

Data to use for when developing the faculty request justification

Academic Year	FTEs	FT FTEF	Overload FTEF	PT FTEF	Lg Lec FTEF	Total FTEF	FT FTEF /Total FTEF	FT+Overload FTEF /Total FTEF	PT FTEF /Total FTEF	Total Students (census)	Total Waitlist	# Sections	WSCH	WSCH / FTEF
2014-2015	103.36	1.57	1.67	4.50		7.73	0.20	0.42	0.58	1,791	72	67	3,308.53	427.80
2015-2016	109.58	2.00	2.67	3.87	0.00	8.53	0.23	0.55	0.45	2,039	102	76	3,507.37	410.98
2016-2017	116.72	2.14	3.57	3.61	0.00	9.31	0.23	0.61	0.39	2,241	77	83	3,736.68	401.28
2017-2018	144.48	2.40	4.87	3.87	0.00	11.13	0.22	0.65	0.35	2,608	133	96	4,625.74	415.45
2018-2019	153.07	3.36	4.60	3.71	0.00	11.67	0.29	0.68	0.32	2,597	187	95	4,901.30	420.09

2018-2019 Data is as of September 30, 2019

Using the data provided by the Office of Institutional Effectiveness, please provide a brief narrative to contextualize your request

Using the ratio of full-time to part-time faculty (FT FTEF / PT FTEF), please give a little more information about the need for the increase in full-time faculty.

The current move towards the "Caseload Model" of counseling requires that student support be strengthened, thus the need to have EOPS counselors available to see program enrolled students is crucial to support the general counseling department, in that students who are experiencing hardships and/or who find themselves on probation and dismissal are encouraged to meet with a program specific counselor (EOPS/NextUp/CARE) in order to both lighten the load on the counseling department, as well as allow for the student to meet with a counselor that they have built rapport with. The California Code of Regulations (Title 5), Chapter 2.5 (Sections 56200-56292) outline the general provisions and requirements, student eligibility and responsibility, program standards, EOPS financial aid standards, staffing standards, plans and priorities, and funding and expenditures as mandated and required for EOPS. State regulations mandate that students meet with a qualified EOPS counselor to develop a 6 semester educational plan upon entry to the program. (EOPS Title 5 Section 56226). EOPS currently employs one full time counselor and one full time counselor/coordinator. EOPS serves over 1100 students, including nearly 100 foster youth. To meet state mandates, EOPS must make available the minimum of 2900 hours of counseling, (2000 hours allocated to general students, and 900 hours allocated to foster youth). With the full time counselors currently employed within the program, there are 720 hours available to meet with students per semester, (not including student no shows and cancellations, which would require more hours). This leaves the program with 2,180 unsupported counseling hours. Adjunct faculty have been hired to fill the need, however to ensure consistency, the EOPS program is requesting to hire a full time EOPS NextUp counselor.

Using the waitlist per section report (additional tab), please discuss the number of courses ranking high on the college's waitlist per section report. Please also note which CSU General Education requirements these course fulfill.

Due to the nature of the Counseling Discipline, the ratios normally applicable for teaching faculty can't be applied in the same way to counselors. The current move to the "Caseload Model" of counseling requires that student support be strengthened.

Using the efficiency metric based on WSCH/FTEF, discuss the discipline efficiency. How has the efficiency changed over the past few years? What is your discipline doing to increase efficiency? Have you changed course delivery methods (online to face-to-face, evening offerings, etc.) to try and improve efficiency?

Due to the nature of the Counseling Discipline, the ratios normally applicable for teaching faculty are not applicable to the counseling discipline. EOPS meets with students daily throughout the open hours offered within the Charles A. Kane building. EOPS/NextUp/CARE counseling hours begin as early as 7:30AM and end as late as 6PM, daily. For students that are unable to attend face to face counseling sessions, EOPS offers online and telephone counseling, including meeting with students who study abroad and meeting with students with disabilities who are physically unable to attend a counseling appointment. Although the program does not receive FTEs, it does receive its funding based on MS. EOPS enrollment has grown significantly in the past 4 years. EOPS serviced 1108 students for the 2018-2019 academic year. With the enrollment growth, EOPS must also offer more counseling services.

Please discuss any faculty trends (historical and recent changes) which have helped you identify this need.

Offering intrusive counseling, a pathway of courses for a student to follow, and priority registration, are some of the benefits the EOPS program offers a student that leads to retention, completion and success. The counseling component is crucial, in that it provides a consistent connection to an expert who can guide the student, and provides a safe space for the student to discuss challenges that they are facing while attending college. EOPS also offers free printing, free career exploration and counseling, and educational supplies, including backpacks, notebooks and scantrons for test taking, at no cost. The EOPS program serves the whole student, thinking not only of the academic needs that the student requires, but also the emotional support and the food insecurities that they may face. EOPS offers snacks at each counseling contact, as well as food vouchers for the cafeteria and grocery cards for the foster youth in the program. Another added benefit is the availability of tutors within the office (in a safe space) and personal counseling. The program meets the student where they are at, offering support services without judgement. Students have access to information, tutoring, and well rounded support.

Please discuss any specific activities your discipline has participated in with a focus on reducing the student equity gap. This could include serving on the student equity committee, holding office hours in engagement centers, or faculty participating in Champions for Change equity training, attending an equity summit, or attending Center for Urban Excellence training.

EOPS established a goal to serve 70% of those populations identified in the RCC Student Equity Plan throughout the 2017-2018 academic year. In 2018, sixty eight percent of the program population was identified as disproportionately impacted, including the Latino, African American, and the Foster youth populations. EOPS collaborated with programs on campus including La Casa, Ujima, and Guardian Scholars to recruit more African American males, Hispanic males, and foster youth students. In an effort to recruit and service disproportionately impacted students at RCC, the EOPS application for enrollment was extended for these populations beyond the general application deadline. EOPS serviced 31 unduplicated African American males and 142 unduplicated Hispanic males in the 2017-2018 academic year. Furthermore, EOPS integrated a foster youth counselor to better serve the foster population at RCC and EOPS serviced 28 unduplicated foster youth in the 2017-2018 academic year.

In August 2018, EOPS applied for and was awarded NextUp categorical funding with an ambitious goal to serve at least 250 foster youth students within the EOPS program by June, 2020. EOPS NextUp and Student Equity funding were utilized to support academic, career and personal counseling, books, transportation, food insecurities, embedded tutoring, childcare and housing for foster youth, African American Males, and Hispanic Males enrolled in the EOPS program.

Throughout the 2018-2019 academic year, EOPS served 1108 unduplicated students including 777 (70%) of these students being identified as disproportionately impacted and qualifying as a Riverside City College Student Equity student, meeting the program's goal of 70% Student Equity populations enrollment. All EOPS students qualify as low income and receive the California College Promise Grant. Of those students, 33 (an 8% increase from 2017-2018) were African American males, 150 (a 10% increase from 2017-2018) were Hispanic males, and 77 (an almost 300% increase) were foster youth. EOPS set a goal of retaining at least 70% of those students enrolled in the program, and it reached and exceeded its goal, retaining 77% of its students enrolled in the 2018-19 academic year. The EOPS program student population is currently made up of 13% African American students, 62% Hispanic students, 1% Native American students, 15% Caucasian students, 1% Filipino students, 5% Asian students, and 3% other populations.

In June 2019, EOPS graduated 175 students, with 102 of them transferring at an average GPA of 3.10. Of these graduates, four were foster youth, three were African American males, and twenty one

were Hispanic males. Several EOPS students graduated with distinction and great distinction, including Anselmo Zamora-Chavez, John Cota, Bryan Rivas, and Baltazar Sanchez. Of those transferring, the transfer schools included colleges with rigorous entry requirements including UCLA, UC Davis, UC Santa Barbara, UC Riverside, UC San Diego, CSU Long Beach, and CSU, Fullerton.

Students enrolled in the EOPS program are mandated by the state to attend at least 3 prescribed counseling appointments each primary term, (Section 56236), where they are offered priority registration, develop a comprehensive student educational plan, develop a term by term 6 semester pathway to their educational goal, explore career options, review progress and receive referrals for tutoring, discuss transfer options, review schools that offer the major, and discuss transfer application deadlines and applications. All EOPS students are qualified to apply to transfer to four California State Universities, four UC's and private school at no cost.

Please discuss how your discipline is working to ensure your course offerings align with college strategic goals included Guided Pathways, HS/CSU/UC partnerships, accelerated courses, support courses, contextualized education, integrated academic support, etc. Has your discipline developed a Pathways Map? If not, why not?

EOPS NextUp teamed with the Guardian Scholars program on campus to support foster youth enrollment by developing a learning community to enroll foster youth students in at least 9 academic units for the fall term. The course enrollment, offered fall 2019, includes 33 foster youth. The courses offered are English 1A, the English 91 support course, and a College Success Strategies course. Upon acceptance into the EOPS program, EOPS guidelines require that a student attends orientation, signs a mutual responsibility contract, and develops an abbreviated one semester educational plan. EOPS guidelines further require that each student attend three counseling contact sessions each primary term. During their initial counseling contact, students explore career opportunities within their interests utilizing the Strong Interest Inventory, are informed of the career opportunities within the major of interest, and develop a six semester educational pathway to guide them through their studies. This first counseling contact aligns with the first and second pillar of the Guided Pathways Initiative. Within the second EOPS counseling appointment, students are reviewing their course progress, offered support services, such as tutoring and workshops, and developing a one semester abbreviated plan to plan for their upcoming next term priority registration. Students are also discussing transfer opportunities and aided in completing the application to the university for transfer. EOPS offers fee waivers for the university applications. This second counseling appointment aligns with the 3rd pillar of the Guided Pathways initiative. Within the third counseling contact, counselors review student registration for the upcoming terms, discuss options for remediation in courses the students may not have successfully completed and discuss opportunities for student success. The third counseling contact aligns with the forth pillar of the Guided Pathways initiative. Upon graduation from the program, students discuss what to expect upon entering the university and career options as they continue their educational goals.

Have members of your discipline participated in faculty training including 3CSN, AB 705, AVID, CUE, or other training? How is the information learned being implemented within your discipline?

Counselors, including EOPS/NextUp/CARE, are involved with AVID, CUE and 3CSN. The counseling discipline (including EOPS/NextUp/CARE counselors), have worked in partnership with Math, English and Reading disciplines to redesign and implement course offerings, which satisfy the requirements of AB 705. Some of the pertinent information makes it into our literature, curriculum, our practice of counseling and our guidance courses.

Please discuss your faculty's roles on Leadership Councils, committees, or academic senate.

The Counseling department (including EOPS/NextUp/CARE counselors) is immersed in nearly every group on campus. Senate, Curriculum, all of our strategic planning committees, DLC and all counselors work on various committees taking on most often leadership roles. The EOPS/NextUp/CARE counselor/coordinator leads the RCC EOPS/NextUp/CARE Advisory Board Committee, participates on the Scholarship Committee, attends Foster Youth Consortium Committee within RUSD, is the CCCEOPSA Region IX representative, and has participated on the Student Equity committee and EDUNAV implementation team.

Please discuss your discipline's assessment activities in the last 2 years. How many SLO's were assessed? What percentage of the scheduled SLO's were assessed? How many PLO's were assessed? Is a faculty from your discipline active on the Assessment Committee?

The Counseling Department is active in the the assessment process and EOPS/NextUp/CARE counselors participate in planning, assessment and implementation. There are four Guidance classes, and fifteen Counseling department SLO's have been assessed over the last two years. Kelly Brautigam is an active member of the Assessment Committee. EOPS SLO: EOPS will provide a robust student services program that will retain at least 70% of its students. Results: EOPS maintained 77% of its student enrollment in 2018-2019. EOPS SLO : By collaborating with Guardian Scholars, UJIMA and La Casa programs on campus, the RCC disproportionately impacted students will learn about the value of EOPS/NextUp/CARE services and apply to EOPS. Goal is to increase the number of disproportionately impacted students served in EOPS/NextUp/CARE, and offer over and above services to this population including a pathway to their goals and career exploration upon entering the program, develop comprehensive student educational plans, mandate 3/4 enrollment in primary terms, offer support services, and encourage students to follow their 6 semester plan. Results: Throughout the 2018-2019 academic year, EOPS served 1108 unduplicated students including 777 (70%) of these students being identified as disproportionately impacted and qualifying as a Riverside City College Student Equity student, meeting the program's goal of 70% Student Equity populations enrollment. EOPS SLO : Students who complete a career assessment, will develop an accurate and complete comprehensive student educational plan by the end of the 2nd primary term at RCC. EOPS/NextUp/CARE will offer free career assessments to EOPS students. Students will have access to career exploration options during their first appointment, if undecided on their major. Results: 100% of those students that completed career assessments completed a comprehensive SEP and six semester educational pathway.

Please include any other additional factors which the Leadership Councils should know about (pending accreditation needs, significant curriculum changes, grant funding for the position, specialized faculty expertise needed, etc.)

Funding and rational for the position:
The EOPS NextUp counselor position funding will come from 10% general EOPS and 90% EOPS NextUp funds. The counselor salary range for 2019-2020 is between \$75,648 and \$109,925 plus benefits, depending on the amount of education the person that is hired comes in with, and the amount of dependents that person will have; level 6 is the highest salary level of placement upon beginning employment as a counselor.

The EOPS NextUp program was funded at \$1,212,000 for the 2019-2020 academic year, (funds do not carry over from year to year). During the 2021-2022 academic year, EOPS NextUp funding can be decreased by 30%, however will not decrease if the program enrollment is consistent and growing, as it has been. Foster youth enrollment in the EOPS program has more than tripled since the NextUp program was implemented in 2018-2019. Enrollment began at 24 students enrolled in 2017-2018, and increased to 77 students served in 2018-2019. The goal is to serve at least 100 EOPS NextUp foster youth students in 2019-2020, which would continue funding at the same level, (\$1.2 million), moving forward in 2021-2022.

In addition to EOPS NextUp funding, EOPS general funds will also continue to increase annually as a result of enrollment growth. EOPS general funding is currently \$978,023, with an additional required district match of \$146,206. The EOPS program enrollment has more than doubled in the past four years, serving 417 students in 2015, and increasing to 1108 served in the 2018-2019 academic year. Continued enrollment growth is expected as EOPS continues to recruit, retain, and serve disproportionately impacted students moving forward.

RCC EOPS will also be losing a full-time counselor due to retirement in June, 2020. EOPS currently funds this counselor at the highest rate, since this counselor has been with the program for more than 20 years, and is placed on one of the highest pay scales. His salary and benefits are equal to \$190,000 per year. When replaced, the incoming counselor will be placed no higher than step six on the pay scale, which is equal to \$75,648 - \$109,925; this will automatically decrease the cost to fund the replacement full-time EOPS counselor, resulting in a salary savings of up to \$70,000 within the general EOPS budget. EOPS funding has existed for 50 years, and will very likely continue for many more years to come. It is anticipated that funding will exist for the requested new EOPS NextUp counselor well into the future.

As a comparison, Chaffey College EOPS serves an equal amount of students as RCC EOPS. The college employs five full-time, tenure track, counselors and one counselor/coordinator. Fullerton College EOPS also serves a similar amount of students as RCC, and employs six full-time, tenure track, counselors. RCC EOPS employs one full-time, tenure track, counselor/coordinator and one full-time, tenure track counselor, (and the full time EOPS counselor will retire in June, 2020). RCC EOPS is requesting to hire a full-time, tenure track, counselor.