

## **Academic Senate 2019-20 Annual Report**

### **Goal 1: Faculty Hiring Processes**

*In collaboration with Human Resources and Academic Affairs Advisory Group, review and revise full and part-time hiring practices.*

- **Goal 1a:** *Faculty Diversification Aligning with ASCCC and MPC Board of Trustees annual goals, and as an integral part of the hiring process, investigate best practices, seek guidance from state partners, and develop recommendations for increasing diversity among MPC faculty.*

With great appreciation, the Senate would like to acknowledge the work of the Office of Academic Affairs and Human Resources for developing a revised part-time faculty hiring procedure and for laying the groundwork for a revised full-time hiring procedure that emphasizes equity and diversity. Though on hold, the Senate anticipates being able to approve the part-time procedures at the start of Fall 2020.

The full-time procedures will require a bit more time to develop, but the foundation of an equity-focused approach has been laid, including the following components: a revised description of MPC at the start of faculty job announcements that emphasizes our commitment to diversity and equitable practices, enhanced EEO training for hiring committee participants, and a commitment on the part of Senate to ensure that diverse faculty perspectives and experiences are represented on our hiring committees. Moreover, as part of a larger, campus-wide professional development program, the Academic Senate/Guided Pathways Instructional Practices Work Team, OAA, and Human Resources would like to advocate for a faculty mentoring program that partners with local university graduate institutions to encourage former MPC students to teach at the college and mentors part-time MPC faculty seeking full-time employment, with an emphasis on recruiting diverse applicants for both mentoring opportunities. Additional work will be done this semester, in anticipation of full-time faculty recruitments for the next academic year, as more guidance comes from the Chancellor's Office and ASCCC regarding hiring best practices.

### **Goal 2: Student and Academic Support**

*In conjunction with Guided Pathways planning, continue campus-wide discussion regarding learning support services, and develop recommendations to implement effective, sustainable, and comprehensive student learning support.*

There has been quite a bit of work done by the campus-wide Academic Senate/Guided Pathways Student and Academic Support Work Team over the last year, and while some components of the team's comprehensive recommendations are on hold as we reconsider campus needs and resources in light of COVID-19, we are pleased to report that two recommendations will move forward in Fall 2020: 1) continued funding for STEM CEL and 2) the development of an interdisciplinary Tutoring Center, meant to provide academic support for disciplines outside English/STEM.

### **Goal 3: Campus Processes: Resource Allocation and Curriculum**

*Understand, communicate to faculty, and provide input on Administrative Procedures related to resource allocation and curriculum processes.*

The resource allocation process continues to evolve, and the Senate is appreciative of the PRIE Office's continued collaboration and desire to seek input from faculty. Dr. Pacheco and Dr. Ryan are clearly committed to developing a process that is clear, responsive to feedback, and transparent. Though the process was delayed due to the need to prioritize our campus's response to COVID-19, PRIE-O communicated to all divisions the necessary next steps and the criteria by which action plan resource requests would be considered. Faculty are grateful to PRIE folks for their willingness to reconsider processes in light of faculty COVID-19 concerns and

for their flexible timeline in requesting completed action plans. Still, there is work to be done in this area to ensure that the rubric used for prioritizing action plans resource requests is clear and fair, and to ensure that the results of resource allocation decisions are communicated in a timely manner.

Regarding curriculum, the Academic Senate President had a conversation in spring with a representative of the ASCCC regarding CAC's newly streamlined course and program approval processes. The next step will be a more comprehensive, in-depth conversation among Dr. Knolle, Dr. Gamble, and the ASCCC about any observations or suggestions related to these processes, to be scheduled according to parties' availability.

#### ***Goal 4: Campus-Wide Planning and Initiatives***

*In collaboration with appropriate stakeholders, support campus-wide planning and student success initiatives, including development of the Education Master Plan and Administrative Procedures, as well as the continued implementation of Guided Pathways.*

In addition to the above-noted items, the Senate was able to contribute to the following campus discussions and planning:

- Education Master Plan
- Facilities and Technology Master Plan
- Online Education Committee Recommendations re: Instructor Preparation to Teach Online
- Resolution in Support of MPC's Undocumented Students
- AP3900: Speech--Time, Place, Manner
- AP3720: Computer and Network Use
- Academic/Senate Guided Pathways Instructional Practices Work Team Recommendations
- Faculty Evaluation Procedures
- Faculty Recommendations to President/Superintendent Search Committee
- Program Discontinuance/Revitalization Recommendations

#### ***Possible Goals for 20-21***

Pending input and approval from the Academic Senate this fall, some potential goals for the coming year might include a continued commitment to increasing faculty diversity at MPC; the approval and continued implementation of AS/GP Work Team recommendations; and supporting students, colleagues, and administration in delivering online education and reopening the campus.