

CLASSIFIED & ADMINISTRATIVE POSITION REQUEST 2019-2020

Internal Use
#: 2019-03

Requester Name: Tamica Ward **Division Name:** Enrollment Services

SUMMARY INFORMATION

Title of Position Being Requested: (Note: Please also attach a current or proposed district [job description](#))

Admissions & Records Assistant II (see attached approved job description)

Position Will Reside in Division/Unit:

Enrollment Services Division / Student Services Unit

Indicate To Whom this Would Report:

Tamica Ward, Dean of Enrollment Services

Indicate if this position or a similar position has been presented to RAC previously and in what years:

This position has not been previously presented to RAC.

The position is:

New

Number of Hours per Week: 40

Number of Months per Year: 12

RECEIVED
Las Positas College

OCT 17 2019

Administrative Services
Office of the Vice President

Increase for an existing funded position

From: 9 10 11 Months

To: 10 11 12 Months

OR From: _____ % to _____ %

Name of Person Currently Holding Position: _____

New Categorically funded position (information only; position not ranked)

Number of Hours per Week: _____

Number of Months per Year: _____

SECTION 1: PROGRAM NEED

What key responsibilities would this person assume?

The Admissions & Records Assistant II would be responsible for overseeing the soon to be established apprenticeship programs that require specialized training and specific duties to be done in compliance with established agreements or contracts with external entities. Las Positas College currently does not have any apprenticeship programs therefore this assignment does not currently exist. However, Las Positas College has received firsthand information and feedback from Chabot College that does have apprenticeship programs that receive significant clerical and student support services from an Admissions & Records Assistant II.

The Admission & Records Assistant II would be responsible for helping implement auto awarding of certificates and associate degrees at Las Positas College. Las Positas College does not currently auto award certificates and associate degrees. However, with the passage of the Student Centered Funding Formula, the need to produce additional students who earn certificates and degrees will become ever more important to help with maximizing revenue beginning with the 2022-2023 Academic Year.

List other Personnel in the Unit (i.e. with shared or similar responsibilities):

While the Admissions & Records Office employs three full-time Admissions & Records Assistant II, the Admissions & Records Office does not have the personnel capacity to take on additional duties and responsibilities relating to apprenticeship programs and auto awarding of certificates and degrees.

SECTION 1: PROGRAM NEED (contd)

Give a historical perspective of the changing demands on your unit's staff over the past 3-5 years (refer to your program review relating to human resources.) You may use narrative or relevant data.

The Admissions & Records Office has had a number of new federal laws and state regulations it has had to implement and enforce during the past five years. During this same period of time, the Admissions & Records Office lost various employees some due to attrition and some due to the retirement incentive. However, the Admissions & Records Office remains short one full-time, permanent Classified Professional while its workload and expectations have significantly increased.

Las Positas College currently does not have an apprenticeship program but we have learned from Chabot College and other California community colleges that adopting such programs would require significant support from the Admissions & Records Office.

The Las Positas College Academic Senate and administrative senior leadership team approved the auto awarding of certificates and degrees in spring 2019. However, the initiative has not been initiated in part due to lack of human resources within the Admissions & Records Office.

And/or provide additional information supporting a need for this position and resulting impact on students or program:

With the adoption of an apprenticeship program, it is anticipated that Las Positas College will be able to generate additional full-time equivalent student (FTES) and be positioned to better place graduates into the workforce earning a regional livable wage to maximize the potential revenue from the Student Centered Funding Formula beginning in the 2022-2023 Academic Year.

With the adoption of awarding awarding, it is anticipated that Las Positas College will be able to award additional certificates and degrees to eligible students and position the college to maximize the potential revenue from the Student Centered Funding Formula beginning in the 2022-2023 Academic Year.

SECTION 2: STUDENT LEARNING AND SUCCESS

Explain how this position will contribute to and/or support student learning and success:

The Admissions & Records Assistant II will contribute to and support student learning and success by supporting students enrolling the soon to be created and approved apprenticeship programs at Las Positas College. All students need to apply for admission to the college, grades need to be recorded, certificate and degrees need to be issued, and verification needs to take place for employment purposes.

The Admissions & Records Assistant II will contribute to and support student learning and success by helping students achieve academic accomplishments with the issuance of certificates and degrees without students having to submit graduation petitions early in the academic semester. Students do not often recognize or realize the importance of certificates and degrees along their educational path to the four-year university.

Explain how this position will have a positive impact on Accreditation or strengthen the college's adherence to the ACCJC standards:

The hiring of an Admissions & Records Assistant II will have a positive impact on accreditation efforts and help strengthen the college's adherence to ACCJC standards as follows:

Student Support Services

Accreditation Statement: "The institution assures equitable access to all of its students by providing appropriate, comprehensive, and reliable services to students regardless of service location or delivery method."

Response: The hiring of an Admissions & Records Assistant II will enable Las Positas College to remain compliant with providing all students equitable services while enrolled in an apprenticeship program similar to regular credit and noncredit students.

SECTION 3: LPC MISSION AND PLANNING PRIORITIES

LPC MISSION STATEMENT:

LPC is an inclusive learning-centered institution providing educational opportunities and support for completion of students' transfer, degree, basic skills, career-technical, and retraining goals.

LPC PLANNING PRIORITIES:

- ❖ Implement the integration of all ACCJC standards throughout campus structure and processes.
- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Indicate how this position supports the College's mission and/or planning priorities:

The hiring of an Admissions & Records Assistant II will support the college's mission by providing equitable service and support to students enrolled in an apprenticeship program while supporting the external entities that have entered into agreement with the college to support hands-on and on the job training and skill acquisition.

The hiring of an Admissions & Records Assistant II will support the planning priorities by helping students identify a path, enter a path, and remain on a path as it relates to Guided Pathways. Las Positas College has recognized that not all students want to transfer to a four-year university and may want to learn new knowledge, skills, and abilities as it relates to career technical education.

SECTION 4: PROGRAM OUTCOMES, INITIATIVES, and PLANS

Please check one.

This need was described explicitly in a Program Review (Year 2019).

This need was implied in a Program Review (Year 2018).

This need was not included in a Program Review, but has become a need since that time.

Explain, including language from Program Review (if available):

The need to hire an Admissions & Records Assistant II is paramount especially given the new Student Centered Funding Formula and the need to implement best practices now in order to prepare for its implementation beginning in the 2022-2023 Academic Year.

The need to identify academic programs to maximize the full-time equivalent student (FTES) to better position the college and the college district with the new Student Centered Funding Formula is vital especially with the loss of the Sheriff's Academy. That is why Las Positas College is actively pursuing apprenticeship programs.

The need to begin auto awarding certificates and degrees is important to position the college and the college district to maximize the potential revenue from the Student Centered Funding Formula. However, this work cannot be done without additional human resources.

SECTION 5: SAFETY (if applicable)

Explain how this position will improve safety on campus or within your unit:

Not applicable.


SECTION 6: COSTS*

Estimated Increase or Proposed Annual Salary Cost:	\$	<u>45,143</u>
Estimated Benefits Cost:	\$	<u>24,829</u>
Total Cost for Position:	\$	<u>69,972</u>

NOTE: Full Time = 20-40 hours per week or 50% - 100%
Regular Hourly = 18 hours or less per week (<50%)

**Costs: For accurate costs, contact the College Administrative Services Technician in the LPC Office of Administrative Services at SDavidson@laspositascollege.edu*

SECTION 7: SIGNATURES


Requester

10/11/2019
Date


Division Dean/Unit Administrator

10/11/2019
Date


Vice President

10/11/2019
Date

Sharon Davidson
College Administrative Service Technician

10/17/19
Date

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

ADMISSIONS & RECORDS ASSISTANT I ADMISSIONS & RECORDS ASSISTANT II

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

SUMMARY DESCRIPTION

Under general supervision, performs a variety tasks involved in the conduct of student admission and registration activities and in the preparation and maintenance of student records; provide a variety of information and assistance to students, the public, and staff concerning admissions, registration and student records policies and procedures; and perform a variety of clerical and technical duties involved in the operation of the Admissions and Records Office.

DISTINGUISHING CHARACTERISTICS

Admissions & Records Assistant I - Employees at this level are not expected to function with the same amount of program knowledge or skill level as employees allocated to the Admissions & Records Assistant II level and exercise less independent discretion and judgment in matters related to work procedures and methods. Work is usually supervised while in progress and fits an established structure or pattern. Exceptions or changes in procedures are explained in detail as they arise.

Admissions & Records Assistant II - Work at this level is distinguished from the Admissions & Records Assistant I by the level of complexity and the degree of independence and judgment with which the employee is expected to perform. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit.

REPRESENTATIVE DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

1. Receive and review admission applications for completeness and accuracy; verify and determine residency status; register and enroll students into classes using the on-line computer system and collect appropriate fees; assist students with registration problems via the CLASS-Web.
2. Calculate tuition and other fees according to established guidelines; verify money received and reconcile balances to operator transaction summary reports, making corrections as needed; prepare daily money for deposit.
3. Prepare "daily summary report" to be sent to District Business Office along with deposit slips for cash, checks, and charge card receipts; ensure the daily fees collected are reconciled with the data provided on the Banner summary reports.
4. Provide general and specific information regarding a wide variety of admissions and records policies and procedures to students, staff, faculty and the public in writing, by phone, e-mail, or at the counter; distribute forms, petitions, transcript requests, and other forms as required.
5. Prepare, post, and maintain accurate and current files of individual student records and supporting materials that include grades, courses, and other data on student performance and personal information.

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Admissions and Records Assistant I & II (Continued)

6. Distribute, receive, and process attendance and grade sheets; review materials to assure proper completion; process grade changes on student's permanent record; adjust cumulative totals and academic standing to reflect grade changes or repeated courses.
7. Receive, examine, and process transcript requests from students, outside colleges, and other agencies; provide updated change in status on transcripts as appropriate; calculate fees and receive monies for payment of transcripts.
8. Assist students, faculty and other departments by phone, e-mail, or in-person with problems, procedures and general information pertaining to registration, enrollment and attendance accounting problems.
9. Type lists, cards, addresses, labels, and standard forms; prepare or type correspondence or reports using typewriter or computer terminal; proofread and/or correct material for completeness and accuracy.
10. Participate in all other admissions, registration and records maintenance activities; provide clerical relief and support to other campus operations when assigned.
11. Operate and use a variety of office equipment including computers and specialized admissions and records software applications including enrollment software.
12. Participate in implementing new third party systems as necessary.
13. Provide assistance in training of hourly personnel.
14. Provide support services for special programs and off-campus Admissions and Records operations.
15. Perform related duties as required.

MINIMUM QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

1. Operations and procedures of a college admissions and records office.
2. Applicable sections of State Education Code and other rules and regulations relative to the area of assignment.
3. Technical aspects of field of specialty such as residency, transcripts or continuing education.
4. Office procedures, methods and equipment including computers and applicable software applications such as word processing, spreadsheets and databases.
5. Specialized admissions and records software applications including enrollment software.
6. Principles and practices of record keeping and filing.
7. Interpersonal skills using tact, patience and courtesy.
8. Correct English usage, grammar, spelling, punctuation and vocabulary.
9. Oral and written communication skills.

Ability to:

1. Perform a variety of duties involved with student registration and records.
2. Develop, prepare, audit, and maintain accurate and complete records, reports, and files.
3. Perform specialized clerical and technical duties related to admissions and records services.
4. Interpret, apply and explain applicable rules, regulations, policies and procedures within the area of assignment.

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Admissions and Records Assistant I & II (Continued)**

5. Operate office equipment including computers and supporting word processing, spreadsheet and database applications.
6. Learn, understand, and use specialized admission and records software applications including enrollment software.
7. Adapt to changing technologies and learn functionality of new equipment and systems.
8. Review documents for accuracy, completeness and compliance with required procedures and regulations.
9. Schedule and prioritize work while working with frequent interruptions.
10. Type or enter data at a speed necessary for successful job performance.
11. Use correct English grammar, punctuation, and spelling.
12. Understand and follow verbal and written instructions.
13. Receive the public in person and over the phone.
14. Perform mathematical computations.
15. Communicate clearly and concisely, both orally and in writing.
16. Establish and maintain effective working relationships with those contacted in the course of work.
17. Work with and exhibit sensitivity to and understanding of the varied racial, ethnic, cultural, sexual orientation, academic, socio-economic, and disabled populations of community college students.

Minimum Education & Experience - *Any combination of the following would provide a typical way to obtain the required knowledge and abilities.*

Admissions & Records Assistant I

Education/Training:

Equivalent to the completion of the twelfth grade.

Experience:

One year of general clerical work, preferably involving public contact.

Admissions & Records Assistant II

Education/Training:

Equivalent to the completion of the twelfth grade supplemented by college level course work.

Experience:

Two years of increasingly responsible office experience comparable to the Admissions & Records Assistant I, including one year in a college admissions & records office.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Environment: Work is performed primarily in a standard office setting with frequent student and public contact.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

**Chabot-Las Positas Community College District
Admissions and Records Assistant I & II *(Continued)***

10/21/97;

Adopted by Board of Trustees on October 20, 2015

Effective: October 21, 2015

Job Family: Clerical-Secretarial-Fiscal