

BAKERSFIELD COLLEGE

ANNUAL ADMIN STRUCTURE REVIEW

Presentation to College Council

March 6, 2015

Chairs: *Nan Gomez-Heitzeberg*

Financial Analysis: *Anthony Culpepper/Laura Lorigo*

Classified: *Bernadette Martinez*

Faculty: *Ann Tatum, Jason Stratton*

Management: *Todd Coston, Cindy Collier*

Administrative Support: *Jennifer Marden*

GUIDING PRINCIPLES AND DELIVERABLES

Guiding Principle:

- Review and update administrative structure for 2015-16 that promotes the values, mission and strategic directions of the college.

Deliverable:

- Complete annual review of the administrative organization that presents an updated administrative structure of Bakersfield College with the budgetary impact.

PROCESS

- Review Current Administrative Structure
- Identify Workload Components
 - Faculty FTE
 - Classified FTE
 - Collegewide Committees and Initiatives
- Identify Areas Of Need
- Solicit College-wide Input Through Targeted Focus Groups
- Evaluate The Budgetary Impact

PROCESS

Kern Community College District
 Faculty Chair Reassign Time and Extra Days
 Bakersfield College
 2014 - 2015

Department	FTEF				Reassigned Time (FTEF Portion of Load)	Extra Duty Days
	Spring 2013	Summer 2013	Fall 2013	Annualized FTEF		
Academic Development	11.1	3.6	12.0	13.4	0.4	14
Agriculture	7.9	1.0	9.3	9.1	0.2	11
Art	11.4	2.1	12.2	12.9	0.3	12
Behavioral Science	18.5	5.1	20.7	22.2	0.6	15
Biology	13.2	2.5	15.0	15.4	0.4	13
Business Mgmt/Info Tech	17.0	1.5	17.9	18.2	0.5	12
Communication	17.3	5.6	19.8	21.4	0.5	16
Counseling	0.0	0.0	0.0	0.0	0.0	10
Engineering and Industrial Technology	22.0	1.7	24.0	23.9	0.6	12
English	37.8	9.7	42.1	44.8	0.7	20
ESL	7.0	0.9	7.3	7.6	0.2	11
FACE and Early Ch Dev	14.8	2.9	16.2	17.0	0.4	13
Foreign Language with ASL	10.9	2.7	12.0	12.8	0.3	13
Health and Physical Education	16.1	3.6	19.2	19.5	0.5	14
Library	0.0	0.0	0.0	0.0	0.0	10
Mathematics	29.6	7.2	33.8	35.3	0.7	17
Nursing*	20.9	1.8	20.8	21.8	0.7	11
Performing Arts	8.1	1.4	9.4	9.5	0.2	11
Philosophy	8.4	1.4	8.6	9.2	0.2	11
Physical Science	15.4	3.5	17.2	18.1	0.5	14
Rad Tech	0.0	0.0	0.0	0.0	0.4	11
Social Science	23.2	6.9	25.7	27.9	0.6	17
Total	310.6	65.1	343.2	360.0	8.9	288

COLLEGE WIDE INITIATIVES

MIH

Pre-collegiate

BSI

BAS

Rural Initiative

C6

STEM

Pre-Law

Social Justice Institute: LEA

Veterans

Prison Education

AB 86 - Adult Education

CCPT Pathway Academies – Logistics

Dual Enrollment

Apprenticeship/Internships

Equity & Inclusion

Achieving the Dream

Scorecard – Data Coaches, Institutional Research

Paramount Academy/McFarland/Wasco- dual enrollment Ag Pathways Grant

PROCESS

Focus Groups:

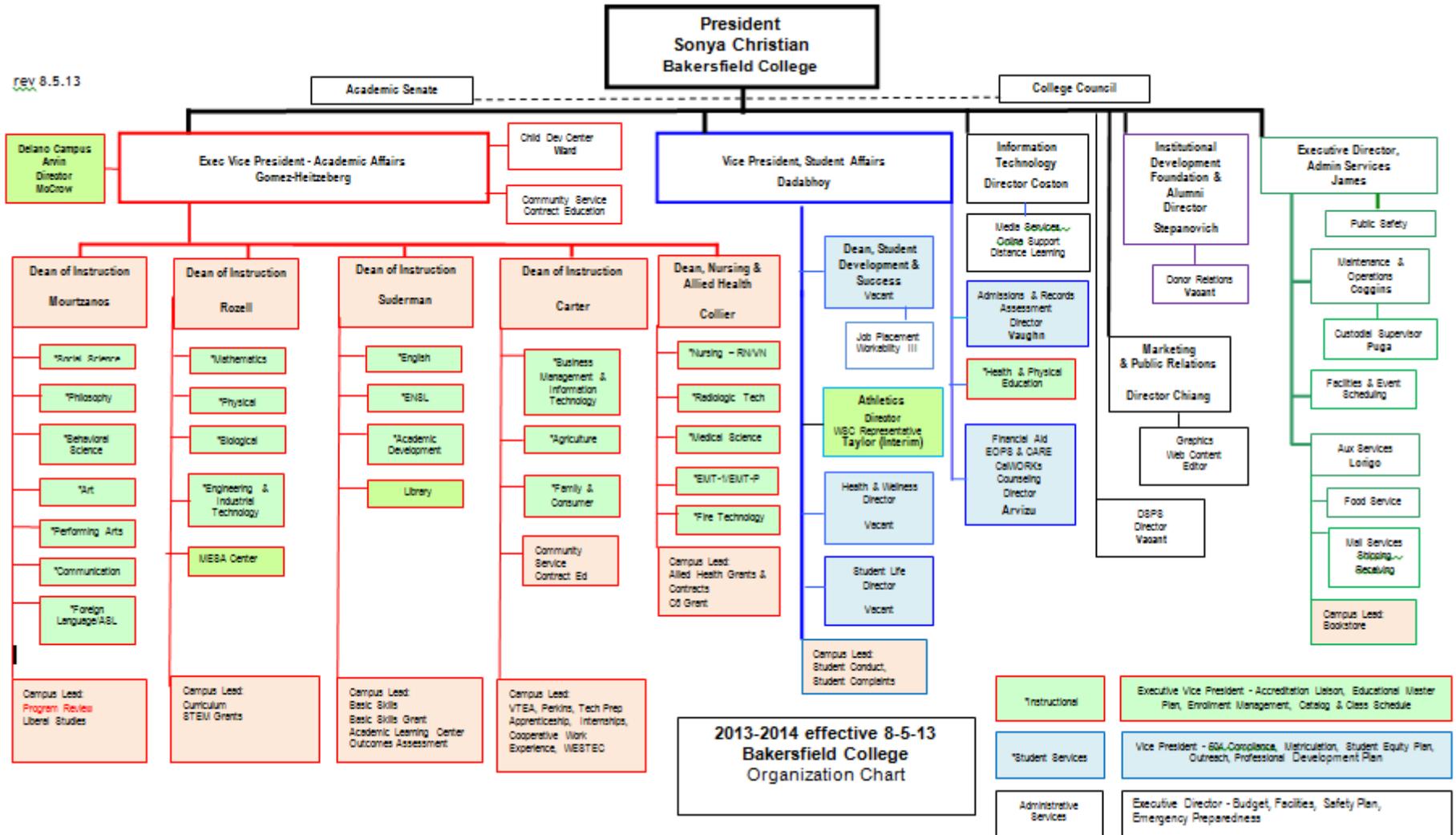
- College Council, February 20 (Ann Tatum, Nan Gomez-Heitzeberg)
- President's Cabinet, February 23 (Nan Gomez-Heitzeberg/Todd Coston)
- Academic Senate, February 25 (Jason Stratton, Todd Coston)
- CSEA Meeting, February 26 (Bernadette Martinez/ Nan Gomez-Heitzeberg)
- FCDC, February 27 (Bernadette Martinez/ Nan Gomez-Heitzeberg)
- Delano Center, March 3 (Bernadette Martinez/ Ann Tatum)

CONSIDERATIONS

- Deans Vs. Associate Deans
- Projected Number Of Deans Needed Including Academic Technology And Institutional Effectiveness
- Campus-wide Collaboration
- Intentionally Across Instructional And Service Areas

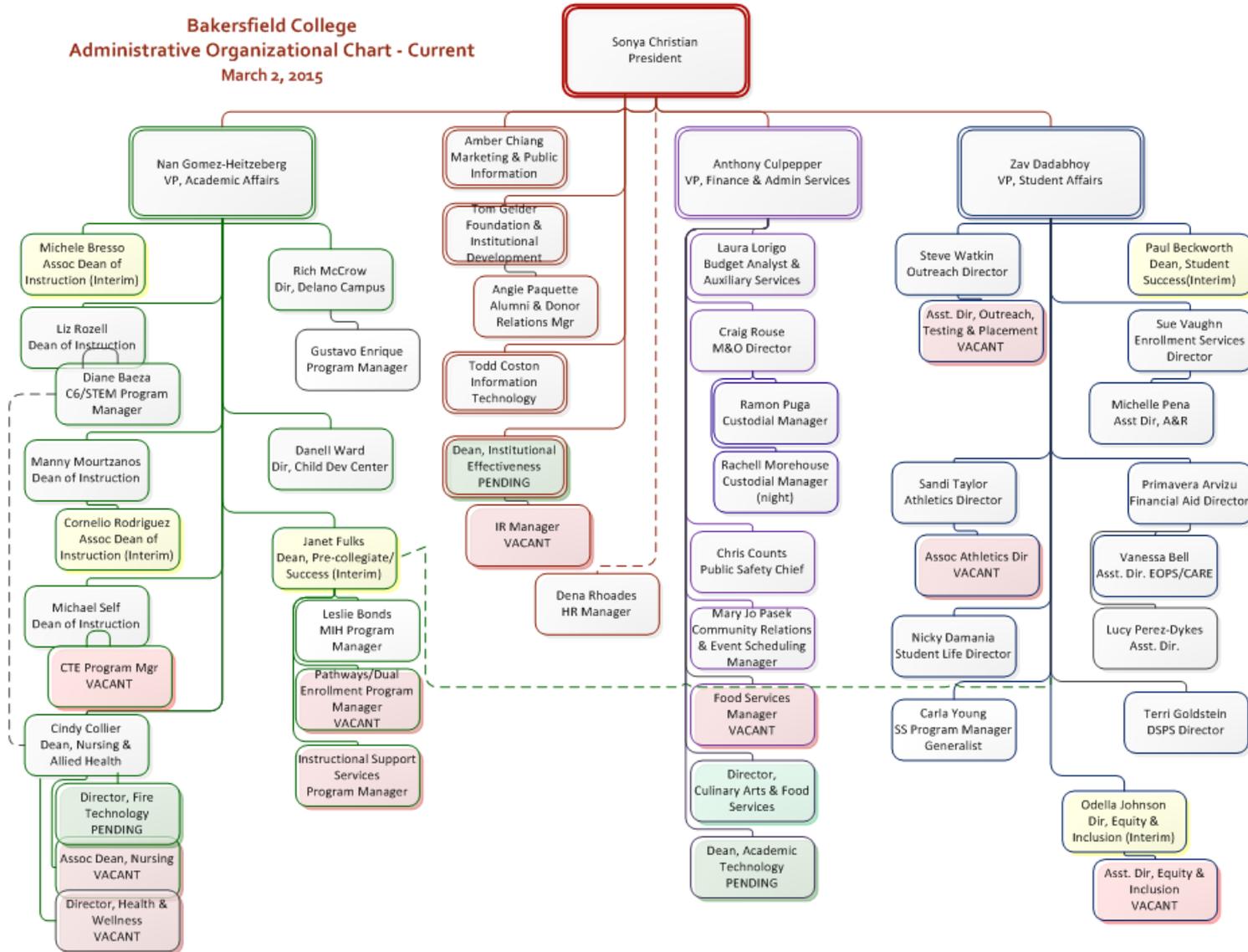
AUGUST 2013 ORG CHART

rev 8.5.13

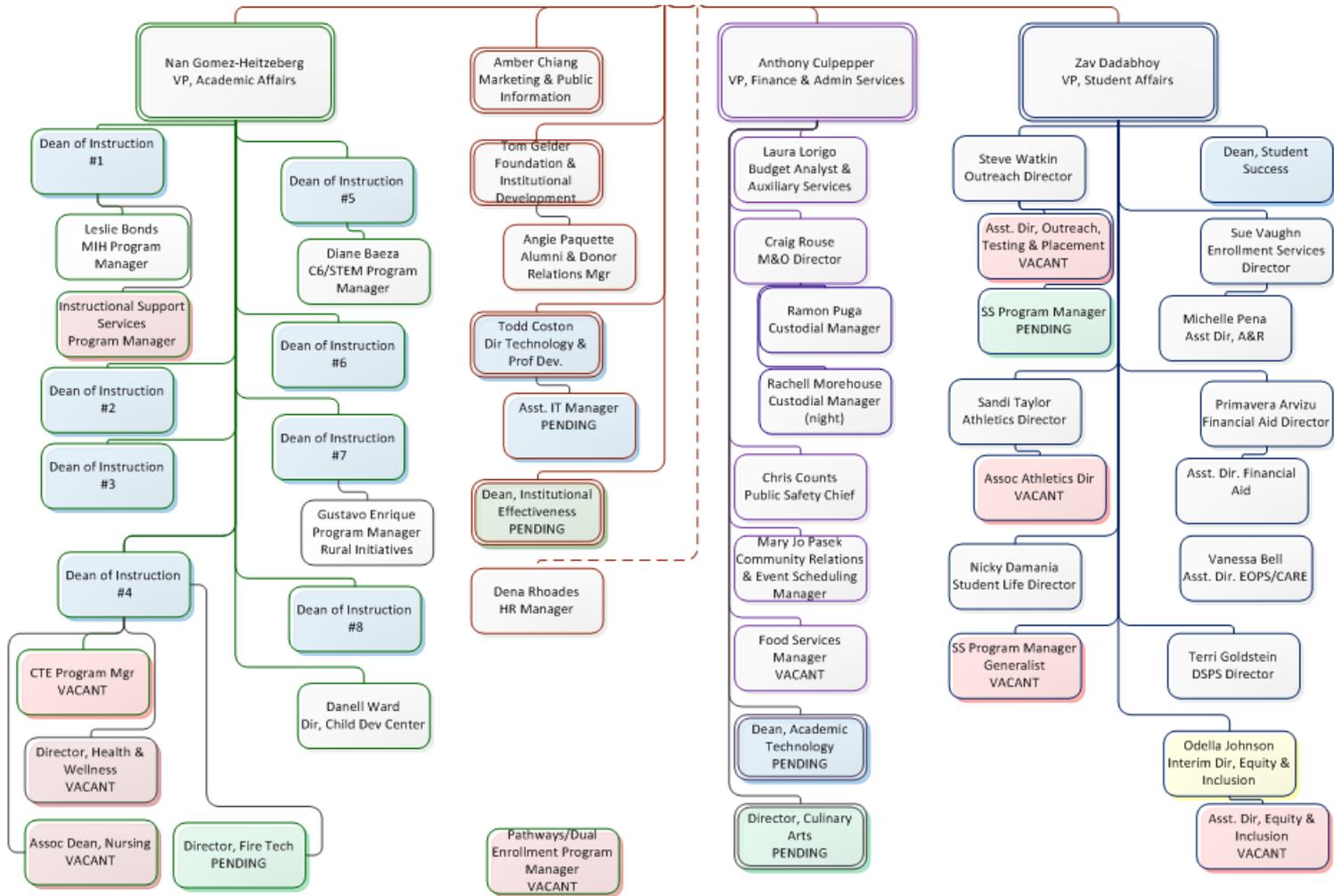


CURRENT ORG CHART

Bakersfield College
Administrative Organizational Chart - Current
March 2, 2015



PROPOSED ADMIN STRUCTURE



BUDGET ANALYSIS

Area	Current Org Chart	
	Salary	FTE
President's Office	478,216.45	4.00
Student Affairs	1,148,824.72	12.00
Academica Affairs	1,143,221.12	10.50
Admin Services	723,741.14	8.50
General Fund Total:	3,494,003.43	35.00
Categorical/Grants/Non-GUI Total	1,523,202.97	19.00

PRESIDENT'S OFFICE CURRENT

Position_Title	Position Fte
President	1.00
Dir, Marketing & Public Rltns	1.00
Dir, Information Tech Services	1.00
Dean, Institutional Effectiveness (NEW)	1.00
	<hr/> 4.00

PRESIDENT'S OFFICE PROPOSED

Position_Title	Position Fte
President	1.00
Dir, Marketing & Public Rltns	1.00
Dir, Tech nology & Professional Dev (reclass)	1.00
Asst IT Manager	1.00
Dean, Institutional Effectiveness (NEW)	1.00
	<hr/> 5.00

STUDENT SERVICES CURRENT

Vice Pres, Student Svs	1.00
Director, Enrollment Services	1.00
Asst Dir Admissions/Records	1.00
Director Student Life	1.00
Dean of Student Development & Success	1.00
Director, Outreach Services	1.00
Asst. Dir of Outreach, Testing & Placement	1.00
Director Financial Aid	1.00
Assoc, Director Athletics	1.00
Student Success Program Manager- Generalist	1.00
Assistant Director FA	1.00
Director of Athletics	1.00
	<hr/>
	12.00

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Director Financial Aid	1.00
Assistant Director FA	1.00
Asst. Dir of Outreach, Testing & Placement	1.00
Director of Athletics	1.00
Assoc, Director Athletics	1.00
Student Success Program Manager- Generalist	1.00
Student Success Program Manager	1.00
	<hr/>
	13.00

ACADEMIC AFFAIRS CURRENT

EVP Academic Affairs	1.00
Director of Delano/Arvin	1.00
Dean of Instruction	1.00
Dean of Instruction	1.00
Dean of Instruction	1.00
Assoc Dean, Instruction	1.00
Assoc Dean, Instruction	1.00
CTE Program Manager	0.50
Dean, Allied Health	1.00
Program Manager, Rural Initiatives	1.00
Assoc. Dean, Nursing	1.00
	<hr/>
	10.50

ACADEMIC AFFAIRS PROPOSED

EVP Academic Affairs	1.00
Dean of Instruction #1	1.00
Dean of Instruction #2	1.00
Dean of Instruction #3	1.00
Dean of Instruction #4	1.00
Dean of Instruction #5	1.00
Dean of Instruction #6	1.00
Dean of Instruction #7	1.00
Dean of Instruction #8	1.00
CTE Program Manager	0.50
Program Manager, Rural Initiatives	1.00
Director, Fire Tech	1.00
Assoc. Dean, Nursing	1.00
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	12.50

ADMINISTRATIVE SERVICES CURRENT

VP Administrative Srvcs	1.00
M&O Manager	1.00
Auxiliary Svs Mgr/Analyst	1.00
Custodial Services Supervisor	1.00
Custodial Services Supervisor	1.00
Director, Campus Security	0.50
Dean of Instruction, Academic Technology	1.00
Director of Culinary Arts (NEW)	1.00
Events Manager	1.00
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	8.50

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VP Administrative Srvcs	1.00
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