

San Diego Mesa College

School of Social and Behavioral Sciences
and Multicultural Studies

School Goals

Established
November, 2006

Departments and Disciplines and Programs represented in our School:
American Indian Studies, Architecture and Environmental Design (Architecture, Building Construction Technology, Interior Design), Asian Pacific American Studies, Behavioral Sciences (Anthropology, Filipino Studies, Psychology, Sociology), Black Studies, Chicano Studies, Social Sciences (Geography, History, Philosophy, Political Science), Teacher Education, and Women’s Studies.

Goal One: Our School will work to strengthen its commitment to our core value of providing and promoting exceptional, quality lower-division educational programs available to all students at all levels. The population we serve includes current high school students and adult learners. The individuals we serve are interested in vocational and/or transfer-bound programs, as well as courses and programs of general interest. The following descriptions of Goals Two through Six serve to support this goal.

Goal Two: We support the notion of aspiring to excellence in teaching. An important component to providing quality instruction involves honest self-reflection in terms of maintaining and improving upon scholarly competence. To this end we will:

Objectives

- a. Evaluate teaching performance (tenured/tenure-track and adjunct).

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- b. Participate in ongoing opportunities for professional growth and development.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

Goal Three: Our School values high quality instruction, which is directly linked to the design and integrity of the programs and curricula. Consistent with the District’s Strategic Plan to strengthen and improve the academic program, the Mesa College Mission Statement, the Mesa College President’s Proposed Goals, the Office of Instruction Goals, and Program Review, the School will take steps consistent with these shared goals.

Objectives

- a. Dean will provide faculty with an overview of how classes taught in each area apply to graduation and/or transfer.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean
Timeline/Deadline: Ongoing

- b. Dean and chair, in consultation with discipline faculty, will evaluate the design of individual degree programs and submit modifications as needed.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- c. Work to revise two Political Science courses (Political Science 101 and 102).

Discipline(s) and/or Program(s): Political Science
Individuals Responsible: Dean, Chair, Faculty
Timeline/Deadline: Ongoing

- d. Work to develop a Women's Studies program Certificate of Completion.

Discipline(s) and/or Program(s): Women's Studies program
Individuals Responsible: Dean, Chair, Faculty
Timeline/Deadline: Ongoing

- e. Develop A.A. degree in History, as a pilot, followed by Geography, Philosophy, and Political Science.

Discipline(s) and/or Program(s): History, Geography, Philosophy, Political Science
Individuals Responsible: Dean, Chair, Faculty
Timeline/Deadline: Ongoing

- f. Work to develop strengthen and improve upon academic programs with emphases on SLOs, global learning objectives, and alternative instructional delivery systems and methods.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- g. Expand the Major Requirements for an Associate in Science: Interior Design in order to meet current industry standards.

Discipline(s) and/or Program(s): All
Individuals Responsible: Discipline Faculty
Timeline/Deadline: Ongoing

Goal Four: Our School is comprised of five departments, representing 15 disciplines. Students benefit directly when our faculty are primarily comprised of tenured/tenure-track professionals. Faculty write and revise curriculum, meet and consult with students, and participate in numerous shared-governance activities that serve to keep the many campus systems at Mesa College alive and vital. Tenured/tenure-track faculty also has contractual and professional duties of peer review reserved exclusively to them.

Assembly Bill 1725 established a goal of 75:25 for the proportion of full-time to part-time faculty based on hours of instruction. The assumption in this plan is that the 75:25 ratios represent an ideal configuration college-wide. Some departments may be best served with a higher ratio. Others may be better served with a higher proportion of adjuncts, especially when the program has practicing professionals serving as adjuncts. Few of the disciplines in our school currently have an adequate ratio. We will continue to seek out ideal staffing patterns for our programs, and in most areas, seek additional tenure-track faculty.

Objectives

- a. Through analysis at the department level, and in collaboration with the Office of Instruction and our campus-based researcher, work to obtain accurate student equity and enrollment data. Often these reports serve to inform and support staffing decisions, including requests for hiring priorities.

Discipline(s) and/or Program(s): Departments requesting new hires
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- b. Refinement of selection process for faculty and staff. As we submit our Faculty Hiring Priorities and request new hires, we will make suggestions related to how we will work toward ensuring a diverse pool of applicants. We will acknowledge and respect the published timelines (15 months) for hiring. Throughout the entire search and hiring process we will work to make the experience more effective, agreeable, and efficient.

Discipline(s) and/or Program(s): Departments requesting new hires
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- c. Continue to develop and foster an awareness of the organizational faculty and staffing needs of the college. As funding becomes available and decisions are made about new faculty positions and staffing (unfreezing of classified positions), we will continue to discuss the critical need for additional secretarial support staff in the Dean's office to support the Dean and faculty in the School. We will continue to advocate for additional instructional aids to support teaching.

Discipline(s) and/or Program(s): Departments requesting new hires
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- d. Develop an informed awareness of the workforce diversity. As we submit our requests for Faculty Hiring, we will make suggestions related to how we will work toward ensuring a diverse pool of applicants. We will regularly review the demographics of our student population as well as that of our faculty and staff.

Discipline(s) and/or Program(s): Departments requesting new hires
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

Goal Five: Our School recognizes that complex, effective, systems need to be in place and operational in order to support teaching and learning. We support the notion of ongoing planning, including participating in the design and planning of the class schedule, and the support of systematic means of identifying ways to distribute funds needed to support the college infrastructure.

Objectives

- a. We will participate in formal planning processes. This goal is supported in the District Strategic Planning document, Priority No. 13, the Mesa College Mission Statement, which includes a direction that suggests a regular cycle of analysis and evaluation, the College Goals, and also appears as a key objective of the Vice President of Instruction.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- b. Departments will evaluate their programs (Program Review).

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Lead Writers
Timeline/Deadline: Ongoing

- c. Our School will develop, implement, and review periodically a set of goals and objectives. This will integrate recommendations, from program reviews, into action plans.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: November, each year

- d. We will work to develop flow charts that will enable us to better visualize and meet planning deadlines.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs
Timeline/Deadline: Ongoing

Goal Six: Our School values a connection to members of the surrounding community, which includes those in the immediate area and as well as those on a national and global level. We will continue to nurture and strengthen existing relationships. We will also work to develop and sustain new relationships, ultimately promoting public understanding of our mission to encourage the life-long pursuit of learning.

Objectives

- a. Develop a means to document the many community linkages and partnerships already in place in the School.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs

Timeline/Deadline: Ongoing

- b. Collaborate with the Office of Instruction and Student Services as we strive to strengthen and build upon our links to high school students (for example, Kearny Fast-Track, Clairemont High, and San Diego MET high school students).

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- c. Continue to interface at a variety of levels with faculty at the four-year colleges and universities.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- d. Develop and strengthen faculty dialog and collaboration between and among like discipline- experts within the District colleges (Mesa, Miramar, City, and ECC) as well as member colleges of the Region X college system, and statewide.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing

- e. Continue to support and promote faculty affiliation with professional associations and organizations.

Discipline(s) and/or Program(s): All
Individuals Responsible: Dean, Chairs, Faculty
Timeline/Deadline: Ongoing