



NEW FACULTY POSITION PROPOSAL

Click in the shaded fields and start typing your response.

DISCIPLINE: COUNSELING

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 FT Tenure-Track Counseling Faculty position, with 100% allocation of time to Basic Skills students. Dedicated counseling for basic skills' students aligns with the college's Student Equity Plan & Basic Skills Plan. The Equity Plan calls for " proactive (intrusive) support and case management", and "collaboration among faculty and staff to provide coordinated, wrap-around services". Unprepared students are much less likely to reach completion and are therefore a priority group for student equity resources. Cañada's Basic Skills Plan includes the following recommendations: Direct advising and counseling services for basic skills students on and off campus; embedded counseling in basic skills courses; and counseling and advising in support of learning community basic skills courses.

Additionally, under the CA Student Success and Support Program, Community Colleges are mandated to evaluate the academic progress of, and provide support services, to at-risk students which includes our basic skills student population. Services in this area are tied to MIS and future funding allocations.

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.

Cañada's Academic Committee for Equity & Success (ACES) overarching goal is to promote equal educational opportunity and student success for all students. According to the 2016 Legislative Analyst's Office Report on Community College Basic Skills Programs, unprepared students continue to have a significantly lower completion rate (39%) compared with prepared students (70%). This report calls for "embedding student services in basic skills courses" and "more targeted services for continuing students". A dedicated Basic Skills Counselor addresses those recommendations by proactively reaching students in and outside of the classroom. Currently the Basic Skills Counselor is the Coordinator of the Proactive Registration initiative. The goal of this initiative is to promote persistence of students to the next level in their course sequence.

The current ACES plan states the following goals related to ESL and Basic Skills completion: increase successful course completion in basic skills English and Reading sequence, in basic skills Math sequence, and ESL sequence completion. The Basic Skills Counselor is an integral part of the faculty/staff team who are implementing these goals.

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.

This proposal is for a Tenure-Track, Non-Instructional Counseling faculty. Therefore much of the data requested above is not applicable.

For Fall 2016, Cañada offers 36 basic skills courses in ESL, developmental English/Reading, and development Math. There are on average, 30 students per class, for an estimated total of 1,080 basic skills students.

Cañada has had a Basic Skills Counselor since 2008, initially as a part-time position that later became a full-time, temporary position. Because the position lacks permanency, 5 different Counselors have held it since inception. Relationship building, with students and basic skills faculty/staff, requires continuity and stability for effectiveness. Our students most at-risk for non-completion will be better served if they have opportunity to experience a stable, counselor relationship.