

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

A Position: Dean, Technology & Health FTE (%): 100
 Division: Instruction Department: Technology & Health
 Term (month/year): 12 Salary Schedule (Range): M21
 Work Schedule (Days, Hours): Varies

B **Previously Budgeted Position - Vacant (Incumbent Separated/Separating)**
 Incumbent name: Lance Heard Last date of employment: March 31, 2026
 Reason for vacancy: Retirement
Newly or Previously Budgeted Position - Never Filled
 Fiscal Year Budget Approved: _____ Budget Source (e.g., NRA, Grant Name): _____
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):**
 Dean of TH will bring leadership and operational continuity during a critical period. This will align academic programs with workforce needs to ensure stability and compliance across high-impact, career-focused disciplines. This position will support uninterrupted service to students, faculty, and industry partners
Area Vice President Initials: KF

D **Budget information to fund this position:**
 Account Number: 11000 350000 121000 601000 1200 Amount: 100 % \$ 276,954
 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: _____ End date: _____
 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: Kelly Fowler, Ph.D. Kelly Fowler, Ph.D. Digitally signed by Kelly Fowler, Ph.D. Date: 2026.01.23 13:31:26 -08'00'
 2. Division Vice President: Kelly Fowler, Ph.D. Kelly Fowler, Ph.D. Digitally signed by Kelly Fowler, Ph.D. Date: 2026.01.23 13:31:49 -08'00'
 3. Applicable Human Resources Manager: _____
 4. Chief Compliance/Budget Officer: _____
 5. Vice President, Human Resources: Recommend to fill Yes No (see attached rationale) _____ 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: _____

DEAN, TECHNOLOGY AND HEALTH

DEFINITION

Under administrative direction, plans, organizes, controls, and provides administrative direction and oversight for all operations, activities, programs, and services of the Technology and Health Division; oversees division-wide educational planning and program development in accordance with missions, goals, and objectives of the District and Division; coordinates assigned academic departments and programs with other District divisions, departments, officials, outside agencies, and the public; fosters cooperative working relationships among District divisions and departments and with various public and private groups; oversees program reviews, curriculum development, faculty hiring and evaluation; ensures compliance with California Community College shared governance and collegial consultation laws, regulations, and practices; ensures compliance with applicable federal and state laws and regulations, including guidance provided by the California Community College Office of the Chancellor; ensures compliance with District, Division, and departmental policies and procedures; provides highly responsible and complex professional assistance to the Vice President, Instruction in areas of expertise.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Vice President, Instruction. The work provides for a wide variety of independent decision-making, within legal and general policy and regulatory guidelines. Exercises general direction and supervision over faculty, professional, technical, and administrative support staff through subordinate levels of management and supervision.

CLASS CHARACTERISTICS

This is a Dean classification that oversees, controls, and directs all academic functions, programs, and activities of the Technology and Health Division, including short- and long-term educational planning and development, and administration of departmental policies, procedures, and programs. This class provides assistance to the Vice President, Instruction in a variety of administrative, management, analytical, and liaison capacities. Successful performance of the work requires knowledge of education policy and District 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 division with those of other divisions, departments, and outside agencies and managing and overseeing the complex and varied functions of the division. The incumbent is accountable for accomplishing division planning, goals, and objectives and for furthering District goals and objectives within general policy guidelines.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Plans, organizes, controls, and directs designated operations, activities, programs, and services of the Technology and Health Division; assists in establishing and maintaining division timelines and priorities; ensures related activities comply with

- established standards, requirements, grant specifications, laws, codes, regulations, policies, and procedures.
2. Assumes full management responsibility for all Technology and Health academic functions, programs, services, and activities.
 3. Develops, directs, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the division; establishes, within District policy, appropriate budget, service, and staffing levels.
 4. Oversees and is responsible for division-wide educational planning and program development in accordance with missions, goals, and objectives of the District and division; oversees administration and monitoring of assigned division programs and services to ensure compliance with established curriculum and content standards and requirements; develops, analyzes, and implements curriculum standards to meet student needs; oversees development and implementation of new courses, programs, and instructional activities.
 5. Coordinates and directs communications, personnel, resources, curriculum, schedules, and information to meet the instructional needs of the Technology and Health Division and enhance the educational effectiveness of assigned programs and services.
 6. Manages, develops, and administers the division's annual budget; participates in identification of and application for external grant funding sources, including developing industry partnerships; directs the forecast of additional funds needed for staffing, equipment, materials, and supplies; directs the monitoring of and approves expenditures; directs and implements adjustments as necessary.
 7. Selects, trains, motivates, and directs division personnel; evaluates and reviews work for acceptability and conformance with division standards, including program and project priorities and performance evaluations; works with employees on performance issues; implements discipline and termination procedures; responds to staff questions and concerns.
 8. Contributes to the overall quality of the division's service by developing, reviewing, and implementing policies and procedures to meet regulatory requirements, educational standards, and District needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of change.
 9. Contributes, oversees, and conducts faculty reviews, including four-year probationary evaluation process, class visitations, and administrative evaluations in compliance with applicable laws and regulations, collective bargaining agreement requirements, and District policies and practices.
 10. Coordinates activities to enhance faculty and administrative understanding of education practices, curriculum standards, and instructional strategies related to Technology and Health Division programs and services.
 11. Reviews faculty curriculum and provides technical advice on changes and modifications to curriculum; works with faculty on curriculum development and transfer articulation proposals.
 12. Oversees and participates in reviewing Student Learning Outcomes (SLO) and assessments; advises faculty and provides feedback and recommendations; provides

- technical training to faculty on SLO development and assessment procedures and guidelines; develops and updates reports tracking the progress and status of curriculum, SLO, and assessment for all courses and programs within the division.
13. Provides consultation and technical expertise to administrators, faculty, staff, students, outside agencies, and others concerning division operations and activities; provides detailed and technical information concerning division programs, services, curriculum, and courses.
 14. Coordinates division programs, services, and communications between administrators, faculty, staff, other divisions and departments, outside agencies, governmental agencies, students, and the public; establishes and maintains partnerships in support of division activities.
 15. Conducts a variety of analytical and operational studies regarding division and programmatic activities; prepares comprehensive technical records and reports, identifies alternatives, and makes and justifies recommendations.
 16. Ensures mandated reports are submitted according to established timelines.
 17. Advises, provides expert guidance, and prepares and delivers presentations on issues pertaining to the Technology and Health Division.
 18. Attends and participates in professional group meetings and various District committees and advisory boards; stays abreast of new trends and innovations related to the area of assignment.
 19. Directs and facilitates the preparation and maintenance of a variety of records and division files.
 20. Monitors changes in laws, regulations, and technology that may affect District or division operations; implements policy and procedural changes as required.
 21. Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned by the Vice President, Instruction.
 22. Responds to difficult and sensitive student and faculty inquiries and complaints and assists with resolutions and alternative recommendations.
 23. Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
 24. Establishes, implements, and fosters an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility (DEISAA).
 25. Oversees, leads, and provides high-level customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
 26. Utilizes critical thinking, decision-making, and problem-solving skills with tact, confidence, and diplomacy.
 27. Implements, enforces, supports, and abides by federal, state, and local policies and Board Policies and Administrative Procedures.
 28. 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.
 29. Prepares and delivers DEISAA-minded presentations related to assigned areas as required.
 30. Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Principles and practices of supporting a DEISAA academic and work environment.
2. Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
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, practices, procedures, and techniques involved in development, implementation, and evaluation of curriculum standards and instructional programs, services, plans, strategies, processes, systems, projects, courses, goals, and objectives.
5. Curriculum standards, requirements, assessments, and instructional techniques and strategies related to Technology and Health academic functions, programs, and services.
6. Technical, legal, financial, and public relations issues associated with the management of District academic departments and programs.
7. Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned programs, projects, and operations.
8. Methods and techniques for the development of presentations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.
9. Principles and procedures of record keeping, technical report writing, and preparation of correspondence and presentations.
10. Modern office practices, methods, and computer equipment and applications.
11. English usage, spelling, vocabulary, grammar, and punctuation.
12. Techniques for effectively representing the District in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
13. 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, socio-economic and ethnic groups.

Skills & Abilities to:

1. Implement, advocate for, and communicate the College's vision and commitment to creating a DEISAA academic and work environment.
2. Oversee and address gaps in DEISAA in the recruitment and retention of faculty and staff.
3. Critical thinking and decision-making through observing, analyzing, inferring, communicating, and problem-solving in challenging situations with tact, confidence, and diplomacy.
4. Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the division and assigned functions and program areas.

5. Provide administrative and professional leadership and direction for the division and the District.
6. Prepare and administer large and complex budgets; allocate limited resources in a cost effective manner.
7. Interpret, apply, explain, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations; specifically including California Community College laws and regulations, guidance provided by the California Community College Chancellor's Office, and District policies, procedures, and practices.
8. Plan, organize, direct, and coordinate the work of management, supervisory, professional, and technical personnel; delegate authority and responsibility.
9. Select, train, motivate, and evaluate the work of staff and train staff in work procedures.
10. Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
11. Effectively administer a variety of division and departments programs, projects, and administrative activities
12. Direct, participate, coordinate, manage, monitor, and analyze the development and implementation of Career Technical Education, state, and federal grants.
13. Conduct effective negotiations and effectively represent the division in meetings with governmental agencies and various educational, businesses, professional, regulatory, and legislative organizations.
14. Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
15. Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
16. Establish and maintain a variety of filing, record keeping, and tracking systems.
17. 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.
18. Operate modern office equipment including computer equipment and specialized software applications programs.
19. Use English effectively to communicate in person, over the telephone, and in writing.
20. Understand scope of authority in making independent decisions.
21. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
22. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.
23. Manage effectively in an academic environment that values shared governance and collegial consultation.

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:

1. Equivalent to a Master's degree from a regionally accredited college or university with major coursework in any academic discipline; and

2. Five (5) years increasingly responsible experience involving leadership of instructional programs and services.

Desirable Qualifications:

1. Experience as a full-time faculty member in a community college or equivalent experience at the lower division level which included: a) program review, b) faculty hiring, c) curriculum development, d) peer evaluation, and e) building consensus with peers and multiple stakeholders (such as Academic Senate and other faculty leaders) to develop and implement programs and services that improve student outcomes is strongly preferred.
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).

Licenses and Certifications:

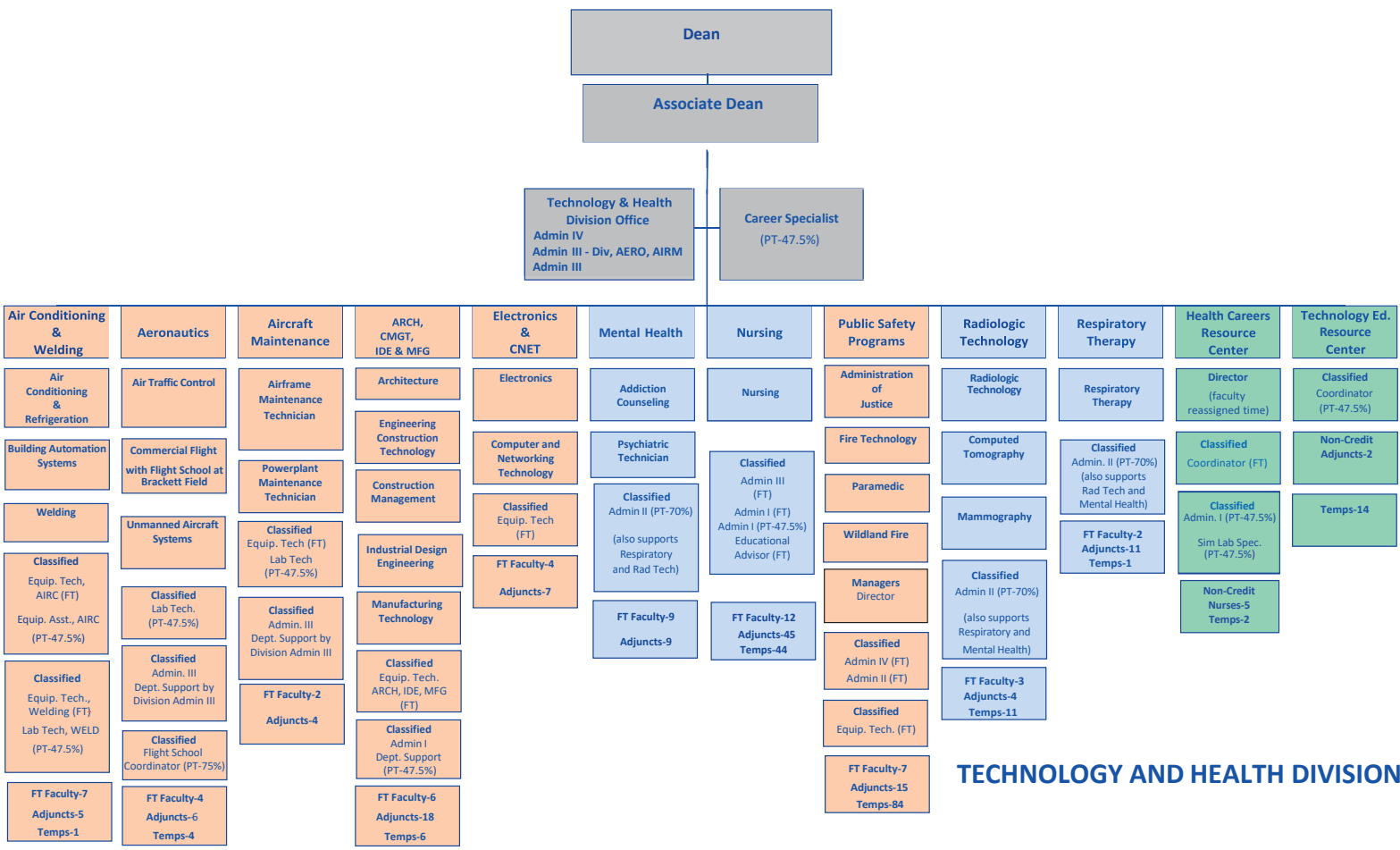
Possession of, or ability to obtain, a valid California Driver's License by time of appointment.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office and classroom setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various District 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. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 20 pounds.

ENVIRONMENTAL ELEMENTS

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



TECHNOLOGY AND HEALTH DIVISION

EZ Salary Projection FY 2024-25 (50% or more FTE)

FTE equal or higher than 50%

Description	Input
Select employee group	AM
Enter salary range	21
Enter months of employment	12
Enter FTE percentage	100.00%
Total Annual Cost (Salary and Benefits)	\$276,954

For Salary Ranges, please refer to the Human Resources

Website/Salary Schedules:

<http://www.mtsac.edu/hr/salary-schedule.html>

For questions, contact Christine Lam at Ext. 5428 or clam@mtsac.edu

Revised 8.22.24 (included 8.22% and 1.07% in CSEA 262, CSEA 651, CO, and MGMT)