

College Council
Meeting Minutes

September 5, 2014

<https://committees.kccd.edu/meeting/1476#overlay-context=bc/committee/collegecouncil>

Members Present: Anthony Culpepper, Nick Strobel, Kate Pluta, Janet Thomas, Jennifer Johnson, Cindy Collier, Alice Desilagua, Steven Holmes, Jason Stratton, Ann Tatum, Sue Vaughn, Primavera Arvizu, Bernadette Martinez, Tina Johnson, Nan Gomez-Heitzeberg, Sonya Christian, Jennifer Marden

Guests: Janet Fulks, Liz Rozell, Michael Self, Amber Chiang, Rich McCrow, Manny Mourtzanos, Billie Jo Rice

Next meeting: September 19, 2014

WELCOME & OVERVIEW of the AGENDA

APPROVAL OF MINUTES

- A motion was made by Arvizu and seconded by Vaughn to approve the minutes of August 28. The minutes were approved with one abstention.
- A motion was made by Holmes and seconded by Gomez-Heitzeberg to approve the minutes of May 2, 2014 with changes to the Budget Committee update section suggested by Strobel. The minutes were approved unanimously.

PRESIDENT'S HIGHLIGHTS

- Sonya Christian shared with College Council that 21 additional sections had been added and will begin on September 15.
- Spring Opening Day will be held on January 14 in Delano beginning with lunch at 11:30 and concluding at 4:30.

COUNCIL BUSINESS

Climate Survey – 2013 Report

Sonya Christian introduced Michael Carley, Associate Director, Institutional Research and Reporting. Carley is the district point person for CCSSE work and also works with BC's Program Review Committee.

Carley provided the 2013 Climate Survey report which is posted on the College Council website:

<https://committees.kccd.edu/sites/committees.kccd.edu/files/Climate%20Report%202013%20final.pdf>.

Carley noted the survey was developed in direct response to [KCCD Strategic Plan](#) objectives 2.2 and 3.2. The first survey in fall 2011 created the baseline, the second survey was conducted fall 2013 and will likely occur again in fall 2016 and fall 2019. Carley indicated that there were not many changes to the questions in the 2013 survey and highlighted the following:

- Some survey questions were vague on purpose to develop the baseline in 2011
- Summary of the results begins on page 35
- Climate questions are given on page 38
- Section 1 – Climate: addresses trust, work environment, safety, adequate technology, maintenance
- Section 2 – Interactions with groups and immediate supervisor
- Section 3 - Diversity: addresses a welcoming and supportive environment
- Section 4 – Communication at work site, districtwide, from committee representatives and information flow throughout the org structure; four new questions were added in this section (J-M) in response to the Accreditation visit specifically related to the decision making process.
- Section 5 – Participation: how often respondents participate in various activities
- Section 6 – Professional Development
- Section 7 – Overall: would respondents chose to work the college/district again
- Section 8 – Demographics: position, full or part-time and location

Christian noted the importance of these results as they relate to and are incorporated into the Renegade Scorecard. Work related to perception is primarily driven by the CCSSE data. College Council has responsibility for the scorecard and should consider a similar 3-year cycle.

Comparisons: by employee group. Where do we see differences in 2011 and 2013. Saw several things that had statistically significant increase or decrease

- Morale – improved districtwide
- Trust – faculty/mgmt. districtwide and at BC/PC;
 - Trust gaps among some groups, and biggest seems to be between district/colleges; district/BC has decreased; seems to be lack of narrative on this issue; suggestion that summary highlight areas where things are being done well and but also make note of areas of improvement.
- Assumption that not all employees interact with the district
- In 2011 surveyed student leaders rather than all students – didn't generate much information. Chose not include student leaders in 2013.
- Response rate at BC in 2011 of 51% compared to 2013 of 30%
- Improvement in facilities

- Interaction areas were mainly highly rated; at BC in 2013 the interactions with immediate supervisor was less positive.
- Communication; varied responses; at BC two issues that decreased – supervisors keeping employees informed and asking input; understand process at college vs. districtwide
- BC greater participation at college-wide events

Carley will finalize the report and then forward to Data Coach Leads, Janet Fulks and Michael Self. Christina noted how well the survey was done and encouraged feedback directly to IR staff. Data Coaches will return to College Council with suggestions on which data points to include in the Renegade Scorecard. District Consultation Council will review the report on September 23.

Educational Master Plan (EMP)

<https://committees.kccd.edu/sites/committees.kccd.edu/files/Educational%20Master%20Plan%202014-2017%20presentation.pptx>

President Christian noted the importance of College Council being familiar with the document and engaging with the content. The academic direction of the college outlined in the plan will set the course for the next iteration of the college strategic plan. College Council will be asked to endorse the EMP plan on September 19.

Nan Gomez-Heitzeberg gave an overview of the Educational Master Plan explaining the document describes who are we, who we serve, where have we been and where are we going. Other highlights include:

- Themes: student and instruction working together closely – high-level integration; incorporated in the Making It Happen initiative are all the things we are focusing on – predictive analytics, outreach, summer bridge, multiple measures.
- Environmental scan that highlights the communities we serve including our rural communities.
- Socio-economic status; families; and education levels – giving opportunities to overcome challenges.

Transfer – Core goals and components of our mission:

- Needs to happen before students land on our campus;
- For those who have this goal, making every course count;
- Clear pathways to graduation – currently have 19 ADTs (including the pre-law pathway);
- Transfer center, career development and counseling – power of relationships to influence decision-making;
- Access and Equity – MESA and Achieving the Dream;
- Ideal # of Transfers?? 100%;
- Motto of Student Success – Welcome Here, Hurry Up and Get Out!

CTE – Dual enrollment component; increasing partnership with local high schools to strengthen career pathways:

- Ag/Natural Resources;
- Great program that is humming is the Paramount Ag Career Academy: allows high school students to complete with 45-60 college credits;
- Large number of articulated courses; growing dual enrollment in current areas and expanding dual enrollment in CTE areas;
- Immediate credit for students with college level instruction;
- Non-CTE areas think about how this idea ties into the work we already do.

Basic Skills – 90% of incoming freshman underprepared for math and 75% underprepared for English:

- C6 grant/STEM Grant provide funding to offer accelerated and compressed math and English courses; incorporate contextualized learning;
- Increase student engagement –tying process to increase effectiveness;
- Faster remediation! Faster pathways to completion!;
- Connect earlier! CalSOAP webinar regarding pre-K to career pathways;
- Summer Bridge will be hugely expanded in Summer 2015; two pathways – one for high school and 8th graders;
- Yes, evaluating the effectiveness;
- Converting from Compass to Accuplacer – focus on multiple measures;
- CAP Grant – CS/BCUB and KHSD – educational planning into the high school;
- Low success numbers have spurred the implementation of multiple initiatives and interventions.

Rural – bleak employment; poverty and education rates low from Arvin to Wasco; unemployment as high as 30% and high school graduation rates as low as 36% in some areas:

- Making a difference by bringing colleges to these areas;
- Influencing culture – belief in college and the benefit of education;
- Increase CTE and career opportunities;
- Focus on adult education;
- WESTEC expertise in oil field training and community prisons;
- Liberal Studies degree in Arvin;
- Rural being defined by being outside of Bakersfield: Arvin/Lamont and northern Kern (McFarland/Shafter/Delano/Wasco) – *will need to include this definition in the document.*

Each of the components are intimately integrated and work to improve student success. How will we use technology and build online program to reach more students?

Feedback should be given directly to Nan Gomez-Heitzeberg or Amber Chiang.

Senate Resolution – CCCApply

Steven Holmes distributed a resolution approved by the Academic Senate in support of KCCD applying for CCCApply and will be presenting next Thursday. Holmes will also ask for the topic to be added to the District Consultation Council agenda.

Curriculum Committee, 14-15 Work Plan

Billie Jo Rice, Co-chair of Curriculum Committee, highlighted the following:

- Furiously revising courses to comply with ACCJC standards, CID and ADT legislative mandates;
- Target this year is to revise 260 courses which would bring the college fully into compliance regarding the course inventory;
- What do degrees mean to our students – curriculum is core and the official record is needed for articulation;
- Intentionally embed ILOs in curriculum so they are meaningful for students;
- Need to teach students subject matter but also how to be learners!;
- Curriculum Committee is actively integrating work with the Assessment and Program Review Committees and with Degree Works;
- Billie Jo Rice attending Counseling Department meetings;
- All faculty need to think about how specific course curriculum ties to other discipline courses, general education and ILOs.

Evaluating 13-14 Accomplishments

Kate Pluta began discussion by noting how the college must be intentional about how resources are allocated and also evaluating processes. ACCJC standards also address evaluating our governance processes. The BC Strategic Plan sunsets this year as do the College Goals. College Council directs strategic planning for the college.

Pluta asked College Council to complete a brief survey and to reflect on the questions below. Discussion followed regarding the responses.

1. As you reflect, what was the most important accomplishment of College Council last year
2. What is your strongest/clearest/sharpest memory about a discussion or an activity at CC last year?

Following the meeting Pluta provided a summary of the responses grouping them by the subjects below:

- **Reorganization (5)**
- **College Council supported work**
 - ~ Moving the work
 - ~ Professional development of members
 - ~ Facilities Master Plan
 - ~ Institutional Strategy Map
 - ~ Baccalaureate

- ~ Institutional Scorecard
- ~ Strategic focus/core values
- ~ Budget discussions
- **District and College**
 - ~ District Consultation Council communication and feedback
 - ~ District reserves
 - ~ District strategic plan, mission, vision (2)
 - ~ Wrestled with Climate Survey
- **Communication and discussion**
 - ~ More communication/collaboration
 - ~ Senate and College Council collaboration in preparation for District Consultation Council (DCC)
 - ~ Support of Senate resolutions regarding district budget
 - ~ Frank discussion of college/district issues
 - ~ Environment that was open, analytical, and observant
 - ~ Impressed with the community/breadth of representation
 - ~ Meaningful discussions