



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>

The proposed Full-Time Tenure-Track CWA Counselor position aligns with Cañada's Educational Master Plan. Objective 2.4 of the Master Plan calls for "identifying clear student pathways". CWA continues to meet this objective with a structured academic program that CWA students complete within a student cohort. A dedicated CWA Counselor is critical to student completion of the academic pathways.

Dedicated support for target populations of students is also identified in the college's Equity Plan. The Equity Plan states that "key initiatives to support target students in degree and certificate completion include coordinated efforts in programs like Puente and College for Working Adults." Increasing completion rates for CWA students - predominately re-entry students - requires access to specialized counseling services that address the specific needs of this subset of students.

Lastly, our Student Success and Support Program Plan identifies the need for dedicated counseling services for CWA students.

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.

In the recent CWA Program Review, it is documented that (1) Part-time counselor does not have adequate time to follow up with students who drop, withdraw, take leaves of absence, or struggle with coursework, and (2) Frequent personnel turnover due to reliance on part-time counselors leads to counseling inconsistency and undermines trust between students and counselor. In the Program Review, student equity is raised as an issue because, as evening and Saturday students, CWA students do not have equal access to student services, including counseling. This proposal for a FT Tenure-Track CWA Counselor would address the issues of equity, high turnover of counselors, and adequate counseling services for a unique subset of students.

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.

CWA enrolled 50 students in 2011-12, its first academic year. The program enrollment has surged to a current level of 235 students in Fall 2016. The number of graduates and awarded degrees also increased each year: 11 graduates, 21 awarded degrees in 2011-12; 26 graduates, 50 awarded degrees in 2014-15; and 43 graduates, 86 awarded degrees in 2015-16.

The vast majority of CWA students have not attended college for over 10 years. Most of these students attended multiple colleges and need extensive transcript review and evaluation. CWA students are anxious about entering/reentering college and have a multitude of questions. The CWA Counselor meets with new students for 60 minutes to review transcripts, set up a full education plan, and help students feel comfortable about returning to college. The Counselor completes CWA course registration forms for all students and reviews the Code of Conduct and Letter of Commitment with each student. Students are required to meet with the counselor at least once a semester to insure adherence to education plans and to properly register for classes. It is critical for CWA students to have a counselor who knows them and their unique set of circumstances, including balancing their work and college schedules. Since program inception, CWA has had five counselors in as many years; this high turnover jeopardizes the unique CWA Counselor/student relationship. The program hopes to achieve stability by securing tenure-track status for a CWA Counselor.