Designing the Results You Want: Institutional Leadership to Advance Student Success

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About Bakersfield College

33,000 Students

80% First Generation

70% Hispanic/Latinx
Educational Attainment

- College Degree:
  - California: 38%
  - City of Bakersfield: 29%
  - Bakersfield rural areas: 9%

- Less than High School:
  - California: 19%
  - City of Bakersfield: 20%
  - Bakersfield rural areas: 52%
Design the Results You Want

**Culture:**
Values, Beliefs, Mission, Vision

**Structure:**
Committees, Departments, operational teams, task forces
ACCREDITATION OUTCOMES
Seeking Affirmation of Effectiveness in Cultural & Structural Transformation
2012 Accreditation Cycle

6 RECOMMENDATIONS FOR COMPLIANCE

6 RECOMMENDATIONS FOR IMPROVEMENT
2018 Accreditation Cycle

0 RECOMMENDATIONS FOR COMPLIANCE

0 RECOMMENDATIONS FOR IMPROVEMENT
#1: Exceptional leadership and active engagement... through the work of governance committees such as Program Review, College Council, Accreditation and Institutional Quality... and adopting the Guided Pathways framework... This is the result of institutional leaders creating an empowering environment to drive innovation.
IV.A.1: Innovation for Improvement

• Intentionally-Designed Formal Structure
• Deeply-rooted culture of collegial dialogue
• Distributed Leadership
COLLEGIAL DIALOGUE

A deeply-rooted culture
Culture: Shared Mission, Values, Direction

- Mission Statement
- Core Values
- Strategic Directions

1. **Student Learning**
   A commitment to provide a holistic education that develops curiosity, inquiry, and empowered learners.

2. **Student Progression and Completion**
   A commitment to eliminate barriers that cause students difficulties in completing their educational goals.

3. **Facilities**
   A commitment to improve the maintenance of and secure funding for college facilities, technology, and infrastructure for the next thirty years.

4. **Leadership and Engagement**
   A commitment to build leadership within the College and engagement with the community.
Culture: Creating a Shared Vision of Institutional Effectiveness

From this...

To this...
Our Guided Pathways Momentum Points

- Attempt **15+ units** in the first term
- Complete in **transfer-level math and English** in first year
- Attempt **30+ units** in the first year
- Complete **9 core pathway units** in the first year
Culture: Commitment to Broad Engagement

View our Guided Pathways Website: https://www.bakersfieldcollege.edu/president/project/bcpathways
Structure: Commitment to Transparency

Accreditation & Institutional Quality Committee

About the Committee

Charge

Standing governance committee charged with the following:

- Ensure accreditation is an on-going process by guiding preparation of the self-evaluation, mid-term, 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 evaluative activities to ensure they result in integrated, meaningful, and sustained college improvement.

Meeting Times

This committee meets 2 Tuesdays per month. Time: 03:30 — 05:00 PM.

Last Meeting

Accreditation & Institutional Quality Committee Meeting - April 23rd, 2019
Agenda
Supporting Documents:
- VfS 7.0.pdf
- BC Course Levels and Cut-Off Scores - F19 Final(2) 3-20-19.pdf

View our Publicly Accessible BC Committee Sites at: https://committees.kccd.edu/bc/
Evidence: 2018 C CCCCO Student Success Award
BUSINESS ADMINISTRATION
Finish In 4 Pathway

The finish in 4 Pathway provides a roadmap for completing this academic program and general education at Bakersfield College and California State University, Bakersfield in 4 years. Students should use this plan in conjunction with placement and/or waivers, academic planning resources, a year and may include summer. See timing to accommodate open classes and personal 1) 395-4221.

NOTE: This guide is designed for those students wishing to transfer to CSUB. In addition to following this roadmap, all other admissions and academic requirements of this major and general education as listed in the BC and CSUB campus must be adhered to.

GE = General Education (CSU GE Breadth); Major = Program of Study

Complete at Bakersfield College

<table>
<thead>
<tr>
<th>Year</th>
<th>Course</th>
<th>Major</th>
<th>Units</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>MATH B23 (CSUB Rec.)</td>
<td>List A</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Oral Communication course</td>
<td>A1</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ENGL B1A</td>
<td>A2</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>CRPS B5</td>
<td>B2/B3</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>COMP B5 (CSUB Rec.)</td>
<td>List B</td>
<td>3</td>
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<table>
<thead>
<tr>
<th>Fall Schedule</th>
<th>Spring Schedule</th>
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<tbody>
<tr>
<td>MATH B23 (CSUB Rec.)</td>
<td>List A</td>
</tr>
<tr>
<td>Oral Communication course</td>
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<td>A2</td>
</tr>
<tr>
<td>CRPS B5</td>
<td>B2/B3</td>
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<tr>
<td>COMP B5 (CSUB Rec.)</td>
<td>List B</td>
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</tbody>
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15 | 16-17 |

Note: 60 transferable units are required to complete this degree.

Complete at CSU Bakersfield

<table>
<thead>
<tr>
<th>Year</th>
<th>Course</th>
<th>Category</th>
<th>Units</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>BA 2900 Intro to Business &amp; Professions</td>
<td>M</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ECON 2200 Quant Tools for Bus &amp; Econ</td>
<td>M</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>MGMT 3020 Intro to Operations MGMT</td>
<td>M</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>MGMT 3020 Organizational Behavior</td>
<td>M</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>BA 3030 Data Analysis &amp; Decision Making</td>
<td>M</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>BA 3020 OR ECON 3020 Diversity in Business Education</td>
<td>M/GE</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Additional 1 unit course</td>
<td>E</td>
<td>1</td>
</tr>
</tbody>
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Note: 120 semester units required to complete Bachelor’s degree

8/30/2018
Bakersfield College getting $2.3M to expand programs, services

Bakersfield College President Sonya Christian speaks to graduates and the family and friends at the class of 2018 graduation at Memorial Stadium.

Henry A. Barros / The Californian

Evidence: 2018 Innovation Award
IV.A.1: Institutional leaders create and encourage innovation leading to institutional excellence.
FORMAL STRUCTURES

Intentionally-Designing the results we seek
Standard IV: Leadership & Governance
Formal Structures

President's Office communicates strengths & weaknesses, creates mission-appropriate priorities

Academic Senate
AC (Assessment Committee)
Faculty Committee Chairs are members of AIQ

AIQ (Accreditation & Institutional Quality Committee)
Faculty Chair is member of Academic Senate & College Council

PRC (Program Review Committee)
Faculty Committee Chairs are members of AIQ

AC and PRC Report to Academic Senate

AIQ Reports to College Council and posts results on Strategic Directions website

College Council

Senate Representatives & Academic Senate Secretary communicate to faculty departments
Evidence: 2018 ISER Engagement

200+ Contributors

2018 ISER Engagement Team

Leads:
- Tullita Pruett
- Alisha Loken
- Krista Moreland
- Neely Hatridge

Communication Engagement Team

Leads:
- Nan Gomez-Heitzegberg
- Bill Moseley
- Justin Flint
- Qiu Jimenez

B Leads:
- Stephen Waller
- Kirk Russell

C Leads:
- Grace Commiso
- Sandi Taylor
- Jonathan Schultz

Standard II

A Leads: Dena Rhoades & Michael Ivey

B Leads: Bill Potter & Jason Dixon

C Leads: Todd Coston & Richard Marquez

D Leads: Don Chruscieł & Steven Holmes

Standard III

A Leads: Nan Gomez-Heitzegberg & Jason Stratton

B Leads: Lesley Bonds & Krista Moreland

C Leads: Zav Dadabhoy & Steven Holmes

D Leads: Zav Dadabhoy & Nick Strobel

Standard IV

A Leads: Nan Gomez-Heitzegberg & Jason Stratton

B Leads: Lesley Bonds & Krista Moreland

C Leads: Zav Dadabhoy & Steven Holmes

D Leads: Zav Dadabhoy & Nick Strobel

Quality Focus Essay

Leads: Janet Fulls & Jessica Wojtysiak

2001 Contributors

*Denotes Standard Lead
DISTRIBUTED LEADERSHIP
Leveraging Knowledge & Skill, Empowering Our People
Completion Coaching Communities

BAKERSFIELD COLLEGE

Data Coach

Dean

Financial Aid

Academic Support

Job Placement

Discipline Faculty

Counselor / Ed Advisor
Evidence: Attempting 15+ Units

- Ag, Nutrition & Culinary Arts
- Arts, Humanities & Communication
- Business
- Education
- Health Sciences
Evidence: Attempting 15+ Units

Industrial Tech & Transportation

Public Safety & Human Services

Social, Behavioral & Human Services

STEM

Personal & Career Exploration
Evidence: Transfer-Level English

Ag, Nutrition & Culinary Arts

Arts, Humanities & Communication

Business

Education

Health Sciences
Evidence: Transfer-Level English
Questions?