

# BAKERSFIELD COLLEGE

## ANNUAL ADMIN STRUCTURE REVIEW

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**October 8, 2021 – College Council**

# 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% implications

# TIMELINE REVIEW

## **October 5 – October 22**

*October 8<sup>th</sup> : 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 22<sup>nd</sup> : 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 12<sup>th</sup> : Provide update to College Council*

## **November 13 – November 19**

Continue campus engagement and finalize details of proposal

*November 19<sup>th</sup> : Review proposal with College Council for 1<sup>st</sup> read*

## **November 20 – December 10**

*December 10<sup>th</sup> : College Council vote on final proposal*

# **NEXT STEPS**

- **Task Force will be reviewing institutional documents, reviewing proposals, and engage in discussion.**
- **Next College Council update will be October 22, 2021**