

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

June 29, 2015

Date

Site	Position	Justification
GC	Instructor Position #: TBD FTE: 1.00 Department: English	<ul style="list-style-type: none"> • What will the position do? FT faculty position • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (Cross Cultural Studies). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council • Strategic Staffing Rationale This position is needed to fulfill the critical level of educational support services within the English department. It is becoming increasingly more difficult to find qualified adjuncts, particularly those with education or experience to teach reading along with composition. We have not been able to replace the faculty whose loads (50% to 100%) were in our reading program. For this reason we are currently seeking an English position with a sub-specialty in reading. • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget ○ The position is unrestricted ○ The English Department key code is 1375601-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount: \$63,016 - Includes benefits ○ RAF impact – No Impact, replacement of a currently funded position

GC	Instructor/Ass't. Football Coach Position # TBD FTE: 1.0 Department: ESW	<ul style="list-style-type: none"> • What will the position do? Exercise Science Full-Time Faculty Member and Assistant Football Coach • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (ESW/Athletics). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council • Strategic Staffing Rationale This position is needed to fulfill the critical level of educational support services within the ESW, and Athletic areas including having a certificated professional in the ESW Classroom for the care/safety of the student-
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		<p>athletes performance on and off the field during practices and intercollegiate games. This position will also assist in recruiting in and out of the football student-athletes.</p> <ul style="list-style-type: none"> • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget. ○ This position is unrestricted ○ Keycode and Object: 1382001-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount: \$63,016 - Includes benefits ○ RAF impact - No impact, replacement of a currently funded position
GC	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE: 1.0</p> <p>Department: Math</p>	<ul style="list-style-type: none"> • What will the position do? Mathematics full-time faculty member • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (Accounting). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council • Strategic Staffing Rationale Critical threshold of educational or support services (Currently we have a 42% FTEF, Fall 2013 the program review committee recommended that the math department replace and hire new faculty) • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget ○ The position is unrestricted ○ Keycode and Object: 1383001-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary Amount: \$63,016 - Includes benefits ○ RAF impact – No impact, replacement of a currently funded position

GC	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE = 1.0</p> <p>Department: Music</p>	<ul style="list-style-type: none"> • What will the position do? The position will provide full-time instruction in Piano in the areas of Jazz and Classical; will oversee the piano curriculum to ensure consistency of instruction: will provide tutoring for piano and music majors; will assist in advising, curriculum, and outreach. • Current status of position? This is a new position, filling a vacancy from Spring 2009. This position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council and is considered a new position as it has been vacant for multiple years and is not replacing a currently funded faculty position • Strategic Staffing Rationale This position is necessary to fulfill critical threshold of educational of support
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		<p>services for the music department. The position is critical to the success of our piano and music majors, all of whom need to meet proficiency in piano performance for transfer.</p> <ul style="list-style-type: none"> • Budget Impact: <ul style="list-style-type: none"> ○ This position is not included in the current 2014-15 budget, but will be included in the 2015-16 UGF budget ○ The position is unrestricted ○ Keycode and Object: 1377201-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary Amount: \$63,016 - Includes benefits ○ RAF impact – Yes as this is a new position as it has been vacant since 2009, and is not replacing any currently funded faculty positions
GC	<p>Instructor</p> <p>Position#: TBD</p> <p>FTE: 1.00</p> <p>Department: Theatre Arts Department</p>	<ul style="list-style-type: none"> • What will the position do? Instructor will provide full-time instruction in acting and directing: an instructor for performance and general education lecture classes, as well as a director for a show (or perhaps two) every academic year, focusing on student recruitment and fundraising. • Current status of position? This is a new position, filling a vacancy from June 2011. This position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council and is considered a new position as it has been vacant for multiple years and is not replacing a currently funded faculty position • Strategic Staffing Rationale: This position is necessary to fulfill critical threshold of educational of support services for the Theatre Arts Department in the most fundamental areas of acting and directing. Also, this position is essential in the supervision of the acting students focusing on mentoring towards job placement, degree and transfer opportunities. • Budget Impact <ul style="list-style-type: none"> ○ This position is not included in the current budget ○ This position is unrestricted ○ Keycode and Object – 1377401-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> Salary amount - \$63,016. Position includes benefits. ○ RAF impact – Yes as this is a new position as it has been vacant since 2009, and is not replacing any currently funded faculty positions
GC	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE: 1.00</p> <p>Department: Anthropology</p>	<ul style="list-style-type: none"> • What will the position do? FT Faculty position in Anthropology • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (Photography). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council. • Strategic Staffing Rationale This position is necessary to fulfill critical threshold of educational of support services for the Anthropology Department. The current ratio of Full-time/Part-time of FTE is 27/72. The previous program review and the 6-year unit plan

		<p>recommended adding one full-time faculty to the department. The 2012 Program Review recommended to “evaluate the full-time / part-time faculty ratios in each discipline in order to determine the proper number of full-time faculty that should be hired when the budget improves.”</p> <ul style="list-style-type: none"> • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 and 2015-16 UGF budget ○ This position is unrestricted ○ The keycode and object is 1386001-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount: \$63,016 - Includes benefits ○ RAF impact – No impact, replacement of a currently funded position
GC	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE 1.0</p> <p>Department: Administration of Justice (AOJ)</p>	<ul style="list-style-type: none"> • What will the position do? Full-time AOJ faculty • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (AOJ). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council. • Strategic Staffing Rationale This position is necessary to fulfill a critical threshold of educational of support services for the Administration of Justice (AOJ) Department. A new full-time hire, and another faculty member are Co-Coordinator overseeing five degree programs and four state-certified academies, as well as many state-certified individual training courses. As of Fall, 2015 (with a retirement) the Full-time / Part-time teaching percentage will be 15% Full-time / 85% Part-time with two faculty members as the only full-time faculty in AOJ. Our part-time faculty pool is simply not available to teach during the day and many are not qualified to teach online. • Budget Impact <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget. ○ This position is unrestricted ○ Keycode and Object: 1370001-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount - \$63,016. - Benefits are included. ○ RAF impact – No impact, replacement of a currently funded position
GC	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE: 1.0</p> <p>Department: Physics/Astronomy</p>	<ul style="list-style-type: none"> • What will the position do? Astronomy and Physics full-time faculty member • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (Physics/Astronomy). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council. • Strategic Staffing Rationale This position is needed to fulfill a critical threshold of educational or support services. There is no full-time faculty available currently to properly supervise the use of our telescopes and planetarium. Proper instruction in the use of telescopes will prevent damage to both the equipment, and physical harm to the students from mishandling the equipment, thus meeting health and safety requirements as well..

		<ul style="list-style-type: none"> • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget. ○ This position is unrestricted ○ Keycode and Object: 1380601-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount: \$63,016 - Includes benefits ○ RAF impact – No impact, replacement of a currently funded position
GC	Instructor Position #: TBD FTE = 1.0 Department: Biology	<ul style="list-style-type: none"> • What will the position do? Biological Sciences full-time faculty member • Current status of position? This is a replacement faculty position. It is replacing a currently funded faculty position (Child Development). Position was prioritized by Faculty Staffing Committee & approved by Planning & Resources Council. • Strategic Staffing Rationale This position is required to provide a critical threshold of educational or support services: Currently no FT faculty overseeing largest block of Biology course offerings (Bio 120, 40-41 sections per academic year). With this position the percentage of Bio 120 sections taught by FT faculty will rise from ~13% to ~33%. • Budget Impact <ul style="list-style-type: none"> ○ This position is included in the current 2014-15 & 2015-16 UGF budget ○ This position is unrestricted ○ Keycode and Object: 1380201-1110 ○ Fiscal Impact: <ul style="list-style-type: none"> - Salary amount: \$63,016 - Includes benefits ○ RAF impact – No impact, replacement of a currently funded