

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

CRITICAL HIRE/UNEXPECTED VACANCY

March 11, 2013

Site	Position	Rationale
CC	American Sign Language Instructor	<ul style="list-style-type: none"> • What will position do? - This position will perform all duties of full-time instructional faculty in the America Sign Language Department. There is currently no full-time faculty in this department. • Staffing plan criteria for critical hire - This position are necessary for maintaining critical threshold of educational and support services. • Current status - Currently, all of the American Sign Language courses are taught by adjunct faculty. This position was vacated in 2012 due to retirement. • Budget Impact - This position is funded in the current year unrestricted general fund.
CC	Ornamental Horticultural Technician IA-00119	<ul style="list-style-type: none"> • What will position do? - Preparation of lab materials and tools and provide assistance during labs as required. Perform a variety of complex horticultural duties and have technical expertise and experience to identify priorities, set maintenance schedules, and provide work direction to subordinate personnel as assigned. Assist in operation and maintenance of ornamental horticulture facilities and plan materials including activities related to departmental budget, inventory, sales, and public relations • Staffing plan criteria for critical hire – This position is necessary for maintaining critical threshold of educational and support services and essential operations and supervision. • Current status - Position is vacant due to recent resignation; essential duties are being covered by a temporary hourly appointment • Budget Impact – This position is funded in the current year unrestricted general fund.
CC	Reading Instructor	<ul style="list-style-type: none"> • What will position do? - This position will perform all duties of full-time instructional faculty in the Communication Arts Department. This position is one of only two full-time Reading faculty positions. • Staffing plan criteria for critical hire – This position are necessary for maintaining critical threshold of educational and support services. • Current status – This position was vacated in 2009 due to retirement. • Budget Impact – This position is funded in the current year unrestricted general fund.
CC	Counselor (Veterans)	<ul style="list-style-type: none"> • What will position do? - Research and best practices reflect that a designated Veterans Counselor is needed to address the specific needs of this large student population. The Veterans Counselor will provide mental health/personal counseling, assessment and treatment of Post-Traumatic Stress Disorder (PTSD), anxiety, and depression, and will be knowledgeable about Veterans’ Affairs (VA) regulations and application of VA regulations in educational planning. The Veterans Counselor will assist in the coordination of veterans’ services with multiples offices, particularly with the Veterans Services Specialist in Admissions & Records. • Staffing plan criteria for critical hire – This position is necessary for maintaining critical threshold of educational and support services and will provide essential operations, and provide supervision of the newly established Veterans Resource Center. • Current status – A general counselor is reassigned .5 FTE to the veteran student population. The impact to the counseling department has been tremendous. Because the department had to assign a general counselor to work with the veterans, this caused a work load for all counseling faculty. • Budget Impact – This position is funded in current year unrestricted general fund.