



**“Change Term of Positions for the Outback Coordinator and Assistant Coordinators”**

**Proposed Motion:** To change when the Outback Coordinator and Assistant Coordinators start and end their positions

**Sponsor:** Mary Moeller

**Persons of Contact:** Kamea Black Outback Coordinator and Tori Engstrom

**Guest Speaker:** Tori Engstrom

**Date:** 8/10

**Attached Document**

Attached is the \_\_\_\_\_. *(Please include any relevant information. If you reference documents, policies, articles, excel sheets, etc. please include them in a PDF version)*

**Background & Context**

For the past couple of years, the terms of these positions have been from Winter quarter to the end of the following Fall quarter in order to flow with the harvest and farming cycles.

**Summary of Proposal**

We are proposing that the terms of the Coordinator and Assistant Coordinators in the Outback be changed to follow the regular cycle of the other 4 quarter positions within the AS. We would want these positions to start Summer quarter and end the following Spring quarter.

**Fiscal Impacts**

The Coordinator and Assistant Coordinators are already working on a 4 quarter salaried budget so shifting the term of positions to Summer to Spring would still make them 4 quarter positions and their salaries would not change.

*If financial impacts occur:*

What do you need to happen?

- Transfer \$\_\_\_\_\_ from \_\_\_\_\_ (budget) to \_\_\_\_\_ (budget).
- Board’s approval to spend \$\_\_\_\_\_ from \_\_\_\_\_ and no other steps needed.
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**Alternative Solutions**

Options (Please provide multiple options for the same proposal if alternatives are available).

Option	Financial Impact of Option	Services or Outcome of Option
A		
B		
C		

**Rationale**

- The actual structure of the AS is designed to follow the academic calendar and when you are hired off cycle it changes your relationship both with individual peers as well as the organization as a whole.
  - All other AS employees have 1-2 quarters of experience under them before outback coordinators begin in the winter. This effects:
    - Programing collaboration as events are (typically) in full swing at this point in the year.
    - Peer relationships. I myself am rather separate from the overall cohort that is the AS both by the nature of my program and also simple timing
  - Being hired *after* AS training means that you do a lot of self-training/asking for help. This puts an undue burden on advisors and coworkers. Additionally, it creates a deep sense of resentment when you have to sit through trainings that would have helped you at the beginning of your term and instead is mostly things you had to learn on your own.
    - Summer Staff Development happens after the positions have been active for 2 whole quarters and Fall Staff Development occurs during their very last quarter of the position term.
    - Coordinator and Assistant Coordinators are not given standard employment training at the beginning of their term like all of the other positions in the AS.
- Budget's don't function on a growing calendar (Winter quarter to the end of Fall Quarter).
  - I inherited a half spent budget and am expected to pass on the current working budget to someone else.
- Currently workstudy positions are hired by a coordinator team that will oversee them for one quarter (Fall) and then receive new management (Winter quarter) that they themselves didn't choose.
  - This results in an odd team dynamic where workstudy are expected to aid in the transition of new coordinators while receiving direction from them.