GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
3/9/20
Date

Site	Position	Justification
☒GC ☐CC ☐DS	**Please include**: Position Title **Full-time Instructor - Biology** Unit/Classification **Faculty/AFT** Position # IN-00236 FTE **1.0** Department **Biology**	1. **What will the position do?** o **Teach courses in Biology Department** o **Prefer Anatomy, Physiology, or Microbiology experience.** o **Develop curriculum** 2. **Current status of position?** o **Filling a vacancy** o Filling a restructured vacancy with a new job title 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): a. Legal mandates b. Accreditation requirements c. Health and safety priorities d. Critical threshold of educational or support services **Provide for adequate staffing to support student success. The Biology Department needs a FT Biology instructor to ensure the continuation of the program and to provide the necessary prerequisite coursework for allied health majors, Anatomy, physiology, or microbiology experience preferred.** e. Essential 4. **Budget Impact – Identify the Following:** a. Specify whether the position is included or not included in the current budget **Not in current budget** b. Key code and Object code **1380201-1110** c. Fiscal Impact: **i.** Salary amount **$56,229 to $85,393 (Class I step1– Class IIV step5)** ii. **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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
<u>3/9/2020</u>
Date

Site	Position	Justification

☒GC
☐CC
☐DS
	Please include:
	
	Position Title
	
	CSIS Full-time Faculty Member
	
	Unit/Classification
	
	CTE
	
	Position # 00065
	
	FTE
	
	1.0
	
	Department
	
	CSIS
		1. What will the position do?
		  o Full-time CSIS Faculty duties
		  o Teach, create curriculum, develop and implement programs
		
		2. Current status of position?
		  o Filling a vacancy
		
		3. Strategic Staffing Rationale
		  Please address at least one of the following items when answering the questions below (provide specific details):
		
		  a. Critical threshold of educational or support services
		
		Due to the ever-changing nature of the Computer Science and Information Systems curriculum, along with recent retirements and one member permanently re-assigned outside the Department, there is the immediate need for at least one more Full-time faculty member to both maintain existing curriculum and move into new areas such as Cybersecurity, Drones, Robotics, and modern Networking.
		
		4. Budget Impact – Identify the Following:
		  a. Specify whether the position is included or not included in the current budget
		  b. Key code and Object code 1370401-1110
		  c. Fiscal Impact:
		    i. Salary amount $49,456 – $114,088
		    ii. **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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
03/9/2020
Date

Site	Position	Justification

☒ GC
☐ CC
☐ DS
	Please include:
	
	Position Title
	Full Time Faculty: English as a Second Language—Tenure Track
	
	Unit/Classification Faculty / AFT
	
	Position #
	IN-00304
	
	FTE 1.0
	
	Department: ESL
		1. What will the position do?
		 o Full time ESL instructor
		 o Teach a combination of day and evening teaching assignments to a diverse student population.
		 o Participate in the planning, implementation, and evaluation of educational programs, courses and other experiences that will directly result in the educational growth of the students and support advancement of the visions, missions and values of the college and district.
		 o Perform other duties consistent with their faculty job description as stated in the faculty contract.
		
		2. Current status of position?
		 o Filling a vacancy: This position will fill a vacancy due to an impending retirement at the end of the current spring 2020 semester.
		
		3. Strategic Staffing Rationale
		Please address at least one of the following items when answering the questions below (provide specific details):
		 a. **Critical threshold of educational or support services**
		 A full contingent of full-time faculty is essential to the vitality of the ESL Department and the college, and to students. This replacement position will serve to fill the void when the department loses another full-time faculty member at the end of the current semester due to retirement.
		
		4. Budget Impact – Identify the Following:
		 a. The position is included in the current budget
		 b. Key code and Object code – 1375801-1110
		 c. Fiscal Impact:
		  i. Salary amount – 11 month - $54,402-$74,557
		  ii. Includes benefits
		 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

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST
March 9, 2020
Date

Site	Position	Justification

☒GC
☐CC
☐DS
	Please include:
	
	Position Title: Outreach Coordinator
	
	Unit/Classification: Administrators Association
	
	Position # SU-00069
	
	FTE: 1.0
	
	Department: Student Services
		1. What will the position do?
		  o Coordinate and oversee outreach to prospective students and their families.
		  o Serve as a liaison between campus departments and the district, local high schools, and the community.
		  o Oversee and train student ambassadors as well as continually updating training materials to be culturally responsive.
		  o Conduct a wide-range of outreach events, including tours, workshops, participation in community cultural events, and activities to help new students know about programs and support services at Grossmont.
		
		2. Current status of position?
		  o Filling a vacancy-, this position is vacant due to a promotion of the former Outreach Coordinator.
		
		3. Strategic Staffing Rationale
		Please address at least one of the following items when answering the questions below (provide specific details):
		
		The Outreach Coordinator is instrumental in that Outreach is a part of the Strategic Plan (2016-2022). The Outreach Coordinator develops comprehensive outreach and recruitment plans as well as building partnerships through the East County Educational Alliance with GUHSD as well as other school districts within the region. Creates updated marketing and communication materials as well as How-To Videos for students to navigate the college systems. This position is also essential of the supervision of the Outreach office which includes 12 ambassadors, 2 lead ambassadors, 1 resources specialist and 1 Student Services Specialist. This position is meets Accreditation Standard I.A.1 and I.A.2 requirements.
		
		a. Legal mandates
		b. **Accreditation requirements**
		c. Health and safety priorities
		d. **Critical threshold of educational or support services**
		e. **Essential supervision**
		
		4. Budget Impact – Identify the Following:
		a. Specify whether the position is included or not included in the current budget: This position is already allotted and budgeted through Student Equity and Achievement funding.
		b. Key code and Object code: 1372391-2120
		c. Fiscal Impact:
		  i. Salary amount: $67,012

| | | ii.   Includes benefits: $32,835
d. RAF impact (check one):
    ☐ Include in RAF calculation

    ☐No impact – replacement (vacant one year or less)

    ☒ No impact – funded by _SEA_ Restricted Funds
    ☐ No impact – funded by _____
    ☐ No impact – restructure within existing funds
    ☐ No impact – reallocation of faculty FTE resulting in new position
        number |

Site	Position	Justification

☒GC
☐CC
☐DS
	Please include:
	
	Position Title: Psychology Instructor
	
	Unit/Classification:
	
	Position #: TBD
	
	FTE: 1.0
	
	Department: Behavioral Sciences/ Psychology
		• **What will the position do?**
		   o Instructor of Psychology
		   o Fulfill all duties of the instructor job description according the Faculty labor contract.
		
		• **Current status of position?**
		   o Requesting a new position
		
		• **Strategic Staffing Rationale**
		Please address at least one of the following items when answering the questions below (provide specific details):
		
		   o Legal mandates
		   o Accreditation requirements
		   o Health and safety priorities
		   o **Critical threshold of educational or support services**
		   o Essential supervision
		
		   o Psychology has experienced an increase in student enrollment as measured by earned WSCH, both total census and final enrollment, and total successful completion. This trend of growing enrollment and student success is not new, but it was also documented in the latest departmental program review which concluded that "Psychology experienced consistently robust growth between 2012 and 2017." This pattern contrast with that of the college as a whole. There has been a consistently growing demand for psychology courses.
		   o The psychology program only has 5 fulltime faculty while its total discipline FTEF is 15.254. The proportion of instruction from fulltime faculty is currently (FA 2019) only 28%, one of the lowest in the entire college. Other programs with comparable high enrollment (ES, Biology) do have 9 or 10 full time faculty members as compare to only 5 in Psychology.
		   o Psychology has an inordinate and unacceptable large proportion of instruction from part-time faculty. The proportion of instruction from part time faculty is currently (FA 2019) 69%, one of the highest in the entire college.
		   o The psychology program has a consistent and increasing high productivity.
		   o We expect that the number of graduates from the psychology program will continue to increase.
		   o Particularly, we expect that the enrollment of Latinx and African American students will continue to increase.

- Curriculum development must take place in order to satisfy the increasing student demand and multiple pathways for student academic success.
- As student enrollment increases, the demand for student support services will increase (tutoring, mentorship, internships, advising, out of classroom learning activities).
- Psychology full-time faculty is fully committed to the 12 Gateway Initiative in order to increase equitable student success in the introductory class (PSY 120).
- Psychology is one of the college programs with the highest student enrollment and student graduation but with the lowest number of full-time faculty.
- Student success cannot be limited to course specific completion. Completing a degree should be among the ways that the college measure student success. The psychology program has achieved its place among the departments with highest number of degrees awarded each year. This is a program that has been graduating (student success) an increasing number of students. In June 2019, 114 students graduated with the Psychology for Transfer degree. Hiring additional FT Psychology faculty will help the department in its goal of continuing the increase of number of students who graduate.
- The psychology program enrolls a very high proportion of Latinx and African American students as compare to most other programs in the College in general. But more specifically, when comparing disciplines with comparable very high enrollment, psychology is second to none in the enrollment of Latinx and African American students.

- **Budget Impact – Identify the Following:**
  - Specify whether the position is included or not included in the current budget
  - Key code and Object code
  - Fiscal Impact:
    - Salary amount
    - Includes benefits, or not
  - 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