

**College Council**  
Meeting Minutes

May 2, 2014

<https://committees.kccd.edu/meeting/1476#overlay-context=bc/committee/collegecouncil>

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*Members Present:* Pam Boyles, Brent Damron, Corny Rodriguez, Jennifer Johnson, Cindy Collier, Nick Strobel, Anthony Culpepper, Ann Tatum, Alice Desilagua, Sue Vaughn, Nathan Mayer (SGA), Bernadette Martinez, Tina Johnson, Jennifer Marden

*Guests:* Kate Pluta, Lynn Krausse, Steven Holmes

*Next meeting:* Special Meeting in August

**WELCOME & OVERVIEW of the AGENDA**

The discussion item, “4/10 Work Schedule for Summer 2014” was added to the agenda by Tina Johnson.

**COUNCIL BUSINESS**

Budget Committee Update

It was noted that this topic was not an action item, but discussion and feedback is welcome. Lynn Krausse and Anthony Culpepper, Budget Committee representatives, shared a handout, which can be found at:

[https://committees.kccd.edu/sites/committees.kccd.edu/files/BAM%2520Evaluation%2520II\\_0.pdf](https://committees.kccd.edu/sites/committees.kccd.edu/files/BAM%2520Evaluation%2520II_0.pdf) and provided the following highlights related to the Budget Allocation Model and the budget development process.

There was a discussion among members of College Council on the BAM as well as on additional positions being proposed at the District Office. Here are some of the comments

- Money to college from district through the BAM, DO operating expenses off the top and then allocated to college based on FTES
- District Office adjustments include additional positions equal \$784,000.
- Chargebacks are taken from the gross revenue of the colleges before expenditures are deducted.
- Tentative Budget must be complete at the college by May 9 and uploaded to the district by May 20.
- The district proposed budget has 5 additional positions –
- HR associate VC is already posted.

- Where should these positions be housed? At the district or at the campus where they are directly in service to staff and students.
- Senate will be considering taking action on a resolution related to the budget. The Executive Board of the Senate is requesting that College Council take action to support their position.

### Academic Senate Resolutions

Electronic voting to support the Academic Senate's response to Chancellor Serrano regarding district operations personnel concluded at 1:00pm, May 23, 2013. All twelve responses are in support of the following statement of support:

*Bakersfield College Council appreciates Chancellor Serrano's quick response to the Bakersfield College Academic Senate's resolutions on the proposed addition of district operations staff. College Council supports the Academic Senate's letter of May 21st in reply to the Chancellor's message. The Academic Senate's resolutions, the Chancellor's response, and the Academic Senate's May 21st reply are just the start of a deeper discussion that the colleges of KCCD need to have with each other and the district office about the proposed addition of district operations staff, the impact on resource allocation and the priorities the colleges have set to improve student achievement and success rates.*

*The Bakersfield College Council fully supports the May 21st response of the Bakersfield College Academic Senate, so we continue to ask the district office to hold off on hiring district operation personnel and other, additional non-labor expenses listed in the district office budget variance document given to the District Consultation Council on April 22nd.*

### Educational Master Plan

The document continues to be developed. You can follow the progress through the documents posted on the website at

<http://committees.kccd.edu/bc/educational-master-plan>

### BC Mission/Vision Review

Kate Pluta presented to College Council the voting options for the revised mission and vision statements. Electronic voting on the proposed Mission and Vision Statements concluded at noon on May 14, 2014. The results of the eight (8) votes cast are below.

Bakersfield College Mission Statement: Eight (8) votes in favor; there were no votes in opposition.

Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively,

and demonstrate competencies and skills in order to engage productively in their communities and the world.

Bakersfield College Vision Statement #1: Two (2) votes in favor.

Building upon more than 100 years of service, Bakersfield College continues to contribute to the intellectual, cultural, and economic vitality of its communities.

Bakersfield College Vision Statement #2: Six (6) votes in favor.

Building upon more than 100 years of excellence, Bakersfield College continues to contribute to the intellectual, cultural, and economic vitality of the communities it serves.

### Summer Work Week

The summer work week committee membership:

Tina Johnson, Cornelio Rodriguez, Bonnie Suderman, Sandi Taylor, Christopher Counts, Michelle Pena, Rich McCrow, Mary Jo Pasek

The workgroup reviewed the issues related to moving from a 4.5-day work week to a 4-day work week and were in unanimous support to move to a 4-day work week. Here are some highlights from the memo.

- Our subcommittee unanimously heard from CSEA President that the classified staff was in full support of these summer hours during their last membership meeting.
- The CSEA President reported to us that she consulted with the CSEA negotiator and clarified that the Union contract did not need an MOU as this change of hours for the summer is college specific and not part of a District decision.
- The committee was advised that there is no impact to faculty as they do not have any classes on Fridays. Corny Rodriguez is in full support of the summer work week and has been instrumental in guiding the discussion with faculty.
- Maintenance & Operations reported that the extra day would be a valuable time for outside services to work on campus projects without any overtime. Normally work did not begin before 12 noon and involved overtime issues with outside vendors.
- Facilities indicated a full extra day to accomplish projects that are currently in the works would be advantageous. They would be more productive and have the opportunity to complete projects on time.
- The Marketing and Public Information Office is ready and willing to prepare the necessary announcements to explain both the closure and the importance to cost containment.
- The Director of the Delano Campus indicated that the Delano staff prefer the four day work week during the summer. Opening earlier for the four days gives students' valuable time they need to use computers/printers before class. The utility cost savings is in excess of \$1500. It is also a huge morale booster after a year of very hard work.
- Public Safety reports that the change of summer hours would not impact them adversely as they work 24 hours/7 days a week/365 days a year.
- Athletics is on hiatus during this time of the year with athletes returning August 8.

## Closing the Loop

The document is not yet complete, but will be distributed by May 16.

## KCCD Strategic Planning

On behalf of the districtwide strategic planning committee, Vice Chancellor, John Means, requested feedback from College Council on the district Strategic Plan, specifically the mission, vision and goals. College Council engaged in lengthy discussion regarding the mission, values which are summarized below.

### **The comments on the Mission Statement focused on the following language:**

#### *Providing*

- The opening language of “will provide” should read “we attempt to provide.”
- Articulation is not seamless; students have to take additional lower division coursework at transfer institutions.
- The district should not be advancing economic development.

#### *Anticipating and preparing*

- Because of staffing and funding issues the college cannot anticipate and prepare—we are always reacting.
- Not enough staffing to fully support and be effective—we react not anticipate. The workload is so immense, we do not have time.

#### *Assessing and prioritizing*

- On the issue of assessing and prioritizing, responses indicated that assessing and prioritizing occur at the college, but no one knows if they occur at the district. If they do, they are not communicated.

### **The comments on the Values focused on the following language:**

#### *Retaining best and brightest employees*

- We want to retain employees but often lose them due to work load and better pay elsewhere.
- The District Office does not treat employees like they are the brightest employees but instead treats them like they don't know how to do their jobs.
- We should hire people with integrity.

#### *Promoting a climate of trust by sharing ideas and information*

##### ***Climate of trust***

- Promoting trust does not happen.
- Trust is lagging due to a lack of information and ambiguity, which fosters an environment without trust.
- We have trust at the college for frank discussions. Do not think this happens at the district.
- Trust between college and district is non-existent. Examples include when people ask questions about the district monitoring email and during the accreditation self-evaluation process when we had only one person who was allowed to talk to anyone at the district about accreditation.

##### ***Sharing ideas and information***

- We need a better way to share ideas and the constant update of information.
- There are too many levels between students and chancellor; we have a top-down model of control and decision making rather than a collegial atmosphere.

- This is not a two-way street: micro managing from district.
- The District Office does not value input from colleges; example is the matter of reserves – did not listen to other input.
- We need to recognize what improvements there have been in receiving information from the district, but collaboration is not evident.
- The District is not hands-on, they are removed from students – not a criticism but a fact; DO needs to seriously consider college input.
- Should say we will be proactive in building bridges, to be transparent.

*Meeting the highest standards of performance in everything we do*

- We do not have these established for district services, and they are not measured or assessed.

Program Review Report

Kate Pluta, Manny Mourtzanos and Jennifer Johnson presented to College Council explaining the process for the Comprehensive Program Review process that will begin fall 2014. The full presentation can be found here:

<https://committees.kccd.edu/sites/committees.kccd.edu/files/PRC%20Comprehensive%20Pilot.pptx>