

**Grossmont-Cuyamaca Community College District
3 - 5 Year Staffing Plan**

Cuyamaca College

POSITION	JUSTIFICATION
<i>Associate Dean of Athletics</i>	This position provides the leadership and accountability for the Athletic Program and coordinates and manages intercollegiate athletic activities in compliance with the rules of the Commission on Athletics. The position manages the training of coaches to make certain they understand and follow the rules of the Pacific Coast Conference. The position is responsible for the college remaining in compliance with Title IX as well as oversees the procedures for eligibility requirements for student athletes.
<i>Counseling & Assessment Center Supervisor</i>	A position that will provide support to the new position of Dean of Counseling and Enrollment by supervising classified staff and hourly staff as well as coordinating services for students scheduling assessment testing and counseling appointments. The position is the liaison between the counseling department chair, support staff, and Dean of Counseling and Enrollment.
Financial Aid Supervisor	A position to replace the currently acting supervisor and provides support for the Director of Financial Aid. The new regulations for PELL Grants and direct loans will increase the workload for financial aid and this position is needed to assist with the new procedures and being able to complete the evaluation of financial aid applications by students in a reasonable period of time.
Media Services Technician	The position will assist in meeting the technology requests of faculty and staff who are using the instructional and meeting facilities. The current technology support is handled by 1.5 FTEF. The services are for regular campus activities in addition to requests for special meetings and community use.

Grossmont College

<p>Nursing Director</p>	<p>The Board of Registered Nursing (BRN) regulation 1425 (b) and National League for Nursing Accreditation Commission (NLNAC) Standard 3 require there be a program director. This position was to be hired in spring 2009 but was delayed due to position freezes. If this position is not hired, it will result in loss of accreditation for the program.</p> <p>Funding for this position has been frozen for 3 years.</p>
<p>Health Professions Specialist CL-00018</p>	<p>The Health Professions Office, specifically the nursing program, is required by the BRN and the NLNAC to have one secretary for the Associate Dean for Nursing and another for the department. Presently the program is out of compliance as the Associate Dean of Nursing does not have a secretary. This is one of three vacant positions in the Health Professions Office. This office is currently utilizing a substitute classified staff to assist until the positions are filled. Additionally, the nursing program is the largest program in all of Health Professions and the largest nursing program within the region with 190 new students each year. If this position is not hired, it jeopardizes the accreditation of the nursing program.</p> <p>Due to regulatory requirements, the nursing program has to track volumes of statistical data on each student for biannual reporting and maintain all records relating to the students including extensive health records. With the current configuration of staff and a new nursing selection process, the nursing program is having a difficult time addressing student needs and maintaining proper documentation and records for accreditation purposes with the loss of these three classified positions.</p> <p>Funding for this position was frozen in 10/11. Vacant since 1/30/09</p>
<p>Associate Dean – Student Affairs or appropriate title MG-00095</p>	<p>The former associate dean of the evening division was transferred to student affairs to help with the tremendous volume of judicial affairs and student life matters at the college.</p> <p>She has announced her resignation as of May 31, 2010 and as such a reorganization will occur to address the volume of student life/club/government work and also assist with judicial affairs. This position is required to meet Title VII, Ed Code and GCCCD Student Code of Conduct requirements. We are required to notify and complete judicial affairs issues within prescribed due process timelines. We are also required to ensure oversight of student body organizations, events, elections and travel. With the student population now exceeding 20,000 students, this position is critical to meet the increased demands and remain compliant. This position is likely to be a Director level reporting to the Associate Dean of Student Affairs and any cost savings may be utilized for clerical support for judicial affairs support and event coordination.</p> <p>Will be vacant on 5/18/10</p>
<p>Creative Services Support Specialist or appropriate title for Tech Mall Lab Coverage during evening ours CL-00111</p>	<p>Currently the Tech Mall has no full-time personnel after 5:00 pm and yet is serving hundreds of students between 5-9pm so it is critical for the health and safety of our students that there is adequate supervision and support for the evening hours.</p> <p>This position is needed to support the various labs and computers in the Tech Mall and to oversee the Tech Mall during the evening hours. Funding for this position comes from reorganizing existing, vacant positions within the Tech Mall budget.</p> <p>Vacant since 9/13/09</p>

District Services

POSITION	JUSTIFICATION
Sr. Dean, Research, Planning & Institutional Effectiveness	Critical for district and colleges' needs of comprehensive data and analysis, and is needed to meet accreditation requirements.
Info Systems- Programmer/Analyst, Sr.	Contract services related to the student system Colleague implementation were funded by <i>Prop R</i> . In 2009/10, estimated to be approximately \$175,000. We now need to convert the on-going portion of Colleague support to contract positions beginning with 1 FTE in 2010/11.