

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, 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;

WHEREAS, faculty job postings include language about multiple ways of meeting minimum qualifications (“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”) and the classified administrator positions now include language of multiple ways of meeting minimum qualifications (“Any combination of experience and education that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be: ” followed by some options);

BE IT RESOLVED, the Bakersfield College Academic Senate recommends that all parties responsible for developing job listings for Educational Administrator positions add the following statement above the list of minimum qualifications to ensure a fair hiring process for all applicants, internal as well as external to KCCD: "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."

Draft 5 prepared for Oct 13 meeting. Strobel meets with Rice and Zav Dadabhoy on morning of Oct 13. Strobel again shares concerns raised in Draft 2 Whereas statement about inconsistencies in screening of min quals and Draft 2's resolve statement. Dadabhoy states HR does effective job of min qual screening => **Dadabhoy rejects Draft 2**. Dadabhoy notes one situation where there was disagreement between one person and the rest of the faculty in the department about an interim admin hire. **Dadabhoy also rejects wording preferred by E-Board in Draft 5 resolve statement.**

Concerns raised in all drafts of the resolution have been shared multiple times with HR and BC admin. The claim of inadequate min qual vetting resolve part was rejected. There was slight movement on including wording that address concern of potential bias against external candidate but rejection of E-Board's suggested language.

Strobel addressed the issue of min qual screening in 10/20 President's report and reminded readers of the power/responsibility they have as screening committee members.