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:

_X_ Standard I: Mission, Academic Quality and Institutional Effectiveness, and Integrity
_X_ Standard II: Student Learning Programs and Support Services
___ Standard III: Resources (Human, Physical, Technology, Financial)
_X_ 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.
9	SEA Plan Revision	Review the 2019-22 SEA Plan and begin writing the new 2022-25 SEA plan by November 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 camus).
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 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.
9	SEA Plan Revision	IP	SESC will review the previous plan and begin work on the upcoming 2022-25 SEA Plan. USC's CUE Institute reviewed the 2019-22 plan for changes to make to the 2022-25 SEA Plan which will be our starting place. In the 2022-23 academic year, we hope to form work groups and write the plan with strong input from a large cross section of campus representatives, including students.
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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
1	Shout outs	C	Shout outs were a fun way to recognize folks across campus who are attempting to advance equity. It seemed to invest folks in coming to the meetings and created a strong community bond. One recommendation I would make is a more formal process for some of the shout-outs as well as more outreach on campus to engage these shout-outs.
2	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.
3	Support Covid Workgroups	C	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. As COVID protocols are being reversed, we don't anticipate too much conversation around this in the 2022-23 academic year.
4	SEA Plan Revision	IP	The report being due in November 2022, we will need to make this a top priority if it falls to the committee to oversee and write.
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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.

#	Unaccomplished Initiative /Goal	Why/what were the barriers?	Recommendations
1	Make recommendations to Academic Senate in May regarding equity-focused evaluation of the hiring, onboarding, and mentorship processes at Solano.	Same as above; this particular initiative didn't work, as members didn't see the purpose or need.	Going forward unless there is a clear project to accompany these recommendations and/or the committee receives a direct request from Senate to do so, recommendations won't be a standard practice.
2	Onboarding Survey	The members of the committee didn't see the need for onboarding to be part of the conversation re: equity, and the workgroup never formed.	Make clearer connections to hiring and equity as well as setting clearer goals for the committee at the outset of the year.
3	Committee Workgroups	While we tried several different strategies for engaging work, this initiative failed due to member burnout, unclear goals, and more pressing needs.	Going forward, setting a clear committee goal/mission will be critical for actionable work coming from the committee. Focusing on the SEA Plan might help this.
4	Defining vision and role of SESC on campus	During February and March, reviewed and tried to update the vision and mission of the SESC, specifically in terms of voting status and membership. Unfortunately by May the committee was still attempting to tackle this, marginally successfully.	We will engage in outreach to the campus to recruit new members and set a clearer plan for the 2022-23 year.
5	Provide support and attendance for T4E EquityFest	There wasn't time to broach this subject.	In the 2022-23 academic year, T4E will work more closely with SESC to support each other.
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details in the chart above

Part 3: Complete Self-Assessment Narrative:

Self-Assessment

- To what degree has the committee met its roles and responsibilities?
    - To the best of our ability, we met the goal of providing space for conversations around student equity on campus. We have planned meeting topics, invited interested members of campus and tried to make the committee an open place where people can ask questions, discuss topics around equity, and exchange ideas. However, we did have some roadblocks. Trying to ask folks to do work on top of their other work is tough, especially in a post-COVID world when everyone is burnt out. Additionally, there was not a solid consensus regarding the aims, mission and goals of the committee, and this stopped progress on come of the initiatives. In the upcoming semester the plan is to commit to working on the SEA Plan for 2022-25.

- How can the committee improve its effectiveness in meeting these roles and responsibilities?
    - The committee needs a clear charge from the Academic Senate as to the scope and mission of the committee. Since there is no fiscal obligation or specific academic goals (ie: curricular changes that have to be approved through committee) the committee must achieve, the committee struggled to define the activities throughout the year, slowing the progress.

- How effective was the committee in completing its initiatives?
    - The committee was effective in bringing new topics to the table and in trying to provide a sense of community. We achieved some initiatives, such as the shout outs and the FLEX activity, while not achieving others, such as the workgroups.

- How might the committee improve its effectiveness in regard to completing initiatives?
    - By having a specific charge from the Senate as well as a clear goal for the academic year, such as writing the SEA Plan.

- How effective was the committee in impacting student success?
    - Unclear at this time. Hopefully by focusing on the SEA plan in 2022-23, we will be able to make some measurable strides.

- How might the committee improve its effectiveness in regard to impacting student success?
    - Having more student voices in the committee meetings and by involving them in the process.

- What resources are needed to assist the committee in meeting its initiatives?

o   Input and collaboration on the revision of the SEA Plan.

Recommendations

- Provide recommendations for changing the description or composition of the committee to achieve its initiatives addressed for next year.
    o   More outreach
    o   A clear plan/mission (ie: revising and tracking the SEA Plan or another defined project)

- What topics should be addressed by the committee next year?
    o   SEA Plan Update & revision for 2022-25

- Are there additional roles or responsibilities this committee should be addressing?
    o   The role of different equity efforts on campus that may be competing with each other rather than working together.

- What issues, initiatives, or work has the committee identified that other committees, service areas, and/or disciplines or Schools should address next year?
    o   Onboarding for new faculty in a way that centers equity
    o   More equitable hiring practices, including interview processes
    o   More in-depth HR training around hiring and other workplace practices
    o   More community building and recognition of faculty, staff and admin, especially as it pertains to equity on campus