



**NEW FACULTY POSITION PROPOSAL**

*Click in the shaded fields and start typing your response.*

**DISCIPLINE: INTERNATIONAL STUDENT COUNSELOR**

**A. How does the proposed position align with specific objectives within the college's strategic plans and initiatives? <http://www.canadacollege.edu/plans/index.php>**

Increasing the international student population year over year is an SMCCD and Cañada College strategic initiative. International students support specific college strategic initiatives such as increasing transfer success and graduation rates and cultivating diversity on campus. Currently, the success rate of international students at Cañada is +10% higher than domestic, and the average GPA is +9% higher.

Cañada College has the smallest international student population of the three colleges, but with potential and capacity to increase. In doing so, it is critical to provide dedicated and specialized academic counseling services to these students. One of the most important reasons that international students choose our college is for the transfer opportunities to 4 year universities, particularly to top-ranked UCs. The international counselor position is vital in providing specialized, technical, consistent, and culturally sensitive academic counseling to international students and conducting specific and ongoing outreach in order to ensure that international students' academic and transfer success remains strong.

**B. How does the proposed position address the program's strategic action plans and long-term goals? Please refer to specific elements of the most recent program review.**

Establishing a full-time temporary international counselor was a primary goal of the program review cycle in February 2017. For the academic year 2018/19, we successfully hired a full-time temporary international counselor. To date, this counselor has received outstanding reviews from international students and has been able to conduct specific outreach to assist with UC and other transfer applications, in addition to general international counseling. As a result, for Fall 2019, Cañada College ranked #3 of all California Community Colleges for the % of international transfer students accepted to UC Berkeley.

**C. How does the proposed position support program vitality and viability?**

1. How far is the program from achieving the legislative goal of having 75% of instructional hours taught by full-time faculty?
  - a. %CRNs that are taught by FT faculty:      previous semester      current semester   
not applicable
2. If this proposal is not funded, will there remain a minimum of one existing full-time faculty in the discipline?  Yes  No

**D. What is the evidence of student demand to justify the proposed position?**

1. Number (headcount) of full-time faculty in the discipline: 1 (temporary) current semester
2. Total FTE of course offerings:      previous semester      current semester  not applicable
3. Percent of "Total FTE of course offerings" comprised by FT faculty:      previous semester  
current semester  not applicable
4. Average departmental Fill Rate:      previous semester      current semester  not applicable

5. Enrollment history – qualitatively and quantitatively describe student demand/course enrollments within this discipline, especially for those courses that will be assigned to the proposed faculty member.

The annual headcount of international students at Canada has ranged between 135-155 for the past 4 academic years. We have seen an increase of +16% Fall 2019 vs. Fall 2018. Longer term growth projections include 200+ annual headcount. Please see the attached international dashboard.

Prior to 2016, international students were assigned to meet with any available academic counselor, which resulted in inconsistencies, particularly in regards to the academic ramifications of F-1 visa status. In Fall 2016, a temporary, part-time international counseling position was hired, with a second temporary, part-time international counselor added in Fall 2017. Both counselors were in high demand and popular with international students. However, both of these temporary counselors resigned in Spring 2018 to accept more permanent counseling positions in the District, including the CSM permanent, international counselor position established in Spring 2018. This position requires permanency and consistency and we have not able to rely on temporary counselors.