



# Academic Senate & Subcommittee

## Committee Goals and Self-Assessment for Academic Year 2021-2022

**Committee Name:** Student Equity and Success (SESC)

**Committee Roles and Responsibilities:** Heather Watson-Perez, Faculty Co-Chair, Lisa Neeley, Administrative Co-Chair; Voting Members: See below in the initiatives and goals

**ACCJC Standard(s) Addressed:**

Standard I: Mission, Academic Quality and Institutional Effectiveness, and Integrity

Standard II: Student Learning Programs and Support Services

Standard III: Resources (Human, Physical, Technology, Financial)

Standard IV: Leadership and Governance

**Committee Members:**

Identify the initiatives/goals this committee will undertake.

Committee chairs are responsible for completing reports after dialog with committee members. Assessment of committee progress is integral to SCC’s continuous improvement process.

#	Initiative / Goal	Description for this Initiative / Goal
1	Shout-outs	Recognizing good work across the campus through invitations to faculty & staff to be “shouted out” and interviewed about their work on campus.
2	Committee Workgroups	Form workgroups around goals for the semester, including onboarding, website presence, and hiring.
3	Make recommendations to Academic Senate in May regarding equity-focused evaluation of the hiring, onboarding, and mentorship processes at Solano.	The committee will spend Spring 2022 semester working toward evaluating the hiring and onboarding processes, as well as opportunities for mentorship on campus. We will also create and administer the survey campus wide, ideally in April 2022 to make recommendations to Senate in May 2022.
4	FLEX /Retreat, 10/2021	“Retreat Yourself” in October 2021
5	Onboarding Survey	We will also create and administer the survey campus wide, ideally in April 2022 to make recommendations to Senate in May 2022.
6	Support COVID workgroup as it relates to student equity	Engage in community conversations connecting the role of DEI and student success as it relates to COVID 19, vaccine, mask mandates, return to campus protocols, and community safety.
7	Defining vision and role of SESC on campus	Review and update the vision and mission of the SESC, specifically in terms of voting status and membership. Engage in outreach to the campus to recruit new members.



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8	Provide support and attendance for T4E EquityFest	Work with Teaching 4 Equity (T4E) to support the EquityFest conference in May 2022.
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### Mid-Year Committee Evaluation Report for Academic Year: December 2021/January 2022

#### Accomplished and In Progress Initiatives:

Identify the initiatives this Committee has accomplished and whether the initiative has been completed (C) or is in progress (IP) in the status column. Identify additional initiatives if applicable.

#	Initiative Undertaken, Achieved or In Progress	Status C or IP	Accomplishments/challenges for this initiative
1	Shout-outs	IP	We have completed several shout outs for fall and will continue these into spring 2022. They seem to invest members through acknowledgement and support.
2	Committee Workgroups	IP	This continues to be an ongoing goal for the committee as equity is an actionable concept; we struggle to gain involvement between meetings, so we are going to try a different strategy this spring of focusing on evaluating a single topic (in this case, hiring on campus).
3	Make recommendations to Academic Senate in May regarding equity-focused evaluation of the hiring, onboarding, and mentorship processes at Solano.	IP	This will be dependent on how our Spring 2022 meetings go and how involved committee attendees are. We hope to make some concrete recommendations by May 2022.
4	FLEX /Retreat, 10/2021	C	SESC held the "Retreat Yourself" including campus shout outs, an interview with Dr. Regina Stanback-Stroud and some community building games around getting to know new administrators.
5	Onboarding Survey	IP	SESC will work to create a survey to understand past and current onboarding practices at Solano. Specifically, during our February and March sessions we will brainstorm with attendees to create questions



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			about different experiences of faculty and staff as they became members of the Solano community. This will hopefully result in actionable recommendations for Senate in May 2022 as well as a better holistic understanding of the experience.
6	Support COVID workgroup as it relates to student equity	IP	SESC continues to give space and conversation around COVID protocols and campus safety. Specifically, members of the committee have discussed the impact on online/F2F success in 2021, vaccine mandate effects on student enrollment and campus mood, and student services that need to be present to best achieve equity.
7	Defining vision and role of SESC on campus	IP	During February and March, we will review and update the vision and mission of the SESC, specifically in terms of voting status and membership. We will engage in outreach to the campus to recruit new members.
8	Provide support and attendance for T4E EquityFest	IP	SESC will support the T4E program in putting on the in-house equity conference, EquityFest. Participants will brainstorm ways to support in April. We will also review and discuss the need (or not) of voting membership vs advisory/non-voting membership, especially as SEA Funds are no longer tied to the committee vote. However, there are recommendations we may need to continue with voting, so this will be part of the discussion.
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### Year End Committee Evaluation Report for Academic Year: April 2022

#### Part 1 Accomplished and In Progress Initiatives:

Update the initiatives this Committee has accomplished in the corresponding academic year. For Status, please indicate **C** (completed) or **IP** (in progress). Make recommendations for the upcoming academic year where appropriate, or referrals to other committees, as applicable.

Committee chairs are responsible for completing reports after dialog with committee members. Assessment of committee progress is integral to SCC's continuous improvement process.

#	Initiative Undertaken, Achieved or In Progress	Status C or IP	Accomplishments/challenges/recommendations for this initiative
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### Part 2 Unaccomplished Initiatives:

Identify the initiatives this Committee has undertaken in the Fall 2020 semester that were not accomplished, please state why, what the barrier(s) were along with any recommendations to overcome the barriers.

See details in the chart above

#	Unaccomplished Initiative /Goal	Why/what were the barriers?	Recommendations
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## Committee Goals and Self-Assessment for Academic Year 2021-2022

### Part 3: Complete Self-Assessment Narrative:

#### Self-Assessment

- To what degree has the committee met its roles and responsibilities?
- How can the committee improve its effectiveness in meeting these roles and responsibilities?
- How effective was the committee in completing its initiatives?
- How might the committee improve its effectiveness in regard to completing initiatives?
- How effective was the committee in impacting student success?
- How might the committee improve its effectiveness in regard to impacting student success?
- What resources are needed to assist the committee in meeting its initiatives?

#### Recommendations

- Provide recommendations for changing the description or composition of the committee to achieve its initiatives addressed for next year.
- What topics should be addressed by the committee next year?
- Are there additional roles or responsibilities this committee should be addressing?
- What issues, initiatives, or work has the committee identified that other committees, service areas, and/or disciplines or Schools should address next year?