

Kern Community College District

Strategic Planning Survey

Open-ended responses

Fall 2004

Note: Comments are listed below exactly as they were written. Spelling and/or grammar errors are retained. Any information censored is clearly noted and this only occurs in cases where the survey respondent violated her/his or someone else's anonymity (in the current survey, there is only one such case).

Question 2: Please list here any other issues (not included above) that you believe should be addressed during the strategic planning process. What priority would you give these additional issues?

ID	Q2	Employee Type	Location
1		Confidential / Management	Bakersfield
2		Faculty	Bakersfield
3	How can KCCD incorporate assessment into all college processes and procedures? Priority 1	Faculty	Bakersfield
4		Classified	Cerro Coso
5	I would just note that communication and follow-through (j) are imperative to planning (i), influencing others (f), building support (h), responding to community needs (b), and building trust (c). In regards to recruitment and retention (d) - from a classified point of view - please don't go chopping @ the H&W benefits. The benefits are a big retention factor and I would bet, a strong recruitment factor.	Classified	Cerro Coso
6		Faculty	Porterville
7		Faculty	Bakersfield
8		Faculty	Bakersfield
9		Faculty	Bakersfield
10		Faculty	Bakersfield
11		Faculty	Bakersfield
12			
13		Faculty	Cerro Coso

14	<p>1. Restoration of academic programs reduced or eliminated during periods of budget cuts</p> <p>2. Reduction in administration - now that we have less money, do we really need more administrators?</p> <p>3. Reduction in administration - now that we have reduced or eliminated programs for students, do we really need as much administration?</p> <p>4. Reduction in administration - we have too many non-teaching faculty</p> <p>5. Reduction in administration - we have no clerical support for faculty, but boy oh boy do we have administrative support!</p>	Faculty	Porterville
15	1=How can the District be dissolved in the shortest amount of time?	Faculty	Bakersfield
16	<p>How can KCCD improve the safety and security of all KCCD campuses? 1</p> <p>How can KCCD effectively protect staff, students and property without law enforcement? 1</p>	Classified	Bakersfield
17		Classified	Bakersfield
18		Faculty	Porterville
19		Faculty	Porterville
20		Faculty	Cerro Coso
21		Confidential / Management	Cerro Coso
22		Classified	Porterville
23		Faculty	Bakersfield
24		Classified	Cerro Coso
25		Confidential / Management	
26		Classified	Bakersfield
27		Confidential / Management	Porterville
28		Classified	LSC
29		Classified	Cerro Coso
30		Classified	Bakersfield
31	Scholarship fund maintained by the Foundation that was given to the colleges by members of the community that group or groups should have some say so as to who get the funds. Don't shut them out.	Faculty	Bakersfield
32		Faculty	Porterville
33		Confidential / Management	LSC
34		Classified	LSC
35	It is hard for me to rank fund raising as a prioity when I see all the waste that takes place,on campus , due to politics, laziness, lack of imagination and communication ##### (Name censored to protect employee anonymity)	Faculty	Bakersfield
36		Classified	Bakersfield
37		Classified	Cerro Coso

38		Classified	Bakersfield
	#1 high priority should be given to making sure that all of the colleges meet both the 75/25 and the 50/50 laws. Full-time faculty create or enhance programs and attract enrollments. To punish a college for low enrollments while at the same time keeping them WELL below the 75/25 ratio is nefarious. It's like expecting a double amputee to win the sack race. An overly large dependence on adjuncts, combined with service area coverage, leads to declines in all areas. For example, the Cerro Coso faculty felt that each 'site' should have at least one English and one Math instructor, plus one counselor, in order to be viable and best address the needs of the students. Yet by giving us just three new positions, and not allowing us to re-fill all vacancies from previous years (ESCC counselor that was fired for example) you are symbolically 'cutting off our legs.' We need teaching faculty AND counselors at the same ratio as BC and PC to cover our service area and increase enrollments. No counselors, no students. We have to have the tools in order to fix the problems. Isn't it time to properly fix the situation and bring equalization to three colleges? (Gee, guess where I'm from!)		
39		Faculty	Cerro Coso
40		Classified	Bakersfield
41		Classified	Bakersfield
	1 I feel the highest priority is to unify the three campuses so they feel connected. At present, each campus is its own entity therefore the need to unify funds or processes doesn't seem necessary. To better serve our students our courses, schedules, and other strategic information should be uniform throughout the District.		
42		Classified	Bakersfield
43		Classified	Bakersfield
44		Classified	Bakersfield
45		CDC Teacher	Cerro Coso
	1.consistency in procedures 2.recognition and greater efforts to comply with ed code and standard business practices		
46	3. automate enrollment	Classified	Bakersfield
47		Student	Cerro Coso
	Communications between the various organizations within the KCCD institution should be a high priority. Frequently administration/faculty /management concoct a new project without involving the technical staff that will implement that project. In the end staff must accomplish the project without previous involvement or input. Many times I have observed projects could be completed with less stress and in a timelier manner if there were just communications between all factions involved. If you are going to construct a new building, working with technical staff is an absolute must, however many times this just does not happen. In the long run the project has to have many changes at additional cost.		
48		Classified	LSC
49		Classified	Cerro Coso

50	1 Need bilingual staff specifically available to help the Spanish speaking population. It is currently lacking at this time. The staff should also be compensated for their bilingual service. Currently, the Spanish speaking community is shuffled in an unorganized manner from such offices like Assessment to Financial Aid or EOPS. Financial Aid and EOPS can not single handedly serve the Spanish speaking community. i.e. Assessment and the Learning Support Services Dept. do not have any bilingual staff. As a Hispanic serving institution, this needs to change.	Classified	Bakersfield
51		Classified	Bakersfield
52	Recruitment and retention of qualified Hispanic faculty= 1	Faculty	Bakersfield
53		Classified	Bakersfield
54		Classified	LSC
55		Faculty	Bakersfield
56		Faculty	Porterville
57		Faculty	Bakersfield
58	High Priority #1 Employees..... I believe that if more effort was made to make employees feel a part of the 'whole' then many other issues would come along if employees were happier. It's one thing to say our job is all about the students which it is, of course, BUT, if employees were happier and treated fairly and with respect, believe me they would care more about students!!!	Classified	LSC
59	4	Faculty	Porterville
60		Faculty	Porterville
61		Classified	Bakersfield
62		Classified	Bakersfield
63		Classified	Bakersfield
64		Confidential / Management	LSC
65		Classified	Bakersfield
66		Faculty	Bakersfield
67		Faculty	Porterville
68		Faculty	Cerro Coso
69	Education, not funding , should always be are first priority.	Faculty	Bakersfield
70		Faculty	Bakersfield
71		Classified	Bakersfield
72		Confidential / Management	LSC
73		Classified	Bakersfield
74		Faculty	Porterville
75	No opinion at this point	Student	Cerro Coso
76		Student	Cerro Coso
77	There is still a noticeable breach between campus staff and district staff. We do not seem to be working on the relationship, except to move more of the work to the campuses. Why is there no districtwide Christmas Party, Picnic, to get employees more together as a group?	Confidential / Management	LSC
78		Classified	Bakersfield
79		Classified	Porterville

80		Confidential / Management	LSC
81		Student	Cerro Coso
82		Classified	Porterville
83		Classified	Cerro Coso
84		Classified	Cerro Coso
85		Classified	Bakersfield
86		CDC Teacher	Cerro Coso
87	<p>What about dissolving the district? It seems to MANY that our biggest problem is that we at BC have two administrations. It's like having a head on top of ones head! KCCD consists mainly of BC. Wouldn't it be an enormous savings for BC to be a one-college district? Unfortunately, those who are in a position to do something about this 'elephant in the living room' are precisely those who most benefit by the existence of KCCD. I've never been able to figure out what all those Assistant Chancellors and Vice Chancellors and Assistants to the Vice Chancellors actually DO over there. I teach classes. What do all of you actually do? Do you bring in more money than you are paid?? Forgive my probable ignorance, or better yet, why not use a little of your time to let the rest of us (the ones working in the trenches!) why the existence of KCCD is a good thing for BC. I mean this in all seriousness.</p>	Faculty	Porterville
88		Faculty	Porterville
90		Faculty	Porterville
91		Classified	Cerro Coso
92	<p>The highest priority, as stated above, should be the issue of underprepared students. This matter should be addressed at all three colleges where a dialogue of strategies, best practices and possible solutions are discussed. I suspect that this situation is leading to a greater amount of academic dishonesty and it is important that we work as a team in this area to ensure consistency and fairness.</p> <p>I think that BC students are short-changed in terms of available services and courses compared to those students attending the other lower enrollment colleges. I think it should be a high priority of the district to equalize this situation.</p>	Faculty	Bakersfield
93		Faculty	Porterville
94		Classified	Bakersfield
95		Classified	LSC

	Give adjunct faculty pay for office hours. (5)		
	Provide more coststodian assistance to the Gym 202 building and the North/South stairs of the same area.(3)		
96	Acknowledge Adjunct faculty and provide them with partial medical/dental benefefits.(5)	Faculty	Bakersfield
	Examine productivity at all levels #1	Confidential / Management	LSC
97	Explicitly define the 'District', and the 'District Headquarters'		
98		Faculty	Bakersfield
99		Faculty	Porterville
100		Confidential / Management	Bakersfield
101	Hiring professors who have more representative of the population at BC	Faculty	Bakersfield
102		Faculty	Cerro Coso
103		Faculty	Bakersfield
104		Classified	Cerro Coso

<p>Priority 1 – How can KCCD achieve self improvement as a whole?</p> <p>Why is this an issue?</p> <ul style="list-style-type: none">- It directly contributes to the objective in issue 'a' of the Strategic Planning survey- The sum of all the skill sets are the limits to what the KCCD as a whole can achieve.- Employees both hinder and aid the KCCD in achieving its goals depending on their position and the skills they possess.- If the organization is riddled with problem areas like lack of management, communication, organization, interpersonal and technical skills, it seriously affects the overall level of success.- This is where any organization should start when looking to improve itself and the services it provides. <p>Consequences of not addressing this issue:</p> <ul style="list-style-type: none">- Disappointment with an expensive, time consuming process that may not yield the desired results- An almost non-existent increase in morale that will be temporary and fade away quickly after the employee population realizes there were no real improvements- A return to 'status quo' <p>Initiate a program to improve the District as a whole by requiring improvement of the skill sets of the different employee groups from confidential management to faculty to classified.</p> <p>Issue 'a' in this survey addresses becoming 'most effective'. This is best done by improving the quality of our workforce through proactive programs to improve the various skills required to be successful and 'most effective' in all positions or responsibilities. It must start with top management (Board of Trustees, Chancellor, Assistant Chancellors, Presidents and Vice Presidents) who must fully commit to the process, take the lead and get it started. Management must also lead by example, meaning they should attend refresher courses and professional seminars, change old habits and practices and become the role model for any new requirements that would be imposed on their teams. Such an improvement would place us well on our way to becoming 'most effective' and it would continue through a cascading effect down the chain of command.</p> <p>A good place to start is by the Board of Trustees adopting policies requiring management to help and encourage employees to improve skills such as interpersonal, communication, organizational, management and technical. The policies should include requirements for continuing education and self improvement in all positions for management, faculty and classified. It should require planning, budgeting for and scheduling of release time in all</p>		
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106		Faculty	Bakersfield
107		Faculty	Cerro Coso
108	I would place top priority on developing a simple, clear, one-stop system which businesses, companies, corporations can access to find job candidates. In other words, a PLACEMENT CENTER that does nothing but connect job seekers with employers.	Confidential / Management	Bakersfield
109	How can we minimize administrative costs to maximize instructional/support services funds? - Rank #1 How can adjunct faculty and part time classified staff become more included in the benefits and responsibilities of KCCCD? - Rank #2	Faculty	Bakersfield
110	The district needs to become a model for the state, by employing a common course numbering system district-wide. Rank: 3; The district needs to flood more money into counseling services that provide students with early direction in determining where they might want to head. Rank: 1; More faculty and staff need to become aware of students who could benefit from DRC. Faculty should be trained in identifying the 'problem student' and provide them with early direction to the disability resource center. Campus and a District-wide effort should be made at debunking myths of disabilities, thus encouraging students to test. Rank: 1 With the high price of textbooks students need to be provided with a competitive means of purchasing elsewhere. This can be done by including the ISBN number of the books that will be used in the class schedule. Students who purchase books online can save large amounts of money, the problems is students find out too late to purchase online. Rank: 1	Student	Porterville
111	Why is it essential that we have a centralized district office which brings significant funds away from individual campus, costs? 1	Faculty	Bakersfield
112		Faculty	Bakersfield
113		Faculty	Bakersfield
114		Confidential / Management	Cerro Coso
115	I think Sandra Serrano is doing a wonderful job as Chancellor as everyone probably thinks.	Classified	Bakersfield
116		Confidential / Management	Cerro Coso
117		Faculty	Bakersfield
118		Faculty	Porterville
119	How about this as a priority: TEACHING STUDENTS. I'd rank this as No. 1. To do this well requires the district to commit \$\$, time, and resources to students and faculty, rather than spend endless hours on strategic planning issues.	Faculty	Bakersfield
120		Faculty	Bakersfield

121		Confidential / Management	Cerro Coso
122	<p>1. Improve the quality of Human resources services, knowledge, and performance(1)</p> <p>2. Listen and act on what our communities and players saying to us (1)</p>	Faculty	Bakersfield
123	<p>The district budget apportioned to the three colleges should more closely match the proportion of FTES than the perceived 'need' at each college. Infrastructure building, (such as at Mammoth) should more closely match the FTES at that site, and therefore the Mammoth campus might take many more years of slow building than is presently taking place. Budget proportion is a # 1 category item - Very High Priority.</p> <p>The district office (LSC) needs to be put on a MORE restricted budget. It seems that remodeling or new perks for the district office have a very high priority compared to faculty and student needs in the budget. The porportion of our district budget dedicated to the district office has historically been way out of proportion compared to other multi-campus districts. Priority #1 - Very High Priority</p>	Faculty	Bakersfield
124		Confidential / Management	Bakersfield
125		Faculty	Bakersfield
126		CDC Teacher	Cerro Coso
127		Faculty	Porterville
128		Confidential / Management	Porterville
129		Confidential / Management	Porterville
130		Faculty	Porterville
131		Faculty	Porterville
132		Confidential / Management	Porterville
133		Classified	Porterville
134		Classified	Porterville
135		Classified	Porterville
136	<p>I believe as a community college our first priority is to provide classes the community wants not just college prep.</p> <p>We have many people that are great supporters of the college are retired and just want to take classes for enjoyment but we have been consistently cutting these classes out and they have been consistently reducing their support.</p>	Faculty	Porterville
137		Confidential / Management	LSC
138		CDC Teacher	Cerro Coso
139		Faculty	Porterville

	Diversity Training 5		
140	Work Life Benefits 3	Classified	Bakersfield
141		Faculty	Bakersfield
142		Faculty	Bakersfield
143		Faculty	Cerro Coso
144		Classified	Porterville
145		Faculty	Bakersfield
146		Faculty	Porterville
147		Faculty	Porterville
148		Faculty	Porterville
149		Faculty	Bakersfield
150	1.More development in the areas of career oriented classes. 2.More classes to meet the needs of students 3.More classes taught on campus from four year colleges.	Faculty	Porterville
151		Faculty	Porterville
152	D is two issues: I would rate retain high - Morale Very High	Confidential / Management	Bakersfield
153		Faculty	Cerro Coso
154	Additional support for Cerro Coso for the ESCC commitment from the District needs to be reestablished.	Classified	Cerro Coso
155		Confidential / Management	LSC
156		Classified	Porterville
157		Faculty	Cerro Coso
158		Classified	Cerro Coso
159		Classified	Cerro Coso
160		Classified	Cerro Coso
161		Classified	Porterville
162		Faculty	Cerro Coso
163	More administrators, coaches, athletes, honor students, and handicapped students should be more available to go out into the community and promote college education to young people, and even adults, letting them know there are classes and advantages to taking those classes for them. #1 Priority	Confidential / Management	Porterville
164		Classified	Cerro Coso
165		Classified	LSC
166		Classified	Cerro Coso
167		Faculty	Cerro Coso
168		Faculty	Porterville
169		Classified	Bakersfield
170		Confidential / Management	Bakersfield

171	KCCD name change. The name should reflect our entire five county district not just the one that the office physically resides. This is in conjunction with items b., c., d., i., and j. above and would make others in the district feel a little more equal to BC and not make us feel like the step-child. I rank this item with a 1.	Classified	Porterville
172		Faculty	Bakersfield
173		Faculty	Porterville
174		Faculty	Porterville
175		Classified	Bakersfield
176		Confidential / Management	Bakersfield
177	<p>More effective procedures for hiring faculty and administrators. The current stifles the developing of an insight in a person when we have such a rigid structure. 5</p> <p>Revamp the process by which we determine which campus areas get replacement and additional instructors. The current system is not always effective, nor open. 5</p> <p>Establishing suitable levels of support staff on campus 4</p> <p>Working to improve the productivity, effectiveness and competency of support staff and retraining or terminating those who are not or can not be effective in their jobs. 4</p>	Faculty	Bakersfield
178		Confidential / Management	LSC
179		CDC Teacher	Cerro Coso
180		Faculty	Bakersfield
181		Faculty	Bakersfield
182		Faculty	Cerro Coso
183		Classified	Cerro Coso
184	1. KCCD taking care of business in a timely manner, especially when CCCC branch is unable to do anything until the district office does what is was asked to do. It may just be a simple task (like a phone call), which then grows into a large problem when not taken care of promptly.	Classified	Cerro Coso
185	Better assessment testing for placement is needed (5 on a priority scale of 1-5)	Faculty	Bakersfield
186		Faculty	Bakersfield
187		Faculty	Porterville
188		Faculty	Cerro Coso
189		Confidential / Management	Porterville
190		Confidential / Management	LSC
191	<p>Increase offerings (too many classes are terrible large).</p> <p>Placement test leave English 70 & English 50</p>	Faculty	Porterville

192	The needs of the community MUST be considered when planning for the future. Vocational training programs are highly underserved -- especially in the Cerro Coso region. Plans to actually integrate workforce needs with college courses must be made a priority. Academic programs (English, Math, Chemistry) are great but they do not provide immediate employment. Without employment, students do not and cannot afford to continue their education. In other words, students need first to have training and opportunities for work. Once established, they very often return to college for higher degrees. Supporting vocational training programs is a win-win situation for both academic and vocational programs!	Faculty	Cerro Coso
193	How can KCCCD develop a fully articulated district-wide catalog to better serve the needs of students throughout the district? (1)	Faculty	Cerro Coso
194	Research, innovation, and publication by faculty, staff, administrators rated 1 Regular maintenance, cleaning, and repair on campuses, such as Bakersfield College rated 1(Suggest re- hiring more custodians). Prioritizing role of transfer function with emphasis on support for students, faculty, and staff who are trying to meet these needs so students will succeed in their new institutions---beyond Presidents' scholars' role---is a grant available? rated 1 Providing full-service campuses with adequate parking for students and staff and regular meals so that students and staff can meet their basic nutrition needs without leaving campuses Rated 1 Establishing an Office of Faculty Information in which students and faculty can exchange information about current ideas, needs, future goals, and ongoing needs for courses, supplies, facilities, organizations, employment connections for students, and graduate training for faculty, support groups, etc. Rated 1	Faculty	Bakersfield
195	1=facilitating online registration and accomodating out-of-town and full-time working people who do not have time to get to the campus to take care of admission/registration/financial issues.	Faculty	Porterville
196		Faculty	Porterville
197	1.Students and community first-vision for funding and meeting needs 2. Employees second with all esteemed for meeting needs of students 3. With vison and priorities set then communication and organization needs become clearer	Faculty	Cerro Coso

198	Most students are going on to higher education so I believe we should offer more classes that give them assistance in obtaining employment. This is the comment I hear out in the community from people that will someday employ our students.	Faculty	Porterville
199		Faculty	Bakersfield
200		Faculty	Bakersfield
201		Faculty	Porterville
202		Faculty	Porterville
203		Faculty	Cerro Coso
204		Faculty	Porterville
205		Classified	Porterville
206		Classified	Porterville
207		Classified	Porterville
208		Confidential / Management	Bakersfield
209		Confidential / Management	Bakersfield
210		Classified	Bakersfield
211		Confidential / Management	Porterville
212	How can KCCD better respond to the needs of prepared students who are planning to transfer to a University or to a professional program? 5 Can KCCD provide leadership for connections between local high schools and the colleges of the district? 5	Faculty	Porterville
213		Faculty	Porterville
214	How can KCCD standardize its courses and course numbers throughout the district? (1)	Classified	Bakersfield
215		Faculty	Porterville
216	#1Supervisory skills training. #1	Classified	LSC
217		Classified	Cerro Coso
218		Classified	Bakersfield
219		Faculty	Porterville
220		Classified	Porterville
221		Faculty	Porterville
222	Communication on the Bakersfield College Campus and district wide continues to be an ongoing up hill struggle. The division between Administration, Classified and Faculty still exists and I would like to see emphasis on repairing this avenue for all of us invoved.	Classified	Bakersfield
223		Classified	Cerro Coso
224		Faculty	Bakersfield
225		Classified	LSC
226		Faculty	Bakersfield
227		Classified	Cerro Coso
228		Classified	Bakersfield

	1 = High priority to Student Success Programs (including additional funding of those programs).		
	1 = High priority to Reworking an Equitable Evaluation Process that takes ALL into account including Community Service and additional 'free' time spent working to make students successful.		
	1 = High Priority to Developmental Education Program and its courses so that faculty have enough support in their efforts to make all D.S. students successful and transition smoothly into the core curriculum at ALL colleges.		
229		Faculty	Cerro Coso
230		Faculty	Bakersfield
	1-High: More effectively coordinating and integrating district educational programs and services with the public schools. We should be articulating our career and transfer pathways down to the middle schools and the parents of those children. They need to see why clear vocational goals, a structured curriculum and hardwork and commitment will have very positive returns later on.		
231		Confidential / Management	Bakersfield
232		Confidential / Management	Bakersfield
233		Faculty	Porterville
234		Classified	Cerro Coso
235		Faculty	Porterville
236		Classified	Bakersfield
	Financial equity between the large and small college(s). Priority #1		
237		Faculty	Porterville
238		Faculty	Cerro Coso
239		Faculty	Bakersfield
240		Faculty	Porterville
241		Faculty	Bakersfield
242		Classified	Bakersfield
243		Classified	Cerro Coso
	Set all of the drop deadlines for classes on the same date for the whole district. (1)		
244		Student	Porterville
245		Faculty	Porterville
246		Student	Porterville
247		Faculty	Bakersfield
248		Faculty	Bakersfield
	I feel that the College really needs to look at what the need of this community are. We have a large unemployment rate and need to see what we can do to train these people to have job ready skills. More work force preparation.		
249		Classified	Porterville
250		Faculty	Bakersfield
251		Faculty	Bakersfield
252		Faculty	Bakersfield
253		Faculty	Bakersfield

254	Many of these issues are really 'college' issues (b, g, h, k, for instance), not issues to be managed by the District office. The 3 communities are diverse in their needs and populations; a mandate from the District would usually fail because of this diversity. The role of the District is to enable the colleges and their staff to be able to do their jobs and then get out of the way. It is not the role of the district to determine priorities for individual colleges.	Faculty	Bakersfield
255		Classified	LSC
256		Faculty	Bakersfield
257	L. How can KCCD effectively implement a health and wellness program with financial incentives for successful participation? Healthy and happy employees are more productive.	Classified	Bakersfield
258		Student	Porterville
259		Faculty	Bakersfield
260		Faculty	Bakersfield
261		Faculty	Bakersfield
262	1. How can KCCD create a unified district curriculum with a single numbering system, a single catalog for all three colleges, a district articulation agreement with area schools, and a single academic calendar.	Confidential / Management	Bakersfield
263		Confidential / Management	Bakersfield
264	I'm tired of 'strategic planning' and 'master plans' --it's all so much rhetoric without perceivable action (but money and time ARE spent) I continue to wonder if remaining a district is in BC's best interest. I would seriously entertain (maybe even champion) the dissolution of the district. It would mean the Chancellor willing to axe her position and would require community support . So the proposal is, I'm sure, unlikely to receive consideration. I did support Sandra Serrano as BC President and would welcome her return. I think the 'temporary' buildings on the lawn by A&R (Panorama side) are an eye-sore, and I'm betting money they become permanent--to bookend the trailers used in the childcare area!)	Faculty	Bakersfield
265		Faculty	Bakersfield
266		Classified	Bakersfield
267	2. Funding for faculty, classified and administrative training/learning/development. 2. A facility on each campus such as the one suggested in the BC Training Task Force document.	Faculty	Bakersfield
268	KCCD needs direction and vision #1 That is Communicated to everyone to give us a common target #1 That communication needs to be efficient, regular and effective #2	Faculty	Bakersfield

269		Classified	Porterville
270		Faculty	Porterville
271		Faculty	Bakersfield
272	I think that we need to get our institutional infrastructure functioning. We are simply behind the times, especially in HR, training and supervision issues and the use of fair and consistent practices and procedures. This is good management , not the kind of nebulous magic that previous chancellors and management teams have seemed so puzzled about; there are lots of books on it. We need to quit making excuses and get good systems in place, then use them EVERY time.	Faculty	Cerro Coso
273	WE NEED MORE 1- TEAM WORK 1- CROSS TRAINING 1-DIVERSITY TRAINING	Classified	Bakersfield
274	All of the colleges in the KCCD should work together as a team instead of one college dominating the other two.	Classified	Porterville

	<p>1) Rank=1 Speaking generally, administrators have no idea what my classroom environment is like. They truly do not understand who my students are (from UC-ready independent researchers, to cannot write a complete sentence, to suffering from mental illness, to college is a condition of their parole); they do not understand what my classroom feels like (a/c doesn't work in summer, heat doesn't work in the winter, no pencil sharpener, overhead screen and chalkboard cannot be used in tandem). To be effective leaders of the college these administrators must take the time to familiarize themselves with what's actually happening in these classes. I don't understand how they can lead with a vision when they don't even know what's happening all around them. THIS IS A TOP PRIORITY. By familiarizing themselves with the current student population, administrators will be able to better address faculty concerns and subsequently increase faculty buy-in to their own leadership visions.</p> <p>2) Rank=2 Banner is an obstacle. First I'm told that I need to use Banner to order for my division. Then my Banner Training primarily consists of the instructor telling me, 'I don't know why I'm telling you all this, you're just going to forget it.' Then I'm told I need to use the IT committee to order a printer for our division. I use the IT committee, I get the printer order into banner, I nurse it along and no printer shows up and the funds we set aside for that purchase simply evaporate. So I try again the next semester and the process gets further along but still no printer. When I follow up at the district level I find out that my PO has not been approved yet. Something is holding it up but no one bothers to contact me. This whole process is ridiculous. Why do we have computer programs and IT committees that exist to seemingly simply prevent us from obtaining needed supplies?</p>		
275		Faculty	Porterville
276		Faculty	Bakersfield
277		Classified	Bakersfield
278		Classified	Cerro Coso
279		Classified	Cerro Coso
280		Faculty	Porterville
281		Classified	Porterville
	Satellite classes from colleges with four year programs to reduce travel for continuing education at higher levels. 1. High Priority		
282		Student	Porterville
283		Classified	LSC
284		Classified	Bakersfield
285		Faculty	Bakersfield
286		Student	
287		Faculty	Bakersfield
288		Confidential / Management	Bakersfield

	What degree of autonomy shall the colleges have from each other? (1)		
289		Faculty	Bakersfield
290		Faculty	Bakersfield
291		Student	Porterville
292		Classified	Bakersfield
293		Confidential / Management	Bakersfield
294		Faculty	Bakersfield
295	Rank 1: In regard to question g above we should ask how can we better meet the needs of all our students? Students are continuing to have problems getting into classes that are required. A prime example: Returning students, especially those that have in excess of 60 units but are changing careers are given lower priority registration time. The students are still the only reason we are here!	Faculty	Bakersfield
296		Classified	Bakersfield
297		Classified	Bakersfield
298		Faculty	Bakersfield
299		Classified	Bakersfield
300		Confidential / Management	Porterville
301		Faculty	Bakersfield
302	Technology in the classroom (computers, projectors, lab equipment for science classes) - 1	Faculty	Bakersfield
303	Enrollment management, alumni support and responding to underprepared students are functions of the colleges, not the district. They need to be done at the local level.	Faculty	Bakersfield
304		Classified	Bakersfield
305		Classified	Bakersfield
306	Adequate funding to keep each college stocked with up to date equipment, ie microscopes, skeletons.....and to maintain disposable supplies and waste. Prices have increased across the board by 5-10% but our operating budget has not.	Classified	Porterville
307		Student	Bakersfield
308	Acting on the results of this survey=1 (high priority)	Classified	Bakersfield
309	.	Faculty	Bakersfield
310	Issue Priority 1 None of the issues listed so far have to do with maintaining and/or strengthening the quality of instruction. With the wind from Sacramento blowing in the direction of smooth transfer to CSU and UC, we must ensure that our general education courses are truly university level and that our major requirements are complete and in-line with university lower-division expectations. If we are to truly serve our students, this issue must be prioritized higher than enrollment management which focusses on how many students engage in learning, rather than what and how well they learn.	Faculty	Bakersfield
311		Confidential / Management	Bakersfield
312		Student	Bakersfield
313		Student	Bakersfield

314		Faculty	Bakersfield
315		Student	Bakersfield
316		Student	Bakersfield
317		Confidential / Management	Bakersfield
318		Faculty	Bakersfield
319		Faculty	Bakersfield
320		Student	Bakersfield
321		Confidential / Management	Bakersfield
322		Student	Bakersfield
323		Student	Bakersfield
324		Classified	Bakersfield
325		Classified	Bakersfield
326	Attracting and keeping faculty who are racially and culturally representative of the community we serve. 4	Faculty	Bakersfield
327		Student	Bakersfield
328		Classified	Porterville
329		Student	Bakersfield
330		Student	Bakersfield
331		Faculty	Bakersfield
332		Faculty	Porterville
333		Student	Bakersfield
334		Faculty	Bakersfield
	Facility needs. Many buildings are in need of repair and/or updating. For example, the SAM building. The lift is in need of repair. The roof has been leaking for the last 4+ years. The lighting and sound equipment are outdated and the seating is so worn that sections have to be closed off because audience members would not be able to sit comfortably in them.		
335	Rank: 1.	Faculty	Bakersfield
336		Faculty	Bakersfield
337		Classified	Cerro Coso
338	More full time faculty-5	Faculty	Cerro Coso
339		Student	
340		CDC Teacher	Bakersfield
341		Student	
342		Classified	Porterville
343		Classified	Porterville
344		Student	Bakersfield
345		Student	Bakersfield
346		Student	Bakersfield
	Subject material/level of subject material = 2. For my reason, I find that my college degree that I wish to attain has no value at all and no merit, especially when considering that the colleges provide general education and allow degrees based on just demonstrating at minimum, a fundamental understanding of basic education. Frankly, it engrages me that general education must still be taught in any college. This is reserved solely for adult schools and for extra curricular activity at most.		
347		Student	Bakersfield
348		Student	Bakersfield

350		Classified	Porterville
351		Faculty	Porterville
352	High priority: Getting all three campuses on the same academic schedule. High priority: Establishing articulation agreements between the campuses.	Classified	LSC
353		Faculty	Cerro Coso
354		Faculty	Porterville
355		Faculty	Bakersfield
356		Faculty	Porterville
357		Faculty	Porterville
358		Classified	Porterville
359		Classified	Porterville
360		Faculty	Porterville
361		Classified	Porterville
362		Faculty	Bakersfield
363		Student	Bakersfield
364		Faculty	Bakersfield
365	1- cost of district office is out of control 1- new teachers -need some- students can not get classes 1-vocational program are not being funded	Faculty	Bakersfield
366		Confidential / Management	Porterville
367		Student	Bakersfield
368		Classified	Porterville
369		Faculty	Porterville
370		Faculty	Bakersfield
371		Classified	Bakersfield
372		Faculty	Bakersfield
373		Faculty	Porterville
374		Faculty	Bakersfield
375		Faculty	Porterville
376		Faculty	Bakersfield
377		Faculty	Bakersfield
378		Classified	Bakersfield
379	One of the best things KCCD Could do to serve the students and communities where our campuses are located would be to disband into 3 separate colleges with no district. That would reduce a whole level of overhead and unnecessary bureaucracy. It would also allow the colleges greater flexibility to serve the needs of the specific communities that each campus serves. I would like to see an effort to accomplish that.	Faculty	Porterville
380		Faculty	Porterville
381		Student	
382		Faculty	Porterville
383		Faculty	Porterville

	1. Create more equality and fairness between BC and the two smaller campuses, PC and CC. The smaller colleges' needs, priorities, and programs are just as important to the respective populations and communities as BC's, just on a different scale.		
384		Faculty	Porterville
385		Faculty	Bakersfield
386		Faculty	Porterville
387		Student	
388		Faculty	Porterville
389		Student	Porterville
390		Student	Bakersfield
391		Faculty	Porterville
392	I think that all issues up above are very important issues but at this time I have nothing to add!	Student	Bakersfield
393		Student	
394		Student	
395		Student	
396		Student	Bakersfield
397		Student	Bakersfield
398		Classified	LSC
399	<p>Maintain a healthier and much more attractive campus by eliminating cigarette smoking and gum chewing- 1.</p> <p>Recruit and retain top quality instructors that are able to positively influence students of all ages, races, and backgrounds-1.</p> <p>Continue to offer a wide range of evening and night-time courses so that full-time working adults have the opportunity to continue their education- 1.</p>	Student	
400	<p>I feel that most of the administrators in the college act like the students are there so they can receive a pay check. Every time I try and better myself with an education some form of legalistic moron steps in the way and keeps me from doing responsibilities. I am not saying they don't exist, but I haven't met an honest or upstanding administrative worker yet. Please stop hiring idiots that only look out for themselves and rob the students with their politics and money driven minds. Also, please remove the stupid one dollar student rep fee, if a student goes to the meetings then they can pay don't make me and others suffer for your greed. If you want money that bad then you can ask someone for a quarter once a week. In a month you will have your precious dollar.</p> <p>Hoping you'll listen, a concerned student</p>	Student	Bakersfield
401	Supportive Services – 2	Student	Bakersfield
403		Classified	Bakersfield

	<p>1 = Avoid anymore layoffs.</p> <p>1 = Replacing or rehiring all custodians who were laid off. This place is filthy. Restrooms are always dirty, and it isn't the fault that these men aren't doing there jobs. The layoff has effected the campus.</p> <p>1= Health benefits for retired employees.</p>		
404		Classified	Bakersfield
405		Student	Porterville
406		Faculty	Bakersfield
407		Faculty	Porterville
408		Student	
410		Faculty	Bakersfield
411		Student	
412		Faculty	Porterville
413		Classified	Porterville
414		Classified	Porterville
415		Faculty	Cerro Coso
416	<p>a. How can the district disband so the 'district' resources can be appropriately parceled out to the colleges, where students are served? Too much money goes to 'district' functions. It seems like every time we turn around the LSC (a misnomer since it appears little learning and perhaps even less student service have taken place there in many years) is undergoing some sort of renovation or redecoration to match the newest change in staffing. High priority 1.</p> <p>b. How can this additional issues section (question #2) be revised to match the ratings of the issues presented on question #1? Contrary to the model on question #1, here on #2 there is no 'very high priority' option. If there were, 1 would equal 'Very High Priority', and 6 would equal 'No Opinion'. Why the double standard? High Priority 1.</p> <p>c. How can the creator of this box make it larger, as I was going to add one or more other High Priority 1 issues, but the box would accept no more text than this? High Priority 1..</p>	Faculty	Bakersfield
417		Faculty	Cerro Coso
418		Faculty	Porterville
419		Faculty	Porterville
420	PC needs more vocational programs. Should be the top priority.	Faculty	Porterville
421		Classified	Bakersfield
422		Classified	Cerro Coso
423		Faculty	Porterville
424	How can KCCD do a better job in recruiting qualify people of color in teaching positions. High Priority -4	Faculty	Porterville

	The budget allocation model should be reviewed and implemented. Priority = 1		
	Shared governance and the decision making process--how each entity is involved (faculty, classified, unions, management, presidents, board of trustees). Priority = 2.		
	Note: These priorities do not agree with those in number 1 (i.e. there are 6 priority rankings in number 1, and 5 rankings in number 2).		
425		Faculty	Porterville
426		Faculty	Porterville
427		Classified	Porterville
428		Classified	Porterville
429		Classified	Bakersfield
430		Faculty	Bakersfield
431		Faculty	Bakersfield
432		Classified	Porterville
433		Classified	Cerro Coso
434	It seems impossible for Cerro Coso College to be asked to function with multiple distant campuses in the same way as the compact campuses of Bakersfield and Porterville College. Our administration and staffing is stretched so thin that the moral is dipping. I applaud the people who work here who are asked to do so much more with so little. Even so, the stress and seeming lack of support is discouraging at best. Our student population is not all centralized and we cannot provide the courses and opportunities (counseling, tutoring, and academic) for our students equally. I request that the people in Bakersfield consider how difficult it is by imagining they were asked to survive with what we have. It is only until then that they would have an appreciation. The questions above...? I suspect that until Cerro Coso is given enough administrative, counseling, classified, and teaching staff to do its job, it will be considered the unwanted child of the district.	Faculty	Cerro Coso
435		Confidential / Management	Cerro Coso
436		Confidential / Management	Cerro Coso
437		CDC Teacher	Cerro Coso
438		Classified	Cerro Coso
439		Faculty	Cerro Coso
440		Classified	Cerro Coso
441		Classified	Cerro Coso
442		Classified	Cerro Coso
443		Classified	Cerro Coso
444		Faculty	Cerro Coso
445		Confidential / Management	Cerro Coso
446		Faculty	Cerro Coso
447		Faculty	Cerro Coso
448		Faculty	Cerro Coso
449		Faculty	Cerro Coso

450	<p>A comment: It seems to me that many of these issues are functions of the colleges, like enrollment management and community needs. It seems to me that the primary function of the District is to support and coordinate the missions of the colleges rather than initiate missions for the colleges. For the District to initiate missions seems to be a top/down administrative strategy.</p> <p>It seems to me that the District level administration should be as minimal as possible, take as little of the available funding as possible, and coordinate the individual needs of the colleges so that they might fulfill their missions as they see fit.</p> <p>So, one of the missions of the District would be to minimize their presence and need for allocated funds. One way to do this is to freeze the District administrative budget so that no new money goes to District administration and all new money goes to building the allocations to the colleges.</p>	Faculty	Cerro Coso
451		Classified	Cerro Coso
452		Faculty	Porterville
453		Classified	Cerro Coso
454	Effective use of technology in the delivery of instruction (i.e., ITV). Priority - 1	Faculty	Cerro Coso