

# Standard III.A

Human Resources

## III.A: Human Resources

- How do we effectively use our employees to achieve BC's mission and to improve academic quality and institutional effectiveness?
- How do we attract and hire the best people?
- How do we use our evaluation of employees to improve their skills?

## III.A: Human Resources

- Standard #1: Assure integrity & quality of our education mission through the best people. Clearly + publicly stated criteria, qualifications, procedures for hiring and all job descriptions relate to our mission and goals.
- Standard #2: Faculty know their subject matter very well and can teach it effectively. Faculty develop & review curriculum and assess learning.
- Standard #3: Administrators and classified staff are qualified to do their job.
- Standard #4: The degrees we hold are legitimate and from accredited schools.

# III.A: Human Resources

- Standard #5: Employee evaluations are effective, fair, and encourage improvement. \_\_\_\_\*\* (admin+classified needs to be regular+systematic)
- Standard #6: removed
- Standard #7: We have enough qualified faculty.
- Standard #8: Part-time/adjunct faculty have orientation, evaluation, and professional development.
- Standard #9: Have enough qualified classified staff to provide the support needed to educate our students.
- Standard #10: Have enough qualified administrators to provide the administrative leadership needed to educate our students.

# III.A: Instructional Programs

- Standard #11: Our personnel policies and procedures are published, are followed, and are fairly, equitably, and consistently administered.
- Standard #12: Regular, ongoing work of BC includes appropriate support of diverse personnel and we assess our record in employment equity and diversity.
- Standard #13: All employees follow a written code of professional ethics that includes consequences for violation of the code.
- Standard #14: All employees have opportunities for professional development to improve their contribution to BC achieving its mission of education as student needs change. Professional development is systematically evaluated and appropriate changes are made.
- Standard #15: Our personnel records are secure and confidential. Each employee can examine their own personnel record.

# Standard III.B

Physical Resources

## III.B: Physical Resources

- How do we effectively use our facilities to achieve BC's mission and to improve academic quality and institutional effectiveness?

## III.B: Physical Resources

- Standard #1: Our facilities are safe, secure, and sufficient enough to create a healthy learning and working environment.
- Standard #2: Our facility planning, maintenance, and upgrading assures effective utilization of our facilities and continuing quality to achieve our educational mission.
- Standard #3: We regularly evaluate the effectiveness of our facilities in supporting our programs and services.
- Standard #4: Long-range facility planning supports our improvement goals and includes the total cost of ownership.



# Standards III.A + III.B

Effective use of our Human and Physical Resources to achieve our mission and improve academic quality and institutional effectiveness