

MT. SAN ANTONIO COLLEGE

EMPLOYEE CHANGE OF STATUS

Employee Name: Marlyn Holt BANNER ID: A02317150
 Effective Date of: July 1, 2022 *Effective End Date: _____
 Change: ☐ Classified ☐ Confidential ☐ Faculty ☒ Manager

TYPE OF ACTION(S)	FROM	TO
<input checked="" type="checkbox"/> PERMANENT CHANGE(S) <input type="checkbox"/> Account Number <input type="checkbox"/> Departmental Change <input type="checkbox"/> Hours <input type="checkbox"/> Months <input type="checkbox"/> Promotion <input checked="" type="checkbox"/> Reclassification <input type="checkbox"/> Shift Change <input type="checkbox"/> Add Shift Differential <input type="checkbox"/> Remove Shift Differential <input type="checkbox"/> Other <input type="checkbox"/> SEPARATION <input type="checkbox"/> Dismissal <input type="checkbox"/> End of Assignment <input type="checkbox"/> Lay Off <input type="checkbox"/> Release from Probation <input type="checkbox"/> Resignation <input type="checkbox"/> Retirement <input type="checkbox"/> 39 Month <input type="checkbox"/> Other <input type="checkbox"/> TEMPORARY CHANGE(S) <input type="checkbox"/> Additional Assignment (P/T Classified Employees) <input type="checkbox"/> Administrative Leave <input type="checkbox"/> Paid <input type="checkbox"/> Unpaid <input type="checkbox"/> Change of hours/months <input type="checkbox"/> Percentage of Full-Time <input type="checkbox"/> Increase from _____ to _____ <input type="checkbox"/> Decrease from _____ to _____ <input type="checkbox"/> Substitute/Interim (Out-of-Class) <input type="checkbox"/> Other	Job Title: <u>Assistant Director, Dual Enrollment</u> Department: <u>Dual Enrollment</u> Account No: _____ Percentage: _____ Account No: _____ Percentage: _____ Total Hours/Week: _____ Number of Months: _____ Days of Week: _____ Shift Hours: _____	Job Title: <u>Director, Dual Enrollment, M15</u> Department: <u>Dual Enrollment</u> Account No: <u>100%</u> Percentage: _____ Account No: _____ Percentage: _____ Total Hours/Week: <u>40</u> Number of Months: <u>12</u> Days of Week: <u>M-F</u> Shift Hours: <u>Varies</u>
	<u>BUDGET USE ONLY</u>	<u>BUDGET USE ONLY</u>
	Position No.: _____ Contract No.: _____	Position No.: _____ Contract No.: _____
	<u>HUMAN RESOURCES USE ONLY</u>	<u>HUMAN RESOURCES USE ONLY</u>
	Range, Step: _____ Longevity: _____ Differential: _____ Job FTE: _____ Pay Rate: \$ _____	Range, Step: _____ Longevity: _____ Differential: _____ Job FTE: _____ Pay Rate: \$ _____
	<u>EXPLANATION OF CHANGE</u> (attach additional documentation if necessary): Reclassified from Asst. Director, DE (M6) to Director, DE (M19)	

Kelly Fowler
 Manager (Print name and sign)
Digitally signed by Kelly Fowler
Date: 2022.03.28 16:53:49 -07'00'

Date

HR Technician Signature

Date

Kelly Fowler
 VP of assigned Division Signature
Digitally signed by Kelly Fowler
Date: 2022.03.28 16:53:57 -07'00'

Date

VP, Human Resources Signature

Date

Chief Compliance & Budget Officer Signature

Date

President/CEO Signature

Date

SEND ORIGINAL TO HUMAN RESOURCES

**Temporary Assignments MUST have a projected end date (no greater than the end of the fiscal year).*

*A new form must be submitted to Human Resources every fiscal year and **MUST** be Board Approved **PRIOR** to changing the employee's status.
 Employee should not work in requested assignment until after Board Approval.*

HUMAN RESOURCES USE ONLY

Board Date ☐ Denied ☐ Banner ☐ Benefits ☐ PPAGENL
☐ Approved ☐ Payroll ☐ PPASKIL ☐ PPACERT

**Reviewed by President's Cabinet on: _____

MT SAN ANTONIO COLLEGE

DUAL ENROLLMENT REORGANIZATION

FY 2022-23 SALARY PROJECTION

POSITION NUMBER	FTE	SCH RANGE	STEP	TOTAL MONTHS	NAME	FUND	ACCOUNT PERCENT	TOTAL SALARY	TOTAL BENEFITS	TOTAL SALARY & BENEFITS	Funding Source
<u>Eliminating Director of Dual Enrollment range 9 and Creating a New Associate Dean of Instructional Dual Enrollment range 19:</u>											
MA9948	1.000	MN	9	3	12	Director, Dual Enrollment	11250	100.00%	(109,166)	(39,002)	(148,168)
	1.000	MN	19	3	12	Associate Dean, Instructional Dual Enrollment		100.00%	165,916	50,310	216,226
Ongoing Additional Cost for New Associate Dean of Instructional Dual Enrollment in FY 22-23 (12 months)								56,750	11,308	68,058	

Reclassifying Assistant Director of Dual Enrollment range M-6 to Director of Dual Enrollment range M-15, and fill by Marilyn Holt Effective 7.1.22:

MA9946	1.000	MN	6	4	12	Asst Director, Dual Enrollment - Marilyn Holt	11250	100.00%	(94,878)	(52,620)	(147,498)
	1.000	MN	15	1	12	Director, Dual Enrollment - Marilyn Holt		100.00%	137,478	66,305	203,783
Ongoing Additional Cost for Reclassification in FY 22-23 (12 months)								42,600	13,685	56,285	

Unknown Funding

Total Ongoing Cost of Reorganization for the Dual Enrollment for FY 2022-23								99,350	24,993	124,343	
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DIRECTOR, DUAL ENROLLMENT FLSA EXEMPT – M-915

DEFINITION

Under administrative direction, plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the Dual Enrollment Program; coordinates assigned activities with other College departments, officials, and outside agencies; acts as a liaison between the college and high schools/districts and is responsible for managing and enforcing the terms and conditions of memorandum of understandings related to these programs; is responsible for managing dual enrollment course offerings at local high schools; represents the College and interfaces with multiple school districts personnel, school site administrators, and other partners; provides highly responsible and complex professional assistance ~~to the Associate Vice President, Instruction~~ in areas of expertise. ~~This position is overtime exempt.~~

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from ~~the Associate Vice President, Instruction~~ **assigned managerial personnel**. Exercises general direction and supervision over professional, technical, and administrative support staff.

CLASS CHARACTERISTICS

This is a Director classification ~~that~~ **which** oversees, directs, and participates in all activities of the Dual Enrollment Program, including ~~short and long term planning and~~ development and administration of departmental policies, procedures, and services. This class provides assistance ~~to the Associate Vice President, Instruction~~ in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of dual enrollment, articulation, state and federal regulations applicable to concurrent enrollment, College functions and activities, and the ability to develop, oversee, and implement projects and programs in a variety of areas. ~~Responsibilities include coordinating the activities of the department with those of other departments and outside agencies and managing and overseeing the complex and varied functions of the department. The incumbent is accountable for accomplishing departmental planning and operational goals and objectives and for furthering College goals and objectives within general policy guidelines.~~

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Plans, supervises, assesses, and evaluates the Dual Enrollment program. ~~Develops;~~ **develops** and implements services, strategies, projects, goals, and objectives for each program.
2. Meets with high schools/districts **institutions'** administrators **for course scheduling, curriculum offerings, conflict resolution, resources, and personnel to assure clear communications and enrollment practices and to** conduct needs analyses

~~in order to prepare~~ **inform preparation of** a Memorandum of Understanding acceptable to both, the College and the high schools/districts.

3. Prepares recommendations and/or contracts as appropriate and submits them to the administration and/or the Board of Trustees for consideration.
4. Ensures ~~student support structure is established for each signed agreement,~~ **constituents' awareness of and promotes student participation in the College's comprehensive student support services** including, but not limited to, counseling, matriculation, tutors, and books. Works with College staff to facilitate enrollment to high school students participating in a career pathway **and support services**.
5. Works collaboratively with instructors, staff, and high schools/districts to ensure that current and future **Oversees** dual enrollment courses and activities meet Career Access Pathways Act requirements and comply with established standards, laws, codes, rules, regulations, policies, and procedures.
6. ~~Serves as a liaison between institutions for course scheduling, curriculum, conflict resolution, resources, and personnel to assure clear communications and enrollment practices. Resolves problems raised by faculty and students of the program.~~
7. ~~Provides and coordinates support services; assists program participants with obtaining and maintaining program enrollment, goals, and progress. Provides program information to students, parents, and the community.~~
8. **Articulates and represents the educational needs and intervention strategies related to equity-based access practices designed to increase the successful enrollment of a diverse student population.**
9. Establishes and maintains program timelines and priorities **for program operations according to established College deadlines**; participates with the coordination of course **and Guided Pathways** offerings and ensures; **collaborates with academic departments and divisions to ensure** faculty coverage for each course.
10. ~~Directs and participates in the preparation and maintenance of various narrative and statistical records and reports. Submits mandated reports to appropriate personnel according to established time lines.~~
11. **Oversees, develops, and implements complex outcomes tracking systems, researches and analyzes program data; prepares comprehensive technical records and reports; compiles and submits required documents and reports to official government agencies, implements findings and takes corrective action, as necessary; prepares and presents various reports and other necessary correspondence; supervises the preparation and maintenance of related reports, records, and files; ensures the proper documentation of activities.**
12. Facilitates and coordinates admission, program registration, and articulation of programs between the College and high schools/districts.
13. Develops and coordinates marketing, recruitment, and outreach activities to facilitate and enhance schools, districts, parents, and students' knowledge of and participation in Dual Enrollment Programs ~~by students.~~
14. Establishes and maintains contact with the County Office, Regional Occupational Programs (ROP), committees, community groups, and local agencies; **strengthens partnerships within and outside of the College to expand opportunities for high school students to achieve program completion**; ~~Conducts~~ site visits and strengthen communication between the College, high schools/districts, and their

respective academic and student affairs departments. ~~Visits the high schools and ensure courses offered in the high school are the same as the courses offered on the College campus.~~

15. Develops and monitors budgets, coordinates expenditures, and maximizes financial resources. Assists with the invoicing of expenses related to program activities.
16. ~~Conducts end-of-term student evaluations for each dual enrollment course offered as needed. Surveys~~ **In collaboration with Research and Institutional Effectiveness, surveys** and collects data on students and alumni, and may annually conduct surveys of participating high school instructors, principals, and guidance counselors **for feedback and assessment for program development.**
17. ~~Leads, supervises, trains, and evaluates assigned personnel.~~
18. **Selects, trains, motivates, and directs the assigned department personnel; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; works with employees on performance issues; implements discipline procedures; responds to staff questions and concerns.**
19. ~~Participates on and chairs 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.**
20. ~~Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.~~
21. Provides a working and learning environment that is free from prohibited discrimination, harassment and retaliation (DHR), and provided by applicable law and College policies. Attends College mandated DHR training and participates in DHR investigations as directed. Assists in providing information and resources to individuals who bring forward DHR complaints and reporting possible DHR complaints to the ~~Director, Equal Employment Opportunity Programs in Human Resources and~~ other appropriate authority as necessary.
22. 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.**
2. Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and project management.
3. Pertinent federal and state laws, regulations, standards, and requirements concerning Dual Enrollment Programs.
4. Curriculum standards, requirements, interpretation, and application in Dual Enrollment Programs.
5. Strategic planning in organization and management practices, assessment, analysis, and evaluation of programs, policies, and administrative needs.

6. Learning and student success processes, assessment, program outcomes, and application of technology.
7. Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
8. Budget development, administrative practices, and organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs.
9. ~~Integrated management systems.~~
10. Philosophy and objectives of community colleges.
11. Advertising and marketing methods and techniques.
12. ~~Record-keeping principles and procedures.~~
13. Modern office practices, methods, and computer equipment and applications related to the work.
14. ~~English usage, grammar, spelling, vocabulary, and punctuation.~~
15. Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
16. Techniques for providing a high level of customer service by effectively dealing **interacting** with the public, vendors, students, and College staff, including individuals of various ages, disabilities, socio-economic, and ethnic groups.

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.**
4. **Evaluate and develop improvements in operations, procedures, policies, or methods.**
5. **Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.**
6. **Design training programs, documentation, and deliver presentations on a variety of related topics.**
7. Developing assessment and processes to enhance program outcomes.
8. ~~Organizing work and building an effective team to meet the needs of the assigned areas.~~
9. Closing contracts and successfully completing transactions.
10. ~~Using correct English, grammar, spelling, punctuation, and vocabulary to prepare reports, professional correspondence, and presentations.~~
11. ~~Problem solving and conflict resolution in an academic environment.~~
12. Learn, interpret, and ensure compliance with established standards, laws, codes, rules, regulations, policies, and procedures pertaining to programs under assigned responsibility.
13. Meet change with innovation to promote and meet the College mission.

14. Organize, plan, and develop new concepts to enhance the programs, analyze outcomes, and prepare clear and concise reports and improvements.
15. ~~Guide and direct others in goal achievement.~~
16. ~~Develop and deliver training programs and presentations.~~
17. ~~Develop and monitor budgets and maximize financial resources.~~
18. Effectively represent the department and the College in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
19. ~~Establish and maintain a variety of filing, record-keeping, and tracking systems.~~
20. Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
21. ~~Operate modern office equipment including computer equipment and specialized software applications programs.~~
22. Use English **Communicate** effectively to communicate in person, over the telephone, and in writing; **through various modalities.**
23. ~~Understand scope of authority in making independent decisions.~~
24. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures; **understand scope of authority in making independent decisions.**
25. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

~~Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:~~

A Master's degree from a regionally accredited college or university **in education or related field** and three (3) **full time equivalent** years of progressively responsible experience reasonably related to the administrative assignment.

Desirable Qualifications:

1. **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**
2. **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.**

Licenses and Certifications:

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

PHYSICAL DEMANDS

~~Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle to visit various College and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, 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 50 pounds.~~ **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.**

ENVIRONMENTAL ELEMENTS

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