



Institutional Self- Evaluation Report

**BAKERSFIELD
COLLEGE**

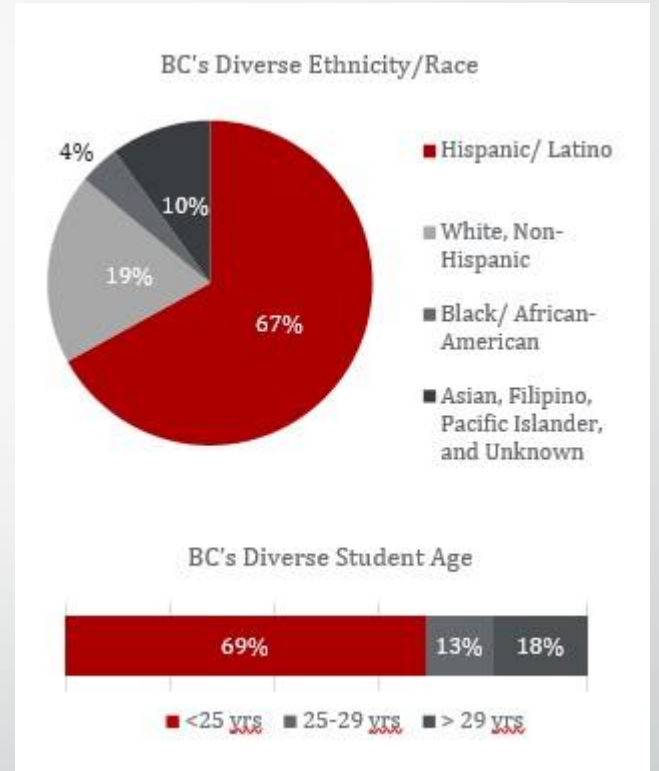
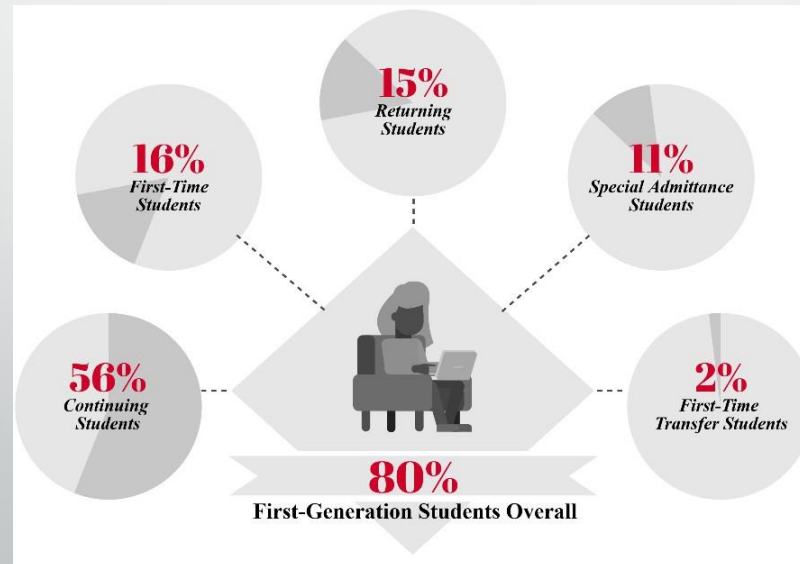
Accreditation and Institutional Quality Committee

Charge:

- Ensure accreditation is an on-going process by guiding preparation of the self-evaluation, midterm, and follow-up reports.
- Review and monitor collection of evidence and progress on Actionable Improvement Plans, accreditation recommendations, and institutional effectiveness indicators.
- Inform, engage, and involve the college community in accreditation and institutional effectiveness.
- Review and monitor evaluation activities to ensure they result in integrated, meaningful, and sustained college improvement.

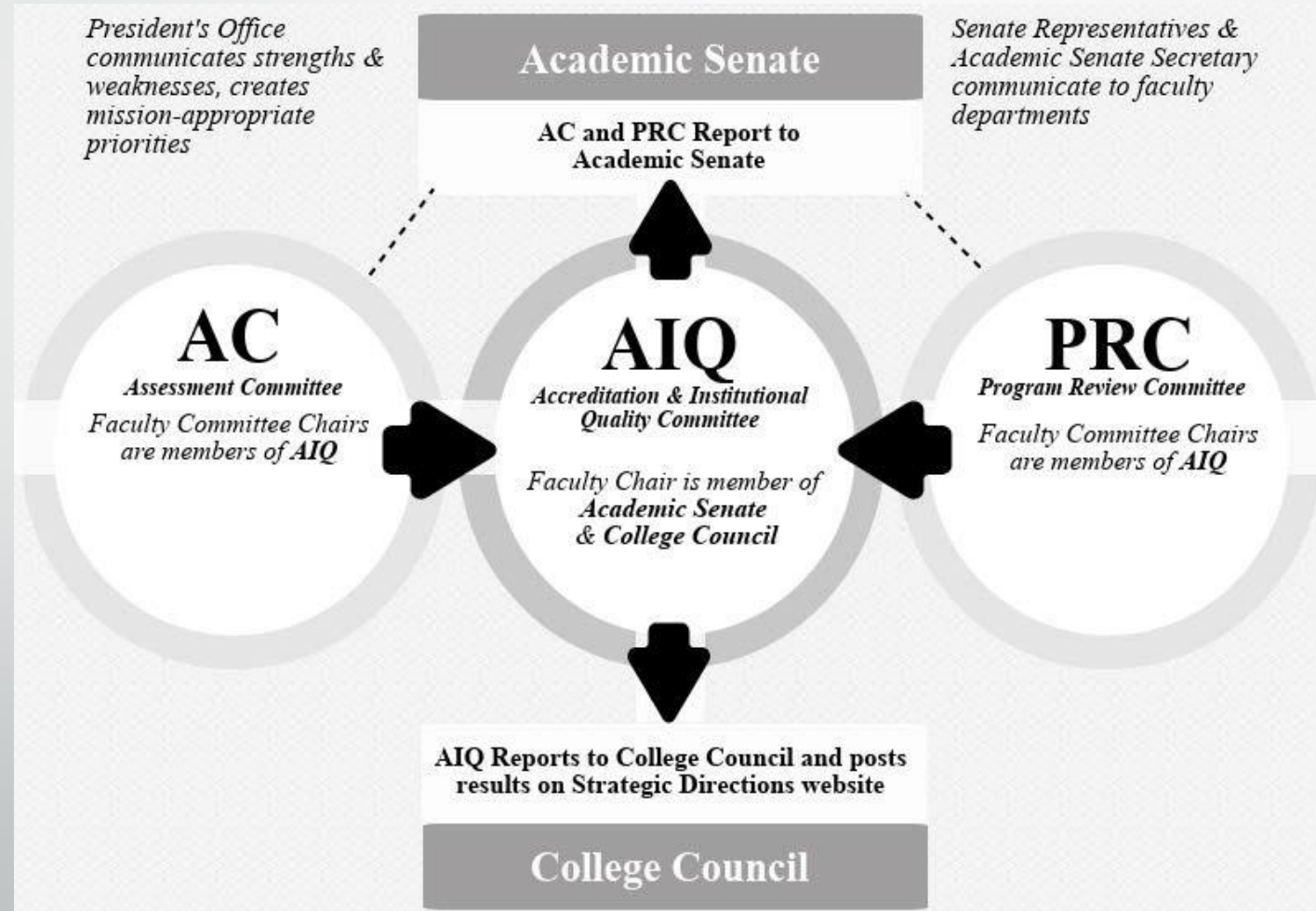
STANDARD I: Mission, Academic Quality and Institutional Effectiveness, and Integrity

Mission: *Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.*



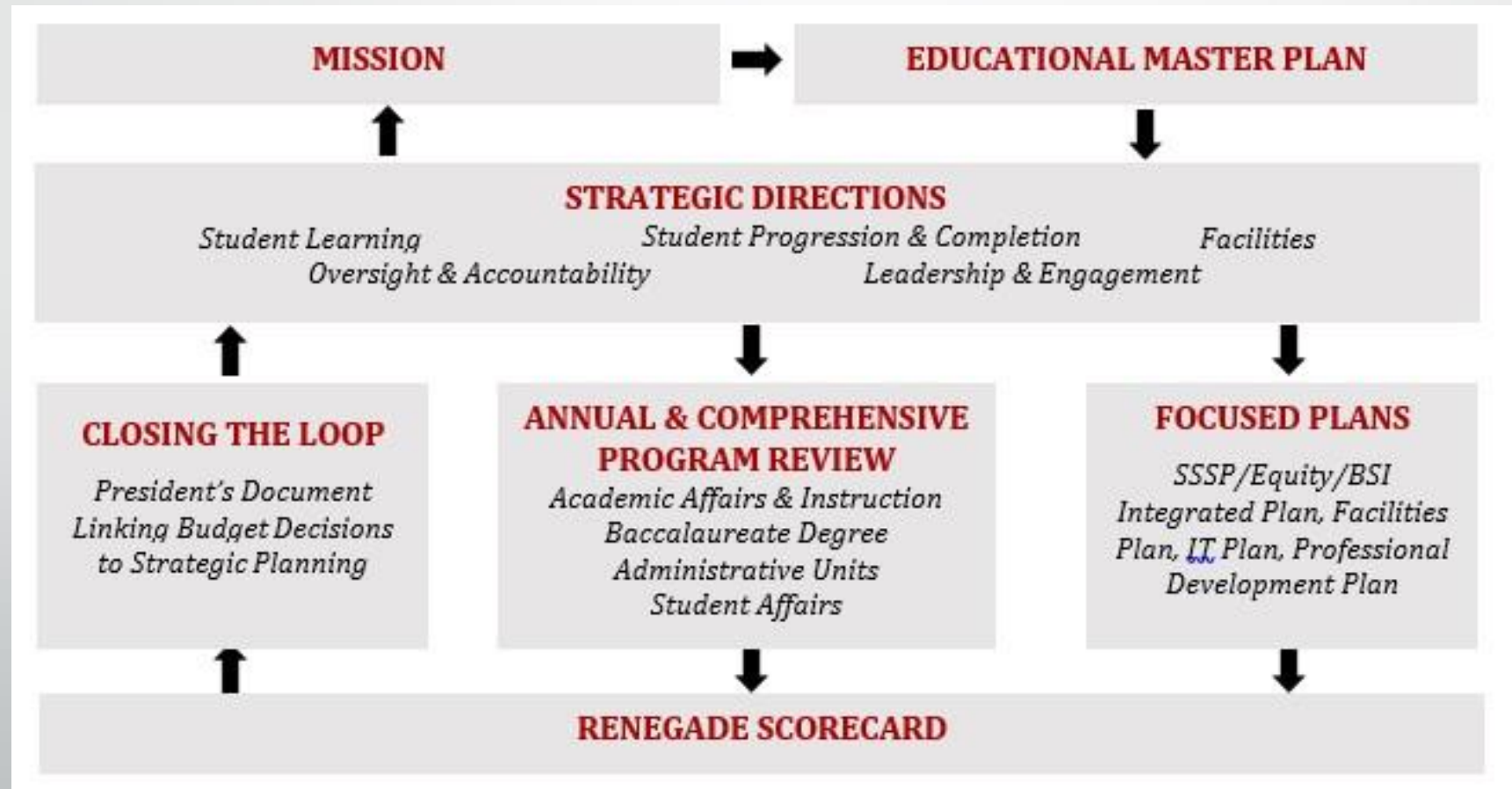
STANDARD I: Mission, Academic Quality and Institutional Effectiveness, and Integrity

Integrated processes of communication & evaluation:



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

Connection of Mission to Planning:



STANDARD II: Student Learning Programs and Support Services

Program Offerings for Completion:

The BC Catalog lists our programs of study as follows:

Bachelor of Science in Industrial Automation

29 Associate Degrees for Transfer

37 Associate Degrees

44 Certificates of Achievement (over 18 units of study)

26 Job Skill Certificates (less than 18 units of study for this local certificate)

STANDARD II: Student Learning Programs and Support Services, continued...

Instructional Integrity:

ISS Metrics for Student Achievement

Course Success
Transfer-level English and Math
Skills Builders
Degree, Certificate, and Transfer
Licensing Pass Rates
Job Placement Rates

Curriculum Review Items

Course SLOs,
course objectives,
methods of instruction and evaluation,
topical outline

Bakersfield College faculty ensure that instructional content and methods are of the high quality and rigor expected of a higher education institution through a multi-pronged approach:

- professional development workshops
- regular evaluation of faculty by their peers
- systematic and regular curriculum review process
- annual program review process for all programs

STANDARD II: Student Learning Programs and Support Services, continued...

Instructional Considerations:

[The syllabus is] a contract between the student and the faculty member. As such, the faculty member should be careful to be both clear and specific as to what is expected of the student in the course and of what the student may expect from the faculty member. In this manner, the syllabus will determine the rights and duties of both the student and the faculty member. -pg 14 of the Faculty Handbook

The General Education Program has been designed to address the needs of men and women of all ages, abilities, ethnic identities, life styles, and goals. Through general education, the college seeks to foster knowledge, skills, and attitudes that will empower students to shape the direction of their lives and their environment. Its goal is to encourage students to strive for the highest quality of life, both at leisure and at work, for themselves, their families, and the larger community. -BC GE Philosophy excerpt

STANDARD II: Student Learning Programs and Support Services, continued...

Academic Support:

This Chart identifies success rates for students utilizing our academic support services, compared to all students.

Note: "all students" includes those seeking academic support.



STANDARD II: Student Learning Programs and Support Services, continued...

Comprehensive Services:

Evidence of Tech Solutions to Ensure Equitable Access

Online Matriculation

Phone & Zoom Counseling

Online Workshops

Financial Aid TV

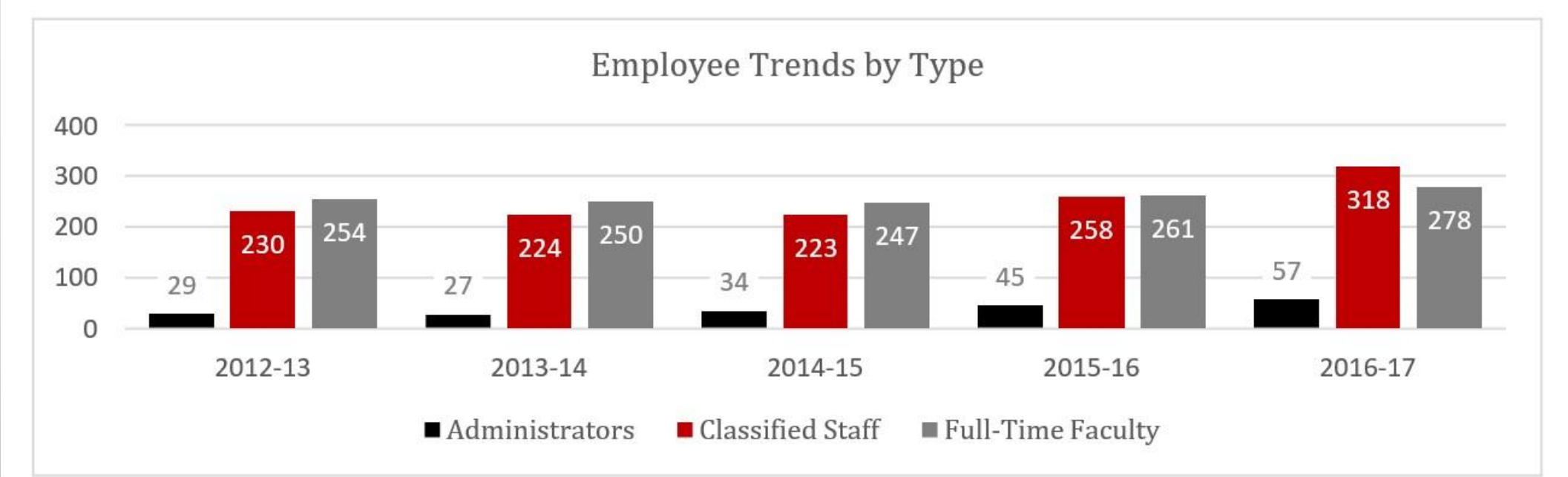
STANDARD II: Student Learning Programs and Support Services

Support Services in Guided Pathways Lens:

Clarify the Path	Enter the Path	Stay on the Path	Ensure Learning
-Abbreviated and Comprehensive Educational Planning -Starfish Degree Planner -Kern Promise -Dual Enrollment -Pathways Mapper	-HS Outreach -Multiple Measures -Summer Bridge -Kern Promise -Welcome Center -Priority registration -Dual Enrollment -Course acceleration	-Completion Coaching -Supplemental Instruction -Math Hub and Lab -Extend the Classroom -Writing Center -Starfish CONNECT -AccuSQL Tracking -Umoja Learning Community	-Earn & Learn Student Employment -Learning Outcomes

STANDARD III: Resources

Human Resources:



STANDARD III: Resources, continued...

Best Practice – Advertising for Hiring:

WomenandHigherEd.com
VeteransinHigherEd.com
DisabledinHigherEd.com
LatinosinHigherEd.com
BlacksinHigherEd.com
Asian-Jobs.com

AffirmativeAction.org
HBCUconnect.com
NativeAmericansinHigherEd.com
DiverseEducation.com
LGBTinHigherEd.com
HispanicsinHigherEd.com

STANDARD III: Resources, continued...

Human Resources:

Employee Group	Evaluation Plan
Classified Evaluations	-HR sends campus mail reminder with the due date and evaluation form to the employee's direct supervisor -One month past the due date, HR sends reminder to direct supervisor
Manager Evaluations	-HR department provides a quarterly report of the status of all manager evaluations at President's Cabinet -Status report will include: current, upcoming, and past-due

STANDARD III: Resources, continued...

Physical Resources:

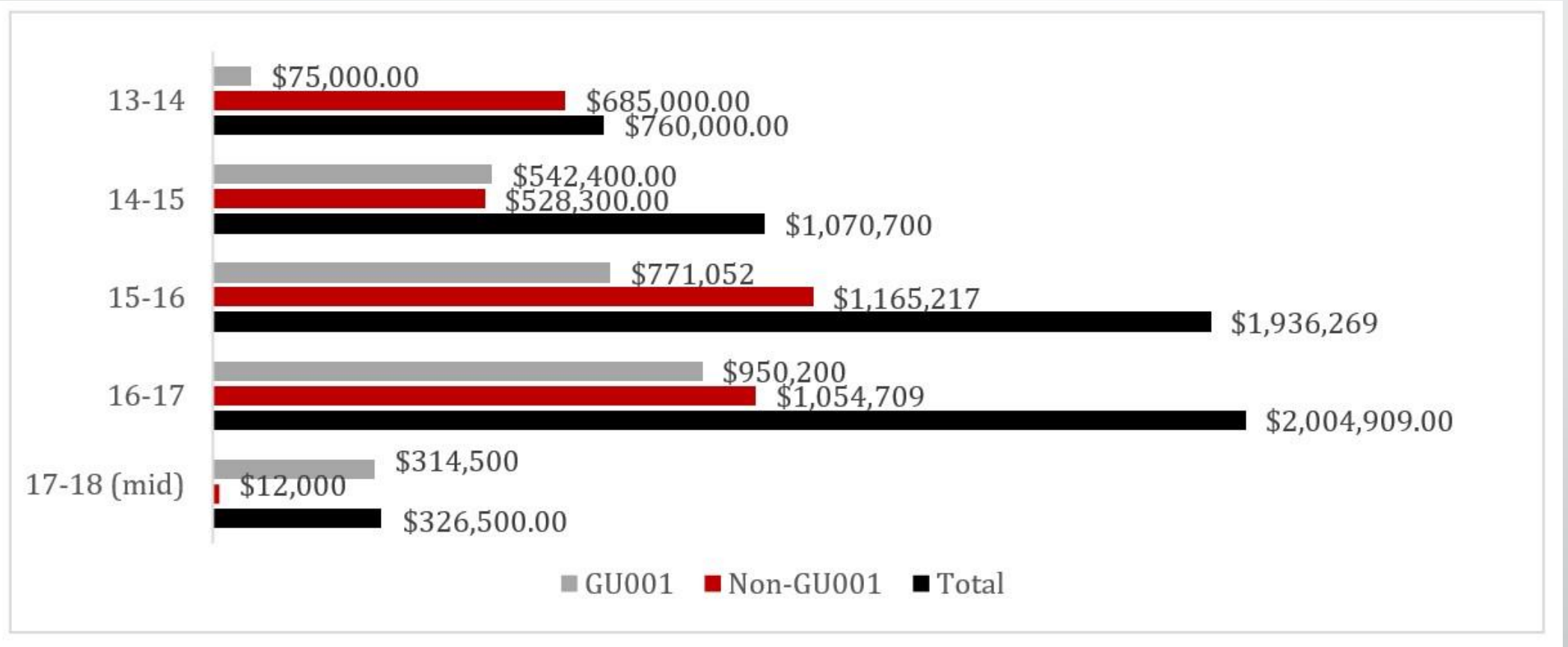
A clear indication of BC's success in utilizing effective practices in planning physical resource upgrades, is the confidence of the community, reflected in the fact that the county voters have approved two bond measures over the past 16 years- totaling over \$680 million dollars. [*Measures G and J*]

*If you see something,
say something, do
something*

*-BC Department of
Public Safety Slogan*

STANDARD III: Resources, continued...

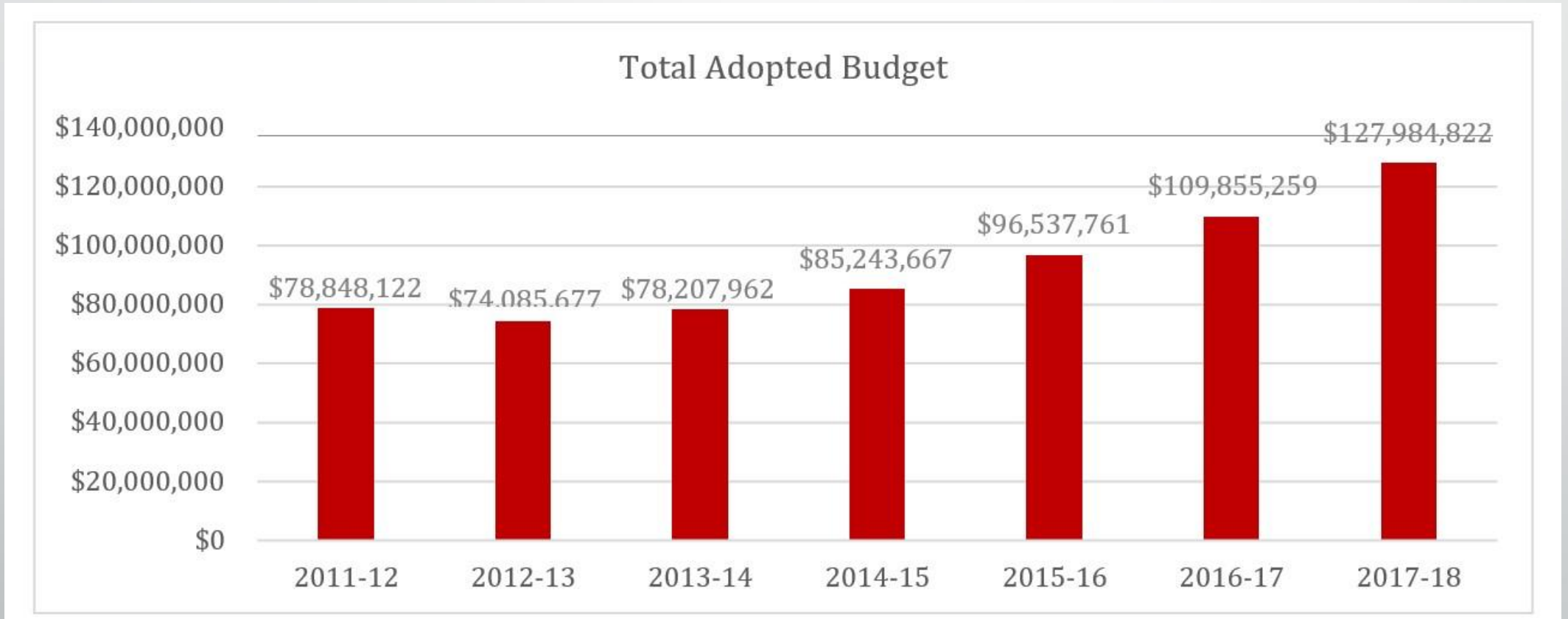
Technology Resources:



The college process is followed through Program Review and the Technology Master plan, in conjunction with the college mission, to determine technology expenditures- depicted by the chart above.

STANDARD III: Resources, continued...

Financial Resources:



STANDARD IV: Leadership and Governance

BC's Core Values

Learning
Diversity
Integrity
Community
Wellness
Sustainability

Diverse Committee Structure:

Student Representation, per group, includes:

One student: Board of Trustees, ISIT

Two students: Academic Senate, AIQ, Assessment, Budget, College Council, Commencement, Curriculum, EODAC, Facilities & Sustainability, Professional Development, PRC, Safety

Three students: District Consultation Council (one SGA President from each college)

...multiple perspectives lead to a better education and knowledge of the world

-BC's Core Value of Diversity

[celebrate] the diversity of people, ideas, and learning styles

-KCCD Core Value of Inclusion

... build an environment in which all members participate as a community..

-BC's Core Value of Community

... a climate of trust and accountability...

-KCCD Core Value of Accountability

STANDARD IV: Leadership and Governance, continued...

President Christian's actions, from publication of her blog through opinion pieces in local and national media, to participation in local groups, demonstrate that BC meets standard IV.B.6 (The CEO works and communicates effectively with the communities served by the institution.)

Her community awards include:

2017 Kern County Hispanic Chamber of Commerce Woman of the Year.
2016 District 23 Woman of the Year.
2014 Pacesetter of the Year, National Council for marketing and Public Relations.

STANDARD IV: Leadership and Governance, continued...

IV.C.9 | The governing board has an ongoing training program for board development, including new member orientation. It has a mechanism for providing for continuity of board membership and staggered terms of office.

Accreditation Standard	Board Policy
Continuity of board membership and staggered terms of office.	BP 2B1 and Appendix 2B1(b)
Training for new members of BOT	BP 2F1
In-service training “Work Study Sessions” and continuous improvement	BP 2F2 BP 2G1
Biennial board development program	BP 2F3

STANDARD IV: Leadership and Governance, continued...

BC administered accreditation surveys in December 2014 and September 2017 to determine perception of effectiveness of KCCD services provided to the college.

Statement, "The District Office..."	2011	2014	2017
clearly delineates the operational responsibilities and functions of the DO from those of the college.	41.0%	46.7%	54.1%
clearly delineates the operational functions of the DO from those of the colleges.	43.9%	50.9%	51.7%
provides effective services that support the colleges in their missions and functions.	46.0%	50.8%	61.4%

THANK YOU to the Editing Team!

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