
"Standing up for Staffing Standards in Community College Counseling"

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Presentation Outline

- Introduction – Bias and Perspective
 - Presentation Goals
 - Review history of staffing of counselors and advising duties in the Washington State Community and Technical College System.
 - Discuss future leadership strategies to support counseling standards (staffing, qualifications, roles).
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Biases and Perspective

- **Washington State Community & Technical College System**
 - **Education/Generalist Counseling**
 - **Advocate of Holistic Services**
 - **Labor Union Values**
 - **Student Development Model of Academic Advising**
 - **Academic advising/education planning duties are primarily “academic employee” (faculty) duties and therefore should have faculty working conditions.**
 - **Professionalism/System Standards**
 - **Improvements in working conditions for counseling professionals improves the quality of the profession, service delivery and outcomes.**
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Whole vs. Parts

- **Whole Person Services**
- **Systems Approach/State Standards**
- **Collective Bargaining**
- **Publicly Funded Education for the Good of Society**
- **A Unified Functioning Professional Body**

VS.

- **Partitioning/Separating Out Parts**
 - **Parts of Students & Parts of our Work**
 - **Local Control (of the Powerful Few)**
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Counseling Models

- K-12: **School Counselor Model** - generalist or holistic (academic, career and personal counseling).
 - University: **Clinical/Mental Health Model**, often combined with health services.
 - Where are the Community and Technical Colleges?
 - Our History? Our Student Needs?
 - Pros & Cons?
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Washington State Community College Designers Call for Strong Counseling Programs

- 1940's "Open-door" Two-year Institutions sprout from local K-12 districts and are considered the "greatest American education invention" (John Gardner).
 - **1950-60's education literature repeatedly calls for strong counseling programs.**
 - WA State Board of Education (1957) states "**counseling service is one of the most important services of the junior college**" and recommends more funding for professional counselors.
 - Carnegie Report (1965) calls for funding for master's trained **comprehensive counseling services.**
 - Community College Act of 1967 provides for **comprehensive counseling** done by academic employees (faculty).
 - State Board "Master Plan" (1967) describes guidance services in the community college as serving individuals, communities and the state and asks the legislature for more funding for counseling.
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More Recent History

- 1981 - Yakima Case
 - 1984 - Red Book Statewide Report
 - 1985 - Green River Massacre
 - 1990's - Decline & Frustration
 - 1996 - Spokane Grievance & PERC
 - 1999/2000 - WFT Resolutions
 - 2000 - WCTCCA Position Paper
 - 2000 - Shoreline Grievance & PERC
 - 2001 - Statewide Staffing Survey
 - 2002 - WSSSC Survey Response
 - 2004 - UW Doctoral Dissertation
 - 2005 - Pierce Grievance & PERC
 - 2006 - Everett Grievance & PERC
 - **What's NEXT?!?!**
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Statewide Staffing Survey 1985/86 to 2000/01

- Jointly sponsored and conducted by WSSSC, WCTCCA, CASDAC and WFT representatives.
 - Primarily looked at FTE of staff doing counseling and advising duties.
 - Also examined pay, educational background and summer/break pay alternatives.
 - WSSSC unilaterally wrote an “Executive Summary”
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Lowlights from the “Executive Summary”

- Extols the value of local control
 - Commends the creativity and imagination of local administrators to increase efficiency and increase the total amount of advising
 - Student's say it ““works well most of the time”
 - “At some colleges, counseling faculty are over-utilized for advising and educational planning duties at the expense of providing professional counseling and personal guidance services.”
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Three years earlier the WSSSC said:

- "The institution and the state must provide adequate financial resources to ensure the provision of a **broad range of counseling services**. This requires strong institutional commitment to provide necessary facilities, staffing, and operational funding" (Washington State Student Services Commission, 1998, p. 17).
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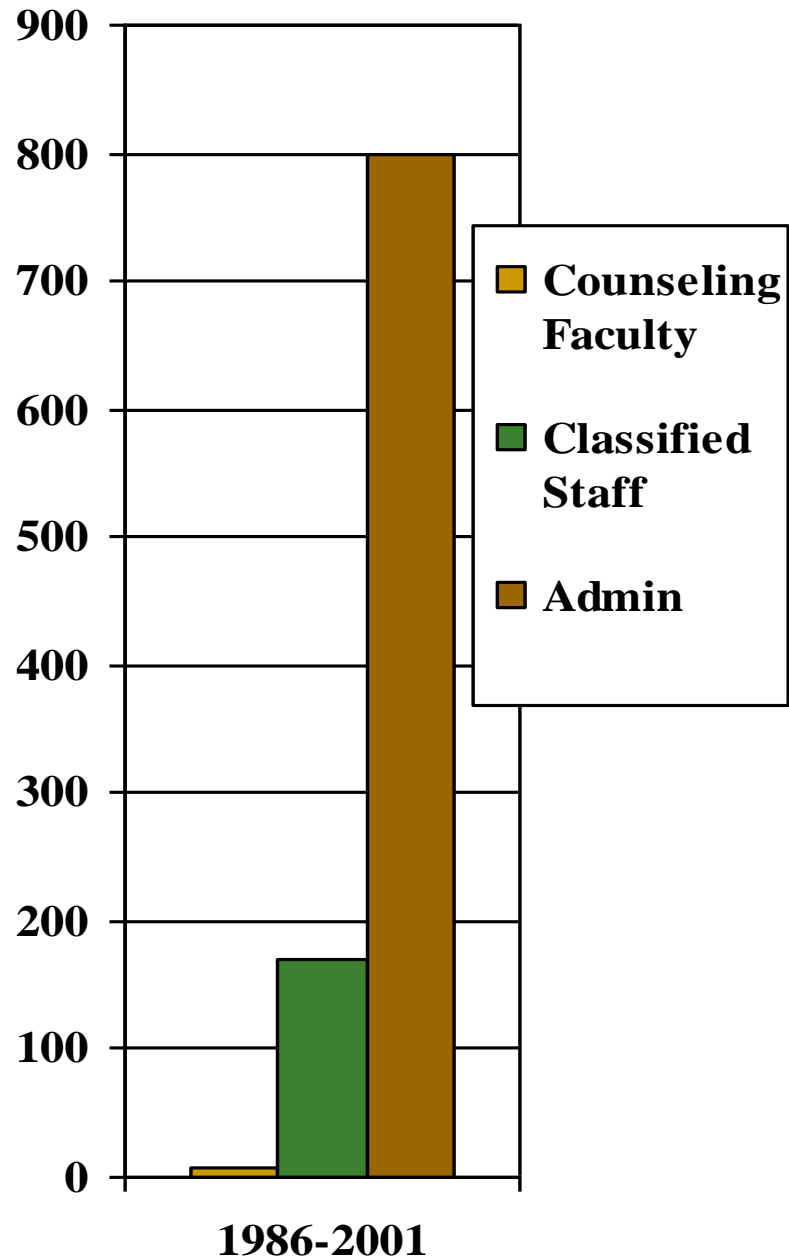
So what did the 2001
statewide survey
tell us?

Well ...

let's review!

Changes in Employee Groups providing Counseling and Advising from 85/86 to 00/01

- Counseling Faculty increased from 5.22 to **5.62** FTE/College (**8%**)
- Classified Staff increased from 1.03 to 2.78 FTE/College (**180%**)
- Administrative Exempt increased 0.56 to **5.04** FTE/College (**800%**)
- Note: Student FTE increased **56%** during the same period.



Minimum Degree Requirements for Counselor and Advisor Positions

Counselors

0% = < BA

8% = BA

83% = MA

9% = PhD

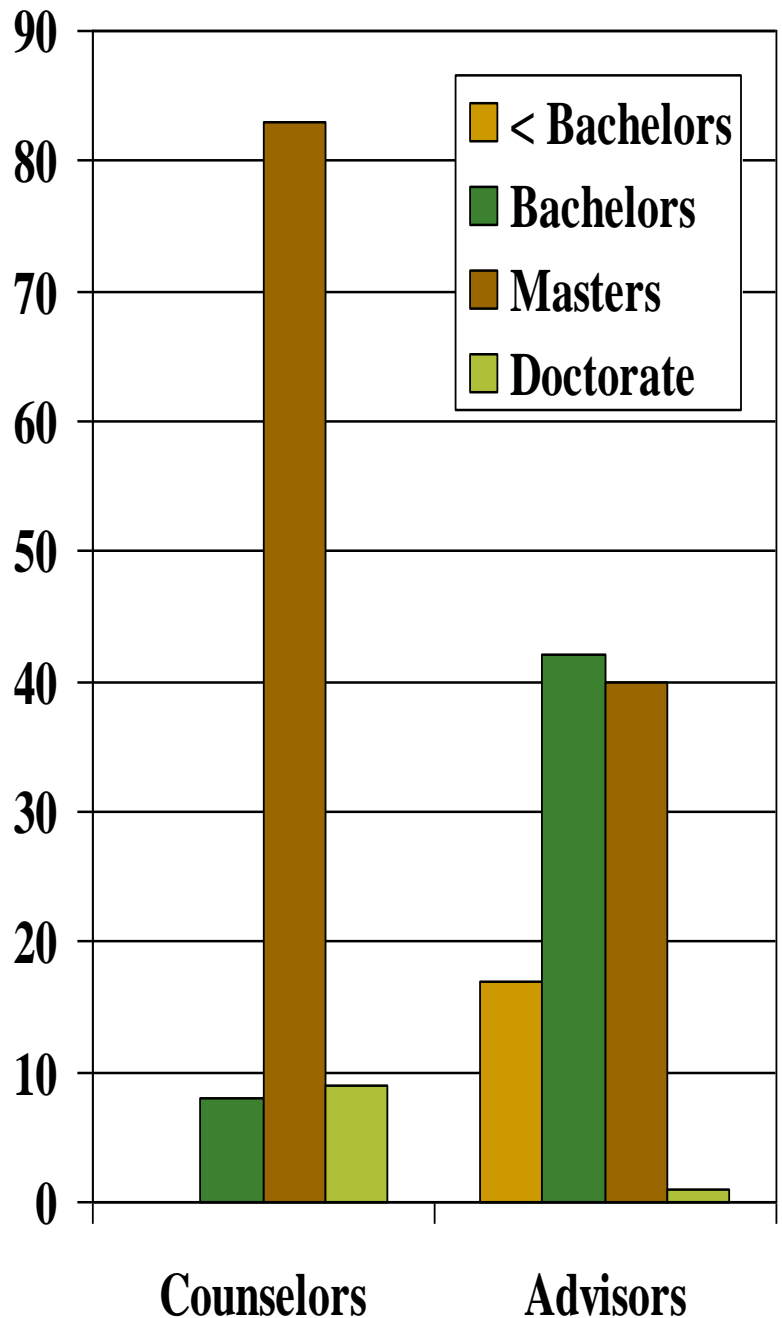
Advisors

17% = < BA

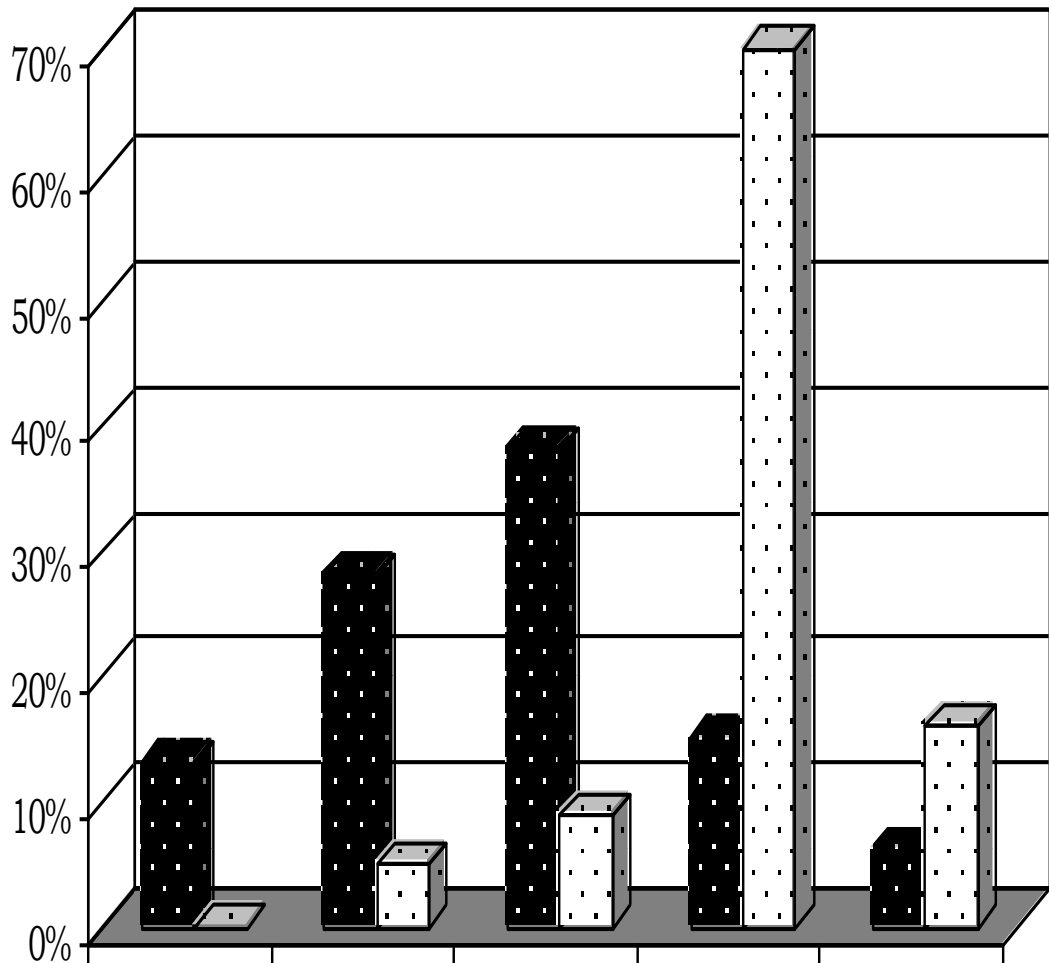
42% = BA

40% = MA

1% = PhD

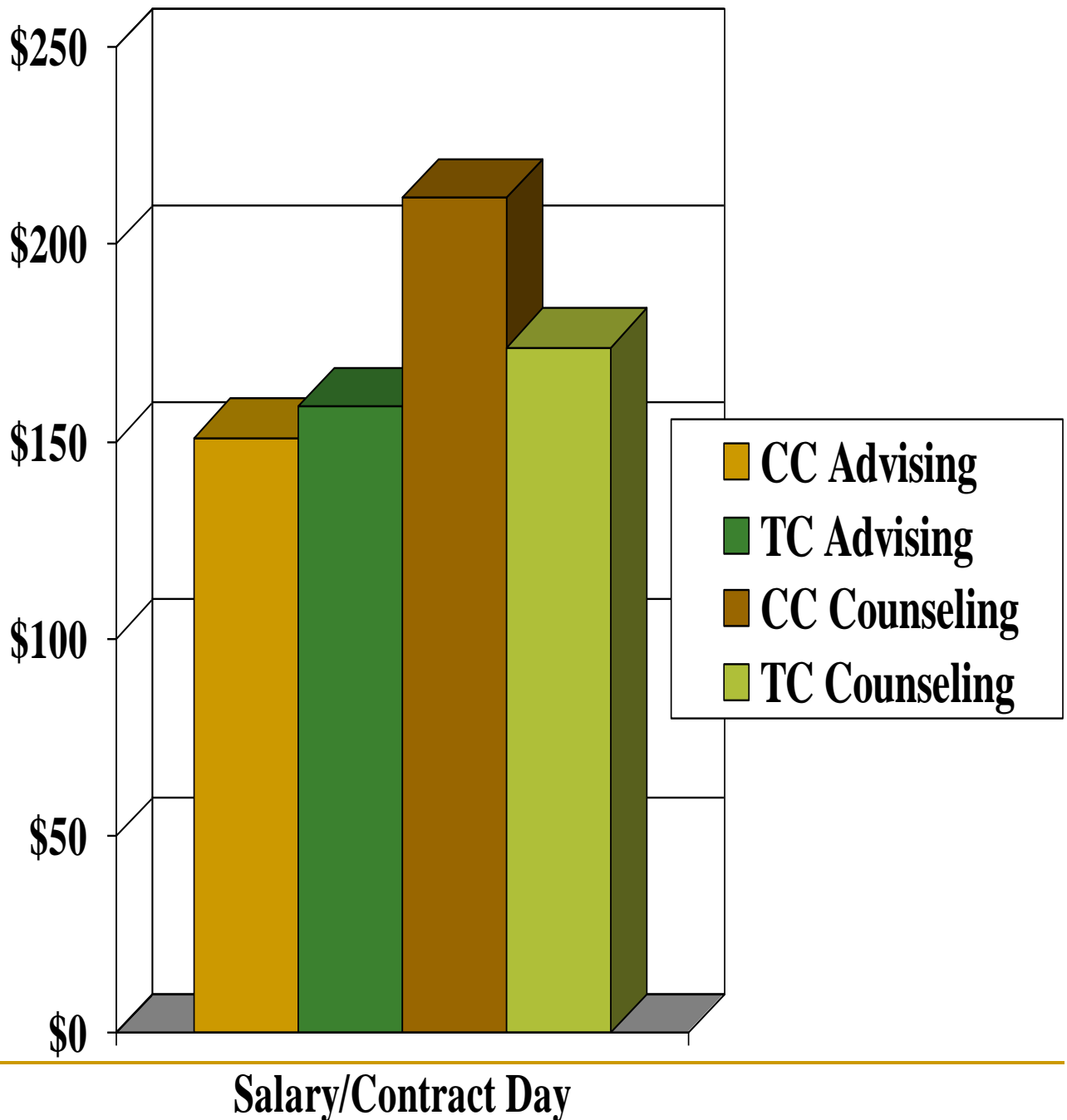


Actual Educational Backgrounds of Advisors and Counselors (2001)

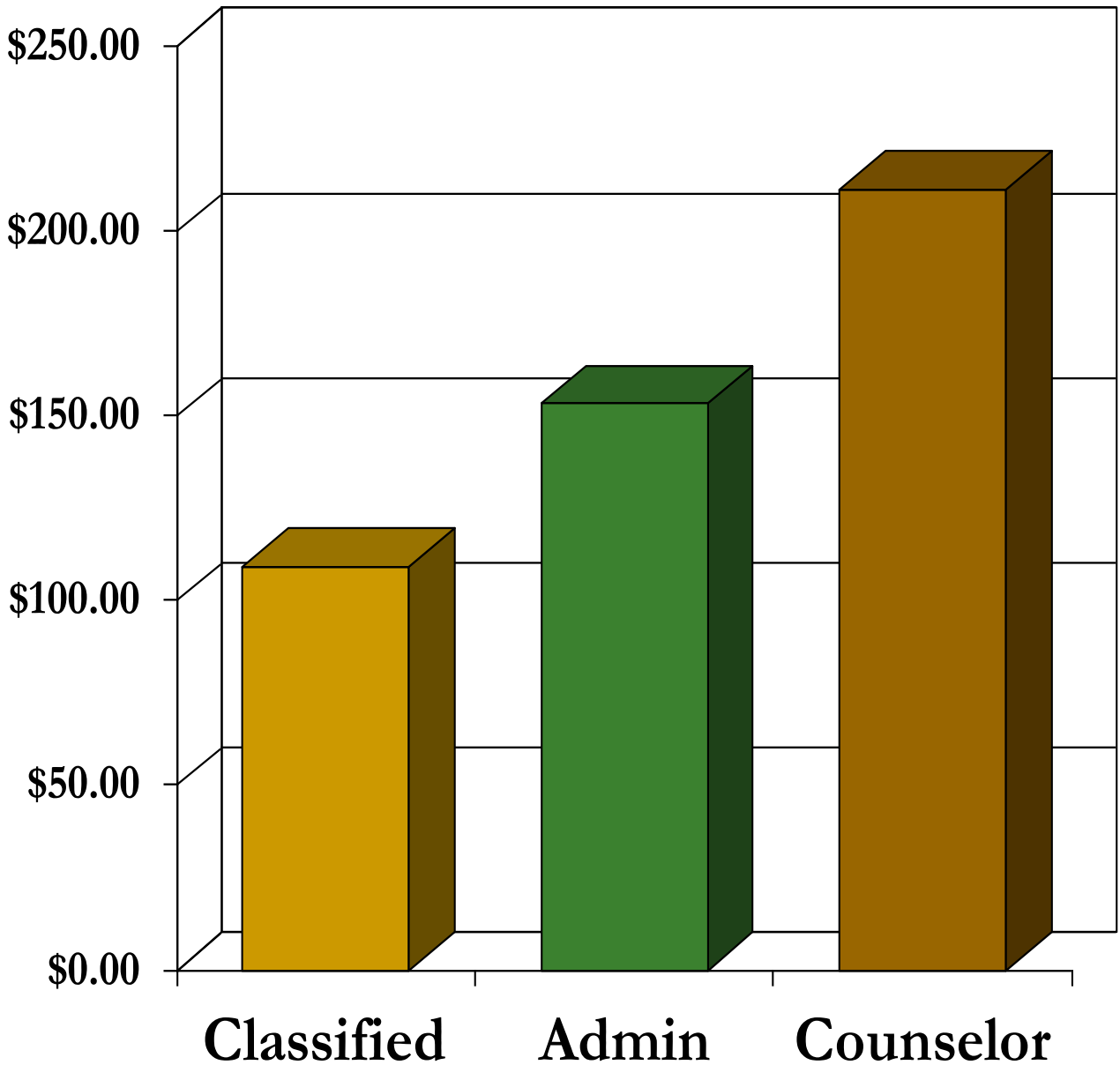


| | Less than Bachelor Degree | Bachelor Degree | Master Degree (Not Counseling) | Master Degree in Counseling | Doctorate Degree |
|--------------|---------------------------|-----------------|--------------------------------|-----------------------------|------------------|
| ■ Advisors | 13% | 28% | 38% | 15% | 6% |
| □ Counselors | 0% | 5% | 9% | 70% | 16% |

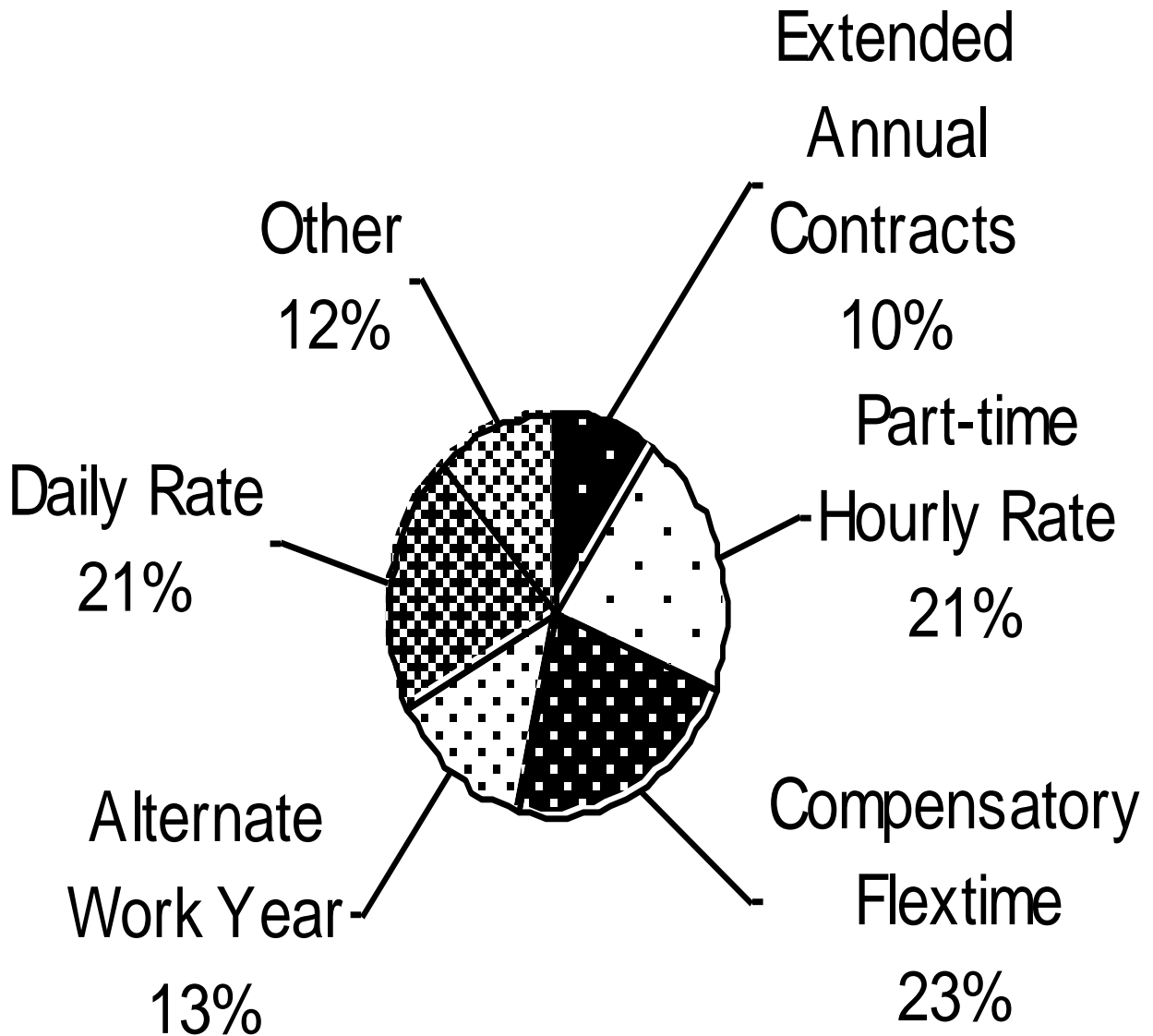
Entry Salary for Counseling and Advising Positions in CC's and TC's (Salary/Contract Days)



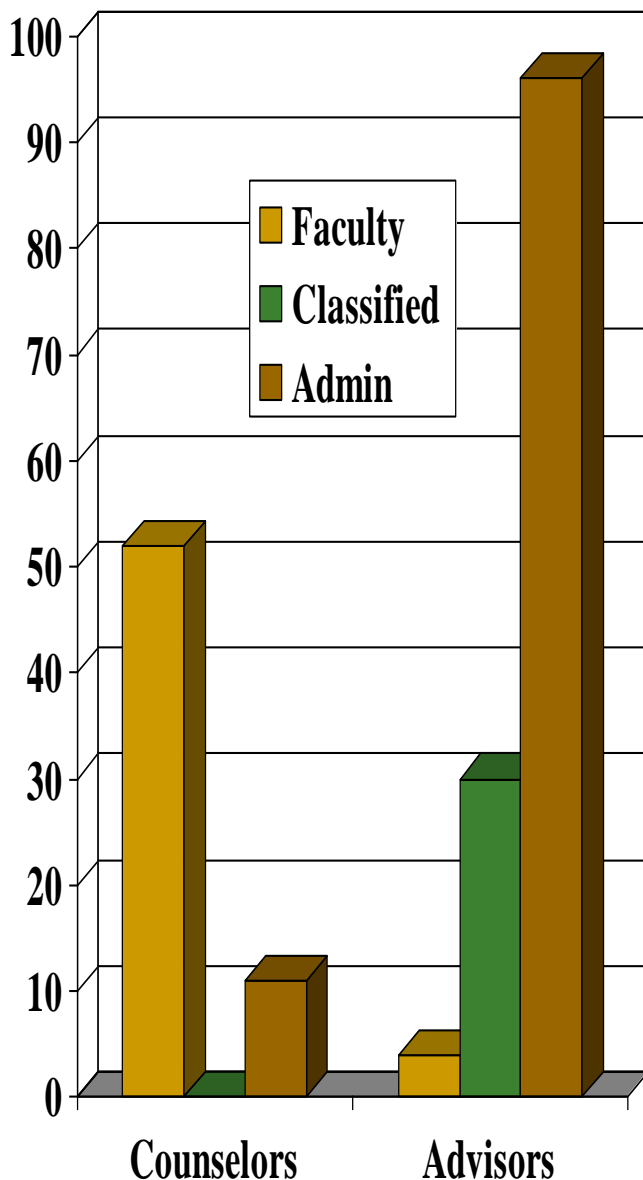
Actual Pay/Day of Employee Groups Providing Advising and Counseling Services



Ways to Fund Breaks and Summer Quarter



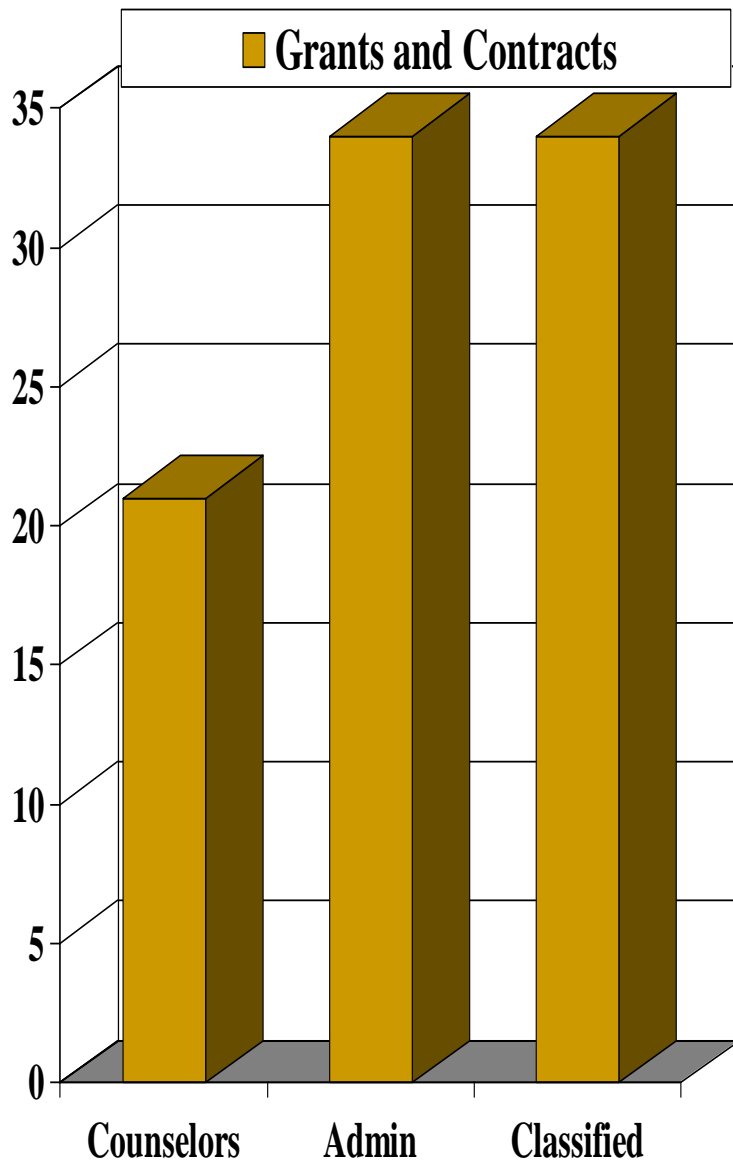
Employment Status of Counselor and Advisors by Headcount (2001)



- Advisors are 70.6% Admin. Exempt, 22.1% Classified Staff, and 2.9% Faculty.

- Counselors are 81.3% Faculty and 17.2% Admin. Exempt

Percentage of Grants/Contract Funding of Counseling & Advising Duties



- **Administrative Exempt and Classified Staff are each funded by 34% Grants and Contracts.**
- **Counseling Faculty are funded by 21% Grants and Contracts.**

The Survey Says!

- Advising has always been a key component of counselor's duties.
 - Counseling and Advising duties have been systematically shifted away from counselors to non-counselors.
 - Administrators and Classified Staff doing counseling and advising duties get paid substantially less and have less education.
 - There are several viable ways to fund counselors during summer quarter and breaks.
 - Advising and Counseling performed by Administrative Exempt and Classified Staff are more likely to be funded by grant (soft money).
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Follow-up Study of FT Counselor Staffing

- Only Includes Full-Time Institutionally-Funded Positions (no grants).
 - Only Includes CCs (not TCs)
 - Includes Student:Counselor Ratios!
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2004/2005 Follow-Up Study

Results

- Full-time counselor staffing decreased 17% (135 positions to 112) from 1985/86 to 2000/01
 - A nearly one-fifth (19%) decline in 2004/05 (109 positions left).
 - Fall 1990 FT Counselor:Student Headcount was 1:1342
(range = 520 - 7236)
 - Fall 1995 FT Counselor:Student Headcount was 1:1602
(range = 566 - 8657)
 - Fall 2000 FT Counselor:Student Headcount was 1:1964
(range = 707 - 11013)
 - Fall 2004 FT Counselor:Student Headcount was 1:2016
(range = 678 - 10096)
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California Community College Counselors
Association Report on the Results of the 1992-93
Statewide Counseling and Advising Survey.

“It is completely unacceptable to have such wide disparity in counseling and advising FTE ratios when funding for these services is similar throughout the state and students are assessed the same fees at each campus. Colleges need to be accountable for their ratios.” (Lorimer, 1994, p.13)

Lots of Role Confusion: Particularly between Counseling and Advising

- Different expectations from students, counselors, and administrators.
 - Conflicting language found in state and national guidelines.
 - Local control results in the “wild, wild, west” of counseling and advising.
 - Counselors are faculty members per the state law.
 - **However, state law does not define a “Counselor”.**
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Counseling Related

Job Titles in Washington State

- Academic Advisor
- Educational Planner
- Career Advisor
- Career Specialist
- Curriculum Advisor
- Case Worker
- Multicultural Advisor

My favorite....

“ Student
Success

Facilitator ”

CAS Standards for Counseling Services (2001)

Source: Council for the Advancement of Standards in Higher Education.

- **“to assist students to define and accomplish personal, academic, and personal goals”**
 - **“emphasize ... personal counseling, academic counseling, career counseling ...”**
 - **Must have a graduate degree in counseling or equivalent.**
 - **“Counseling ...is an important support for the education and development of the whole person”**
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Counseling Programs Washington State Student Services Manual (1998)

- **“Counselors teach students how to identify and successfully achieve their academic, career and personal goals.”**
 - **Students need counseling to access college, overcoming personal barriers to academic success, transferring to other institutions and entering the job market.**
 - **“Counselors address the student holistically, assisting students with educational, career, personal and social development.”**
 - **Counselors are faculty members w/ a Masters Degree in counseling or equivalent.**
 - **The college and the state must provide adequate funding for a broad range of counseling services.**
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CAS Standards for Academic Advising (2001)

Source: Council for the Advancement of Standards in Higher Education.

- ◆ **“to assist students in the development of meaningful educational plans that are compatible with their life goals”**
 - ◆ **“must assist students in overcoming educational and personal problems”**
 - ◆ **“must hold an earned graduate degree (or equivalent).**
 - ◆ **“salary ... must be commensurate with those for comparable positions”**
 - ◆ **“must have adequate funding to accomplish its mission and goals”**
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Advising/Educational Planning Washington State Student Services Manual (1998)

- **“The advisor and student explore educational and training goals, career choices, and instructional program options”**
 - **“... helps the student set educational goals and make decisions about enrollment into college programs”**
 - **Should have a bachelor’s degree of higher.**
 - **“... helps students clarify and provide ongoing evaluation of progress toward educational goals”**
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Washington State Guidelines for Comprehensive Counseling and Career Guidance Programs from K-14

- Included nearly 3 years of work from approximately 120 educators.
 - Office of Superintendent of Public Instruction (OSPI)
 - Washington Vocational Association
 - Washington School Counselor's Association.
 - Public and Private Universities
 - WCTCCA
 - State Board for Community and Technical Colleges
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Washington State Guidelines for Comprehensive Counseling and Career Guidance Programs from K-14

- Mission is to provide comprehensive counseling and career guidance for ALL students at ALL levels focusing on educational, personal, social and career domains.
 - Benefits of the guidelines include: counselor role definition, kindergarten to college student learning outcomes and support for program management & funding.
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The Role of Counseling Faculty in the California Community Colleges

The Academic Senate for California Community Colleges
(1995)

- Clarifies the role of counselors and the growing number of paraprofessionals (also called counselor assistants, information technicians, educational advisors).
- Paraprofessionals frequently possess an Associate or Bachelor's Degree and/or may have student services experiences.
- Paraprofessionals should not provide academic counseling or interpret basic skills assessment scores.

Example paraprofessional duties:

- Provide information on academic programs and advising procedures
 - Facilitate and support advising activities
 - Assist with course scheduling
 - Assist with registration
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WCTCCA & WFT

Cry Foul

- Washington Federation of Teachers (WFT) State Convention Resolutions unanimously pass in 1999 and 2000 outlining the erosion of faculty work through the unfair labor practice of bargaining unit “skimming” through the reassignment of faculty work to classified staff and administrative positions.
 - WFT starts taskforce to study the issue and work with local unions, the state board, legal resources and the legislature to address the issues (2000).
 - Washington Community & Technical College Counselor Association (WCTCCA) Position Paper (2000):

“On the whole, WCTCCA views the loss of counseling positions around the state as a direct violation of state law, contract agreements, fair labor practices, professional standards, research indications, ethical considerations, student rights and the intentions of educational reform”.
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Lawsuits and Labor Grievances

“We’re Undefeated!”

- Yakima - Multicultural Advisors
 - Everett - Career Advisors
 - Spokane - Curriculum Advisors
 - Shoreline - 3 Advisors are now
faculty
 - Pierce – Grievance/PERC in
Process (**Hot News!**)
 - Everett – Grievance/PERC in
Process
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Why Bother?

What's at Stake?

- Professionalism
 - ❑ Shared Cohesiveness
 - ❑ Standards of Practice
 - ❑ Quality Working Conditions

 - Student Success
 - ❑ Quality of Training
 - ❑ Quality of Service

 - Democracy, Freedom ... The American Dream
 - ❑ Our unique student body and system needs the best professional help available.
 - ❑ Our society and economy needs the best professional help available.
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Thank you!!

For more information or consultation
contact

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Enjoy the rest of your day!
