



Goals and Objectives 2019-2020

1. Support and guide the college's goal to close the gap in student outcomes among student groups; Emphasize how the practice of equity and the method of "Strategic Rise" defined in the SMC equity plan are the driving forces and central mission of the Santa Monica College Academic Senate.

- Align Senate committee work with the Redesign (Guided Pathways), DPAC, and the college's equity plan/SEAP, in order to help integrate equity into all college planning goals.
- Assist in developing institutionalized Professional Development regarding the practice of equity for all faculty working at SMC regarding the development of curriculum and classroom pedagogy in both online and on-ground courses.
- Publish and make widely available the model syllabus and the DE "liquid syllabus"- accessible and equitable documents for faculty to use when organizing their own course syllabi.
- Assist 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 course in supplemental instruction.
- Work with Supplemental Instruction and Tutoring to provide equitable support for students who are navigating AB705, Critical Gateway Courses in the Redesign, and Distance Education courses.
- Assist the launch of the Gender Equity and Social Justice Center. Organize faculty expertise, time, and innovation in service to the center in order to serve students and promote success.
- Promote the use of OER or ZTC materials, when possible, in order to provide increased access to course materials for our students.

2. Help guide the reorganization of the College Planning Process that is aligned with the Vision for Success, the Santa Monica College Equity Plan, The Nine Goals of the Redesign, and The Santa Monica College Strategic Goals and Objectives 2017-2022.

- Assist in the continued reorganization of DPAC and empower our community to assist in the creation and completion of "Action Plans".
- Align senate committee work with "Action Plans".
- 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.

- Work with the Equity Steering Committee to further integrate their work with the DPAC process and senate committee work.
- 3. Assist in the development of a 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 to revise the longitudinal plan for achieving the 75-25 ratio by 2026-27.
 - 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.”
 - Guide the development of equity/college services Professional Development training for new faculty that promotes the college’s equity goals, student services, and strategic plan.
- 4. Create a campus wide community of collegiality, informed debate and action and joyful camaraderie.**
- Encourage 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, and integrate the SMC faculty voice into the larger statewide CCC system.
 - Establish a Senate meditation series where all constituents can come together and practice mindfulness.