



NEW FACULTY POSITION PROPOSAL

Click in the shaded fields and start typing your response.

**DISCIPLINE: INTERNATIONAL STUDENT COUNSELOR, TENURE TRACK (OCT 2020)
POSITION WAS APPROVED IN DECEMBER 2019 TO MOVE FORWARD, BUT ON HOLD DUE TO COVID-19**

A. How does the proposed position align with specific objectives within the college's strategic plans and initiatives? <http://www.canadacollege.edu/plans/index.php>

Increasing the international student population year over year is an SMCCCD and Cañada College strategic initiative. International students support specific college strategic objectives such as improving student completion and promoting an environment of inclusivity (Annual Plan, 2020-21) Currently, the success rate of international students at Cañada is +17% higher than domestic, and the average GPA is +25% higher (Spring 2020).

Cañada College has the smallest international student population of the three colleges, but with potential and capacity to increase. In doing so, it is critical to provide dedicated and specialized academic counseling services to these students. One of the most important reasons that international students choose our college is for the transfer opportunities to 4 year universities, particularly to top-ranked UCs. The international counselor position is vital in providing full-time, specialized, technical, consistent, and culturally sensitive academic counseling to international students and conducting specific and ongoing outreach in order to ensure that international students' academic and transfer success remains strong.

Due to the continued efforts of the International Student Counselor in AY 2019-20, we saw an 85% acceptance rate of our transferring international students to UC Berkeley. This is significantly above the average international UCB transfer rate of 25%. This is attributed to the constant efforts of the International Student Counselor in providing support to our international population.

B. How does the proposed position address the program's strategic action plans and long-term goals? Please refer to specific elements of the most recent program review.

Establishing a full-time temporary international counselor was a primary goal of the program review cycle in February 2017. For AY 2018-19, we successfully hired a full-time, temporary international counselor. This position was re-hired in AY 2019-20. To date, this counselor has received outstanding reviews from international students and has been able to conduct specific outreach to assist with UC and other transfer applications, in addition to general international counseling.

The Full-Time, Tenure Track International Student Counselor position was submitted as part of the Resource Request process in AY 2019-20. The position was included on the Proposed Position List for 2020-21 (contingent on available funding) in December 2019.

C. How does the proposed position support program vitality and viability?

1. How far is the program from achieving the legislative goal of having 75% of instructional hours taught by full-time faculty?
 - a. %CRNs that are taught by FT faculty: previous semester current semester
not applicable
2. If this proposal is not funded, will there remain a minimum of one existing full-time faculty in the discipline? Yes No

D. What is the evidence of student demand to justify the proposed position?

1. Number (headcount) of full-time faculty in the discipline: 1 (temporary) current semester
2. Total FTE of course offerings: previous semester current semester not applicable
3. Percent of "Total FTE of course offerings" comprised by FT faculty: previous semester
current semester not applicable
4. Average departmental Fill Rate: previous semester current semester not applicable
5. Enrollment history – qualitatively and quantitatively describe student demand/course enrollments within this discipline, especially for those courses that will be assigned to the proposed faculty member.

International Enrollment:

The annual headcount of international students at Cañada has ranged between 132-155 for the past 5 academic years. We saw an increase of +7% in AY 2019-20 vs. AY 2018-19. Long term growth projections include 200+ students.

Since Spring 2020, COVID-19 has posed significant challenges to international students studying in the USA. Challenges include regulatory, financial, housing, anti-immigrant sentiment, and many more. Despite the challenges, we have seen only a moderate decrease to our Cañada College F-1 international student population from Fall 2019 to Fall 2020 (-16%). At the same time, we have launched a pilot distant learning program (GOL) of International Students who are overseas. When these students are included, we have seen only a slight decrease (-6%) in the total international population.

Due to the changing nature of course format, grading guidelines, F-1 regulations under COVID-19, we have relied more and more on the International Student Counselor to help motivate and retain our student population.

International Counseling:

Prior to 2016, international students were assigned to meet with any available academic counselor, which resulted in inconsistencies, particularly in regards to the academic ramifications of F-1 visa status. In Fall 2016, a temporary, part-time international counseling position was hired, with a second temporary, part-time international counselor added in Fall 2017. Both counselors were in high demand and popular with international students. However, both of these temporary counselors resigned in Spring 2018 to accept permanent counseling positions in the District, including the CSM permanent, international counselor position established in Spring 2018. This position requires permanency and consistency and it is difficult to rely on temporary counselors.