***DRAFT* Proposal to Address Accrediting Commission Recommendations**

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| Lisa Fitzgerald | Administration, Research |  |  |
|  | Faculty, General Education |  |  |
| Jennifer Marden | Classified |  |  |
|  | Classified |  |  |

***Proposed* Recommendation Teams**

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| **College Recommendation 1: Develop and Implement Evaluation Processes to Assess Effectiveness of the Full Range of Planning Processes**  In order to comply with Standards, the team recommends that the College develop and implement effective evaluation processes that can be applied to the full range of planning processes developed by the district and the colleges to assure that:   * Results of student learning assessments and program reviews are systematically linked and integrated into institution-wide planning for improvement and resource allocation processes * That the data and measures identified in the new strategic plan are used to identify improvements in student learning and institutional goal attainment * The functional map defined and agreed upon in 2011 results in effective services being received by the colleges. (I.B.3, I.B.6, I.B.7)   ***(links to Actionable Improvement Plan 1)*** | \*Manny Mourtzanos, administrative  lead  \*Kate Pluta, faculty lead  Sonya Christian  David Koeth  Jennifer Marden  Lisa Fitzgerald (research)  Amber Chiang  *Curriculum Committee*  *Program Review Committee*  \*College Council focus |
| **College Recommendation 2: Establish Student Learning Outcomes for Instructional/Academic Programs**  In order to comply with the Standards and to meet the proficiency level of institutional effectiveness for student learning outcomes, the College should establish learning outcomes for each certificate and degree program, conduct authentic assessment for student learning outcomes at the certificate/program and degree levels, and utilize the results of assessment in the decision-making and planning process to support and improve student learning. (ER 10, II.A.1.c, II.A.2.f) | \*Bonnie Suderman, administrative  lead  \*Bernadette Towns, faculty lead  *Assessment Committee*  *Curriculum Committee*  *FCDC (Faculty Chairs and Directors Council)* |
| **College Recommendation 3: Include comments on how effectively adjunct faculty members produce student learning outcomes**  In order to meet the Standards, the team recommends that adjunct faculty have as a requirement of their evaluation a component that addresses their effectiveness in producing student learning outcomes. (III.A.1.c.) | \*Leah Carter, administrative lead  \*Lynn Krausse, faculty lead  Andrea Garrison  Abe Ali |
| **College Recommendation 4: Evaluate effectiveness of professional development programs**  In order to meet the Standards, the College should systematically evaluate the professional development programs offered to employees and use the results of the evaluation as a basis for improvement. (III.A.5.b) | \*Primavera Arvizu, administrative  lead  \*Kimberly Hurd, faculty lead  \*Candice Sifuentes, classified lead  Bonnie Suderman  Lisa Fitzgerald (research)  *SDCC (Staff Development Coordinating Council)* |
| **College Recommendation 5: Human Resources should complete a program review**  In order to meet the Standards, the team recommends that the College human resources department complete a comprehensive review of services to include the following: regularly assess its record in employment equity and diversity, conduct an annual review of services; clarify and publish the roles and functions of human resources personnel; survey employees to determine effectiveness of human resources at the college, and; survey screening committee members to determine effectiveness of hiring processes. (III.A.3, III.A.3.a, III.A.4, III.A.4.b, III.A.4.c, III.A.6)  ***(links to Actionable Improvement Plan 4)*** | \*Nan Gomez-Heitzeberg,  administrative lead  \*Michael Ivey, faculty lead  Leah Carter  Lynn Krausse  Meg Stidham  Mary Jo Pasek  Abe Ali  Manny Mourtzanos  Joyce Coleman  Ron Kean  Tina Johnson  Lisa Fitzgerald (research)  *EODAC (Equal Opportunity Diversity Advisory Committee)*  *Equivalency Committee*  *Program Review Committee* |
| **College Recommendation 6: Develop a long-range capital projects planning process that supports and is aligned with institutional improvement goals of the College**  In order to meet the Standards, the team recommends that the college develop a long-range capital projects planning process that supports and is aligned with institutional improvement goals of the College. Additionally, the team recommends that the College include major renovations and facilities upgrades in the long-term plan for facilities. (III.B.2.a)  ***(links to Actionable Improvement Plan 5)*** | \*Sean James, administrative lead  \*Phil Whitney, faculty lead  Jim Coggins  Todd Coston  *Facilities Committee* |
| **College Recommendation 7: Develop an assessment methodology to evaluate how well technology resources support institutional goals**  In order to meet the Standards, the team recommends that the College develop and use an assessment methodology to evaluate how well technology resources support institutional goals and use the result of the evaluation as a basis for improvement. (III.C.2) | \*Todd Coston, administrative lead  \*Nick Strobel, faculty lead  Sue Vaughn  *ISIT Committee*  *FCDC* |
| **College Recommendation 8: The College President should establish effective communication with communities served by College**  In order to increase effectiveness, the team recommends that the College President engage community and business organizations that represent community interest areas for the purpose of establishing effective communication with the communities served by Bakersfield College. (IV.B.2.e) | \*Sonya Christian, administrative  lead  \*Cornelio Rodriguez, faculty lead  Amber Chiang  Michelle Bresso |

*Kate Pluta, February 26, 2013*