

## Academic Senate – Counseling Department Statement on Hiring

11/05/2019

On behalf of SCC's Counseling department and the students it serves, thank you for your votes that resulted in ranking the Counseling faculty position as number two. Your votes speak volumes and reference your awareness of the critical role counseling faculty play in the new funding formula with assisting students in identifying education goals, supporting their persistence and success with follow-up intervention strategies toward these goals, as well as the significant role counseling faculty play in the implementation of student success initiatives like Guided Pathways.

However, as you may be aware, President Hernandez has informed the Counseling chairs that our department will not be hiring a new faculty position this year. Rather, an existing tenured faculty position currently funded by SEAP/SSSP categorical monies will be funded with one of the FTE general funded positions designated for this hiring cycle. This action does not net an additional counseling faculty body that is so needed to support student success – rather, it is freeing up monies in the SEAP budget and nullifying the results of the Academic Senate ranking.

In the past five years, all but one of our Counseling faculty hires have been approved on the condition that they be either partially or fully funded using SEAP/SSSP categorical monies, and not general funds. Had we received consistent general funding for full-time faculty positions years ago, we would not be in the position we are in today with a SSSP budget that is overburdened by costs associated with personnel.

The counseling faculty feel blindsided and are not in support of President Hernandez's choice to supplant a current position with general fund dollars, and not hiring an additional full time counseling faculty member. This Senate body recognized in its ranking the vital role a new counseling faculty member will play in fulfilling this institution's mission. Failure to see this department grow with a replacement faculty position this year will result in the loss of another full-time contract counseling position – further limiting access to vital support services for students and restricting our department's role in closing equity gaps. This decision will leave counseling faculty no choice but to completely reassess the degree of our involvement in the many statewide initiatives that currently occupy a good deal of our time and efforts.

We come to you today and ask once again for your support – by putting forward a motion to reaffirm the #2 position of a new hire of a counseling faculty member – so that the wisdom of our collective faculty voice is respected and adhered to. We thank you so much for your continued support, and for reaffirming the Academic Senate faculty hiring ranking results.

In Unity,

SCC Counseling Faculty