

## FAQ's 2016-2017 Renewal Applications

### **“Supervisor of record”**

**Q: Does this imply DSNs are “reporting” to someone?**

*A: Yes. It is the Chancellor's Office expectation that the Community College District that enters into a grant agreement ensure the Key Talent (DSN) fulfills its role and is supported in that role.*

**Q: Is it “simply that monitors must have a name or contact information to follow up with if online reports are not completed by deadlines, etc.”?**

*A: No. There are a range of expectations for the Supervisor of Record detailed in Appendices A and H in the renewal application packet. They extend beyond being just a contact.*

### **“100% Exclusive”:**

**Q: Are there any exceptions?**

*A: No. It is the expectation that under this grant that the Key Talent will dedicate 100% of their effort to completing the goals and objectives as specified in the 2013-14 RFA and the terms and conditions for the 2016-17 grant renewal.*

**Q: A number of our Key Talent grantees have asked if their role in various grants is in violation of the 100% rule.**

*A: What is controlling is the Key Talent's scope of work. For example, if the sector objectives and activities result in an IDRC grant or other funding sources to accomplish the objectives of their Key Talent grant (SN, DSN, RC, or TAP); we'll view it as part of its Sector/Regional work. The goal is to ensure key talent is spending 100% of its time achieving its grant's objectives as opposed to a Key Talent dividing its time with an unrelated function.*

### **Minimum Quals:**

**Q: Are all current DSNs “grandfathered” in?**

*A: Yes. Minimum Qualifications apply to only newly hired DSNs.*

**Q: Do we care if DSNs are hired as Classified and need to complete monthly timesheets, and told to show up at a campus office daily or weekly, or if they are hired as independent contractors?**

*A: No. The college's internal human resources policies and processes determine all these practices.*

### **Salary:**

**Q: Is language regarding salary in the guidance originally provided in the memo for the Renewal Application packet for 2015-16 still in force?**

*A: The language from the 2015-16 memo referenced above was as follow:*

*Equally important to ensure adequate staffing is that pay scales are adequate, reasonable and appropriate to the level of responsibilities. The key talent responsibilities and pay scales should be commensurate with a community college dean. We are also aware there is regional, district and campus variance to the dean pay scale, but that pay scale should provide the baseline of compensation to ensure we recruit for and adequately staff these unique and critical roles.*

*WEDD stands by this guidance, but it isn't a term or condition of the grants for 2015-16 or 2016-17. However, we do feel that an adequate pay scale is necessary to maintain staff and recruit adequate staff.*

**“360 feedback.”**

**Q: It is clear that this is not yet developed, and that is ok. However, one DSN mentioned that this may involve unions, since DSNs are college hires and then are being evaluated, and by whom?**

**A: The 360 Degree Evaluation is of the performance of a grant and not the performance of a CCD employee.**

**Q: 100% regional chair position - is it mandatory now without additional funding? Can it be 100% FTE? Meaning two half-time positions - a Chair and Co-Chair?**

**A: In the case of the RCs the 100% expectation can be divided equally between two co-chairs. This is not the case with SNs, DSNs or applicable TAPS,**