
ACADEMIC SENATE RESOLUTION NO. 1
2014-2015 Budget Allocation / Human Resources Operations Manager

1. Whereas the position of Human Resources Operations Manager is part of the 2014-15 District Operations *proposed* budget first presented to District Consultation Council (DCC) on April 22, 2014 as part of the collegial consultative process for *proposed* positions at the district office;
2. Whereas the consultative process must include opportunity for DCC representatives to share the proposal with their constituents at the colleges BEFORE positions are approved and posted;
3. Whereas the Human Resources Operations Manager position was already posted on the KCCD job registry at <https://careers.kccd.edu/postings/4358> on April 22, 2014 with a first review date of May 6, 2014;
4. Whereas the consultative process was not followed;
5. Whereas the short time interval between first posting and the first review date makes it appear that the position has already been offered to an individual so the posting is a mere formality to legitimize the advertisement of the position;

Be it resolved that the Bakersfield College Academic Senate requests the KCCD Chancellor to direct the Vice-Chancellor of Human Resources to remove the listing from the KCCD job registry until the consultative process at the colleges has a chance to work; and

Further, **be it resolved** that the Bakersfield College Academic Senate requests the KCCD Chancellor instruct the Human Resources department on how the consultative process is supposed to work in a California Community College as outlined in Title 5.

Approved unanimously by the BC Academic Senate on May 7, 2014