

Classified Staff Request Form 2022-23 (Draft)

Note: The Classified Hiring Priorities Committee (CHPC) will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

If your department is requesting more than one of the same position, you must submit a form for each position requested. Please distinguish between your first and each subsequent position requested, and provide additional information in support of each request in order to be given full consideration by the CHPC for this prioritization cycle. A second position will have a different impact than the first. Within your responses, please explain how the duties will affect the second position if the first request position is filled.

All classified staff position requests must be submitted by December 16, 2022 to be considered for this year's integrated planning cycle.

This form will not save partially-completed responses. Please use the PDF version of this form to plan your responses and complete this electronic form when you are ready to submit your responses.

Please enter the following:

Department

Position Title

Salary Range*

Annual Salary at Step B*

Hours/week and # of months
(e.g., 10-month, 11-month,
12-month)

Connection to Program Review Goals

Current goal this position will
directly advance/support

How will this position directly
advance/support the goal
listed above?

*For ~~job~~ Salary Range and ~~Salary Step~~ information, see: <http://www.gcccd.edu/human-resources/salary-schedules.html>
<https://www.gcccd.edu/human-resources/employment/salary-schedules.php>

Provide the following information for the new position or the increase in FTE for an existing position that is being requested, or the request to fill a vacant, frozen or defunded position:

What type of position is being requested?

- Additional general fund position
- Replacement for a funded (vacant) position
- Replacement for an unfunded position
- Position currently funded by grant funds
- Increase in the FTE for the position; specify

the position classification and number:

*[*Please see CHPC guidance on position types.](#)*

Please attach the job description for the position classification ([job descriptions are posted on this GCCCD Human Resources webpage](#) ~~contact GCCCD Human Resources to obtain this~~).

Only PDF, DOC, DOCX files are supported.

What are the actual duties and responsibilities that are specific to this requested position that you would like to highlight to help the Classified Hiring Priorities Committee understand the need for this position?

(200 words or less) (Informational item - not rated)

Impact on Service to Students and Critical Need

** Please address the following:*

- ~~● How are the duties of the requested position currently being performed, if at all? How does the lack of this position impact the program or service area?~~
- ~~● What impact, if any, have frozen or vacant positions within the department had on services or staff workload?~~
- How are the duties of the requested position currently being performed, if at all?
 - If duties are being performed by a grant-funded position, when will the grant end?
- How does the lack of this position impact the program's or service area's ability to serve students?

****The Classified Hiring Priorities Committee will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)****

(200 words or less) (Rubric Criterion 1)

Program or Service Area Potential for Growth

How has the demand for program/department services increased over the past 3 to 5 years? How have workloads in the program/department increased over the past 3 to 5 years?

****Please use both quantitative and qualitative data including, but not limited to: details of a new program, service, or initiative; number of students served; number of appointments; number of visits; number of workshops; total overtime/comp time accrued, number of hourly/intern/volunteer/work study in program/service area and services provided.****

How has the program/service area changed over the most recent five academic years and/or how is it expected to change within the next five years (i.e. growth, additional services, increased workload and reorganization) that warrants this position?

****Please use both quantitative and qualitative data including, but not limited to: enrollment and productivity data, staffing or other studies, surveys, volume of students or employees served, total comp time accrued, number of hourly/ intern/ volunteer/work study, and services provided.****

(200 words or less) (Rubric Criterion 2)

Support of Strategic Plan Goals and Strategies

Which of the College's strategic goals will this position most directly support? Note: Selecting more than one strategic goal will not impact the Classified Hiring Priorities Committee rating of the position.

- Increase Equitable Access
- Eliminate Equity Gaps in Course Success
- Increase Persistence and Eliminate Equity Gaps
- Increase Completion and Eliminate Equity Gaps
- Increase Hiring and Retention of Diverse Employees

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

Please explain how the requested position will directly advance or impact support the college strategic goal(s) identified above.

(200 words or less) (Rubric Criterion 3)

How will the position impact the ability of the program or service area to innovate and meet changing needs?

(200 words or less) (Rubric Criterion 3)

Impact on the Student Experience

- **How will this position improve the student experience at Cuyamaca College?**
- **How many more students will the position serve, and who will it serve?**
- **How will this position address college equity goals, as well as overall access, retention, and success?**
- **How will the program or service area measure the impact of this position on the student experience?**

(200 words or less) (Rubric Criterion 4)

* Please confirm that you have discussed this classified position request with your dean/manager and that you understand that deans/managers will be providing feedback to help inform the prioritization process.

☐

Yes, I have discussed this position request with my dean/manager

How could the process and/or CHPC guidance for preparing and submitting new classified position requests be improved?

Please click the "Done" button when you are ready to submit this form.