

## **The Hiring of General Counselors Outside of the General Counseling Department**

*Whereas* new General Counseling Faculty not only require proper training to meet the professional standards of the profession; their evaluation process requires periodic observation and feedback by subject matter experts.

*Whereas* programs submit funding proposals that often include the need to provide General Counseling services without informing the General Counseling Chair, and General Counselors are furthermore being hired outside of the General Counseling Department (reporting to a Different Dean).

*Whereas* General Counselors hired outside of the General Counseling Department are not going through General Counseling's training nor evaluation process, nor will their Priority of Assignment (POA) be established in General Counseling.

*Whereas* the Academic Senate of San Diego City College has approved a similar proposal.

*Resolved*, General Counselor positions needed by programs outside of General Counseling shall be selected from the General Counseling Department whenever possible.

*Resolved*, if a new General Counselor must be hired outside of the General Counseling Department, the General Counseling Chair (or designee) shall be included in that hiring process.

*Resolved*, General Counselors hired outside of the General Counseling Department shall go through General Counseling's training, and their evaluation process shall include the General Counseling Chair (or designee).

*Please see Appendix A for scenarios and other clarifications.*

## Appendix A

Possible Scenarios and Clarifications if this resolution were to go into effect:

1. If a Department wants to hire an Adjunct Counselor and General Counseling can't provide any for reasons such as the following, then they would need to hire outside of General Counseling. In such a scenario, General Counseling would just ask to be involved in the hiring/evaluation.
  - a. No adjuncts were interested
  - b. No adjuncts were available
  - c. No adjuncts could provide the necessary commitment level
2. A Department wants to hire an Adjunct Counselor and are fine choosing from General Counseling—this is an ideal scenario from General Counseling's perspective.
3. A Department wants to hire an Adjunct Counselor but literally cannot choose from General Counseling perhaps because of grant funding restrictions—this is not ideal, from General Counseling's perspective. But the department would be satisfied so long as they are involved in both the hiring & evaluation processes. It's understood that General Counseling would not have the final say on the hiring or evaluation.
4. A Department wants to hire an Adjunct Counselor but prefers to hire outside of General Counseling—this is a scenario General Counseling is trying to avoid. If General Counseling has viable adjuncts for the position, they do not want the department doing the hiring to move forward without first working with them and their Dean.