

## **DRAFT Academic Senate Annual Goals 2020-21**

**Goal 1: Inclusion, Diversity, Equity, and Anti-Racism:** Partner with the MPC Administration and other relevant campus constituencies to implement the CCCCO's Call to Action recommendations.

**Goal 2: Faculty Hiring Processes:** In collaboration with Human Resources and Academic Affairs Advisory Group (AAAG), review and revise full and part-time hiring practices.

- Aligning with CCCCO, ASCCC, and MPC Board of Trustees, 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.

**Goal 3: Underrepresented Student Populations:** 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.

**Goal 4: Faculty Evaluation Procedures:** Partner with MPCTA in developing recommendations for faculty evaluations that emphasize consistency, fairness, and mentorship.

**Goal 5: Guided Pathways Work Team Recommendations:** Support the implementation of Instructional Practices (IP), Student and Academic Support (SAS), and College and Career Guidance (CCG) Work Team recommendations.

**Goal 6: Resource Prioritization and Allocation:** Understand the process, communicate to faculty, and provide input related to MPC's RPA procedures in order to ensure transparency, fairness, and timely feedback.

**Goal 7: Online Education:** Support faculty, the Online Education Committee, and learning support services in continuing to deliver high-quality online education, including ongoing professional development opportunities.

**Goal 8: Campus Reopening Efforts:** Support MPC's efforts to safely reopen the campus, with emphasis on increasing student access to productive learning spaces, wifi, and technology; supporting faculty instructional and safety needs; promoting ASMPC's efforts to open a Virtual Student Center; and reducing reliance on in-person transactions as is feasible and appropriate.

**Goal 9: Sustainable MPC:** Partner with MPC's Sustainability Committee to explore feasible and reasonable recommendations for faculty and/or related to instruction.