Decision-Making at Bakersfield College

How Bakersfield College’s Intentionally-Designed Structure Maximizes Campus-Wide Engagement

Lesley Bonds, Director of Student Success & Equity
1. Visit the Bakersfield College website at [www.bakersfieldcollege.edu/accreditation](http://www.bakersfieldcollege.edu/accreditation).

2. Navigate to the Accreditation section.


4. Read the Introduction section for an overview of the report.

The Institutional Self-Evaluation Report is submitted to the ACCJC for the purpose of assisting in the determination of the institution's accreditation status.
Standard I: Mission, Academic Quality, and Institutional Effectiveness and Integrity

Standard II: Student Learning Programs and Support Services

Standard III: Resources

Standard IV: Leadership and Governance

The Details
Standard I

• **I.A.3**: The mission guides institutional decision-making...

• **I.B.6**: When the institution identifies performance gaps, it implements strategies, which may include allocation or reallocation of human, fiscal and other resources...

• **I.B.9**: The institution integrates program review, planning, and resource allocation into a comprehensive process that leads to accomplishment of its mission
Standard II

• **II.A.16**: The institution regularly evaluates and improves the quality and currency of all instructional programs offered in the name of the institution.

• **II.B.2**: Relying on appropriate expertise of faculty...and other learning support services professionals, the institution selects and maintains educational equipment and materials to support student learning.

• **II.C.2**: The institution uses assessment data to continuously improve student support programs and services.
Standard III

• **III.B.3**: To assure the feasibility and effectiveness of physical resources in supporting institutional programs and services, the institution plans and evaluates its facilities and equipment on a regular basis

• **III.C.2**: The institution continuously plans for, updates and replaces technology to ensure its technological infrastructure

• **III.D.5**: To assure the financial integrity of the institution...the internal control structure has appropriate control mechanisms and widely disseminates...information for sound financial decision making.
Standard IV: Leadership & Governance
Standard IV.A: Decision-Making Roles & Processes

• IV.A.1: Institutional leaders create and encourage innovation leading to institutional excellence.

• IV.A.2: The institution establishes and implements policy and procedures authorizing administrator, faculty, and staff participation in decision-making processes.

• IV.A.6: The processes for decision-making and the resulting decisions are documented and widely communicated across the institution.
The development and evaluation of innovations happens through our *formal structure designed to maximize college-wide engagement*. Board Policy, the BC Decision Making, and the KCCD Elements of Decision-Making documents enable administrators, faculty, classified staff, and students to participate in decision-making processes.

We explicitly detail the scope, membership, and charge of each committee and group in our *Decision Making document* and on publicly-accessible committee websites.

Our president uses a *distributed leadership model* to engage faculty, classified, and administrators alike in advancing the mission of the college.
IV.A.1: Innovation for Improvement

• Intentionally-Designed Formal Structure
• Deeply-rooted culture of collegial dialog
• Distributed Leadership
Intentionally-Designed Dialogue

Formal Committee Structure

Strategic Directions

Office of Institutional Effectiveness
<table>
<thead>
<tr>
<th>Academic Senate</th>
<th>Equal Opportunity &amp; Diversity Advisory</th>
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<tbody>
<tr>
<td>Accreditation &amp; Institutional Quality</td>
<td>Equivalence</td>
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<td>Administrative Council</td>
<td>Facilities &amp; Sustainability</td>
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<td>Assessment</td>
<td>Faculty Chairs/Directors Council</td>
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<td>Budget</td>
<td>Foundation</td>
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<td>CA School Employees Association</td>
<td>Guided Pathways Implementation Team</td>
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<td>Campus Health &amp; Wellness Advisory</td>
<td>Information Services, Instructional Tech</td>
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<td>Career &amp; Technical Education Council</td>
<td>President’s Cabinet</td>
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<td>College Council</td>
<td>Professional Development</td>
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<td>Committee Chairs</td>
<td>Program Review</td>
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<td>Commencement</td>
<td>Safety Advisory</td>
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<td>Community College Association</td>
<td>Scholarship</td>
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<tr>
<td>Curriculum</td>
<td>Student Affairs Leadership Team</td>
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<td>Educational Administrators Council</td>
<td>Student Government</td>
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<td>Enrollment Management</td>
<td>Strategic Directions</td>
</tr>
</tbody>
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**2018 INSTITUTIONAL SELF EVALUATION REPORT**

**Formal Committee Structure**
Culture of Collegial Dialogue
Leading from the Middle

Mark Osea  Craig Hayward  Billie Jo Rice  Jennifer Johnson  Brynn Schock
IV.A.1: Institutional leaders create and encourage innovation leading to institutional excellence.
Bakersfield College getting $2.3M to expand programs, services

BY JOSEPH LUZ juiz@bakersfield.com  May 23, 2018  2

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

Henry A. Barron / The Californian
Resource Allocation

- Program Review
- Formal Committee Structure
- Responsibility of the College President
Evidence: Decision-Making Documents
Program Review

• Annual Update/Comprehensive Review
• Annual Update Assessment Form
• Facilities Request Form
• ISIT Request Form
• Other Equipment Request Form
• Professional Development Request Form
• Personnel Request Forms
Institutional Effectiveness & Integrity

• 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.
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.
Closing the Loop

- Established by the President
- Links Decision-Making to Requests
- Presented to College Council
## Closing the Loop

- Budget and Finance
- Personnel
- Technology
- Facilities
- Professional Development
- Categorical & Grants
- Distance Learning

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<tr>
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<th>Student Contacts</th>
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<th>Total Dollars/Student</th>
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<td>Initial Orientation</td>
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<td>Initial Assessment</td>
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<td>Follow-Up/Probation</td>
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