

Welcome everyone! Welcome back seasoned employees, and welcome to all our new team members.

Introduce: Chancellor Sandra Serrano? Others?

Intro Remarks

Boy, it's a great time to be here! Students coming back
College Goals (Renegade Pride!)

Last year I talked about:

Serve the students we have:

Not just the ones want

Not the ones we think we should have

Not the ones like we were

The ones we have

Who are our students?

Beloit Mind-set List Class of 2013

Most students entering college for the first time this fall born in 1991.

1. For these students, the Martha Graham, Pan American Airways, Michael Landon, Dr. Seuss, Miles Davis, The *Dallas Times Herald*, Gene Roddenberry, and Freddie Mercury have always been dead.
2. Dan Rostenkowski, Jack Kevorkian, and Mike Tyson have always been felons.
3. They have never had to use a card catalog to find a book.
4. Salsa has always outsold ketchup.
5. Chocolate chip cookie dough ice cream has always been a flavor choice.
6. The KGB has never officially existed.
7. They have never had to "shake down" an oral thermometer.
8. McDonald's has always been serving Happy Meals in China.
9. Women have always outnumbered men in college.
10. Phil Jackson has always been coaching championship basketball.
11. Ozzy Osbourne has always been coming back.
12. Kevin Costner has always been Dancing with Wolves, especially on cable.
13. There have always been flat screen televisions.
14. There has always been a computer in the Oval Office.
15. Avon has always been "calling" in a catalog.
16. Nobody has ever responded to "Help, I've fallen and I can't get up."
17. There has always been blue Jell-O.

Remarks

Bakersfield College has a long and rich history. This is both a blessing and a curse. A blessing, because we can rely on systems that we know work. Also, we have learned how to effectively and efficiently do many things. However, we sometimes fall into the trap of doing those things only because we always have. We are also in danger of failing to see opportunities because we are too used to the routine we have followed for years (or even decades).

This past year, I felt that I spent a lot of time putting out, rather than preventing fires. I spent time trying to establish some operational norms for the present.

So what do I envision for Bakersfield College as I start my second year as president?

First, I envision continuing to strive for personal and institutional operational norms that are understood and embraced by all employees. These operational norms include items such as:

- start meetings on time, end early if possible
- be prepared for meetings
- know your job, and strive to understand the jobs of others
- know the laws, policies, regulations and contracts associated with your role
- be where you are at
- provide feedback to those you work for, work with, and those who work for you
- be civil in all interactions
- listen
- return calls and communications in a timely manner
- ask clarifying questions
- Rumor control – if it sounds wrong, pick up the phone and ask
- avoid killer statements

I have tried to begin making a change to the culture – trying to go past operational norms, to true culture change. We are not there yet, but I envision a culture that consistently values and supports concepts such as:

- Fairness/equity
- Consistency – it matters
- Openness and appropriate levels of transparency
- Collegiality and cooperation

- Honesty and trust
- Support of each other
- Ethics matter – we need to do the right thing, not the easy thing
- Evidence based decisions
- Respect
- Student centric
- Service – we are all in a service role
- High expectations & Accountability
- Personal and professional growth – practice what we preach about the value of lifelong learning
- Risk taking and innovation – we need to get past just maintaining the status quo
- Consensus means move forward – together
- Fun – it is OK to enjoy your job!

Next, with norms established and a positive culture in place, there are naturally fewer fires and the focus can shift to preventing future problems as well as creating new opportunities. This becomes easier as employees know more about the institution as a whole, what others do, and how each employee fits into their work area, the College, the community, the District, and the state. They better understand operations and can trust each other to do the right thing. Here is where we have the opportunity to work together and plan for the future. We can look at what we have done and evaluate whether or not it should be done in the same way, or even at all.

I really liked the anonymous quote that Todd Coston shared after the KCCD Leadership Academy: *People who look through keyholes are apt to get the idea that most things are keyhole shaped.* I would like to see Bakersfield College embrace the need to expand our individual and institutional vision by stepping back from the keyholes and opening the doors. Opening up personal and institutional doors to operational norms that allow us to operate more effectively and efficiently; opening up to the establishment of a culture that truly values things such as openness, innovation, communication, accountability; and opening up institutional doors that will allow all of our employees to take part in fire prevention by knowing more about the institution as a whole, what others do, and how each employee fits into their area, the College, the District, and the state. Finally, by having opened doors in the areas of operational norms, cultural shifts, and having a broader understanding of our institution and the roles we play, I envision a Bakersfield College where employees are more empowered and are better able to be innovative, forward thinking and communicate freely and openly with each other to work together to meet the needs of our student and our community.

I envision an institution that is responsive to the community it serves and is accepting that we have a rich and long history, but understands that we are not, nor should we be, the same institution that we were when we were each hired.

KCCD's vision statement says:

The Kern Community College District will be recognized as an exemplary educational leader, partnering with our communities to develop potential and create opportunities. Successful students will strengthen their communities and, along with the faculty and staff, become life-long learners.

Bakersfield College's vision statement reads:

The diverse communities we serve will trust Bakersfield College with their most precious resource—people. Our high standards of education and service will earn that trust. Our values will be evident in all that we do.

My personal vision statement for Bakersfield College:

In order to achieve the vision of the College and the District, the employees of Bakersfield College will work together to support operational norms, build a strong culture of open communication, trust, and ethical decision making, leading to a better understanding of the “Big Picture” and the role that each employee plays, enabling forward thinking, proactive activities and changes, allowing us to individually and as an institution better meet the needs of our students and community.

And I truly believe we are on our way! We have Renegade Pride!

Archives

Introductions:

Jerry Ludeke, Director

Greg Goodwin, Chair not in attendance, in Colorado

Archives Steering Committee Members Present:

Bob Allison

John Collins

Bob Covey

Charlotte Cox

Ken Fahsbender

Jack Hernandez

Lydia Langner

Susan Pinza

Rosalee Pogue, Archives Assistant

Gayle Richardson
 Don Stansbury, Newsletter Editor
 Bonnie Suderman
 Becki Whitson

The Archives is looking for current employees by department willing to help with the history of their areas. If interested please let Director Jerry Ludeke know; also flex workshops will be held later in the school year for those interested in the Archives.

Foundation

Hannah Egland, Donor Relations coordinator

Service Pins

5, 10, etc. When you came in, or afterwards.

Abenoja, Stephen C.	5 yr 2009
Berchtold, Beth A.	5 yr 2009
Carter, Harold C.	5 yr 2009
Courtney, Houston T.	5 yr 2009
Ehret, Steve D.	5 yr 2009
Gaddis, Brian L.	5 yr 2009
Hutchins, Michelle M.	5 yrs 2009
Lawrence, Devin A.	5 yrs 2009
Leder, Jeremy J.	5 yrs 2009
Longan, Craig E.	5 yrs 2009
Loyd, Stacy S.	5 yrs 2009
Madrigal, Carolina	5 yrs 2009
Martinez, Heriberto	5 yr 2009
Naus, Richard S.	5 yrs 2009
Noel, Erika E.	5 yrs 2009
O'Doherty, Michael G.	5 yrs 2009
Pence, Susanne M.	5 yrs 2009
Ramirez, Rey L.	5 yrs 2009
Simmons, Leah D.	5 yrs 2009
Smith, Thomas A.	5 years 2009
Thompson, James P.	5 years 2009
Tiner, Kristoffer C.	5 years 2009
Webb, Curtis A.	5 years 2009
Woertz, Geneva I.	5 years 2009

Zvirblis, Gary F.	5 years 2009
Bart, Cynthia L.	10 yr. 2009
Blind, Russell A.	10 yrs 2009
Bowman, Douglas P.	10 yr. 2009
Brockman, Michael J.	10 yr. 2009
Budy, James L.	10 yr. 2009
Charles, June A.	10 yr. 2009
Craft, Angela V.	10 yr. 2009
Delamar, Erika D.	10 yr 2009
Diaz, Victor	10 yr. 2009
Dixon, Marian A.	10 yr 2009
Estrada, Juan G.	10 yr. 2009
Fenton, Gregory J.	10 yr 2009
Fisher, Debbie A.	10 yr. 2009
Garrett, Bill R.	10 yr. 2009
Hunter, Roberta J.	10 yrs 2009
Johnson, Tina M.	10 yr. 2009
Karr, Anita S.	10 yr. 2009
Lamers, Heather	10 yr. 2009
LeBlanc, Ginger M.	10 yrs 2009
Livesey, Jared J.	10 yrs 2009
Marden, Jennifer K.	10 yr. 2009
Marquez, Richard J.	10 yr 2009
McGee, James O.	10 yrs 2009
Mitchell, Patricia N.	10 yrs 2009
Mody, Christina E.	10 yrs 2009
Moreland, Krista J.	10 yrs 2009
Neville, David M.	10 yrs 2009
Perry, Tarina K.	10 yr. 2009
Peterson, Rodney D.	10 yrs 2009
Rodriguez, Mireya	10 yr. 2009
Saint-Esteben, Marie Y.	10 yr. 2009
Sakamaki, Yuri	10 yr. 2009
Sanchez, Michael	10 yrs 2009
Scaffidi, Susan M.	10 yrs 2009
Serpa, Patrick E.	10 yrs 2009
Shaw, Stuart G.	10 yr. 2009

Smith, Shannon M.	10 years 2009
Stockton, Lonnie E.	10 years 2009
Thorson, Debra	10 years 2009
West, Brian F.	10 yr. 2009
White, John R.	10 yr. 2009
Whitfield, Ted P.	10 yr. 2009
Wright, Wanda J.	10 yr. 2009
Zuech, Deborah L.	10 yr. 2009
Bsharah, Steve W.	15 yr 2009
Dahl, Paula J.	15 yr 2009
Damron, Brent W.	15 yr 2009
Devlin Kelly, Inez	15 yr 2009
Douglas, W S.	15 yr 2009
Ehret, Denise L.	15 yr 2009
Fulks, Janet L.	15 yr 2009
Gerhold, John A.	15 yr 2009
Graupman, Gary G.	15 yrs 2009
Holmes, Steven A.	15 yrs 2009
Hunter, Gina M.	15 yrs 2009
Langner, Lydia C.	15 yrs 2009
Mesel, Phillip R.	15 yrs 2009
Scanlon, Bernard T.	15 yrs 2009
Adams, Jennie L.	20 yr 2009
Boyce, Ann M.	20 yr 2009
Castro, Guillermo	20 yr 2009
Darke, Richard M.	20 yr 2009
Encinas, Anthony D.	20 yrs 2009
Garrison, Andrea L.	20 yr 2009
Martinez, Robert A.	20 yr 2009
Mooney, Rebecca P.	20 yrs 2009
Morales, Jesus S.	20 yrs 2009
Paschal, Carol	20 yrs 2009
Rozell, Mary E.	20 yrs 2009
Tutop, Zenaida F.	20 years 2009
Waters, Barbara L.	20 years 2009
Whittington, Michael T.	20 years 2009

Wise, Richard E.	20 years 2009
Wulff, Charles W.	20 years 2009
Adams, Steve E.	25 yr 2009
Boner, Kathleen Z.	25 yr 2009
Canchola, Hector R.	25 yr2009
Cordoba, Linda C.	25 yr. 2009
Crawford, Denise A.	25 yr 2009
Gutierrez, Michael R.	25 yr2009
Kalivas, William J.	25 yrs 2009
Navarro, Della	25 yr2009
Smith, Fred H.	25 yr2009
Cox, Dorothy J.	30 yr 2008
Espinoza, Frank A.	30 yr 2009
Hall, Lynne P.	30 yrs 2009
Jorgensen, Dennis M.	30 yrs 2009
Moehnke, Tom D.	30 yrs 2009
Moretti, Kathy L.	30 yrs 2009
Oldham, Janna L.	30 yrs 2009
Perkins, Nancy J.	30 yrs 2009
Sampley, DeAnn	30 yrs 2009
Smith, Janeen C.	30 yrs 2009
Sousa, Diane M.	30 yrs 2009
Swanson, Barbara	30 years 2009
Holcomb, Silvet S.	35 yrs 2009
Mayfield, Helen M.	35 yrs 2009
Summerford, Sharon G.	35 years 2009
Haas, Karl F.	40 yrs 2009
Riles, Ruth M.	50 yrs 2009

New Employees

Constituant Remarks

Academic Senate – Dr. John Gerhold

CCA – Kathy Rosellini

CSEA – Marco Sifuentes

Management Association – Sue Vaughn

SGA – Kristy Newsom

Classified Employee of the year – Marco Sifuentes

Final Remarks:

We will have many “opportunities” as we move forward this year – the state budget is getting worse, we will have financial issues to deal with, more student demand for services and courses than we will be able to afford. But we are a strong, proud and historic institution, and we will prevail. After all, we are - - BC!

August 20, 2010
OPENING DAY

A G E N D A

8:00 a.m. Social

8:30 a.m. Opening Thoughts - Greg Chamberlain

Employee Recognition- Greg Chamberlain
Recognition of Newly Tenured Faculty
Service Pins - Amber Chiang
New Employee Introduction - Nan Gomez-Heitzeberg & Deans

CurricuNet and Curriculum - Janet Fulks
Assessment - Bernadette Towns & David Koeth
Accreditation - Kate Pluta & Nan Gomez-Heitzeberg

Academic Senate - Cornelio Rodriguez
CCA - Kathy Rosellini
CSEA - Jennifer Marden
SGA - Lisa English
Management Association - Sue Vaughn

Special Recognition
Classified Employee of the Year presented by Jennifer Marden
Levinson Award presented by Janet Fulks
Trembley Award presented by Marci Lingo

Final Comments - Greg Chamberlain

10:30 a.m. - ¡Adios!

August 20, 2010 - OPENING DAY
A G E N D A

8:00 a.m. Social

8:30 a.m. Opening Thoughts - Greg Chamberlain

Boy, it's a great time to be here! Students are coming back

Renegade Pride!

Since my first opening day as president, you have heard me say:

Serve the students we have:

Not just the ones want

Not the ones we think we should have

Not the ones like we were

The ones we have

Who are they?

Beloit List

Core Mission

Transfer Preparation

CTE

Basic Skills

Access is not what it is about - no recruiting issues!

Retention and Success

Outcomes and Assessment

Student Engagement

Importance of first class meeting - set expectations!

Economic Climate, limited classes, hard on students - and us!

New Year Resolutions!

Me

You

Us

Employee Recognition- Greg Chamberlain

Reminder of Newly Tenured Faculty:

George Canaday - Industrial Tech

Leah Carter - FACE

Laura Folsom - Nursing

Leslie Reiman - Biology

Margaret Richie - Nursing

Service Pins - Amber Chiang

New Employee Introduction - SEE LIST

Linkages: (Yesterday Meeting)

CurricuNet and Curriculum - Janet Fulks

Assessment - Bernadette Towns & David Koeth

Accreditation - Kate Pluta & Nan Gomez-Heitzeberg

Constituent Groups:

Academic Senate - Cornelio Rodriguez

CCA - Kathy Rosellini

CSEA - Jennifer Marden

SGA - Lisa English

Management Association - Sue Vaughn

Special Recognition:

Classified Employee of the Year presented - Jennifer Marden

Levinson Award - presented by Janet Fulks

Trembley Award - presented by Marci Lingo

Final Comments - Greg Chamberlain

Heaven and Hell

10:30 a.m. - ¡Adios!

August 19, 2011
OPENING DAY
A G E N D A

8:00 a.m. Social

8:15 a.m. Opening Thoughts - *Greg Chamberlain*

Recognition of Newly Tenured Faculty - *Greg Chamberlain*
Service Recognition - *Greg Chamberlain & Amber Chiang*
New Employee Introduction - *Nan Gomez-Heitzeberg & Deans*

Writing Center - *Rebecca Flores*
SDCC - *Bonnie Suderman & Lucas Rucks*
EODAC - *Matthew Morgan & Joyce Coleman*
Assessment - *Bernadette Towns & Bonnie Suderman*
Accreditation - *Kate Pluta & Nan Gomez-Heitzeberg*

Academic Senate - *Cornelio Rodriguez*
CCA - *Lora Larkin - Rene Trujillo*
SGA - *Tawntannisha Thompson*
Management Association - *Sue Vaughn*

Special Recognition
Levinson Award presented by *Andrea Garrison*
Trembley Award presented by *Marci Lingo*

Final Comments - *Greg Chamberlain*

10:30 a.m. - ¡Adios!

August 19, 2011
OPENING DAY
A G E N D A

8:00 a.m. Social

8:15 a.m. Opening Thoughts - Greg Chamberlain

Welcome!

Students back Monday

Not all happy...

Help at SGA booths

Support each other!

Custodians/Grounds

Help Student

Who are our Students? - Beloit College Mindset...

Beloit, Wis. – This year's entering college class of 2015 was born just as the Internet took everyone onto the information highway and as Amazon began its relentless flow of books and everything else into their lives. Members of this year's freshman class, most of them born in 1993, are the first generation to grow up taking the word "online" for granted and for whom crossing the digital divide has redefined research, original sources and access to information, changing the central experiences and methods in their lives. They have come of age as women assumed command of U.S. Navy ships, altar girls served routinely at Catholic Mass, and when everything from parents analyzing childhood maladies to their breaking up with boyfriends and girlfriends, sometimes quite publicly, have been accomplished on the Internet.

As for the class of 2015, without any memory whatever of George Herbert Walker Bush as president, they came into existence as Bill Clinton came into the presidency. Their parents, frequently older than one might expect because women have always been able to get pregnant almost regardless of age, have hovered over them with extra care and have agreed with those states that mandated the wearing of bike helmets. Ferris Bueller could be their overly cautious dad, and Jimmy Carter is an elderly smiling public man who appears occasionally on television doing good works. "Dial-up," Woolworths and the Sears "Big Book" are as antique to them as "talking machines" might have been to their grandparents. Meanwhile, as they've wondered why O.J. Simpson has always been suspected of something, they have all "been there, done that, gotten the Tshirt," shortened boring conversations with "yadda, yadda, yadda," and recognized LBJ as LeBron James.

1

Recently reminded last year at opening day:

"Pick up the phone."

Others:

Start on time, end early

Serve all students

Student Success, Student Success, Student Success

"No student comes to college to fail." Kay McClenny

Book: The Innovative University: Changing the DNA of

Higher Education *from the Inside Out*

How Measure - District-wide meeting - *what is success?*

Straight Face Test

Help our students - impact of "Just One More"

Budget:

Budget Committee

Criteria

Development and Linkages

Decision Making Document

Online

Workshop(s)

CCSSE

Results are in!

Executive Summary on IR webpages

More to be posted to Portal: InsideBC

Broad sharing/workshop

- Nick Stroble - Great Teachers
- Alumni BBQ - becki whitson

→ New Mgrs: Ryan Beckwith
Craig Rouse
Brian Griffin

2

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Trembley Award presented by Marci Lingo

Final Comments - Greg Chamberlain

Student Succes

Help our students - we can all work for "Just One More"

10:30 a.m. - ¡Adios!

3
end