Position Recommendations #1 and #2 (Stage Manager and Assistant Director/Community & Contract Education)

1. The college has had two wonderful sources of revenue and community outreach: Stage and CEED.
2. Past practice has included several contracts for administrative duties in each area – as we have expanded we have needed additional services.
3. Both entities have provided enough self-sustaining revenue that our contracts can now be converted to positions that can broaden the services and find additional revenues.
4. Enrollment is not providing us the college revenues that we had hoped for at this time – so we are looking for alternative revenues that can assist the college overall in one-time money commitments or needs.
5. Positions have been created to integrate temporary contracts into permanent opportunities for service.
6. Positions are paid for by revenues generated by the programs and do not include general funds.
7. Positions are responsible for increasing revenue and providing additional community relationships.
8. Community relationships already strained by the repeatability issues we are facing as a college; continued consistent outreach through these two programs will be beneficial to all college goals and future.
9. Strategic Plan goals include continued support of lifelong learning through CEED programs and new support for businesses through Economic Development (both contract education and community education goals are met with this self-funded position).
10. Strategic Plan goals include support of lifelong learning and community partnerships (stage position assists us in working with the community members who are performing).
11. Current faculty positions in stage are not able to supervise classified staff, hire appropriate temporary staff or work on budget/HR expectations.
12. Overall: Positions assist the college in meeting HR mandates, strategic goals, community outreach and partnerships and revenue generation.

Position Recommendation #3 (Grants Manager)

1. The college has already approved a grants manager position through the Strategic Plan – but the goal did not bubble up as this year’s annual plan outcome. This request asks for consideration for this year 14-15 rather than 15-16.
2. With the enrollment base in flux for 14/15, the recommendation is to develop the position that can create additional funding outside of general apportionment funding.
3. A grant's manager (or director) can work with faculty on specific program plan initiatives that can have potential to provide discipline specific dollars applicable to long term goals.
4. A grant's manager can work directly with the PRO component on research/grant prospective attempts that serve the college as a whole.
5. A grant's manager can provide structure and support to the numerous grant development activities and needs across the campus.
6. This position will be self-sustaining and not part of the General Fund.
7. This position has been vetted to the college previously and gained support – this year, the college can combine efforts with the Foundation, Research, Faculty, and program administrators to provide a collaborative and supportive environment that assists current grant opportunities and provides future grant opportunities to the college.
8. Regional grants are now the new “norm” for all community colleges – this position advocates for collaboration and partnership with our county partners and other regional partners for grants that serve the college initiatives that meet strategic planning and institutional goals.
9. This position provides for both the grant criteria planning and success and the post grant planning that includes assisting the college with institutionalization of grant activities.
10. Besides bringing in additional revenues, this position will work with other advancement programs and leadership to provide information and possible next steps to future planning and trends.
11. There is no current grants developer for public grants to act as a support for the college – this continues to be an initiative taken by individuals on our campus. There is also no position to provide a venue for discussion regarding college needs that should be part of every grant (professional development) nor is there a position that provides for streamlining of grant functions – no redundancy.

<table>
<thead>
<tr>
<th>Position</th>
<th>Program Plan</th>
<th>Funding Source</th>
<th>Org Chart</th>
<th>Strategic Plan</th>
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<td>1 Stage Manager</td>
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<td>Stage Revenue</td>
<td>Reports to Dean of VAPA</td>
<td>Focus 2, Goal One</td>
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<td>Focus 2, Goal Two</td>
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<td>3 Grants Manager</td>
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<td>CEED and President's Budget</td>
<td>Reports to PRO Director</td>
<td>Focus 4, Goal 3 &amp; 9</td>
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