

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
2010/11
3 TO 5 YEAR SUSTAINABILITY STAFFING PLAN
GROSSMONT COLLEGE

Position	Justification
Grounds & Maintenance Supervisor SU/I/B SU-00040	<ul style="list-style-type: none"> • This position is critical to meet health and safety requirements and to provide an appropriate level of supervision and support services. • This position is the result of a reorganization of two supervisor positions into one as a cost savings over both areas. • Prioritize, assign, coordinate and supervise the grounds and maintenance crews (10-13 people). • Works with contractors and consultants on maintenance and construction projects. • Position Vacant due to retirement of Bob Herald on 2/09. The employee filling this position has been working out of class since the vacancy occurred.
Health Professions Specialist CL/28/B	<ul style="list-style-type: none"> • This position is critical to providing critical threshold of education or support services. • Supports all documentation and reporting for OTA, RT, and CVT programs to maintain licensure and accreditation. • Maintains all health and safety documents pertaining to students immunization records, CPR, etc., as required for clinical placement. • This position is vacant due to the resignation of Carolina Cruz on 10/8/10.
Financial Aid Supervisor SU/G/B SU-00045	<ul style="list-style-type: none"> • This position is critical in assisting the Financial Office to remain compliant with regulations and to provide for essential support services to students. • The office has had an increase of 71% in FAFSA applications over the past two years. It is taking 8-9 weeks before students learn of their eligibility and student anxiety and frustration is at an all-time high. • The Front Office Supervisor will be able to implement year round Pell and direct loans and proactively address student concerns surrounding financial aid processing time, long lines and phone calls. • Financial Aid Supervisor position was created on 8/2007 but has remained vacant.
Child Development Instructor	<ul style="list-style-type: none"> • We anticipate there will be 4 faculty retirements in CD between Jan 2011 and Dec 2012. The department will decline from 6 TF Teaching faculty members down to 1 • All of our retiring faculty hold leadership positions within the local and state ECE community As one of the leading programs in the state, new faculty need to be brought on incrementally to allow for mentoring on the

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	<p>statewide responsibilities and grant reporting requirements our senior faculty have been involved in</p> <ul style="list-style-type: none"> • This vacancy is from the resignation of Amy Obegi on 7/2008.
<p>Evaluations Advisor CL/35/B CL-00487</p>	<ul style="list-style-type: none"> • This position is critical to meet legal mandates and to provide a critical level of student support services. • VA students have increased from 336 in 2006-07, to 1332 in 2009-10—a 296% increase in 3 years. • The number of incoming transcripts to be evaluated increased from 5038 in 2008 to 6406 as of in 2010. • IGETC Certifications have doubled from 2008 to 2010. • Position was created 2/2008 but has remained on hold since its creation
<p>Sr. Dean, Career & Technical Education/Workforce Development</p>	<ul style="list-style-type: none"> • This position will become vacant as of June 2011 due to resignation/retirement. • This position is responsible for Allied Health as well as all other CTE programs as well as VTEA planning and reporting. • Starting immediately, we will be looking at organizational options.
<p>Facilities Director M/10/B MG-00067</p>	<ul style="list-style-type: none"> • Position required to meet legal mandates, health and safety requirements, and to provide essential supervision. • Coordinate maintenance and repair of 135 acres of grounds and 826,000 g.s.f. of facilities and supervise 42 staff in Grounds, Maintenance, Athletic Maintenance, Custodial, Facilities, and Operations. • Provide input and guidance to architects, engineers and other professionals regarding capital construction projects (currently greater than \$40M). • This position has been frozen for approximately 2 ½ years while a person acted in two roles (Director of Facilities and also VP of Admin).
<p>Network Specialist CL/ 41/B New</p>	<ul style="list-style-type: none"> • This new position is needed to provide essential support services to students, faculty, and staff. • Increased number of computer labs. (2005 there were 32 student labs with 934 computers, today there are 56 labs with 1164 computers). • Continued support and maintenance for the technology on the entire Grossmont campus as well as planning for future technology needs. Including 21 servers for various departments. • This is a new position.
<p>ESL Instructor</p>	<ul style="list-style-type: none"> • Grossmont has a large number of non-native English speakers in the local community. • One of the state's current missions for CC's is to provide basic skills training.

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| | <ul style="list-style-type: none">• For Spring 2011 only 23% of the courses in ESL will be taught by full-time faculty, this is one of the lowest FT/PT ratios at Grossmont College.• This is a new position. |
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These sustainability staffing decisions are based on the impact of each position on the learning core, as well as on the overall health and functionality of the organization. Specific criteria used for identifying and ranking positions on the critical hire lists include the following:

- Legal mandates
- Accreditation requirements
- Health and safety priorities
- Critical threshold of educational or support services
- Essential operations and supervision

Our goal is to follow our strategic priorities and provide the best service possible within severe budget constraints, giving utmost consideration to students and staff.