

FACULTY NEEDS ASSESSMENT APPLICATION

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

1. Provide a rationale for your request.

Presently, the Counseling Department's budget for adjunctive hours is at best unpredictable. Main sources of adjunct monies come from Matriculation, Counseling, and Basic Skills. In spring 2012, the President's Office gave a **one-time** funding of \$105,000 for the salaries of eight adjunct counselors who render an average of ten hours work per week. The erstwhile \$40,000 from Financial Aid Office was never restored since 2008 despite increase in appeals for continued financial aid for students who have reached 70 plus units. These students need more focused academic, career, and transfer counseling, as well as, success interventions.

Since September 2012, evening hours has been cut, reducing adjunct evening coverage to approximately 50%; however, the same number of students request services, not to mention their requests for restoration of the previous hours four days a week. Additionally, basic skills students who comprise 85% of our student population (Office of Research) including students on academic/dismissal status demand additional full time counselor to meet increased counseling needs. Last year, DATATEL showed 3,441 students on probation or dismissal status. Moreover, the Department does not only serve students who subsequently enroll in classes, it also affords counseling to those who may have the intent to study but do not register or cannot register because classes are overenrolled. This group comes to us during the entire year but they are not counted in SBVC's report of positive attendance. 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. SB 1546 necessitates changes in priority registration where students on probation or dismissal status will lose priority, among other identified groups losing priority (Statewide Admissions and Records Advisory). Appeals for this change necessitating counselor interventions are already foreseen.

Our counselor to student ratio 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 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 and special populations. 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 counselors due to budget cuts.

2. 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.*)

Aside from the mandates of SB 1546, the needs of special populations are burgeoning with implications on our 2014 accreditation. In our Program Efficacy Report, Spring 2012, pages 25-26 internal and external trends impinge upon the Department. These are – the establishment of mandatory orientation and assessment; matriculation waiver processes; the newly restored 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, particularly on changes related to priority registration. Moreover, the following documents delineate the dire need for additional counselors at SBVC to support program and institutional goals -- 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; One-page Departmental Summary (EMP, p.75) including the EMP Key Findings on pages 121-135; and the CCA recommendation to hire 2,800 additional counselors statewide to maintain a 1:1,500 counselor- student ratio (CCA Advocate, August 2012)

3. 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 recommended by the Statewide Academic Senate (Program Efficacy Reports 2012, 2008; Efficacy Evaluation 2012; Senate Minutes, April, 2010). Despite this condition, Office of Research and Planning data have shown that counseling is associated with SBVC students' persistence, course completion, and success (Efficacy Report, 2012, p. 12-13). With technology usage, provision of substantive information on web page and informational/ instructional materials, class presentations, group advising during registration periods, as well as, reduction of hours for counselors' special assignment, resources are still not adequate. The 2012 Scheduling and Reporting System (SARS) statistics showed that counselors provided counseling services to 22,315 students of which online counseling occurred for 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.

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

Counseling is essential to student success and most demanded in a student population such as ours. Without additional counselors, we will be at a disadvantage to continue to deliver quality services, especially to special populations. We will not be able to serve the entire campus community and be in full compliance with new mandates. The hiring of an additional counselor is imperative, even within the context of our financially strapped District and State and will better align with accreditation goals and mandates.