1/AS/18/SEC – Resolution in Support of Hiring Tenure-Track Psychological Counseling Faculty

SENSE OF THE SENATE

BE IT RESOLVED: That the Stanislaus State Academic Senate urges the President to hire psychological counseling faculty on the tenure-track, in accordance with ACR 73; and be it further

RESOLVED: That the Academic Senate urges the Administration to appoint tenure-track Psychological Counseling faculty without a proviso requiring those faculty to conjointly have teaching responsibilities in an academic department; and be it further

RESOLVED: That the Academic Senate urges the Administration to give strong consideration to qualified incumbent temporary PCS faculty, in the hiring of tenure-track faculty; and be it further

RESOLVED: That this resolution be disseminated to the ASCSU and to State Senator Richard Pan (District 6), sponsor of SB 968.

RATIONALE:

Tenure-track Psychological Counseling Services faculty are necessary for serving the needs of students; for the stability of PCS, continuity of care for clients, and providing PCS services to the broader campus community; for PCS faculty to advance in their careers, to continue their professional development, and to meet their professional ethical responsibilities; and for PCS to be ably and consistently represented in shared governance.

No tenure-track Psychological Counseling Services faculty have been hired by Stanislaus State in over a decade. During that period, temporary PCS faculty have remained in their positions on average only two to three years. As a result, students experience inconsistency in personnel and potential interruptions in continuity of care. Temporary PCS faculty frequently do not have time or other resources to be able to fulfill the scope of PCS responsibilities to the larger campus community—for instance, providing workshops and presentations on mental health issues.

Temporary PCS faculty have left their positions in pursuit of career advancement opportunities that are systematically denied to temporary faculty. Temporary appointments by definition provide no job security and no assurance of future employment. Temporary appointments all but prevent movement up the salary scale into higher ranges, or reclassification into higher ranks.

Temporary PCS faculty lack opportunities and resources for professional development that tenure-track faculty have access to. Most alarmingly, because they lack the job security that tenure provides, temporary PCS faculty may be caught in dilemmas that force them to choose between directives of the university administration and ethical obligations to clients (e.g., confidentiality).

Temporary PCS faculty are unable to provide peer review in the evaluation of other PCS faculty, per the CSU-CFA Collective Bargaining Agreement and University policy. They may serve in shared governance, but because of their temporary appointment, they are not compensated for that work, and are not allotted time to serve. As a result, PCS has been unable to maintain an appropriate level of representation in shared governance.

It has been proposed that PCS faculty could only be hired tenure-track if their assignments included classroom teaching. This is inappropriate for several reasons. The primary responsibility of PCS faculty is the mental health of our students. Dividing their work responsibilities between PCS and classroom teaching would limit the faculty’s availability and capacity to provide for students’ mental health needs. Classroom teaching responsibilities could very well lead to situations in which PCS faculty have dual relationships with students—as teachers and as psychological counselors—which are difficult to manage, likely to lead to discomfort, could lead to damage to the professional-client relationship, and may in itself constitute a breach of professional ethics of PCS faculty. For these reasons, tenure-track PCS faculty’s work assignments should be entirely within PCS.

Approved by the Academic Senate on February 13, 2018

(Sense of the Senate Resolution)