AIQ Survey Open Comments, Fall 2026

Bakersfield Mission

Comment 1

If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

protect woman on campus!
I think the mission statement is appropriate; I just am not sure we do a great job of always following it.

#2. Our student demographic is not unique in California. #3. Equity creates mediocrity. Equality of outcomes is a fallacy. If someone is lazy she will not achieve the same outcome as the one who works hard without blaming another ethnicity.

Many aspects of the mission are vague: How does BC define "rigorous", "equity" and "fosters critical thinking". There is nothing in the mission about Learning.
Do not see much conversation about the quality of student's education.

BC does not support equity, it supports special treatment in every way and the money expended toward the many special interest groups establishes that fact.
Leadership/management in Admission & Records needs someone to read them our Mission.
What is our mission statement?

While the actual mission statement itself articulates our student population, BC does a poor job of accomplishing the mission.

We talk alot about supporting students, but the reality is our goal is numbers and to get our "leadership" promoted to their next job. Really, you are all full of shit.

boring and predictable but fine

Equity policies favor blacks and Latinos over whites and Asians.
In many ways BC does not reflect the values the mission says it does

I think we talk a nice talk but are far from achieving equity for our students.
The mission needs to be revisited, and have community and student feedback

While BC has established a clearly defined mission and expresses a commitment to equity, I do not believe that commitment is consistently reflected in practice. There appears to be a significant disparity in how members of of the campus community are valued and supported. Faculty and administration

often seem to receive a greater consideration, resources, and institutional support, while classified staff and other employees can feel overlooked or treated as an afterthought. If equity is truly a central pat of the College's mission, that principle should extend to everyone who contributes to the institution, not only certain employee groups or classification.

What we say we believe in and what we actually priortize in the budget are two sadly different things.

BC lacks a rigorous learning environment. Without tools to help with rampant online cheating there is no rigorous learning environment.
Our institution no longer promotes competent or critical thinkers

I recommend making the following updates to our mission statement: Incorporating specifically how our faculty create a supportive environment, highlight how courses are easy to access (ex. rural locations, online), and replace rigorous with a more understandable term term.

SFFA v. Harvard / Title VI. Admissions case, not an evaluation case. The transferable rule: treat persons as individuals; no racial balancing; a plus for one is a minus for another;

This used to be a community college. Now it's an assembly line where FTES is the only magic metric the college cares about. Students are numbers and sources of income.

Our school is being overrun by homeless people. Yesterday a student told me he was cussed and yelled at. Also, I like our pantry for students, not the entire community. It seems we are turning more into a homeless shelter and food bank, instead of a school. We should focus on education and our students' safety. I love our school. Let's get back to basics.

I always include the mission on meeting agendas as a reminder for faculty and staff. Perhaps it should be more prominently included in campus-wide events so folks see it more often.
We need diversity in faculty that can understand students' backgrounds.

Transport for academic purposes is limited. Students often using their own vehicles as it's a pain in the ass for faculty to arrange and pickup transportation from downtown rental companies. Meanwhile athletic teams are more or less chauffeured where they need to go via vehicles "housed" on campus. supportive learning environments are not 100% supportive of equity, etc.

I believe BC has a long history of making statements that often falls short of truly supporting students. Far too many students struggle and fail to get by due to the lack of equitable efficient processes, unrealistic or outdated educational pathways leading nowhere, and the disconnect between some professor to student learning environments.

Bakersfield Colleges Service and Departments

Comment 2

Use the space below to provide any comments about how the Bakersfield College services and departments described above have provided you with effective service. Please comment on the overall service of the department/unit. Comments that identify individuals by name or title will be redacted or excluded.

Protect the woman on campus!

The Writing Center is AWESOME!

effectively? all i hear is "is it in your budget?" and guess what, that department figuratively has my budget, either give up that budget and allocated it to my department or when I ask for cover expenses, don't tell me no because this specific department left almost a million dollars in 25-26. Program Review is a joke.

The codes to add students to class are an absolute mess.

I wish Bookstore and Counseling would answer the phone. It is very frustrating when I have questions or am helping students with their questions or students complain about this issue. A&R failed to respond to a student form before it expired after 7 days, and it happened to the student twice. The student had to resend info three times over the course of a month and the inaction prevented the student from enrolling in classes on time.

Academic Technology works so hard, and they simply don't have enough people to help the entire college. A&R emails back so slowly when submitting a drop exception form that it turns into a grade change form because they didn't email back in time. College Safety is great for the meantime, but unfortunately, I had an interaction where an officer was incredibly rude to me when I had asked for a ride due to personal health issues. Didn't ask if he could help unload or offload items, sat there and just watched me, and never said hi the entire time. Counseling and Advising is doing the Lord's work. Event Scheduling works so hard. I'm thankful the food service brought the burrito station back. Foundation emails back a lot more since the implementation of the Foundation email compared to before. The library is always amazing. M&O has never once vacuumed my office, as it is very easy to see the accumulation of dirt and particles. Also, the women's bathroom stalls don't have trash cans, so female products are always being flushed down the toilet. Also, items can be broken, like the soap dispenser, but it is never caught by custodians because they don't double-check anything. If it looks right, then they keep going on (true story). M&O trims the trees in the middle of the summer and plants trees in the middle of summer as well. That is very poor for tree health and makes all those plants susceptible. When they planted trees/shrubs this summer, the irrigation was not working, and plants they had just planted were dying for weeks as I watched them from being here during summer; it is such a waste of money. There is a lack of using a proper schedule by M&O. Unfortunately, Marketing and Public Relations is

being run by people who are really good at talking but don't get much done unless it is for personal gain. OIE is always fabulous, very helpful whenever you need support. Unfortunately, the Print Shop has people working there who are really rude. Maybe they are tired and overworked, but it makes it really uncomfortable to go in there, and I feel like I need to walk on eggshells. Boxes that arrive on campus never go to the right place, where people are missing really expensive items for months at a time because who knows where they got put. Unsure who would be responsible for that. IT is always very helpful. If these situations happened in the corporate world, a non-school place, there would be resolutions to these issues, but it seems like there are no repercussions at BC for lack of bedside manner, emailing back, or simply someone doing their job.

Our Academic Technology department is the secret weapon for all faculty, they are superb! Admissions and records and Financial Aid could not have been more unhelpful during the start of the 2026 Fall semester. The add code process is a mess and students could not get financial aid to answer the phone. The [redacted] is a champion for students. The Print Shop folks are so helpful and just delightful. I wish I had more things to send over there.

There is a broader culture on campus that does not consistently respect the time, responsibilities, and workload of other departments. This creates unnecessary frustration and makes it more difficult for departments to work effectively together. Repeated disruptions, followed by apologies and assurances that the behavior will not happen again, have become a pattern. Meaningful improvement requires accountability, communication, and respect for the time and responsibilities of other departments.

TSS does not seem to care about student learning. Communication is terrible, and service is worse. Wasn't always like this.

I work in a rural location; it is tough for us to get some of the services listed above.

Scheduling of building project timelines are not considering student traffic. Why start construction mid July that won't finish until November? My classroom is disrupted by construction that should have been scheduled to start last May to minimize class time interruptions.

The tutoring center does a great job communicating to faculty and students how to utilize their services. They provide frequent opportunities to recommend tutors and help students know how to use their services.

I still haven't received certificates of completed courses from when I was a student here 7 years ago.

Admissions and Records causes nothing but problems for me and our students. Management needs to be fired.

IT needs to get its act together at the beginning of the academic year to ensure all computers are functioning in labs and have the correct software

The quality of administrators has declined over the decades in the absence of politically neutral, competent review. Many deans and higher ranking administrators would not survive a quality, fair and objective assessment.

the majority of the issues that negatively affect student experience and my ability to teach approved content come from then inability of M&O to respond promptly to issues or M&O removing material needed to teach. The overreach and mismanagement is well documented, however no action has been taken.

Admissions and Records' standards have somehow slipped even more than in previous years. Dealing with them is incredibly frustrating and it hionestly feels like they are out to purposely cause students issues.

Missing catering orders. Graphic design from Marketing has a 2-week back log for creating flyers that creates barriers for promoting student events. As important as accessibility is, the majority of the campus is not trained in this and therefore cannot appropriately market events.

AYR is routinely expected to take on responsibilities that extend well beyond the appropriate scope of our office. This includes troubleshooting Banner forms and processes, resolving faculty related entries, providing advising assistance, and addressing numerous other matthers that more appropriately belong to other departments. Because A&R staff have developed significant institutional and procedural knowledge, there seems to be an expectation that we will serve as the default resource whenever another area encounters difficulty. While we are committed to assisting our colleagues and students, this has created an inequitable and unsustainable distribution of responsibility. Particularly frustrating is that A&R can quickly become the focus of criticism when processes do not go as expected, including situations involving decisions or responsibilities outside of our control (such as maintaining Title V and Board Policy). At the same time, those same areas frequently rely upon A&R staff for troubleshooting, procedural knowledge, and assistance when problems arise. Greater accountability, cross departmental training, and clearly defined ownership of responsibilities are needed so that A&R is not continually expected to compensate for gaps elsewhere in the institution.

Most of my communication from the above departments comes via email.

The Writing Center offers excellent communication to faculty and effective support for students. Academic Technology is comprised of patience and knowledgable individuals who help increase teaching effectiveness of faculty.

Why is the writing center always closed? AB1705 requires MORE help for students who can't do college level work on their own. The law doesn't say REDUCE AVAILABLE SUPPORT. We push students into ENGL C1000 in their first year and then do not support them through it because the help is not availablde that day because the writing center is always closed. How does refusing to fund tutoring departments support the College's mission? English lost a unit, wich means we lost TIME with students. They need more support than ever or else they just offload the work to ChatGPT.

I believe that most of these departments need an overhaul. These departments need to start talking to each other. For example, we have a hard time picking up mail because it's in a pile in the mail room. We're told to have at it, and if we can find it, we can take it...when we go to the cafeteria, workers are standing around if it's close to 11am because they cannot serve us until 11am but the crowds are gathering. There are no napkins anywhere to clean up messes if we make one. While the [redacted] are great, we have to wait weeks to find out if we even have the requested room. We should have a system where we can look at the calendar to see if the room we want is available without bothering the events team. That would help the events team greatly. We still have paper sign in sheets instead of card readers for events, we still have paper forms for students when codes don't work and A&R can't get on board with accepting AdobeSign Documents. We can't cc them. We have to then send a separate email to them. We found out this week that Foundation is doing the same thing. We keep going backwards instead of moving forward. We are told that change is coming but in a year, none of the changes that could be made have been made. We're going to open dorms with no real plan. We insist on having all employees on campus but when the dorms open, that will greatly affect all parking, including staff parking, cafeteria hours and seating, lobby, etc..., we will need areas on campus for students to hang out in...we can't have students living on campus with nowhere to hang out at. We keep making employees come to work with high fuel prices on Fridays....it costs more to drive to work on Fridays than what we earn. Rules continue to change in some departments without telling the rest of the campus. When we need IT, it's hard to find them. On other campuses, you can make appointments with them. It doesn't take weeks to get an issue looked at. And it doesn't always take weeks, but it's never a quick fix either. While this seems like it doesn't affect students, it impacts students greatly. The behind the scenes matter more than people realize. Another thing that has weighed on my mind heavily is how long it takes to pay bills. It shouldn't take so long to pay people whether individuals or companies. It is embarrassing to know that we have delayed payment to individuals for one reason or another. I know we want to have paperwork in place for audits, but isn't it also bad to show that we took almost a year to pay someone because of a simple mistake? I would like to help with solutions, however, when I have tried voicing my thoughts, they get shut down pretty quickly and I am told (by my boss) that I can't change anything, that higher ups have made their decisions. I have a hard time believing that. I do believe that change can be made but higher management only knows what they know. They can't fix what they don't know. At the lower levels, it's the details that are drowning us.

Biggest complaint is A&R. The turnaround is simply not acceptable, nor is the lack of communication. This is especially relevant since students and faculty have to deal with this atrocious add code nonsense. Pay for the premium version of Banner 9 instead of using the "free" version.

Too much gatekeeping, too many people trying top throw others "under the bus" becausethey fail at their duties. No accountability. Departments are allowed to make their own rules that go against the grain. Execs aren't effective at overseeing departments. Too much "please like me as a boss" tone and not enough "you need to be more effective and stop working against people."

Admissions & Records is incredibly slow at processing Enrollment Exception Forms and has caused serious delays in re-enrolling students into classes, which sets them behind. Students sometimes wait 2 or more weeks for their EEF to process and this is especially concerning for online classes in which students cannot access course materials at all until they are re-enrolled.

Some processes are very slow and outdated

The key signature process is a disaster. Takes roughly 45 days to get keys. It never took that long before.

The department's listed above that are strongly agree and agree all are departments that are available, open to questions, help problem solve and communicate in timely manners — very collegial .

Communication between departments needs improvement

M & O: Great communication as to which elevators are down.

More work still needs to be done to remove barriers for students, especially those stepping onto our campus for the first time. Their first interaction, regardless of who assists them, can shape how they view our institution as a whole. As one of the largest community colleges, we need to take pride in our work and serve every student with respect, patience, and understanding. As we continue to advance our use of technology, we must preserve the personal interaction and support that many students seek. Now more than ever, we need to uphold our policies while ensuring that our procedures do not create unnecessary barriers or discourage students from attending BC.

Department Services that were indicated as "Strongly Agree" have collaborated and worked consistently to provide great to students and college community as a whole.

M&O is either under staffer or poorly operated. Their refusal to work with our department and certain people not only affects programs we are aligned with, but vastly affects STUDENTS. The directors and managers are not held accountable, yet we are looked at as complainers. From the top down their

unwillingness to collegiately work together has brought serious turmoil and student safety becomes the main issue.

[Redacted] is not effective and even has slept through some of our department meetings that he is suppose to be there to help [redacted]. Having more helpful staff would increase production of everyone involved

One of the biggst frustrations with Bakersfield College is the Admissions and Records process. Students and faculty are not given the service we need. The problem is multipled when classes are 8-week classes because if a student misses even one session or does not have access to Canvas it is a significant portion of the course.

Admissions and Records is NOT responsive. Ever.

My experience has been that response and support is fast, effective, supported by professionalism and a strong desire to do the job well.

Staff and faculty in Academic Technology, Student Success Lab, and the Renegade Room consistently go above and beyond in their helpfulness, professionalism, and competency. They are a joy to work with!

Maintenance and Operations - Honestly, we have great staff that do some very hard work while being severely underpaid and understaffed. But the management needs to be replaced at all levels. The poor level of coordination, the completely obvious shady contracts yet even more wasteful spending of redoing construction projects, and the lack of transparency and communication make working at BC much more difficult than it should be. Admissions & Records: Something needs to be done at this department. Time and time again, our students are not being assisted the way that they should are often left in limbo. Students will be bounced away from their department time and time again when other departments keep leading them back to admissions and records, certificates is a perfect example. There are other departments that could do better with more additional support staff and better leadership; however, some departments just need an entire redo of their department.

KCCD Offices

Comment 3

Use the space below to provide any comments about how the KCCD offices described above have provided you with effective service. Please comment on the overall service of the office/unit. Comments that identify individuals by name or title will be redacted or excluded.

HR needs to protect woman on BC campus and others that are targeted

Didn't even know there was a KCCD IT Department. What do they even do all year long that it takes a year for anything to get fixed. I'm over here blamming [Redacted] when he was gone for a year. Who even is the new IT Director?

I was on a grant that I never got paid for once. The grant is now closed, but a year and a half of work with money left in the grant, and KCCD HR would not get me and others paid out of this grant. I am very burnt out from it as I put a lot of work into that grant. The grant did not run out of money, they simply would not help us get paid.

BC has no human resources function and hasn't since [Redacted] left to go to the district. Things with HR were overall in a good place under [Redacted]'s direction, but when [Redacted] was brought back it was because they didn't want the integrity of [Redacted] anymore they wanted a yes-man who would do their dirty work and that is what they got. The current HR administration doesn't seem corrupt like [Redacted], but the [Redacted] is over [Redacted] head, way over [Redacted] head and there is no one in the department who is a true HR professional.

Human Resources and Business Services are both terrible. Bills don't get processed in time and we lose money every year because of it. HR never responds to communications on time and delay hiring processes for months.

BC and its students would be better served by separating from the KCCD bureaucracy and putting those resources to better, effective use.

There appears to be an inequitable distribution of staffing expectations across the District. Business Services is frequently unavailable or closed due to staffing shortages, while other departments are expected to continue operating with similarly limited staffing, often relying on skeleton crews or overtime to ensure essential work is completed. Staffing shortages affect many areas, and there should be greater consistency in how departments are supported and how expectations for continued operations are applied. I also have significant concerns regarding Human Resources and its relationship with Classified Employees. There is a perception that HR is more responsive to the interests and concerns of administrators and individuals in higher level positions than to those of classified staff. Classified employees should be able to approach HR with confidence that their concerns will receive the same level of attention, advocacy, and impartial consideration afforded to any other employee group. At present, I do not believe that confidence exists consistently. Rebuilding that trust requires greater transparency, accountability, consistency, and demonstrated impartiality in how employee concerns are addressed.

The time to hire for HR is slow and cumbersome. The department is still using paper forms for most processes and need to move away from paper TEA, paper absence forms, paper overtime forms etc. For IT the response time to get updates on tickets is slower than it has been in the past.

[Redacted] is a long time administrator of the College. How dare you send out one year contracts to those who have faithfully and successfully supported the College Mission for over a decade. Answer for yourself, HR.

Lets start with [redacted] (the new [redacted])! Classified have been told that in negotiations [Redacted] aughed at and rejected a move towards making insurance benfits more affordable. The district cap was in negotiations, but [redacted] effective delayed any movement on this until after all employees signed up for benefits and the enrollment window closed. Many people downgraded their plan because the district was going to charge around $280 for the 100% plan. With employees locked in, [redacted] agreed to up the cap for insurance, however, no one can benefit from the new rates because the enrollemnt is closed. This is bad faith bargaining and appears to be a shady negotiating tactic that will allow [redacted] to say [Redacted] met us halfway and gave us something, yet no one gets to take advantage of the cost difference. Why was this not done before the enrollment window closed? Why was tax payer dollars spent on a negotiation that no one benefits from? We are looking into legal action. Boo on t [Redacted] for not keeping this “HR unprofessional” from taking advantage of classified. KCCD perpetuates and cultivates an environment of diminishing respect where the people at the top get to benefit on the backs of classified work. Shame on you [Redacted]!

The IT Department is always quick to respond, and it is very much appreciated.
We do receive invites for professional development, and chancellor updates newsletters

Clear and consistent communication between KCCD offices and Bakersfield College remains a challenge. Although KCCD’s role is to support the college, decisions are often made and implemented without sufficient time for coordination or alignment. Another concern is KCCD’s authority to withhold funds intended to support Bakersfield College students and how those decisions affect our ability to serve them.

The HR and budget areas of KCCD are not meeting needs. HR should not need 4-11 mo tha to hire people. They consistently mismanage accommodations and basic staff rights regarding laws. There is a lack of trained staff in HR and a lack of staff. Staffing HR should be prioritized and employees should be taken care of better.

It is a well-known fact that HR leadership has seen a significantly high turnover rate. This department is also severely understaffed. The folks there are great but as an institution we need to address the underlying issues of staffing levels and retention of leadership.
The IT Department is responsive, fast, and effective. May it always be so!

The KCCD officers are often questioned about what they really do. There are gigantic gaps between providing support to their colleges. Often times, there is a lack of transparency until the very last minute. KCCD offices are supposed to provide support to the 3 colleges in the district, not act as the superior of the 3.

The KCCD Board of Trustees gives the Bakersfield College President full authority to implement board policies and ensure effective operations and fulfillment of the institutional mission. (Standards 4.4, 4.5)

Comment 4
If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

Woman need protection from verbal and physical harassment by males

Isnt this the same board that fired the last president for utilizing this so called "full authority?" Is this question a joke?
what does this even mean (Standards 4.4, 4.5)? where can I find that information?

It is hard to tell about this, things are still so broken at BC. Authorizing the President to have a wellness taskforce isn't the answer, it is an insulting diversion instead of fixing the problems..
I've heard of a lot of corruption in the Board.

The board of trustees appears to focus largely on operations at the district level. These efforts do not always effectively translate to the college level and sometimes seem to supersede the College President's purview.

If the BC president doesn't do what KCCD wants it appears that they get fired
We need a new board

I believe the President is doing a great job in communicating with us and trying to make positive changes. However, we also need to focus on the small details because those are the ones that we focus

on on a daily basis. We now need to focus on better pay and not for the board...we need to focus on better pay for the people that help those who help BC run, classified staff...

Anyone who has worked at BC for a while knows the tactics, false promises, control, and deceipt from KCCD. Why do they sit up there looking smug and acting like people should be privileged to speak in a Board meeting. If any one of them truly cared for the campuses they oversee, they would spend more time at each site asking questions. Asking classified, not leadership. These peole are so far removed from the actual work and they only listen to executive and managing pretenders which is why nothing ever gets fixed, all district problems are systemic and have not been fixed for decades.
The board should all be replaced

Did none of you learn from the [Redacted] years? Administrators with no classroom experience were making choices that directly impacted faculty, and the quality of everything declined as a result of this often-confusing micromanaging.

i have little information about the board of trustees except that operations always seem severely delayed due the need to go to the board

President Fluger is the best president as far as involvement, intelligence, problem resolution, and knowledge of best practices especially for a large CCC as BC.

The Bakersfield College President is still new to her role, and I hope she is given the authority and support needed to make decisions that best serve our students, staff, and community.
There are always limits from the board to what a college President can do. no one has total control.
The KCCD Board just rubber stamps everything without discovery or facts. Tax payer dollars wasted.

I strongly believe there is not enough information that is passed to all the Board of Trustees members to which can help them make more informed decisions about what happened at each college. There are many underlying issues that need to be addressed but don't get addressed until it has become a far more severe issue that it needed to be. There has to be a proactive approach to making education accessible for everyone. Lastly, Bakersfield College is a COMMUNITY, NON-PROFIT organization. Not a business. Treating it like a business is what has led us to this mess to begin with.

KCCD and Bakersfield College effectively communicate with each other. (Standards 1.5, 4.2)

Comment 5
If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

From what I hear, now its going to be more difficult to get anything done that the district is going to another building

They cannot speak to each other. Scheduling talking to KCCD about XPay, was incredibly late where I did not get paid in September for my XPay.
There are way too many hidden agendas that aren't communicated, nor voted on.
HR onboarding really needs work.
Vast disconnect in communication with listening to needs and voices.

KCCD frequently avoids engaging in the full participatory governance process when making significant decisions. Items that should get feedback from the District-Wide Budget Committee, the District Consultation Committee, or the Academic Senates are sometimes taken straight to the Board of Trustees without any opportunity for input.

District regularly does weird, and dumb crap that screws over our students and we have to clean up their mess.

The board members are disconnected. Creates a crippling, devastating environment. You wonder why accreditation allows this.

working in KCCD grants as a BC employee has been exhausting when it comes to being paid and discussing reassigned time

Constant changes with no communication until something is not acceptable, and at that point may be too late to rectify process.
Outsiders often know more than those who work at BC

Sometimes the college gets notifications after things occur and there are delays in communication that affect the effectiveness of the college.
Not when it comes to management contracts, apparently.
Nope! How's HR working out for everyone?
REPLY ALL. ***IMPORTANT*** HIGHEST PRIORITY - dog just had puppies!!

Business Services/Budgeting change rules often and do not communicate when a change has been made. You only find out by trying to get something through.
See previous comment. If the board installs the right lackeys in the college, who cares about anyone else
It is commonly talked about that the campus and the district are rarely in alignment
This statement is too general due to the numerous departments on campus which are affected

I have worked in various private sector business; the way we talk and treat each other on this campus would have many fired in private enterprise. It's awful

KCCD kind of does there own thing, and don't communicate what they do very well

Again, there is a lot of information that does not get passed down until the very last minute or the changes are brought up at the Board of Trustees meeting.

KCCD clearly delineates their own operational functions from those of Bakersfield College. (Standard 4.2)

Comment 6
If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

The contracts process needs to be streamlined - it's absolutely a time waste to have multiple contracts for the same vendor and projects. There should be one overarching ICA - followed by individual addendums (projects)

All i hear is the district makes the rules, waiting for the district, etc...
There is overreach.

Overlap, redundancy - horrible example of bureaucratic bloat.

especially in grant related areas- curriculum cannot be written or delivered without a professor

It's all one jumbled mess.

the lines are not defined

It seems like the operational functions of the DO effect Bakersfield College especially with the payroll and onboarding aspects.

KCCD is a gatekeeper and loves to restrict money designated for the colleges so they can fund their agendas and backroom partnerships. Bids mean nothing when their buddies get the jobs either way.

often the district and the campus departments will point fingers at who is responsible for what. For example, employee accommodations getting the run around between campus and KCCD HR, both saying the other should be supporting.

KCCD effectively controls its expenditures. (Standards 3.6, 3.7, 4.4)

Comment 7
If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

The amount of money the district spends on special interest groups, special projects that go nowhere, attorneys and investigators because they can't handle the messes made by their own hand is disgraceful.

A large portion of the classes offered are covered by adjunct faculty members. Adjuncts teaching online classes that now mandate an increased amount of attention and time commitment due to RSI initiatives are not being fairly compensated for their additional time.

We have so many unpaid bills at the end of every year. Our budget is always messed up from day 1.

There have been examples in the past year where programs that benefit students at the college level have their funding cut while projects at the district level that do not directly impact students get more funding. The Board of Trustees has communicated that money is tight for the district.

Have zero confidence in the integrity of BC finances. Won't until it independently audited by people I trust.

if it is a pet project, but lots of times opportunities are not communicated to BC for funding, conference attendance etc...

The board votes randomly and questions certain areas more than others

Not when it brags about its giant reserves while handing out 1 year contracts to management.

They control everyone's. They start by taking, or not giving classified staff a chance to live comfortable to where they can afford the economy. Restricting what classified "gets" in negotiations is where they make money. Classifed salaries and benefits are an expenditure and the district's stance is to spend a little as possible on its classified.

I am concerned about the level of KCCD's spending and its use of college reserves. These financial decisions leave employees uneasy about the challenges ahead, and the District's response has not reassured us that these concerns are being taken seriously. Who is responsible for overseeing this spending and holding the District accountable?

Funding should be prioritized for elevators.

I answered this as somewhat disagree as the California state auditor has flagged our college as having excessive funds in reserves yet we do not have enough staffing in key critical areas like counseling/advising and HR.

Bakersfield College's structure for decision-making provides opportunities for stakeholder participation and ensures the inclusion of relevant perspectives. (Standard 4.2)

Comment 8

If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

BC has no concept, and has not since 2020, or right to say that it ensures the inclusion of relevant perspectives. Relevant to who? The echo chamber?

why even has that question in the interviews if the people being hired dont even know to ensure DEI is properly being implemented

Committees do listen to what its members have to say when setting rules.

People are making decisions for departments that don't even work in those departments.

We have become very top-down, and "participation" is only for show.

I say this every year. It seems to be the same people making the decisions with input the same people.

Opportunities, yes. Inclusion, rarely. Or goes back to the communication. While I know there are many decisions that do not need disclosed, we know more about elevators not working than anything else going on with decisions.

There are examples of both good and not so good situations. At times the participatory governance process is followed quite well.

Low employee morale reflects the way faculty feel impotent in having a say.

the chain of command is so confusing that lots of people are there to listen, but no one actually has the power to make institutional changes that need to happen- like field trips, purchase order issues, onboarding vendor contracts etc

It seems like upper admin decrees things and ignores any input from those of us on the front lines.

Process changes without input from those that do the work is never a good move. These changes tend to be made by those assuming the process instead of asking those working the process.

There have been more opportunities, however not all parties get to be part of the discussions

Sometimes the decision making takes into account stakeholders, but not always. Sometimes decisions are made that increase our workload and the people involved have no say in the changes.

Faculty input was never considered with schedule changes re: common hour.

No. You have proven time and again you are willing to blindside and slap in the face those you depend on tol operate the college. Shame on you.

Decision making on campus is an anomaly at times. There decisions that are made that make no sense from a financial point of view. Or sometimes its just common sense that is missed. No accountability. Decisions are mostly ego-based and don't rely on the people who know how to get the job done. And everyone is new so the decisions they make often don't consider the school's history, the campus community, or the Bakersfield community. Money decisons are sickening because they often make no sense due to the amount paid for goods and services.

This may depend on the specific leader who is involved, but I have personally been involved in situations where I was told to do something vs being consulted with.

BC administration routinely makes decisions without the participation of those who are affected by these decisions. It seems as if decisions are made first, then relevant stakeholders are simply presented with the decision, and any opposing opinions are ignored.

Bakersfield College makes decisions based on what administration thinks its best without asking those that are actually involved with the expertise.

Faculty role has diminished over the years. Little interest is paid to Academic Senate resolutions as an organization that supports faculty. We are seeing far more educational administrators with no faculty experience in leadership roles at the colleges and at the district level.

Most processed at BC are so slow & outdated and do not move at the pace needed.

The college picks and choose who they want to serve. This is a good ole boy institution.

BC kind of gives opportunity for discourse

Bakersfield College's decision-making practices support a climate of collaboration and innovation that advances the mission and prioritizes equitable student outcomes. (Standard 4.3)

Comment 9

If you have any comments on the above, please include them in the box below. Comments that identify individuals by name or title will be redacted or excluded.

that is a big no! some departments yes, but wow, other departments leaders have egos and treat this place as a private business that the money being spent is coming out of their pocket. Innovation and advances to the mission and students dosent matter to those leaders

It's all about the $$
We seem to prioritize appearances and covering ourselves over making sure the students are served.

One example of why I disagree with this statement is the recent decision to change the student waitlist policy for classes. This new policy is not at all equitable for students, nor were faculty asked to collaborate.

Superficially yes, in effect no.

We have too many small programs for affinity groups and it's starting to become bloated with all of vying for early registration and other benefits. Priority registration needs to be for select students and is starting to get too braod.

We are a campus of do as we say, because we think it's better this way. Not really looking at the impact or workload addition to those executing said innovations.

There is alot of work that needs to be done, even with the most recent climate some supervisors have said, those who fill out the surveys are the ones who hate their jobs. How can we really make a change when some in leadership believe that feed back is not true.
Schedule changes not run by faculty and students.

Equity is a joke if it does not also apply to the staff of the college. Remember that many of them are BC alumni!

There is a lot of manipulation that occurs so that there is no collaboration. Decisions are made unilaterally and not in good faith. For example, FCDC forcing a course load limit during the summer semester without requesting any collaboration from faculty or governing bodies.

NOpe again. I stopped counting how many times my expertise and BC experience was ignored, rejected, or not even invited. Then they either spend too much money, lose the message in what they were doing, or some other dumb result. Executives are the worst because their egos don't allow them to make smart human decisions. Or they treat people horribly by speaking to them in a disrespectful or demeaning tone. How can you collaborate when your shortcomings prevent you from being respectful when you address people? Others say they will collaborate and they don't. One exec constantly makes bad

leadership choices where their team takes advanatage of their clulessness by making decisions on their departments behalf that doesn't work with what other people are doing.

Nope. It all comes from the top down. Faculty input is often NEVER sought in any meaningful way for decisions that directly impact their ability to do their jobs. As long as BC can get out that sunshine-y press release, who cares?

Bakersfield College continues to grow and innovate, recognizing that no partner is too small or too large. The college is always willing to come to the table, collaborate, and lead projects that benefit the Valley and the communities we serve.

The current leadership, particularly the VPs, prefer a more authoritarian approach to leadership and do not welcome feedback, or even questions. The organization has become more hierarchical with a top down structure rather than collaborative.

One feels like they are walking on eggshells discussing equity issues on this campus. You don't know who to trust or effective colloborate with

There is opportunity for collaboration. However, often times some of these collaborations are not innovative. Many are driven by personal favors, while a few limited initiatives do so for the well-being of students.

The KCCD Board of Trustees functions effectively as a collective entity to promote Bakersfield College's values and mission and fulfill its fiduciary responsibilities. (Standard 4.6)

Comment 10
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The Board of Trustees are planning on giving executives large raises without following proper procedures.

Given how poorly informed voters are who are electing KCCD board members, the whole process should be scrapped.

Only see the board members during high profile events.
Paid $2.4 million to a known liar and unprofessional individual to buy [redacted] resignation.

The financial issues of the college and district are a joke. Get yout sh*t together. You are ruining lives.

The only interest they show is when there's a phot op, groundbreaking, ribbon cutting, or iof someone needs to be fired. Aside from that they an care less about all of the hard working classified at the 3 campuses.

I feel very removed from the Board of Trustees and have little understanding of their function

Strongly disagree. The Board of Trustees does not seem to be aligned with most of the students, staff, or faculty at Bakersfield College. Perhaps, there is some agreement between the executives, but definitely not majority of the college.