

October 3, 2023

## 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: Project Program SpecialistDepartment: School of Continuing EducationTime (FTE): 1 Term (months/year): 12Work Schedule (Days, Hours): M/W/F 8:30am-5:00pm and Tu/Th 9:00-5:30pmSalary Schedule (Range): A-79Background and Rationale (use back of form if additional space is needed): see attached

Please list any changes in the budgeted position as described above (i.e., title, time, term, etc.).

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>See attached salary projection</u>	<u>11000-421000-211000-493000-2100</u>	<u>28.84%</u>	%	Amount \$	<u>\$32,605</u>	<u>100,363</u>
Account Number(s):	<u>for account breakdown</u>	<u>11000-421000-211000-493062-2100</u>	<u>18.84%</u>	%	Amount \$	<u>\$21,297</u>	
		<u>11000-410000-211000-601000-2100</u>	<u>23.75%</u>	%	Amount \$	<u>\$26,857</u>	<u>\$113,055</u>
		<u>17424-410508-211000-493000-2100</u>	<u>28.57%</u>	%	Amount \$	<u>\$32,296</u>	

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: \_\_\_\_\_

## Signatures:

Krystal Yeo 9/27/23  
1. Requesting Manager Signature Date

Madelyn A. Libello 9/29/23  
2. Division Vice President Signature Date

Boo Boxc 10/19/23  
3. Chief Compliance/Budget Officer Signature Date

Jika Davis-Harris 10/19/2023  
4. Human Resources Signature Date

Solubakong 10/20/2023  
5. Vice President Human Resources Date

☒ Funding available ☐ Funding not available Position Number: CA9190 Contract Number: 253106

Comments: \_\_\_\_\_

## Reviewed by President's Cabinet, the following action was taken on the above request:

☒ Approved to fill immediately ☐ Denied ☐ Modified

If position **does not have funding**, provide funding directions: \_\_\_\_\_

Rationale: \_\_\_\_\_

Martha Stare October 24, 2023  
6. Signature of President/CEO Date

☐ Continued Funded Position (ex. Vacancy)  
Former Employee (if applicable): \_\_\_\_\_  
Last day of employment: \_\_\_\_\_  
Reason for vacancy: \_\_\_\_\_  
(Attach **Existing** Job Description)

☒ Newly Funded Position Fiscal Year 23-24

☐ No Existing Job Description  
(Attach Draft of **New** Job Description)

☒ Classified ☐ Confidential  
☐ Supervisory ☐ Administrative

## \*\*For Temporary Special Project Administrators only

☐ Temporary Special Project Administrator  
(Refer to AP 7135)

Temporary Special Project Administrators can only be hired through the end of the current fiscal year. These positions can be renewed each fiscal year, for up to five (5) years maximum with a status change form.

Funding From: UGF & WIOA

# MT SAN ANTONIO COLLEGE SALARY PROJECTION

POSITION NUMBER	FTE	SCH RANGE STEP	TOTAL MONTHS	NAME	FUND	FY 23-24 Jul-Jun	Funding Source/Comments
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New	1.000	A	79	3	12	Project Program Specialist	113,055	<i>Proposed to fund by eliminating CA9484, CA9556, hourly account, and WIOA grant.</i>
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## Funding Sources Detail

CA9484	0.475	UA	69	6	12	Administrative Specialist I	32,605	UGF	
CA9556	0.300	UA	79	6	11	Project/Program Specialist	21,297	UGF	
						11000-410000-232000-601000-2100	13,485	UGF	} \$59,153
						11000-410000-231000-601000-2100	13,372	UGF	
						17424-410508-232000-493000-2100	32,296	WIOA	
Total Funding Sources:							113,055		

**Assumptions:** New Position includes 4.11% salary increase for CSEA262 employees as approved by the Board of Trustees on September 13, 2023. It also includes Health and Welfare for Two-party.

**NOTE:** This new position is funded with \$59,153 funds from hourly budgets. This budget will only cover the cost for the 2023-24 conversion. Additional potential increases for salaries, health and welfare, and pension cost is not covered.

*Bob Roze*

09/26/23

## **PROJECT/PROGRAM SPECIALIST**

### **DEFINITION**

Under general supervision, assists in planning, organizing, coordinating, and providing direction and oversight of assigned projects and/or programs; provides routine administrative and operational support for assigned projects and/or programs; plans and coordinates education and outreach efforts; evaluates program effectiveness and makes recommendations for operational, policy, and procedural improvements; develops, summarizes, and maintains program records and reports; fosters cooperative working relationships with students, staff, and faculty.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives general supervision from the assigned managerial personnel. May provide technical and functional direction and training to student workers.

### **CLASS CHARACTERISTICS**

This is a project/program specialist classification responsible for assisting in planning, organizing, and coordinating assigned programs, projects, services, and/or activities. Employees at this level are required to be trained in all procedures related to the assigned area(s) of responsibility, working with a high degree of independent judgment, tact, and initiative. The work has technical and programmatic aspects requiring the interpretation and application of policies, procedures, and regulations. Successful performance of the work requires the knowledge of program/project and College activities and extensive student, faculty, and staff contact. This class is distinguished from the Coordinator, Project/Program in that the latter has a higher level of program responsibilities and requires extensive experience in coordinative responsibilities of assigned program.

### **EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)**

1. Assists in planning, coordinating, and implementing assigned program, project, services, activities, events, workshops, and outreach and recruitment activities; establishes schedules and methods for providing program, project, services, and/or activities; recommends improvements or modifications; assists in developing and implementing procedures and policies.
2. Provides training, orientation, and guidance to assigned student workers; prepares weekly and daily schedules; reviews and controls quality of work; assists in the recruitment and selection of staff and provides recommendations.
3. Participates in developing goals, objectives, policies, procedures, and work standards for assigned program and/or project to which assigned.
4. Assists in coordinating assigned program and/or project, including identifying stakeholders, conducting needs assessments, gathering data and information, and implementing changes and/or updates; provides on-going support to ensure program and/or project success.

5. Administers evaluation and assessment tools; provides input and documentation for program and/or project evaluations and assessments.
6. Assists in marketing program, project, services, activities, and events through various communication venues and social media; assists in developing flyers, brochures, and other marketing materials; prepares and revises handouts regarding operation protocol for project or program.
7. Coordinates with other departments and divisions to ensure effective and efficient operations, technology, and services of assigned program and/or project.
8. Researches, compiles, and organizes information and data on topics related to assigned programs and/or projects; prepares and assembles reports and other informational materials.
9. Serves as a liaison and contact person to students, staff, and faculty; provides consultative services and advice on assigned programs and/or projects; provides requested data, answers questions, and refers inquiries to the appropriate resource within or outside the College; receives and responds to complaints and questions relating to assigned area of responsibility; reviews problems and recommends corrective actions.
10. Provides administrative assistance and operational support to assigned programs and/or projects; composes, types, edits, and proofreads a variety of documents, including forms, memos, reports, and correspondence.
11. Maintains and updates various databases and filing and record-keeping systems for assigned programs and/or projects.
12. Prepares requisitions to purchase items, maintains inventory of supplies, equipment, and materials as needed; gathers information for advisement purchases for faculty and staff with regards to proposed equipment purchases/maintenance and program effectiveness.
13. Represents the program at meetings both on and off campus; may be assigned to act as a liaison to outside agencies.
14. Promotes an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility.
15. Provides quality customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
16. Supports and abides by federal, state, local policies, and Board Policies and Administrative Procedures.
17. Participates on committees, task forces, and special assignments, including, but not limited to Screening and Selection Committees and mandated trainings as required.
18. Prepares and delivers oral presentations related to assigned areas as required.
19. Performs other related or lower classification duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

1. Principles and practices of supporting a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Principles, practices, and service delivery needs related to the program area(s) to which assigned.

3. Procedures for planning, implementing, and maintaining assigned program and/or project.
4. Research and reporting methods, techniques, and procedures.
5. Principles and practices of data collection and report preparation.
6. Basic principles and practices of budget administration and accountability.
7. Applicable federal, state, local, and College policies, codes, regulations, technical processes, and procedures related to the program to which assigned.
8. Modern office practices, methods, and computer equipment and applications related to the work.
9. Record keeping principles and procedures.
10. Principles, practices, and techniques of effectively dealing with the public and basic public relations.
11. Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.

**Skills & Abilities to:**

1. Advocate for and communicate the College's vision and commitment to creating a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Participate in addressing gaps in diversity, equity, inclusion, social justice, anti-racism, and accessibility in the recruitment and retention of staff.
3. Participate in providing resources and support towards the goal of a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
4. Inspect the work of others and maintain established quality control standards.
5. Train others in proper and safe work procedures.
6. Identify and implement effective course of action to complete assigned work.
7. Oversees assigned program and/or project operations, services, and activities.
8. Participate in the development of goals, objectives, policies, procedures, and work standards for assigned program and/or project.
9. Conduct research and analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
10. Make accurate mathematical and statistical computations.
11. Prepare clear and concise reports, correspondence, procedures, and other written materials.
12. Interpret, apply, and explain applicable College policies, rules, and regulations related to areas of responsibility.
13. Establish and maintain a variety of filing, record keeping, and tracking systems.
14. Organize own work, set priorities, and meet critical time deadlines.
15. Use English effectively to communicate in person, over the telephone, and in writing.
16. Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
17. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
18. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

### **Education and Experience:**

1. Equivalent to an Associate's degree from a regionally accredited college; and
2. One (1) full time equivalent year of responsible program or project coordination experience.

### **Desirable Qualifications:**

1. Experience working with policies and procedures relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI); OR
2. Experience with participation in programs relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

### **Licenses and Certifications:**

The incumbent may periodically be required to travel to a variety of locations. If operating a vehicle, employees must have the ability to secure and maintain a valid California driver's license.

### **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, before groups, 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, typically weighing 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 occasionally work outdoors for assigned events and be exposed to loud noise levels, cold and/or hot temperatures, and dust, fumes, and allergens. Incumbents may interact with staff, students, and/or the public in interpreting and enforcing departmental policies and procedures.