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**Academic Senate for California Community Colleges**

**Executive Committee 2023-24 Work Plan**

**Background**

As part of its ongoing work, the Academic Sente for California Community Colleges (ASCCC) has adopted a multi-year strategic plan for the academic years between 2023-2026. This plan contains four overarching strategic directions and six groups of strategic actions that reflect the consensus of the Executive Committee and Spring 2023 delegates on the direction ASCCC should move to attain its envisioned future. Each year, ASCCC’s Executive Committee adopts an annual work plan that contains tangible goals and actions aimed at advancing the strategic directions of the organization.

The 2023-24 Work Plan proposes short-, near-, and long-term goals for each strategic direction and the action steps necessary for the Executive Committee to achieve those goals in a reasonable timeframe. These goals are the outcome of facilitated conversations amongst the Executive Committee, an internal assessment of the resources available to the ASCCC at the time of adoption, and larger trends in the California Community College system and the field of higher education.

**Strategic Direction #1**

**Embracing Organizational Change**

*Reimagine ASCCC Structures to Support the Mission*

**Short-Term Goal:** Review and refine the approval process for statewide service to better ensure we are meeting the goal of increasing faculty diversity in leadership.

**Action:** Convene a work group to evaluate the current process of approving faculty interested in statewide service and make recommendations to the Executive Committee for improving participation and diversity of applicant pool.

**Near-Term Goal:** Update bylaws to be shorter and act as a guiding document that promotes greater flexibility for ASCCC to respond to the needs of the field.

**Action:** Review existing bylaws and identify sections that may be refined or adopted as organizational policy rather than bylaws.

**Long-Term Goal:** Reimagine ASCCC structures to support the mission of the organization.

**Action:** Utilize the recommendations of the Empowering Faculty Voice Task Force to evaluate and re-envision representation, leadership structures, and faculty engagement as part of a long-term assessment of ASCCC structures.

**Strategic Direction #2**

**Engaging Proactively in Partnerships and Advocacy to**

**Advance Faculty Voice and Student Success**

*Engage Proactively in Legislative Advocacy*

*Improve Communications and Enhance Our Connections and Partnerships*

**Short-Term Goal:** Assess existing reach, strengths, and opportunities for improvement in ASCCC’s communications strategies.

**Action:** Utilize digital tools to capture open rates, page views, and other metrics to establish a baseline of ASCCC’s current communication impact.

**Near-Term Goal:** Provide more regular access to legislative process and advocacy updates for faculty members.

**Action**: Launch a monthly webinar series on legislative advocacy in coordination with ASCCC’s legislative advocate and members of the advocacy committee.

**Long-Term Goal:** Develop a legislative platform, informed by prior resolutions and approved by the body, that provides flexibility on certain legislative issues.

**Action:** In consultation with ASCCC’s legislative advocate and advocacy committee, review partner organizations’ platforms and develop a draft for review by the Executive Committee.

**Strategic Direction #3**

**Developing Innovative Activities to Empower Faculty and Uplift Underrepresented Voices**

*Strategically Empower and Uplift Voices of Underrepresented Faculty*

*Develop Innovative Activities to Support Faculty in the Community College System*

**Short-Term Goal:** Repurpose events that have historically been low- or under-enrolled as events to engage underrepresented faculty groups.

**Action:** Conduct a review of prior year events to identify potential candidates for new activities in the coming academic year.

**Near-Term Goal:** Increase participation with partner organizations that serve underrepresented faculty and maintain a presence at their events to improve ASCCC’s visibility and provide greater information about the resources ASCCC provides to faculty within the system.

**Action:** Develop MOUs for attending partner conferences and being featured as part of conference programs, event agendas, tabling opportunities, and other means of evaluating faculty presence within the system.

**Long-Term Goal:** Provide recommendations to the body on ways ASCCC can empower faculty from underrepresented populations and support the development of inclusive practices within the field.

**Action:** Utilize the recommendations of the Empowering Faculty Voice Task Force to evaluate and re-envision representation, leadership structures, and faculty engagement as part of a long-term assessment of ASCCC structures.

**Strategic Direction #4**

**Advancing Faculty Engagement in Data Literacy**

*Strengthen Faculty Voice in the Analysis of Data*

**Short-Term Goal:** Establish a baseline for ASCCC’s use of data and promotion of data literacy.

**Action:** Evaluate the charge of the Data Committee and its role in addressing faculty engagement in data literacy and develop an ASCCC research plan to inform work moving forward.

**Near-Term Goal:** Explore new partnerships for research projects in shared areas of interest.

**Action:** Identify potential partners–such as RP Group, CIOs, College Equity Directors, and Local College Research Departments–to engage in targeted research and the sharing of data.

**Long-Term Goal:** Generate a culture of curiosity in which faculty use data to develop questions to be explored in support of greater student success.

**Action:** ASCCC will more regularly incorporate the use of data to tell the story of community college faculty and our students and will seek out professional development opportunities for state and local faculty leaders so that they may be equipped and more comfortable utilizing data in the future.

**Other Organizational Goals**

*Advancing the Work of ASCCC into the Future*

Beyond specific goals related to advancing the four strategic directions, the Executive Committee’s work for the year is likely to include components of the following issue areas that are currently underway at the California Community College Chancellor’s Office. These include, but are not limited to, a focus on Part-Time Faculty Professional Development, expansion of the Transfer Alignment Program, and facilitated coordination related to the implementation of Zero Textbook Cost degrees. Additionally, ASCCC will continue to engage with system partners in the development of the Chancellor’s Vision 2030 and ensure faculty voices are reflected in this work as it moves forward.