

Request for Tenure Track Faculty

Program: Counseling: Credit and Noncredit SSSP (Eureka) #1 **Date:** October 22, 2015
(Categorical funding supported through SSSP)

Initiator(s): Sheila Hall

- 1. Program(s) Supported by the Discipline:** All disciplines
- 2. Job Description. Separate requests are required for each position sought. Please indicate if this request is site specific and the location(s).**

Under the direction of the Director, Counseling and Student Development, this position will provide academic career and personal counseling services to students in order to help them determine and achieve their academic, vocational, and personal goals.

- 3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information. (0-5 Points)**

Faculty Replacement Position (check one)

- Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year
- Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years
- Stable discipline or program needs replacement for FT faculty who have left within three-four years
- Stable discipline or program can justify replacement for FT faculty who have left within five years or more
- Outside accreditation is at risk without FT hire

Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.

Growth Position (checkone)

- Enrollment data over past two years indicate program is *growing*
- Enrollment data over past two years indicate program is *stable*
- Enrollment data over past two years indicate program is *declining*
- Independent marketing or other data indicate growth potential

Provide justification and documentation.

New Program/Discipline Position

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> | Program Initialization process complete |
| <input type="checkbox"/> | State curriculum approval complete |
| <input checked="" type="checkbox"/> | Program has grown significantly without FT faculty |
| <input type="checkbox"/> | Independent marketing data suggests viability of new program |

Provide justification and documentation.

As a result of Student Success and Support Program (SSSP) regulations, credit and noncredit students must be provided core SSSP services including (1) orientation, (2) assessment and placement, and (3) counseling, advising, and other education planning services, and the support services necessary to assist them in achieving their educational goal and declared course of study.

An increase in state funding for credit and noncredit SSSP, as well as for Student Equity require an increase in services to growing number of students, particularly as we expand enrollment initiatives in noncredit adult education, dual enrollment, distance education, and Pelican Bay State Prison.

4. FT/PT Ratio: Indicate which statement/s are confirmed by the data: (0 -5 points)

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> | Program has no full-time faculty |
| <input checked="" type="checkbox"/> | FT/PT ratio below 50/50 percent |
| <input type="checkbox"/> | FT/PT ratio below 60/40 percent |
| <input type="checkbox"/> | FT/PT ratio below 75/25 percent |
| <input type="checkbox"/> | FT/PT ratio results in critical lack of effective oversight for associate faculty |
| <input type="checkbox"/> | Reliable pool of well-qualified associate faculty is unavailable |

(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

Provide justification and documentation.

This is a non-teaching faculty position.

5. Program/Student Outcomes (0 – 5 points)

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following: (0 – 5 points)

- Demonstrate a clear need for FT faculty in order to maintain program outcomes
- Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

Narrative:

Full-time faculty counselors are needed to support the goals and outcomes related to the Student Success and Support Program (SSSP) and general Counseling/Advising functions districtwide. The goal of SSSP is to increase student access and success by providing students with core services, including (1) orientation, (2) assessment and placement, and (3) counseling, advising, and other education planning services, and the support services necessary to assist them in achieving their educational goal and declared course of study. As also identified in the Institutional Annual Plan, Student Equity Plan and Basic Skills Plan, we must provide programs and services for targeted at-risk student groups including those enrolled in basic skills courses, on academic probation and dismissal, with undeclared educational goals, and those identified as disproportionately impacted student groups.

An increase in state funding for credit and noncredit SSSP, as well as for Student Equity require an increase in services to a growing number of students, particularly as we expand enrollment initiatives in noncredit adult education, dual enrollment, distance education, and Pelican Bay State Prison. Achieving the above planning goals, satisfying the learning outcomes, improving our student persistence and completion rates, and meeting SSSP regulations will require improvements and increases in the programs and services we provide to students and will require more intensive and direct levels of work with targeted populations.

In addition to supporting students within the functions of the Counseling/Advising department, full-time faculty counselors can also be utilized to teach credit and noncredit general studies and guidance courses that support student success. With the upcoming retirement of the only full-time GS faculty member at the end of this academic year (2015-16), only associate faculty or portions of full-time faculty loads will be available for core FYE courses. Having faculty counselors available to teach in the classroom supports our annual planning action to strengthen the partnership between student development and instruction to increase completions.

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

<p>Faculty Replacement Position</p> <ul style="list-style-type: none"> • Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year • Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years • Stable discipline or program needs replacement for FT faculty who have left within three-four years • Stable discipline or program can justify replacement for FT faculty who have left within five years or more • Outside accreditation is at risk without FT hire 	<p>Points (0-5):</p>
<p>OR</p>	
<p>Growth Position</p> <ul style="list-style-type: none"> • Enrollment data over past two years indicate program is <i>growing</i> • Enrollment data over past two years indicate program is <i>stable</i> • Enrollment data over past two years indicate program is <i>declining</i> • Independent marketing or other data indicate growth potential 	
<p>OR</p>	
<p>New Program/Discipline Position</p> <ul style="list-style-type: none"> • Program Initialization process complete • State curriculum approval complete • New program has shown significant growth without FT faculty • Independent marketing data suggest viability of new program 	
<p>FT/PT Ratio</p> <ul style="list-style-type: none"> • Program has no full-time faculty • FT/PT ration below 50/50 percent • FT/PT ratio below 60/40 percent • FT/PT ratio below 75/25 percent • FT/PT ratio results in critical lack of effective oversight for associate faculty • Reliable pool of well-qualified associate faculty is unavailable <p>(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)</p>	<p>Points (0-5):</p>
<p>Program/Student Outcomes</p> <ul style="list-style-type: none"> • Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes • Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes 	<p>Points (0-5):</p>
<p>Other (Shared Interest)</p> <ul style="list-style-type: none"> • Shared interest determined by the Faculty Prioritization Committee. Scoring rubric will be mutually agreed and will be based on the nature of the shared interest. 	<p>Points (0-5):</p>
<p>TOTAL</p>	