State of Student Success and Equity at Bakersfield College

Significant Outcomes: Scaling Guided Pathways Efforts

In 2018-19, the Office of Student Success and Equity worked to focus guided pathways efforts in reducing equity gaps in the college’s defined early momentum points:

1. Attempt 15+ units in the first term
2. Complete transfer-level English in the first year
3. Complete transfer-level math in the first year
4. Attempt 30+ units in the first year

Work to advance equitable student outcomes is a whole-college effort, funded only in part by Student Equity & Achievement Program (SEAP) funds. In the past year, Bakersfield College has produced substantial gains in transfer-level math and English for disproportionately impacted students through redesigns of its placement practices, support models, and improved enrollment management (see graphs below).

Increases in student completion of transfer-level math and English are critical in stabilizing the college in a time of transition to a new funding formula, while also greatly improving likelihood of completion of degrees and transfer.

Budget Impact: Increase in Funds

In 2018-19, Bakersfield College received $6,669,784 in Student Equity and Achievement Program funds. In 2019-20, BC expects to receive $7,011,556 in SEAP funds due to a cost of living adjustment. Prior to the integration of three funds into the SEAP fund, the Office of Student Success & Equity managed approximately $6.3M in Student Success & Support Program (SSSP) and Student Equity funds. Both SSSP
& Equity allocations may be spent over a two-year period. In one year, Bakersfield College has expended just over $4M of the two-year allocation, as follows:

- **61% of SSSP and Equity funds spent on temporary and permanent labor**, including instructional, classified, management, and student employee salaries and benefits (1000, 2000, and 3000 account lines)
- **39% of SSSP and Equity funds spent on non-labor expenditures**, including professional development, evaluation and consulting expenses, software, and technology (4000, 5000, and 6000 account lines)

![2018-19 SSSP and Equity Expenditures, by Account](chart)

**Operational Cost: Institution-Wide Support for 33,000 Students**

Student Equity & Achievement Program funds support over 50 full-time employees across many programs and offices, as well as temporary labor and non-labor expenditures designed to support all students at the college through our Completion Coaching Community structure. Programs and offices include:

1. Academic Support Services
2. Admission & Records
3. Affinity-Based Completion Coaching Communities
4. Counseling Department
5. Disabled Students Programs and Services (DSPS)
6. Dual Enrollment & Early College
7. Extended Opportunities Programs & Services (EOP&S)
8. Financial Aid
9. Institutional Effectiveness
10. Instructional Departments: Meta-Major Completion Communities
11. Marketing & Community Relations
12. Outreach & School Relations
13. Rural Initiatives
14. Summer Bridge
15. Testing & Placement Center

Please reference each area’s State of... report for an operational cost per student by service area.