



Faculty Hire Proposal Form

DIVISION: Counseling

POSITION: General And Transfer Counselor

Type of Position:

Replacement

Off-cycle (announced by Sept. 30)

Off-cycle

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required. **YES** **NO** If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

The Counseling Department has historically been understaffed to serve the growing student population for our institution. According to the Student Success Score Card we currently have 24,557 students. The current counselor to student ratio is 1:1036. While there are additionally 10 part-time Counselors to help with student contact, this still leaves our current ratio well above the recommended counselor to student ratio of 1:370 by the Academic Senate for California Community College. (asccc.org). Looking at the overall data of student completion at our school, there needs to be more focus on supporting our African-American and Hispanic student population. The Counseling Department has moved to a cohort modality in support of the Guided Pathways. The college has committed to implementing the Guided Pathways to a full-scale, there will be more need for counselors to assist students to achieve their academic goals in timely manner.

2. Based on projected demographics, workforce and community need, justify this position.

Our 2019 Student Success Score Card indicated that over the last 6 years we only had a 60.5% completion rate on our Career Technical Education. Our goal is to increase the completion rate to 100%. We need to increase the number of individuals in the Stanislaus County to obtain a higher living wage. We have more students who are facing many changes due to the Pandemic and economic down turns. There is an increase mental health issues and personal counseling needs, hence the highest necessity for General Counselors to be available at all times.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement. (Where appropriate, use 5-year trend data.)

The Student Center Funding Formula is based on enrollment, students receiving Financial Aid and California Promise Grant (formerly known as Fee Waiver), and completion. It is important for the counselors to be fully staffed to increase student retention and completion rate to meet that portion of the funding formula. Counselors teach Guidance, Study Skills, and Colsk courses. We also teach students via appointments, walk-ins, workshops, and other means of communication by guiding them through the educational process and developing an educational plan for them. In addition to the educational aspects we also teach students to deal with their every day life stressors.

4. Include other elements from Program Review, and/or the IOR Priorities (with an emphasis on equity), to justify this position.

Our 2019 Program Review indicated from 8/27/18-5/3/19 we have served a total of 31,761 non-duplicated student contacts. The contacts included CEP, AEP, and UEP; Career, Personal, Crisis, and BIT Counseling; Probation and Dismissal Workshops; Transfer advising; Walk-ins for both campuses; and Umoja related activities. We teach Guidance courses, Study Skills, and Colsk 100 courses. Our Institutional Effectiveness report indicated that in 15/16 AY the persistence for students who took Guidance and Colsk 100 was 72% and 61% respectively. For 17/18 AY the persistence for Guidance and Colsk was 67.7% and 65.8% respectively. For students who took neither, persistence for 15/16 and 17/18 was 43% and 55.4% respectively.