

## WHAT ARE THE KEY INSTITUTIONAL ISSUES/NEEDS?

- Better coordinate various tutoring center across campus.
- Better coordinate basic skills courses across disciplines.
- Ensure that opportunities for faculty reassigned time are well advertised so everyone interested has an opportunity to apply.
- We need more counselors to help with student success.
- Why would we hire more administrators (wrong side of 50% law) to the detriment of hiring more counselors (also on the wrong side of 50% law)
- Are they looking at how this re-organization will impact the district?
- More smart classrooms. .... Many committees colleges with regard to classroom technologies
- Proper funding for new/replacement equipment to meet the instructional needs of programs.
- Business services and administrators need to design systems, forms and process to accomplish regular funding for equipment.
- Grant management oversight and/or apart of development.
- Need to ensure that CTE is given the number of programs
- Institutional effectiveness/ Institutional research
- Put similar disciplines together. For example, FL/ASL belongs with ENG/ACDV/EMS, not with Beh Sci/ Psych
- We need fewer management positions we do there need to be so many VPs? And Vice Chancellors at the district as well? Maybe one VP of student Services, and Exec VP for Academic Affairs. Deans being over worked- perhaps they can have smaller areas.
- Get a tennis coach- Value sports besides football.
- Our technological needs are expanding, yet our infrastructure (?) is seriously lacking. Ex: a computer lab which we could have access to at any time – dedicated to what our area does. This is much broader than simply space- having the facilities upgraded in “smaller” ways (which are really important for what appear to be narrowly focused needs). Simply don’t get the attention because others don’t see how filling in that nook makes a better program overall. It would be nice to see such support for these needs.
- Work load for admin seems to be too high. This can cause a dean, for example, to be less effective. We need a regular official, room usage committee.
- Administration who put students first.
- Administration who are familiar with BC, its transitions, and who care about preserving the institution.
- Allowing the new President to take over and lead.
- Need more full time faculty, replacements for those who have left, retired, etc.
- Adequate coverage (number) of Deans.
- Fair distribution of work for Deans.
- Enforcement of responsibilities for faculty. (duties beyond teaching)
- Enforcement of responsibilities for Staff (Custodial).
- Maintenance of facilities.
- Enforcement of policies (absences, prof. responsibilities, etc.) Too much independence and too little accountability. Why can faculty teach 2 days/ week and never serve on a committee.

- We need to continue to improve efficiency and professionalism. We're doing great- but don't stop now!
- There is a (vacuum/crunch/bottleneck) btwn VPs and chairs. Too few deans, too much work. Consider making chairs 100% release with increased admin duties (for example).
- Structures need to be in place- innovation is good but there is a need for stability.
- More resources need to go to directly impacting students.
- Campus culture in Delano
- Community
- Place to Study
- Student Services
- Staff Development in Delano
- In Delano, the key instructional needs are infrastructural needs. Physical development is important on this campus. It works to improve student enthusiasm for attending Bakersfield College. It also would facilitate community involvement in the campus and might encourage "donors" and "sters" at Bakersfield College to donate to the growing Delano Campus.
- We also need "adjunct" training efforts @ Delano, to promote adjunct cohorts.
- Collaborations with Academic Dip and targeting under-performing students, eg., the pilot programs between history and Ac. De. (Kim V.H.).
- Speaker Series/community event series in Delano. (Modest funding from administration)
- An Active student government and club organization.
- We need to offer more section/different classes in Delano to keep students on campus.
- Purchase a Bakersfield College bus that travels all over the outlying areas to give students assistance to travel. Online assessment. Better partner with high schools.
- Quality education for students . Empowering students to continue four year degree. Facility improvement-landscaping, study areas, and libraries.
- For Delano: Facilities, infrastructure: maintain grounds
- Task force is an excellent idea which brings the needs that were needed before to a better stand point. The focus on students success by providing the tools and environment for there to achieve there goals.
- More classified support staff to meet the needs of a growing student population. Assign a classified manager to run the day-to-day operations when the director is out. (Delano)
- Add a multi-disciplinary department chair that represents Delano.
- Learning Resource Center: Provide support to student success by providing the proper resources to complement their education. Provide more classrooms to offer more courses and bring in the community and increases or enrollment.
- Campus Center for Students and Staff: Give students a sense of being a part of this college. Give staff an area to come together and communicate with each other.
- Foreign student affairs-requires an transcript translation services besides W.E.S. please!!!!
- Foreign (Spanish) languages translators available in each department.
- Teacher yearly evaluations by students per teacher. (required)
- Sign language interpreter internship program.
- More tutors and tutors for every subject and more tutor office hours.

- First thing that comes to mind is: that we are an Hispanic serving institution but we do not do enough for this demographic. (over 50% of our students)
- We also need to start serving our veterans. The veteran's patio is a joke of a memorial littered with cigarette butts.
- Our "memorial" stadium should be more conspicuously memorial to those we have served.
- No accountability for "tenure" teachers
- More library hours
- New approach to counseling
- The primary issues with BC for me stem from our lack of a unified or well known recycling program and the absence of a program information booth readily available to students. Maybe I'm wrong and the program information pamphlets are available but I know for a fact that while we do have recycling bins and some receptacles, there is no single program that make the process even seem effective.
- perhaps increasing classes.
- Need more academic learning, a dose of challenge but not too much so where student can't handle the pressure.
- Talk with students and faculty, make sure they are completely aware with what is going on and listen to them, encourage productive talks.
- More classes
- A clothing program for students something similar to pantry
- More help in the transfer process.
- Counseling – issue! Not enough transfer counselors
- Parking: we need more of it.
- Student involvement increase
- Gender neutral bathrooms
- Tobacco free campus
- Less expensive Food!
- More upper level Math/Science classes
- The professors should be more flexible when a student needs to be absent for illness
- Have more faculty, staff, administrators be more sensitive to disadvantage student's needs, which is why they come to a community college. –suggestion: poverty 101 training or any other training that will adjust attitudes
- Counseling, many students do not know, or get mixed signals, of the courses they should be taking.
- More counselors are necessary to meet with the large amount of students. Meet with them more often & have clear messages for them, so that students are leaving with unanswered questions.
- I think having a better cafeteria; also by the campus center they have the I don't remember exactly what its called but its where we put up our announcement on the SGA board. I think BC should have a screen TV where you are able to put the daily announcements or any new events going on.
- This school also needs more administrators and classes because they always seem to be full.

- Students have told me that parking has always been an issue as well as class times. Many student work and need more night classes.
- Better counseling and student information are necessary. Students often do not know what they must do in order to succeed. Many are not even aware of the many services provided by BC.
- B.C. can be more innovative by going big, i.e. parking structure, more solar panels, painting a very bland looking campus. Make student want to be her and proud of it, not want to leave right after class.
- More library/study space. Need study rooms and more late night hours for computer labs and library.
- Viable program for student veterans.
- DSPS staff in closer proximity to each other (physically).
- One stop for student services with evening hours.
- Student retention
- Counselors / Guidance – so students know at the start what classes to register for.
- Really need a “one stop shop” no sending students all over campus.
- More CTE – water treatment, ACRF, Weld. We get many calls for these classes.
- More intuitive one stop area for complete student services I.E. DSPS services now are spread to multiple areas. Condense to easier access for students.
- Faster process for approvals on things another dean – (more deans) so areas can be separated equally for better service to students.
- Computer replacements
- Better communication to departments of process and procedures that are changing.
- Get A+R – Counseling – Financial Aid – Business Office together.
- Facilities upgrades ; funding for facilities
- Technology: 1. Infrastructure 2. Instruction 3. Communication 4. systems
- Sustainable practices 1. Fiscal 2.Environmental 3. societal
- Needs to focus on professional development of our key resources- our Human Resource. Also a teaching and learning center.
- Need for institutional research on campus to advance effectiveness.
- Better communication with the city to provide jobs for the graduates / or PT jobs
- Better wireless across campus
- Faculty located in one building area that pertain to that discipline
- More core classes in English + Math
- ELS classes for students just want to speak better
- More counselors
- One stop shop
- To get students to be ready for college level classes
- Support for online education
- Professional development of teacher for how to train all the first generation college students “how to do college”
- \$\$\$!
- More classes so we do not turn students away and lose them forever.
- Restrooms should be check every couple of hours

- Provide safe, fulfilling environment for our students and staff to achieve their goal, whether they be for educational or personal advancement
- Maintain current structure with the addition of a VP of Technology.
- Staffing – student services perspective:
- Quality service
- Welcoming feeling                      Ex. (Registration Rock Event)
- Outreach                                      Office hours during peak times
- Follow up                                      consider Saturdays (half day hours)
  - Maybe 1 or 2 out of the month during peak times of registration
- Who decides there dates?
- Registration dates: the timing of when our students get to register is too early
- Ex. We will register in November for spring classes if the student doesn't pass his/her English class in Fall, he will be dropped from spring English course!
- This will cause them to have to try waiting list or take the class next time summer or wait until next fall ... a year later!
- Can counseling & admissions & records come together and look at these issues!!!
- Lack of academic support programs targeting underserved population such as: veterans, foster youth, and 1<sup>st</sup> generation students
- Our sister school to CSUB literally has at least 9 programs on their campus to enhance student success, recruitment & retention.
- We promote student success but lack the manpower and programs to foster success
- Working together campus wide
- We need to know policy. We need to all stick to the policy. When policy gets changed we should all be informed so we can let the students know. We need to stop blaming other departments for what we think they have or haven't done. That's when information is important
- Coming from the student services/affairs branch I am mostly concerned about the change in the budget formula pushed by the student success act. The way our college is funded will change and a majority of the funding will be based on matriculation completion and persistence. I am troubled when I think about how we will successfully transition given that we are severely understaffed and have had a high turnover in administrators. I work in the counseling department as an advisor and we are working on hiring a dean we have a department chair: however, advisors also need administrative support. I strongly feel that in addition to the dean and department chair we need a director of advising in order to be more successful under this new act we will also need to be more resourceful. Furthermore I think the college could do a better job at utilizing the people with the knowledge, skills and resources of the people already working in the college rather than looking externally.
- Infrastructure improvement
- Environmental health & safety officer / office
- Communication need for further transparency in decision-making
- Facilities maint + ability to maintain technology on a scheduled replacement plan basis
- Professional Development + flex credit for classified staff not just skills training

- College community – always get referred to as “party planning” but is really team building.
- A safe, clean and sustainable facility to learn and teach
- A safe, clean and sustainable facility to work
- Registration needs to happen after grades come out. Who decides registration period? Perhaps the decision should come from the president or a new VP position
- Promote from within not just talk about it sometimes for an educational institution it seems too much like a bank.
- Stop trying to do more with less staff and resources.
- Be more considerate of employees well being and realistic abilities to help student success
- With all the meetings who is going to see the students?
- Solution- move staff and individual appointments scheduled around meetings. Meeting should not be called for frontline people during priority registration and 2 weeks afterward, during open registration.
- Students need more access to the library on Fridays and Saturdays