

BAKERSFIELD COLLEGE

ANNUAL ADMIN STRUCTURE REVIEW

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**BAKERSFIELD
COLLEGE**

December 3, 2021 – College Council

TIMELINE REVIEW

October 5 – October 22

October 8th : Provide overview and workplan to College Council

Task Force completes initial work

- Review of current organizational structure, key institutional documents, and college-wide initiatives
- Review potential org changes for Instruction, Student Affairs, Admin Services, Presidents Team

October 22nd : Provide update to College Council

October 23 – November 12

Communicate with various college constituencies (such as FCDC, SALT, EAC, CSEA, Academic Senate, etc.) to gather input

November 12th : Provide update to College Council

November 13 – December 3

Continue campus engagement and finalize details of proposal

December 3rd : Review proposal with College Council for 1st read

December 4 – December 10

December 10th : College Council vote on final proposal

PROPOSED POSITIONS

INSTRUCTION

New

- Associate VP, Instruction (GUI)
- Director, Special Projects (RP)
- Associate Dean, Instruction #1 (GUI)
- Associate Dean, Instruction #2 (GUI)
- Associate Dean, Instruction #3 (GUI)
- Director, Diversity, Equity, and Inclusion (RP)

PROPOSED POSITIONS

STUDENT AFFAIRS

New

- Director, Transfer (RP)
- Direction, International Students (GUI)

Title Changes

- Dean, Counseling & Student Success (GUI)
- Executive Director, Financial Aid (GUI)
- Executive Director, Enrollment Services (GUI)

PROPOSED POSITIONS

FINANCE AND ADMIN SERVICES

New

- Asst. Manager, Food Services-catering (RP)
- Director, Finance and Grants
(50%RP/50% GUI)

PROPOSED POSITIONS

PRESIDENT'S TEAM

New

- Vice President, Innovation & Development (RP)

Title Change

- Program Director, Marketing (GUI)
- Executive Director, Government Relations & Development (GUI)

BUDGET IMPLICATIONS

50% Law (ECS 84362)

	FY 21/22 Estimated Budget	FY 22/23 Proposed
Subtotal Instruct	\$ 53,056,224	\$ 56,067,674
Subtotal Instruct & Non	\$ 96,689,003	\$ 97,630,866
Subtotal Deductions	\$ 5,229,607	\$ 5,229,607

50% Law: 58.01% 60.68%

Recommended NEW Positions	Grade	Salary	Benefits	Total
Director, Diversity, Equity, and Inclusion (NEW [Instruction])	I	\$ 105,786	\$41,625	\$ 147,411
Director, Finance and Grants (NEW-FAS [Admin Services])	I	\$ 105,786	\$54,521	\$ 160,306
Vice President, Innovation and Development (NEW-Pres [Presidents Leadership Team])	L-1	\$ 149,417	\$51,159	\$ 200,575
Associate Dean, Instruction #1 (NEW-[Instruction])	J	\$ 113,206	\$43,247	\$ 156,453
Associate Vice President, Instruction (NEW-[Instruction])	L	\$ 138,831	\$48,846	\$ 187,676
Director, Transfer (NEW-[Student Affairs])	I	\$ 105,786	\$54,521	\$ 160,306
Associate Dean, Instruction #2 (NEW-[Instruction])	J	\$ 113,206	\$43,247	\$ 156,453
Assistant Manager, Food Service (NEW-Catering [Admin Services])	C	\$ 63,763	\$40,216	\$ 103,979
Director, Special Projects (NEW-[Instruction])	I	\$ 105,786	\$41,625	\$ 147,411
Director, International Students (NEW-[Student Affairs])	I	\$ 105,786	\$54,521	\$ 160,306
Associate Dean, Instruction #3 (NEW-[Instruction])	J	\$ 113,206	\$43,247	\$ 156,453
		\$ 637,128	\$ 260,367	\$ 897,495

Proposed Title changes	Grade	Salary Adjustment	Benefits Adjustment	Net Total
Executive Director, Financial Aid (Title Change-SA [Financial Aid])	J	\$ 5,272	\$ 1,795	\$ 7,067
Dean, Counseling and Student Success (Title Change-SA [Counseling])	K1	\$ 9,427	\$ 2,060	\$ 11,487
Executive Director, Enrollment Services (Title Change-SA [Enrollment Servies])	J	\$ 5,404	\$ 1,839	\$ 7,243
Executive Director, Government Relations & Development (Title Change-President's Leaders	J	\$ 5,404	\$ 1,839	\$ 7,243
Program Director, Marketing (Title Change-President's Leadership [Marketing])	G	\$ 8,451	\$ 2,877	\$ 11,328
		\$ 33,958	\$ 10,410	\$ 44,368
		\$ 671,086	\$ 270,777	\$ 941,863

LEGEND

100% Funded by Categoricals/Grants not affecting 50% law

Partially Funded by Categoricals/Grants partial affect to 50% law

RANKING CONSIDERATIONS

- Workload distribution
- Compliance
- Funding
- Department needs
- Budget Impact

RANKING

Committee Recommendations		Rank
Position	Area	
(TITLE CHANGE) Director, Financial Aid -> Executive Director, Financial Aid	Student Affairs	1
(TITLE CHANGE) Director, Counseling and Student Success -> Dean, Counseling and Student Success	Student Affairs	2
(TITLE CHANGE) Director, Enrollment Services -> Executive Director, Enrollment Services	Student Affairs	3
(TITLE CHANGE) Director, Communication & Community Relations -> Executive Director, Government Relations & Development	Marketing	4
(TITLE CHANGE) Communications and Marketing Manager -> Program Director, Marketing	Marketing	4
(NEW) Director, Finance and Grants	Admin Services	5
(NEW) Director, Diversity, Equity, and Inclusion (Instruction)	Instruction	6
(NEW) Vice President, Innovation and Development	Presidents Leadership Team	7
(NEW) Associate VP, Instruction	Instruction	8
(NEW) Associate Dean, Instruction (#1)	Instruction	9
(NEW) Associate Dean, Instruction (#2)	Instruction	10
(NEW) Director, Transfer	Student Affairs	11
(NEW) Director, International Students	Student Affairs	12
(NEW) Associate Dean, Instruction (#3)	Instruction	13
(NEW) Director, Special Projects	Instruction	14
(NEW) Asst. Manager, Food Services (Catering)	Admin Services	15