

## Staffing Resource Analysis 2016-2017

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.

### **Academic Affairs**

**Faculty:** 2-Nursing IWV, Kinesiology ESCC, Mathematics IWV, Administration of Justice IWV, Philosophy IWV, Child Development CConline

**Classified:**

Allied Health Department Assistant 10 mo/19 hr

Child Development Curriculum Specialist or Department Assistant 10 mo/40 hr

High School Dual Credit/Pathways Liaison

Media Technician 9 mo/20 hr

LAC Technician (KRV) 10 mo/ move from 30 hr to 40 hr per week

Library Technician I – move from 9mo/30 hr to 12 mo/40 hr

Educational Media Design Specialist

Department Assistant II ESCC, reclassify to Department Assistant III

**Management:**

Dean of Letter and Science

East Kern Manager increase from 11 mo to 12 mo

### **Student Services**

**Faculty:** (2) Access Counselors - IWV

**Classified:**

Alternative Media Specialist – 12mo/40 hr (filled spring 2016)

**Management: None**

### **Administrative Services**

**Classified:**

Ground Worker II - 12 mo/40 hr

**Management:**

Safety and Security Coordinator 12mo/20 hr (Professional Expert)

### **Human Resources**

Human Resources Assistant 12 mo/19hr

### **Continuing Education: None**

### **Public Information, Marketing and Resource Development**

Department Assistant II 12mo/40 hr

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## Staffing Resource Analysis 2016-2017

At the time of writing this, February 2016, Faculty identified through the defined process during Fall 2015 are being advertised and screening committees are set up for interviewing. Due to the current total budget requests being over the anticipated allocation for 2016-2017 academic year by 2+ million dollars, no hiring of new permanent positions is being anticipated at this time. 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.

### **Update and Decision on Staffing Requests**

In keeping of our obligation to the district wide 50% Law, I analyzed our projected staffing hires in light of them being coded to the denominator, numerator, or being exempt due to their job assignment or funding source. Positions who are coded to the numerator are those that provide direct instruction to students. This means that librarians and counselors, even though faculty, and all other staff are counted in the denominator unless they are funded by a grant or have a co-curricular assignment (such as athletics) of which they then are exempt and not in the equation at all. To this end, below are the positions I am supporting as new hires for the 2016-17 academic year as well as their funding designation.

### **Faculty**

Counselor (1) – 100% Exempt, funded from EOPS/DSPS

Nursing (1) – 100% numerator

Administration of Justice – 100% numerator

### **Classified/Management**

After careful consideration of the budgetary implication and analyzing funding sources and need, the following new positions are being supported to move forward for the 2017 Academic Year:

Alternative Media Specialist – DSPS/Equity (Contingent on Funding Position) This position was filled Spring 2016

Safety and Security Coordinator 12mo/20 hr (Professional Expert)

Human Resources Assistant 12 mo/19hr This position is being supported for hire due to the identified need through this year’s Program Review. However it is a District Office position since it is a centralized service and will need to go through their internal process.

Other planning documents (SSSP/Equity) that listed positions in order to complete the planned work will be considered as COF positions and shared as they are being vetted.