

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Counseling
Position Title	General Counselor

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

This position will support all areas of focus in the new Strategic Plan, especially in Guided Students Pathways. This position will play a critical role in assisting all students on their guided path to completion. This position will also be leveraged to participate in outreach, matriculation, student advising both academic and career, personal, completion of educational plans, academic interventions, student follow up, and student engagement. This position will also be instrumental in our continuous collaboration with instructional faculty and staff to implement and support college wide student success strategies, and support various efforts funded via Student Equity and Achievement (SEA), BSSOT, NSF, Strong Workforce, Transfer, Guided Pathways, and both Title V grants.

California Guided Pathways has ushered in various models for counseling at California Community Colleges. Each college has a unique culture and Cuyamaca College is not any different. The counseling faculty recognize the need for adequate counseling resources no matter what model they seek to use. Counselors will be needed to work with students along the GP Pillars, especially, Get on the Path and Stay on the Path. Our Counselors support AB 705, AB 19, Dual Enrollment efforts, Guided pathways, Umoja, career exploration, study abroad, international students, professional development, program review, articulation and more. These additional duties limit our counselors contact time with students. If we are to move into guided pathways at full scale, we need more resources and general counselors in the counseling services department.

(200 words or less)

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

(200 words or less)

It is essential to have an adequate number of contract counseling faculty to serve in General Counseling to address the many needs of students and the institution. This position is extremely critical because counseling faculty provide services in support of all students, and as the college continues to grow so too does the need of our students. In efforts to meet all the student need, general counselors must attend to as many students as possible within their contracted student contact time, but that is an extremely difficult task when 3 out of 9 contract counseling faculty are currently re-assigned to other essential duties such as: Chair, Articulation, and Professional Development coordinator.

Plus the loss of one contract counseling faculty to administrative promotions, loss of Counseling faculty to instruction, and one to a retirement, put strain on the remaining full time contract faculty and affected student contact.

As is the case with our instructional counterparts that leaves our part-time faculty with the heavy lifting in meeting the needs of our 10,000 students, but even this has become difficult with the rash of full time counseling hires in the region the last couple of years. That has resulted in a decimated pool of part time faculty, and we now find ourselves having to hire less seasoned part time faculty and providing much more training to compensate. To say that we are hurting is an understatement, and with our campus shifting into Guided Pathway Model and other student success initiatives tied to our strategic plan, we are in a dire need for more contract counseling faculty to meet our ever growing demands.

3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)

(150 words or less)

The lack of this position not only impacts our student wait time and number of students served, but there were many student success efforts being led by our two promoted contract counseling faculty which are still in need. The void left by Nicole Jones, Cindy Morrin and Greg Gomez has been greatly felt in our department, because they served many student needs. They were also heavily involved in many campus efforts such as the development of the Strategic Plan, Guided Pathways, the SSSP plan, the Title V grants, and in attaining resources for our department via

grants and state funds. With this change, General Counseling is now down to 9 contract counseling faculty, but one has a 1.0 FTE as the Department Chair, another has a 1.0 FTE to work as the Articulation Officer, and another has a 1.0 FTE assignment to work as the Professional Development Coordinator, which means these counselors have other responsibilities and do not have student contact. It is a difficult, changing and challenging time to be down in staff with so many initiatives (BSSOT, Student Equity and Achievement (SEA) known as SSSP, Student Equity, HSI, Title 5 grants, Strong Workforce, Transfer, Guided Pathways) that require the service of counselors.

Counseling had 12 contract counseling faculty 3 years ago, but with the promotion of Nicole Jones and the retirement of Greg Gomez, and Cindy Morrin moving to instruction, the number of counselors dropped to 9. Even though, we hired Michelle Campuzano, we are still down to only 9 counselors. The contract counseling faculty is already stretched thin in its efforts to support all the initiatives (BSSO, SSSP, Student Equity, HSI, NSF, Strong Workforce, Transfer, Guided Pathways, and both Title V grants) at Cuyamaca College and Guided Pathway model. If this position is not filled, all areas of the Strategic Plan and all the initiatives at our campus will be negatively impacted as well as the services delivered to promote students success.

- 4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

(150 words or less)

In addition to all the above-mentioned initiatives, there will be an additional increase in demand for services due to the Griffin-Coyote Connection project (district outreach), the Promise, and the Dual Enrollment Program, which is growing every semester. Counselors are instrumental in helping students in clearing prerequisites working closely with instructional faculty, advising, providing orientations and other activities associated with matriculation. Students have been waiting for over an hour during our busy times to see a counselor during the 15 minute drop-in counseling sessions. With an increase in student demand and a decrease in our contract counseling faculty our number of students served will continue to shrink as was the case this past fall compared to last (Counseling faculty, on an appointments and Drop-Ins basis, served 16086 students in the year of 2016-2017 and 14343 students in the year of 2017-2018. The decline in number of students served might be due to the fact that we were down three full time counselors.

- 5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to**

administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)

(100 words or less)

This position is a replacement for the internal promotions of Nicole Jones to the Dean of Counseling Services and the retirement of Greg Gomez in June 2018.

Revised Fall 2018

Approved by Academic Senate on 10/11/18

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- 6. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.**

{ X } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)

