

Creation of a New 175-day Instruction-only Counseling Faculty Position

Revised - Dec. 8, 2022

Whereas, Education Code Section 87360 (B) specifies that "(h)iring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board," and the Accrediting Commission for Community and Junior Colleges (ACCJC) in Standard IV, Section A1, states, "when ideas for improvement have policy or significant institution-wide implications, systematic participative processes are used to assure effective planning and implementation." The Academic Senate's purview on "academic and professional matters," as enumerated in the 10 + 1 (section 53200) (b) and (c), obligates governing boards to consult collegially with the academic senate, on processes for institutional planning and "other academic and professional matters,"

Whereas, Counseling Faculty in the Rancho Santiago Community College District (RSCCD) were hired based on job descriptions that included not only advising and counseling students but also the opportunity to teach courses in their discipline as part of their load, and as of September 2022, Counseling Faculty in RSCCD are now denied the ability to teach as part of their load, creating concern over who will teach counseling courses and oversee curriculum development which may have significant institution-wide implications;

Whereas, Instruction-only Counseling faculty have never been a part of the discipline and department structure within RSCCD, and no guidelines exist for duties, responsibilities, and implementation within a student services department, nor has there been adequate meetings and conversations across both colleges to fully discuss and understand the impact on curriculum, programs, and students; and

Whereas, Additional discussions with counseling faculty and the Academic Senates of Santa Ana and Santiago Canyon Colleges are needed to fully analyze any potential impacts due to the creation of instruction-only counseling faculty positions, and 93% of the current counseling faculty do not support the creation of these new instruction-only Counseling Faculty positions;

Resolved, That the Academic Senate of Santa Ana College urge the administrations of Santa Ana and Santiago Canyon Colleges to delay the creation of instruction-only counseling faculty positions until administration schedules discussions with campus and district administrators, the leadership of both Academic Senates, and counseling faculty from both campuses; and

Resolved, That the Academic Senate of Santa Ana College will not consider a vote to support the creation of new 175-day instruction-only counseling faculty positions in RSCCD until both Academic Senates and counseling faculty from both campuses have thoroughly discussed all issues under Senate purview and have collectively developed an implementation plan to be considered for adoption by both Academic Senates.