



## Senate Goals and Objectives 2017-18:

- 1. Close the gap in student outcomes between student groups**
  - a. Help guide the integration of Basic Skills, SSSP and Equity Initiatives.
  - b. Develop equitable Guided Pathways that increase student success and completion and close gaps in student outcomes.
  - c. Assist in the expansion of non-credit course offerings that function as an “on ramp” to college” for first time students.
  - d. Unite all groups on campus working on Equity issues to form a united effort to establish a Gender Equity/Social Justice/Advocacy center
  
- 2. Support and monitor the establishment of Guided Pathways at Santa Monica College**
  - a. Insure that faculty voices and influence is central to the establishment of Guided pathways at SMC.
  - b. Work with the Guided Pathways Taskforce to insure that Pathways at SMC are best designed to maximize student completion and success rates, and close equity gaps.
  - c. Educate the faculty community regarding Curriculum development and integrate with pathways initiative.
  
- 3. Assist in the development of a full-time faculty-hiring plan that considers the effect and implementation of the SRP on the 75/25 ratios.**
  - a. Analyze the effect of the SRP on the ration of Full/Part-time faculty ratio and the effects on faculty personnel in various departments.
  - b. Assist in developing a plan to replace and augment numbers of full-time faculty, over time, following guidelines established by the 75/25 plan.
  - c. Develop a plan to achieve robust and diverse hiring pools, based on the Equity and Diversity committees recommendations.
  
- 4. Educate and involve the Santa Monica College community regarding important initiatives, events, and program developments on campus**
  - a. Establish a Senate Newsletter that is distributed to faculty, both electronically and paper.
  - b. Hold Senate forums in order to encourage the participation and education of faculty with regards to important initiatives.

**5. Develop a plan for faculty leadership and train the next generation of campus and senate faculty leaders**

- a. Increase faculty participation in State Senate Plenaries and all ASCCC conferences
- b. Devise a mentor program in which new and veteran faculty are guided by Senators toward leadership positions.

**6. Assist and help guide the AR/BP reorganization**

- a. Work via the Student affairs and Personnel Policies Committee to shepherd the alignment of SMC's AR's and BP's with statewide systems and standards
- b. Insure that any changes to the AR's/and BP's, beyond the addition of legal language, is vetted and guided by Senate committees.