

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

07-24-2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input type="checkbox"/> CC <input checked="" type="checkbox"/> DS	Please include: Position Title: ESS- Business Analyst Position #: Z-00011310 FTE: 1.0 Level: 48 Department: Educational Support Service	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Work with the Colleges and District managers and staff to analyze current processes, develop solutions and configure systems to meet academic, business, and federal/state requirements. Assist in understanding, re-engineering and streamlining complex processes and procedures to obtain optimum, reliable performance of Colleague. Analyze, communicate, and translate business and federal/state requirements into solutions. <p>2. Current status of position:</p> <p style="padding-left: 40px;">Vacant as a result of an internal promotion.</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>3. Strategic Staffing Rationale: Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services to optimize administrative procedures, improve student support system b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision
		<p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1111301 ○ Annual Salary at Step B: \$89712 plus benefits

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<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: A&R Director Position #: Z-00012536 FTE: 1.0 Level: M-08 Department: Student Services - A&R	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Develop and implement policies and procedures for the student admissions process. Coordinate registration processes, ensuring accuracy and efficiency. Supervise the maintenance and security of academic records, including grades, transcripts, and degree audits. Ensure compliance with data protection laws and institutional policies related to academic records. <p>2. Current status of position:</p> <p style="margin-left: 20px;">This position became vacant and this is their replacement.</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>3. Strategic Staffing Rationale:</p> <p style="margin-left: 20px;">Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services The director's responsibilities affect the overall student experience, from the application process through enrollment and academic progression. b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input checked="" type="checkbox"/> Essential supervision Academic records are a foundational aspect of an educational institution. The director ensures accuracy and security of documents <p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1332001-2140 ○ Annual Salary at Step B: \$110,756 plus benefits

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<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Full-time tenure track faculty Position #: IN-00074 FTE: 1.0 Level: V-6 Department: Nursing	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ *FT faculty educating nursing students in maternal-child nursing *Education to be provided in classroom, clinical, lab, and simulation settings *The FT faculty has to have sufficient direct patient care experience and education as defined by the CA Board of Registered Nursing to qualify to teach this content area <p>2. Current status of position:</p> <p>Current faculty in the position plans to retire August 2025. Requesting search to commence now to maintain approved faculty number.</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>Current faculty member Gabi Aliyev has notified the department she is retiring in August 2025.</p> <p>3. Strategic Staffing Rationale: Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services Maternal-child nursing is one of the required content areas in nsg curricl. b. <input type="checkbox"/> Legal mandate c. <input checked="" type="checkbox"/> Accreditation requirements Req by BRN and ACEN d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision
		<p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1370604-1110 ○ Annual Salary at Step B: \$85,765 plus benefits