



### **NEW FACULTY POSITION PROPOSAL**

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

#### **DISCIPLINE: COUNSELOR, COLLEGE FOR WORKING ADULTS (CWA)**

##### **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>**

This proposal requests a full time tenure-track counselor position, with 100% of time allocated to students in the College for Working Adults (CWA) program. The proposed position fulfills Cañada College Educational Master Plan (EMP) Objective 2.6 by providing "increased intentional counseling and other services to guide students to completion." CWA students are required to meet with the counselor at least once per semester, with additional orientation for new students. The CWA counselor engages directly with faculty and staff to monitor academic progress and provide case management for every student from first semester to graduation/transfer. Dedicated counseling for CWA students also aligns with EMP Objective 2.4, "identifying clear student pathways" for general transfer and specific majors. The CWA counselor supports this objective by creating comprehensive educational plans for each student, conducting proactive registration, and offering transfer advising for students.

The Cañada College Equity Plan identifies the CWA program as "the key initiative that Cañada has identified to support target students to success in completing degrees and certification." The CWA is also identified in the Equity Plan as an intervention supporting equity goals to increase enrollment, increase average Math and English placement levels, and increase transfer rates for target student populations. The counselor is an integral part of the CWA faculty/staff team implementing these goals.

##### **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.**

The CWA is an evening and weekend degree program designed to improve access, retention, degree completion, and transfer for adult re-entry students. This proposed position supports the objective of "increasing retention for new students," as identified in the 2016-2017 CWA program review.

Cañada has provided designated CWA counseling since 2011, initially through a part-time position and later through a full time, non-tenure-track position. Because the position lacks permanency, six different counselors have held the position in six years. Relationship building with students and faculty/staff requires continuity and stability for effectiveness. As evening and weekend students, CWA students face unique obstacles to accessing campus services, including counseling. Our disproportionately impacted students will be better served if they have the opportunity to develop a stable counselor relationship.

##### **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:                      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.

Enrollment in the CWA program continues to increase. The CWA now serves 364 students who are on a pathway to degree completion. The CWA offers 22 sections of cohort-restricted courses as part of the program's cohort-based learning communities. A total of 287 CWA students are currently enrolled in courses for Fall 2017.

Between April 1, 2015 and January 31, 2016 the CWA counselor completed 433 student appointments. The counselor had 186 appointments with 179 unique students in Fall and 247 appointments with 213 unique students in Spring 2016.

In the 2015-2016 academic year, 86 degrees were awarded to the 43 students who completed the CWA program. 100% of students who graduated had completed their degrees within four years of entering the program and 88% of students who graduated had applied for transfer.