



**ACCREDITING
COMMISSION
for COMMUNITY and
JUNIOR COLLEGES**

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January 31, 2008

Dr. William Andrews
President
Bakersfield College
1801 Panorama Drive
Bakersfield, CA 93305

Dear President Andrews:

The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges, at its meeting on January 9-11, 2008, reviewed the Progress Report submitted by Bakersfield College and the report of the evaluation team which visited on Thursday, November 8-Friday, November 9, 2007. The Commission took action to accept the report, with a requirement that Bakersfield College complete a Special Report in conjunction with the Midterm Report.

I also wish to inform you that under U.S. Department of Education regulations, institutions out of compliance with standards or on sanction are expected to correct deficiencies within a two-year period or the Commission must take action to terminate accreditation. Bakersfield College must correct the deficiencies noted by **January 2010**. The Commission noted that the recommendations listed below were identified as deficiencies by the year 2006 comprehensive evaluation team. The Commission has extended the two-year deadline for resolution of these recommendations for good cause because the college has made significant progress in addressing them.

The Commission asks that this Special Report be submitted by **October 15, 2009**. The Special Report should demonstrate the institution's complete resolution of the recommendations and concerns as noted below:

District Recommendation 8: In order to meet the standard, the team recommends that the colleges follow the Kern Community College District Policy 7D by evaluating adjunct faculty in a consistent, timely manner with procedures that assess current performance and promote improvement (Standards III.A.1.b).

District Recommendation 9: In order to meet the standard, the team recommends that the colleges, with appropriate district-wide input, develop a written code of ethics for all employees (Standard III.A.1.d).

District Recommendation 14: In order to meet the standard, the team recommends that the colleges, in conjunction with district-wide leaders, complete an organizational map that clearly delineates the roles and responsibilities between the entities and identifies an evaluation process that will provide for ongoing improvement (Standard IV.B.3).

The college is also expected to demonstrate resolution of all remaining district recommendations (3, 11, 13) and college recommendations (1, 2, 4, 5, 6, 7, 10, and 12), noted below, as part of the Midterm Report which is due **October 15, 2009**.

District Recommendation 3: In order to meet the standard and ensure a coordinated and integrated approach to achieving the goals and priorities adopted by the governing board, the team recommends the District Strategic Plan be used to direct the college's strategic focus and Educational Master Plan (Standards II.A, II.B, & II.C).

District Recommendation 11: In order to meet the standard, the team recommends that the colleges, working with appropriate districtwide leadership and in consideration of the special conditions of the individual colleges within the district, complete the development, implementation, and assessment of the budget allocation model (Standards III.D.1.a-d, and III.D.3).

District Recommendation 13: In order to meet the standard, the team recommends that the district Board of Trustees adopt and implement the self-evaluation process being developed and routinely administer the process. In addition, the Board should revise the current ethics policy to include a procedure for dealing with violations of the policy (Standards IV.B.1.g & IV.B.1.h).

College Recommendation 1: In order to meet the standard and fully implement the planning processes that the college has put into place, the team recommends that the college provide training on the various planning processes, including use of data in unit planning and program review, and set an implementation timeline that ensures completion of a full cycle of planning and broad-based evaluation (Standards I.B.6 and I.B.7).

College Recommendation 2: In order to meet the standard and to maintain quality and implement program and service improvements, the team recommends the college expand its efforts to implement, and assess student learning outcomes at the program and institutional levels (Standards II.A.1, II.A.3, II.B, II.B.4, and II.C).

College Recommendation 4: In order to meet the standards, the team recommends the college develop and articulate an institutional strategic planning framework with links between campus planning, assessment, program review, curriculum, and budget processes. In addition, the college should develop a system to provide information on programs, finances, and these processes on a continuous basis to planning participants (Standards II.A, II.B, II.B.1, II.B.3, II.C, II.C.1.c, and Standard III.D).

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College Recommendation 5: In order to meet the standard and ensure equitable student access and support at all locations and for all delivery methods, the team recommends the college evaluate student and learning support services and distance education staffing (Standards II.B.1, II.B.3.a,c, II.B.4, II.C.1, and II.C.1.c).

College Recommendation 6: In order to meet the standard, the team recommends that the college develop a planning agenda that will respond to anticipated staffing needs and reflect the changing demographics of the service area (Standard III.A, III.A.4.b).

College Recommendation 7: In order to meet the standards, the team recommends that the college provide adequate resources to ensure the institution meets the professional development activities needs of its personnel, including activities addressing diversity issues (Standard III.A, III.A.4.b, III.A.4.c, and Standard II.B.3.d).

College Recommendation 10: In order to meet the standard, the team recommends the college, with district assistance, develop an effective facilities repair scheduling system with emphasis on rapid and clear response to repair and maintenance work order requests (Standard III.B.1.b).

College Recommendation 12: In order to meet the standard, the team recommends the College Council develop and adopt a formal document that contains by-laws, purpose of body, and membership; delineates function in regards to other participatory governance bodies; and includes other procedural guidelines (Standard IV.A.2).

All colleges are required to file a **Midterm Report** in the third year after each comprehensive evaluation. Bakersfield College should submit the Midterm Report by **October 15, 2009**. Midterm Reports indicate resolution of any team recommendations made for improvement, include a summary of progress on college-identified plans for improvement as expressed in the Self Study Report and forecast where the college expects to be by the time of the next comprehensive evaluation.

I have previously sent you a copy of the evaluation team report. Additional copies may now be duplicated. The Commission requires that you give the report and this letter appropriate dissemination to your college staff and to those who were signatories of your college report. This group should include the Chancellor, campus leadership, and the Board of Trustees. The Commission also requires that all reports be made available to students and the public. Placing copies in the college library can accomplish this. The Progress Report will become part of the accreditation history of the college and should be used in preparing for the next comprehensive evaluation.

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On behalf of the Commission, I wish to express continuing interest in the institution's educational programs and services. Professional self-regulation is the most effective means of assuring integrity, effectiveness and quality.

Sincerely,

A handwritten signature in cursive script that reads "Barbara A. Beno".

Barbara A. Beno, Ph.D.
President

BAB/tl

cc: Ms. Sandra Serrano, Chancellor, Kern Community College District
Mr. Edward Knudson, Accreditation Liaison Officer
Board President, Kern Community College District
Dr. Jerome Hunter, Team Chair
Evaluation Team Members