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Taft College Academic Senate 2023-2024 Goals

Identify and Advance Local Policy Reform:

- AP 7120 Recruitment and Hiring Procedure
- AP 7211 Faculty Service Areas Minimum Qualifications and Equivalencies
- AP 4259 Probation
- AP 5075 Course Adds and Drops
- Creation of a BP & AP on work experience formerly a Cooperative Education Work Experience Plan

Support an Active Partnership with Associated Student Organization (ASO):

Work towards having a student representative on all Academic Senate Subcommittees with the possibility of it being a student-worker position.

Work in consultation with the Faculty Association:

Implementation of the Title 5 to include Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review Process.

Work in collaboration with the Diversity, Equity, and Inclusion Committee:

Make progress towards the Taft College Academic Senate Diversity Equity and Inclusion recommendation (2021_01_15):

- The Taft College Academic Senate requests that the office of Institutional Research, Assessment, and Planning assist in surveying students, non-tenured faculty, adjunct faculty, and administration anonymously regarding inclusive and anti-racist classroom climate. The Taft College Academic Senate recommends to the Faculty Professional Development Committee that anti-racism education related topics be included as flex opportunities, including in-service activities or individual flex activities, for TC faculty on an ongoing basis.
- The Taft College Academic Senate requests an ASCCC visit on anti-racism education. The Taft College Academic Senate recommends to the Strategic Planning Committee that a component of program review include aligning academic programs' mission statements to Taft College's mission to provide "an equitable learning environment defined by applied knowledge leading to students' achievement of their educational goals" and that this update be captured in the How-to Guide.
- The Taft College Academic Senate recommends that the Curriculum & General Education Committee include an evaluation and discussion of all courses' "diversity of representation and culturally responsive content" as part of regular curriculum review.
- The Taft College Academic Senate recommends to the Taft College Faculty Association that faculty evaluation procedures be reviewed to determine if cultural competency is adequately addressed in the existing faculty evaluation processes.
- The Taft College Academic Senate recommends that the Equal Employment Opportunity Committee in consultation with the Faculty Association to review the existing faculty evaluation process to determine if there are systematic barriers for continued employment (tenure or re-hiring adjunct faculty) that might apply to faculty of color.

Provide forums for faculty to discuss, debate, and formalize faculty opinions and resolutions

Creation of an Academic Sub-committee for determining equivalencies.