

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST**

02.20.19

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title Instructor, Arabic</p> <p>Unit/Classification AFT/IN10</p> <p>Position #</p> <p>FTE: 1.0</p> <p>Department World Languages/ Arabic</p>	<ol style="list-style-type: none"> 1. What will the position do? <ul style="list-style-type: none"> ○ Perform all duties of full-time Instructional faculty (World Languages/Arabic) 2. Current status of position? <ul style="list-style-type: none"> ○ Requesting a new position. 3. Strategic Staffing Rationale Please address at least one of the following items when answering the questions below (provide specific details): <p align="center">Critical threshold of educational or support services: As the Arabic courses continue to grow enrollment, and with a historic need for this position, the need to support the delivery is imperative to the addition of the faculty position.</p> 4. Budget Impact – Identify the Following: <ol style="list-style-type: none"> a. Position is included in the 2019-2020 budget b. Key code and Object code: 1388401-1110 c. Fiscal Impact: <ol style="list-style-type: none"> i. Salary amount: Class 1 Step 6 to Class VII, Step 10: \$54,591 to \$82,905 for 10-month faculty plus benefits d. RAF impact (check one): <ul style="list-style-type: none"> <input type="checkbox"/> Include in RAF calculation <input 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 checked="" type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
February 20, 2019

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title CalWORKs Counselor</p> <p>Unit/Classification AFT</p> <p>Position #</p> <p>FTE 1.0</p> <p>Department CalWORKS</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> • CalWORKs Counselors provide academic, career, and personal counseling services to help some of our most challenged and high potential students develop Student Educational Plans and focus on completion of their goals • CalWORKs Counselors assist with the coordination of services for CalWORKs recipient students between the College and County Offices. • CalWORKs Counselors offer case management to track progress, support persistence, and make appropriate referrals to on-campus and off-campus services. • The CalWORKs Counselor assists with support for childcare and other support services for students <p>2. Current status of position?</p> <p>X Filling a vacancy</p> <ul style="list-style-type: none"> o Filling a restructured vacancy with a new job title o Requesting a new position <p>3. Strategic Staffing Rationale Please address at least one of the following items when answering the questions below (provide specific details):</p> <ol style="list-style-type: none"> a. Legal mandates: It is required that counseling services be provided by a certificated counselor b. Accreditation requirements c. Health and safety priorities d. Critical threshold of educational or support services: This position offers a more equitable and reasonable student to Counselor Ratio in the CalWORKs Program which serves an average of 600 students. e. Essential supervision <p>4. Budget Impact – Identify the Following:</p> <ol style="list-style-type: none"> a. Specify whether the position is included or not included in the current budget: It is included b. Key code and Object code #1372591, 1371397 c. Fiscal Impact: <ol style="list-style-type: none"> i. Salary amount \$72,542 ii. Includes benefits, or not Benefits Included d. RAF impact (check one): <ul style="list-style-type: none"> <input type="checkbox"/> Include in RAF calculation <input type="checkbox"/> No impact – replacement (vacant one year or less)

		<ul style="list-style-type: none"><input checked="" type="checkbox"/> No impact – funded by CalWORKs 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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
January 20, 2019

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Instructor: CCS: African American Studies</p> <p>Faculty -AFT</p> <p>Position # NEW</p> <p>1.0</p> <p>Cross-Cultural Studies</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> • The position will perform all duties of full-time instructional faculty in CCS. • Teach CCS African American and other CCS courses and mentor students outside of class to instill "sense of belonging," for African American Students, other students of color, and high-risk students. <p>Classroom Responsibilities</p> <ul style="list-style-type: none"> ○ Develop and implement instruction for each class period which is consistent with the official course outline. ○ Demonstrate respect for students' rights as specified in district policy and applicable laws. ○ Provide academic assistance and related services to students during scheduled office hours. <p>Evaluation of Students</p> <ul style="list-style-type: none"> ○ Periodically evaluate student progress toward meeting course objectives; advise the students of course objectives, methods of evaluation and the results of the evaluation. <p>Curriculum Participate in the development and review of curriculum as needed.</p> <p>Student Advising</p> <ul style="list-style-type: none"> ○ Advise students enrolled in the instructor's classes ○ Participate as a faculty advisor to student organizations or clubs. <p>Professional Development</p> <ul style="list-style-type: none"> ○ Participate in required professional development activities. ○ Attend/participate in professional conferences, seminars or meetings. <p>Additional Responsibilities</p> <ul style="list-style-type: none"> ○ Regularly attend and participate in department/division meetings. ○ Participate in the process of shared governance by contributing to the academic community through committee work on the department, division, college and/or district level, or participate in other significant non-classroom college, district or community activities <p>2. Current status of position?</p> <ul style="list-style-type: none"> ○ CCS, formerly two FT faculty, was absent any full-time faculty until a '17 hire. There has never been a FT African American Studies faculty. CCS Program is coordinated by a FTF member on release from another dept. who does not teach CCS courses. African American studies classes are taught by adjuncts. <p>3. Strategic Staffing Rationale</p> <ul style="list-style-type: none"> ○ Position is necessary to meet a critical threshold of educational AND support services. CCS is insufficiently staffed to provide the discipline expertise for, and to interface CCS curriculum with, new College initiatives and Equity Plan goals to reduce disproportional impact of low-performing populations--especially African American, Hispanic and American Indian students. <p>4. Budget Impact – Identify the Following:</p> <ol style="list-style-type: none"> a. Specify whether the position is included or not included in the current budget. NO b. Key code and Object code 1386601 c. Fiscal Impact: <ol style="list-style-type: none"> 1. Salary amount Class 1, Step 6, \$60,050 to Class VII, Step 10, \$91,196 2. Includes benefits YES d. RAF impact (check one): <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Include in RAF calculation <input 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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
February 20, 2019

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title Counselor</p> <p>Unit/Classification Faculty</p> <p>Position #</p> <p>FTE 1.0</p> <p>Department Student Affairs</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> ○ Plan, implement and deliver mental health clinical services, mental health treatment, community resource linkage, case management, outreach to at risk and underserved student populations, in support of wellness, academic success and retention ○ Serve as a consultant on mental health matters that may influence student behavior, motivation, and learning process issues including mental illness, suicide, domestic violence, stalking, and threats toward others. ○ Serve on a Behavioral Intervention Team made up of Dean of Student Affairs, Mental Health Coordinator, Director of Student Health Services, and other members to be determined as needed. ○ Provide mental health treatment to victims of sexual assault, abuse, domestic violence ○ Respond to crisis events impacting the learning environment and provide crisis intervention to students as needed ○ Provide professional development training with Student Health Services; distribute resources to staff and faculty. ○ Confer with Associate Dean of Student Affairs and faculty regarding individual students. ○ Oversee and supervise Mental Health Counselors (adjunct and fulltime) and Mental Health Interns ○ Create and oversee the Peer Educators Mental Health Program ○ Serve as a resource for faculty dealing with individual student problems. Provide 1:1, group and/or family counseling to students. Design, implement and evaluate community health events, workshops, classroom teaching and other student health programs that promote wellness and enhance students' abilities to benefit from college. ○ Collect and analyze data from mental health services and design program improvements. ○ Research and provide referrals services to students in need of mental health resources beyond those offered on campus. ○ Maintain collaborative relationships with local mental health agencies; maintain database of community resources.

		<ul style="list-style-type: none">○ Provide a safe and confidential environment conducive to effective interactions <p>2. Current status of position?</p> <ul style="list-style-type: none">○ Requesting a new position <p>3. Strategic Staffing Rationale</p> <p>Please address at least one of the following items when answering the questions below (provide specific details):</p> <ul style="list-style-type: none">a. Legal mandates: In accordance with Title IX, Colleges are required to provide confidential support and counseling to victims of sexual assault, sexual violence, and domestic violence. To qualify as confidential mental health counselor, federal guidance requires that the employee be licensed, certificated and hired by the district to perform this work. In addition this position will provide education regarding sexual assault prevention, awareness and resources to our student community.b. Accreditation requirementsc. Health and safety priorities: The student mental health counselor will assist with creating a healthy and safe environment for our campus. Students displaying behavior that may present a harm to self or others will be referred to Mental Health to provide immediate support and treatment. This position will serve as a core member of the behavior intervention team (PACT) and will respond and provide immediate mental health support in an effort to mitigate aggressive or concerning behavior. In addition the position will provide on- going flex week trainings to provide faculty and staff tools to assist with addressing students in distress.d. Critical threshold of educational or support services: This position will provide immediate support to our students, enhancing the student success and achievement rate. Many students experience difficulties while attending college that impact their mental well- being which in result impacts their success in the classroom. This position will provide students the opportunity to be seen by a mental health counselor allowing them to focus on their academics while gaining mental health support.e. Essential supervision <p>4. Budget Impact – Identify the Following:</p> <ul style="list-style-type: none">a. Specify whether the position is included or not included in the current budgetb. Key code and Object codec. Fiscal Impact:<ul style="list-style-type: none">i. Salary amount
--	--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		<p>ii. Includes benefits, or not</p> <p>d. RAF impact (check one):</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> Include in RAF calculation<input 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
--	--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

02.20.19

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title Instructor, Musical Theatre</p> <p>Unit/Classification AFT/IN10</p> <p>Position # NEW</p> <p>FTE: 1.0</p> <p>Department: Theatre/Musical Theatre</p>	<ol style="list-style-type: none"> 1. What will the position do? <ul style="list-style-type: none"> o Perform all duties of full-time Instructional faculty (Musical Theatre) 2. Current status of position? <ul style="list-style-type: none"> o Requesting a new position 3. Strategic Staffing Rationale Please address at least one of the following items when answering the questions below (provide specific details): Critical threshold of educational or support services: As the Musical Theatre courses continues to grow enrollment, and with a Historic need for this position, the need to support the delivery is Imperative to the additional of this faculty position. 4. Budget Impact – Identify the Following: <ol style="list-style-type: none"> a. Position is included in the 2019-2020 budget b. Key code and Object code: 1377401-1110 c. Fiscal Impact: <ol style="list-style-type: none"> i. Salary amount: Class 1 Step 6 to Class VII, Step 10 \$54,591 for 10-month faculty plus benefits d. RAF impact (check one): <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Include in RAF calculation <input 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