

DEPUTY DIRECTOR ASSOCIATE VICE PRESIDENT, HUMAN RESOURCES

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DEFINITION

Under the administrative direction of the Vice President, Human Resources, and in support of the Division of Human Resources, the ~~Deputy Director~~ the Associate Vice President, Human Resources provides leadership and oversight for the analysis, development, implementation, and evaluation of specific services and programs. This position is a mandated reporter and serves as the College Compliance Officer and College Title IX Coordinator all aspects of U.S. Equal Employment Opportunity Commission ("EEOC"), California Department of Fair Employment and Housing ("DFEH"), U.S. Department of Education Office of Civil Rights ("OCR"), Title IX, Jeanne Clery Act, and related federal/state/local legislations.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Vice President, Human Resources. Represents the Vice President, Human Resources in their absence and as assigned. Exercises general direction and supervision over assigned staff.

CLASS CHARACTERISTICS

This is a management classification that manages all activities related to student and employee EEO and diversity>Title IX at the College. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. The incumbent organizes and oversees day-to-day activities and is responsible for providing professional-level support to the Vice President, Human Resources in a variety of areas. Successful performance of the work requires an extensive professional background as well as skill in coordinating programmatic work with other functions, programs, and departments.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS (Illustrative Only)

1. Serves as the College's ~~diversity~~ Compliance Officer and Title IX Coordinator and acts as the contact in all matters regarding compliance with state and federal labor laws, sexual harassment, Equal Employment Opportunity (EEO) guidelines, relevant sections of the Education Code, and other related laws and regulations.
2. Oversees all District investigations of complaints of discrimination, alternative dispute resolution, EEOC/DFEH responses and State Chancellor's Officer affairs.
3. Develop comprehensive EEO/Title IX reports of findings of fact and recommendations for appropriate remedies within mandatory deadlines.
4. Advises and collaborates with campus community partners, as appropriate, on the status of initiatives, case management trends, challenges, and concerns pertaining to unlawful discrimination, sexual harassment, and Title IX compliance; monitors and coordinates regulatory compliance with local, state and federal civil rights laws and regulations, including Title IX, ADA, Sections 504 and 508 of the Rehabilitation Act of 1973, the Clery Act, and Violence Against Women Act (VAWA).
5. Coordinates and makes referrals for EEO/Title IX support services and as needed, the County Sheriff's Office
6. Oversees the activities of employment personnel in the functions of administration, hiring, recruiting, and payroll of employees.
7. Participates in collective bargaining negotiations and contract management for the College and advises management and the Governing Board on all matters relating to labor/employee relations.

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- ~~8.~~ Provides administrative leadership and oversight for assigned areas in Human Resources; promotes effectiveness, efficiency, cooperation, coordination, and communication among departments and all constituencies within the Human Resources Division.
- ~~9.~~ Provides consultation and technical expertise to staff, faculty, administrators, and others concerning College operations and activities; responds to inquiries and provides detailed and technical information concerning personnel matters; assures proper and timely resolution of student, staff, faculty, and administrative issues, complaints, and conflicts.
- ~~4-10.~~ Facilitates and collaborates with faculty and staff to review and provide recommended updates on a relevant policies and procedures related to areas of assignment.
- ~~2.~~ Provides administrative leadership and oversight for assigned areas in Human Resources; promotes effectiveness, efficiency, cooperation, coordination, and communication among departments and all constituencies within the Human Resources Division.
- ~~3-11.~~ Plans, organizes, controls, and directs support services functions to assist the Vice President, Human Resources in planning, development, and implementation of College processes and Human Resources.
- ~~—~~ Oversees all Professional and Organizational Development programs, services, and activities including the development, implementation, and improvement of course offerings provided through the Office of Professional and Organizational Development (POD) on an ongoing basis
- ~~4-12.~~ Provides advice and council to management staff regarding employee evaluations and disciplinary and grievance resolutions.
- ~~5-1.~~ Serves as the College's diversity officer and contact in all matters regarding compliance with state and federal labor laws, sexual harassment, Equal Employment Opportunity (EEO) guidelines, relevant sections of the Education Code, and other related laws and regulations.
- ~~6-13.~~ Assesses, develops, implements, and evaluates strategies to monitor and improve the quality of Human Resources; develops, disseminates, and interprets analytical information related to assigned areas and provides and/or oversees training in these areas.
- ~~7.~~ Oversees all Professional and Organizational Development programs, services, and activities including the development, implementation, and improvement of course offerings provided through the Office of Professional and Organizational Development (POD) on an ongoing basis.
- ~~8-1.~~ Oversees the activities of employment personnel in the functions of administration, hiring, recruiting, and payroll of employees.
- ~~9-14.~~ Supervises and evaluates managers, staff, and faculty; interviews and selects employees; recommends transfers, reassignments, terminations, and disciplinary actions; coordinates staff work assignments and schedules, and reviews work to assure compliance with established standards, requirements, and procedures.
- ~~10-15.~~ Develops and prepares annual preliminary budgets for assigned programs; monitors and analyzes operations, activities, programs, and courses to determine educational and financial effectiveness and operational efficiency; periodically analyzes and reviews budgetary and financial data; controls and authorizes expenditures related to specific programs.
- ~~11-16.~~ Provides technical information and assistance to the Vice President, Human Resources, regarding Human Resources needs and issues.
- ~~12-1.~~ Participates in collective bargaining negotiations and contract management for the College and advises management and the Governing Board on all matters relating to labor/employee relations.
- ~~17.~~ Develops strategies and provides leadership and assistance for in-service training of management staff in regulatory laws, directives, and principles of personnel management.
- ~~18.~~ Participates on committees, task forces, and special assignments, including, but not limited to Screening and Selection Committees and affiliated trainings. Prepares and delivers oral presentations related to assigned areas if needed.
- ~~19.~~ Participates in training as required by federal, state and local legislations, board and administrative policies, and collective bargaining agreements.
- ~~13-20.~~ Attend all Board Meetings and Board Study Sessions in person
- ~~14-21.~~ Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Principles and practices of supporting a diverse, equitable, inclusive, and anti-racist academic and work environment.
- ~~1.2.~~ Educational policies and practices that impact the Human Resources services to campus community.
- ~~2.3.~~ Specific strategies, research, and techniques to address the unique educational needs of a college campus community.
- ~~3.4.~~ Diversity, equity, and inclusive practices, strategies, and frameworks.
- ~~4.5.~~ Principles and practices of effective leadership and administration of Human Resources programs, departments, and initiatives.
- ~~5.6.~~ Administrative principles and practices, goal setting and strategic planning, monitoring, measuring, and reporting of goals, objectives, and outcomes.
- ~~6.7.~~ Budget development, administrative practices, and organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs.
- ~~7.8.~~ Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- ~~8.9.~~ Principles and procedures of record keeping, technical report writing, and preparation of correspondence, presentations, and reports.
- ~~9.10.~~ Conflict resolution methodologies; effective labor relations with a focus on informal and formal dispute resolution strategies; negotiation techniques and public sector collective bargaining processes.
- ~~10. Modern office practices, methods, and computer equipment and applications.~~
- ~~11.~~ Compliance investigation and report writing.
- ~~11.~~

Skills & Abilities to:

1. Oversee and address gaps in diversity, equity, inclusion and anti-racism in recruitment and retention of faculty and staff.
2. Articulate and communicate the college's vision and commitment to creating equity, diversity, inclusion and anti-racism academic and work environment.
3. Create and execute resources and programming towards the goal of being diverse, equitable, inclusive, and anti-racist academic and work environment
- ~~1.4.~~ Analyze data and information, reason logically, and develop and present alternative solutions effectively both orally and in writing.
- ~~2.5.~~ Work effectively with campus community, faculty, and staff from diverse backgrounds to promote access, equity, and inclusion; exercise judgment and discretion in handling confidential and sensitive matters.
- ~~3.6.~~ Analyze situations accurately and adopt an effective course of action; plan, prioritize, and organize work; meet schedules and timelines; make independent decisions within legal and general policy and regulatory guidelines.
- ~~4.7.~~ Direct and work collaboratively in the development, analysis, implementation and institute educational effectiveness of College programs, services, initiatives, processes, systems and strategies.
- ~~5.8.~~ Interpret, apply, explain, and ensure compliance with applicable federal, state, and local laws, regulations, advisory directives, and procedures related to individuals' rights, including non-discrimination and protections related to protected groups and populations.
- ~~6. Learn and apply emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.~~

- ~~7-9.~~ Serve as liaison between Human Resources and other College departments and teams to collaborate and coordinate mutual efforts.
- ~~8-10.~~ Conduct effective negotiations and effectively represent the division and the College with governmental agencies, legislative bodies, and educational organizations.
- ~~9-11.~~ Facilitate and enhance the participation governance processes and relationships through collaboration with faculty, staff, collective bargaining units, and campus community.
- ~~10-12.~~ Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare clear, effective, and concise reports, correspondence, policies, procedures, and other written materials.
- ~~11-13.~~ Maintain current knowledge of developments and innovations in community colleges and higher education, recommends changes to maintain policies and procedures, and develops new initiatives and interventions to meet campus communities' needs.
- ~~12.~~ 14. Communicate effectively and clearly in person and through various medium.
- 15. Learn and apply emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.

Education and Experience:

Any combination of training and experience equivalent to:

Master's degree from a regionally accredited college or university with major coursework in Human Resources or a related field and ~~five (5)~~ three (3) years of increasingly responsible human resources management experience ~~including three (3) years of supervisory experience in EEO compliance, Title IX, or employee and labor relations.~~

Preferred Qualifications:

- 1. Experience in a K-14 environment preferred.
- 2. Proven track record of implementing or overseeing programs or policies relating to diversity, equity, inclusion, and anti-racism, preferably in a minority serving institution such as Hispanic Serving Institution and Asian American Native American Pacific Islander Serving Institution; OR
- 3. Proven track record of participating in programs relating to diversity, equity, inclusion, and anti-racism, preferably a minority serving institution such as Hispanic Serving Institution and Asian American Native American Pacific Islander Serving Institution.

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Licenses and Certifications:

~~Possession of, or ability to obtain, a valid California Driver's License by time of appointment.~~

PHYSICAL DEMANDS

Must be able to work in a standard office setting and use standard office equipment, including technological devices; to communicate with individuals at various College and meeting sites; the ability to understand and comprehend written and electronic materials; and the ability to receive, review, and respond to communications in person, before groups, and over and through various media. This is primarily a sedentary office classification although movement between work areas may be required. Positions in this classification occasionally may need to physically reach, push, and pull drawers open and closed to retrieve and file information. Incumbents must possess the ability to lift, carry, push, and pull materials and objects up to 20 pounds.
~~This is primarily a sedentary office classification although standing and walking between work areas may be required. Must possess mobility to work in a standard office and classroom setting; operate a motor~~

~~vehicle and to visit various on and off campus sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment Occasional bending, stooping, kneeling, reaching, pushing, and pulling. Ability to lift, carry, push, and pull materials and objects up to 20 pounds.~~

ENVIRONMENTAL ELEMENTS

Incumbents work in an office and classroom environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Incumbents may interact with upset staff, campus community, and/or the public in interpreting and enforcing departmental policies and procedures.