



## **Presidential Profile**

**The Kern Community College District Chancellor and Board of Trustees invite nominations and applications for the position of President at Bakersfield College.**

### **About Bakersfield College**

Established in 1913, Bakersfield College is one of the nation's oldest continually operating community colleges. It has grown into a vibrant educational institution, offering a wide range of programs and serving as a pillar of higher education in the Central Valley region.

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 serves approximately 48,500 students annually, 77% of the District's full-time equivalent (FTE), on the 153-acre main campus in northeast Bakersfield, at the Delano Campus 35 miles north of Bakersfield, the Weill Institute in downtown Bakersfield, Arvin Education Center, and BC SouthWest in southwest Bakersfield. Additional locations include Shafter Learning Center, McFarland, Olive Drive Fire Training Facility, Career and Technical Education Center, Wasco and additional community centers ([Bakersfield College Locations | Campuses & Centers](#)). The College's students are diverse and represent the communities it serves, with Bakersfield College holding designation as an Hispanic Serving Institution and a Black-Serving Institution with 72.3% Hispanic population. Bakersfield College offers a comprehensive range of academic programs, including over 200 total degree and certificate programs, featuring two Bachelor's Degrees, 50+ Associate Degrees, and 30+ Associate Degrees for Transfer (AD-T).

Bakersfield College, is located in Bakersfield, California, the 9<sup>th</sup> largest city in California, is in the southern portion of the state's Central Valley. Set against a backdrop of rolling hills and nearby mountain ranges, the area is known for its agricultural heritage, energy development, warm climate, and expansive open landscapes. Bakersfield also offers convenient access to major destinations such as Los Angeles, the Central Coast, Yosemite National Park, all within a few hours' drive.

### **About Kern Community College District**

Kern Community College District, a 3-college district serves communities over 24,800 square miles in parts of Kern, Tulare, Inyo, Mono, and San Bernardino. The District is comprised of Bakersfield College, Cerro Coso Community College and Porterville College. Governed by a locally elected Board of Trustees, the district's colleges offer programs and services that develop student potential and create opportunities for the communities we serve. The

mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities.

## **Role of the President**

The next President of Bakersfield College must be an inspirational, transparent, and visionary leader who will make a long-term commitment to Bakersfield College and advance the following opportunities and challenges:

### **Academic and Workforce Excellence**

- **Academic and Workforce Opportunities:** Ensure the continued quality and sustainable growth of academic excellence and innovative workforce offerings. Continue to advance the College's Baccalaureate Degree programs, Dual Enrollment/Early College, and Rising Scholars Program.
- **Student Success Strategy:** Assess and align college operations to implement strategies that increase student success, retention, accessibility, and completion within a changing landscape.

### **Institutional Growth**

- **Campus Morale:** Unify, stabilize, and reinvigorate Bakersfield College under a shared vision. Empower employees by advancing a culture of autonomy, accountability, and building trust. Prioritize the well-being of every student and employee within an inclusive and equitable educational environment.
- **Institutional Processes:** Streamline operations and environments to create college-wide consistencies which build efficiencies for students and employees.
- **Facilities and Construction:** Improve existing infrastructure and oversee the development and completion of current and future construction projects.
- **Institutional Financial Support:** Increase funding through strategic partnerships with the BC foundation, community outreach, state and federal grants, and innovative fundraising initiatives.

### **Community, Government, and Workforce Development**

- **Community Focus:** Recognize and leverage the diverse history and culture of Bakersfield College and the Central Valley. Impact the future of Bakersfield College and the Central Valley by engaging all communities with passion and commitment.
- **Economic Development and Alignment:** Collaborate with local economic development leaders by aligning degree, certificate, and workforce programs with in-demand jobs, ensuring the College is agile and supports the regional workforce needs.
- **Government Relationships:** Advocate for increased and sustained funding from local, state, and federal entities.

### **Participatory Governance**

- **Participatory Governance and Collaboration:** Continue to foster the College's commitment to participatory governance and ensure an inclusive, collaborative, and vibrant environment for all students and employees, as outlined in Title 5 regulations and California Education Code.

## Ideal Characteristics and Skill Sets

- **Visionary Leadership:** Experience guiding a college into the future with a student-centered focus and clear strategic direction.
- **Mission-Driven Advocate:** Demonstrate a deep passion for the community college mission and understand the complexities of a large, diverse, multi-campus college and multi-college district.
- **Engaged Leadership:** Maintain a visible presence across all campuses while connecting and engaging with employees and students, and build a culture of consistency which fosters a climate of trust and respect.
- **Effective and Transparent Communicator:** Exhibit excellent writing, listening, and oral communication skills. Can cultivate consensus among internal and external stakeholders and follow through on shared goals. Serve as the public champion of the institution.
- **Practiced in Effective Participatory Governance:** Value working within a strong participatory governance model and serve as a transparent, equitable, and trustworthy leader, ensuring a collaborative decision-making process.
- **Collective Bargaining:** Experience working effectively with multiple collective bargaining groups.
- **Evidence of Enhancing the Student Experience:** Commitment to creating a student experience that fosters a sense of belonging and inclusion where students thrive. Encourage innovation in academic and student support services for students of diverse cultural and socioeconomic backgrounds.
- **Strategic Enrollment Management:** Implement effective data-driven strategies to increase enrollment and improve retention and completion rates.
- **Financial Acumen:** Experience managing large and complex budgets effectively. Understands and adjusts to changes in state budget requirements.
- **Resource Development:** Build relationships to generate revenue from multiple sources through foundations, alumni, and fundraising initiatives.
- **Employee Support and Development:** Construct strategic operational structures to recruit, retain, and develop talented employees. Increase employee engagement and professional development opportunities.
- **Innovation and Integration of Online Offerings and Technology:** Experience supporting data-driven innovative processes to align technology and AI with the needs of students, employees, and programs to enhance operations, online offerings, and the overall student experience.
- **Partnership Development:** Create and strengthen strategic partnerships, working closely with business and industry partners to enhance economic impact. Work closely with K-12 school systems and higher education partners to build educational pathways for all students.

- **Equity and Diversity Commitment:** Prioritize closing equity achievement gaps. Experience working within Hispanic Serving Institutions and Black-Serving Institutions.
- **Soft Skills:** An authentic, kind, approachable, emotionally intelligent, and transparent leader with high integrity who ensures all voices are heard, holds employees accountable, and continuously fosters a collaborative work environment.

### **Minimum Qualifications**

- Master's degree from a regionally accredited college or university. The required degree must be completed at the time of applying. An earned doctorate from a regionally accredited college or university is preferred.
- One year of successful full-time experience in a senior leadership position in education, business, industry or government, preferably as a college or university administrator.
- A sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of district faculty, staff and students.