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COMPLETE

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Page 1: Classified Position Request Form

Q1

Please enter the following:

Department	Ornamental Horticulture
Position Title	Specialty Lab Assistant
Salary Range*	32
Annual Salary at Step B*	55,910
Hours/week and # of months (e.g., 10-month, 11-month, 12-month)	40/week 12-month

Q2

Current program goal (as listed in comprehensive program review/annual update) this position will directly advance/support:

Goal 2)Hire a second OH Specialty Lab Tech III, Goal 6) Reduce equity gaps in our program

Q3

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

This will directly address Goal 2. It will help with our largely lab-based classes to serve our students including our Hispanic/Latinx students.

Q4

Additional general fund position

What type of position is being requested?

Q5

Please attach the description for the position classification (job descriptions are posted on this GCCCD Human Resources webpage).

C.32%20-%20SPECIALTY%20LAB%20TECHNICIAN%20III%20-%20%20ORNAMENTAL%20HORTICULTURE.pdf (162.8KB)

Q6

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? How does the lack of this position impact the program's or service area's ability to serve students? (300 words or less)

Our department has a 9 acre field site with several different planted areas and irrigation systems. Our current Specialty Lab Tech III (SLT3) is largely occupied with trying to keep up with the demands of our field site and its mix of a greenhouse that has serious corrosion after three years of installation, newly installed irrigation with smart controller, older standalone irrigation systems in various states of disrepair, a growing ground that supplies our retail nursery and over 13 grant funded student interns and 19 lab classes that utilize student lab technicians. We need a second person so we can better support our lab classes and our student success and retention.

Q7

* How are the duties of the requested position currently being performed, if at all?

Hourly class technicians (student workers) are filling most of these roles to a degree.

Q8

* OPTIONAL: If duties are being performed by a grant-funded position, when will the grant end?

na

Q9

Program or Service Area Potential for Growth Please describe how the program/department has changed over the past 3 to 5 years and how this position will help the department serve more students directly or indirectly? - How has the demand for program/department services increased/changed over the past 3 to 5 years? - How have workloads in the program/department increased/changed over the past 3 to 5 years? - How many more students will the position serve, and who will it serve? **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. ** (200 words or less) (Rubric Criterion 2)

Our program was remodeled and while that is largely a positive thing, it has created a great deal of disruption in operation because of the need to connect old irrigation to new irrigation and because we are struggling with greenhouse maintenance. Fortunately, our enrollment is at pre-pandemic levels and this is wonderful but means we have more students needing attention for our largely lab-based classes. Workloads have always been tight. In the past, some of our staff and faculty have had retired spouses who volunteer nearly full-time to help with irrigation and field maintenance. None of our current staff/faculty have a partner willing to fill a volunteer full-time role.

Q10

Which of the College's strategic priorities 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**

Q11

Please explain how the requested position will support the college strategic goal(s) identified above. (200 words or less) (Rubric Criterion 3)

A second SLT3 will be able to directly help serve students and support our student lab technicians in the 19 labs we offer within our department. This will help students stay and be successful. This will help to eliminate equity gaps, especially among our Hispanic/Latinx students.

Q12

How will this position improve the student experience at Cuyamaca College? How will the program or service area measure the impact of this position on the student experience?(200 words or less) (Rubric Criterion 4)

This position will make labs smoother for students and will help our campus and department to seem more organized and student-centered. This position has the possibility of increasing diversity in our staff to more resemble the demographics of our students.

Q13

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 about the division's priorities and needs to help inform and may impact the prioritization process.

Yes, I have discussed this position request and its priority relative to other requests within the division/department with my dean/manager

Q14

Date / Time

12/06/2024

Date of meeting (with dean/manager):

Q15

Respondent skipped this question

In an effort for continued improvement of the Classified Position Request Process, the CHPC would like your feedback regarding the CHPC guidance and process for submitting new classified positions requests.
