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COMPLETE

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Page 1: Classified Position Request Form

Q1

Please enter the following:

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| Department | AKHE |
| Position Title | Athletic |
| Salary Range* | Stipended Coach \$2,928 per semester |
| Annual Salary at Step B* | \$5,856 |
| Hours/week and # of months (e.g., 10-month, 11-month, 12-month) | 10-month |

Q2

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

Cuyamaca College Stipended Strength and Conditioning Coach The addition to a strength and conditioning coach to the athletic department's staff comes with a multitude of benefits for the athlete, coach, medical team and the athletic department's competitive success. A strength and conditioning coach offers several rewards, primarily centered on making a significant, positive impact on athletes' lives and well-being. Other benefits include a dynamic work environment, opportunities for professional networking that would additionally benefit the collective athletic support staff infrastructure, and a lifestyle that supports personal fitness. The goal of adding a stipend based (compensation) individual(s) that would work collectively across the 11 sports currently offered at Cuyamaca College, would allow coaches to focus on other essential duties such as recruiting, training plans and attending seminars and clinics that will personally elevate their impact on athletes and the team. The addition of a strength and conditioning coach will bring to Cuyamaca College athletics an expertise that would yield maximum results from athletes that implement designer strength programs that are specific to their sport and or their needed event/position needs.

Q3

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

How the Addition of a Strength & Conditioning Coach would make a Meaningful Impact on Programs;

- Improving performance: The core of the job is to help athletes become faster, stronger, more agile, and more powerful in their sport. Witnessing their progress and success provides a profound sense of accomplishment.
- Reducing injuries: By implementing science-backed programs and teaching proper form, strength & conditioning coaches play a crucial role in injury prevention, which is critical for an athlete's career longevity, retention and overall health. Reduction of injuries will alleviate overburdening the Certified Athletic Training staff and reduce medical referrals and the cost associated with medical intervention.
- Teaching lifelong skills: Strength and Conditioning coaches instill discipline, confidence, and healthy habits that extend well beyond the athletic field and into the athletes' personal lives. This can have a lasting impact on a large number of young people.
- Building a positive culture: Strength & Conditioning coaches often spend the most time with athletes across different sports seasons, allowing them to foster an environment focused on goal setting, leadership, and accountability. Having an integral member of the Cuyamaca College's Athletic support staff will show an additional component to the College's commitment to athletic excellence and favorable experience.

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).

strength%20and%20conditioning%20coach.docx (16.3KB)

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)

The Strength and Conditioning coach will work with each of the eleven current intercollegiate sports teams at Cuyamaca College. The Strength & Conditioning Coach shall be responsible to collaborate, advise and design strength programs for each team, individual athlete groups and specific sports requirements. Additionally, the Strength & Conditioning Coach will collaborate with medical team (athletic trainers) to facilitate rehab or pre-hab programs for individual athletes. This will free up valuable time for the athletic trainers as they will be available to serve teams and not have to schedule time to be with individual athletes needing supervision when doing rehab/strength exercises.

Q7

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

Currently, each coach is tasked with doing research, design and monitoring of their assigned team's strength programs. The issue with that, is additional requirement takes away from coaches ability to recruit, do film study and game prep. Having a Strength & Conditioning Coach allows coaches to increase recruitment, game prep, while a sport strength professional who is tasked to have the latest knowledge and ability to design effective periodized training plans to maximize performance.

Q8 Respondent skipped this question

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

Q9

Program or Service Area Potential for GrowthPlease 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 newprogram, service, or initiative; number of students served; number of appointments; number ofvisits; number of workshops; total overtime/comp time accrued, number ofhourly/intern/volunteer/work study in program/service area and services provided.**(200 words or less) (Rubric Criterion 2)

Cuyamaca College Athletics has experienced rapid, strategic growth—from 123 athletes in 2023 to 238 athletes in 2025, a 93% increase driven by roster expansion, strategies to combat AB 928, and the addition of women's basketball and women's soccer. Further expansion of women's sports is anticipated to strengthen Title IX compliance.

With the success of teams such as Men's Soccer (2024 State Champions) and Men's Cross Country (2025 State Champions), recruitment shall continue to grow. To keep with the pace of excellence in sport and the growing interest in Cuyamaca College Athletics, the inclusion of a Strength & Conditioning Coach will be a critical addition to the Athletic Vision of creating a High Performance department that lives up to our goals of Athlete Centered, Coach Driven, Medical and Administratively Supported.

| | |
|------------|---|
| Q10 | <p>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.</p> <p style="text-align: right;">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</p> |
|------------|---|

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| Q11 | <p>Please explain how the requested position will support the college strategic goal(s) identified above. (200 words or less) (Rubric Criterion 3)</p> <p>The addition of a Strength & Conditioning Coach will build a culture of excellence and provide a resource for our student-athletes often only seen at University, and or professional levels. By working with top professionals, the student-athlete that has entrusted Cuyamaca College Athletics with their athletic future, the elevated skills, individuals and training can will lead to increased participation, complete seasons, retention and athlete returning for second season of play. For sports whom coaches are not a well versed in current strength philosophy models, having a strength and conditioning coach available allows the coach time to gain the knowledge without disenfranchising the student-athlete.</p> |
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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)

The addition of a Strength & Conditioning Coach speaks directly to how Cuyamaca Athletics Vision Statement; Athlete Centered, Coach Driven, Science and Administrate Supported puts the athlete at the center and surrounds them with the best individuals to achieve optimum performances and a positive experience at Cuyamaca College.

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

01/12/2026

Date of meeting (with dean/manager):

Q15

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.

Form needs ability to ask for special projects, grant, stipend or professional experts
