

**POSITION REQUESTED:**

New  
 Replacement: [list person(s) being replaced]

**DIVISION:** \_\_\_\_\_

**DIVISION CHAIR:** \_\_\_\_\_

**YEAR DIVISION LAST HIRED A FULL-TIME FACULTY POSITION:** \_\_\_\_\_

**GENERAL INFORMATION REGARDING POSITION REQUEST:**

1. Which of the following areas of need will be addressed by this position? (check all that apply)
  - Transfer to 4-year colleges and universities
  - General Education
  - Basic Skills Instruction
  - Vocational instruction
  - Instructional Support Services
  - Student Support Services
  
2. Is this position addressed in the college's Educational Master Plan and/or the most recent Program Review for the area?
  - Yes (please cite below)
  - No (please explain why below)

Listed on Page 23 the Non-Instructional Programs Form for the Counseling and Advising [Program Review Spring 2021](#).

*" Hire an adjunct Wellness Counselor to provide wellness services, workshops, education, and trainings among other duties"*

3. Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.

This new position will require a computer, office space, and equipment.

4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

This position will be non-instructional and will primarily be in direct contact with students, other faculty via committees such as the behavior intervention team, and mental health informational workshops.

**PROGRAM REVIEW DATA-BASED JUSTIFICATION:**

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the Institutional Research web page below (include with supplemental materials any additional data or relevant past program review content). Faculty needing assistance with collecting relevant data are encourage to contact our Institutional Research Director, Michael Carley.

<https://www.kccd.edu/institutional-research/program-review-data>

		2017-18	2018-19	2019-20	2020-21	2021-22
Enrollment at Census						
Average number of students per section						
First Day Waitlist						
FTEF	TOTAL					
	Full-Time					
	Overload					
	Adjunct					
	Summer					
FTES						
Degrees & Certificates						

\*This is a non-instructional position request please see the student headcount for counseling listed below.

**OTHER JUSTIFICATION:**

Provide here qualitative/narrative information that supports hiring this full-time position:

We currently have 7 full-time general counselors of which two are COF, and all have either other roles and/or specific student populations they all focus on as part of their responsibility.

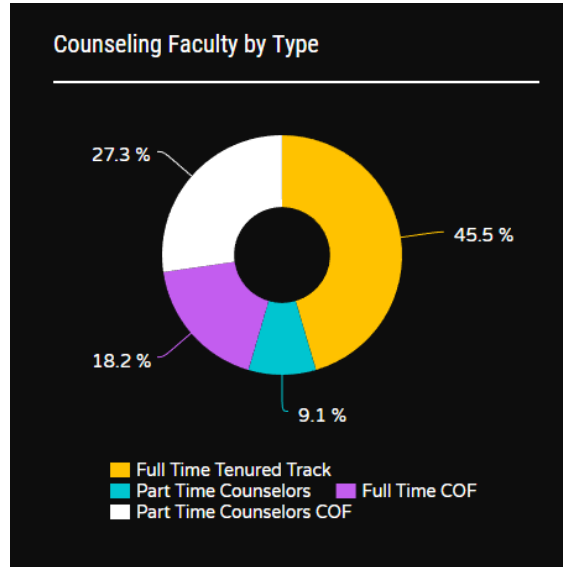
Full-Time General Counselors:

- 1) General/Focuses on Teacher Education/Guided Pathways (**PURPLE**)
- 2) General/Transfer Resource Center/currently also Division Chair
- 3) General/Early Alert/Probation & Disqualification/Puente
- 4) General/Veteran Resource Center/American Indian & Alaskan Native/Umoja/ Guided Pathways (**BLUE**)
- 5) General/Dual & Concurrent Enrollment/Articulation (temp)/Guided Pathways (**ORANGE**)
- 6) General/AB 705 Multiple Measures/Placement/Guided Pathways (**GREEN**)
- 7) General Counselor/Wellness/BIT

We have 3 Part-Time Adjunct Counselors (25 hours a week) that have specific roles including liaison to the local high schools in our service area.

Part-Time General Counselors:

- 1) General
- 2) General/Promise/Title V
- 3) General/Adult Education/ESL/Athletes/Ask a Counselor
- 4) General



Access Programs have a total of four Full-Time Counselors and three Part-Time Counselors with various roles and/or specific populations.

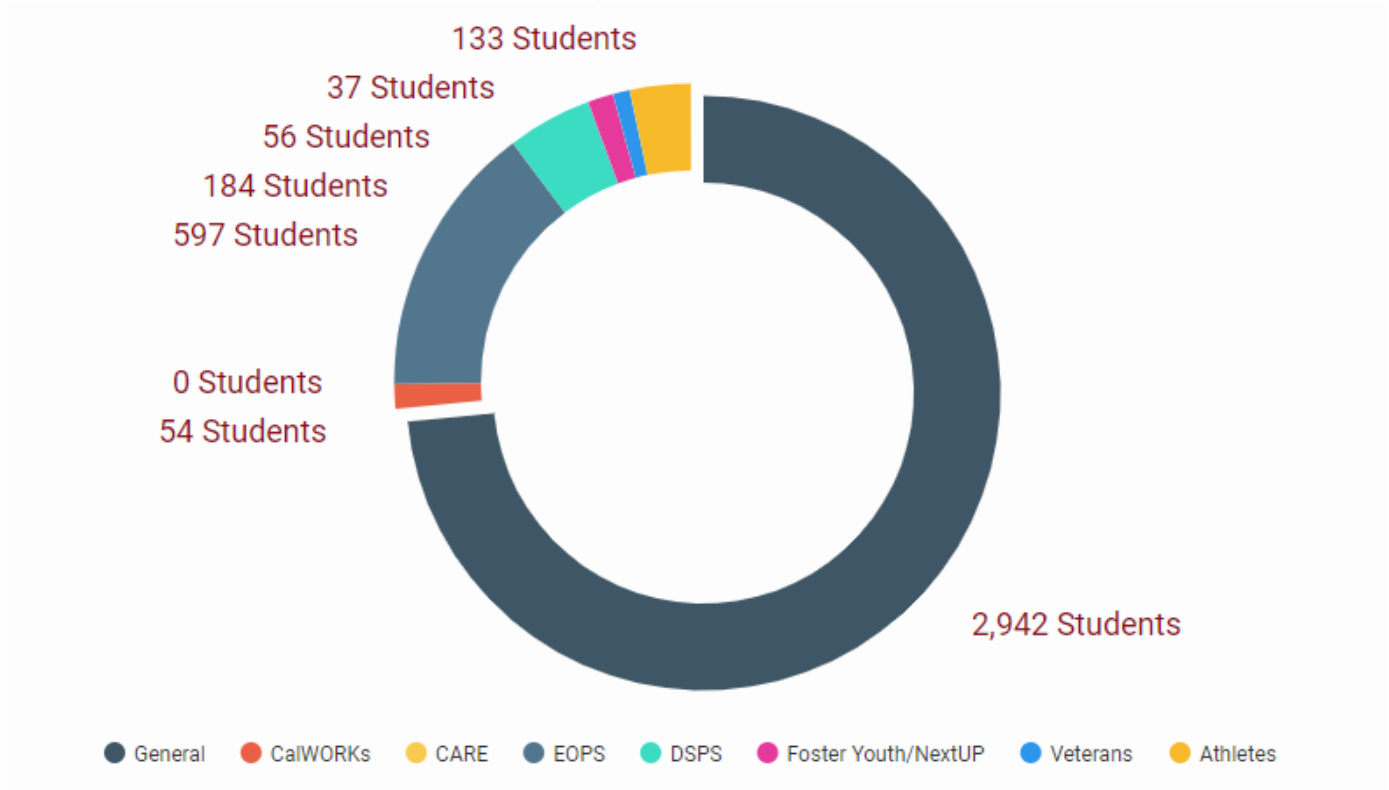
Full-Time Access Program Counselors:

- 1) EOPS
- 2) EOPS/CARE/CalWORKS
- 3) EOPS/CalWORKS
- 4) DSPS

Part-Time Access Program Counselors:

- 1) EOPS/CARE/CalWORKS/Foster Youth/NextUP
- 2) EOPS/CARE/CalWORKs/UndocuLiason & Immigration Legal Services
- 3) EOPS/CARE/CalWORKs/DSPS

The current number of PC enrolled students for Fall 2022 with none of the following program tags (EOPS, CARE, CalWORKs, Foster Youth, DRC, Veterans, Athletes) listed is **2,942** out of our **3,863**.



It is imperative to have full-time counselor positions dedicated to general student populations. We do not have enough general counselors available to share a workload to do articulation. Although our number of students decreased during the pandemic, the needs of our students have increased and more follow up appointments are necessary. The need for more student contact will also increase for a case management model for Guided Pathways which is listed to begin Fall 2023.

We have (3) Full-Time General Advisors who focus on specific student populations.

- 1) General/Early Alert/Teacher Education/American Indian & Alaskan Native
- 2) General/Adult Education & ESL
- 3) General/Transfer Resource Center

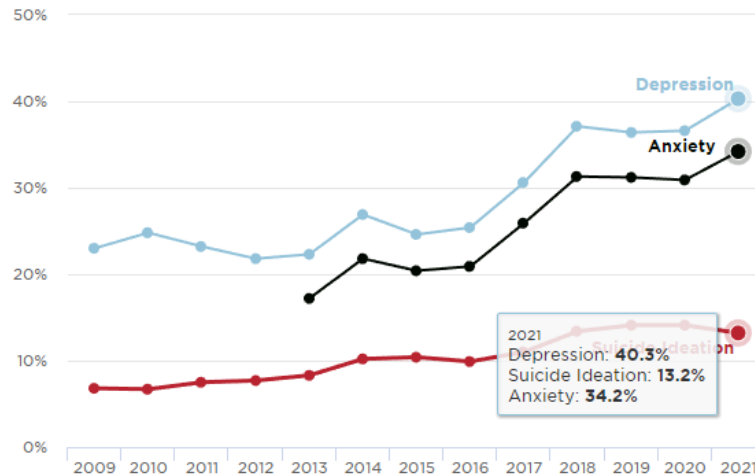
In the Counseling and Advising Program Review the student services department requested two positions for an articulation officer and a health and wellness counselor. The student services department was able to employ a full-time temporary wellness counselor for the 22-23 academic year. The funds for this position were made possible through the Higher Education Emergency Relief Fund (HEERF) but will come to an end on September 30, 2023.

The Wellness Counselor will coordinate wellness activities such as: personal emotional, and crisis counseling of students with mental health needs. Provide mental wellness services and outreach activities to the student population and update the Student Health & Wellness webpage, provide workshops tailored to the current needs of our student population by gathering data via the mental health resources listed on our webpage. Co-lead the Behavioral Intervention Team (BIT) and provide education and consultation to faculty, staff, and administrators with concerns about student mental health issues regarding early identification, intervention and referral of students with mental health needs, and keep current with state legislature such as [AB 2122](#) regarding mental health issues in higher education.

Mental Health and Wellness is not a new topic, but it has become a more prevalent issue within the last few years due to the pandemic. According to researchers at Boston College whose work was published in the journal [Translational Behavioral Medicine](#). More than 60% of young adults and college students said that they experienced serious anxiety and depression during the pandemic. Colleges like the University of Richmond have noticed an [increasing number of students seeking campus counseling services](#).

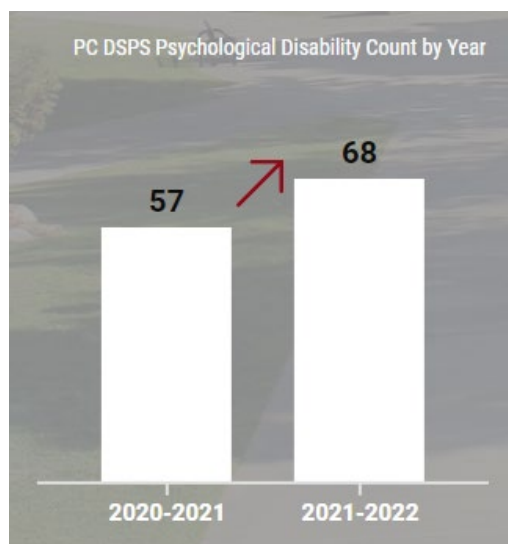
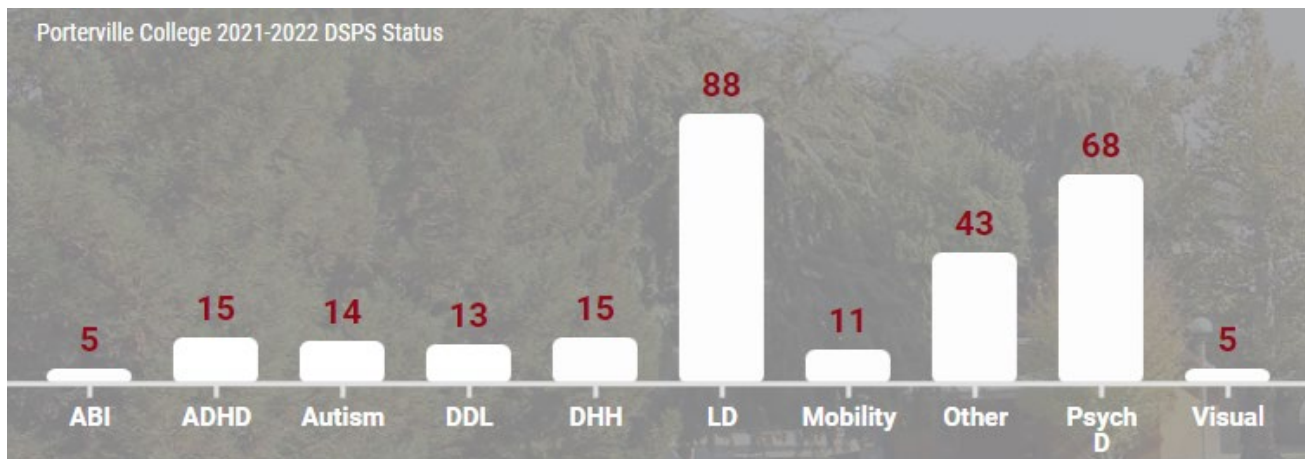
## Mental health of college students

Large numbers of students report depression, anxiety, and contemplating suicide and those numbers have been on the increase.



SOURCE: [Healthy Minds Network](#)

At Porterville College, the second-highest disability on campus is listed as psychological and has increased over the last year. This [data](#) only includes those who have verified disabilities and who seek out services in the DRC. Not all students with verified disabilities seek out services for fear of the negative stigmas associated with having a psychological disability, not to mention that DSPS offices are only allowed to list one primary disability in their reports. Mental health disorders can often be developed as the product of another disability.



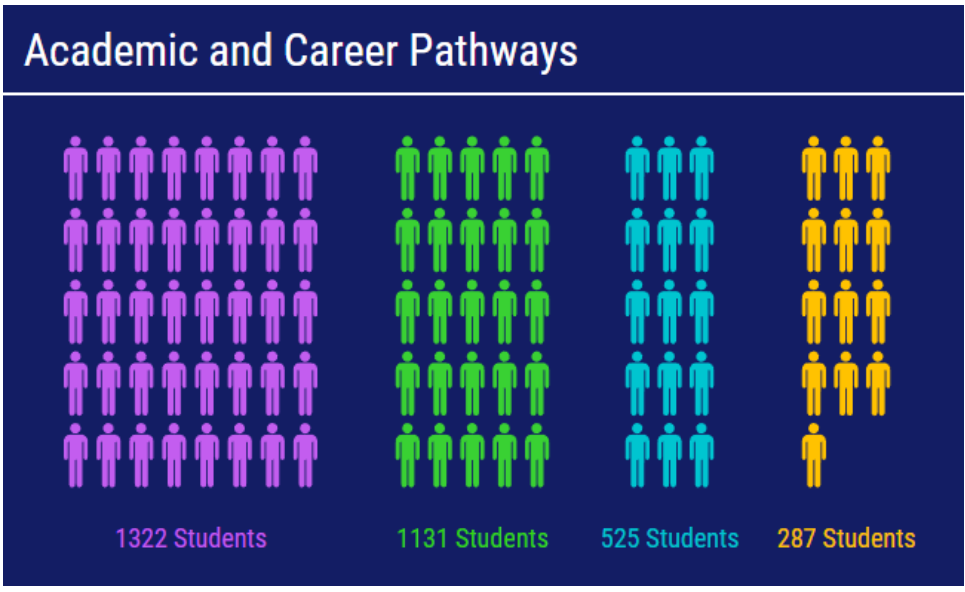
It is the belief of the Student Services Division that there are many students who would benefit from having a full-time Wellness Counselor available. Someone they can build rapport with and work on healthy habits of seeking out help when college becomes overwhelming. In addition, a portion of the Wellness Counselor's workload will be to assist in general counseling to meet with students in completing the onboarding process, all matriculations components within their first semester, and moving to a case management model for students within their pathway by Fall 2023.

In recognition of the acute impact of the pandemic the [American Academy of Pediatrics](#), American Academy of Child and Adolescent Psychiatry and Children's Hospital Association declared a national state of emergency for Children's Mental Health including young adults (18-24 years old). Porterville College is working with a new generation of students who were greatly impacted by the pandemic and are now adjusting to a new modality of instruction. Mental Health problems can impact the academic performance and success of a college student. **Poor mental health contributes to lack of motivation and problems focusing which can lead to failing grades.** Campus wide mental health resources for students to seek support could be the key to their academic success.

Why do we need a Wellness Counselor when students have access to TimelyCare? TimelyCare doesn't offer workshops or presentations. Students have to sit and read independently and don't have one on one contact with a dependent person who conveys they are vested in their wellness and success in college. **It was reported by the [Legislative Analyst's Office](#) that all 10 UC campuses, all 23 CSU campuses, and at least 90 of the 116 community colleges provide student mental health services.**

Crisis intervention should become a focus for Porterville College. A Wellness counselor can meet with students to mitigate issues before they become critical. It is important to work on the non-academic barriers that our students encounter so that they can be successful in your classrooms. This position would work closely with students to nurture emotional and academic resilience, and with faculty to act as a liaison and help educate the college on current and up to date mental health issues. This will foster an environment of total care for our students where they can have their mental wellbeing needs and instructional needs addressed.

It is important to remember that two of the seven full-time counselors that are currently employed are COF and once the funding for those positions ends, we will be down to five full-time counselors, one of which is the division chair, for four pathways. Five counselors will be insufficient in meeting the demands of the estimated caseloads for each pathway. See last year's approximate count provided by the Guided Pathways Team below. The Academic Senate for California Community Colleges worked with the Chancellor's Office and recommended to change Title 5 to define the minimum number of counseling faculty required based on the recommended counselor-to-student ratio (1:370) cited in the Academic Senate adopted paper [Consultation Council Task Force on Counseling](#).




**College Name**

- Bakersfield College
- Cerro Coso Community College
- Porterville College

**Student Headcount, Unduplicated**

	2017-18		2018-19		2019-20		2020-21		2021-22	
	N	% Diff	N	% Diff	N	% Diff	N	% Diff	N	% Diff
First-time student	1,131		1,167	3.18%	1,178	0.94%	752	-36.16%	917	21.94%

**Assessment**

	N	% of Total	N	% of Total	N	% of Total	N	% of Total	N	% of Total
Completed	1,065	94%	1,077	92%	1,016	86%	714	95%	860	94%
Exempt			1	0%						
Not Completed	66	6%	89	8%	162	14%	38	5%	57	6%

**Orientation**

Completed	987	87%	1,016	87%	875	74%	568	76%	525	57%
Exempt			1	0%						
Not Completed	144	13%	150	13%	303	26%	184	24%	392	43%

**Counseling**

Completed	1,039	92%	1,101	94%	1,128	96%	714	95%	744	81%
Not Completed	92	8%	66	6%	50	4%	38	5%	173	19%

**Ed Plan**

Abbreviated	335.0	30%	251.0	22%	121.0	10%	85.0	11%	81.0	9%
Both (Abbrev. and Comp.)	293.0	26%	407.0	35%	450.0	38%	219.0	29%	182.0	20%
Comprehensive	166.0	15%	195.0	17%	338.0	29%	294.0	39%	327.0	36%
Follow up Ed Plan	1.0	0%								
No Ed Plan	260.0	23%	260.0	22%	180.0	15%	139.0	18%	294.0	32%
Non Credit Ed Plan	76.0	7%	54.0	5%	89.0	8%	15.0	2%	33.0	4%

**Fully Matriculated**

Fully Matriculated	787.0	70%	831.0	71%	755.0	64%	477.0	63%	436.0	48%
Not Fully Matriculated	344.0	30%	336.0	29%	423.0	36%	275.0	37%	481.0	52%

**Follow-up**

Completed	1,042	92%	1,086	93%	1,079	92%	687	91%	736	80%
Not Completed	89	8%	81	7%	99	8%	65	9%	181	20%

The Student Services Division appreciates your time and consideration.