

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

July 8, 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-athletes performance on and off the field during practices and intercollegiate games. This position will also assist in recruiting in and out of

		<p>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 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.

		<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 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.”

		<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.. • 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

		<ul style="list-style-type: none"> ○ 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	<p>Instructor</p> <p>Position #: TBD</p> <p>FTE = 1.0</p> <p>Department: Biology</p>	<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
CC	<p>Student Services Assistant</p> <p>Position # CL-00623</p> <p>FTE 1.0</p> <p>Department-DSPS</p>	<ul style="list-style-type: none"> ● What will the position do? <ul style="list-style-type: none"> ○ Federal and state regulations, implementing guidelines for Title 5 Regulations. Section 56026 (a) 4 requires registration assistance and mobility assistance (b.5) for DSPS students. ○ MIS reporting requirements in Section 56030 state that revised reports to correct errors must be completed and submitted along with End of the Year Report ○ Section 56032 requires that mobility assistance be provided for students with visual, mobility or orthopedic impairment. ○ DSPS student population has increased by 77% from 2008-2014. Title V regulations requires that this position provides direct communication by scheduling appointments, registration assistance, working with confidential documentation, scanning, faxing documentation. Receiving confidential medical verifications, printing out transcripts, and liaison for students with disabilities. Due to Cuyamaca College's physical layout, cart service is instrumental for student's to gain access to and from instructional classrooms. ● Current status of position? <ul style="list-style-type: none"> ○ Filling a vacancy ● Strategic Staffing Rationale Please address at least one of the following items when answering the questions below (provide specific details):

		<ul style="list-style-type: none"> ○ <u>Legal mandates:</u> Title 5 Regulations, Section IIIA 56027 states that “Each Community College district receiving funding pursuant to this subchapter, shall establish a policy and procedure for responding in a timely manner to accommodation requests involving academic adjustments.” At Cuyamaca College, cart service is a required academic accommodation. ○ <u>Accreditation requirements:</u> DSPS needs to provide mandated academic accommodations. Currently, DSPS at Cuyamaca College has 1500 students with disabilities. Front office coverage is essential to the success of our students with disabilities. ○ <u>Health and safety priorities-</u> Provide cart service for students who are mobility and visually impaired. Assure compliance with established safety procedures. ○ <u>Critical threshold of educational or support services:</u> District values focus on cultivating a student-centered culture of excellence, trust, stewardship, service and access. Answering phones, student appointments, record keeping- SARS, DATATEL, IMAGE NOW and Outlook are required. ○ <u>Essential supervision:</u> The Student Services Specialist-Assistant position plays an instrumental role in providing mandated DSPS Title V services for students with disabilities and works closely with the DSPS Coordinator and the Student Services Specialist. In addition, supervise work-study students and assist Department in running the daily operations. <ul style="list-style-type: none"> ● Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ The position will be included in 2015-2016 Adoption Budget ○ Restricted General Fund - DSPS ○ Keycode/Object: 1435091-2110 ○ Fiscal Impact: \$34,392, plus benefits ○ RAF impact: No impact – Restricted Funds
DS	<p>Research Analyst</p> <p>CL-00329</p> <p>1 FTE</p> <p>Research, Planning & Institutional Effectiveness</p>	<p>What will position do? - The research analyst assists in the design, implementation, analysis, and report preparation and dissemination of findings related to statistical, demographic and empirical studies used in all District needs and programs, including matriculation, accreditation, assessment, student success, retention and persistence, and other issues of institutional effectiveness. In addition, the research analyst works to maintain data integrity and provides support for state and federal reporting requirements.</p> <p>Current Status of Position: Position will be vacant July 14, 2015, due to resignation.</p> <p>Strategic Staffing Rationale: This position is necessary for maintaining a critical threshold of educational and support services. As the District addresses recommendations from the Student Success Task Force, new state and federal regulations as well as accreditation standards, demand for research and data increasingly will impact the resources of the Office of Research, Planning, and Institutional Effectiveness. In addition, the</p>

		<p>District is at a critical stage in bringing a new data warehouse online; the Office of Research, Planning, and Institutional Effectiveness must provide significant resources in developing the database, documenting data elements, creating new electronic reports, and ensuring data integrity. Filling the vacant research analyst position will allow the Office to provide continuing and necessary support for the colleges and the District leadership team while improving research capacity through technology.</p> <p>Budget Impact:</p> <ul style="list-style-type: none">• This position is currently funded in the 2015-2016 budget• The position will utilize unrestricted funding• Keycode and Object: 1114001-2110• Fiscal Impact - \$47,748 plus benefits• RAF impact - no impact (replacement)
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