



Student Services

SSPBT Presentation

DRAFT - Administrative Reorganization

October 4, 2018

Need for 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 include 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 recommendations but no recommendations regarding the administration of Student Services
- ◆ The President decided to take only 8 of the 10 counselor positions recommended for elimination in General Counseling
- ◆ The President also directed the VPSS to address the remaining deficit (\$274,026) through reorganization

Basis for Proposed Reorganization

- ◆ Directive from the President
- ◆ Intensive considerations of Student Services administrative workload
- ◆ Consultation with Senior Staff
- ◆ Preserving front-line counselor and staff positions
- ◆ Mitigating the overall impact of budget cuts on the provision of student services
- ◆ Consolidation and alignment of student services

Proposed Reorganization

Proposed reorganization includes:

- ◆ Elimination of two management positions
- ◆ Assignment of areas that previously reported to those positions to other managers
- ◆ Alignment of services

Management Positions recommended for elimination, July 1, 2019

- ◆ Associate Vice President of Student Services
 - Assignment of areas previously reporting to this position:
 - Dean of Enrollment services will report to VPSS
 - ISP will report to Dean of Enrollment Services
 - Outreach, OTI, Middle College/College Now, SEAP will report to VPSS
- ◆ Dean of Counseling
 - Assignment of areas previously reporting to this position:
 - General Counseling, Transfer Center, and Foster Youth will report to Dean of Student Development/EOPS

Rationale for Proposed Reorganization

- ◆ SSPBT budget cuts significantly impact Counseling and A&R
- ◆ Budget cuts can come from general funds only, disproportionately impacting 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)
- ◆ Directive from the President to use reorganization options to reduce the number of counselors proposed for elimination
- ◆ Better alignment of services to mitigate impact of budget cuts on students and delivery of services
- ◆ Reorganization will result in saving: 2 counselor and 1 classified position in A&R
- ◆ Reorganization will reduce SS management positions from 7 to 5

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

Rationale for Consolidation:

Counseling and Student Development

- ◆ Consolidation of Counseling and Student Development provides better alignment, as 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, and smaller than most Instructional divisions.
- ◆ Several counselors already work in other divisions, cohort programs, and Learning Communities outside of General Counseling.

Amended SSPBT Recommendation

Recommendations previously presented to SSPBT and College Council:

- ◆ Counseling Reduction Target Total: \$1,346,000 (All phases, Tier 1-3)
 - Phase I & II - \$1,030,000 – proposed reduction: 6 faculty/counselor, 2 classified (1 transfer to a different fund).
 - Phase II – Tier 3: \$516,000 – Proposed reduction: 4 faculty/counselor positions
- ◆ Saving 2 counselor positions will result in a deficit of \$274,026
- ◆ Deficit has to be addressed through reorganization

Amended Recommendation:

- ◆ Eliminate 2 management positions: \$382,912
(AVPSS and Dean of Counseling)
- ◆ Save 2 counselor positions: \$274,026
- ◆ Save 1 classified A & R position: \$108,886
- ◆ Met Student Services reduction target: \$3,207,000
- ◆ Total eliminated positions: 10 faculty, 11.5 classified, 2 managers

Questions/Comments