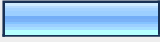

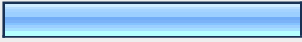



Renegade 2012 Plan

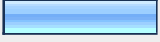
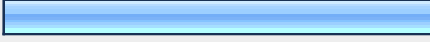
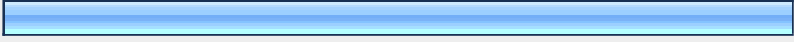
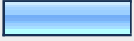

1. Please select your classification with Bakersfield College:			Response Percent	Response Count
Faculty			49.1%	83
Classified Staff			39.1%	66
Administration			10.7%	18
Student			0.0%	0
Other			1.2%	2
			answered question	169
			skipped question	0

2. BC delivers exceptional services to students.			Response Percent	Response Count
Stongly Disagree			1.8%	3
Disagree			15.4%	26
Agree			53.3%	90
Strongly Agree			25.4%	43
No Opinion			4.1%	7
			answered question	169
			skipped question	0



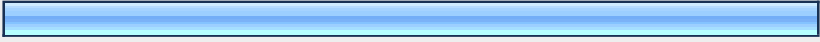
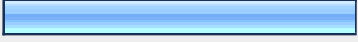

3. BC has great relationships with many community organizations.

		Response Percent	Response Count
Stongly Disagree		0.0%	0
Disagree		10.2%	17
Agree		59.9%	100
Strongly Agree		19.8%	33
No Opinion		10.2%	17
answered question			167
skipped question			2


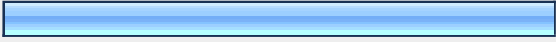
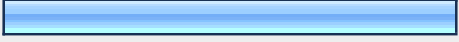
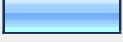
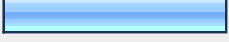
4. BC has communication strategies in place that keep me informed.

		Response Percent	Response Count
Stongly Disagree		10.1%	17
Disagree		28.4%	48
Agree		52.7%	89
Strongly Agree		8.3%	14
No Opinion		0.6%	1
answered question			169
skipped question			0

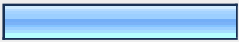

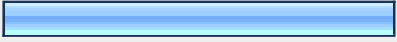
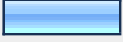
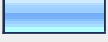
5. BC does a great job assisting students achieve their academic and occupational goals.

		Response Percent	Response Count
Stongly Disagree		1.8%	3
Disagree		15.6%	26
Agree		54.5%	91
Strongly Agree		23.4%	39
No Opinion		4.8%	8
		answered question	167
		skipped question	2


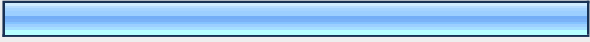
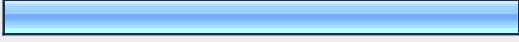

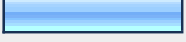
6. There are clear links between campus planning, assessment, program review, curriculum, and budget processes at BC.

		Response Percent	Response Count
Stongly Disagree		10.7%	18
Disagree		36.7%	62
Agree		30.2%	51
Strongly Agree		7.7%	13
No Opinion		14.8%	25
		answered question	169
		skipped question	0

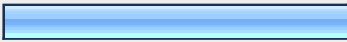

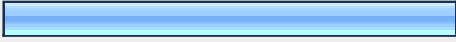


7. BC and the District (KCCD) have a great relationship that is focused on student success.

		Response Percent	Response Count
Stongly Disagree		15.4%	26
Disagree		44.4%	75
Agree		26.0%	44
Strongly Agree		7.7%	13
No Opinion		6.5%	11
		answered question	169
		skipped question	0

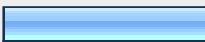
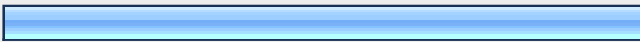



8. BC allocates its funds effectively.

		Response Percent	Response Count
Stongly Disagree		13.0%	22
Disagree		39.1%	66
Agree		34.3%	58
Strongly Agree		1.8%	3
No Opinion		11.8%	20
		answered question	169
		skipped question	0



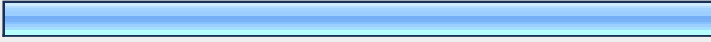
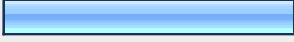

9. How would you rate the quality of communication at BC?

		Response Percent	Response Count
Poor		22.9%	38
Fair		44.0%	73
Good		30.1%	50
Excellent		2.4%	4
No Opinion		0.6%	1
		answered question	166
		skipped question	3

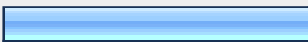
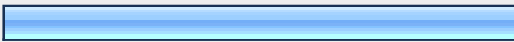



10. How would you rate the fiscal responsibility of BC?

		Response Percent	Response Count
Poor		13.4%	22
Fair		42.7%	70
Good		30.5%	50
Excellent		4.3%	7
No Opinion		9.1%	15
		answered question	164
		skipped question	5

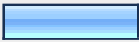

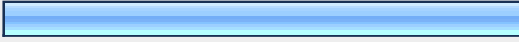
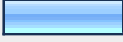
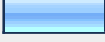
11. How would you rate the support services for students at BC?

		Response Percent	Response Count
Poor		5.4%	9
Fair		25.7%	43
Good		47.3%	79
Excellent		19.2%	32
No Opinion		2.4%	4
		answered question	167
		skipped question	2


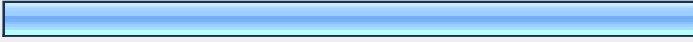
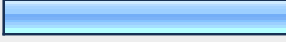


12. How would you rate the linkages between campus planning, assessment, program review, curriculum, and budget processes at BC?

		Response Percent	Response Count
Poor		20.4%	34
Fair		34.1%	57
Good		26.3%	44
Excellent		3.6%	6
No Opinion		15.6%	26
		answered question	167
		skipped question	2

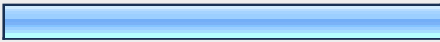

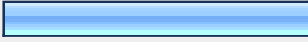

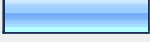
13. How would you rate BC's marketing efforts in the community?

		Response Percent	Response Count
Poor		8.9%	15
Fair		42.3%	71
Good		34.5%	58
Excellent		7.7%	13
No Opinion		6.5%	11
		answered question	168
		skipped question	1

14. How would you rate the facilities at BC?

		Response Percent	Response Count
Poor		32.0%	54
Fair		46.2%	78
Good		18.9%	32
Excellent		2.4%	4
No Opinion		0.6%	1
		answered question	169
		skipped question	0

15. How would you rate the quality of the relationship between the District and BC?

		Response Percent	Response Count
Poor		29.2%	49
Fair		39.9%	67
Good		20.2%	34
Excellent		1.2%	2
No Opinion		9.5%	16
		answered question	168
		skipped question	1

16. Please add any comments:

		Response Count
		44
		answered question
		44
		skipped question
		125

Question #16: Additional Comments**Please add any comments:**

#	Response Date	Response Text
1.	3/17/2008	While I appreciate the opportunity to state my opinion, I fear that this data is being collected too late to have a significant impact on the plan itself.
2.	3/17/2008	The lack of effective and timely communication is severe and heavily impacts our ability to do our jobs. Morale is low and many classified staff are bitter over the administration's lack of respect for us. We have no contract, we are paying for benefits when no one else (mostly higher paid) is being required to, we are seriously understaffed and yet we have more to do than ever. As I sit here, my office has no heat. Apparently the classified staff who works over the Spring break does not merit a comfortable work environment. I won't bother to call it in; by the time someone responds next month (if at all) it will be too late. I think BC is a great school and I love the work I do; but we are suffering from lack of respect, lack of collegiality, lack of funding, lack of staffing, and lack of job satisfaction. How can we effectively serve students with these conditions? If you want to achieve student success and a stellar institution, you need to plan and implement adequate staffing, funding, and working conditions that foster excellent employees relations and job satisfaction. Thank you for the opportunity to contribute.
3.	3/17/2008	The Classified/Support Staff continue to provide the best service they can (usually above & beyond the 'call of duty') to students, faculty, admin., staff, the general public & district regardless of “variables beyond their control”, usually administrative-district (budgetary) decisions adversely affecting the colleges. We still 'get-it-done'. KLT
4.	3/17/2008	The students deserve quality equipment and supplies. The current ordering process is too slow to take advantage of special offers, so we pay more money for less equipment and supplies.
5.	3/17/2008	We have nice facilities, but it is hard to keep them clean with too few classified staff. We do a great job assisting students with their academic success and goals, but it is difficult to keep up with the numbers of students that need attention with so few classified staff. PR is great. I suggest that an email be sent to all when radio announcements are released about something we are doing. Overall, BC is a great place for students and staff. We have some top notch faculty! It is obvious that the administrators and the District are working hard at organizing and planning for the future.

Please add any comments:

#	Response Date	Response Text
6.	3/17/2008	Re: Item 5 - More faculty and staff are needed to provide services for student success. RE: Item 7 - I do not feel the District cares about the needs of students. Their only goal is to cut services, staff and faculty who provide the services to the students. RE: Item 14 - Most of the student service buildings, cafeteria, and classrooms receive a poor to fair rating while, library and administrative offices are fair to good.
7.	3/17/2008	There is a divisive us vs. them attitude between the district and BC employees despite our common goals. The blame doesn't lay on one side alone, the attitude is top to bottom (my anecdotal evidence suggests it's more on the top at the district and more at the bottom on BC side, but still top to bottom both places) on both sides of the coin and it hurts productivity.
8.	3/17/2008	I am a relatively new employee, and do not know or have first-hand experience of the many issues you have listed.
9.	3/17/2008	Many of the areas evaluated are "good"; but BC needs to be striving for excellence. This requires a clear vision, which I hope emerges from this strategic plan. Relationships, communications, and planning will improve as long as there are continued efforts to keep these priorities. The investment is small but the rewards are enormous!
10.	3/17/2008	public safety needs to be upgraded
11.	3/17/2008	Too much money goes to district and management positions.
12.	3/17/2008	1. We have processes in place for planning, assessment, program review, curriculum and budgeting but we act as though they are independent of each other. 2. The relationship between BC and the District is the outcome of the effort and interest people have invested in maintaining a quality relationship. Trust and communication has to happen on both sides.
13.	3/17/2008	I think progress is being made in tying budget, planning and assessment. I think the facilities at BC are in disrepair and need renovation and ongoing maintenance. The design of the facility is extraordinary for a two-year institution.

Please add any comments:

# Response Date	Response Text
14.3/17/2008	Relating to question #11. "Support Services" meaning M&O grounds and custodial? or Counselors, Cal Works, Title V, etc. providing services to help students through the process of an education?
15.3/17/2008	We need to do a better job of communication and marketing. Also the entire campus needs a face lift and thorough cleaning of the campus grounds, especially the campus center and building corridors. Offices are filthy and duct systems need cleaning, too many allergens in air.
16.3/18/2008	KCCCD and Bakersfield College are fortunate to have caring and committed staff who are concerned about the students and community they serve.
17.3/18/2008	clear links for budget, planning, program review, I believe that all the steps are in place (Unit plans, program review, etc) however it appears to me that we don't use the data to drive the decision making process for budget planning. So my question is why do all the work, if we aren't going to use the data?
18.3/18/2008	I am fairly new to KCCCD district and BC respectively. What I have witnessed in the last 7 months has left me highly impressed. While some issues asked above I do not feel qualified to answer due to being here so short term ...overall I am highly impressed with what I have witnessed to date.
19.3/18/2008	Some departments still seem to think they are not on a team here at BC We all need to work as a team to succeed.
20.3/18/2008	There are a lot of inequities. The facilities at BC are fair until you go to the student services areas - they are abysmal there. Some areas (nursing) are funded, other areas which should have attention (academic development and counseling) are stripped down to nothing. And there is no rhyme or reason for disbursing money. Even when areas are productive they are not given adequate supplies or faculty.
21.3/18/2008	The buildings are in dire need of repair--paint, flooring, etc. Grounds are unkempt. Signage is nonexistent. Restrooms used by students are filthy. Frankly, it's embarrassing. In aggregate, these problems affect marketing, student retention

Please add any comments:

#	Response Date	Response Text
		and employee morale. It is one of our greatest challenges and seems to be the lowest priority.
22.3/19/2008		This is possibly one of the worst administrative teams since I've been at BC (a long time). I am looking forward to a change.
23.3/19/2008		How many of the administration level cuts advocated by the KH Audit ever took place? Additionally, my students think it's a joke that the BC campus is not WiFi enabled, and I have to admit that when Jack in the Box and Starbucks have it and an institution of higher learning does not, it's a sad commentary on how "behind the times" we are. Finally, we have no more physical classroom space for students, yet we continue to market ourselves and demand increased FTES every term -- if we get these students to enroll, what do we plan to DO with them?
24.3/19/2008		There needs to be a focus on building trust of the district office. Sandra seems to be building staff and centralizing services at the detriment of budget.
25.3/19/2008		Stronger and more consistent administrative leadership is required at both the district and college levels. The district micro management style must cease so that BC and PC and CC can regain their own identity at institutions. One size does not fit all; such a district philosophy is detrimental to the colleges. District leadership should focus on both state and national matters that gain access to both adequate funding and new money for the colleges.
26.3/19/2008		When surveying my students, I have a 90% agreement among them that the advisement for graduation and transfer requirements is inadequate and changes depending on the advisor.
27.3/19/2008		BC needs to communicate more with the Hispanic/Latino community. We also need to hire more Latino faculty as models for the high percentage of students at BC.
28.3/19/2008		Note differences in responses for some questions addressing same issues. The wording is poor (perhaps deliberately?) in some of the above (e.g. use of polarizing/extraordinary words in 6 vs. 12 or [2 or 5] vs. 11)
29.3/19/2008		Students who are taking advantage of night classes are lacking in medical support. A&R is not available at night.

Please add any comments:

# Response Date	Response Text
	Teachers who are part of the night staff have no duplicating ability with the exception of those who have access to smaller duplicating machines.
30.3/19/2008	I'm particularly worried about communication issues concerning things like bomb threats, and needing to evacuate the buildings. For example, most of us don't sit in front of our computer monitors 24/7, so sending us notices through email is not very effective.
31.3/19/2008	It is evident that BC has services in place to meet student and employee needs; however, the systems are either underutilized or staffing is insufficient to ensure consistent success. Furthermore, the quality of services rendered must be improved. This is not an attack on people. From the office of chancellor, president, administration, faculty and classified staff, there is a lack of accountability, both personal and institutionally. Bakersfield College can have trainings, strategic systems, and services, but without homogeneous accountability, everything is merely a waste of time and money.
32.3/20/2008	You offer evening courses to students however limit services or offer none for evening students. For example, Evening students coming from work go to class then during break discover the food service is closed. No book store hours after 5:00pm. How valuable are the evening students?
33.3/20/2008	Many buildings need renovations, even cleaning would help. Students need more counselors. Updated computers and related technology sorely needed in many areas of campus. Communication needs to improve.
34.3/20/2008	BC is trying to do too much with too little money. I think people here are doing the best job possible given the lack of adequate funding + staffing to do what should be done. Our system is designed for the results it is getting.
35.3/21/2008	To me, renovation of old facilities is a primary problem at BC. The main reason it is a problem is that there never has been any guaranteed funding for that purpose from any source and no money saved expressly for that purpose. Buildings should be renovated on a regular schedule and renovation should not be based on development of new

Please add any comments:

# Response Date	Response Text
	programs, but simply on needed maintenance. Maybe BC should start saving monies for that purpose. Why expand and build new buildings, or campuses for that matter, when we can't afford to properly maintain our existing infrastructure?
36.3/21/2008	I have been asked to answer very important questions to the future of success of BC, but I have an informed idea how to answer the majority of them. I know what's happening in my area, but I don't have a more global picture. I'm not sure that anyone out of my area could answer these questions about my area either.
37.3/23/2008	Why the duplicate questions with slight rewording?
38.3/23/2008	14. The facilities at BC are in dire need of repair and daily maintenance. Work orders take 9 months to 1 year to complete and only after multiple work orders for the same repair are done and several phone calls made. 9. Communication needs to improve from the Dean Levels to the Chairs/Directors. Other: More staff training for new chairs/directors.
39.3/23/2008	1. Communication is a "two way street" -- while I mark BC as "poor" in communication I do not think this is due solely to the administration failing to communicate to the faculty and staff. At least half of the blame is with the faculty and staff for failing to bother to listen, or even care to know. 2. "Support Services" shouldn't be thought of as something distinct and in addition to instruction. Counseling and academic assistance SHOULD be wholly integrated within instruction. Why should we pay for an entirely separate infrastructure for these areas when they would be far more effective and cost efficient folded into the instructional areas? Yes, counselors are over extended, but for doing far more than our students need. Instead, let faculty do the academic counseling -- for which they are far better trained, and have the counselors focus their energy on building the psychological skills and strategies necessary for our students to identify their career and adult success.
40.3/24/2008	I believe the recent Academic Senate resolution summed it up well as far as the lack of communication (and resulting poor morale among faculty and staff) at BC. We have an administration that gives great lip service to "student success," but little is done to actually make it easier for students to register, to buy books, to receive financial aid

Please add any comments:

#	Response Date	Response Text
		in a timely fashion, or to find the services they need on campus. Our district seems to enjoy buying land for "future" campuses while BC, its heart and soul, is falling apart. Topping it off, administrators treat faculty and staff as people who easily can be replaced. While KCCCD has millions in reserves, it illegally deducts an additional health insurance fee from classified staffers' monthly checks, and these are among the lowest paid employees in the district. What has happened to simple human decency in the KCCCD?
41.3/24/2008		This district at times appears to have its own agenda. They count on the wrong side of the 50% law, and keep adding staff. How can they continue to do this, when it negatively impacts the students we serve?
42.3/24/2008		Some issues with communication and budget are an occasional poor, which isn't an option
43.3/25/2008		our campus is a shameful crumbling mess
44.4/3/2008		The District and BC Top Administrators make decisions in a vacuum. If they do solicit input, it is often ignored. Decisions seem to based on their "ideal of the perfect college" rather than on the reality of the situation (i.e. available resources, student needs, student success, quality of service, etc.)