State of the College – Human Resources

In 2016-17, the human resources department had one of its highest recruitment years for full-time tenure track faculty on record. Bakersfield College recruited for 55 new tenure track faculty, 53 classified employees, and 22 management employees. The hiring of 55 new tenure track faculty, in particular, will greatly enhance BC’s ability to improve Student Learning and Student Progression & Completion—two of BC’s Strategic Directions.

Over the last three years the HR department has been instrumental in increasing the number of employees in all classifications. In addition, the employees at BC have become more diverse, although it still does not fully represent our local community where the Hispanic and multiethnic populations are growing rapidly. During this time the number of employees has increased as follows: administrators by 18 (97%); contract faculty by 35 (14%); adjunct faculty by 98 (47%); and classified staff by 89 (39%). The graph below shows the increase from Fall, 2012 through Fall, 2016.

These data trends showing the addition of over 250 “new” employees clearly indicate increased workload for Human Resources directly related to hiring processes and subsequent evaluation processes for these new employees. HR has evidenced growing efficiencies, improved professional development and clearer communication and coordination. This conclusion is substantiated by the data in the recent Accreditation 2017 survey. The survey asks BC employees to rank various service areas with regard to accreditation standards concerning services that support the mission of the college. Comparing the 2014 to the 2017 responses shows that there is a large, positive change responses to questions about HR and its activities. For example, 60% of the 2017 respondents agreed that Human Resources services ensure...
that the college receives "effective and adequate district/system provided services to support" the college in achieving its mission as compared to a rate of only 35% in 2014. HR received the highest positive improvement of any service in the district. That translates to do a lot of work and still improving the delivery of service.

Recruitment for the 2017-18 academic year will remain steady for classified and administration but will show a decrease in full-time faculty recruitment due to the state increasing our district-wide full-time faculty obligation number (FON) only by four (4) new positions.

In addition to the large successful number of recruitments in 2016-2017, the department created a human resources newsletter that has gained acceptance and approval by the college. The newsletter introduces all new staff and any changes in staffing. We try to obtain photos of the announced employees to provide a face with the name. It also provides helpful information to the college community as a whole.

Secondly, the support staff round-table held monthly facilitated by the College Human Resources Manager and the Program Manager, Professional Development, has received many positive results. These meetings discuss different processes, provide networking and support for new employees, and feedback on ideas that may improve the processes and communication on the college campus.

Looking to the 2017-18 year, human resources will be looking at creative ways to attract adjunct faculty to support the College’s strategic directions and the increasing focus on providing a guided pathway experience for BC’s growing student population.