



### **NEW FACULTY POSITION PROPOSAL**

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

#### **DISCIPLINE: PSYCHOLOGICAL SERVICES**

#### **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>**

The Disability Resource Center, Health Center, and Psychological Services departments' joint proposal for a full time Psychological Services faculty member aligns with at least the following college strategic plans and objectives:

##### Strategic Directions/Goals

1. Teaching and Learning Equip students with the knowledge and transferable skills so they can become productive citizens in our global community; provide clear pathways for students to achieve educational goals; invest in opportunities to promote engagement; conduct provocative professional development; and create innovative and flexible learning systems

A full time Psychological Services faculty member will through the process of providing and coordinating individual counseling services, as well as on campus mental health related training and services, provide students with knowledge and skills that they can use to become productive citizens in the global community.

3. Community Connections Build and strengthen collaborative relationships and partnerships to support the needs for our community

A full time Psychological Services faculty member would be able to serve as a permanent link between Canada College and mental health/psychological services providers and programs in our surrounding communities.

4. Global and Sustainable Promote shared responsibility for our environment and social justice; and create a diverse and culturally enriched community of global citizens.

Individuals with mental health diagnoses are among the most stigmatized and discriminated against groups of people in our country. A full time Psychological Services faculty member would be Canada's champion for individuals with mental health challenges on our campus and would be able to provide ongoing training to our campus community about how we all can better serve this individuals in this group.

District Strategic Plan Recommendation 1.2a: Continue examining the specific needs of the student body and College service areas in order to develop and maintain appropriate programs and services.

A full time Psychological Services person would be able to develop and grow the Psychological Services program to better meet the documented growing student need for mental health support.

Educational Master Plan Completion Objective 2.8: Improve progress by creating opportunities for faculty-student and student-student (peer) mentorships

A full time Psychological Services faculty member would be able to develop and grow a peer counseling program as well as continue to support internship opportunities for graduate students in our community.

**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 need for increased Psychological Services support, specifically a full time Psychological Services faculty member has been identified in previous DRC, Psych Services, and Health Center plans. In the most recent program plan it was noted that Psych Services would like to "increase the number of service hours available" through the "hiring of an additional licensed therapist or increasing the position to full-time". Additionally a full time Psych Services faculty member would meet the stated goal of offering "more workshops to students to support their many needs" and "increase training for faculty on adequately addressing at-risk students". The stated SAO for Psychological Services in the most recent program review is to "increase outreach activities with students in all sections of both Career 137 and Career 401" the objective could be better met with the implementation of this position.

**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: 0 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.

Our Psychological Services department, located in our Health Center in building 5, consists of 1 part time Licensed Psychologist, 1 part time Licensed Clinical Social Worker and 2 post-grad and/or graduate counseling interns. The combined Psychological Services staff is able to provide counseling services to over 100 students each semester.

In recent years Canada has rightfully focused on improving mental health services on our campus. We have implemented a fully functioning Behavioral Intervention Team (CARES) that meets weekly to respond to campus reports regarding students of concern. The specialized training of a licensed mental health practitioner guides every in house and outside referral the CARES team makes. During the fall 2015 semester, our Psychological Services staff led a long overdue Safe Space Training on our campus that provided much needed information regarding the LGBT community to students, faculty, and staff. Additionally, our Psychological Services department was key in connecting with San Mateo County Mental Health Services and partnering with them to provide multiple "Mental Health First Aid" trainings for students, faculty, and staff that have front line contact with the public. And, recent Title IX trainings provided by the district has highlighted the important role Psychological Services

can play in supporting victims of domestic abuse and sexual violence. All this has been done with part time faculty bending over backwards to meet the ongoing mental health needs of our students.

A full time Psychological Services faculty person would put us in line with our sister colleges and allow us to have a comprehensive plan of outreach to the entire campus community. There are many ways to support student wellness and success through our services. Some of the options are: ongoing support groups for various common student issues; frequent schedule of stress management classes; peer to peer training for additional support; creating a chapter of a national organization for mental health on college campus called Active Minds; ongoing training for staff and faculty on how to recognize mental health issues and safety concerns in students and how to best respond; trainings for staff and faculty on various topics of interest.

Since we hope to replace one of the current part time psychological services positions with this full time position the fiscal impact will be between \$61,398.49 and \$71,126.25.