

1. Whereas the position of Human Resources Operations Manager is part of the 2014-15 District Operations *proposed* budget was 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.

1. Whereas the first stated value of Bakersfield College and KCCD is “assisting students to achieve informed educational goals”;
2. Whereas the primary Bakersfield College goal is “Student Success: Become an exemplary model of student success by developing and implementing best practices”;
3. Whereas the mission statement of KCCD begins with the statement that KCCD is to “provide outstanding educational programs and services that are responsive to our diverse students and communities.”
4. Whereas the first strategic goal of KCCD in the KCCD Strategic Plan approved by the Board of Trustees in November 2011 is to “become an exemplary model of student success”, the second strategic goal of KCCD is to “create a collaborative culture and a positive climate”, and the third strategic goal of KCCD is to “foster a comprehensive and rich learning environment”;
5. Whereas the KCCD budget impact of the proposed additional positions (Vice-Chancellor for Educational Services, Human Resources Operations Manager, IT Security Manager, IT Portal Administrator, IT Project Manager, M&O Manager) for district operations in 2014-15 is about \$700,000;
6. Whereas the instruction and advising of students to achieve their educational goals requires personalized interactions because education is a transformational process of human beings;

7. Whereas the educational process is a labor-intensive, high-touch process that requires people working directly with the students and the district's function is to enable the colleges to provide these services to our students through the prioritization of resource allocation that "puts the student first";
8. Whereas the spending on district operations personnel is resource allocation at levels furthest from the students;
9. Whereas Bakersfield College is tasked with educating 67.9% of the FTES for the district;
10. Whereas Bakersfield College is positioned to grow in FTES but continues to operate at unsustainably low personnel levels so that stress-related illnesses, disability, and retirements are increasing, especially among front-line personnel such as the counselors of which Bakersfield College has just four full-time employees acting as general counselors and a fifth fulfilling department chair duties that prevents that person from counseling more students;
11. Whereas the Student Success legislation is shifting the state model of funding from access to student completion with more prescriptive mandates on increased matriculation services;
12. Whereas one position in the proposed additional positions for district operations was already posted on the same day as the proposal was given to the district's participatory governance body for feedback and vetting at the colleges and it appears very likely that the other positions will be posted before consultation happens through the consultative process required of Title 5;
13. Whereas a stated value of KCCCD in the KCCCD Strategic Plan approved by the Board of Trustees in November 2011 is "promoting a climate of trust by sharing ideas and information";
14. Whereas no parts of district operations have undergone any sort of program review process that evaluates the effectiveness of the services the district operations are to provide to the colleges;

Be it resolved that the Bakersfield College Academic Senate strongly recommends that the KCCCD Chancellor hold off on hiring of district operation personnel and non-labor expenses so that the district as a whole can re-evaluate the allocation of personnel resources to meet the high-touch demands of instructing and advising of students as required by new funding requirements of the Student Success legislation.