

# #12

**COMPLETE**

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## Page 1: Full-Time Faculty Position Form

### Q1

Please enter the following:

|                |                              |
|----------------|------------------------------|
| Department     | <b>EOPS</b>                  |
| Position Title | <b>EOPS/NextUp Counselor</b> |

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### Q2

If this position has already been funded, do you want to continue with the current request?

**Yes, the position has been funded, but I want to continue with the current request**

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## Page 2

### Q3

1. Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 1, 3)(300 words or less)

We are requesting this position to replace the same position which has been vacant for 5 and a half years now. This position ended because the college believed the grant funding would not be continued, so it was never made into a tenure track position. The state at the time was not clear about the funding, but it was in fact continuous funding, and other colleges in Region X never needed to terminate the position due to a lack of funding. This position is essential for our NextUp students because it will provide them with a stable contact that they can reach out to for aid and support. This position works with foster youth, and something that most foster youth have never had is a stable reliable person in their lives. While all of our previous specialists have worked very closely with the NextUp students since the full-time counselor position was terminated, and they have been a source that the students can rely on, losing that person and having to rely on and trust a completely different person mid-semester can be difficult. The full-time counselor position ended in June of 2018. Since then, the program has also lost the classified employee twice. Having a tenured position is more likely to ensure a lead who will stay long term. Not having this position will lead to the program remaining in the current situation of having a classified specialist, and an adjunct counselor dedicated to NextUp students. The reason this is not ideal is because within one program review cycle, the specialist position has been led by two different people, and part time counselors are limited on their availability, so not all of the NextUp students will be able to see the same counselor consistently.

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**Q4**

2. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: (Rubric Criterion 1)- Participating in professional development related to equity and diversity in hiring- Participating in professional development related to equal employment opportunity (EEO)- Completing EEO Representative Training- Employing strategies to recruit diverse applicants(300 words or less)

Our program currently has two faculty members. Both faculty are female. One is Hispanic/Latina, and the other is Middle Eastern. Of these two faculty members, 1 is .5 reassigned to coordination for the EOPS program. Our program is equity based and is meant to serve historically marginalized populations. We will approach opening the position with an equity minded lens. This means that we will work with HR and the EEO to ensure application materials and minimum qualifications can yield a wide application pool. We will ensure that the committee members are diverse and come from diverse experiences.

**Q5**

3. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? What steps are you taking to close equity gaps in access and outcome, for example: (Rubric Criterion 2)- modify curriculum to reflect the college's diverse student population- close equity gaps- ensuring equitable access to courses that have pre-requisites- removing barriers for students, especially those from historically marginalized groups- adopt/create no cost/low cost textbooks and course materials(300 words or less)

Historically, the NextUp program improves retention and success rates for foster youth. The program is a high touch program, but it is critical to have one consistent lead who can track the progress of each student and provide interventions in order to prevent any of the students from falling through the cracks of communication. This would be the most streamlined process which means that student success will be more closely monitored. For this reason, students will have someone who is better able to provide focused interventions on a case by case basis. This will close equity gaps because students will have the support to be more successful in their classes and reach their goals.

**Q6**

4. Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Rubric Criterion 2)(300 words or less)

NextUp program tends to be a smaller program because foster youth are historically a smaller population in all of region X. The requirements to qualify are very specific. Looking at the data from CCC Data Mart, we can see that, upon losing the full-time Counselor, the number of students enrolled in the program dropped. It took three years to get the numbers back up to where they were at the end of the counselor's term in June of 2018. This is evidence that there will be an increase in student demand. Students are being adversely impacted because we are not providing them a figure who they can rely on without the fear of losing them. They are also being impacted because there is no one currently who can provide the level of case working which they need. Cuyamaca was one of the first colleges to hire this position, and it was one of the only to let it go. The funding for this position exists and it is continuous. The program is meant, by the state, to have a counseling lead. Because we have not properly staffed the program, we continue to carry over funding. Unfortunately, the State Chancellor's office has made it clear that it will no longer allow us to carry over funding. In the last fiscal year, the program carried over more than \$125,000. In the future, carry over will be returned if it is not spent. This is an inefficiency which a full-time counseling position can help resolve.

**Q7**

5. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s). Please explain how this position would support historically marginalized groups. (Rubric Criterion 3)

This request aligns with our program review goal 3: Increase equitable access among EOPS students, specifically historically marginalized populations.

This positions advances goal 3 and supports historically marginalized groups because it provides that high touch care to the NextUp students who are made up mostly of historically marginalized groups.

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**Q8**

6. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)(100 words or less)

This position is a replacement due to other circumstances. The position was contracted for two years because that is how long the college believe the state funding would last, so it ended in June of 2018. After this position was terminated, we learned from the state that the funding would be continuous. Other colleges in Region X kept their counselors and never ran out of funding. Since the funding is available and there is a need, we are requesting to be given back this position.

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**Q9**

7. Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission, vision and values. Note: the more goals addressed the stronger the request (Rubric Criterion 4) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

This position supports all of the strategic goals set out by the college. It supports them because the position works with a very vulnerable population. A full-time counselor is able to provide very intentional interventions to keep students succeeding from the very beginning and help them to continuously enroll and succeed until they have reached their educational goal. Hence the position increases equitable enrollment, eliminates equity gaps in course success, increases persistence where equity gaps exist, and increases completion and eliminates equity gaps in graduation and transfer rates. The Position also increases hiring and retention of diverse employees because our hiring will be intentional to reflect the community being served, and, as a tenure track position, the faculty member is more likely to stay long term.

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**Q10**

8. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process. Note: The Division Dean will be providing feedback to help inform the prioritization process

**Yes, I have discussed this position request with the Chair of the Department**

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**Yes, I have discussed this position request with the Division Dean Note: The Division Dean will be providing feedback to help inform the prioritization process**

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**Q11**

If you would like to attach data to support your request in light of the rubric criteria, please upload a PDF, Word, or image file using the button below.

**NextUp%20(CAFYES)%20Numbers.docx (353.6KB)**

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