

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, December 16, 2021 5:57:48 PM
Last Modified: Friday, December 17, 2021 12:37:20 PM
Time Spent: 18:39:32
IP Address: 99.59.116.69

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Counseling - General
Position Title	Umoja Counselor

Q2

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

This request is supporting our program review goal #3: Close equity gaps for Black and Latinx students by increasing access to counseling services, in the interest of increasing persistence between fall-spring semesters.

This position will help advance our goal because we know that students who obtain counseling services persist at a higher rate than those who do not. By having a full-time dedicated Umoja counselor in place, we would be able to scale up the program to increase recruitment and program participation, as well as student access to our program and counseling services. While our goal addresses the equity gaps of both Black and Latinx students, this faculty position request is specifically for a full-time Umoja counselor at this time due to the fact that our current Umoja program has been functioning under the coordination efforts of an adjunct position, which largely limits the services that can be provided. We are currently in the process of building a Puente program for our Latinx students, at which we will seek support for once the program has been established.

Q3

2. 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. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

This request directly supports our strategic priority of Student Validation & Engagement. Our Umoja program integrates culturally relevant coursework and activities to build community and address the needs of our diverse student population. This position will help advance the College's mission through their participation in the coordination of our annual Social Justice and Black Consciousness Conference and other relevant campus-wide activities.

Q4

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

There are clear equity gaps in access and outcomes for our African-American/Black students and this data is shown in numerous comparison data reports provided by IESE. Specifically, in our General Counseling comparison reports we have seen that students who obtain counseling services produce higher outcome rates than students who do not. Having a full-time dedicated Umoja counselor would aid in our work to close equity gaps in access and provide additional support to target specific student learning and achievement for this student population.

Q5

4. Has there been or is there any evidence to demonstrate that there will be an increase in 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 as they apply to this position. (Rubric Criterion 2)(300 words or less)

African-American/Black students are one of the demographic groups that yielded lower outcomes in comparison to White students. Based on our comparison data (provided by IESE), we know that students who receive counseling show higher rates of outcomes. General Counseling has specifically looked at the outcome of persistence to note that when African-American/Black students received counseling support, they persist from Fall 2020 to Spring 2021 at a rate of 68% in comparison to 54% for all students. If there are 789 African-American/Black students identified in our headcount, then we have a lot of work to do to assure that all 789 obtain some form of counseling support, particularly the type of direct assistance and community that the Umoja program provides. Without this position, students are being adversely impacted because we do not have the manpower to provide the kind of high-touch services to a large number of students, meaning that there are a lot of African-American/Black students that we never see.

Q6

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

Within our full-time general counseling faculty the racial demographics include 1 African-American/Black, 1 Asian, 1 Middle-Eastern, 3 Hispanic/Latinx, 1 White/European and gender demographics include 2 male, 6 female. *Note: This demographic data is unofficial - not provided by the college.

Our program is committed to continuous improvement and understanding our own biases so that we recognize them when they show up in the process. We will make sure we include instructional faculty and classified members who represent a diverse body, also looking towards the new processes that will include an EEO representative. We intend to pursue recruitment for this position across diverse institutions and organizations.

Q7

6. 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)

This position is essential to our program and services because Umoja is designed to assist historically underrepresented students to succeed. The lack of this position has impacted this program from being able to scale up to its full capacity. Our Umoja program currently serves 33 students, while our headcount shows that there are 789 African-American/Black students at Cuyamaca. Our sister college along with many other community colleges have a full-time faculty in this role. The time and commitment received by a full-time position to dedicate to this program would allow for increased recruitment of program participants and availability to students

Q8

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

This will be a new position.

Q9

7. 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
