

MT. SAN ANTONIO COLLEGE

Human Resources

REQUEST TO FILL - STAFF and ADMINISTRATIVE POSITIONS****This form is used to gain approval prior to recruiting for a position.****Instructions for completing this form are located on the back.**Position: Curriculum Specialist IIDepartment: Office of InstructionTime (FTE): 100% Term (months/year): 12Work Schedule (Days, Hours): Monday - Friday 8:00 AM - 5:00 PMSalary Schedule (Range): A-112Background and Rationale (use back of form if additional space is needed): See attachedApproval received from Dr. Scroggins in one-on-one meeting with VPI Fowler.

Please list any changes in the budgeted position as described above

(i.e., title, time, term, etc.). The vacant position exists as Curriculum Specialist I. The Office of Instruction needs it to be Curriculum Specialist II to support a large curricula of credit programs which is being supported by one Curriculum Specialist II.

Please list the Account Number(s) and Budget Amount(s) that is/are being used **to fund** this Position. **This section MUST be completed in order to provide budget for the position.**

Account Number(s): <u>11000 300210 211000 602000 -2100</u>	100% <u>\$131,567</u>
Account Number(s): <u>-11000 300210 561000 604000 -</u>	77 % Amount \$ -98,873
	23 % Amount \$ -29,433

Funding: (check all that apply) ☒ General Fund Unrestricted ☐ Restricted Funds ☐ Categorical ☐ Grant ☐ Temporary
☐ Annual renewal of this position is contingent upon the College's receipt of continued funding
Duration (if grant/temporary funded): Beginning date: _____ End date: _____**Comments:** -To cover the cost of the position of Curriculum Specialist II, existing funds from contract services will be used.**Signatures:**Meghan Chen
1. Requesting Manager Signature6-21-2022
DateLila Davis-Harris
4. Human Resources Signature7/14/2022
DateLilly M. Fowler
2. Division Vice President Signature6/22/22
DateSuchakong
5. Vice President, Human Resources07/14/2022
DateBoo Boxc
3. Chief Compliance/Budget Officer Signature06/22/22
Date☒ Funding available ☐ Funding not available Position Number: CA9495 Contract Number: 253149**Comments:** Position funding source is 11000-300200-589000-620000; UGF to be reduced by \$29,433 to fund this position**Reviewed by President's Cabinet, the following action was taken on the above request:**☒ Approved to fill immediately ☐ Denied ☐ ModifiedIf position **does not have funding**, provide funding directions: _____

Rationale: _____

William J. Scroggins
6. Signature of President/CEOJuly 19, 2022
Date

Rationale for Curriculum Specialist II Request-to-Fill

The Office of Instruction has a dire need for a second Curriculum Specialist II to carry out mission critical work to sustain the College's robust and dynamic curricula.

Background

A critical function of the Office of Instruction (OI) is curriculum support and operations that enable the College to offer nearly 400 programs (over 1,700 courses) and to provide support for emergent and new programs. As faculty, chairs, deans, and curriculum committee/council all contribute to this work, the technical tasks for credit courses/programs rely on Curriculum Specialist II (Irene Pinedo, incumbent). OI has had a Curriculum Specialist I position (Reyna Casas, resigned 1/14/22) that provided curriculum-adjacent support for such administrative tasks as updating narratives for catalog and schedules of classes, displaying course outline of record under review at Educational Design Committee, and responding to classroom reservation requests (after the third week of classes).

The role and responsibilities of the Curriculum Specialist I position do not provide adequate infrastructural redundancy to ensure the college's voluminous and complex curriculum work is reliably sustained in the event of the lone Curriculum Specialist II going on vacation or a leave of absence. If the extant Curriculum Specialist II had to be on an extended leave, there is no one else with the extensive technical and experiential knowledge to keep the credit curriculum work going without major disruptions.

Need

Based on needs assessment of the curriculum support functions within OI, the College needs a second Curriculum Specialist II for our robust credit curricula.

Rationale

The College's robust and growing curricula are one of the largest offering of certificates and degree programs in the state. The College's innovation and commitment to meeting the community's educational and economic needs drive continuous development of our curricula. New programs have been approved, and emergent ideas for additional new programs such as a bachelor's degree in Histotechnology continue to flourish. Colleges with smaller offerings by comparison also have one curriculum specialist. The workload has grown markedly over the years, with more growth anticipated; the workload needs a second Curriculum Specialist II to share the work and to have the same technical and experiential savvy – from curriculum committee through approval at the Chancellor's Office – to carry on the work when the other Curriculum Specialist II needs some time off.

Recommendation

With the vacant Curriculum Specialist I position, it is a rare opportunity to address this dire need by upgrading it to Curriculum Specialist II *without needing to request new resources*.

- The salary and benefits difference between Curriculum Specialist I and Curriculum Specialist II is **\$29,433** (see attached budget projection from Fiscal Services).
- The difference can be funded by using an existing line item Contract Services under the Associate Vice President's budget for catalog and schedule production purposes.
- The purpose of this proposed Curriculum Specialist II upgrade is the same as producing the catalog and schedules: strengthening a foundational support for the college's vast curricula is mission critical in our ability to offer responsive, dynamic, and innovative programs to meet our community's needs.

Over the last four years, since the College stopped printing the catalog, and since there is a reduced demand for printed schedules, the budget has sufficient ongoing funds in this line item to cover this difference.

CURRICULUM SPECIALIST II

DEFINITION

Under general supervision, performs a variety of specialized and technical duties involved in the development, maintenance, and analysis of curriculum database systems, reports, catalog, class schedule and records; and provides technical support and assistance to system users.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisory and managerial staff. May exercise technical and functional direction over and provides training to student workers.

CLASS CHARACTERISTICS

This classification is within the Curriculum Specialist class series that performs technical duties in the development, maintenance, and analysis of curriculum database systems, reports, catalog, class schedule and records. Incumbents at this level are capable of performing the full range of and most complex curriculum support services. Incumbents at this level are required to be fully trained in all procedures related to the assigned area(s) of responsibility, working with a high degree of independent judgment, tact, and initiative. This classification is distinguished from the Non-credit Curriculum Specialist classification series by performing technical and specialized duties related to credit curriculum, whereas the Non-credit Curriculum Specialist is focused on non-credit programs.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Performs a variety of specialized and technical duties involved in the development, maintenance, and support of curriculum database systems, reports, and records; facilitates the collection, management, manipulation, reporting, and distribution of computerized data used for catalog and schedule production.
2. Performs technical review of course outline and records for accuracy and completeness.
3. Coordinates and tracks courses, certificates, and programs through curriculum approval and modification process; works with division managers through 4-year review process.
4. Inputs, imports, and updates curriculum information in database systems, including course additions, modifications, and deletions and data elements.
5. Provides technical assistance to system users; provides training to staff concerning the maintenance of curriculum support, coding, and other related computer systems and programs; responds to inquiries and provides information concerning related requirements and procedures.
6. Verifies and ensures accuracy of data, information, and requirements for curriculum systems, schedule of classes, and catalogs; runs queries and generates computerized reports and documents as required.
7. Organizes and carries out administrative assignments; researches, compiles, and organizes information and data from various sources on a variety of specialized topics related to programs in assigned area; checks and tabulates standard mathematical or statistical data; prepares and assembles reports and other informational materials.
8. Verifies and reviews forms and reports for completeness and conformance with established regulations and procedures; applies policies and procedures in determining completeness of applications, records, and files.
9. Serves as administrative support to assigned committees, task forces, and other special groups, including scheduling meetings, preparing agendas and documentation for agenda items, attending meetings, recording and transcribing meeting minutes, and following-up on decisions as required.

10. Maintains and updates departmental record systems and specialized databases; enters and updates information; retrieves information from systems and specialized databases as required.
11. Maintains accurate and detailed spreadsheets, files, and records, verifies accuracy of information, researches discrepancies, and records information.
12. Responds to complaints and requests for information; assists in interpreting and applying regulations, policies, procedures, systems, rules, and precedents in response to inquiries and complaints.
13. Composes, types, formats, and proofreads a variety of routine letters, reports, and documents.
14. Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
15. Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Principles, practices, and techniques used in the maintenance of computer systems, programs, and applications related to curriculum, catalog and class schedule development and maintenance.
2. Modern office administrative practices and procedures, including the use of standard office equipment.
3. Research and reporting methods, techniques, and procedures.
4. Curriculum reporting methods as required by the California Community Colleges Chancellor's Office.
5. Principles and practices of data collection and report preparation.
6. Applicable Federal, State, local, and District policies, codes, regulations, technical processes, and procedures related to the program to which assigned.
7. Computer equipment and applications, including word processing, database, and spreadsheet applications.
8. Record keeping principles and procedures.
9. English usage, spelling, vocabulary, grammar, and punctuation.
10. Techniques for providing a high level of customer service by effectively dealing with the public, vendors, students, and District staff, including individuals of various ages, disabilities, various socio-economic and ethnic groups.

Skills & Abilities to:

1. Interpret, apply, explain, and ensure compliance with applicable Federal, State, local and District policies, procedures, and regulations.
2. Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.
3. Conduct research; analyze, interpret, summarize, and present technical information and data in an effective manner.
4. Respond to and effectively prioritize multiple phone calls and other requests for service.
5. Compose and prepare basic reports, correspondence, and other written materials independently or from brief instructions.
6. Make accurate mathematical and basic statistical computations.
7. Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work.
8. Establish and maintain a variety of filing, record keeping, and tracking systems.
9. Organize own work, set priorities, and meet critical time deadlines.
10. Operate modern office equipment including computer equipment and specialized software applications programs.
11. Use English effectively to communicate in person, over the telephone, and in writing.
12. Understand scope of authority in making independent decisions.
13. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.

14. 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 which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to an Associate's degree from a regionally accredited college and three (3) years of experience providing support for curriculum development.

Licenses and Certifications:

None.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; 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. Incumbents 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 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 upset staff, students, and/or the public in interpreting and enforcing departmental policies and procedures.