



Program Review
New Position Request Presentation

Position: Retention Specialist

Requested by: Ron Andrade

Support for 22-27 EMP Strategic Initiatives

Retention Specialist

- 1.11 Complete implementation of Guided Pathways essential practices
- 1.15 Create and scale the First Year Experience Program
- 1.16 Create campus culture that supports completion within 3 years
- 3.8 Strengthen transfer support services to increase transfers
- 3.11 Create and expand career exploration experiences for students
- 4.8 Increase student access to tutoring and other academic supports
- Strengthen Interest Areas as the place where students connect. Build sense of community and belonging
- Support Success Teams, focused on enhancing persistence and completion beyond the first term/year
- Help students refine and update goals and SEPs
- Collaborate with faculty to provide intrusive support such that students are able to persist and succeed
- Guide our undecided/undeclared population to find a base of support

Support for 22-27 EMP Strategic Initiatives

Retention Specialist

Interest Area	Overall
Art, Design, and Performance	154
Human Behavior and Culture	256
Science and Health	341
Undecided/University Transfer*	350

Non-fund 1 or supplemental funding

Retention Specialist – Grant funding proposal

Category/Item	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Personnel						
Retention Specialist (1.0) ADP+	\$ 84,085.00	\$ 86,608.00	\$ 80,285.00	\$ 66,155.00	\$ 47,698.00	\$ 364,831.00
Fringe = 54.219%	\$ 45,590.00	\$ 46,958.00	\$ 43,530.00	\$ 35,869.00	\$ 25,861.00	\$ 197,807.00

Salaries are based on ranges for similar positions at Cañada and include planned yearly 3% COLA increases. New positions to be retained include the Retention Specialist. Personnel costs for these positions will be gradually assumed over the project period beginning in Year 3

Please be sure to submit your presentation before your presentation time so it can be posted to the PBC position request website:

Please email it to:

Karen Engel (engelk@smccd.edu) or Linda Bertellotti (bertellottil@smccd.edu)

Thank you!