

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

April 3, 2017

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Instructor</p> <p>Faculty</p> <p>Position #</p> <p>1.0</p> <p>Cross-Cultural Studies</p>	<p>1. What will the position do?</p> <ul style="list-style-type: none"> • Teach Cross Cultural Studies (CCS) courses and mentor students outside of class to instill “sense of belonging,” esp. students of color and high-risk students. • Provide CCS curriculum and discipline expertise in executing and extending the College’s Strategic Plan goals and primary initiatives, such as those of the Title V grant and Equity Plan, etc (FYE, Cultural Competence, college-wide cross-cultural Engagement, use of CCS courses to attract students in Outreach & Retention efforts and Puente); • Implement the “CCS Growth Plan” that is already increasing FTES-- including Cultural Competence certificates, creation of 4 new Social Justice Studies Degrees--and help lead partnerships with all College Divisions with CCS course links and college-wide activities. <p>2. Current status of position?</p> <p>CCS has been absent full-time faculty since the chair/remaining faculty member retired, Spring 2015. Program is coordinated by a full-time faculty member on release from another dept. who does not teach CCS courses; classes are taught by adjuncts and faculty from other depts. with appropriate expertise.</p> <p>3. Strategic Staffing Rationale</p> <ul style="list-style-type: none"> ○ <u>Position is necessary to meet a critical threshold of educational AND support services.</u> CCS is insufficiently staffed to provide the discipline expertise for, and to interface CCS curriculum with, new College initiatives to reduce disproportional impact of low-performing populations--especially African American, Hispanic and American Indian students. Title V and Outreach Coordinators, Student Success and Equity leaders, and faculty leaders are asking CCS to provide expertise to increase enrollment, engagement, retention, and an equity culture. Title V programs include CCS courses because research shows that ethnic studies curriculum & outside-of-class mentorship are needed to impact both cognitive and affective domains of students. CCS is not staffed to participate adequately in necessary meetings, planning and mentoring. ○ CCS enrollments have more than doubled in the past two years. While FT faculty with CCS expertise from other departments are currently used to teach culturally-sensitive courses as overload or as part of load (Counseling, Psychology, Sociology), CCS needs dedicated FT faculty for sustainable growth. ○ CCS is working to meet the Equity Plan goal to create a culture of inclusiveness and cultural competence while also increasing FTES. The newly-modified <u>CCS GE course “CCS 115: Cross-Cultural Competence.”</u> is the base of three new Certificates of Proficiency for students to show employers--particularly relevant for CTE professions. The Certificates are the first of their kind in community college and meet employer demand for

soft skills by providing “students with a worldview and ways to effectively recognize, respond to, and plan for issues that arise in diverse life and employment environments. Prepares a student to integrate cross-cultural knowledge and communication skills when interacting orally or in writing with people of diverse backgrounds and/or identities.”

4. Budget Impact – Identify the Following:

- a. Specify whether the position is included or not included in the current budget. **Yes**
- b. Key code and Object code 1386601
- c. Fiscal Impact:
 - 1. Salary amount **\$83,106 (CCS teaching load and reassigned time.**
 - 2. Includes benefits **YES**
- 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

