

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

7/11/2016

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title: Vice President, Instruction</p> <p>Unit/Classification: Confidential Administrator, MF-12</p> <p>Position #: MG-00029</p> <p>FTE: 1.0</p> <p>Department: Vice President, Instruction</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> ○ The Vice President, Instruction serves as the chief instructional officer of the college and is responsible for the administrative oversight of all instructional programs, workforce training, instructional technology, tutorial services, library, and learning resources. <p>2. Current status of position? Filling a vacancy/replacement.</p> <p>3. Strategic Staffing Rationale</p> <ul style="list-style-type: none"> ○ This position is necessary for maintaining critical threshold of educational and support services, and compliance with Title 5 and accreditation requirements. <p>4. Budget Impact – Identify the Following:</p> <ul style="list-style-type: none"> a. The position is included in the current budget b. Key code and Object code: 1424006-1250 c. Fiscal Impact: <ul style="list-style-type: none"> i. Annual Salary amount = \$131,065 ii. Plus benefits d. RAF impact (check one): <ul style="list-style-type: none"> <input type="checkbox"/> Include in RAF calculation <input checked="" type="checkbox"/> No impact – replacement (vacant one year or less) <input type="checkbox"/> No impact – funded by _____ Restricted Funds <input type="checkbox"/> No impact – funded by _____ <input type="checkbox"/> No impact – restructure within existing funds <input type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title: Counselor</p> <p>Faculty</p> <p>Position #: CN-00005</p> <p>FTE: 1.0</p> <p>Department: General Counseling</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> ○ Provide necessary and mandatory service provision to support students with education planning, course selection, identifying their major, facilitating workshops and other counseling services designed to support student's retention, engagement, and persistence. ○ Currently our counseling faculty to student ratio is already approximately 1:1700 a ratio that is so great that it compromises faculty ability to meet the growing needs of the students we serve- this ratio will balloon to much higher numbers in the absence of an immediate replacement, further hindering the department's ability to serve all students effectively. <p>2. Current status of position? Filling a vacancy due to a retirement.</p> <p>3. Strategic Staffing Rationale:</p>

The immediate refill of this position is a critical threshold in meeting the support services demands of students at Grossmont. With the dramatic increase of accountability measures coupled with the expectations that more students be served in a comprehensive manner within Counseling Services, it is essential that this position be refilled immediately

4. Budget Impact – Identify the Following:

- a. This position is included in the current budget
- b. Key code and Object code
- c. Fiscal Impact:
 - 1. Salary amount: \$62,000 plus benefits
 - 2. Includes benefits, or not
- d. RAF impact (check one):
 - Include in RAF calculation
 - No impact – replacement (vacant one year or less)
 - No impact – funded by _____ Restricted Funds
 - No impact – funded by _____
 - No impact – restructure within existing funds
 - No impact – reallocation of faculty FTE resulting in new position number