

Bakersfield College Academic Senate

Resolution: 10+1 Violation with District Level Curriculum Development

Whereas, Bakersfield College has recently expanded curriculum into the noncredit realm with the passage of AB 705, AB 1705, and AB 928 and to serve emerging workforce needs; and

Whereas, AB 1725 established that college curriculum committees have “the right to assume primary responsibility for making recommendations in the areas of curriculum and academic standards” (EDC § 70902(b)(7)); and

Whereas, Any curriculum developed in Kern Community College District (KCCD) shall be done in consultation with college curriculum committees and departments to ensure no duplication of service populations or subject matter; and

Whereas, Any Not For Credit (NFC) programs and instructors shall be evaluated by collegiate peers to ensure rigor and academic standards (EDC § 78022(e)) and contract education programs shall be offered through colleges (EDC § 78020(a)); and

Whereas, The KCCD District Office should not recruit administrators that supplant faculty roles of curriculum development;

Resolved, The Bakersfield College Academic Senate directs the KCCD to halt and amend the current job posting: Program Director, Customized and Corporate Training (COF) (Job Post: FY22-23-00149); and

Resolved, The Bakersfield College Academic Senate directs KCCD to collaborate with the Curriculum Committees at each college within the District to develop district-wide policy and procedures for NFC and contract education.

REMINDER OF ROLE OF ACADEMIC SENATE:

Education Code §70902 (b)(7) “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.**”

Established by AB 1725 – Passed by the legislature and signed by the governor in 1988).

Title 5 §53200 (B) Academic Senate means an organization whose primary function is to make recommendations with respect to **academic** and professional matters.

10+1 -- Sections 53200 (c), "Academic and professional matters" mean the following policy development and implementation matters

1. **Curriculum including establishing prerequisites and placing courses within disciplines**
2. **Degree and certificate requirements**
3. **Grading policies**
4. **Educational program development**
5. **Standards or policies regarding student preparation and success**
6. District and college governance structures, as related to faculty roles
7. Faculty roles and involvement in accreditation processes, including self-study and annual reports
8. Policies for faculty professional development activities
9. Processes for program review
10. Processes for institutional planning and budget development

Current KCCCD Job Posting (posted 28 Feb. and due 21

March):Program Director, Customized and Corporate Training (COF)

(One or More Positions)

Salary

\$90,502.37 - \$118,746.95 Annually

Location Bakersfield, CA

Job Type

Management - Classified Administrator

CollegeDistrict Office

Job Number FY22-23-00149

Department/Division

Workforce and Economic Development

ClosingContinuous (March 21 first review)

Basic Function

Under the direction of the Executive Director, Economic Development and Corporate Training or assigned supervisor, the Director will oversee and conduct training, curriculum development and training program planning activities related to Workforce and Economic Development training programs; and will train and manage training staff.

Representative Duties

The Director will conduct and manage activities related to workforce skills training for multiple industries within the District's service area. Duties will include:

1. Develop curriculum for short-cycle workforce training which addresses the needs of industry in the District's service area.
2. Consult and collaborate with the area businesses regarding their specific workforce needs and identifying the skill sets required for employment in the priority industries in the District's service area.
3. Deliver training to prepare participants for careers.
4. Guide and direct project staff in the execution of training programs activities. Train, develop and oversee the instructor staff/faculty.
5. Coordinate and schedule instructors and training activities ensuring availability of instructor's, classrooms, lab space, curriculum materials and training equipment.
6. Develop new workforce skills training programs to meet the changing needs of business, industry, and government, within the District service area.
7. Oversee the design, development, and implementation of training programs and initiatives. Provide technical expertise to translate industry needs and skills sets into training curriculum.
8. Participate in the selection/hiring of staff/faculty, subordinate staff; evaluate and recommend disciplinary action as appropriate; train and assign subordinate staff; and provide recommendations concerning performance and/or promotions.

9. Participate in advisory and collaborative partnerships with economic development organizations, Workforce Investment Boards, industry associations, and other workforce intermediaries.
10. Provide basic technical assistance and faculty in-service opportunities to enhance the District's capacity to provide training.
11. Keep current on developments in the local labor market by participating in industry conferences and workshops and by reading industry publications.
12. Maintain the reporting and accountability necessary to ensure that the Workforce and Economic Development training program is in alignment with work plans from funding sources.
13. Perform other duties as assigned.

Minimum Qualifications

- A Master's Degree and two years of experience or a Bachelor's degree and four years of experience or an Associate's degree plus six years of experience.
- Degrees must be from an accredited college/university
- Experience required above must be providing training in a corporate or industrial setting.
- Demonstrated understanding of trends in corporate and industrial training.
- Demonstrated sensitivity to and understanding of the diverse, academic, socioeconomic, cultural, ethnic, and disabilities backgrounds of community college students and employees

Knowledge and Abilities

Knowledge of:

- Adult Learning Theory.
- Corporate and Industrial Training practices.
- Advantages of different training modalities.
- Workforce service providers
- Employment Training Panel Funding eligibility and regulations

Ability to:

- Demonstrate leadership abilities
- Supervise assigned staff including trainers
- Represent the district in a professional manner
- Meet schedules and timelines

- Work flexible hours, including evenings and weekends
- Understand, communicate and explain college programs and the district organization and applicable operations, policies, and procedures
- Utilize internet research, computer word processing, electronic mail, and spreadsheet programs
- Communicate effectively both orally and in writing
- Travel to meetings around the state
- Establish and maintain cooperative and helping working relations with student, staff and community agencies
- Outreach to the community to increase the amount of customized training provided
- Effectively interact with persons of diverse, socioeconomic and ethnic backgrounds
- Establish and maintain collaborative and effective working relationships with a variety of college staff and community partners

SALARY RANGE

\$ 90,502.37 - \$ 118,746.95 annually

Maximum Entry Level Salary: \$ 95,084.05 annually

SPECIAL INSTRUCTIONS

First Review of Applications: Complete application packets will be accepted until the position is filled; but those received by **March 21, 2023** are assured consideration. The College reserves the right to extend time limits or reinitiate the recruitment/selection process at any point.

Completed application packet must include:

- Completed Online Application for Employment form
- Current resume
- Letter of interest (Cover Letter)
- Copy of legible transcripts, if applicable
- List of five (5) professional references – Listed on application form

It is the applicant's responsibility to redact (or remove) any personal information from all documents prior to uploading. This includes Social Security Numbers, Date of Birth, and

any photos of the applicant.

Foreign Degree: Applicants with foreign degrees from colleges or universities outside of the United States must have their coursework evaluated by a professional association that is a member of the National Association of Credential Evaluation Services (NACES) or Academic Credentials Evaluation Institute, INC. (ACEI). A copy of the evaluation must be submitted with your on-line application.

Applicants who require reasonable accommodation to participate in the selection process should contact Human Resources to make the necessary arrangements. [EEO Plan 2021-2024](#)

Note: *The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a diverse pool of applicants and does not discriminate on the basis of national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. [Discrimination Free Work Environment](#)*

The District does not provide sponsorship for authorization to work in the United States. Work authorization should be established at the time of application submission.