



## **SANTA MONICA COLLEGE GOALS AND OBJECTIVES (2018-2019)**

1. Close the gap in student outcomes among student groups; Emphasize and practice equity as the driving force and central mission of our organization.
  - Align Senate committee work with the Redesign (Guided Pathways), DPAC, and SEAP (Student Equity Action Plan), in order to help integrate equity into all college planning goals.
  - Finalize and Publish the Equity and Diversity Committee's "Equity Handbook" and highlight it on the entry Senate webpage.
  - Finalize and Publish the Model Syllabus- an accessible and equitable document to serve as a suggestion to faculty.
  - Assist in the expansion of non-credit course offerings to serve as an "on ramp to college" for returning and first time students.
  - Work with Supplemental Instruction and Tutoring to provide support for students who are navigating AB705 and Critical Gateway Courses in the Redesign.
  - Promote the use of OER, when possible, in order to provide increased access to course materials for our students.
  
2. Assist in the development of a full-time faculty hiring plan that achieves, over time, the goal of the 75-25 ratio.
  - Work with the Superintendent President, Senior Management, and HR to develop a longitudinal plan for the hiring of full-time faculty that follows the recommendations, as closely as possible, of the 75-25 plan.
  - Help achieve robust and diverse hiring pools by working with HR, the Department Chairs committee by following the recommendations of the Equity and Diversity Committees "diverse hiring recommendations" and CUE (The Center for Urban Education, USC).
  - Develop an equity/college services training module for new and existing faculty that promotes the college's Strategic Goals 2017-2022 and the equity mission of our college.
  
3. Analyze the Student Centered Funding Formula (SCFF), and determine how it can best maximize mutual success for our students and college.

- Work with the Redesign, DPAC and the SEAP committees to ascertain how curriculum, instruction, and scheduling innovations might maximize both student success and college funding.
  - Create and reorganize stackable certificates and degrees that keep our students moving toward their self-stated goals in a timely and effective manner.
  - Align the “Redesign of the Student Experience” with the SCFF in order to create clear pathways for student success, as well as financial well-being for the college.
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4. Help guide the reorganization of the College Planning Process that is aligned with the Vision for Success, The Santa Monica College Goals and Objectives 2017-2022, and the Five Goals of the Integrated Plan.
    - Assist in reorganizing the DPAC charter to reflect the new function of DPAC, the development of “Action Plans” in order to achieve the goals of the Strategic Initiatives 2017-2022, the Vision for Success, and the Goals of the Integrated Plan.
    - Align Senate Committee work with DPAC “Action Plans”
    - Reorganize the Program Review questions and process in order to produce robust data and emphasize the stated needs of departments and units in college planning.
  
  5. Create a campus wide culture of Collegiality, Informed Conversation and Action, and Joyful Camaraderie.
    - Host a Senate Social Event in both fall and spring.
    - Send cohorts of future campus leaders to ASCCC conferences, and integrated Santa Monica College faculty within statewide conversations regarding the CCC system.
    - Establish a “Senate Meditation” series in which faculty, staff, and administrators can gather together and participate in mindfulness.