

SEARCH PROFILE:

PRESIDENT



**BAKERSFIELD
COLLEGE**

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The Board of Trustees of the Kern Community College District announces its search for President of Bakersfield College. Applications, inquiries, and nominations are cordially invited.



BAKERSFIELD COLLEGE

Established in 1913, Bakersfield College is one of the nation's oldest continuously operating community colleges. It is the largest of the three colleges that make up the Kern Community College District (Kern CCD). Bakersfield College is a federally-designated Hispanic-Serving Institution and is fully accredited by the WASC Accrediting Commission for Community and Junior Colleges. There are just over 1,000 employees including 720 full- and part-time faculty. The annual unrestricted budget is \$190 million.

The college serves 28,000 students annually on the 153-acre main campus in northeast Bakersfield, at the Delano Campus 35 miles north of Bakersfield, the Weill Institute in downtown Bakersfield, and BC SouthWest in southwest Bakersfield. Classes are also offered at several alternative locations, including Shafter Learning Center 18 miles northwest of Bakersfield, Arvin/Lamont, McFarland, Olive Drive Training Facility in northwest Bakersfield, Wasco and other community locations.

BAKERSFIELD COLLEGE

Campus Map: www.bakersfieldcollege.edu/about/campus-map.html

Main Campus Address:
Panorama Campus
1801 Panorama Drive
Bakersfield, CA 93305

STUDENT DEMOGRAPHICS SNAPSHOT

Link to BC Fact Sheet: www.kccd.edu/resources/assets/documents/Institutional%20Research/IR%20Reports/fast-facts/2022-2023/BC%20Fast%20Facts%202022-23%20First%20Draft.pdf

GENDER

Male	39%
Female	60%
Not reported	1%

AGE

17 or younger	28%
18-19	24%
20-24	21%
25-29	9.5%
30-34	6.5%
35-39	4.5%
40-49	4.5%
50 and over	2%

ETHNICITY

African American	5%
American Indian	.5%
Asian	2%
Filipino	2%
Hispanic/Latino	73%
Pacific Islander	.5%
Two or more Races	2%
White	14.5%
Not reported	.5%



MISSION, VISION AND VALUES

MISSION

Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. The college's rigorous and supportive learning environment promotes equity and fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

VISION

Building upon more than 100 years of excellence, Bakersfield College continues to contribute to the intellectual, cultural, and economic vitality of the communities it serves.

BAKERSFIELD COLLEGE VALUES

Learning- We foster curiosity, inquiry, critical thinking, and creativity within a safe and rigorous academic environment so that we might be empowered to radically transform our community into one that gives voice and power to all people.

Integrity- We continue to develop and follow an ethical and moral consciousness which places the collective wellbeing and health above the self; this principled environment allows for open, constructive conversations and teaches us to trust each other's vision so that we will be useful and effective in providing support, resources, and encouragement.

Wellness- We believe health and wellness to be integral and foundational elements, and we understand that a holistic education improves all aspects of the individual and the society including the mind, body, and spirit; through education, we will positively impact the health of the natural environment and the global community.

Diversity- We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.

Community- We commit to the wellbeing of all members of our community; we maintain strong ties with the surrounding community, and we respond to their needs by serving as an open institution which engages all students, faculty, and staff; in our college, we have built and continue to build an environment in which all members participate as a community through democratic engagement.

Sustainability- We recognize our responsibility for continuing and maintaining this institution which has been shaped by over 100 years of resolute and tenacious labor and judicious foresight, so we unceasingly place our energies into imagining how we might sustain and renew our fiscal, human, and environmental resources into the future.

STRATEGIC DIRECTIONS

Link to Strategic Directions Report:

www.bakersfieldcollege.edu/about/administration/accountability/strategic-directions.html

Student Learning- A commitment to provide a holistic education that develops curiosity, inquiry, and empowered learners.

Student Progression and Completion- A commitment to eliminate barriers that cause students difficulties in completing their educational goals.

Infrastructure and Resource Development- A commitment to cultivating resources to provide a quality educational infrastructure and continuously improve the student educational environment.

Leadership and Engagement- A commitment to build leadership within the college and engagement with the community.



POINTS OF PRIDE

- The Western Growers Center for Innovation & Technology, California Department of Food and Agriculture and Bakersfield College have partnered to host AgTechX Ed – a half-day event dedicated to developing the next generation of tech-savvy agricultural workers. <https://www.wga.com/events/center-of-innovation-and-technology-presents-agtechx-ed-at-bakersfield-college/>
- Bakersfield College has established Dual Enrollment and Concurrent Enrollment programs for students to earn college credit while in high school. The College has the largest dual enrollment program in California (over 10,500 students). District policy allows each college to waive enrollment fees for high school students in these programs.
- Baccalaureate Degrees: The Bakersfield College Bachelor of Science in Industrial Automation is one of the first 15 BA degrees authorized to be offered by the state's public community colleges. The degree provides an educational pathway from several certificate and associate degree programs. Additionally, the College recently received approval for a baccalaureate in Research Laboratory Technology.
- The College is leading the effort on renewable energy by acquiring grants and leading the energy discussion in the Central Valley. Examples include the CREL grant for \$50 million and the HEAL grant for \$6 million.
- The College awarded 9,700 certificates and degrees in 2022 (a 22% increase).
- The College is leading the way by creating innovations to engage and upskill Adult Learners for increased economic mobility.
- The College is continuing its focus on meeting basic needs for students through the Student Housing Project.
- In 2016, the voters supported the Kern Community College District by passing a \$502 million bond for renovations at each of the sites. Bakersfield College is expanding locations at rural sites to bring access closer to the students.
- The College has developed projects to ensure holistic student experiences such as the Edible Garden and Peace Gardens.

LEADERSHIP AND GOVERNANCE

Bakersfield College is a California community college, part of the Kern Community College District. Kern CCD is governed by a seven member elected board of trustees. The board appoints and delegates authority for the oversight and operation of the district and colleges to the chancellor. The chancellor delegates executive leadership responsibility for the colleges to the three presidents.

The President's Senior Leadership Team at Bakersfield College includes the Vice President of Instruction, Vice President of Student Affairs, Vice President of Finance and Administrative Services, Dean of Institutional Effectiveness, Executive Director of Government Relations and Development, Director of Technology Support Services, Director of the Foundation, and Director of Marketing. The Cabinet includes the Senior Leadership Team along with other designees including deans and directors.

The College Council is a collegial, consultative, body that provides recommendations to the President on college-wide matters. Made up of student, classified staff, faculty and management representatives, the group facilitates communication between constituents and the President. The Council oversees implementation of the Strategic Directions Plan and ensures institutional quality using ongoing and systematic planning and evaluation to refine key policies and processes, and to improve student learning.

Bakersfield College (BC) is led by shared governance through committees. Administrators, classified staff, faculty, and students join to make decisions and/or advise leaders through the work and communication in these committees. Campus-wide committees actively seek student participation and are called Participatory Committees. BC's academic senate, classified senate, and student government name representatives to participate on committees and in institutional planning. The District Consultation Council, formally representing the management, faculty, classified staff, and student constituent groups of Kern CCD, participates in district planning, policy development, and assists in resolving issues.

The faculty and classified staff of Kern CCD are represented by bargaining units as to working conditions and salary. Bargaining agreements are negotiated at the district level and are administered locally at the colleges by college administrators and union representatives.

ACADEMIC OFFERINGS

Bakersfield College has been accredited since 1952 by the [Accrediting Commission for Community and Junior Colleges \(ACCJC\)](#) an institutional accreditor recognized by the United States Department of Education. Bakersfield College offers transfer and career workforce courses and programs in the liberal arts and allied health, and baccalaureate programs in Industrial Automation and Research Laboratory Technology. High school students are offered early college courses through dual enrollment to fast track their education. The STEM Pathway provides rigorous educational opportunities that emphasize high standards and continuous improvement in science, technology, engineering, and mathematics and to prepare students for transfer opportunities. Community members and students have online access to degree requirements, program maps, job market data, and scheduling information for each program, along with access to online courses across multiple programs.

Link to academic departments page:

www.bakersfieldcollege.edu/academics/departments/index.html





STUDENT EXPERIENCE

Student Services at Bakersfield College include counseling and advising, outreach and school relations, student health and wellness center, enrollment services, financial aid, Disabled Student Programs and Services, EOPS/CARE/CalWORKS, Veterans Resource Center, and Student Equity and Achievement Program. Student Life includes student government, student organizations and clubs, and student conduct/students of concern supports. The Renegade Pantry provides student assistance to meet basic needs. The TRIO Student Support Services program at Bakersfield College is designed to help students from disadvantaged backgrounds succeed in college by offering a range of academic and personal support services.

The goal of Student Services at BC is to promote and facilitate student learning as well as support students through every step of their educational journey. By providing exemplary co-curricular services, financial aid opportunities, tutoring programs, and mentoring and fellowship through organizations such as UMOJA and MESA, BC allows students of all backgrounds to engage in the total college experience.

Link to active student organizations: <https://www.bakersfieldcollege.edu/campus-life/student-organizations/list.html>

ATHLETICS

Since 1922, the Bakersfield College Athletic Program has provided student athletes with opportunities to compete for one of the most storied community college sports programs in the country, the Bakersfield College Renegades. The Gil Bishop Sports Center, Memorial Stadium, the Dean and Adah Gay Sports Complex, Gerry Collis Field, and the BC Tennis Courts are home to 20

sports teams populated by approximately 500 student athletes per academic year. The Bakersfield College athletic program is governed by the California Community College Athletic Association, and is a member of the Western State Conference, Southern California Football Association, and the Southern California Wrestling Alliance.

Representing Bakersfield College as an intercollegiate competitor is considered a privilege that comes with great responsibility. Student athletes are enrolled in at least 12 units per semester and maintain at least a 2.0 grade point average. Student athletes attend regular practices in season, travel to out-of-town competitions, and keep themselves in peak physical condition at the direction of award-winning coaches and certified athletic trainers who specialize in injury prevention. The high athletic standards have led to 184 conference titles, 13 state championships, and 10 national championships.

Renegade student athletes routinely transfer to four-year National Collegiate Athletic Association (NCAA) and National Association of Intercollegiate Athletics (NAIA) schools and have gone on to professional careers in Major League Baseball, the National Football League, the National Basketball Association, and foreign professional leagues, as well as coaching at every level of athletics.

Bakersfield College currently fields women's teams in basketball, cross country, golf, soccer, softball, swimming, tennis, track and field, volleyball, and beach volleyball. Men compete in baseball, basketball, cross country, football, golf, soccer, swimming, tennis, track and field, and wrestling.

Link to Renegade athletics:
www.gogades.com/landing/index



COMMUNITY RELATIONSHIPS

Bakersfield College offers events and activities that are open to the community. The Bakersfield College Pool, William M. Thomas Planetarium, and Creative Design Center at Panorama Campus are popular destinations. The Citizens Leadership Center gives citizen leaders the tools and know-how to exercise their power beyond the ballot, equipping them with the pragmatic, problem solving skills needed to work together despite their

political differences. Bakersfield College Foundation hosts annual events to provide opportunities for the community to support Bakersfield College students mostly through scholarships. Popular annual events include the Back to BC Golf Tournament, Renegade Promenade, and BC Rodeo Event at the Kern County Fairgrounds.

THE BAKERSFIELD AREA

An accessible quality of life can be found in Bakersfield, California. Enjoying proximity to mountains, ocean, and large urban areas, residents appreciate the shorter commute times, greater space, lower cost of living, and other quality of life amenities that benefit everyday living. Visitors can still find the charm of Old California while enjoying all of the conveniences of modern living, from shopping and services, to theater and events, to parks and gathering places, and with a regional airport.

www.visitbakersfield.com

bakochamber.com

www.visitcentralvalley.com

www.visitcalifornia.com/region/central-valley



PRESIDENTIAL POSITION OVERVIEW

As the chief executive of Bakersfield College, the President is responsible to the Chancellor of Kern Community College District. The President is responsible for maintaining the policies, procedures, rules, and regulations as set forth by the Chancellor, the Board of Trustees, the California Education Code, the Board of Governors of the California Community Colleges, and the general laws of California and of the United States of America. The President directs the efforts of Bakersfield College toward a realization of its purposes and interprets the College's programs accurately and effectively to the various publics being served.

The President is responsible for the learning climate. The President provides leadership for the instructional and student employee services of the day, evening, and summer programs. The President appoints department/division chairs and is responsible for campus adherence to adopted courses of study. The President also ensures that extra-curricular activities are properly organized and supervised. The President ensures that procedures are in place which promote safe and fair access to facilities and events on campus.

The President represents Bakersfield College as appropriate at conferences and meetings and with county, state, and federal offices. The President recommends to the Chancellor budget, curricular, facility, and employee requirements essential to effective operations of the college.

The President supervises community services, directs articulation efforts with high school districts and institutions of higher education and appoints all citizen advisory committees for college programs after consultation with department or division chairs.

The President carries out such other duties as may be assigned by the Chancellor. The President may delegate, subject to the approval of the Chancellor, any of the powers and duties entrusted to the President, but in every instance will continue to be responsible to the Chancellor for the execution of the powers and duties delegated.

BOARD OF TRUSTEES IDENTIFIED CHARACTERISTICS FOR THE BAKERSFIELD COLLEGE PRESIDENT

- Embraces the mission of the California Community Colleges
- Committed to collaborative leadership
- Values and supports diversity and inclusion for students and employees
- Demonstrates strong organizational leadership
- Successful and proven fiscal and resource management
- Courageous leader in difficult times
- Effectual motivator of others
- High standards of ethics and integrity
- Skilled at advancing external relationships
- Capable and positive in labor relations
- Effective leader in a multi-college district environment



LEADERSHIP AGENDA

REQUIRED QUALIFICATIONS

- Master's Degree from an accredited college/institution.
- Teaching or student services experience.
- Recent, successful, senior-level administrative experience.
- At least one year of formal training, internship, or leadership experience reasonably related to the administrator's administrative assignment.
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of community college students and employees.

PREFERRED ADDITIONAL QUALIFICATIONS

- Doctorate Degree
- At least 3 years of senior-level administrative experience.
- Both instruction and student services experience at the community college level.
- Participation in community activities and partnership development.

CANDIDATE ATTRIBUTES FOR SUCCESS

The successful candidate for President of Bakersfield College will be able to:

- Demonstrate a commitment to the college's mission to its communities, to collaboration with Cerro Coso Community College and Porterville College, and to advancing districtwide priorities for the benefit of Kern Community College District.
- Fairly and transparently engage with faculty, staff, administrators, and students, welcoming multiple perspectives and striving to achieve widespread understanding around the college's mission and strategic directions.
- Participate with the foundation in building and maintaining external relations, maximizing opportunities for grants, gifts, and partnerships in support of college programs and students.
- Share a deep understanding of the lived experience of community college students.
- Follow and communicate trends in higher education; describe the challenges facing community colleges and strategies that have proven successful in addressing the challenges.
- Above political and personal ideology, demonstrate a clear-eyed vision and passion for the work of Bakersfield College, the success of communities served by the colleges, and the ability of all students to meet their educational goals.



HOW TO APPLY

The Kern Community College District is being assisted in its search for President of Bakersfield College by Academic Search. Inquiries, nominations, and confidential telephone calls can be arranged by contacting Senior Consultant Shirley Robinson Pippins Ed.D., at Shirley.Pippins@academicsearch.org or Consultant Krista Johns JD, at Krista.Johns@academicsearch.org.

Applications for this position will be made online through the KCCD Careers page. The link for applications is: www.schooljobs.com/careers/kccd/jobs/4206080/president-bakersfield-college?pagetype=jobOpportunitiesJobs. Complete applications, required for consideration, include the online application form along with a cover letter, resume, transcripts, and list of five professional references. The references can include supervisors, direct reports, faculty members, support staff, community members, and peers. Email and telephone contact information should be provided for each reference, along with a description of their professional relationship to applicant.

The position remains open until filled. Applications submitted by **Friday, November 3, at 12:00 p.m.** noon Pacific Time will be assured full consideration.

EEO Statement

In the Kern Community College District, we strive to maintain a workplace that welcomes individuals from all groups, appreciates the contributions of individuals from diverse backgrounds, and we work to create an anti-racist environment that fosters cooperation, acceptance, democracy, and free expression of ideas that is welcoming to all gender identities, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination as per Title 5, section 53000 et seq. In the Kern Community College district, we actively promote, on an on-going basis, equal opportunity, workplace diversity, and an inclusive work environment. We continuously monitor our progress in these areas.

EFFECTIVE DATE OF APPOINTMENT

The Board of Trustees selection of Bakersfield College President will be announced in January 2024, with the appointment effective date on or after March 2024.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Kern Community College District in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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