

The feedback reflected below was provided by faculty and classified professionals of Merritt College during our Spring 2026 Flex Day held on March 11, 2026. The collective input offers a grounded and representative snapshot of how the proposed merger of Merritt College and Laney College—envisioned as Oakland City College—is being understood and experienced by those closest to our day-to-day institutional work.

To ensure the process was both structured and accessible, responses were collected through a simple written exercise distributed to all attendees during the session. Each participant received a form at their seat and was asked to identify, in two distinct sections, the opportunities and challenges they associate with the potential merger. This approach encouraged candid, individual reflection while minimizing group influence—the objective being the collection of authentic and unfiltered responses.

The resulting themes capture both the promise and the complexity of this moment, and are offered here to inform ongoing planning, decision-making, and dialogue.

Opportunities for Merritt

- Growth IN OUR PROGRAMS
- Integrate Public Health course work or a degree into the Kinesiology Department
- Establish LRNRE DEPTS at both campuses, especially computer access lab, to support students' w/ disabilities
- Recruit technical writing instructors or design courses for technical writing
- If pruning is effective, the funds & focus will be directed at strengthening chosen programs + courses that survive
- CTE pathways be seriously funded, expanded & supported
- Re-do "smart classrooms" so that all computers can operate and project documents for class room viewing
- Shuttle bringing up more students and open up shuttle service for staff/faculty
- Rental of beautiful facilities for income
- Highlight safety on campus
- Balance number of class room courses with online to improve enrollment

- Offer more evening/weekend classes
- Develop a new outreach model at high schools
- Simplify enrollment process
- Consolidate programs to avoid duplications
- Skeleton student support services
- Automate academic advising to allow Counsellors to COUNSEL
- More internships and apprenticeship opportunities
- Align program that truly meet student's needs, environment and academic pathways
- More support w/ resources and workshops to train on Peralta platform, example: budget
- Better communication w/ district example: FA, Scheduling, facilities
- Build and expand STEM, sports, general counseling and signature programs
- Cross training to eliminate duplicate positions @ Merritt and Laney for merge - allocate resources efficiently
- Hi flex resources
- More outreach to community
- Strengthening faculty involvement
- Fully staff administrative and student services offices
- Offer Farmers Market 1-2 times a week

Anticipated Challenges

- Admin concerns
- Find Admin who understand the college and its challenges
- Need Deans and VPI at Merritt
- Lack of accountability from district office administration
- Need a President's at each campus
- Overload of work for administration having to fill the role of two jobs
- Staff burn out
- Maintaining our special programs and student services
- Aligning SLOs at the different campuses
- Completing committee work
- Resource distribution
- Less access to education for the community

Merritt College

March Flex Day: PCCD TRANSFORMATION PLANNING

- Reputation crisis
- Funding
- Funds will go to bigger programs and smaller CTE programs will not
- Lack of seamless integration
- Turf Wars! You took my job!
- One school wins a take over
- The name "Oakland City" makes it sound like its only downtown, excluding the diverse neighborhoods of Oakland
- Need Counselors at each campus to provide academic, basic needs, psychological
- Increasing faculty, counselors and African American student enrollment
- Not having HyFlex prevents more in person classes.
- Continuous supportive services such as peer mentor and health services
- Safety day and night
- Making sure students are informed of relocation of services
- Possible loss of employment and shortage of student services