

Staffing Resource Analysis 2014-2015

The following positions emerged through the annual planning process. They collectively represent needs that were identified in this year's analysis of the Unit Plans, Sections Plans and Division Plans. All positions are recognized through the annual planning documents so that requests stay current, relevant, and tie back to program and college strategic goals. Those classified positions designated with an asterisk are being supported at the Division level for hire in the 2015-2016 academic year.

Academic Affairs

The Academic Affairs division brought forward the following requests:

Faculty: Psychology, Math, Paralegal, Baseball/Physical Education, Librarian, LAC Coordinator

The above positions were selected after having been vetted through the defined process with the Academic Senate.

Classified

*Department Assistant II (20 hpw/12 mo) – This position was identified to support the Director of Administration of Justice and could be coupled with the HR DA II Request.

*Learning Center Technician (KRV, 32 hpw/10 mo)

Department Assistant II (Allied Health)

CurricUNET Specialist for Child Development

Library Technician I (IWV)

Library Assistant II (IWV)

Laboratory Tech (ESCC Science and Studio Arts)

Distance Education Coordinator

*Department Assistant III (East Kern/Tehachapi)

Management

East Kern Campus Manager, increase months from 11 to 12

Student Services

Faculty: Counselor

Staffing Resource Analysis 2014-2015

The above position was selected after having been vetted through the defined process with the Academic Senate.

Classified

Educational Advisor, (East Kern) increase months from 11 to 12

*Education Advisor, (ESCC, 40 hpw/11 mo)

*Department Assistant II – (KRV/Access Program)

*Department Assistant II (KRV/SSS&P)

Management

*Director of Access Programs (EOPS/CARE/DSPS/CalWorks)

*Director of SSS&P

Administrative Services

Classified

*Grounds Worker I (IWV) (40hpw/12 mo)

Human Resources

Classified

*Department Assistant III (40hpw/12 month)

Continuing Education

Classified

*Department Assistant II (19hpw/12 mo)

Public Information and Resource Development

Classified

*Department Assistant II (40 hpw/12 mo)

Staffing Resource Analysis 2014-2015

At this time, March 2015, Faculty identified through the defined process during fall 2014 are being advertised and screening committees are set up for interviewing. Due to the current 50% Law calculation issue affecting KCCD for the 2014-2015 Academic Year, a projected issue identified for 2015-2016, and in addition to the total budget requests being over the anticipated allocation for 2015-2016 academic year by 1+ million dollars no hiring decisions have been made as of yet. Prioritization of the identified needs will be done by Administration that will inform the President of which requested positions are "must haves", of those which ones which might be OK to delay for a few months, and which are "Nice to have" requests.

Jill Board
STAFFING RESOURCE REQUEST ANALYSIS 2016-2017

The following permanent positions emerged through the annual planning process. They collectively represent needs that were identified in this year's analysis of the Unit Plans, Section Plans and Division Plans and through the planning of the CTE Strong Workforce Plan and the RFA for the College Promise Grant. All positions are recognized through the annual planning documents so that request stay current, relevant, and tie back to program and college strategic goals.

Academic Affairs

Faculty:

Child Development – CCOOnline

English – ESCC

Math – East Kern

Biology – ESCC

EMT – All Sites

Anthropology/Sociology - EK

Classified:

TA – Nursing iTV (ESCC/Bishop)

Dept. Assist II – Allied Health (IWV- 9mo/19hpw)

Department Assistant II – (East Kern/Tehachapi-Increase from 11mo – 12 months)

LAC Tech - (KRV-Increase from 30hpw to 40hpw/10mo)

A&R Assistant – (EK-12mo/40hpw)

Management:

Director of East Kern – (Increase from 11mo to 12mo)

East Kern Campus Manager – (Increase from 11 mo to 12 mo)

Program Manager East Kern, Prison/Dual Enrollment (12 mo/40hpw)

CTE Strong Workforce Funding Plan:

Faculty:

Full-time CTE Counselor (IWV)

Management:

Institutional College Researcher (IWV - 50% of 12mo/40hpw)

Program Manager-Dual Enrollment (IWV - 50%)

Student Services

Faculty:

Counselor-Gen pop/EOPS (East Kern/Tehachapi)

Classified:

Ed Advisor (East Kern/Tehachapi – Increase from 11mo to 12mo; increase from 32 hours to 40 hours)

Depart. Asst. III- for A.D. (12mo/19hpw)

Management:

Athletic Director (IWV- increase from 10mo to 12mo and 30hpw to 40hpw)

Administrative Services

Classified:

Ground Worker I (IWV/ESCC - 12mo/40hpw)

Ground Worker= II (IWV /ESCC - 12mo/40hpw)

Management:

Safety and Security Coordinator (IWV - 12mo/40hpw)

Public Information, Marketing and Resource Development

Department Assistant II (12mo/19hpw)

Information Technology

Audio/Visual Technician (IWV – 9mo / 20hpw)

Jill Board
STAFFING RESOURCE REQUEST ANALYSIS 2016-2017

At this time, spring 2017, faculty hires have been identified through their defined process during fall 2016 and are being advertised with screening committees having been identified for interviewing. Due to the current total budget requests being over the anticipated allocation for 2017-2018 academic year all permanent hires will need careful consideration. President's Cabinet will assist in prioritizing the list of identified needs which will inform the President of which requested positions are "must haves", of those which might be OK to delay for a few months, and which are "nice to have" requests.

Approved Faculty Hires to date:

Biology – ESCC

English – ESCC

Counselor – East Kern/Tehachapi

Sociology/Anthropology – East Kern/Tehachapi

Management Positions that had been vacant and that will be refilled:

Athletic Director (IWV- increase from 10mo to 12mo and 30hpw to 40hpw)

Safety and Security Coordinator (12mo/40hpw)

New Classified Positions that are approved:

Ground Worker II (IWV/ESCC 12mo/40hpw)

Department Assistant II (Foundation Funding 12mo/19hpw)

Depart. Asst. III- for A.D. (12mo/19hpw)

Additional Contingent on Funding Positions (ie. Strong Workforce Funding, Pending College Promise Grant, IEPI, SSSP, Equity, etc.)

Faculty:

CTE Counselor (Full time Equivalent Employee)

Management:

Institutional College Researcher (IWV - 25% of 12mo/40hpw)

Program Manager-Dual Enrollment (12mo/20hpw)

The following positions are going to be offered a one month increase to their assignment to support the increase of 2017 summer intersession classes in Tehachapi. The outcome of enrollment and need for services will be assessed to determine the need

Jill Board
STAFFING RESOURCE REQUEST ANALYSIS 2016-2017

Director of East Kern – (Increase from 11mo to 12mo)

Department Assistant II – (Increase from 11mo – 12mo)

Ed Advisor (East Kern/Tehachapi – Increase from 11mo to 12mo; permanent increase from 32 hours to 40 hours)

It is recognized that the requested TA position for iTV courses in nursing is a requirement being made by the CA Board of Nursing. This position will be discussed with the Director of Nursing to ensure the best use of time for the position used to provide this and other learning services to our nursing students. At that time we will move forward on the hiring of the correct position.

RFA College Promise Grant

Cerro Coso Community College applied with Bakersfield College for the College Promise Grant. A good percent of the work mirrors the changes that have already been done through the Navigate Program in Student Services and to go the next step we garnered buy in from our Cerro Coso Foundation as well as identified what new positions would need to be added if the grant is awarded. Those positions are as followed:

Financial Aid Liaison (12mo/40hpw)

*Program Manager, CC Foundation (12mo/40hpw)

*Institutional College Researcher (12mo/40hpw)

*Department Assistant II (12mo/40hpw)

*These positions show up in different places because it depends on the unknown grant awards