



**BACHELOR'S
DEGREE PROGRAM**
CALIFORNIA COMMUNITY COLLEGES

How California Community College Baccalaureate Programs are Meeting Regional and State Workforce Needs

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Agenda

1. Historical Overview
2. BDP Organization
3. Legislative Analyst Report
4. Survey Development--Preparing for the Legislative Analyst Report
5. Advocacy and Next Steps

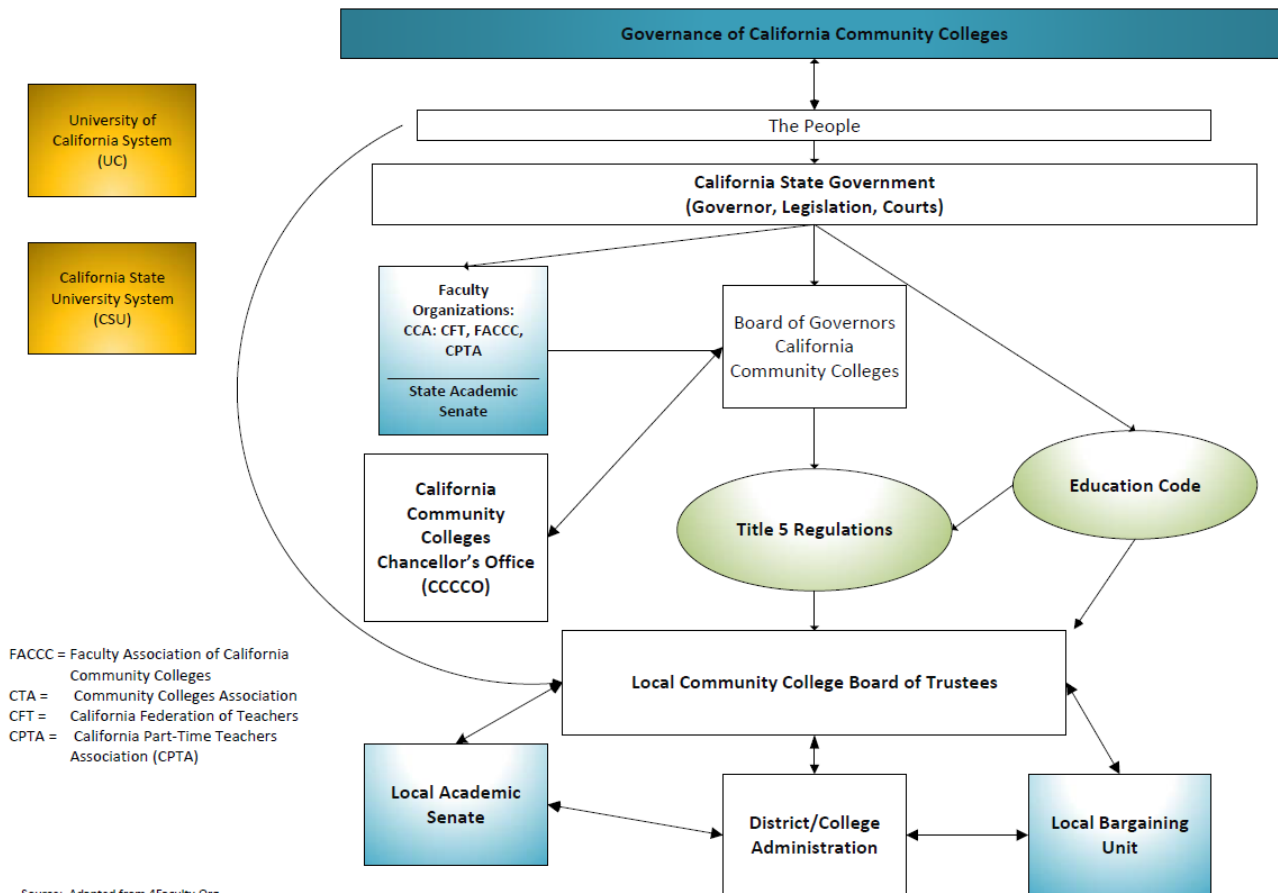
California Community College Baccalaureate Programs

Antelope Valley:	Airframe Manufacturing Technology
Bakersfield:	Industrial Automation
Cypress:	Mortuary Science
Feather River:	Equine Ranch and Management
Foothill:	Dental Hygiene
MiraCosta:	Biomanufacturing
Modesto:	Respiratory Care
Rio Hondo:	Automotive Technology
San Diego Mesa:	Health Information Management
Santa Ana:	Occupational Studies
Santa Monica:	Interaction Design
Shasta:	Health Information Management
Skyline:	Respiratory Care
Solano:	Biomanufacturing
West Los Angeles:	Dental Hygiene



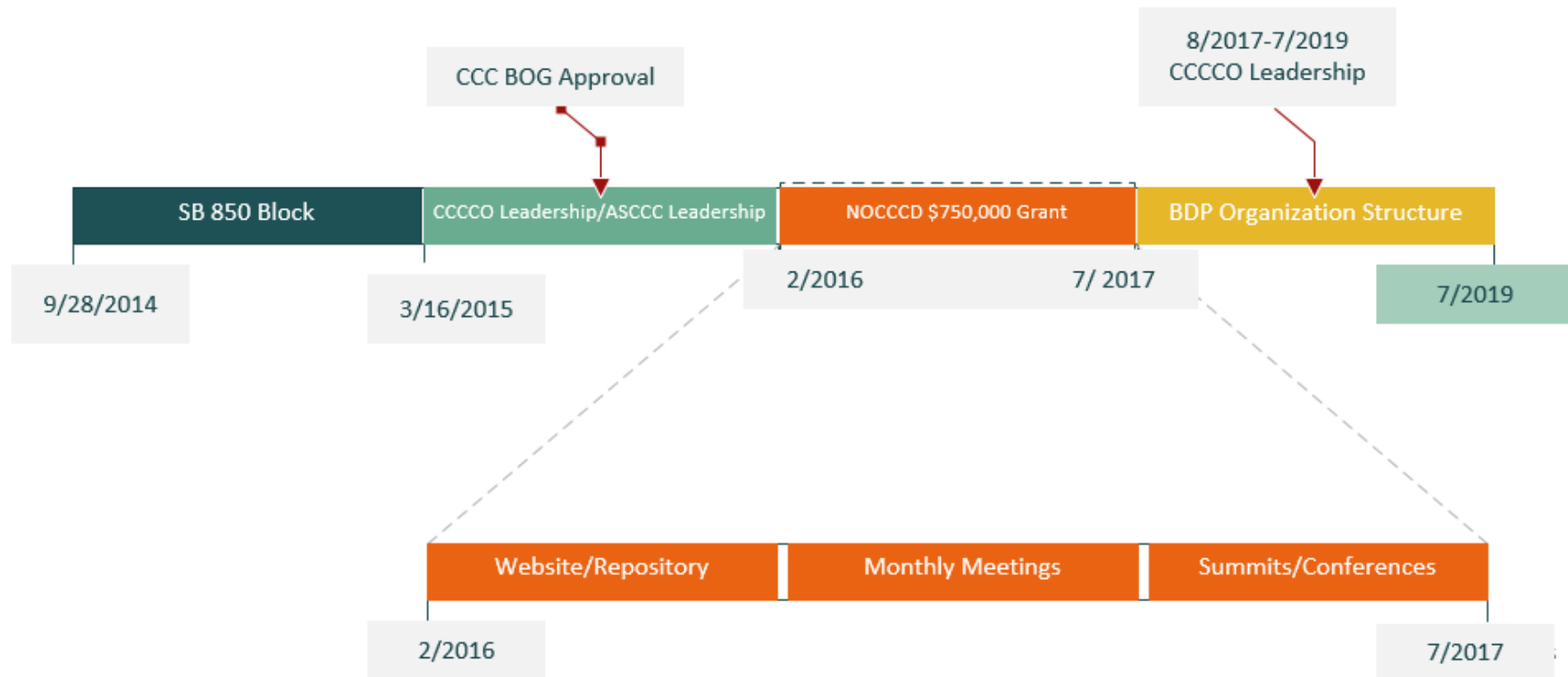
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California Public Higher Education System

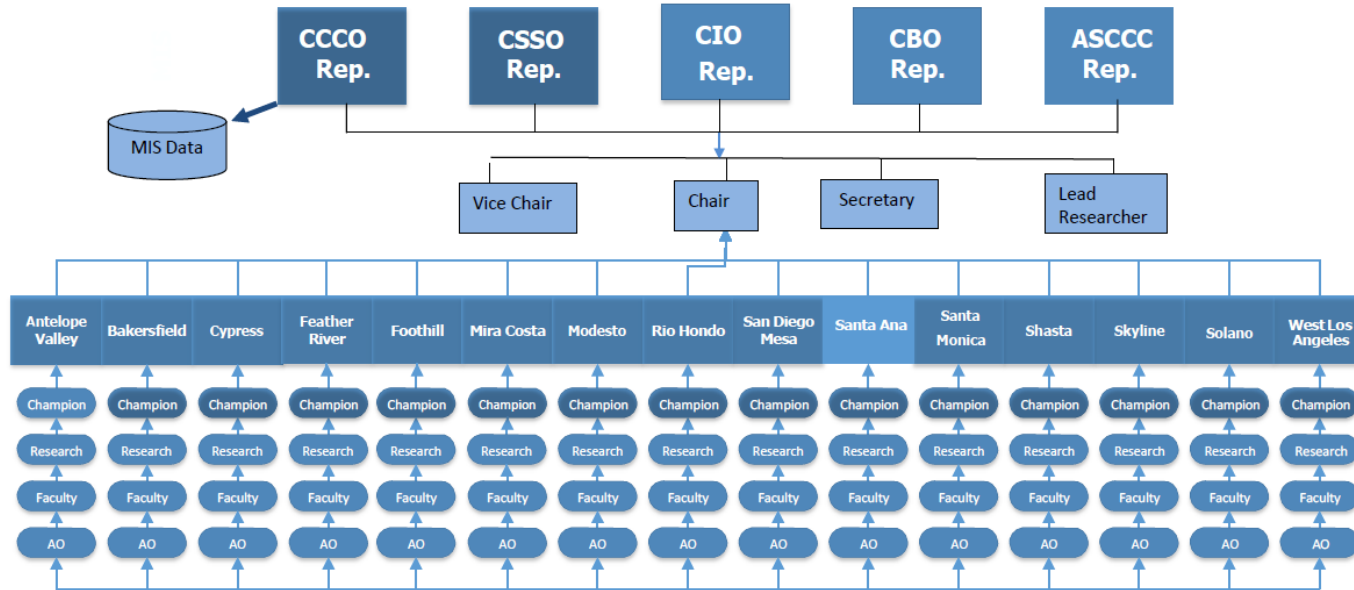


Source: Adapted from 4Faculty.Org

California Community Colleges Baccalaureate Degree Leadership Timeline



BDP Organizational Chart



BDP Committee Roles and Responsibilities:

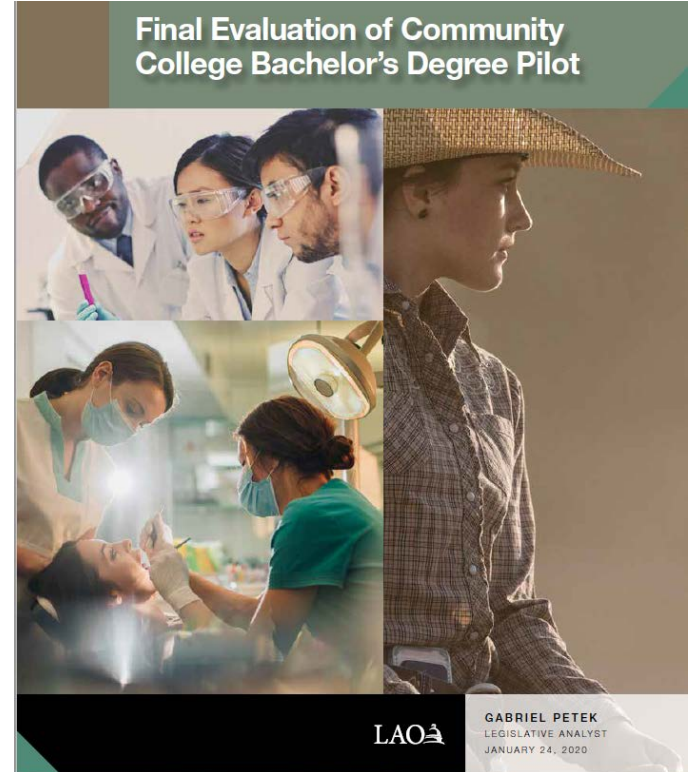
1. Chair – Schedule and lead meetings, work with secretary to prepare agendas, serve as a liaison for representatives and colleges to address issues and concerns
2. Vice Chair – Assist chair with scheduling and coordinating meetings, also serve as a liaison for representatives and colleges
3. Secretary – develop agendas with the chair, take minutes during meetings, distribute agendas, minutes, and items of communication to representatives and colleges
4. Lead Researcher – coordinate research efforts between the colleges and serve as a liaison for the CCCCCO and LAO regarding data collection and MIS
5. CCCCCO Rep. – duties include:
 - a. Communication (BDP Regulations, Oversight, Collaboration).
 - b. Data Collection (MIS, Psychometric, Other).
 - c. Conferences (Present Updates, Findings).
6. CSSO, CIO, and CBO Reps. – provide oversight and guidance regarding BDP programs and dialogue with all relevant stakeholders
7. ASSSC Rep. – provide guidance and communication between BDP programs and Academic Senate

California Legislative Analyst's Office (LAO) Report

Interim Evaluation - 7/1/2018

Final Evaluation originally due - 7/1/2022

Subsequent legislation moved the date of the
Final Evaluation - 2/1/2020



LAO Assessment

7 of 15 programs showed signs of meeting workforce needs

Programs provide benefits for students:

- Relatively low cost of community college bachelor's degree programs

- Easier educational pathway for students with an associate degree in same major and related work experience in industry

No general concern with academic quality or rigor

Concerns with small size of programs

Concerns with accelerated review and limited consultation

LAO Recommendations

More effective options likely exist for meeting key workforce and student objectives

Legislature should encourage the development of shorter training programs linked with industry needs.

Improve alignment between CCC and the universities to increase the number of CCC students who ultimately obtain a bachelor's degree and reduce the amount of time students take to obtain their degree.

LAO Recommendations

If keeping and/or expanding programs, recommended improvements:

- (1) Meet certain enrollment and graduation targets to continue operating.
- (2) Provide more concrete evidence demonstrating workforce need.
- (3) Require a longer timeline for reviewing applications, a clearer process for consultation with CSU, and more detailed fiscal accounting guidelines.

Some Data Highlights

- Demographics and Student Characteristics
- Cohort Headcounts and Graduation Rates
- Employment Outcomes
- LAO Report Data Critique

Data Source

- Management Information Systems (MIS): Statewide system data
- Employment Survey: Self-reported data (79% response rate)

Survey Development

- **April to May:** Began collecting existing BDP surveys and developing an inventory
- **June:** Began survey development. A statewide BDP Research Team was established with representatives from the Chancellor's Office and the colleges (including researchers, staff, and dean)
- **July:** BDP colleges and relevant stakeholders (Chancellor's Office, Legislative Analyst Office) met in person to discuss survey development in detail. Mesa took the lead on survey revamp.
- **July to September:** survey development continue with constant feedbacks from colleges and consultations with other key researchers in the state
- **September to October:** data collection window with weekly reminder
- **November:** Survey analysis was completed and shared with the Legislative Analyst Office

Cohort Headcounts and Graduation Rates*

	Fall16 Cohort (n =200)	Fall17 Cohort (n=324)
2-year Rate	55%	70%
3-year Rate	75%	--

* MIS data.

Demographics and Characteristics

Ethnicities *	Percent
White	36%
Latinx	29%
Asian	21%
Black or African-American	5%
American Indian / Alaskan Native	1%
Pacific Islander	1%
Multi-Ethnicity	4%
Unknown	2%

* MIS data. Across 3 cohorts. n = 863

** Survey data. Across 2 cohorts. n = 296

Gender *	Percent
Female	69%
Male	30%
Unknown	1%

75% belonged to at least one impacted groups**

(first-generation college student, received FAFSA, struggled financially, experienced homelessness or housing insecurity, indicated a disability, or is a veteran)

Employment Outcomes (F17 and F18 cohorts)

83% employed in a job (244 students out of 296). Among them,

- **80%** found job within 3 months
- **95%** employed in the same field of study
- **94%** employed in the state of California

Income (in thousand \$)

Income Now	n	Mean	SD	Median
2018	97	69.9	29.4	69.0
2019	147	60.8	28.0	60.0
Total	244	64.4	28.9	65.0

Income Gain	n	Mean	SD	Median
F18	97	33.6	31.4	28.0
F19	147	19.4	23.9	12.0
Total	244	25.0	28.0	16.5

Student Perception (n = 296)

Percent of <i>Agree</i> and <i>Strongly Agree</i>	F16	F17	Total
My Bachelor's degree prepared me well for my employment	90%	79%	82%
The tuition cost for my Bachelor's was affordable	90%	86%	87%
The value of the Bachelor's program was worth the tuition cost	89%	86%	87%
I believe community colleges should continue offering Bachelor's degrees	94%	91%	92%
If the Bachelor's program was not offered at my community college, I would not have pursued a Bachelor's degree	55%	49%	51%

LAO Report - “Signs of meeting workforce objectives”

Figure 6

Based on Interviews, Some Programs Are Meeting Workforce Needs

College	Major	Filling Hard-to-Staff Positions	Wage Premium for Obtaining Bachelor's Degree	Better Preparation Compared to Other Bachelor's Degree Programs
Antelope Valley	Airframe Manufacturing Technology	X		X
Bakersfield	Industrial Automation	X		X
Cypress	Mortuary Science			
Feather River	Equine and Ranch Management			
Foothill	Dental Hygiene			
Mira Costa	Biomanufacturing			X
Modesto	Respiratory Care			
Rio Hondo	Automotive Technology			
San Diego Mesa	Health Information Management	X		
Santa Ana	Occupational Studies			
Santa Monica	Interaction Design			X
Shasta College	Health Information Management	X		
Skyline	Respiratory Care			
Solano	Biomanufacturing			X
West Los Angeles	Dental Hygiene			

"Please, continue to support college A's X program. I came into my field feeling like I'm years ahead of many of my peers who came from other X programs. College A's X curriculum is so comprehensive and rigorous—exactly what you need to break through as a young X professional"

LAO Report - The Critique

- Ambiguous method
- Questionable validity
- Biased data
- Flawed argument

Where do we go from here?



Applied Baccalaureate Panel: From Pilot to Permanency

Panel at the fall CCCAOE conference:

2 legislators: Retired Senator Marty Block

Assemblymember Jose Medina - Higher Education Chair

1 college administrator

2 faculty

2 students

Recommendations for Speaking with Legislators

Students, employers, and veterans are critical

Google to learn things in common with assembly members and senators

Gear your presentation to their expertise and adapt to keep their interest

Make clear up front why you are there

Why is it important to them and their constituents?

Close again with your ask

Will you vote for my bill?

Leave a sheet of paper with points

Be nice to staff

Additional Recommendations

Need to get their attention on a particular topic

Get support from chambers of commerce and veterans groups

Diverse students should meet with ethnic caucuses

Legislators like to hear from students specifically:

How have they benefited?

They want to hear that the program is needed, beneficial, and that they are getting jobs.

Next Steps

CCCAOE Legislative Advocacy Day - March 10, 2020

[Bill Text - SB-1104 Community colleges: statewide baccalaureate degree pilot program.](#)

**Thank
You**



"It would not have fulfilled my lifelong dream and a promise I made to my family of getting a Bachelor's Degree many years ago my first time in college. I went back to school at 35 and just graduated at 41. If the college didn't offer a Bachelor's Degree, there are many classes I would have not had to take. I learned a great deal from each and every one of my classes. For instance, the English class I had to take for the BS degree was with a teacher who taught at Harvard before and is amazing. I learned how to properly write essays and can do so easily now. My confidence would not be where it is now with my goals and writing skills. The classes that I took were all so relevant to life skills in general. I feel I now can do ANYTHING now that I completed the Bachelor's Degree program in 2 years. I amazed myself at how much the brain can acquire. I never would have pushed myself to do anything, if it weren't for this vigorous program. 21 units some semesters !!! That's amazing !!"