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ACADEMIC SENATE RESOLUTION NO. 5
KCCD HUMAN RESOURCE HIRING DELAYS

Whereas, Kern Community College District's Strategic Goals include the following values, 1., "assisting students (to) achieve informed educational goals", and 3., "recruiting and retaining the best and brightest employees", and 5., "meeting the highest standards of performance in everything we do"; and

Whereas, Bakersfield College's Goals include, "Student Success: Become an exemplary model of student success by developing and implementing best practices"; and

Whereas, Bakersfield College relies upon KCCD Human Resources to process employment applications for a wide variety of administrative, faculty, staff, and student positions in a timely and professional manner; and

Whereas, some employment positions directly impact student access and success; in particular, employees who provide instruction, student services, tutoring, and supplemental instruction affect students across all disciplines; and

Whereas, significant delays of as many as seven months from application to completion of the hiring process have been experienced; and

Whereas, applicants are not informed of the milestones reached along the way or reasons for delays in processing their applications for employment; and

Whereas, Human Resources' administrative processes have measurably impacted students' access to critical services; and

Whereas, the delays in hiring have impacted the timelines and expenditures of grants and categorical funds, necessitating the return of some funds;

Resolved, Bakersfield College Academic Senate hereby recommends KCCD Administration to:

a. Immediately commence an administrative review of all hiring processes, with special focus on inefficiencies and areas where additional communication with applicants is needed; and
b. Revise or replace all inefficient or ineffective procedures to meet the goal of "meeting the highest standards of performance in everything we do"; and
c. Establish a secure web page where applicants and appropriate college personnel can track an individual's hiring process to completion; and
d. Evaluate the efficacy of "group application" events, such as for all student tutors, or other homogeneous groups; and
e. Prioritize applications for positions that directly interact with students.

Approved by the Bakersfield College Academic Senate on December 17, 2014.