



BAKERSFIELD COLLEGE

ANNUAL ADMIN STRUCTURE REVIEW

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**BAKERSFIELD
COLLEGE**

March 15, 2023 – Academic Senate



WHY ADMIN STRUCTURE REVIEW

Accreditation Standard IV.A.10 says:

“The institution maintains a sufficient number of administrators with appropriate preparation and expertise to provide continuity and effective administrative leadership and services that support the institution’s mission and purposes.”

WHAT IS ADMIN STRUCTURE REVIEW

The Administrative Structure Review taskforce provides the catalyst for recommending a “*sufficient number of administrators*” as well as making sure the positions are in “*support of the institutional mission*”.



TASK FORCE CHARGE

- Review college Values, Mission, and Strategic Directions
- Review and discuss proposed organizational changes
- Review and discuss proposed new positions and title changes
- Review and discuss budgetary impact and 50% law implications
- Engage with various college committees for input



TASK FORCE DELIVERABLE

- Make a recommendation on the Administrative Organizational Structure
- Provide brief narrative document with position justifications, ranking of positions based on committee vote, and 50% law implications

FINANCE & ADMIN SERVICES

- Director, Finance (GUI)
- Public Safety Assistant Manager/Sergeant (50% GUI/50% RP)

INSTRUCTION

- Associate Dean - Social Science (GUI)
- Associate Dean – Behavioral Science (GUI)
- Associate Dean – Health Science (GUI)
- Associate Vice President (GUI)
- Program Manager – Bachelor’s – Research Lab Technology (GUI)
- Program Manager – Branch campuses – Arvin (GUI)

STUDENT AFFAIRS

- Associate Vice President (GUI)



TIMELINE REVIEW

Admin Structure Review Schedule

March 7 @ 3pm	Admin Structure Meeting #1	Kick-off meeting. Overview of process and timeline and solicitation of org changes, title changes, and new positions.
March 14 @ 3pm	Admin Structure Meeting #2	First review of proposed positions and discussions about justification.
March 17 @ 8:30a	College Council Meeting	Overview of Admin Structure Review Process, share the timeline, and introduction of team.
March 22 @ 3pm	Admin Structure Meeting #3	Discussions, rank positions, and review of recommendations. Write-up supporting document.
March 31 @ 8:30a	College Council Meeting (1st read)	Share rankings and provide narrative document for review.
April 11 @ 3pm	Admin Structure Meeting #4	Meeting to address any feedback from committees or College Council
April 21 @ 8:30a	College Council Meeting (2nd read)	Final review and approval of team recommendations.



NEXT STEPS

- Task Force will review organizational suggestions, title changes, and new positions.
- Next College Council update will be March 17, 2023