f. 16 to 20
   g. 21 or more

6. How is your selected course section delivered?
   a. Face-to-face (a class in which all instruction is face-to-face)
   b. Online (a class in which all instruction is online)
   c. Hybrid (a class that is a mixture of face-to-face and online instruction)

7. Are you currently teaching honors courses at this college?
   a. Yes
   b. No

8. Are you currently teaching developmental/remedial courses at this college?
   a. Yes, I teach ONLY developmental courses
   b. Yes, I teach BOTH developmental and college-level courses
   c. No, I teach ONLY college-level courses

9. How often do students in your selected course section do the following?

	Very often	Often	Sometimes	Never	Don't know
a. Ask questions in class or contribute to class discussions	Very often	Often	Sometimes	Never	Don't know
b. Make a class presentation	Very often	Often	Sometimes	Never	Don't know
c. Prepare two or more drafts of a paper or assignment before turning it in	Very often	Often	Sometimes	Never	Don't know
d. Work on a paper or project that requires integrating ideas or information from various sources	Very often	Often	Sometimes	Never	Don't know
e. Come to class without completing readings or assignments	Very often	Often	Sometimes	Never	Don't know

EVC 2023 CCSSE

CCSSE 2023
Executive Summary
of Results

Q&A

Thank you

CCSSE 2026 Campus Coordinators

Sam Morgan, Dean of Enrollment Services

Robert Gutierrez, Dean of Language Arts & Library

FYE: STUDENT TRACKER (NSC)

National Student Clearinghouse

FYE Fall 2020 Cohort																				
	# enrolled for Fall 2020 (Census)		# retained for Fall 2020 (last day of term)		# persisted to Spring 21		# persisted to Fall 21		# graduated in 3 years by Spring 23 (certificate)		# graduated in 3 years by Spring 23 (Associates)		# transferred to 4 year by Fall 2025 (NSC data) (unduplicated)		# of unduplicated successful students by Fall 2025 (either earned an award or transferred)		# of students still enrolled in the Fall 2025		# of students who didn't graduate, transfer or stay enrolled by Fall 2025	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
2020 Cohort	210	100%	203	97%	178	85%	160	79%	31	15%	74	35%	48	23%	105	50%	16	8%	82	39%

W'S AND SAP PILOT: FALL 2025

Students		
W (Spring 2025)		155
SAP	144	
Both		70
TOTAL		369

Calling Campaign		
Reached		31
Unreachable		11
Left Message		52
Already RSVP		30
TOTAL		
		124

Workshop Attendance		
11/3/25 (Zoom)		30
11/6/25 (Face to Face)		7
11/12/25 (Zoom)		30
11/17/25 (Face to Face)		8
TOTAL (21%)		76

EXCELENCIA/CCCSE

☑ **Working w/ various EVC constituency groups to update AP 5031 and ensure compliance with Title 5, 54221**

- **Goal(s): increase OER/ZTC/LTC**

☑ **CCCSE administration will include a custom survey question regarding instructional materials**

- *Gain insights into the student experience:*
  - *Basic needs , education plans, financial aid, instructional materials, etc.*

CCCSE
Center for Community College
Student Engagement

CALFRESH EMERGENCY GRANT

☑ **$400 have been awarded to 222 students ($88,800)**

☑ **182/222 (82%) of these students have registered for Spring 2026:**

- *121 Asian*
- *38 Latinx*
- *7 African American*
- *5 White*
- *4 American Indian*
- *4 Did not disclose*
- *3 Two or More Races*

☑ **Of the 40 that haven't registered yet for Spring 2026:**

- *20 Latinx (17 female, 3 male)*
- *17 Asian (9 male, 6 female, and 2 did not disclose)*
- *2 African American (1 male, 1 female)*
- *1 Did not disclose (1 male)*

Registered for Spring 2026 (Grant Recipients)

Bar chart showing counts by race/ethnicity and age group (18-24, 25-39, 40 & Over):

- American Indian: 1, 1, 2
- Asian: 4, 33, 6, 25, 7, 63
- Black/African American: 1, 4, 1, 3, 3
- Latinx: 12, 16, 19
- Two or More Races: 1, 7, 2
- Unknown: 1, 3, 1
- White: 1, 1, 1
- (blank): 3
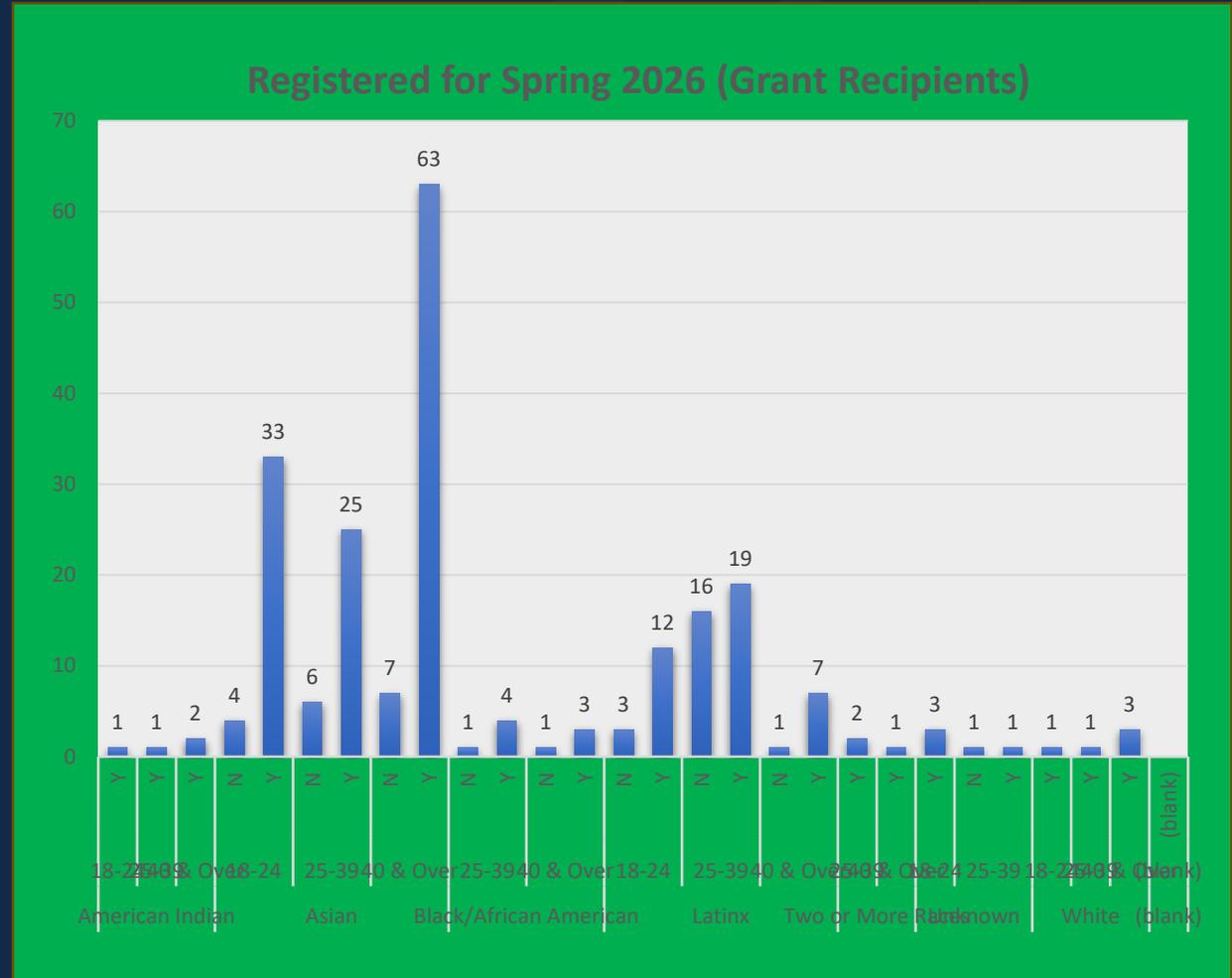
COMPREHENSIVE ED. PLANS

☑ **Title 5 (55520, 55524) and Student Equity Plan (2025-2028)**

Comprehensive student education plans must incorporate the student's interest, career and education goal, major, potential transfer institution, the courses and requirements needed to complete the course of study, and they must be accessible, timely, and recorded electronically. The comprehensive plan should also include any needed referrals to other support and instructional services as appropriate. (§55524).

- The 2025-28 Student Equity Plan (SEP) template was reframed by the statewide SEP Task Force. The new template includes two important additions that address recommendations 16 and 19, respectively. First, the new SEP requires colleges to monitor data and create strategies to equitably ensure students receive comprehensive education plans early—with a primary goal in the first semester and a secondary goal by the end of the first academic year (Section 12). Second, it centers transfer as a priority metric, asking colleges to analyze data and identify the root causes of why students do not transfer. It also requires colleges to identify strategies to remove transfer barriers, address student needs, and create clear transfer pathways (Section 10).

Source: https://www.cccco.edu/-/media/CCCCO-Website/docs/memo/ess-25-61-student-education-plans-and-equitable-transfer-guidance-a11y.pdf

EVERGREEN VALLEY COLLEGE
EDUCATION PLAN DATA

EVC Comprehensive Student Education Plans					
Academic Year Cohort	Total Number of Enrolled Students in Cohort	# of Students Who Received a Comprehensive Ed Plan by End of First Primary Term	% of Students Who Received a Comprehensive Ed Plan by End of First Primary Term	# of Students Who Received a Comprehensive Ed Plan by End of First Academic Year	% of Students Who Received a Comprehensive Ed Plan by End of First Academic Year
Fall 2022 Cohort (Comprehensive Ed Plan by 6/30/2023)	4,751	407	9%	755	16%
Spring 2023 Cohort (Comprehensive Ed Plan by 12/31/2023)	4,477	348	8%	864	19%
Fall 2023 Cohort (Comprehensive Ed Plan by 6/30/2024)	5,337	516	10%	875	16%
Spring 2024 Cohort (Comprehensive Ed Plan by 12/30/2024)	4,636	359	8%	774	17%

STRATEGIES: COMPREHENSIVE EDUCATION PLAN IMPLEMENTATION FOR ALL STUDENTS

- ☑ **Education Plans and Onboarding: EAP, ENGL/MATH Academies, etc.**

- ☑ **Ed. Plan progress monitoring and reaching out to students without a plan**

- ☑ **Education Plan Clinics (in-person and Zoom)**

  - *Confirm program of study, build/adjust plans, and refer to campus support services*

  - *Clinics will be developed in Spring 2026*

QUESTIONS?

Priority Group Scheduling

Priority Group:
Scheduling
What is the purpose?

- To examine and modernize course scheduling so that it functions as an integrated, student-ready structure that aligns instructional capacity, program pathways, and demand patterns to drive equitable access, higher completion, and improved graduation rates across the college

High-Impact Drivers of Student-Ready Scheduling

- Program Pathway and Time to Completion
- Student Centered Scheduling Patterns
- Enrollment Trends and Course Demands
- Feedback from Students, Counselors, and Faculty

- Data Driven Efficiency
- Marketing and Enrollment Pipelines
- Communication and Transparency
- Equity and Access

Priority Focus Areas for Transformation

- **In completion: Student and Faculty Surveys**
- **Mapping of program completion in 2-3 years by divisions**
- **Faculty availability**
  - Less faculty want to teach in-person, only online
  - Preference for modality: students vs. faculty
- **Continuing research on xperimental 8-week block scheduling**
  - Odessa College
  - 2 classes = full load
  - Increased success rates from 67% to 87%, decreased withdrawal rates (DiPierro, 2025)

Priority Focus Areas for Transformation

- Completion and Success Rates
  - Faculty, Department, Division, College
- Waitlist trends
  - What courses are seeing consistent waitlist overflows?
- Narrative on transfer rates and program completion
- Use of Open Scheduling
  - Too many classes compacted in the 9:00am-12:05pm time slots
  - Causes overlap where students can't take multiple classes in one day
  - Outlier programs who don't follow college's course block
  - Equity issue for students
- Are we leaving scheduling "gains" on the table?
  - Not reaching maximum potential because you're okay with doing the minimum

Priority Focus Areas for Transformation

- **Connection to Enrollment Trends data**
  - Where do we see enrollment persisting, where do fill rates decrease over time
- **Cohort-based scheduling techniques**
  - **Example**: MindCraft Cohort
    - PSYC C1000 and ENGL C1000
- **Update "Semester Typically Offered" listing**

Critical Decisions Ahead

- Most wide-ranging of the priority workgroups

- Scheduling intersects multiple departments, systems, processes
  - ***Every college stakeholder is involved***

- Will require a longer timeline to be thoughtful and sustainable

- Allocated FTEF each academic year based on budget

- How can we get to 2-year scheduling

- Receiving data to make informed decisions

Future Planning and Next Steps
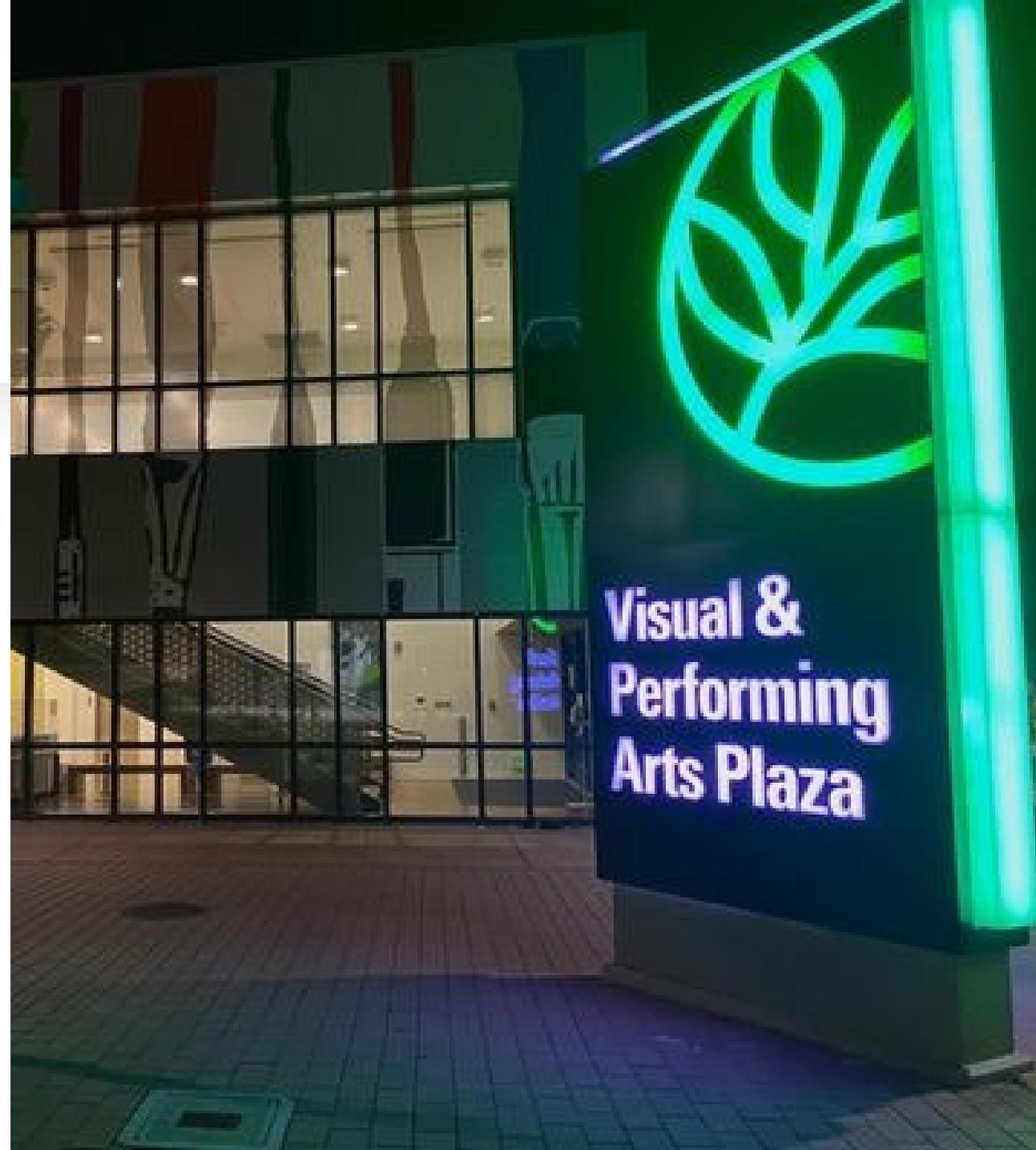
- **Short Term**
  - Complete Student and Faculty Surveys
  - Critically analyze data from past schedules
  - Data on accelerated, evening, weekend courses

- **Long Term**
  - Block scheduling cohort for Fall 2027?
  - Roll out 2-year schedules for student planning

COMMITTEE CHAIR REPORTS TO COLLEGE COUNCIL

Spring 2026

March 23, 2025 – CTC

April 13, 2025 – TBD

April 27, 2025 – TBD

May 11, 2025 – Diversity Action Council

Faculty Hiring Prioritization (FHP)
Academic Year: 2025-2026
Final Score: 10/20/2025

Request	Average Score
Counseling (General)	17.3
Distance Education/BW	16.6
ENLACE (English)	16.6
ESL	16.0
Nursing	16.0
Anthropology	15.9
Chemistry	15.9
Computer Science	15.5
Business Information Systems	15.4
English	15.3
Automotive	15.3
BUS	15.0
Counseling (General)	15.0
Health and Wellness-Mental Health Counselor	14.4
Physics	14.3
Sociology	14.3
Foreign Language (World Languages - Vietnamese)	14.3
Health and Wellness-Nurse Practitioner	14.0
Visual Arts	13.8
English	13.7
Communication Studies	13.6
Counseling (General)	13.2
Automotive	13.1

Faculty Hiring Prioritization (FHP)

Academic Year: 2025-2026

The College's resource allocation process should align with the established strategic plan and institutional goals for meeting its mission. The resource allocation process should therefore
• strengthen the integration between institutional planning and financial planning;
• ensure a fair and equitable allocation of resources; and
• be easy to understand, assess and implement.

Faculty professionals play a critical role in fostering student success and strengthening the pursuit of the College's mission and commitment to *equity, opportunity, and social justice*. To recruit and hire innovative and exceptional faculty, the College must engage in a collaborative and data-driven process that identifies and prioritizes the needs of programs, departments, and divisions for permanent full-time faculty positions.

FHP Charge

- Review and rate the submission of new faculty positions to be hired out of general funds based on requests submitted annually in the Fall through Program Review and the Annual Updated Resource Requests (AURR).
- Discuss and prioritize each proposed position for submission to the College Council for review and approval.
- Evaluate and assess the effectiveness of the committee's adopted process and goals and recommend areas for improvement or refinement.

Faculty Hiring Prioritization Committee Composition (2-year terms)

Seat	Member Name	Term End
Co-Chairs		
Academic Senate President	Henry Estrada	N/A
Acting Vice President, Academic Affairs	Maniphone Dickerson	N/A
Members		
Vice President, Student Affairs	Howard Willis	N/A
Division Deans (3) - Appointed by the VPAA		
	Angel Fuentes	2026
	Robert Gutierrez	2027
	Antoinette Herrera	2027
Faculty (7) - Appointed by the Academic Senate		
Business & Workforce Development Division Faculty (1)	Nasreen Rahim	2026
Counseling Division Faculty (1)	Hanh Deng	2026
Language Arts and Library Division Faculty (1)	Rich Longacre	2026
At Large Full-time Faculty appointed by Academic Senate (1)	TBA	2027
STEM Division Faculty (1)	Darcy Ernst	2026
Nursing & Allied Health Division Faculty (1)	Peter Miskin	2027
Social Sciences, Arts & PE Division Faculty (1)	Grace Estrada	2027

*Consider possible rotation on appointments to ensure institutional knowledge

Scoring Rubric

	EVIDENCE FROM PROGRAM REVIEW/ANNUAL UPDATE RESOURCE ALLOCATION REQUEST	
1.	**Percent of Full-Time Faculty in Department (Faculty and Staff page)**	
	Full-Time Faculty hours or load	
	Part-Time Faculty hours or load	
	Total faculty hours or load	
	Total Headcount of Full-Time Faculty	
	Total Headcount of Part-time Faculty	
	Ratio of Full-time Faculty to FTEF	
	Ratio of Full-time Faculty to Load	
	(Total out of 5) Scoring Guideline: (Ratio of 0 = 5; 0.2 = 4; 0.4 = 3; 0.6 = 2; 0.8+ = 0)	
2.	**Program/Department Demand (Over Three Years) (Criteria for Resource Allocation page)**	
	# of Sections and Fill Rate (average)	
	# of Declared Majors	
	# Program completion rate (average)	
	# of Orientations/Workshops (average)	
	(Total out of 6) Scoring Guideline: (increasing = 4 - 6; stable = 2 - 3; decreasing = 0 - 1)	
3.	**Progress on Department Goals and Commitments**	
	Description of the progress on achieving the department/program's goals that was established in the last program review, and how the new faculty position would help achieve these goals.	
	(Total out of 1)	
4.	**SLO/PLO/ILO Assessment Results (Student Learning and Service Area Outcomes and Assessment page)**	
	Assessment results show the need for this faculty position	
	(Total out of 1)	
5.	**Other relevant evidence for new faculty position**	
	Replacement (e.g., Resignation, Retirement, Death, Accreditation Requirements, etc.)	
	Program viability (e.g., Tesla, Honda, Athletics, Health Sciences, etc.)	
	Increase demand for academic discipline or program (e.g., labor market data, student need, etc.)	
	Institutional trends, Labor Market/Occupational demands, etc.	
	Health/safety issues (e.g. OSHA/ADA compliance)	
	State, federal, and other regulatory mandates (e.g. CCN, AB928)	
	Other justification, information, and/or data to be considered; e.g., external program accreditation	
	(Total out of 7)	
	Total score out of 20 possible points	

2025-2026 Timeline (TENTATIVE/DRAFT)

Month	Milestone
September 17	Faculty Hiring Prioritization (FHP) Committee convenes and reviews membership and confirms timeline
September 24	Members review the final rubric
October 2-7th 1st	Communication out to the college campus from AS and VPAA
October 8th	The Faculty Hiring Prioritization (FHP) committee to agree on the updated timeline and clarification discussion:
October 8-10th	Data request from the co-chair to the research analyst
October 10th	The committee reviews the communication prior to emailing the campus.
October 15	Faculty Hiring Prioritization (FHP) committee review and decision (committee members complete their reviews of the AURR and PR)
October 20th	The Faculty Hiring Prioritization (FHP) committee forwarded the Final decision to send to the College Council to place on the agenda
October 27	College Council Agenda (First read and Information)
November 10th	College Council Agenda (Second read and Action)
November 24-December 12	President Announces Approved Positions
December 12-January	Begin Position Description and Job Announcement Process
January 2025	Position Description and Job Announcement Process
March/April 2025	New Faculty Selected & Recommended for Fall 2026 start date