

SSPBT Position Request Template

Name of Requester: Laureen Balducci

Program/Department: General Counseling

Date Completed: 12/20/2021

Position Requested: General Counselor

1. How is this position linked to the College's ICCs?

Institutional Core Competencies:

1. Communication and Expression
2. Information Literacy
3. Physical/Mental Wellness and Personal Responsibility
4. Civic Capacity for Global, Cultural, Social and Environmental Justice
5. Critical Thinking

The new General Counseling (GC) position would directly link to ICCs in the following ways: 1.) Help build relationships with students as soon as they start at DA in order to build trust, communication and collaboration; 2.) Counsel the general population of students (those not affiliated with a support program) with career exploration, educational planning, transfer goals, as well as teach counseling courses and workshops to build info literacy; 3.) Offer personal counseling to assist student with their mental health and personal concerns that may interfere with their college success; 4.) Teach courses in Human Development, College Success, Study Skills, and Human Sexuality to not only help students develop communication skills, but learn to conduct research, gain civic awareness, and critical thinking skills, for self-awareness and growth.

✓ Com & Exp ✓ Info Lit. ✓ P / M Wellness & Personal Resp. ✓ Justice ✓ C. Thinking

[Web link](#)

2. How is this position linked to the College's mission?

De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world. The college engages students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's Institutional Core Competencies.

The GC would help students clarify their career, educational and transfer goals early on, so that students do not waste time struggling on their own with having to navigate college in general nor wondering what major and career track to choose. In addition, the GC would counsel students with personal issues that may be potential barriers to their creativity, persistence, and college success. Part of this collaborative working relationship between the GC and student would foster creativity, self-assessment, and cultivate future leadership.

[Web link](#)

3. How is this position linked to the College's core values?

1. Integrity
2. Innovation
3. Equity
4. Developing Human Capacity
5. Institutional Core Competencies
6. Civil Engagement for Social Justice

The GC position would help students build integrity through their work with their educational goals as these impact their overall success at De Anza College and beyond. The GC would stay current with counseling innovations, transfer info, and career possibilities, and passes that info onto students. The GC would educate students through the courses they teach, workshops they conduct, and the students they counsel. They regularly provide academic and personal support to students, in order to help students feel more empowered to succeed in college and after they graduate. The GC would motivate students to join leadership opportunities on campus as well as being involved in social justice activities through DASG, student clubs, volunteering, opportunities, internships, etc.

✓ Integrity ✓ Innovation ✓ Equity ✓ Develop HC ✓ ICCs ✓ CE for SJ

[Web link](#)

4. How will this position impact equitable outcomes for disproportionately impacted student populations (D.I.S.P..) served by program/department?

1. Black
2. Foster Youth
3. Latinx
4. LGBTQI+
5. Native American
6. Pacific Islander

Research has shown that college can be difficult for students to navigate if they have never had anyone in their family attend college, or if they do not receive support throughout their college experiences. The majority of students served within General Counseling are D.I.S.P. students not affiliated with a support program. Instead, GCs mainly serve part-time students, adult students, reverse transfer students, undecided major/career students, and transfer students. The new GC position would add assistance to an already strained Counseling Division. The new GC would counsel students through their educational journey and with navigating De Anza college. Depending on students' needs, the GC would make appropriate referrals to Financial Aid and scholarships, refer to additional program resources throughout the college (embedded support programs such as Umoja, Puente, Foster Youth, etc., psychological services, tutorial services, etc.), as well as counsel D.I.S.P students on career, academic, personal issues, and transfer issues.

✓ Black ✓ F Youth ✓ Latinx ✓ LGBTQ+ ✓ N American ✓ P Islander

[Web link](#)

5. How is this position linked to the SSPBT core priorities?

1. Student Equity
2. Access to Education
3. Student Retention
4. Student Completion

By having an additional GC Counselor to assist with the multitude of students and their needs, the new GC would give students a chance to start their college careers from an equitably framework, assess their individual career, transfer, and personal barriers, and assist them with access to education and support services. This in turn would help increase the rate of student retention as well as degree/certificate/ADT completion rates.

✓ Equity ✓ Access ✓ Retention ✓ Completion

[Web link](#)

6. How many years has this position request been included in program APRUs?

[Web link](#)

We have asked for a GC position for the last 3 years, particularly since we have had 3 Counselors and 2 Advisors retire during the SRP.

7. How is this position request linked to the College's Institutional Metrics?

1. Basic Skills
2. Civic Engagement
3. Career Technical Education
4. Equity
5. Funding
6. Outreach
7. Planning
8. Success and Retention
9. Transfer

The General Counseling Division's mission is in direct correlation to DeAnza College's Institutional Metrics in that it equitably provides all students in the general population of students access to comprehensive educational planning to equip them with the knowledge and skills they need to achieve academic, career, transfer, and personal achievement. The GC would assist students with identifying major choices toward local, regional and State labor markets. This is an essential step since some jobs are no longer needed or do not allow students to earn enough for a living wage. GCs are crucial in assisting students in their decision-making regarding major choice(s) to start their career and/or transfer journey. The new General Counselor would offer additional educational resources through the classes taught in GC, with the ultimate goal being for students to graduate, transfer, and/or start the career of their choice with the knowledge, abilities, and attitudes to be successful leaders who make responsible societal choices.

[Web link](#)

8. How will success/effectiveness be measured for this position?

This position success will be measured by student surveys, evaluations, and the number of students served. We will work with data from our SARS system, DegreeWorks, student surveys, and from the College's IR dept. to get a closer look at effectiveness and student success metrics.

9. How will position utilize innovative/effective practices to meet program goals?

Through professional development, the GC position will learn of innovative and effective practices in counseling, as well as the latest practices in pedagogy within their counseling course curriculum. As with all Counselors, the GC Counselor also has bi-weekly training updates through Counseling Division in-service meetings. Through these venues, we can utilize innovative counseling practices that better assist the students in their success.

10. Is there any additional relevant information or comments regarding this position?

The General Counseling Division had 3 Counselors and 2 Advisors retire in the last 3 years, leaving the Division with only 12 full time Faculty Counselors, 5 part time faculty, 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. To that end, the approximate student to GC ratio in that time period was 1,400 to 1. These numbers do not include the workshops done by GCs or consistently include the number of emails and phone calls returned to students from Counselors nor Advisors. GCs also have other commitments on campus such as committees and work groups. Clearly, the need it to have at least one more GC to serve the massive amount of student appts. and drop-ins is crucial for additional student success.

General Counselor, Counseling

Rubric Submission	ICC	College Mission	College Core Values	Equity Impact D.I.S.P	SSPBT Core Priorities	APRU - Request History	Link to Inst. Metrics	Plan to Assess Effectiveness	Innovation	Total
# 1	4	4	4	4	4	4	4	4	4	36
# 2	4	4	4	4	4	4	4	4	4	36
# 3	4	4	4	4	4	4	4	4	3	35
# 4	4	4	4	4	4	4	4	4	2	34
# 5	4	4	4	4	3	3	3	3	3	31
# 6	4	4	4	4	4	3	4	3	1	31
# 7	4	3	3	4	4	3	4	3	2	30
# 8	4	3	4	3	4	1	4	3	3	29
# 9	3	3	3	3	4	3	3	3	2	27
# 10	3	2	2	3	2	3	3	2	2	22

Total: 311
Average: 31.1