



**ACCREDITING  
COMMISSION  
for COMMUNITY and  
JUNIOR COLLEGES**

*Western Association  
of Schools and Colleges*

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February 11, 2013

Dr. Sonya Christian  
President  
Bakersfield College  
1801 Panorama Drive  
Bakersfield, CA 93305

Dear President Christian:

The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges, at its meeting on January 9-11, 2013, considered the Institutional Self Evaluation Report and the report of the External Evaluation Team that visited Bakersfield College October 22-25, 2012.

The Commission took action to **reaffirm accreditation**, with a requirement that the College complete a **Follow-Up Report** that must be submitted by **October 15, 2013**. The Report will be followed by a visit of Commission representatives. Reaffirmation is granted when an institution is found to substantially meet or exceed the Eligibility Requirements, Accreditation Standards, and Commission policies, but recommendations on a number of issues should be addressed. The Report should demonstrate, and the visiting team will verify, that the institution has addressed the recommendations noted below, resolved the deficiencies, and now meets Eligibility Requirements and Accreditation Standards.<sup>1</sup>

### **College Recommendations**

#### **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)

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Bakersfield College  
February 11, 2013

**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)

**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.)

**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)

**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)

**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)

**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)



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**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)

**District Recommendations:**

**District Recommendation 1: Review and Update Board Policies on a Periodic Basis**

In order to comply with the Standards, the team recommends that the Board of Trustees establish a process to ensure that the Board's policies and procedures are evaluated on a regular basis and revised as appropriate. (IV.B.1.e)

**District Recommendation 2: Board Member Development Program**

In order to comply with the Standards the team recommends that the Board of Trustees in consultation with the Chancellor develop and implement a development program that meets the needs of the newer board members as well as board members who have considerable experience as a governing board member. (IV.B.1.f)

**District Recommendation 3: Evaluate the Board of Trustees Self Evaluation Process**

In order to comply with the Standards, the team recommends that the Board of Trustees review the elements of its Self Evaluation Process and ensure that the Standards' minimum requirements for a Self Evaluation Process which are: 1) have clearly defined processes in place, 2) have processes implemented and 3) have processes published in the Board's policy manual are included in the Self Evaluation Process. The Board's policy 2E2 prescribes additional requirements when conducting the Board's Self Evaluation. (IV.B.1.g)

**District Recommendation 4: Evaluation of Role Delineation and Decision-Making Processes for Effectiveness**

In order to comply with the Standards, the team recommends the District conduct an evaluation of the new decision-making processes and evaluate how effective the new processes are in making decisions and in communicating the decisions to affected users. (IV.B.3.g)

Bakersfield College conducted an educational quality and institutional effectiveness review as part of its self evaluation. The Commission suggests that the plans for improvement of the institution included in its self evaluation efforts be taken into account in the continuing improvement of Bakersfield College.

The External Evaluation Report that was sent to the institution provides details of the team's findings with regard to each Eligibility Requirement and Accreditation Standard and should be read carefully and used to understand the team's findings.

Dr. Sonya Christian  
Bakersfield College  
February 11, 2013

The recommendations contained in the Evaluation Report represent the best advice of the peer evaluation team at the time of the visit, but may not describe all that is necessary to come into compliance. Institutions are expected to take all action necessary to comply with Eligibility Requirements, Accreditation Standards and Commission policies. The Commission wishes to remind you that while an institution may concur or disagree with any part of the Report, Bakersfield College is expected to use the External Evaluation Report to improve educational programs and services and to resolve issues identified by the Commission.

I have previously sent a copy of the External Evaluation Report. Additional copies may now be duplicated. The Commission requires that the College give the Institutional Self Evaluation Report, the External Evaluation Report, and this letter appropriate dissemination to College staff and to those who were signatories of the College Self Evaluation Report. This group should include the campus leadership, the Chancellor, and the Board of Trustees.

The Commission also requires that the College's Institutional Self Evaluation Report, the External Evaluation Team Report, and this Commission action letter be made available to students and the public by placing a copy on the College website. *Please note that in response to public interest in disclosure, the Commission now requires institutions to post accreditation information on a page no farther than one click from the institution's home page.* If you would like an electronic copy of the External Evaluation Report, please contact Commission staff.

On behalf of the Commission, I wish to express continuing interest in the institution's educational programs and services. Professional self-regulation is the most effective means of assuring integrity, effectiveness and quality.

Sincerely,



Barbara A. Beno, Ph.D.  
President

BAB/tl

cc: Ms. Nan Gomez-Heitzeberg, Accreditation Liaison Officer  
Chancellor, Kern Community College District  
President, Board of Trustees, Kern Community College District  
Dr. Steven Kinsella, CPA, President, Gavilan College, Team Chair

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<sup>1</sup> Institutions preparing and submitting Midterm Reports, Follow-Up Reports, and Special Reports to the Commission should review *Guidelines for the Preparation of Reports to the Commission*. It contains the background, requirements, and format for each type of report and presents sample cover pages and certification pages. It is available on the ACCJC website under College Reports to ACCJC at: (<http://www.accjc.org/college-reports-accjc>).