

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

January 2014

Site	Position	Justification
GC	Nursing Instructor IN00083	<ul style="list-style-type: none"> • <u>What will position do?</u> This is a replacement position for a full-time tenure track Pediatric instructor. This instructor will teach in the classroom and clinical setting and will be the BRN required content expert in Pediatrics. • <u>Current status of position?</u> This position is currently funded and is held by Diane Helland. She will be retiring in June 2014. • <u>Strategic Staffing Rationale</u> Please address at least one of the following items when answering the questions below (provide specific details): The California Board of Registered Nursing (BRN) requires that the following areas have at least one content expert: <ul style="list-style-type: none"> • Med-Surg • Pediatrics • Obstetrics • Psychiatric Mental Health • Geriatrics According to the BRN Nurse Practice Act section 1425: The content expert shall be an instructor and shall possess the following minimum qualifications: <ol style="list-style-type: none"> 1. A master's degree in a designated nursing area or 2. A master's degree that is not in the designated nursing area shall: <ol style="list-style-type: none"> a. Have completed 30 CEUs or 2 semester units of three quarter units in nursing education related to the designated nursing area; or have a national certification in the designated nursing area from an accrediting organization, such as the American Nurses Credentialing Center; and b. Have a minimum of 240 hours of clinical experience within the previous 3 years in the designated nursing area; or have a minimum of 1 academic year as a registered nurse level clinical teaching experience in the designated nursing area within the previous 5 years. Presently there is no one on staff that has a Pediatric background who could step in a fill this position. The loss of this position will mean that we cannot meet our regulatory requirements and thus is therefore a mandated position. I am requesting an <u>emergency hire</u> for a full-time replacement of the pediatric nursing faculty position. This is going to be a very difficult position to fill. Presently San Diego City College, Mira Costa, and Palomar are all in search for Pediatric faculty. <ul style="list-style-type: none"> ○ Legal mandates ○ Accreditation requirements ○ Health and safety priorities ○ Critical threshold of educational or support services

		<ul style="list-style-type: none"> ○ Essential supervision ● Present a rational that includes the following (where applicable): <ol style="list-style-type: none"> 1. <u>Will the position result in increased student FTE? How/How much?- No</u> 2. <u>Will the position increase student access, progress, and success? How?</u> <i>This is a required position by the BRN. Pediatrics is a required part of the BRN curriculum for all nursing programs. In addition in fall 2012 the Dean received a letter from the ACEN with concerns over the ratio of the number of faculty to</i> 3. <u>What impact will the position (or not filling the position) have on workload distribution within the work unit?</u> <i>If this position is not filled the nursing program will be out of compliance with the rules and regulations set forth by the BRN. In addition, this is going to be a difficult position to fill.</i> 4. <u>How much part-time, overtime is currently being used? None</u> 5. <u>How does this position address strategic priorities and/or institutional priorities?</u> <i>Student success is part of the strategic goals of the College and District. Filling this position will continue to foster student success in the nursing program.</i> 6. What other benefits to GCCCD will result from filling this position? 7. Is there other information that should be considered when analyzing and evaluating this request?
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