

Student Services

SSPBT Presentation
College Council
- Administrative Reorganization -

October 25, 2018

Need for Administrative Reorganization

- ◆ Student Services is required to make **\$3.2 million** in budget cuts
- ◆ Budget cuts can come from general funds only (not categorical)
- ◆ Initial SSPBT recommendations included elimination of 24.5 positions; 12 faculty, 12.5 classified, but no managers
- ◆ We need to make proportional cuts in management positions
- ◆ At the June 21, 2018 College Council meeting, the President expressed concern about the deep cuts to front-line counselors and staff in the SSPBT budget reduction recommendation while there were no recommendations regarding reduction in the administration of Student Services
- ◆ The President accepted only 8 of the 10 counselor positions recommended for elimination in General Counseling
- ◆ The President directed the VPSS to address the remaining deficit (\$274,026) through administrative reorganization

SSPBT Recommendations in 2017-18

Div./Dept.	Tier 1 - 7/1/18		Tier 2 - 7/1/19		Tier 3 - 7/1/19		Total
	<i>Classified</i>	<i>Faculty</i>	<i>Classified</i>	<i>Faculty</i>	<i>Classified</i>	<i>Faculty</i>	
A&R	2 retired		1 filled 0.5 filled		2 filled		5.5 classified
Assessment			2 filled		1 filled		3 classified
Counseling	1 transfer	1 unfilled 3 retired	1 filled	1 filled 1 retire		4 filled	10 counselors 1 classified 1 transfer
DSPS		2 retired			2 unfilled		2 classified 2 faculty
Stud Dev.			1 filled				1 classified
Outreach	1 transfer						1 transfer
ISP	1 transfer				1 transfer		2 transfer
Total	5	6	5.5	2	6	4	24.5 eliminate 4 transfer

Original cuts include 24.5 positions: 12 faculty, 12.5 classified, no administrators (5 filled faculty positions, 8.5 classified positions)

President's Directive

There was concern about level of cuts to front-line counselors and staff positions, but no reduction in Student Services Administration.

- ◆ Save two counselor positions in General Counseling
- ◆ Review administrative reorganization options to:
 - Address remaining budget deficit
 - Mitigate impact of budget cut on students

Rationale for Proposed Reorganization

- ◆ Initial SSPBT budget cuts significantly impact Counseling and Admissions and Records
- ◆ Budget cuts can come from general funds only; this disproportionately impacts Counseling and A&R
- ◆ Student Services has several categorical/grant-funded programs that could not be part of the budget reduction: EOPS, DSPS, Financial Aid, CalWorks, SEAP (former SSSP)
- ◆ Better alignment of services to mitigate impact of budget cuts on students and delivery of services
- ◆ Administrative reorganization will result in saving: 2 counselor and 1 classified position in A&R
- ◆ Reorganization will reduce SS management positions from 7 to 5

Review of SS Administrative Positions

◆ **Dean of DSPS:**

- Categorically funded, mandated services, match requirement, Title 5 position, state audit, duties cannot be assigned to another manager.

◆ **Dean of Student Development/EOPS**

- Categorically funded, match requirement, Title 5 position, state audit, duties cannot be assigned to another manager.

◆ **Director of Financial Aid:**

- Categorically funded, mandated services, match requirement, Title 5 services, state audit, duties cannot be assigned to another manager.

Review of SS Administrative Positions

◆ **Dean of Enrollment Services:**

- General fund, no match requirement, CCFS-320 apportionment reporting, Title 5 mandated services: student admissions; student records, grades, transcripts, attendance accounting, state audit, duties cannot be assigned to another manager.

◆ **Dean of Counseling and Student Success:**

- General fund, no match requirement, duties can be assigned to another manager.

◆ **AVPSS:**

- Vacant position, duties can be assigned to another manager.

Rationale for Elimination of Proposed Positions

AVPSS

- ◆ Position is currently vacant
- ◆ Areas reporting to this position can be assigned to other managers
- ◆ The Vice President of Student Services can assume oversight for some areas

Dean of Counseling

- ◆ General Counseling has steadily declined in size, and will be even smaller with proposed budget cuts and anticipated retirements.
- ◆ Counseling services have been decentralized and distributed across the campus.
- ◆ Over the years, several programs have been moved from Counseling to other areas:
 - Articulation – moved to Instruction
 - ISP – moved to AVPSS
 - SSRS – moved to Instruction
 - Career Center – eliminated
 - Assessment – moved to Enrollment Services
 - Health Services – moved to Student Development

Proposed Administrative Reorganization

◆ Option I:

Consolidation of Counseling &
Student Development/EOPS

Rationale for Consolidation:

Counseling & Student Development

- ◆ Both areas have counselors and provide services that support student retention and success.
- ◆ The Dean of Student Development is qualified to supervise Counseling, as would any future dean given minimum qualification.
- ◆ The combined Student Development/Counseling Division is manageable in size to be supervised by one dean.
- ◆ The Counseling Department Chair assists with scheduling, Re-employment Preference (REP), counseling in-service, and related counseling and instructional functions.
- ◆ Several counselors already work in other divisions, cohort programs, and Learning Communities outside of General Counseling.

Proposed Administrative Reorganization

◆ Option 2:

Consolidation of Counseling &
Disability Support Programs
and Services

Rationale for Consolidation: Counseling and DSPS

- ◆ Both areas have counseling and instructional components.
- ◆ The Dean of DSPS is qualified to supervise Counseling, as would any future dean given minimum qualifications.
- ◆ The combined DSPS/General Counseling Division is manageable in size to be supervised by one dean.
- ◆ The Counseling Department Chair assists with scheduling, Re-employment Preference (REP), counseling in-service, and related counseling and instructional functions.
- ◆ HTCTU is no longer part of DSPS, which lessens workload for the dean, facilitating consolidation.
- ◆ Several counselors already work in other divisions, cohort programs, and Learning Communities outside of General Counseling.

Amended SSPBT Recommendation

Positions recommended for elimination:

- ◆ AVPSS = \$179,767
- ◆ Dean of Counseling = \$203,050
- ◆ Total: \$382,817

Positions to be removed from previous recommendations:

- ◆ Faculty/Counselor in General Counseling = \$137,978
- ◆ Faculty/Counselor in General Counseling = \$136,048
- ◆ Classified/A & R position = \$93,526
- ◆ Total eliminated positions: 10 faculty, 11.5 classified, & 2 managers
 - Total: \$367,522 (+ \$15,265 towards B budget)

* All figures presented include salary + benefits and are provided by the District.

SSPBT Vote

Option I:

Consolidation of Counseling & Student Development/EOPS

- ◆ 1 Yes
- ◆ 4 No
- ◆ 6 Abstained

Option II:

Consolidation of Counseling & Disability Support Programs & Services

- ◆ 2 Yes
- ◆ 3 No
- ◆ 6 Abstained

Summary:

- ◆ The determination was that there was no consensus from the SSPBT committee on the two reorganization proposals that were presented.

VPSS Recommendation

- ◆ The VPSS was charged with developing administrative reorganization options for Student Services to address the budget cuts.
- ◆ Absent a consensus from SSPBT, the VPSS recommends **Option I: Consolidation of Counseling & Student Development/ EOPS** as the most viable option.

Why Option I?

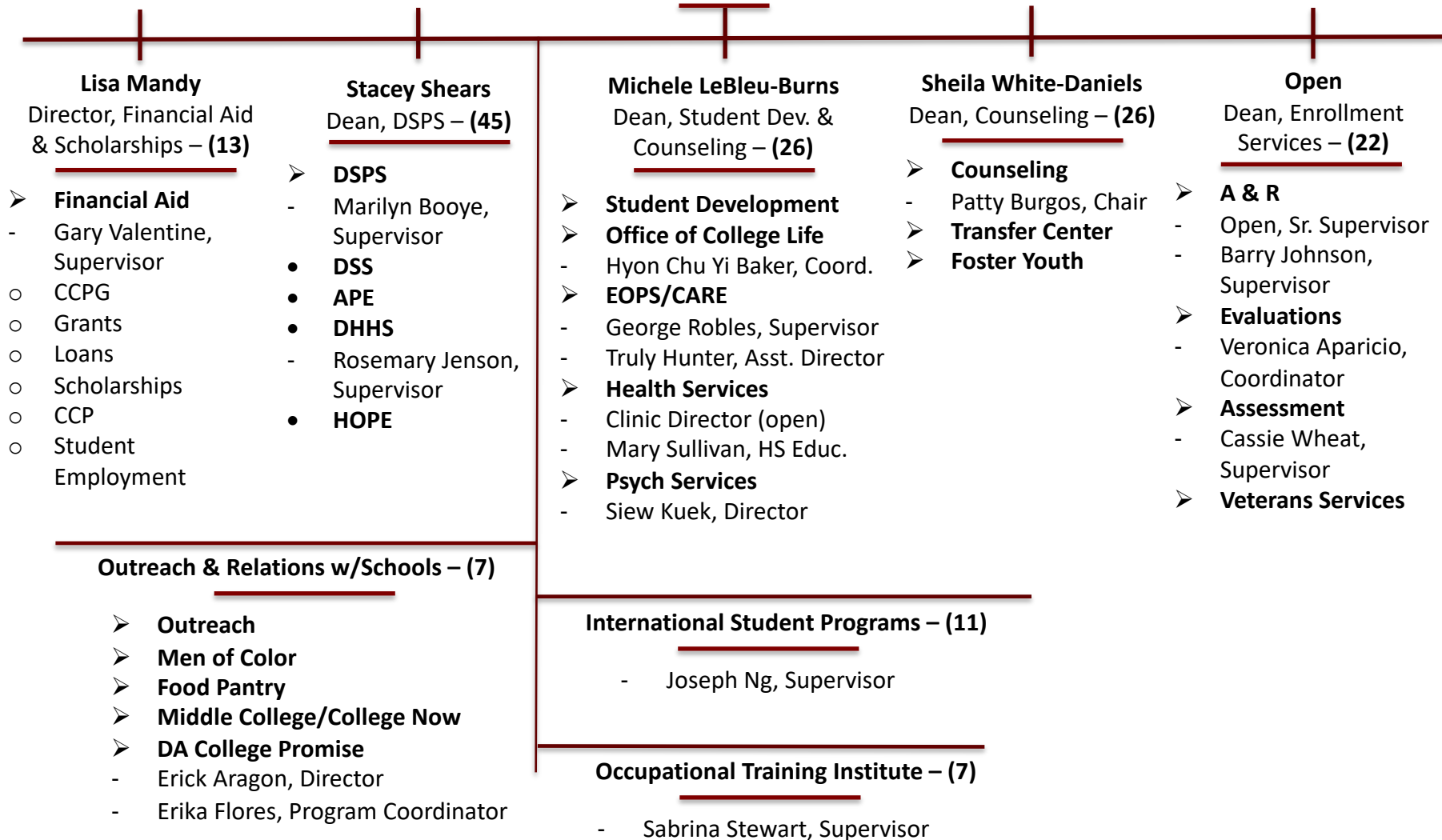
- ◆ In addition to rationale discussed earlier, the combined **Counseling & Student Development** division will be manageable in size (49) and will have several key leadership positions that oversee critical operations:
 - Supervisor and Assistant Director for EOPS
 - Clinic Director in Health Services
 - Director of Health Education & Wellness
 - Director for College Life
 - Director for Psych Services
 - Department Chair for Counseling

Student Services: Current Organization Chart 2018-19

Rob Mieso

Vice President, Student Services

Title IX Coordinator

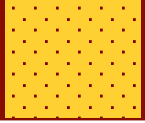
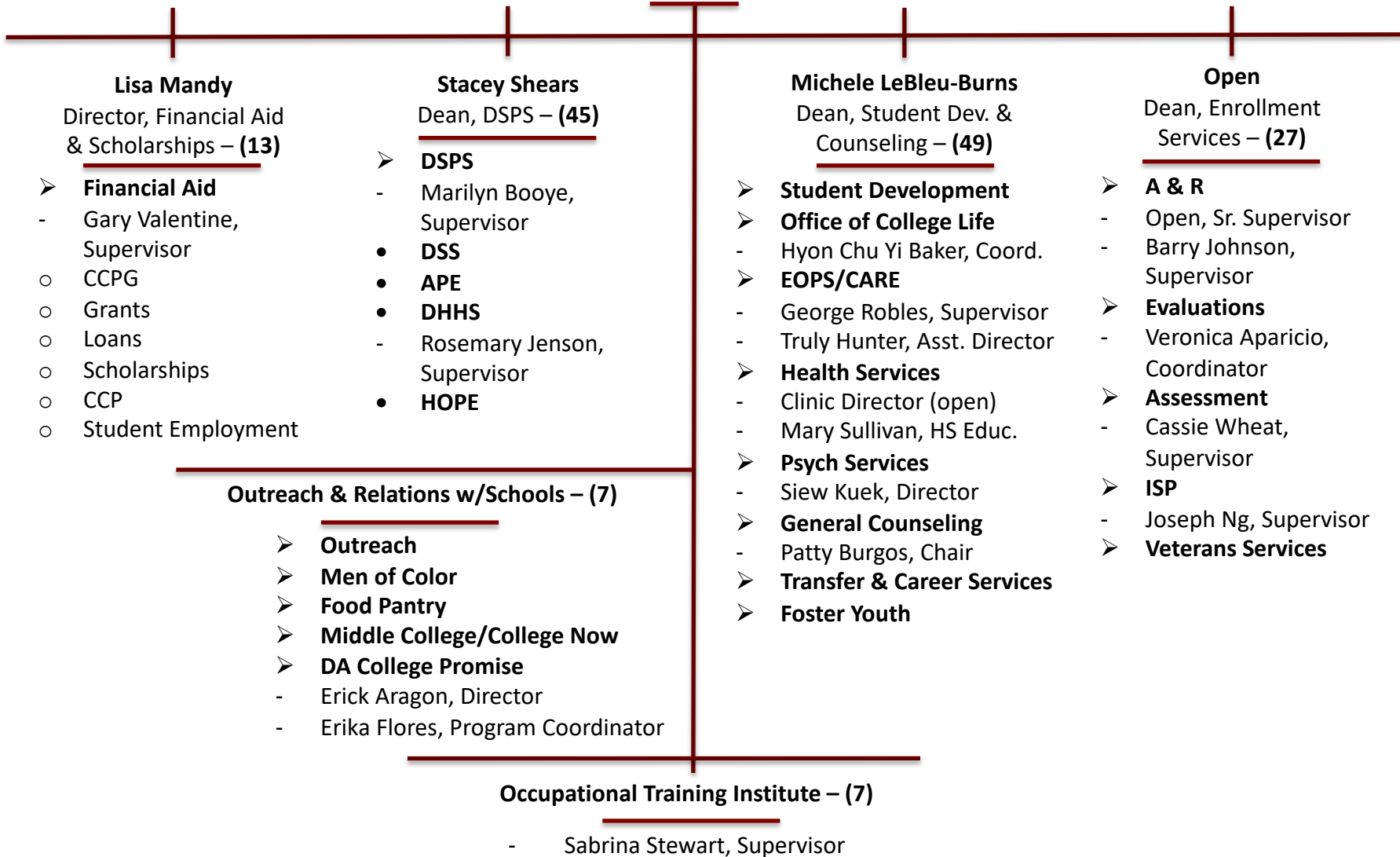


Student Services: Proposed Organization Chart 2019-20

Rob Mieso

Vice President, Student Services

Title IX Coordinator



Questions/Comments