

BCSGA INCENTIVE PLAN

Incentive Plan Rationale

Given recent economic developments, many organizations are seeking ways to get away from a financial commitment and methods to utilize their limited funds to drive performance. Incentives have quickly become the most powerful tool to motivate volunteers, drive performance and establish a clear link between performance and rewards within an organization. The shift to having a high performance culture not only helps to attract and engage officers, but also ensures the retention of high performing officers. Working together, the Bakersfield College Student Government Association (BCSGA) develops an incentive plan that establishes performance plans and ensures officer focus on activities that support the organization's mission. BCSGA's approach is specifically designed to establish the desire to motivate performance and exemplify commitment.

Currently, BCSGA has developed an individualized incentive plan. This plan is designed to reward officers for their commitment and performance at an individual level. Typically, goals reflect the officer's specific responsibilities, and incentives are based on the evaluation of the Officers' performance and commitment to the association. Because participants often perceive the goals as controllable, individual incentive plans provide a clear link between performance and commitment in hopes to have a higher impact on officer morale.

Additionally, the incentive plan is designed to reward effective teamwork, so the plan payout is dependent on the performance of all Officers working as a unit. Goals reflect the specific responsibilities for the group, and incentives are based on an assessment of the individual's performance and commitment to achieve the overall association's goal. This is to encourage teamwork and provide a clear link between performance and commitment.

BCSGA FY16 Incentive

Each semester BCSGA has the opportunity to attend a leadership development events. The incentive program this semester will utilize a rubric in which the Officer's performance and commitment to BCSGA will be reviewed to determine if an Officer will be eligible to attend the leadership conference.

This year's conference is the Student Senate for California Community Colleges General Assembly. The Student Senate for California Community Colleges hosts two general assemblies each year and the California Community Colleges Student Affairs Administrators hosts an annual student leadership conference. These general assemblies are an invitation to all California Community College student governments to represent their students in driving the state-wide student organization as a whole. The general assemblies also provide a critically important forum for discussion and debate on state-wide issues, multi-district challenges, and for sharing ideas for how to make the community college system a better place.

2015 CCCSA SLC
October 2015
San Jose, CA

2015 SSSCC Fall GA
November 2015
Northern California

2016 SSSCC Spring GA
May 2016
Southern California

BCSGA Performance and Commitment Rubric

Officers will have the opportunity to demonstrate their performance and commitment to BCSGA in three determined areas with each having three established dimensions with specific goals. Each dimension has a performance goal and a commitment goal. While, the commitment goals are measurable, the performance goals can play a factor in the overall score of the rubric as determined by the BCSGA Secretary, BCSGA President, BCSGA Director of Legislative Affairs, and the Director of Student Life. Appeals can be directed to the Vice President of Student Affairs.

1. BCSGA Internal Operations
 - a. Attending Senate Meetings (Senators only)
 - i. Commitment Goal: Only two (2) absence
 - ii. Performance Goal: Actively Engaged in the conversations
 - iii. Engagement Goal: Bring Reports to meetings actively.
 - b. Attending Executive Meetings (Executive members only)
 - i. Commitment Goal: Only two (2) absence
 - ii. Performance Goal: Actively Engaged in the conversations
 - iii. Engagement Goal: Bring Reports to meetings actively.
 - c. Attending assigned BCSGA Committee or Department meetings
 - i. Commitment Goal: Only three (3) absences for all BCSGA committees or departments combined
 - ii. Performance Goal: Brings prepared questions and comments to the meetings
 - d. Holding in-house office hours
 - i. Commitment Goal: Misses no more than two (2) office hours per month
 - ii. Performance Goal: Engages with others and/or projects related to BCSGA and betterment of the campus community
2. BCSGA Constituent Outreach
 - a. Attending BC Participatory Committee meetings and reports back
 - i. Commitment Goal: Attends the meeting and brings a report back to Senate
 - ii. Performance Goal: Actively engages with the institutional committee
 - b. Holding meetings or activity to address issues
 - i. Commitment Goal: Holds one constituent meeting or activity
 - ii. Performance Goal: Engages with others and/or projects related to BCSGA and betterment of the campus community
 - c. Researches and writes legislation for the campus community
 - i. Commitment Goal: Researches and sponsors one legislation for the betterment of the campus community
 - ii. Performance Goal: Brings prepared questions and comments regarding legislation on the agendas
 - d. Continually communicates with constituents
3. BCSGA Initiatives
 - a. Helping with sponsored events or activities
 - i. Commitment Goal: Volunteers at least three (3) hours for combined from all BCSGA events.
 - ii. Performance Goal: Assists the Department of Student Activities in the planning and implementing events
 - b. Helping with the Renegade Pantry
 - i. Commitment Goal: Volunteers at one (1) disbursement

- ii. Performance Goal: Assists the Renegade Pantry in the planning and outreaching for disbursements
- c. Meeting with recognized student organization
 - i. Commitment Goal: Attends at least one (1) student organization meeting
 - ii. Performance Goal: Aids the Department of Student Organizations in reaching out to student organizations

Incentive

Officers who meet the threshold according to the rubric will be eligible to attend the conference as a BCSGA representative. BCSGA will cover the costs of meals, hotel, registration, and provide transportation.

Timeline

The established timeframe for demonstrating BCSGA performance and commitment starts August 1, 2015 and ends the May 15, 2016.

Eligibility

Eligibility to attend the Conference is based on the threshold of 50 points. Ideally, 50 points are accumulated to meet the minimum commitment and performance goals. To attend the conference Officers must accumulate 50 or more points demonstrating commitment and a performance to BCSGA.

Even though an Officer may meet the threshold to attend the conference, the Officer must be in good standing with Kern County Community District and its entities. The BCSGA Secretary, BCSGA President, BCSGA Vice President, BCSGA Director of Legislative Affairs, and the Director of Student Life may impose other rules or regulations to assist in the determination of participation for the various incentives.

- I. If there is a tie of 50 points between members exceeding the limit of open spots, a short passage will be required to turn in explaining why you want to go and what is the expected outcome of the experience.