

## **College Council – SSPBT Agenda Item:**

SSPBT recommended the following five full-time faculty positions for new hires in Student Services to be approved by College Council.

### **1. Guardian Scholars Counselor/Coordinator (Foster Youth)**

According to De Anza College institutional research department (Newell, 2020) De Anza students who have been in foster care had a 57% average course success rate in the 2019-2020 academic year. Among targeted foster youth populations (African-American, Latinx, and Filipinx students) the course success rate was 55%. Among the general student population for the same academic year, the course success rate was 71% for African-American, Latinx, and Filipinx students and 84% for all other student populations in comparison. The fact that foster youth are heavily comprised of Black and Latinx students and have very low course success rates indicates that foster youth students are at high risk and should be at the forefront of De Anza's equity initiatives (Newell, 2020). In addition, A significant number of foster youth also identify as LGBTQ.

Hiring a full-time counselor will enable the EOPS program to provide a comprehensive set of services for current and former foster youth/youth in care served by the Guardian Scholars program and will provide structural integrity for the program, provide resources to ensure equity, engage the students so that they can develop their individual human capacity. In addition, this counselor will enhance students learning and development via the institutional core competencies and through personal development activities. This counselor will provide a wide range of services to facilitate student development and success including:

- Individualized academic and personal counseling services
- Facilitate access to financial and other basic needs resources
- Academic, personal and professional development workshops
- Individualized academic support
- Career and transfer counseling assistance
- Referral to on and off campus resources and services
- Academic progress monitoring and retention follow-up services

Over the past several years, foster youth have been included in the De Anza College equity plan to secure equity funds from the State Chancellor's Office, yet there has never been dedicated, stable staff or financial resources to support the needs of this population on campus. With this position, foster youth/youth in care will finally have a dedicated professional on campus to serve a student population with much potential, yet so many needs and barriers to their success in pursuing a college education.

- [Guardian Scholars Counselor/Coordinator Position Request](#)

### **2. Psychological Services/Mental Health Counselor**

De Anza like other community colleges, has a high number of students that enter its doors with mental health challenges. Our open entry, open exit access policies invite a more diverse population of

students. Many of these students are non-traditional, first-generation, low-income, immigrant, ethnically diverse and older students.

Prior to the pandemic, the demand for Psychological Services increased by at least 15% each academic year. Research over the years has indicated a high incidence of mental health conditions. During the pandemic the need for mental health counseling services has increased exponentially. This is evidenced by requests for services and current student data. According to the Healthy Minds Survey conducted in Spring of 2021, 43% of the 743 De Anza College students surveyed agreed or strongly agreed that they currently need help for emotional or mental health problems. In addition, 79% of students surveyed indicated that mental health impacted their academic performance within the previous four weeks. This data underscores the point that mental health conditions have a deleterious effect on student academic performance and additional full-time, permanent counselors are needed to meet the demand for mental health counseling services.

Students with compromised mental health are more likely to drop out of college and are less likely to complete their academic goals and plans. Providing free, easily accessible, high-quality mental health services will contribute to narrowing the equity gap by promoting student mental health, thus supporting student's academic success. Hiring an additional counselor in the Psychological Services Center will be necessary to reduce wait times and expand access.

This position will also be the first of many efforts to actively recruit, train and retain a diverse and culturally competent faculty and professional mental health practitioners and staff to serve De Anza's diverse student population. This counselor will provide and support psychological services to meet the needs of diverse student populations with a specific focus on counseling services that promote mental, emotional and behavioral health outcomes for students of color. The following are current steps to achieving these goals:

- Identify and promote the mental health and well-being of students of color as a campus-wide priority.
  - Promote access to services and stigma-reduction activities to encourage students of color to seek support.
  - Create dedicated roles to support well-being and success of students of color.
  - Offer a range of supportive programs and services in varied formats.
  - Provide culturally relevant services to diverse student populations.
- [Psychological Services/Mental Health Counselor Position Request](#)

### **3. Transfer Counselor/Coordinator**

- The Transfer Counselor/Coordinator (TCC) position would provide high quality counseling and support services to students as they assist them in developing their educational, transfer, and career goals, as well as personal growth.
- In 2020-2021, the number of student contacts in transfer were 1668 in duplicated appts., and 3994 in duplicated drop-ins.
- Although all General Counselors (GCs) do transfer counseling, the TCC would additionally provide transfer guidance to students and GCs with specific college or university transfer processes and current information.
- The TCC would be the point person to disseminate updated transfer information to help navigate a somewhat complicated transfer system.

- The TCC would assist students with learning about transfer opportunities through outreach and in-reach events, conducting TAG and transfer prep workshops, and spearheading the annual Transfer Fair. In addition, the TCC would directly connect to embedded programs (EOPS, Umoja, Puente etc.) in order to increase transfer access to these student populations.
  - The TCC would lead in the strategic efforts of the Dean of Counseling and Transfer Team's vision, of connecting with historically underserved student populations, especially those who are not affiliated with an embedded student program, to engage them in transfer options.
  - The TCC would assist the Dean of Counseling with the annual CA Chancellor's Office State Transfer Report.
- [Transfer Counselor/Coordinator Position Request Presentation](#)

#### 4. General Counselor

- The need for a General Counselor (GC) in the General Counseling Division stems from 3 Counselors and 2 Advisors retiring in the last 3 years through SRP, leaving the Division with only 12 full time faculty Counselors, 5 part time faculty Counselors, and 3 full time Advisors to serve a general population of approximately 16,000 FTS.
  - From Summer 2019 - Spring 2021, the GC Counselors and Advisors served a total of 22,897 duplicated student appointments and 29,589 duplicated drop-ins. The approximate student to GC ratio in that time period was 1,400 to 1.
  - The GC would counsel the massive number of students through appts., drop-ins, workshops and classes that is crucial for student success.
  - The GC would counsel the diverse general population of students (those students being at part-time status and not affiliated with an embedded support program) with career exploration, educational planning, and transfer goals.
  - The GC would also teach counseling courses in Human Development, College Success, Study Skills, and Human Sexuality to assist in student's personal growth as well as their educational, career, and transfer endeavors.
  - In regards to the increase in student mental health concerns, the GC would conduct personal counseling to assist students with issues and challenges to prevent barriers that may interfere with their college success. This is especially needed to support our historically underserved student population.
- [General Counselor Position Request Presentation](#)

#### 5. International Student Program (ISP) Counselor

This new ISP counselor position will provide much needed counseling and support services to our existing international students and a growing "Global" student population. We currently serve over 1000 existing students and expect growth in the emerging global student population to reach a much higher number of admitted students by fall 2022. Additionally, we have a significant increase in applications which will lead to an increase in enrollment. The applications created and submitted as of now has increased by 50%. With only two counselors in the program currently, the yield rate is not as high as we would like to see. With another counselor serving ISP students, we project a higher rate of admitted students for the next academic year.

Below are some highlights for the need for this position:

- Serve current F-1 students directly through 1:1 counseling appointments and group meetings and support them throughout their time at De Anza. Currently, we are not able to meet the need of meeting with every F-1 international student to support their academic success and address their individualized needs for each student. F-1 students are a high needs population, studying in the U.S. for the first time. Many are English Learners. These students must be able to meet with counselors for extended appointment times, multiple times a quarter, and are dealing with a set of needs that cannot be addressed with a one-time 30-minute appointment each quarter.
- Serve a new population of “Global” students who will be studying from abroad fully remotely. We must increase capacity to support this population of students who will attend De Anza as fully remote students who never set foot on our campus. This will include creating remote learning resources for these students, increasing hours of operation to meet student needs, and providing high quality virtual services via email, videoconferencing or chat.
- Innovate programs and services that we have proposed in the past but have not had the capacity or staffing to start. These include the following:
  - Program for first year ISP students to be part of a cohort, beginning with COUNS 5 and including other community-based activities throughout their first year at De Anza including workshops, guest speakers and field trips
  - Community and service learning opportunities
  - Peer mentorship programs including ISP and resident students
  - Online programming and services for our fully online “Global” students, a population that is quickly growing
  - Develop partnerships with other programs and departments; Guided Pathways, Career Services, Student Success Center, Office of Equity, VIDA, and others to better engage ISP students with the whole college experience and the general student population

ISP is on the edge of some drastic changes. During the pandemic, we faced many challenges and obstacles while continuing to serve our students in the US while also supporting those that remained home in their respective countries. In addition, because of exceptions granted from SEVIS, we were able to open admission and registration to all students without F-1 Visas and I-20 restrictions. We are now seeing growth in a new and emerging population of students that are using this opportunity to take De Anza classes remotely from their home countries. This is a new trend and untapped market for De Anza College admissions. We want to take this momentum and build on this trend so we can admit foreign, or “Global” students as we call them, to expand the ISP program and increase overall enrollment. We plan to be a leader in institutionalizing this practice, which is part of our program’s goal and vision. The new counselor position is critical in helping us achieve this goal as well.

- [ISP Counselor Position Request](#)
  - [Presentation](#)
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