

1. **Close the gap in student outcomes for black and brown students by centering their needs according to the Santa Monica College Equity Plan, and promote a culture of equity in the classroom and workplace in order so that staff will best be able to help black and brown students achieve their self-stated goals.**

- Develop institutionalized Professional Development regarding the practice of equity for all faculty working at SMC regarding the interpersonal, intrapersonal, and institutional practice of equity in the classroom and in the workplace. Coordinate the work of the PDC, Equity and Diversity, Curriculum, Distance Education, and Decolonize the Academy committees, among others, to unite the efforts of Academic Senate committees toward closing the gap in student outcomes for black and brown students.~~create synergy between and awareness of professional development activities.~~
- Create an ad hoc senate committee to eEnsure that black and brown students have access to the classes they need at the time of registration by analyzing course scheduling practices and making sure that sufficient WTH (weekly teacher hours) are available to fulfill their need for courses that will advance their persistence and completion during a contemporary period of high student demand for WTH.
- Implore~~Encourage~~ the transition of the Center for Teaching Excellence toward a faculty led and equity focused center which innovates, organizes and implements faculty Professional Development at Santa Monica with regards to pedagogy, classroom practice, and curriculum in order to close the gap in student outcomes for black and brown students.
- Promote in the expansion of non-credit course offerings to serve as an “on ramp to college” for first time and returning students. Explore the use of non-credit courses in supplemental instruction for AB705 courses and make for these courses available to students in special programs first.
- Expand the use of OER, ~~or~~ ZTC, and low cost textbook materials, when possible, in order to provide increased access to course materials for our students and focus these efforts on gateway courses.

2. **~~Collaborate with the Offices of Academic Affairs and Student Services to M~~make Santa Monica College the most innovative and equitable provider ~~the leading provider~~ of high quality Distance Education in the California Community College System**

- Partner with the Redesign to relaunch the “Equitizing Gateway Courses” professional development redesign program by spring 2021, with a focus on Distance Education.
- Promote the use and encourage the adoption of Canvas, SMC GPS, and Canvas DirectConnect by all faculty in both online and future on ground formats.
- Explore a college-wide policy regarding remote monitoring assessment software~~student surveillance assessment~~ software, such as Proctorio, in the online classroom. Produce recommendations, best practices for faculty and students as we move forward in the DE environment.
- Advocate for the creation of an Instructional Designer position to be staffed by a full time faculty member.
- Provide and promote distance education and equity professional development for faculty including the Peer Online Course Review (POCR) process.

**3. Implement the long-term full-time faculty hiring plan that achieves, in a timely manner, the goal of the 75-25 ratio.**

- Work with the Superintendent President, Senior Management, Academic Affairs, and HR and DPAC to follow the longitudinal plan for achieving the 75-25 ratio by 2026-27.
- Collaborate with the Office of Academic Affairs and HR to develop and implement a long term faculty ranking process which is better suited to achieve the actual goals for faculty hiring outlined in the College Equity Plan and the 75-25 Plan.
- Help achieve robust and diverse hiring pools by working with the Department Chairs Committee and HR by following the Equity and Diversity Action Committee's "diverse hiring recommendations."
- Develop an equity/college services Professional Development training module, [via the Professional Development, Equity and Diversity, the Professional Ethics and Responsibility Committee, The Institutional Effectiveness Committee, and the Program Review Committee, among other Senate and District partners,](#) for new faculty that promotes the college's equity goals and strategic plan, serves as an onboarding process to a career at Santa Monica College, and promotes a connect network of teaching and equity practitioners.

**4. Help guide the reorganization of the College Planning Process so that Program Review is firmly connected with the DPAC and budget planning process. Help ensure that Accreditation is a faculty driven process which is grounded in long term planning and committee work. Plan for the future academic and fiscal viability of Santa Monica College in the 2020's.**

- Reorganize Program Review process to integrate with the Redesign and equity mission of our college and directly connect Program Review to the DPAC budget committee. Connect SLO's (student learning outcomes) to PLO's (program learning outcomes) in meaningful ways that promote equity, student success, and revisions in curriculum.
- Explore ways in which the Academic Senate can be more involved with the Accreditation Process. Educate faculty regarding the process of Accreditation, and firmly connect QFE (Quality focus essay) goals to the planning process and Academic Senate and DPAC committee work.
- Assist in the creation and development of DPAC Action Plans to assist the college's equity mission and designed to create excellence in academic and student services.
- Participate in the creation and work of a college-wide taskforce to assess the opportunities and challenges that our emergency fully online college has experienced since going remote, in order to inform future planning. This includes academic and student services and workplace culture and experience.

**5. Create a campus wide community of Collegiality, Informed debate and action and joyful camaraderie.**

- Integrate greater part time faculty participation in Senate committees and college initiatives. Work with the District and FA to establish institutionalized avenues for part time participation in committee work.
- Host a senate social event in both fall and spring.

- Send cohorts of SMC faculty leaders to ASCCC conferences, Equity Conferences, and integrate the SMC faculty voice into the larger statewide CCC system.
- ~~Engage in dialogue with classified staff\*, and other interested parties,~~
- ~~Opportunity for engagement, funding to attend meetings, participate...bring departments together in collaboration.~~