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**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1** Please enter the following:

Department	<b>General Counseling</b>
Position Title	<b>Counselor (Athletic)</b>

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**Q2** How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

The Counseling goals include increasing the use of technology in the administration/implementation of counseling services and programs and researching/developing a Counseling Model for Guided Pathways. In order to advance our goals we need to increase the number of Counselors not just available to serve students but to engage in the work needed to provide students with the best possible service. This requires campus involvement and advocacy pulling Counselors away from student contact, further exacerbating the issue of having a very limited number of Counselors. In order to fully implement Guided Pathways we need to hire Counselors that can absorb some of the workload. Currently Counselors are well represented in work across the campus, however, the result of this is ultimately less student contact hours.

Tenure/Tenure-Track Counselors:

Sophie Armenta – Guided Pathways and SSEC  
 Amaliya Blyumin – Title V, SSLAT, Transfer Center Advisory (100% reassigned to Transfer)  
 Ticey Hosley – Curriculum, SLOAC, PRSC, SSLAT, IEC, Guided Pathways (100% reassigned to Articulation)  
 Raad Jerjis - ILAT, SSLAT, SDGC (100% reassigned to Department Chair)  
 My-Linh Nguyen – Technology and Guided Pathways  
 Lilia Pulido – Academic Senate  
 Osvaldo Torres – AFT (.5 General Counseling/.5 Veterans)  
 Michelle Campuzano – Scholarship (AB19) – Promise; Workforce Development Committee  
 Donna Hajj – SSEC, Senate Officers, ILAT, Sabbatical Leave, Academic Rank Chair (100% reassigned to Professional Development)

Tenured Counseling Instructor

Cindy Morrin – Curriculum Co-Chair, Scholarship, Web Communications, Online Teaching and Learning

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**Q3** How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

This position will support all areas of focus in the Cuyamaca College Strategic Plan, especially in Guided Pathways. This Counselor will play a critical role in assisting all student athletes with acceleration and degree completion. Student athletes have a defined limitation for academic participation. This participation time frame requires student athletes to maintain a minimum 2.0 GPA to remain eligible for athletic participation. They are also required to be enrolled in a full-time status throughout the semester. If a student athlete falls below the full-time status they are eliminated from the sport until they reacquire full-time academic status.

This position is instrumental in providing outreach, matriculation, advising, (academic and career), personal, educational planning, academic intervention, student follow up, and compliance with edibility standards for athletic completion. This Counselor must be knowledgeable to interpret NCAA and NAIA requirements for university transfer. This Counselor will also be instrumental in our continuous collaboration with instructional faculty and staff to implement and support college wide student success strategies. It will support various efforts funded via Student Equity and Achievement (SEA), Transfer, Guided Pathways, and both Title V grants.

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**Q4** Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

This position is essential to the student athlete's opportunity for academic success and the ability to matriculate to a four-year college or university. The student athlete has stringent required timelines to matriculate based on NCAA bylaws. This will require a Counselor who has the expertise in athletic counseling and experience in evaluating student transfer bylaws of four levels of academic transfer in Division 1, Division 2, Division 3 and Division NAIA. The specialty Counselor provides student validation and engagement through the process of supporting student athletes in the application of student support services. This position will also require the specialty Counselor to have appropriate knowledge the CCCAA rules and regulations. Moreover, every athlete is required to meet with a Counselor once a semester and have a current CEP on file in order to compete in their sport(s). This population requires a Counselor to attend to their holistic needs as student athletes. Currently, we have a part time Counselor who is assigned to student athletes working only ten hours a week. It is clear that there is an imbalance to the ratio of athletic counseling hours to the number of Athlete being served. This hinders student athletes' learning and achievement at Cuyamaca College. In fact, Cuyamaca is the only college in region X that does not have a full-time Athletic Counselor.

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**Q5** 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? (150 words or less) (Rubric Criterion 3)

Historically student athletics have not had a full-time Counselor dedicated solely to their specialized needs. Cuyamaca is the only college in region X that does not have a full time Athletic Counselor. This impacts student athletes' success tremendously. A part-time Counselor at 10 hours a week is inadequate to meet student athlete needs. Many student athletes need focused academic support to reach their individual goals. They tend to have additional stressors (e.g., extremely busy schedules) that can impact them in the classroom and on the field. The Athletic Counselor is trained to support the needs of the student athlete in multiple areas. Historically non-trained individuals have attempted to support student athletes in this area with little success. If the position is not filled we will likely have a lower rate of student success for this population of students.

Faculty Position Request Form 2019-2020

**Q6** Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (150 words or less) (Rubric Criterion 2)

Based on data there was an increase from 379 student athletes in the year of 2016-2017 to 426 in the year of 2017-2018. Data for 2018-2019 was not available at the time of this submission but can be provided. All student athletes require specialized educational plans. The data indicates an increase in student athletes' need for counseling services. As the Athletic Department grows so will the need for counseling services.

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**Q7** 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. (100 words or less) (Rubric Criterion 3)

This is a new position.

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**Q8** 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.

**Yes, I have discussed this position request with the Division Dean**

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