Resolution regarding Human Resources hiring delays:

Whereas, Kern Community College District's Strategic Goals include the following values, 1., "assisting students (to) achieve informed educational goals", and 3., "recruiting and retaining the best and brightest employees", and 5., "meeting the highest standards of performance in everything we do"; and

Whereas, Bakersfield College's Goals include, "Student Success: Become an exemplary model of student success by developing and implementing best practices"; and

Whereas, Bakersfield College relies upon KCCD and Bakersfield College Human Resources, as well as Bakersfield College Job Placement, to process employment applications for a wide variety of administrative, faculty, staff, and student positions in a timely and professional manner; and

Whereas, some employment positions directly impact student access and success; in particular, employees who provide instruction, student services, tutoring, and supplemental instruction affect students across all disciplines; and

Whereas, significant delays of more than one month from application to completion have been experienced in the hiring process, and

Whereas, applicants are not informed of the milestones reached along the way or reasons for delays in processing their applications for employment; and

Whereas, Human Resources' administrative processes have measurably impacted students' access to critical services;

Resolved, Bakersfield College Academic Senate hereby recommends KCCD Administration to:

a. Immediately commence an administrative review of all hiring processes, with special focus on inefficiencies and areas where additional communication with applicants is needed; and

b. Revise or replace all inefficient or ineffective procedures to meet the goal of "meeting the highest standards of performance in everything we do"; and

c. Target a one-week hiring process after new employees provide necessary documentation to human resources; and

d. Establish a secure web page where applicants and appropriate college personnel can track an individual's hiring process to completion; and

e. Evaluate the efficacy of "group application" events, such as for all student tutors, or other homogeneous groups; and

f. Prioritize applications for positions that directly interact with students.