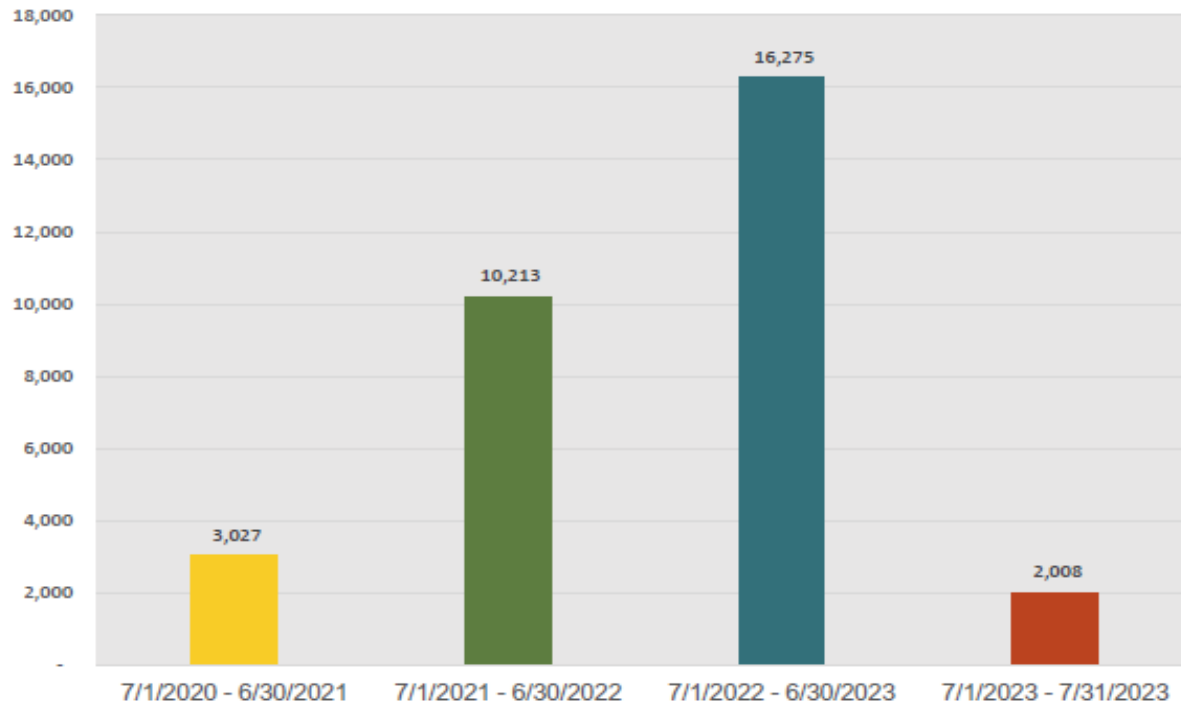


# Operations

# Applications Received in NEOED (as of 7/1/2020)

Applications Received



FY 20/21 to FY 21/22

**237.40% or +7,186 applications**

FY 21/22 to FY 22/23

**59.36% or +6,062 applications**

Current Year Projections

**2,008 \* 12 = 24,096**

*\*Source: NEOED Analytics & Reporting*

# Number of Positions Advertised

	Postings		
FY20/21	73	38 Academic	35 Classified
FY21/22	202 176.71% Growth from Prior FY	69 Academic	133 Classified
FY22/23	308 52.48% Growth from Prior FY	141 Academic	167 Classified
Current Active Postings	123	67 Academic	56 Classified

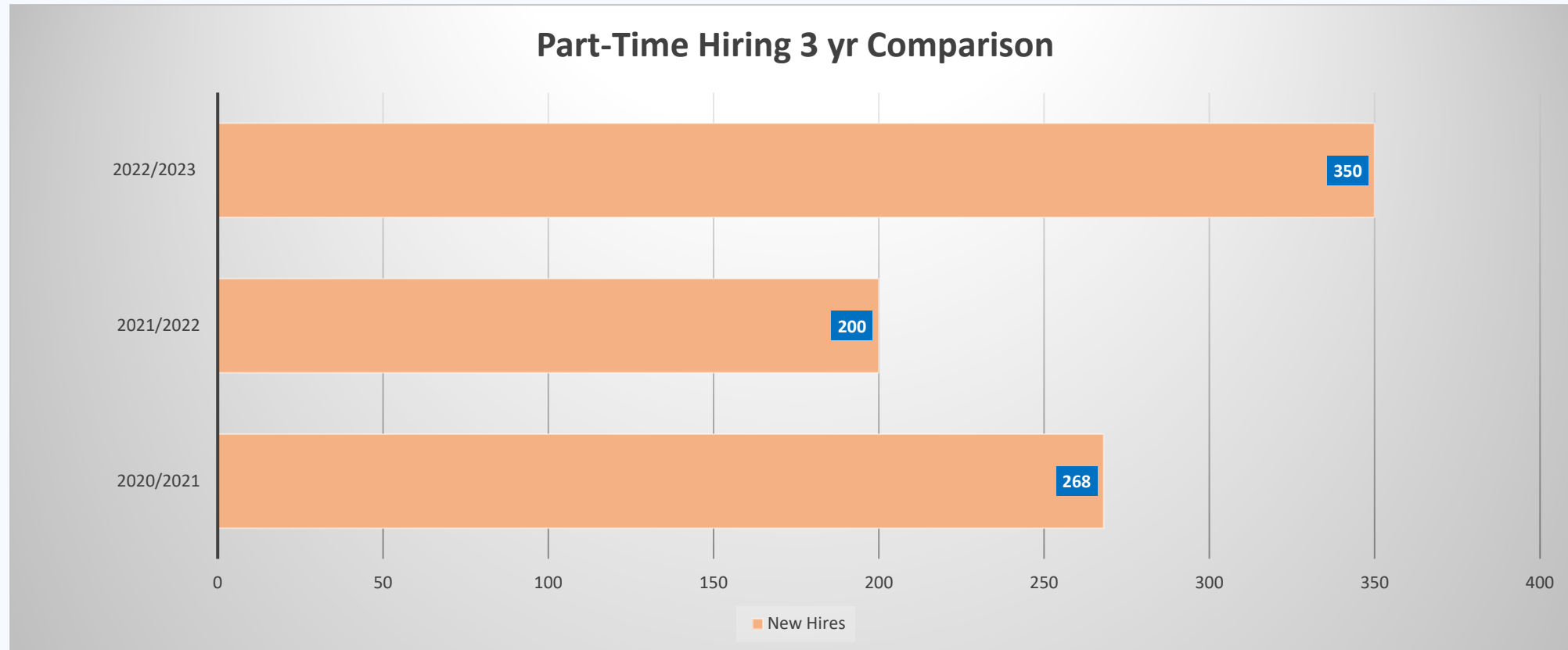
Currently advertise on 17 external job boards. For FY 23/24, Recruitment has begun posting on SAC's Career Center and SCC's Career Center job boards.

*\*Source: NEOED Insight Job Postings*

# Hiring by Classification

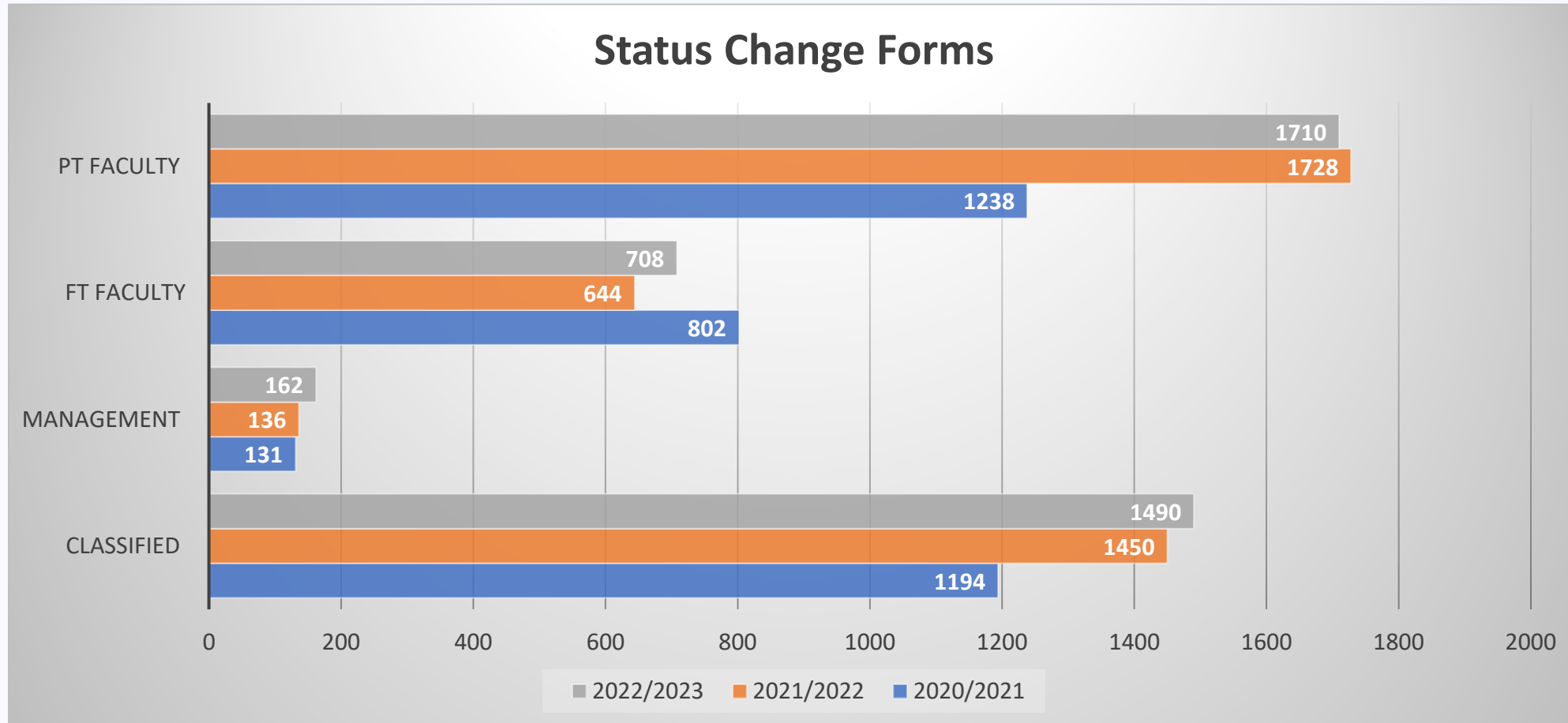
	<b>FY20/21</b>	<b>FY21/22</b>	<b>FY22/23</b>	<b>FY23/24</b>
<b>Classified Full-Time</b>	<b>9</b>	<b>16</b>	<b>20</b>	<b>7</b>
<b>Classified Part-Time</b>	<b>37</b>	<b>97</b>	<b>148</b>	<b>28</b>
<b>Classified Management/Supervisory/Confidential</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>4</b>
<b>Faculty Full-Time</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>48</b>
<b>Faculty Administrator</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>2</b>

# PT Faculty Hiring



- Part-time hiring has increased by 75% this year.
- There were 49 new PT Faculty hires on the 8/14/23 docket and another 60 in the hiring process

# Status Change Forms



## **IMPACT ON OPERATIONS**

- **Staff routinely working overtime to maintain current service**
- **Compliance – TB / Evaluation maintenance / Leave maintenance**
- **Professional Development**
- **CSEA Contract Maintenance i.e. Job description and classification review and updating**
- **Data Analytics**
- **Employee Relations**

## **Future Considerations:**

- **PT Faculty Health Benefits maintenance**
- **Implementation of new DEI Evaluation standards**
- **Continued growth**
- **Process review and improvements**
- **Classification and Compensation Review - CSEA**

# Staffing –Operations

## RSCCD Staffing

- **Supervisory**
  - **AVC, Director (Vacant), and 2 X Managers – interim**
- **Recruitment**
  - **2 x Principal BP, 1 senior, and 1 BP**
- **Employee Groups**
  - **CSEA & Classified Managers – 856 employees (currently 1 Senior BP & 1 BP)**
  - **FT Faculty, CDC Faculty & Academic Administrators - 470 employees (Currently 1 Senior and 1 Acting Senior BP)**
  - **PT Faculty – over 3000 employees (currently 1 Senior and 1 BP).**
  - **Support – 2 x Secretarial, 1 BP, and 1 Admin Clerk**
- **Total – 18**

# 2023/2024 Requests

## RSCCD Staffing

- Four additional positions for 2023/24 at a cost of:

2 X P&C Bus. Partner	\$ 242,246
2 X Senior P&C Bus. Partner	\$ 348,796
Total	\$ 591,042

- Additional Budget for Class and Comp review and GAP analysis on processes and procedures (approx. \$500k cost)