

## *Renegade Roundup*



...on our profile and other tidbits

July 12, 2014

Happy summer Renegades. Eight weeks since graduation and five more weeks to our Opening Day on August 20<sup>th</sup>. Remember the campus will be closed on Opening Day, so all of us—faculty, classified staff, and administrators—can come together to gear up to welcome our students back for the 2014-2015 academic year. For the entire morning (8:00 a.m. to 1:00 p.m.) we will be in the cafeteria for a series of plenary sessions. Alex Gomez and his fabulous team will provide breakfast and lunch for us. The SDCC has planned a string of breakout sessions from 1:00 p.m. to 5:00 p.m. We will also be launching BC's first series of Ted Talks in the afternoon.

Earlier this week I received a 54-page report from our IR Office and here are a few data snippets on employee demographics. You can find the entire report on the College Council website at <http://tinyurl.com/qasm8cw>. Also, Shannon Musser uploads enrollment and other reports that come to us from the IR office at <https://www.bakersfieldcollege.edu/reports>

### ***Who are we?***

**Data Snippet 1:** The table shows the 5-year trend of employee numbers distributed among four categories—administrators/management, full-time faculty, adjunct faculty, and classified staff. I am sure each of you will find interesting pieces of information here. One piece that I would like to highlight is the ratio of the number of students (see data snippet 2) to number of employees at BC in 2009 and 2013. In 2009 the ratio was 23.13 and in 2013, the ratio increased to 25.59. In other words we are serving more students per employee. Kudos all. I am proud of our work.

Employee Type	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		5-year change
	#	%	#	%	#	%	#	%	#	%	
<b>Bakersfield College</b>											<b>% change</b>
Admin/ Mgmt	31	4%	29	3%	29	4%	29	4%	27	4%	-13%
Full-Time Faculty	245	30%	252	31%	249	32%	251	35%	249	35%	2%
Adjunct Faculty	261	32%	287	35%	242	32%	207	29%	215	30%	-18%
Classified Staff	271	34%	250	31%	246	32%	229	32%	224	31%	-17%
<b>Total BC Employees</b>	<b>808</b>		<b>818</b>		<b>766</b>		<b>716</b>		<b>715</b>		<b>-12%</b>
<b>Cerro Coso Community College</b>											
Admin/ Mgmt	13	4%	14	5%	18	6%	15	6%	17	7%	31%
Full-Time Faculty	56	18%	56	19%	55	19%	57	23%	57	23%	2%
Adjunct Faculty	136	45%	125	44%	131	45%	100	39%	100	39%	-26%
Classified Staff	101	33%	91	32%	88	30%	81	32%	79	31%	-22%
<b>Total CC Employees</b>	<b>306</b>		<b>286</b>		<b>292</b>		<b>253</b>		<b>253</b>		<b>-17%</b>
<b>Porterville College</b>											
Admin/ Mgmt	11	5%	11	5%	15	7%	14	6%	13	6%	18%
Full-Time Faculty	69	33%	68	30%	65	29%	63	28%	59	27%	-14%
Adjunct Faculty	56	26%	80	35%	74	32%	79	36%	81	36%	45%
Classified Staff	75	36%	69	30%	73	32%	66	30%	70	31%	-7%
<b>Total PC Employees</b>	<b>211</b>		<b>228</b>		<b>227</b>		<b>222</b>		<b>223</b>		<b>6%</b>
<b>District Office</b>											
Admin/ Mgmt	29	39%	28	37%	35	39%	29	33%	27	35%	-7%
Full-Time Faculty											
Adjunct Faculty											
Classified Staff	45	61%	47	63%	54	61%	60	67%	50	65%	11%
<b>Total DO Employees</b>	<b>74</b>		<b>75</b>		<b>89</b>		<b>89</b>		<b>77</b>		<b>4%</b>
<b>KCCD All</b>											
Admin/ Mgmt	84	6%	82	6%	97	7%	87	7%	84	7%	0%
Full-Time Faculty	370	27%	373	27%	366	27%	370	29%	365	29%	-1%
Adjunct Faculty	450	32%	490	35%	447	32%	385	30%	395	31%	-12%
Classified Staff	492	35%	456	32%	461	34%	436	34%	423	33%	-14%
<b>Total KCCD Employees</b>	<b>1,396</b>		<b>1,401</b>		<b>1,371</b>		<b>1,278</b>		<b>1,267</b>		<b>-9%</b>

Data Snippet 2:

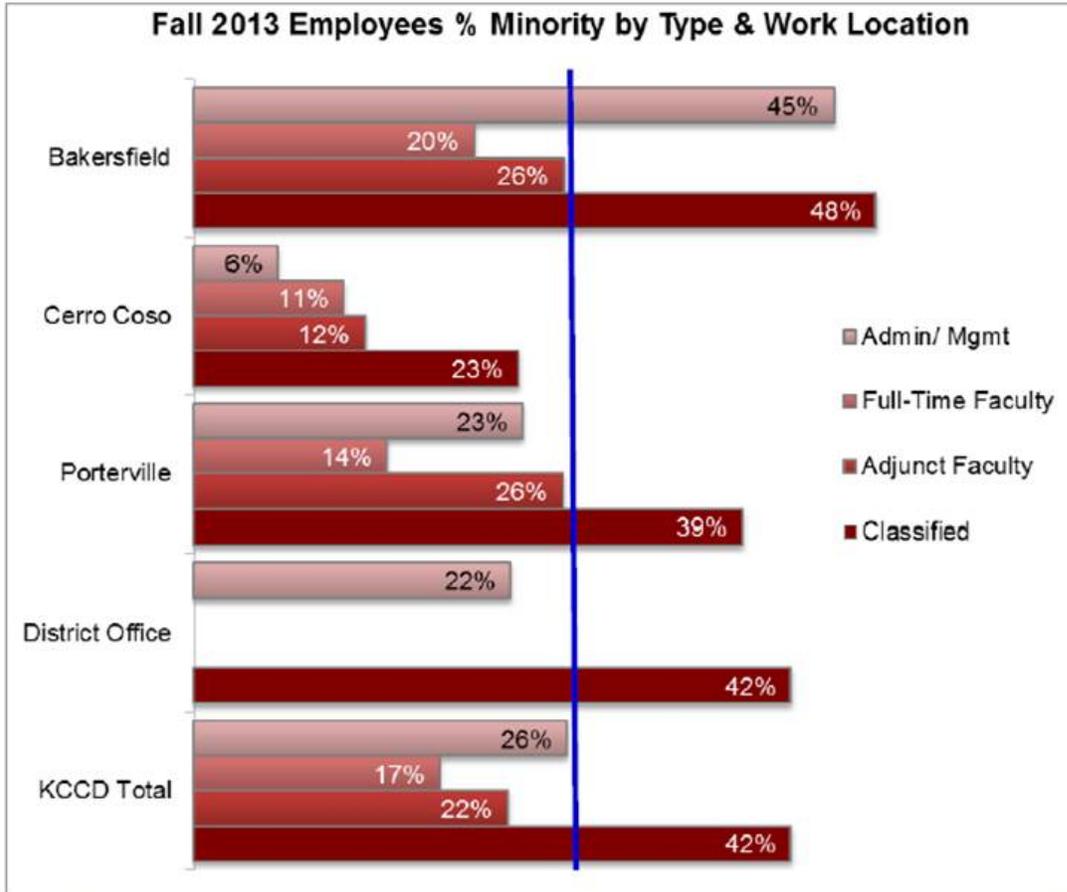
	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	5-year % Change
<b>Bakersfield College</b>						
Total Headcount	18,690	19,886	18,078	18,101	18,296	-2%
<i>Incoming Students</i>	5,191	4,874	4,025	4,207	4,397	-15%
<b>Cerro Coso Community College</b>						
Total Headcount	6,351	6,687	5,835	5,004	4,641	-27%
<i>Incoming Students</i>	1,538	1,663	1,482	1,123	1,240	-19%
<b>Porterville College</b>						
Total Headcount	4,613	4,359	4,183	3,910	3,903	-15%
<i>Incoming Students</i>	1,079	1,057	996	997	967	-10%
<b>Total KCCD Students<sup>1</sup></b>						
<b>Total Headcount</b>	<b>28,884</b>	<b>29,722</b>	<b>26,953</b>	<b>26,183</b>	<b>26,112</b>	<b>-10%</b>
<b><i>Incoming Students</i></b>	<b>7,673</b>	<b>7,368</b>	<b>6,297</b>	<b>6,209</b>	<b>6,502</b>	<b>-15%</b>

<sup>1</sup>Total KCCD Students is an unduplicated count of students enrolled at KCCD in the specified Fall term.

**Data Snippet 3:**

## Employee Race and Ethnicity (continued)

The graph below shows the percentage of employees who identify as a minority in the Fall 2013 term by location and employee type. The blue line indicates the overall percentage of minority employees for Fall 2013 (27%). Classified staff appear to be the group with the highest percentage of minority employees across all locations. BC also has a large percentage of minority employees in the administrator/ management group.



Note: "Minority" includes the following race/ ethnicity groups: African American, American Indian, Asian/ Filipino/ Pacific Islander, and Hispanic/ Latino.

### ***Admin Council Retreat***

The administrative team retreated to Levinson 40 on June 3<sup>rd</sup> to review the work accomplished in 2013-2014 and to start planning for 2014-2015. We have continued to sharpen our strategies to be open and transparent. To that end, all members of the administrative team will have their accomplishments for 2013-2014 posted on the website as well their work plans for 2014-2015.

<https://www.bakersfieldcollege.edu/president/work-plans-accomplishments>



Besides working on operational details we also spent a chunk of time discussing the *Letter from Birmingham Jail* written by Dr. Martin Luther King. This was an extraordinary session that allowed us to step away from the day-to-day to reflect on ourselves, our work and on BC through this very powerful writing by Dr. King. The team is continuing to read together for the entire year. We have added the Cerro Author books, *Where Do You Wear and Where Do You Eat* to our reading list. When I ran into Paula Parks last week, she told me that she is including these books for her classes as well. I am hoping that we can be a bit more intrusive in our efforts “to read in community” and provide incentives to our students to attend the various lectures that we bring to campus. I was describing BC to a colleague the other day as having a “Liberal Arts College” feel to it. I say this because our faculty and staff are dedicated to the growth of mind and soul in addition to our mission of helping students retool to find a job. We want our students to develop freedom of mind; not just developing the skill of *how to think* but as David Foster Wallace states, the skill of *what to think about*. Thank you Reggie Williams for sending me Wallace’s 2005 commencement speech.

Finally, at our retreat we also reviewed a template that each of us would use to complete our Administrative Program Review by July 31<sup>st</sup>. Program Review co-chairs Kate Pluta and Manny Mourtzanos led this part of the retreat in helping administrators norm on the different components of the template.

For more information on the retreat check out <https://www.bakersfieldcollege.edu/president/admin-retreat>

### ***Dr. Norman Levan Memorial***

Our generous benefactor, Dr. Norman Levan, passed away in late May at the age of 98. Bakersfield College held a memorial service for Dr. Levan on the lawn outside the Levan Center at Bakersfield College, joined by friends from all over the world, as well as representatives from other higher education institutions. Dr. Levan's legacy will live on through his generous gifts of the Levan Center and the Levan Institute. Photos from the day are [posted online](#) for you to see, and we've also posted the [slideshow of images](#) shown on monitors during the service online.



I am thankful to the group who made Dr. Levan's memorial happen in just a few short days. I particularly want to thank Mike Stepanovich, Amber Chiang, Kristin Rabe, Chef Pat Coyle, Chef Suzanne Durst, Chef Alex Gomez, Craig Rouse, Dennis Spencer, JoRonCo Rentals, and especially Birch from Pac-West, who pulled off an amazing audio-visual system for us during an incredibly busy time.

### ***Memorial Stadium Field Renovation***



In June, Bakersfield College and the Renegade Helmet Club [announced a positive partnership](#) to complete a much-needed renovation of the field in Memorial Stadium. The

project involves a complete replacement of the turf, and an updating of the sprinkler system, and has been made possible through a significant donation of time and equipment. The field has been completely worked over in an effort to reveal the rich Central Valley soil below. New sod will be laid in the next week. Over the next few months, the field will be closed as the new grass has time to take root and become a beautiful field just in time for some hard-hitting Renegades football.

I hope you'll all join me at our first home football game on September 13<sup>th</sup> to cheer on our talented student athletes! The future of football in Memorial Stadium is strong. Be there!

### ***Construction Updates:***

There are a number of construction projects taking place on campus right now as we prepare for the future by taking care [in the present](#). We have an [aging](#) campus, but by taking care of it, we are planning for the future generations who will walk our halls in their pursuit of higher education.

The big news is that construction on the renovation of the Edward Simonsen Performing Arts Center (SPArC) is on-schedule and should be completed in the fall. Bakersfield College is preparing to reopen the building in grand fashion, so keep your eyes open for information about what is to come. That's me, up on the catwalk 😊



You are all likely aware of the extensive demolition of sidewalks and concrete areas surrounding the Campus Center. This effort is to facilitate replacement of aged water and gas lines on campus, and to repair failing concrete in many high [traffic](#) areas for students and employees. This project will continue on through the summer, but is scheduled to be completed before the start of fall classes. Please pay attention as you walk through campus, be mindful of the paths of travel, and be conscious of the construction equipment operating in various areas.

Craig Rouse and our facilities team are total rock stars.

### ***Educational Master Plan***

The Educational Master Plan is currently under revision. You can [monitor the progress of the plan online](#). The plan has dedicated sections to: Career Technical Education, Transfer,

Pre-Collegiate, Rural Communities Initiative, and Student Support and Student Equity. We are also in the process of developing a Technology Plan.

### ***Telephone Project***

You have seen a few emails now about the telephone project taking place on campus. Todd Coston and our IT department has been working with district office staff to replace telephone and voicemail systems throughout campus. Delano Campus' replacement is already complete, and the work here on the Panorama Campus will begin in earnest at the end of July. The plan is to cut over to the new system on Friday, August 1<sup>st</sup>, and have us up and ready for business on Monday, August 4. Look for emails in the near future about the new system and training opportunities to learn more about the features and benefits of the new system.

### ***In Closing...***

Here is a plug to "follow" my blog at [bcpresident.wordpress.com](http://bcpresident.wordpress.com). Where else will you hear about the [scholarly work by students](#) in Kenward Vaughn's chemistry classes, or that a Bakersfield College [alumnus founded the Haight Ashbury Clinic](#)?! It will take you no more than one minute to complete the two step process to officially get your email on the list that gets automatic notification every time a blog is published. I hope you do it right now ☺

That's all for now..... Until next time.

With Renegade pride and collegiality,  
sonya

[See all issues of Renegade Roundup online](#)