

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, potential applicants external to KCCD with desirable qualifications will not apply for Educational Administrator positions because they do not meet the minimum qualifications, but internal KCCD applicants who do not meet the minimum qualifications, still apply because they know that KCCD Human Resources will not exclude them from the applicant pool;

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;

BE IT FURTHER RESOLVED, the Bakersfield College Academic Senate recommends that all parties responsible for developing job listings for Educational Administrator positions adjust the advertised minimum qualifications to accurately represent to internal *and* external applicants for what qualifications will be actually screened by KCCD Human Resources to ensure a fair hiring process for all applicants.

Draft 3 prepared after Kelley-Strobel conversation on 9/18.

Strobel meets with Dena Rhoades and Billie Jo Rice on Sept 22 about HR vetting of min quals and concerns of potential bias against external candidates for reasons stated in Draft 3 new Whereas statement "WHEREAS, potential applicants external to KCCD..."

Dena Rhoades rejects first resolve statement 9/24 and Zav Dadabhoy rejects first resolve statement 10/13.

Rhoades adds statement to new job postings to address concern of Draft 3 second resolve statement: "Kern Community College District welcomes all interested applicants to apply! Please review the job posting for an overview of the responsibilities and minimum qualifications."

Strobel shares wording preferred by E-board: "Certain combinations of education, experience and other accomplishments may be judged as equal to the stated minimum qualifications for these positions. Candidates who feel they possess such equivalent qualifications are encouraged to apply as well."

Rhoades says that she will ask for Chris Hine's opinion on the legality of the wording for educational administrator job postings when Hine gets back from his vacation.