

**Cuyamaca College**  
**Classified Staff Hiring Priorities Rubric**  
**2022-2023**

Before preparing your request, please see [guidance created by CHPC](#)

<b>INFORMATIONAL ITEM - NOT RATED</b>			
a. If increase in FTE, position classification and number b. Is this a new General Fund position, a replacement for a funded position, a replacement for an unfunded position, a position currently funded by grant funds, and/or state-mandated (categorically funded or compliance based) position? c. What are the actual duties and responsibilities that are specific to this requested position? (200 words or less)			
	<b>1 Point</b>	<b>3 Points</b>	<b>5 Points</b>
<b>1) Impact on Service to Students and Critical Need</b> 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 or service area's ability to serve students?	Lack of position has or will have minimal impact on service to students	Lack of position has or will have moderate impact on service to students	Lack of position has or will have significant impact on service to students
<b>2) Program or Service Area Potential for Growth</b> <b>Demonstrated Increase in Demand for Services</b> <i>Examples of Evidence:</i> New program, service, or initiative; number of students served; number of appointments; number of visits; number of workshops <b>Demonstrated Increase in Workload for the Program or Service Area</b> Identified internal and external factors leading to increased workload demands on current staff (provided supporting evidence) <i>Examples of Evidence:</i> Total overtime/comp time accrued, number of hourly/intern/volunteer/work study in program/service area and services provided	Demand or need for services has grown minimally or not at all	Demand or need for services has grown such that functioning has been negatively affected	Demand or need for services has grown such that functioning is severely compromised
<b>3) Support of <a href="#">Strategic Plan Goals+Strategies</a></b> <b>Demonstrated that the requested position will directly advance one (or more) of the College's goals*</b> -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  <i>*Note: Selecting more than one strategic goal will <u>not</u> impact the Classified Hiring Priorities Committee rating of the position</i>	Position will have a minimal impact on college strategic goals(s)	Position will have a moderate impact on college strategic goal(s)	Position will have a significant impact on college strategic goal(s)

<p><b>4) Impact on the Student Experience</b>  How will this position improve the student experience at Cuyamaca College?  Consider how many more students the position would serve, who it would serve, how it will address college equity goals as well as overall access, retention, and success.  How will we measure the impact of this position?</p>	<p>Position will have a minimal impact on the student experience</p>	<p>Position will have a moderate impact on the student experience</p>	<p>Position will have a significant impact on the student experience</p>
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