

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Ailsa Aguilar-Kitibutr, Psy.D.</b>
Program or Service Area:		<b>Counseling Department</b>
Division:		<b>Student Services</b>
Date of Last Program Efficacy:		<b>Spring 2012</b>
What rating was given?		<b>Continuation</b>
# of FT faculty <b>8</b>	# of Adjuncts <b>8</b>	Faculty Load: <b>Not Applicable</b>
Position Requested:		<b>1 full-time generalist counseling faculty</b>
Strategic Initiatives Addressed:		<b>Access, Student Success, Institutional Effectiveness</b>

Provide a rationale for your request.

In Spring 2010, the Counseling Department was ranked first in the *ad hoc* Replacement List for the hiring of full time faculty as recommended by the Program Review Committee. In response, Administration assigned **a faculty to undertake 50% counseling work for a temporary one year transfer**. This position was never replaced.

There are eight counselors in the Counseling Department for the current student population of 11,819. Technically, only seven are assigned full general counseling duties and other special assignments because the articulation officer /counselor's major functions are articulation and curriculum work. Thus, the actual ratio of counselor to student is 1: 3, 295. When compared to the previous complement of 11 counselors in 2005 and the ratio of counselors to students in categorically funded programs, the Counseling Department has to surmount numerous challenges to provide comprehensive and developmental counseling services to all SBVC students. In support, the Academic Senate issued a resolution in spring 2012 with follow-up motions in September 2012 for the hiring of additional counselors to facilitate student success.

Forty-five distinctive counseling services are provided to students, foremost of which are academic, transfer, career and personal counseling, education plans, as well as, student success interventions. Special assignments, such as, veterans, international students, learning communities, matriculation, athletics, High School Connection Program, etc. reduce the overall time dedicated to providing services for the general population. Meantime, more functions and responsibilities have been added into the Department's purview with the integration of matriculation (previously a separate department) in fall 2008, including the provision of services to students of DSPS Department which lost its counselors due to budget cuts.

Lately, more mandates have been implemented such as mandatory orientation, assessment, and matriculation exemption with more forthcoming due to the anticipated institutionalization of SB 1546, the Student Success Act. The massive demand for services requires more counseling faculty to comply with the present mandates and their corresponding exigencies where education plans for **all** students and direct intervention from counselors are mandatory.

1. Indicate how the content of the latest Program Efficacy Report and/or most current EIS data support this request. How is the request tied to program planning? (*Reference the page number(s) where the information can be found on Program Efficacy.*)

The mandates of SB 1546 pose the most formidable challenge because of the mandatory

advisement and education plans for all students. Registration is predicated on the fulfillment of these requirements. As mentioned in our Program Efficacy Report, Spring 2012, pages 25-26 internal and external trends impinge upon the Department resulting in the elevated demand for counseling interventions. To name a few -- the establishment of mandatory orientation and assessment; matriculation waiver processes; newly resumed practice of probation and dismissal holds; persistent economic downturn and unemployment; implementation of CSU's Early Assessment Program; abolition of the Ability to Benefit; closures of adult schools; influx of underprepared students; and the Student Success Task Force Recommendations. The Spring 2012 Program Efficacy Evaluation (page 1), the Consultation Council Task Force recommendation for a 1:900 counselor-student ratio, Counseling Program Efficacy Reports, Spring, 2012, 2008, the One-page Departmental Summary (EMP, p.75) including the EMP Key Findings on pages 121-135, the CCA recommendation to hire 2,800 additional counselors statewide to maintain a 1:1,500 counselor- student ratio (CCA Advocate, August 2012) delineate the dire need for additional counselors at SBVC in order to support program and institutional goals.

2. Provide updated or additional information you wish the committee to consider (*for example: regulatory information, compliance, alternative or ongoing funding sources, updated efficiency and/or student success data or planning etc.*)

Our current ratio of 1: 3,295 is far flung from the 1:900 counselor-student ratio as recommended by the Statewide Academic Senate (Program Efficacy Reports 2012, 2008 and Efficacy Evaluation 2012; Senate Minutes, April, 2010). Moreover, the Office of Research and Planning data (Efficacy Report, 2012, pages 12-13) have shown that counseling is associated with students' persistence, course completion, and success. Even with technology usage, provision of substantive information on web page and enhanced informational/ instructional materials and class presentations, implementation of group advising during registration periods, as well as, reduction of hours for counselors' special assignment, limited resources remain severely overburdened and inadequate.

The Department experiences high demand, high volume of service utilization in its day-to-day operations, not to mention the escalated demands during peak months of registration. More concretely, the Scheduling and Reporting System (SARS) of the Department last academic year showed that counselors provided counseling services to 22,315 students of which online counseling was provided to 2,000 students just in summer alone. These data do not include thousands of students who participate in online orientation. More recently, counselors assisted 6,414 students during July 1 through September 21.

3. What are the consequences of not filling this position?

Academic success is associated with receiving counseling. Studies of the Office of Planning and Research corroborate the integral role of counseling to students' academic success and goal achievement (Efficacy Report, 2012, pages 12-13). Without an additional counselor, we will be at a disadvantage to continue to deliver quality services. We will not be in compliance with new mandates and further our departmental and institutional goals for access, student success, and institutional effectiveness. The consequential impact on SBVC's accreditation cannot be minimized.