

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
STRATEGIC HIRE REQUEST**

January 21, 2022

Date

| Site | Position | Justification |
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| <input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS | Please include: Position Title: Faculty- 10 month Position #: IN-00209 FTE: 1.0 Level: Class IV, step 6 Department: Respiratory Therapy Program | <ol style="list-style-type: none"> Key responsibilities of position: <ul style="list-style-type: none"> ○ FT faculty to replace FT Program Coordinator- retiring 2022 ○ FT Program Director and a FT Director of Clinical Education is a CoARC accreditation requirement for the RT Program. ○ Current status of position: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes / No ■ Org Mod approval date _____ ○ Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes / No ■ Org Mod approval date _____ ○ Other (please specify) Strategic Staffing Rationale: Please address at least one of the following items: <ul style="list-style-type: none"> ○ Legal mandates <input checked="" type="checkbox"/> Accreditation requirements- see following page ○ Accreditation requirements ○ Health and safety priorities ○ Critical threshold of instruction or support services ○ Essential supervision Budget Impact – Please specify the following: <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes/ No ○ Funding Source? Unrestricted/ Restricted ○ Smartkey and Salary Object: 1370605-1110 ○ Annual Salary at Step B: Class IV, Step 6 is \$69,589 |
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3. Strategic Staffing Rationale:

- a. Accreditation Requirements: It is an accreditation mandate to have a full-time Program Director and a full-time Director of Clinical Education. The program operates with 3 full-time faculty and approximately 17 adjunct faculty. We have difficulty hiring and keeping adjunct faculty. In addition, the program cancelled one optional course this spring semester due to not being able to find an instructor.

The Program Director is required to have regular contact with all students in the program and to keep accreditation standards within the program. With Reassigned Time, the Program Director normally teaches only 1 course per semester. This will leave 3 on campus courses every semester that will need Part-Time instructors. Respiratory Therapists work 12-hour shifts and most are unwilling to give up 12 hours of work to teach a 3-hour class. The accreditation board mandates the curriculum and assigning Part-Time faculty to cover curriculum that they may not be completely knowledgeable on, may decrease student success.