

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

March 2014

Site	Position	Justification
CC	Administrative Assistant III CL-00580 (1 FTE)	<ul style="list-style-type: none"> • What will the position do? This position will be responsible for assisting the Dean of Career and Technical Education with duties such as; preparing state required reporting, development, control and monitor division budgets. This position will also provide support for the Workforce Development program. • Current status of position? <ul style="list-style-type: none"> ○ Requesting new position • Strategic Staffing Rationale This position is essential for accreditation requirements and is a critical threshold of educational and support services. • Present a rationale that includes the following (where applicable): • Budget Impact – This position is funded in the current year unrestricted general fund.
CC	DSPS Counselor CN-00024 (1 FTE) Dept: Disabled Students Programs and Services (DSPS)	<ul style="list-style-type: none"> • What will the position do? Disabled Students Programs and Services (DSPS) assists students with disabilities by determining and providing appropriate academic accommodations related to their disabilities in order for them to achieve their educational goals. The Counselor will provide educational, academic and personal counseling to students with disabilities. • Current status of position? <ul style="list-style-type: none"> ○ Position has been vacant since 2006. • Strategic Staffing Rationale <ul style="list-style-type: none"> ○ Critical threshold of educational or support services • Present a rationale that includes the following (where applicable): <ol style="list-style-type: none"> 1. Will the position increase student access, progress, and success? How? The position will provide academic counseling, advising, identify accommodations based on the students' disability, provide intervention strategies for student's success, monitor academic progress to avoid performance or progress probation, and create educational plans based on the student success initiative matriculation mandates. The department has grown exponentially over the past three years. 2. What impact will the position (or not filling the position) have on workload distribution within the work unit? Currently the workload is being distributed among adjunct counselors, of which there is no consistency based on the number of hours the program is able to offer. There is an

		<p>inability for student needs to be properly met in regards to their academic goals, identification of accommodations, and other matriculation services. There are no other full-time faculty within the department with the required credentials (master's degree in rehabilitation counseling per Title V) to provide counseling services to disabled students. Further, department SLO's will be impacted without the proper support to disabled students.</p> <ul style="list-style-type: none"> • Budget Impact – This position is funded in the current year unrestricted general fund.