

Senate Goals and Objectives 2021 – 22
FINAL
November 2, 2021

Note: Some bullet-point goals are listed below multiple overarching senate goals (**Bold Font**) to indicate the intersectionality of successfully completing bullet-point goals.

1. Close the gap in student outcomes for Black and Brown students according to the Santa Monica College Equity Plan and promote a culture of equity in the classroom and workplace.

- DE Committee to review and recommend proctoring services and alternative assessments
- **DE Committee to create and disseminate guidelines for best practices in synchronous online teaching**
- DE Committee to participate in and help coordinate campus-wide conversations about definitions and implementation of DE modalities (e.g. flexible with optional meetings)
- NFC (New Faculty Committee) will organize professional development workshops for new faculty and share support services and campus resources that encourage effective pedagogical approaches focused on inclusion, equity, diversity, justice, and evidence-based practices.
- PDC will organize ongoing “share-out” sessions with hands-on examples of evidence-based pedagogical approaches focused on equity.
- PDC will focus on and promote workshops on pedagogical practices that promote equity for the Professional Development days.
- IE will provide institutional data that is centered on equity to help SMC evaluate its student outcomes for marginalized students
- CC will encourage faculty participation in training to enable members to identify barriers in curriculum proposals and to help provide solutions.
- Expand the use of OER or ZTC materials, when possible, in order to provide increased access to course materials for our students and focus these efforts on gateway courses.
- 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. (Lets add classified professionals???)
- Advocate and call for the district to achieve the 75 – 25 ratio. Full time faculty are needed to help lead the Center for Teaching Excellence, provide in house training to new faculty, and ultimately close racial equity gaps both inside and outside the classroom.

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

- DE Committee to review and recommend proctoring services and alternative assessments
- DE Committee to create and disseminate guidelines for best practices in synchronous online teaching
- DE Committee to participate in and help coordinate campus-wide conversations about definitions and implementation of DE modalities (e.g. flexible with optional meetings)
- DE Committee to consider joining CVC-OEI consortium
- DE Committee to advocate for robust, innovative, supported DE at SMC (e.g. instructional designers, professional development) (More detail forthcoming in Spring 2022).
- PDC, in communication with DE will advocate and help facilitate workshops supporting equitable DE at SMC.
- IE will provide data, when appropriate, to assist SMC in analyzing the equity and strength of its DE offerings.
- Advocate and call for the district to achieve the 75 – 25 ratio. Full-time faculty are needed to develop equitable high-quality Distance Education curriculum, instructional modalities, instructional support services, and student support

3. Develop and advocate for versatile options of instructional programs and student support services that respond to the current and future needs of students.

- Creation of ad-hoc committee to consider DE modalities
- DE Committee to consider joining CVC-OEI consortium
- DE Committee to advocate for robust, innovative, supported DE at SMC (e.g. instructional designers, professional development) (More detail forthcoming in Spring 2022).
- CC to encourage participation of committee members in upcoming ad-hoc committee discussing DE modalities
- Advocate and call for the district to achieve the 75 – 25 ratio. Full-time faculty are uniquely positioned to respond to current and future student needs of a rapidly changing options of instructional programs and student support services.

4. Advocate and call for the District to complete the hiring of over 40 full-time faculty members annually over each of the next five years, in order to carry out the plan which in 2016 was proposed by the Full-Time Hiring Task Force Report, unanimously approved by DPAC, and accepted by the Superintendent/President.

- NFC will design and organize a faculty learning community that engages new faculty in a yearlong program consisting of professional development, mentoring, community-building activities, and academic support. Emphasis will be placed on teaching excellence and service that embraces inclusion, equity,

diversity, justice, and the implementation of evidence-based practices. A central goal of this program is to create a supportive community that encourages faculty retention.

- Collaborate with the District to implement DPAC Action Plan 8, Human Resources Staffing Plan, to develop a Human Resources staffing plan which supports student success by achieving benchmark levels (goal of 75 – 25 ratio) of full time faculty, including a timeline and completion date.
- Advocate and call for the district to achieve the 75 – 25 ratio. Full-time faculty are needed to educate our students, participate in the shared governance process and provide professional development to new faculty grounded in both “best practices” and innovation.

5. Support the creation of a robust and sustainable Ethnic Studies program at SMC.

- Collaborate with and support the work of the Ethnic Studies Task Force, which will design the institutional framework for an Ethnic Studies program at SMC, create an Introduction to Ethnic Studies course, and assist departments seeking to create Ethnic Studies courses
- Collaborate with and support the creation of an Ethnic Studies program and eventual department following the guidelines set forth in AR 5111
- Promote the expansion of Ethnic Studies offerings to different stakeholders, including, but not limited to: the District, student support services, Board of Trustees, and the campus community
- CC to work with the Senate and forthcoming Ethnic Studies taskforce to support curriculum development for Ethnic Studies and the new Area F requirement.
- Advocate and call for the district to achieve the 75 – 25 ratio. Full-time faculty are needed continue to develop our proposed Ethnic Studies program/department beyond the outstanding work of our Ethnic Studies Task force

6. Create a campus wide community of collegiality, informed dialogue, empathy and action when engaging in racial equity work.

- NFC to organize service fair for new faculty (involving senate committees and FA) to explore opportunities for community engagement and encourage greater involvement in committee work after the first year.
- PDC will support and work for better representation of all employee groups at the opening session of the Professional Development days.
- PDC will organize workshops where diverse employee groups and students can share and discuss their experience with racial equity work.
- PDC will recruit a student representation on the committee.
- Continue collaboration with Associated Students and student representatives to ensure our decisions are informed by student voices.
- IE has developed community norms to support the work of the committee in creating a culture of support with engagement in equity work
- CC to assess processes to better integrate and promote equity in curriculum.

- CC to advocate for an inclusive academic environment and thoughtful feedback process by encouraging more diverse participation in Curriculum meetings by including groups such as: student voices, Ethnic Studies taskforce, Program Review, Distance Education, etc.
- 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.
- Opportunity for engagement, funding to attend meetings, participate...bring departments together in collaboration.
- Advocate and call for the district to achieve the 75 – 25 ratio. Equity is an endeavor best practiced and reinforced by a community of trained practitioners, hence hiring more equity minded and student-centered faculty is essential to achieving this goal

7. Help guide the reorganization of the College Planning Process so that Program Review is firmly connected with the DPAC and budget planning process. Plan for the future academic and fiscal viability of Santa Monica College in the mid 2020's.

- Program Review committee revising PR process so that it more effectively supports the college's equity mission.
- Program Review committee revising PR process to more effectively assist programs in addressing SLOs and PLOs in meaningful ways that promote equity, student success, and revisions in curriculum.
- 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.
- Advocate and call for the district to achieve the 75 – 25 ratio. Full time faculty are essential to processes related to program review and the development and implementation of annual action plans