

Support Language to SACP - Pursuant to Service Counseling Adjuncts:

The Maricopa Community College District is a well-known, highly regarded district with a national standing. The District currently serves over 99,000 credit students with over 23,000 awards, degrees, and certificates conferred in one year. In addition, the district offers an award-winning non-credit program for adult learners. Key to that robust profile are the faculty and the staff who, on a daily basis, support students in many ways. One segment of that support is generated by Adjunct Faculty, both Instructional and Service. Over the previous four years, Adjunct Instructional Faculty represented 49.16% of the overall instructional team. The Service Faculty numbers unfortunately are not easily obtained nor are their services well-illuminated. Therein lies a key stumbling block to a clear resolution of this pay issue where two separate and distinct compensation plans would best serve the unique role each occupies, one for Adjunct Instructional Faculty and one for Adjunct Service Faculty. While we need to stand together as we support students, the compensation issue has detracted from the morale necessary to sustain vigorous and enthusiastic service to our students.

MCCCD Employs Specially Trained Counselors: Every day is different, and we bring experience and training to our positions. As Service Faculty in Counseling, we must meet strict standards beyond a Master's Degree with emphasis on graduate work in Human Development, mental health issues, and assessment. Thus, service faculty in counseling support students, faculty, and staff in many ways. We enjoy a collaborative relationship with our campus colleagues, and we are an integral part of student engagement, retention, and success. Academic, personal, crisis, and career issues are presented daily and no two days are alike.. Emergency funds, community referrals, and local resources are in frequent demand. Students experience homelessness, domestic violence, food scarcity, eviction, trauma, and mental health issues as well. MCCCD counselors are readily available and able to address those needs due to their unique training.

Institutional & Market Value: A 2019 study by the [American Council on Education](#) found that students with poor mental health are more likely to have lower GPAs, take longer to complete a degree, or drop out entirely. If we fail to address those factors impacting student mental health such as academic pressure, financial stress, social isolation and other life challenges, MCCCD will struggle to maintain strong retention and persistence rates fulfilling its mission to graduate confident lifelong learners. To that end, late evenings, coordination with emergency services, and securing police intervention are part of our day and often beyond regular business hours. In addition, we frequently support the Instructional Faculty who refer students who have weak study skills, display poor time management, or are multiple repeaters. We also receive referrals from Academic Advisement whose staff recognize when a student's issues are outside the scope of that office. We have often been called upon to support faculty in developing successful classroom strategies, to support staff who are dealing with disruptive or demanding students, or to make presentations on varied topics. The Counseling Adjuncts play a unique role in the District effort and represent responsibilities which are very different in scope and work to that of other service adjuncts and instructional adjuncts. As members of the service faculty group and employees of MCCCD, we rely on leadership to foster an engaging environment and to contribute to workplace satisfaction. Such purposes are not served but are rather sabotaged by efforts to cut salaries after hiring and, in some cases, after many years of loyal service. As the district develops new programs, as colleges experience additional growth, and as increased degree programs are offered, the contributions of Adjunct Service Faculty Counselors are to be appreciated.

- [Palomar College](#), San Marcos, CA: \$73.81 - \$87.09 per hour
- [Portland Community College](#): \$49.30 - \$57.18
- [Los Rios Community College District](#), Sacramento, CA: \$40.75-100.50 per hour
- [Los Angeles Community College](#): \$72.87 - \$88.04