

Draft 2

BAKERSFIELD COLLEGE ACADEMIC SENATE RESOLUTION
Minimum Qualifications and Job Listings for Educational Administrators

WHEREAS, California Educational Code Title 3, Section 70902 (b) (7) states, the governing board of each community college district shall “establish procedures that are consistent with minimum standards established by the board of governors to ensure faculty, staff, and students the opportunity to express their opinions at the campus level, to ensure that these opinions are given every reasonable consideration, to ensure the right to participate effectively in district and college governance, and to ensure the right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards”;

WHEREAS, California Code of Regulations, Title 5, Section 53200 (b) states, the academic senate’s “primary function, as the representative of the faculty, is to make recommendations to the administration of a college and to the governing board of a district with respect to academic and professional matters”;

WHEREAS, California Code of Regulations, Title 5, Section 53200 (c) (6) and the Kern Community College District Board Policy 5A4 classify academic and professional matters into 10+1 policy, specifically “district and college governance structures, as related to faculty roles,” which includes the screening and hiring of administrators who directly manage faculty and work in curriculum and instructional matters;

WHEREAS, faculty serving on search committees for Educational Administrators have reported inconsistencies in the hiring processes for instructional administration, including but not limited to, underqualified applicants passing KCCD Human Resources vetting and being included in the applicant pool presented to the screening committee;

WHEREAS, inconsistencies in the differentiation of minimum qualifications from desirable qualifications by KCCD Human Resources can result in smaller applicant pools and unfair treatment of potential applicants due to misrepresentations of required minimum qualifications;

BE IT RESOLVED, the Bakersfield College Academic Senate recommends that KCCD Human Resources appropriately vet applications for Educational Administrator positions to ensure that only applicants meeting minimum qualifications are presented to the screening committee;

Draft 2 was passed by E-board for moving on to Senate on 9/15. Pam Kelley will give specific examples to Nick Strobel.

Draft 2 was rejected by Dena Rhoades on 9/24 and by Zav Dadabhoy on 10/13.