

## **PCC Vacancy Replacement Request**

**1. Title of position:** Personal Counselor

**2. Job description approximately two sentences:** Coordinating Duties include recruiting, training, and facilitating weekly individual and group supervision sessions. Direct student services involve being the Active Minds Club advisor and working with students as a personal counselor. This personal counselor will also represent the PCC at select college committees (e.g. CARES), and oversee group workshops that assists faculty and staff.

**3. If applicable, justify any proposed changes in the position or job description since last hire. For example, an English generalist instructor retires but the department would like to make an argument for the basic skills instructor.** No proposed changes to the job position or job description.

**4. Does a vacancy bring that department to having no full-time faculty?** Yes. The loss of Dr. Gena Rhodes leaves the Personal Counseling Center with only one adjunct counselor who can only work 10 hours a week for the remainder of the school year.

**5. Are there any special regulations such as law, Title 5, Education Code, Student Success initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?** Senate Bill No. 968 (SB-968 Postsecondary education: mental health counselors) states that Cal States and UC's must have one full-time equivalent mental health counselor per 1,500 students enrolled. Since California Community Colleges (CCC) are also considered a public post-secondary school, it implies that the CCC should follow the same minimum requirement.

**6. How does the position support the goals of the educational master plan or other strategic call it College plans?**

**This position will continue to uphold the college's goals of:**

1) Community Connections:

- Develop and support student internships, service learning opportunities, mentorships to improve connection of students to local organizations and employers.
- Attract the community to the campus through high profile signature events.

2) Organizational Development:

- Implement the Professional Learning Plan and establish a robust college-wide professional learning program that engages campus constituents while creating opportunities for innovative practices that support student success and promote equity.
- Create robust processes and support for developing new academic programs/curricula including innovations that address geographic and logistic barriers to access.
- Promote a campus culture that fosters a climate of inclusivity.

**This position also aligns with the college's strategic enrollment management goal #3:** Align and sustain pro-active student support services with programs of study to ensure effective and timely student enrollment, retention, persistence and completion.

Objective: 3.1 Ensure all students are well connected to the College, including connections to fellow students, faculty, services, programs, and resources.

**7. Describe program review or other data that indicate a demonstrative program / service need.**

The full-time personal counseling position addresses access, equity, retention supports that our campus needs. Since there is no full-time personal counselor or any permanent personal counselor currently in our Personal Counseling Center, there is not enough staff currently to tend to the needs of students who have a right to obtain free and appropriate mental health care.

- ▶ Since the mental health grant funds will run out before the end of the fall semester, the PCC will lose a counselor. This will leave the department with only ONE counselor who can work no more than 10 hours a week.
- ▶ Within just the first three months of the fiscal year, the PCC had over 200 referrals, which exceeds the total amount of students seen in the 2019-2020 school year (125 students).
- ▶ The number of students needing mental health services are increasing but the number of counselors are decreasing. This causes a barrier to resources on campus.

**8. Optional additional information that may be helpful to the academic Senate and planning and budget Council in making recommendations, such as, but not limited to, how the position:**

With at least one full-time permanent personal counselor, we will be able to offer more hours of operation for students who need access to mental health supports. Below is a list of facts that pertain directly to access, equity, and retention issues by the State Assembly Bill 968:

Edited 11-9-2020

- The demand for mental health services by public college students far outpaces the ability of colleges to provide them. California public college campuses and higher education systems do not meet national staffing standards for psychiatric services and other mental health professionals
- The lack of services directly impacts college students' success and academic performance, as well as their ability to develop socially as productive members of society.
- The effects of untreated mental health needs are long lasting and can include college students dropping out of school, experiencing homelessness, and dying of suicide.
- One in 10 college students has considered suicide and suicide is the second leading cause of death among college students; claiming more than 1,100 lives every year nationally.

According to Senate Bill No. 968, the need of at least one-full time personal counselor is crucial, in order to support the needs of college students:

- (a) Students face anxiety, depression, and stress as they confront challenges of campus life.
- (b) Suicide is the second leading cause of death among college students claiming more than 1,100 lives every year nationally.
- (c) One in four students has a diagnosable mental illness.
- (d) For students of color, these challenges may be even more acute as they face additional stressors, such as discrimination, immigration status, financial hardship, and being the first of their families to attend college...

Furthermore, according to the California Budgeting and Policy Center, "Without treatment for mental health issues, college students are more likely to drop out, abuse substances, and commit suicide". The 2018 Center for Collegiate Mental Health Annual Report claims that "college students across the country are increasingly experiencing and reporting mental health issues....Some students may be at a higher risk for mental health challenges, including undocumented students, veteran students, and LGBTQ students."

But more concerning is that the California Budgeting and Policy Center reports that, "students from CCC reported higher rates of impaired academic performance due to mental health issues than students at CSU and UC campuses." Therefore, our Personal Counseling Center is in dire need of a full-time personal counselor to support the full-time mental health needs of our students.