

**Cañada College**  
**New Position Presentations/Discussion Groups Information**  
**December 4, 2013**

Pros	Cons
<b>Workforce Development</b>	
<ul style="list-style-type: none"> <li>• Need more career tech programs (x2)</li> <li>• Sustainability good topic (x2)</li> <li>• Addresses EMP (x2)</li> <li>• Proven track record</li> <li>• High need for career tech programs (x2)</li> <li>• Flexibility to be teaching and/or grant writing for workforce</li> <li>• Adjunct possibility</li> <li>• Strongly and positively impacts STEM</li> <li>• Need more programs for males</li> <li>• Brings in grant money</li> <li>• Brings in revenue</li> <li>• Needed to maintain and help grow workforce program (without this position, we are cutting capacity in half)</li> <li>• Equity – we need to develop more programs to attract and retain male students of color... workforce is very important for this</li> <li>• Need more career tech programs... understated</li> <li>• Sustainability is part of our strategic vision</li> <li>• <i>No Tier</i></li> <li>• <i>Tier 2 (1)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Position is confusing – not coordinator, role unclear</li> <li>• Should there be two workforce people writing grants?</li> <li>• More strategic to select faculty for workforce based on community need</li> <li>• How much funding generated thus far?</li> <li>• The academic portion of the position should be housed within an academic department (e.g. biology)</li> <li>• The non-academic portion should be a staff position so... no as a faculty position (thank you)</li> <li>• What is the difference between this position and current grant writer under research director?</li> <li>• If this is a grant writing position, let's call it that</li> <li>• Will this set precedent? 40% teaching = FT tenure track?</li> <li>• Limited data</li> <li>• Lack of partnerships developed</li> <li>• Lack of communication with current position</li> <li>• Definition of teaching percentage poorly defined and discrepancy between presentation and proposal – Environmental vs. Biology</li> <li>• Counts toward faculty member, yet 40% teaching</li> <li>• No pathway to AA/BA; programs already available with Job Train; no job openings; overlapping duties with grant writing</li> <li>• Unclear benefit of split faculty/administrative role vs all administration</li> </ul>
<b>English</b>	
<ul style="list-style-type: none"> <li>• Serving lots of students</li> <li>• Need more basic skills classes</li> <li>• Expansion of Word Jam and other programs</li> <li>• Creation of Writing Café (x2)</li> <li>• Need basic skills FT instructor (most taught by adjunct)</li> <li>• Learning communities important</li> <li>• Fill rates are impressive</li> <li>• Will not be big additional cost</li> <li>• Enrollments increasing with these courses</li> <li>• Have been requesting new hire for 8 years; two positions are necessary to make up for lost faculty and fill program review request</li> <li>• Need to increase student contact = more fulltime faculty</li> <li>• English is a requirement for all</li> <li>• Basic skills (70% of students)</li> <li>• Increase learning community capacity</li> <li>• Need fulltime basic skills teachers working with students</li> <li>• Learning communities</li> <li>• Need FT faculty with basic skills certification to met need; 74% of basic skills taught by adjunct</li> <li>• Address SSSP needs for basic skills curriculum</li> <li>• FT faculty ratio to adjunct very low 38%</li> <li>• <i>Tier 1 for one position (x2)</i></li> <li>• <i>Tier 1 (x3)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Only one position</li> <li>• Need only one position</li> <li>• FT faculty need to participate more on committees/Word Jam/participatory governance</li> <li>• Only need one position</li> </ul>

Pros	Cons
<b>Math</b>	
<ul style="list-style-type: none"> <li>• Strength on STEM; Math Jam</li> <li>• Growing demands, high loads, more collaboration and projects</li> <li>• Strong cohesiveness among math faculty</li> <li>• FT/PT ratio not acceptable</li> <li>• Need for innovative teaching strategies which FT faculty could foster</li> <li>• Helps build enrollment (x2)</li> <li>• Transfer directed (x2)</li> <li>• Can teach basic skills; build to transfer (x2)</li> <li>• Mandatory requirement for students; needs a high FT ratio to maintain student contact</li> <li>• Innovative and creative department needs benefit of another FT</li> <li>• More help in basic skills courses, taught by FT</li> <li>• 86% of students are basic skills</li> <li>• Build on success of Math jam</li> <li>• Less reliance on online classes</li> <li>• Support the neediest students</li> <li>• Build on success</li> <li>• Learning communities</li> <li>• Address basic skills needs</li> <li>• 31% of courses taught by FT</li> <li>• FT faculty benefit outside classroom</li> <li>• Continue to build on success</li> <li>• <i>Tier 1 (x3)</i></li> </ul>	None
<b>Kinesiology/Men's Soccer</b>	
<ul style="list-style-type: none"> <li>• Growing enrollment and demand on the student side</li> <li>• If we want growth, we need another hire – KINE is an exploding area of our economy (x2)</li> <li>• Less impact on Fund 1</li> <li>• Sports attract full time students</li> <li>• Need strong focus on kinesiology</li> <li>• High school feeder schools have strong athletics</li> <li>• Increased enrollment, high waitlist; need to increase sections</li> <li>• Coaches can network with four-year recruiters</li> <li>• Increase Kinesiology majors</li> <li>• Few full-time coaches – need more</li> <li>• Potential for growth (x2)</li> <li>• Full time coach provides student success support</li> <li>• Can teach fitness</li> <li>• Soccer is the largest team</li> <li>• Combo of athletics and academics gets good results with students</li> <li>• Helps enrollment</li> <li>• Need full time coaches</li> <li>• Less impact financially</li> <li>• Great potential as a career path for men</li> <li>• Men's soccer needs a full time person to support team year round</li> <li>• <i>Tier 1 (x4)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Coach position reaches fewer students than do other faculty positions</li> <li>• Expertise in two separate fields?</li> </ul>

Pros	Cons
<b>Dean/PSC of Athletics/Kinesiology/Dance, Library and Learning Center (ALL)</b>	
<ul style="list-style-type: none"> <li>All areas need more leadership, coordination and administrative support so that the faculty have time to do their job (x2)</li> <li>All three areas need a lot of support, leadership and advocacy</li> <li>Mixing the three is OK since many divisions and programs are weak links</li> <li>Future growth</li> <li>Library and Learning Center need leadership and advocacy</li> <li>Students benefit from direct staff contact, by freeing up administrative time</li> <li>Streamline procedures and communication</li> <li>More support for budgeting, purchasing</li> <li>Leadership is needed in the Library and Learning Center, but could it be a Director?</li> <li>Only \$4000 difference in salary between PSC and Division Assistant – PSC can handle more responsibilities</li> <li>Removes duties from VPI</li> <li>Departments need a direct report</li> <li>Need a manager for future growth of department</li> <li>Burning employees out</li> <li><i>No Tier votes</i></li> </ul>	<ul style="list-style-type: none"> <li>Description seems to support Division Assistant, not a PSC (x3)</li> <li>The combination of duties doesn't seem like a good fit</li> <li>Weird mix of responsibilities combining KINE, LCTR and Library</li> <li>Learning Center/Library Director?</li> <li>One position or the other, not both</li> <li>Why is athletics in the mix?</li> <li>Dean OK</li> <li>PSC position seems more likely a division assistant position equal to other divisions to assist on campus</li> <li>Need to see breakdown of percentage of time for each area: K, L, and L for the DEAN</li> <li>Competition with STEM for facility space</li> <li>Low number of faculty for a dean position</li> <li>Could a division assistant or director take this role?</li> <li>Confusion of responsibilities</li> <li>PS vs Coordinator; job duties do not specify library and learning center support</li> <li>Why "bundle" two separate positions?</li> <li>Monetary concerns</li> <li>Question the need</li> <li>Can we find a person with all FSAs?</li> </ul>
<b>Financial Aid Technician</b>	
<ul style="list-style-type: none"> <li>Meet program growth needs (x2)</li> <li>Increased complexity (x2)</li> <li>Staffing for "personal" assistance with special populations (Ab540, Vets, Foster Youth) (x2)</li> <li>Current understaffing; no growth potential</li> <li>Make up for position loss due to Measure G funding which is going away</li> <li>With new requirements/regulations, they need another person to help process and counsel students</li> <li>Students increasingly need help finding scholarships and financial resources</li> <li>Changes in Title 5, Dream Act, State Aid; increased volume 400%</li> <li>Highly technical</li> <li>Fourth time asking</li> <li>Increase in types of programs like Dream Act and Veterans (x2)</li> <li>Over 300% increase in Pell growth</li> <li>Do more outreach and workshops</li> <li>Need to serve all students listed above</li> <li>Possibly losing Measure G (x2)</li> <li>Yes, there is a need!</li> <li>Plays big role in enrollment</li> <li>Helps with new regulations</li> <li>Big increase in applications</li> <li>College is now a direct lender</li> <li><i>Tier 1 (x2)</i></li> <li><i>Tier 2 (1 only)</i></li> </ul>	<ul style="list-style-type: none"> <li>Unclear if 300% increase in FAFSA is students served or only applications</li> </ul>

Pros	Cons
<b>Research Analyst</b>	
<ul style="list-style-type: none"> <li>• Need for additional support</li> <li>• Used by everyone, on every level</li> <li>• Need data for faculty, staff, department decision-making and planning</li> <li>• Compliance with reporting requirements for grants, federal aid, etc.</li> <li>• Data analysis to support student success and completion objectives</li> <li>• Data-based decision-making</li> <li>• Faculty, staff need data</li> <li>• Help with program reviews</li> <li>• Helps analyze student data</li> <li>• With Dean of PRIE taking over accreditation, she needs someone to take over data needs</li> <li>• Parity with sister schools</li> <li>• Clear planning needs</li> <li>• Extensive list of needs</li> <li>• Additional data needs: planning, innovative initiatives</li> <li>• In this age of ever increasing need for data and analysis, this is an essential position</li> <li>• <i>Tier 1 (x2)</i></li> </ul>	<ul style="list-style-type: none"> <li>• More clarification needed on roles of all positions under research office and grant writing</li> <li>• Overlay with workforce?</li> <li>• Cost? Could this be funded with a grant for instructional improvement?</li> <li>• Addition money devoted to non-faculty position</li> <li>• Additional impact to Cañada budget</li> </ul>
<b>Vice President, Administrative Services</b>	
<ul style="list-style-type: none"> <li>• Does not diminish funding for other positions (x2)</li> <li>• Equal footing with other college administrative structure</li> <li>• Not impacting campus allocation</li> <li>• Balance workload</li> <li>• As long as there is no additional cost</li> <li>• Cost neutral</li> <li>• District paying – good; offload functions for other administrators</li> <li>• Distributes load – safety, emergency, etc</li> <li>• Offload some tasks from VPI and VPSS</li> <li>• We need to have an equal VP vote at the district</li> <li>• <i>No Tier votes</i></li> </ul>	<ul style="list-style-type: none"> <li>• Not sure of “need”</li> <li>• Unsure of support staff needs</li> <li>• Support staff need; don’t want to over burden existing classified staff who already are at maximum capacity</li> <li>• How long district will pay?</li> <li>• Serving two masters – district and Cañada</li> <li>• District politics</li> <li>• Office space for new VPAS</li> <li>• Expense taken off college allocation</li> <li>• Not clear if this is a position that we need</li> <li>• Number of employees does not merit this position</li> <li>• Overlap of duties with President, VPSS, VPI, redundant?</li> <li>• This is the district telling us how to spend our \$\$</li> </ul>