

2022-2023 Academic Senate Goals & Objectives

1st Read;Vote: 10/25/2022; Y: 53 N:0 A: 0

2nd Read;Vote: 11/08/2022; Y: 48 N: 0 A: 0

Approval Date: 11/08/2022

1. Equity and Redesign

- Develop and implement strategies to close the equity gap for Black and Latinx students according to the SMC Equity Plan and institutionalize racial equity practices in the classroom and workplace.

2. Professional Development

- Create a strategic plan for the EpiCenter that includes our collective vision (all employee groups) and specific goals that align with our Student Equity Plan and the CCCCCO Vision for Success
- Synthesis—Facilitate communication about existing faculty development opportunities through Senate committees and Redesign—help build a Master Calendar; lend support to existing work (specifically logistics) so that faculty can focus on ideas and implementation

3. 75/25 Ratio and Full-Time Faculty Hiring

- The Academic Senate of Santa Monica College requests the District Implement a the long-term full-time faculty hiring plan that achieves, in a timely manner, the goal of the 75-25 ratio.
 - i. 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.
 - ii. 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.
 - iii. 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.”
 - iv. Advocate and call for the administration to publicly announce by May 1, 2023, a plan and timeline to bring the District’s ratio of credit hours taught by full-time faculty to part-time faculty to 75/25.

4. Distance Education

- Foster a campus culture that considers and cultivates an equitable and quality experience for online teaching and learning.