

March 25, 2025

MT. SAN ANTONIO COLLEGE – HUMAN RESOURCES REQUEST TO FILL – STAFF and ADMINISTRATIVE POSITIONS

(Instructions for completing this form begin on page 2)

☐ Classified ☐ Confidential ☒ Administrative

☐ Temp Special Projects Administrator (see [AP 7135](#)) ☐ Out-of-Class Assignment

Position: Director, ~~Special Programs~~ First People's Native Center FTE (%): 100

A

Division: Student Services Department: First Peoples Native Center

Term (month/year): 12 month Salary Schedule (Range): M-9

Work Schedule (Days, Hours): M-F 8am-5pm; nights & weekends as needed

B

Previously Budgeted Position - Vacant (Incumbent Separated/Separating)

Incumbent name: _____ Last date of employment: _____

Reason for vacancy: _____

Newly or Previously Budgeted Position - Never Filled

Fiscal Year Budget Approved: 2023-24 Budget Source (e.g., NRA, Grant Name): Native American SSSP Grant

Out-of-Class Assignment Reason ☐ Incumbent on Leave ☐ Vacancy ☐ Back-Fill

C

Rationale/Operational need for and consequence of not, filling this position (attached additional page if needed):

The Director of the First Peoples Native Center (FPNC) is a critical position that manages and leads academic support and cultural enrichment programs for Native American students (see attached rationale memo for additional details).

Area Vice President Initials: _____ MC _____

D

Budget information to fund this position:

Account Number: 17144-516500-215000-649000-2100 Amount: 100 % \$ 193,189.00

Account Number: _____ Amount: _____ % \$ _____

Fund (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 (grant/temporary funded): Beginning date: July 2023 End date: June 2028

Comments / Please list any changes in the budgeted position (e.g. title, FTE, Term, etc.):

Fiscal Use Only: ☐ Funding available ☐ Funding not available | Position # _____ Contract # _____

E

Signatures - print/sign/date (to be completed in numerical order):

1. Requesting Manager: Koji Uesugi  3/12/2025
2. Division Vice President: Melba Castro  3/14/2025
3. Applicable Human Resources Manager: Stacy Manfredi 3/18/25 TDH
4. Chief Compliance/Budget Officer: _____
5. Vice President, Human Resources: Recommend to fill ☐ Yes ☐ No (see attached rationale) SS 3/28/2025
Initial Date

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

☒ Approved to fill immediately ☐ Approved to fill (enter date) _____ ☐ Denied

6. President/CEO: Martha Garcia  Dr. Martha Garcia April 1, 2025

MT SAN ANTONIO COLLEGE
SALARY AND BENEFITS PROJECTION

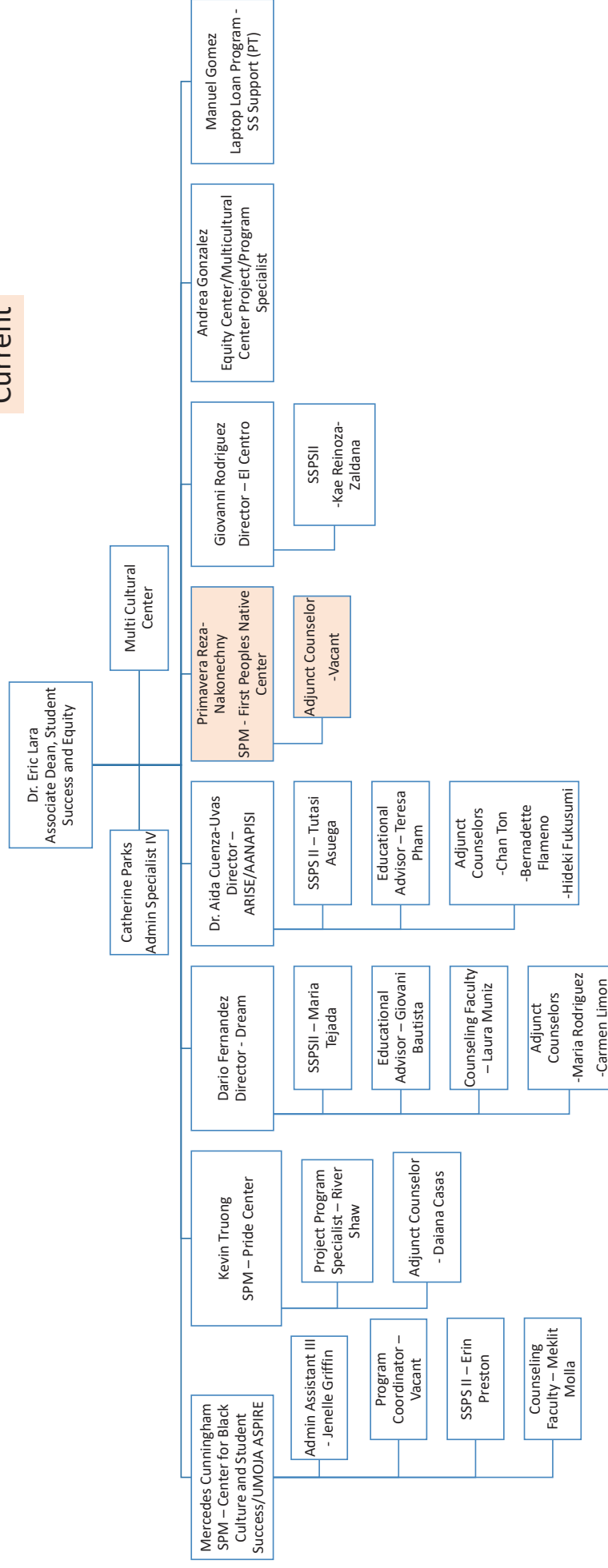
| POSITION NUMBER | FTE | SCH RANGE | TITLE | FUND | ACCOUNT PERCENT | FY 25-26 Jul-Jun (12 mos) | FY 26-27 Jul-Jun (12 mos) | Proposed Funding Source |
|-----------------------|-----|--------------|-------|------|--------------------|---------------------------------|---------------------------------|-------------------------|
| Proposed New Position | | | | | | | | |

| | | | | | | | | | |
|--------|-------|----|---|--|-------|---------|------------|---------|--------------|
| MCxxxx | 1.000 | MN | 9 | Director, Special Programs (First People Native Center) | 17144 | 100.00% | \$ 193,189 | 198,586 | NASSSP 23/24 |
|--------|-------|----|---|--|-------|---------|------------|---------|--------------|

Assumptions: The salary calculations include the negotiated increase of 8.22% and 1.07% for Management employees.
It also includes Health and Welfare rates for 2024-25.

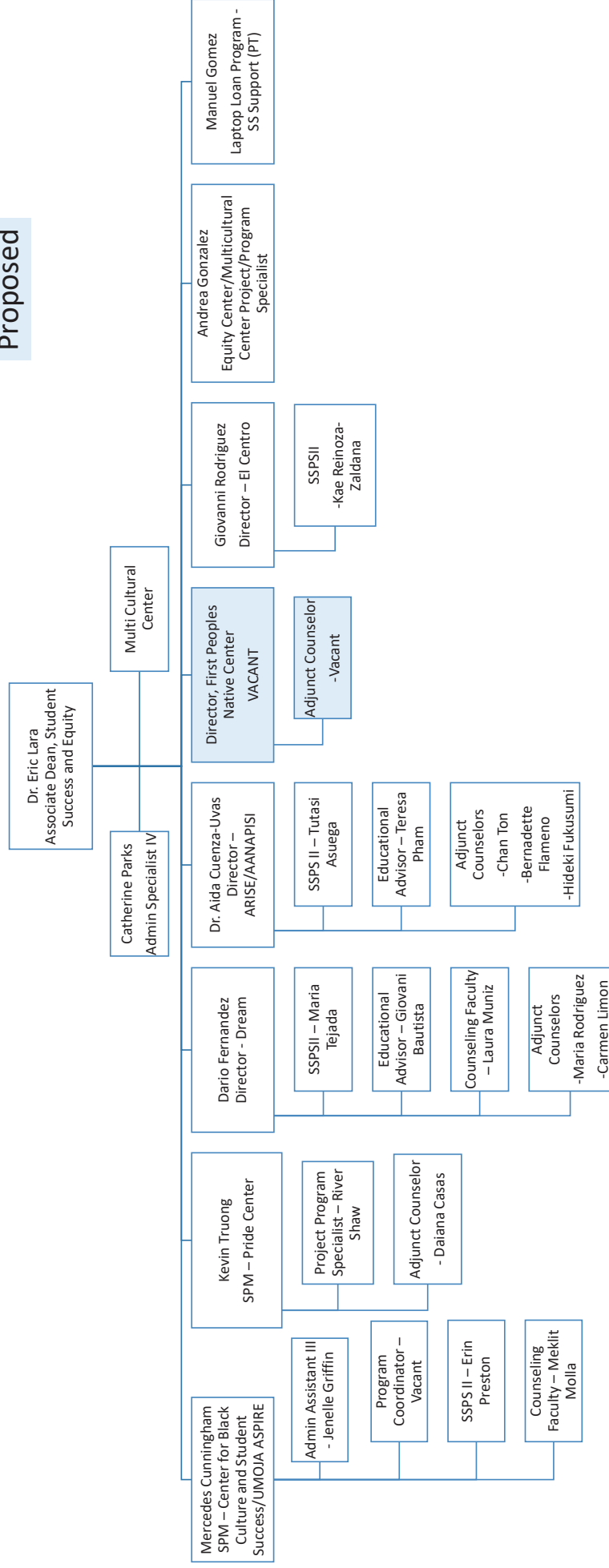
Associate Dean, Student Success and Equity Organizational Chart

Current



Associate Dean, Student Success and Equity Organizational Chart

Proposed



DIRECTOR, SPECIAL PROGRAM

DEFINITION

Under general direction, manages the assigned special program, which serves diverse students from disproportionately impacted communities through counseling, instruction, mentoring, and community building. The Director plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the special program, including ensuring program compliance with College and Student Equity guidelines and regulations, budget management, and program progress reporting; develops and implements program services as described in campus and Student Equity goals and objectives. Provides highly complex and responsible support in areas of expertise.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the assigned managerial personnel. Exercises general direction and supervision over management, faculty, professional, technical, and administrative support staff.

CLASS CHARACTERISTICS

This is a management classification that manages all programs and activities of the assigned special program. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. This position independently performs professional work implementing all aspects of the assigned programs, ensuring full compliance with all applicable College regulations and requirements and policies and procedures. In addition to having a good understanding of program administration, this position must be knowledgeable of student services, counseling functions, instructional strategies, and be able to implement services for eligible participants as detailed in the College and Student Equity reports.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Plans, manages, and oversees the daily functions, operations, and activities of the assigned special program in concert with College policies and procedures.
2. Participates in the development and implementation of goals, objectives, policies, and priorities for the program; recommends, within program policy, appropriate service levels and resources; recommends and administers policies and procedures.
3. Participates in the development, administration, and oversight of the program budget; monitors program expenditures to ensure compliance with established laws and regulations as well as, funding requirements.
4. Develops and standardizes procedures and methods to improve and continuously monitor the efficiency and effectiveness of the assigned program, service delivery methods, and procedures; assesses and monitors workload, administrative and

- support systems, and internal reporting relationships; identifies opportunities for improvement and makes recommendations to the assigned managerial personnel.
5. 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.
 6. Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned.
 7. Collaborates and coordinates program activities and strategies with other College departments, programs, and staff.
 8. Prepares and completes all required College reports and responds to requests for information from College administration.
 9. Holds regular staff meetings and trainings and works collaboratively to meet program goals and objectives.
 10. Develops and implements annual recruitment and publicity plan; conducts evaluation studies and prepares annual and progress reports to the area Vice President, as well as College administrators and partners.
 11. Establishes and maintains relationships with school district officials, community leaders, various organizations, and public agencies to encourage participation, stimulate interest, and coordinate campus projects with assigned programs and activities.
 12. Acts as liaison with targeted high school officials, College Student Services programs, community organizations, and other universities and colleges to enhance services provided to program participants.
 13. Develops and maintains student monitoring system to ensure compliance with program eligibility standards; maintains and directs the maintenance of working and official departmental files.
 14. Initiates, oversees, and directs the collection of student data to measure and evaluate student success, including retention and persistence rates, passing rates, academic achievement scores, and College entrance information.
 15. Researches and develops grant proposals that meet funding agency requirements and priorities, including writing the grant narrative and completing all required forms and documents; establishes and maintains contacts with funding agency personnel and potential grant partners.
 16. Advises, provides guidance, and prepares and delivers presentations on issues pertaining to the special program.
 17. Assumes full management responsibility for all special program functions, services, and activities, including campus and educational trips.
 18. Maintains accurate and timely documentation and report submissions, and for the management of the project budgets; researches and gathers various program data and develops reports.

19. Monitors changes in laws, regulations, and technology that may affect College or program operations; implements policy and procedural changes as required.
20. Responds to difficult and sensitive public inquiries and complaints and assists with resolutions and alternative recommendations.
21. Establishes, implements, and fosters an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility (DEISAA).
22. Oversees, leads, and provides quality customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
23. Utilizes critical thinking, sound decision-making, and problem-solving skills with tact, confidence, and diplomacy.
24. Implements, enforces, supports, and abides by federal, state, and local policies and Board Policies and Administrative Procedures.
25. Participates in and supports employee participation on committees, task forces, and special assignments, including, but not limited to, Screening and Selection Committees, mandated trainings, and DEISAA related trainings as required.
26. Prepares and delivers DEISAA-minded presentations related to assigned areas as required.
27. Performs other related duties as assigned consistent with the scope of the position.

QUALIFICATIONS

Knowledge of:

1. Principles and practices of supporting a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Administrative principles and practices, including goal setting, program development, implementation, and evaluation.
3. Budget development, administrative practices, and organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs.
4. Principles and practices of grant funding, including techniques and methods of researching grant opportunities, identifying state, federal, private, and corporate grant funding organizations, securing and maintaining funding from external agencies, and complying with reporting requirements.
5. Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
6. Principles and practices of developing, implementing, and evaluating special program.
7. Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
8. The provision of specialized support services for student populations specified in the special program.
9. Methods and techniques for the development of presentations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.

10. Modern office practices, methods, and computer equipment and applications related to the scope of responsibility.
11. Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
12. Techniques for providing a high level of customer service by effectively interacting with the public, vendors, students, and College staff, including individuals of various ages, disabilities, socio-economic levels and ethnic groups.

Skills & Abilities to:

1. Implement, 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. Oversee and address gaps in diversity, equity, inclusion, social justice, anti-racism, and accessibility in the recruitment and retention of faculty, management, and staff.
3. Exercise critical thinking and sound decision-making through observing, analyzing, inferring, communicating, and problem-solving in challenging situations with ethics, tact, confidence, and diplomacy.
4. Develop and implement resources and strategies towards the goal of being diverse, equitable, inclusive, socially just, anti-racist, and accessible in academic and work environments.
5. Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for assigned program areas.
6. Provide administrative and professional leadership and direction for assigned program.
7. Prepare and administer budgets; allocate limited resources in a cost-effective manner.
8. Effectively administer a variety of special program projects, events, and administrative activities.
9. Effectively work with students of diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds.
10. Interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations.
11. Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
12. Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
13. Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
14. Establish and maintain a variety of filing, record-keeping, and tracking systems.
15. 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.
16. Communicate effectively through various modalities.
17. Learn and apply emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.

18. 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.
19. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

1. Master's degree from a regionally or nationally accredited college or university; and
2. Two (2) full-time equivalent years of management and/or coordination experience developing, implementing, and leading a program for impacted student populations, working with low income, first generation, or ethnically diverse students.

Desirable Qualifications:

1. Experience serving as a coordinator, supervisor, assistant director, or director level in student services or student equity initiatives/programs.
2. Proven track record of implementing or overseeing programs or policies relating to diversity, equity, inclusion, anti-racism, and accessibility, preferably in institutions serving minoritized populations such as Hispanic Serving Institutions (HSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI); OR
3. Proven track record of participating in programs relating to diversity, equity, inclusion, anti-racism, and accessibility, preferably in institutions serving minoritized populations such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI).

PHYSICAL DEMANDS

Must possess mobility 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.