

DRAFT Academic Senate Annual Goals 2021-22 DRAFT

Goal 1: Inclusion, Diversity, Equity, and Antiracism: Partner with the MPC Administration and other relevant campus constituencies to implement the CCCCCO's Call to Action recommendations.

- In conjunction with discipline departments, the Curriculum Advisory Committee, the LGBTQIA+ Gender and Racial/Ethnic Diversity Advocacy Committee, EL CENTRO, Umoja, and Guided Pathways, investigate and recommend best practices related to antiracism instruction, diverse representation within curriculum, and culturally responsive teaching practices.
- Support and promote the efforts of campus partners working to improve access and success for marginalized student populations, including but not limited to Umoja, EL CENTRO, undocumented students, the Veteran's Resource Center, and LGBTQIA+ Gender and Racial/Ethnic Diversity Advocacy Committee.
- Support and promote the efforts of the Professional Development Program in implementing training and resources centered on cultural curriculum auditing, culturally responsive instruction, and inclusive classroom practices for all disciplines and teaching environments.

Goal 2: Faculty Hiring Processes: In collaboration with Human Resources and the Office of Academic Affairs, review and revise full-time faculty hiring practices.

- Aligning with CCCCCO, ASCCC, and MPC Board of Trustees, and as an integral part of the hiring process, investigate best practices, seek guidance from state partners and/or appropriate external consultants, and develop recommendations for increasing diversity among MPC faculty.
- Work in collaboration with the Professional Development Program Coordinator and Human Resources to implement training for faculty participating on full-time faculty hiring committees.
- Work in collaboration with the Professional Development Program Coordinator, Human Resources, and the Office of Academic Affairs to develop mentoring programs to attract and retain high quality, diverse faculty members.

Goal 3: Faculty Evaluation Procedures: Continue to partner with MPCTA on revised faculty evaluation procedures that emphasize consistency, collaboration, and community-building.

- Support the implementation of the Peer Observation Program pilot, including providing training and support for and seeking feedback from pilot participants.

Goal 4: Guided Pathways Work Team Recommendations: Support the continued implementation of Instructional Practices (IP), Student and Academic Support (SAS), and College and Career Guidance (CCG) Work Team recommendations.

Goal 5: Campus Reopening Efforts: Support MPC's efforts to safely reopen the campus, with emphasis on supporting faculty and students' instructional and safety needs (including supporting a vaccine mandate), providing community-building spaces for students, and identifying locations for on-campus distance learning.