**Goal #5 Leadership and Engagement:** *A commitment to build leadership within the College and active engagement with the community.*

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|  | **Potential Initiative** | **How will you evaluate and document the initiative’s success?** | **What committee or position would be responsible?** |
| **Professional Development** |
| 1 | Improve the Adjunct Faculty Orientation experience to include a more diverse offering of sessions and workshops.  | Survey the adjunct, review results of the survey. | Dean responsible for adjunct faculty orientations. |
| 2 | Assign FLEX time to committees commensurate with the time/work involved. If a faculty member is on more than one committee then allow that to count a given number of hours toward flex time. This could either be in numbers assigned per committee or assigned according to time spent doing committee work as observed by the co-chairs. | Academic Senate committee approvals and individual committee minutes. | Academic Senate |
| 4 | Provide focused professional development academies for each employee group (classified, faculty & management). | Documented plan, sessions, and curriculum. | PDC |
| 5 | Focus on leadership development in new faculty and new adjunct faculty seminars including committee involvement. | Documented leadership sessions for new faculty both full-time and adjunct. | PDC |
| 6 | Provide training on existing technology | Documented sessions on existing technologies. | PDC |
| 7 | Continue to support conferences (both on and off-campus), peer learning, learning from experts etc. (5.1) | Website with list of conferences, conference travel forms, FLEX week sessions, colloquia attendance. | PDC, VP Instruction |
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| **Community – Internal** |
| 8 | Assessment of employees community connections | Survey of employees | Foundation |
| 10 | Ensure the health & wellness college value is integrated into campus activities and meetings. | Meeting agendas, meeting minutes | Director, Health & Wellness |
| 13 | Create texting connection for students | Successful implementation of texting solution for students. | Student Affairs, IT Director |
| 21 | To increase access to courses and services in rural communities (3.1) | Documentation explaining areas of expansion | Dean of Rural Initiatives |
| 18 | Increase support for college and community mentorship programs like African American Success Through Excellence and Persistence (ASTEP) and Padrinos. (2.1) | Documented increase in mentors | EODAC, Director of Equity & Inclusion |
| 14 | Student Success: Develop, implement, review and update comprehensive plans to better coordinate in-reach, outreach, and recruitment activities.(1.2) | Documented plan | Outreach, CTE Program Manager |
| 16 | Increase participation in student organizations (1.3) | Student organization meetings minutes | SGA, Director of Student Life |
| 17 | Increase student participation in campus conferences, workshops and guest lectures such as BCLEARNS, Equity Summit, Social Justice, Pre-Law, Achieving The Dream (ATD)  | Documentation of opportunities extended to students via email, flyers, or other methods. Event registrations and attendance. | SGA, Director of Student Life, Director, Marketing and Public Relations |
| 22 | Continue implementation of Equity TV (3.2) | Documented Equity TV episodes. | Equity, PIO |
| 27 | Increase faculty engagement in leadership & Equity Academy, Social Justice Institute | Review of faculty capstone projects respective of community engagement; publications; conference panels; securing of external grant funds; climate surveys | Director of Equity & Inclusion |
| **Community – External** |
| 11 | Expand on BC news items in local journals like the Kern Business Journal. | Documentation of articles in the various journals | Director, Marketing and Public Relations, President |
| 19 | Establish agreements with high school districts in Bakersfield College’s service area (3.1) | Documented agreements | Outreach, VP Student Affairs |
| 23 | Continue to strengthen the collaborations and partnerships with community groups and highlight Bakersfield College’s quality programs and services (3.2) | Marketing plan | Director, Marketing and Public Relations, CTE Program Manager, Outreach |
| 25 | Develop and expand Career Technical Education (CTE) programs to meet community needs (4.1) | Documentation of expanding CTE programs | All Deans over CTE programs |
| 12 | Pass the 2016 bond (5.4) | Successful passing of the bond. | Foundation |
| 30 | Working with facilities to increase use of campus facilities | Documented use of facilities. | Event Manager, Facilities |