

## 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.