

- This Dean would implement critical enrollment services and programs for the success of Guided Pathways, updates related to AB705, and critical systems needed for the expansion and the enhancement of early college experiences for students in collaboration with Instructional Deans, College Cabinet, and District leadership.

2. Explain how this position aligns with and supports the mission and strategic goals of the college.

Mission: This Dean will serve a critical leadership role in the implementation of key systems and support structures to clarify pathways for students before enrollment, during enrollment, and as they matriculate through the college. These systems will align with statewide research and best practices for Guided Pathways, AB705, and other trends in successful enrollment management to ensure that all students have equitable opportunities to achieve their educational goals.

Strategic Goals: This position addresses the college's three strategic goals by streamlining processes related to student onboarding, admissions & records, systems to support enrollment, and other critical steps for student matriculation. This leadership is critical to supporting student completion and success. In managing these systems, this Dean must foster, maintain, and expand their awareness of and connection to the community in an effort to understand the needs of our students which addresses community connections. Lastly, this Dean will assess, build upon, and enhance systems that will strengthen College structures, processes, and practices for student success.

3. Explain how adding this position will strengthen the department or division.

Cañada College currently serves approximately 6,400 students per semester. Other colleges in the California Community College system with similar enrollment data have at least two or more deans in student services (Crafton Hills College, LA Southwest College, Napa Valley College, etc.). Currently, the VPSS works directly with Admissions & Records, the Dean of Counseling, Dream Center, ESO Adelante, Financial Aid, Guided Pathways, Promise Scholars Program, SparkPoint, TRIO, University Center, Upward Bound, and the Veterans Resource & Opportunities Center.

The addition of this position would directly support leadership at the director and registrar level as well as the Vice President level in redistributing current work load. In this redistribution of scope of work, the Dean would then alleviate the additional duties that other staff have absorbed over the years in the absence of this management position. This new Dean position would then allow for increased attention on requisite college updates prompted by Statewide initiatives and Districtwide mandates to remain in compliance with policies and administrative procedures. More importantly, this additional Dean will play a critical role in assessing, updating, and redefining our current structures and systems in order to meet the needs identified by the College Redesign initiatives.

4. Explain how this work will be accomplished if the position is not filled.

Cañada College is in the middle of several important and necessary organizational and cultural shifts in how we serve students as prompted by College Redesign efforts including Guided Pathways, AB705, etc. As an example, with Guided Pathways, the college is in year three of a five-year-funded cycle. The college redesign efforts will be much more efficiently implemented and assessed with the support of one additional Dean of Student Services, with specific oversight of enrollment services and support programs. If this position is not filled, then the College will move through critical years for successful implementation of initiatives that rely heavily on Student Services (such as Guided Pathways) with no additional leadership support. The College will be tasked with expansion and redesign of current student services with its current organization of the VPSS, one Dean, and a team of Directors.

Please submit completed Management Position Hiring/ Position Justification electronically to the responsible administrator in your division or department.

This position has been reviewed by the department or division and is recommended for hiring.

Dean / Director / Hiring Supervisor

Date