

**FACULTY NEEDS ASSESSMENT APPLICATION**  
**Fall 2016**

Name of Person Submitting Request:		<b>Elaine Akers</b>
Program or Service Area:		<b>Student Health Services</b>
Division:		<b>Student Services</b>
		<b>2013-2014</b>
What rating was given?		<b>Continuation</b>
# of FT faculty 2	# of Adjuncts 1	Faculty Load ( <b>per semester</b> ):FT
Position Requested:		FT Behavioral Health Counselor
Strategic Initiatives Addressed:(See <a href="http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf">http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf</a> )		#1; #2; #3; #4

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

Our NCHA data demonstrates a high need for mental health services. Our student population is also very high risk with low SES, a great deal of trauma, cultural barriers, lack of support in the community, and poor preparation for the challenges of college. We need a full time non-instructional licensed behavioral health counselor who can be a consistent presence on campus for faculty, staff, and students to consult on mental health issues and who can provide supervision to trainees and interns providing mental health services. The Behavioral Intervention Team (BIT) also need easy access to a mental health provider who can assist with evaluating psychological and behavioral concerns as they arise. We also expect to see an increase in referrals for crisis/mental health evaluations when Maxient software is installed next semester. Maxient will allow faculty, staff, and eventually students to report a student of concern more easily in an electronic format. With the BIT team beginning to meet we have already seen an increase in these requests from the campus. We really need a full time licenses professional available to respond adequately to these requests The Student Discipline process also often requires the support of an experienced mental health provider. Within Student Health Services we currently have a list of 30 student awaiting counseling services. Counseling services within the community are also difficult to obtain even with insurance. One student who has Kaiser said there if a 3 month wait list for counseling services through her Kaiser coverage. Currently we have 86 contact hours for counseling per week here in Student Health Services with a potential maximum case load or 45-50 clients. All of counseling hours are provided by part time staff so there is no consistent counseling presence on our campus. We are also serving students with personal development services through Gallup StrenthsQuest talent assessment and strength development programing. Currently the leadership for these services is provided by our SHS coordinator who has not formal training in mental health.

2. Indicate how the content of the department/program’s latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. (*Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.*)

In our last efficacy report in spring 2014 we expressed this concern as follows;

All counseling staff is part time professional experts or independent contractors. This presents some of the same challenges as we have with the nurse practitioners and leads to inconsistent levels of understanding regarding institutional needs. We always have new trainees who require a lot of training and support as well as interns in order to provide adequate access. The ideal situation would be to have a full time mental health counselor to coordinate this service.

Since that time we have begun a Behavioral Intervention Team on Campus and have had consistent needs for mental health evaluations within the student conduct area. Part time staff un-connected to the campus on a full time basis do not have the cultural competence with the campus or experience with stakeholders outside of student health services to safely provide this kind of crisis support. Their understanding of our student population is limited to the clients they see within the student health center.

3. Indicate any additional information you want the committee to consider (*for example, course fill rates, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

This position is not eligible for Student Success or Student Equity Funding. I am requesting **General Funding** for this position. The Student Health Fee budget is not adequate to support this ongoing position. This is a critical position for the campus and will benefit the entire campus community.

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

Reduced access to mental health services for our students guided by a consistent licensed mental health provider who is actively engaged in the campus and fully committed to the campus mission. Risk of missing potential threats in students with behavioral problems on campus, or seen in student discipline, and/or identified by the BIT team; due to poor access to consultation with an experienced licensed mental health provider and inadequate assessment of students mental health status. Potential risk for poor student outcomes and campus violence that could be prevented with early identification and intervention.