

Proposed Institutional Goals
Academic Senate
April 19, 2007

Over the past month the Academic Senate has worked hard to develop a set of proposed 3-year institutional goals in the broad area of academic and professional matters. Discussion took up the better part of two meetings and considerable time between meetings as well. It is difficult to write effective institutional goals because on one hand we need them broad enough that a wide variety of campus groups will see their relevance and develop objectives to support them, but not so broad and vague on the other hand that they lose all meaning whatsoever. This is quite a challenge.

The Academic Senate approved these four goals at our April 19 meeting and is forwarding them to the College council for consideration.

For each of the following goals, I give some examples of objectives that could go along with them and some of the rationale that supports our thinking.

1. Promote academic excellence and critical thinking across all fields and disciplines.

Academic excellence is the tide that raises all boats at a college. Critical thinking is the one thing that binds us all together in our teaching and activities with students.

Examples of objectives that we envision supporting this goal include:

- “Obtain the most up-to-date and appropriate learning materials, supplies, and technologies for MPC students”
- “Attend conferences about effective teaching”
- “Develop and support workshops about effective teaching”

2. Foster a climate that promotes diversity throughout the institution.

Diversity of opinion, perspective, and ideas is what makes us strongest. Racial, gender, and age diversity of staff can produce the most accepting and comfortable setting for students of diverse backgrounds and history.

Examples of objectives that we envision supporting this goal include:

- “Sponsor workshops or discussions that highlight the strength of a diverse community working together towards common goals”
- “Review and revise board policy to create faculty position prioritization and hiring practices completely fair, accommodating, and accepting of all people”
- “Enhance the recruitment and retention of a diverse college wide community”
- “Develop strategies to enhance faculty diversity, including partnerships, faculty exchange programs, and intra-institutional collaborations”

3. Create pathways to success for all MPC students.

This one is aimed at finding the right combination of programs and instruction that will allow each and every student an opportunity to succeed. It aims at improving communication between the traditional transfer-based instruction faculty and the supportive services faculty and programs. This goal encompasses the basic skills initiative that will become an important issue at statewide community colleges in the years to come. It addresses the issues that we brought up in the skit at the spring flex days about trying to find the right programs for each student who faces challenges. But it also has room for the talented student who is ready to absorb all of the academic challenges and rigor that MPC has to offer.

Examples of possible objectives that we envision supporting this goal include:

- “Promote effective communication between student services and academic programs”
- “Identify diverse student groups and develop strategies for the delivery of academic support”

4. Build MPC into an economic driving force for the Monterey area by supporting and developing programs that teach sophisticated, employable skills.

This is the nod to Thomas Freidman and the need to teach employable skills to our students so the Monterey region is in position to take part in the economic growth of the 21st century. Both vocational and academic programs will be needed to obtain this goal. It reflects the need to work with the governments and industries of the Monterey Bay area to discern first what jobs are most in demand and even growing, second what skills are required by these jobs, and third how to respond by developing new programs and curricula to meet the demands. This is exactly the kind of thing the MATE center does on a national level for the marine technology industry. We need to follow their lead, learn from their expertise, and undertake similar studies for other industries in our local region.

Examples of possible objectives that we envision supporting this goal include:

- “Obtaining workforce development grants to obtain external funding”
- “Develop technology career paths from high schools to MPC to universities”
- “Conduct workshops on assessing workforce and training needs”
- “Earmark sustained institutional support for developing programs”

The Academic Senate hopes you consider these proposed goals.

-Fred