



Position: Counselor Faculty – Student Professionals, Academic Related I - AY (2 positions)

Type: Temporary / Full-time

Academic Year: 2022/2023

Available: August 2022

Location: Counseling Center
California State University, Bakersfield
9001 Stockdale Hwy.
Bakersfield, CA 93311

Contact: Ms. Janet Millar
Chair, Department Search Committee
jmillar@csub.edu

Deadline: Review of applications will begin **6/03/2022**, though the position will remain open until filled.

University Background: California State University, Bakersfield (CSUB), founded in 1970, is a regional, comprehensive university serving the southern San Joaquin Valley of California. CSUB's service area covers nearly 25,000 square miles and is home to a socially and ethnically diverse population of over 11,000 students. CSUB is the only four-year degree granting institution within a 100-mile radius. Due to this, CSUB has a vital role in the educational attainment, economic development, and quality of life within the region. The accolades CSUB has received include Washington Monthly's #2 Best Bang for the Buck for Western Colleges (2018), Washington Monthly's #6 Best Affordable Elite Colleges and #17 out of 200 for Graduate Schools, and "A Top Public School" by US News and World Report (2019).

CSUB serves 9,800 undergraduate students and 1,400 graduate, credential, and post-baccalaureate students. 63.5% of CSUB's students are Hispanic/Latinx, 4.9% are African American, 0.2% are Hawaiian/Pacific Islander, 0.5% are American Indian/Alaskan Native, 7.1% are Asian, and 2.3% are multiracial. CSUB is a federally designated Hispanic Serving Institution (HSI).

Commitment to Diversity: The Counseling Center is within the Division of Student Affairs at CSUB is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body."

Division of Student Affairs Information: California State University, Bakersfield is a student-centered campus. We want students to have a comprehensive university life experience, because that's what college is all about. Athletics, residential living, health services, student government, and other special campus programs all play important roles in our students' lives and help to support the academic mission of the institution.

Department Information: The primary purpose of the CSUB Counseling Center is to assist students with personal and educational problems, developmental issues and for any other concern that may affect them as they pursue their educational goals. Programs are planned in order that services will meet the needs of students in the university setting.

Position Description: The primary focus of this position is to provide a spectrum of counseling services to students enrolled at CSUB to promote student success including retention and graduation. Candidates must address the mental health, developmental, and academic achievement needs of a student population of great diversity (i.e., ethnic, racial, country of origin, gender, sexual orientation, transgendered, disability, socioeconomic status, immigration status, religious diversity, etc.). Successful candidates are expected to collaborate and work closely with other disciplines/departments, developing and implementing innovative non-traditional services for the diverse student population. For more information on the CSUB Counseling Center, please visit: <https://www.csub.edu/counselingcenter/>

Minimum Qualifications: Licensed to practice in California with the appropriate terminal degree to support the license (e.g., Licensed Psychologist, LCSW, LMFT, Licensed Professional Counselor). Two years post-license experience is required.

- **Clinical Skills:** Knowledge of relevant ethical and legal parameters of professional practice. Excellent communication skills. Awareness of electronic recordkeeping (*Titanium*) desirable. Able to work independently and with little supervision, be proactive and take initiative. Actively seeks out opportunities for growth and professional development. Demonstrates sensitivity and commitment to the unique needs of students experiencing combined academic and mental health concerns. Demonstrates respect, professionalism and consideration when dealing with students, faculty and staff. Ability to work as part of a mental health team to serve the mission of the University.

- **Nonclinical Skills:** Ability to utilize effective organizational skills and flexibility. Ability to work in a busy student environment and to positively impact the lives of students. Ability to think abstractly, solve problems and effectively balance managing people and tasks. Ability to understand and relate well to students and others of diverse backgrounds. Ability to maintain and manage confidential information and situations. Ability to manage challenging situations including student and campus crises.

Preferred Qualifications: Two years post-license experience in a university setting. The applicant should be a generalist with some experience in the following: counseling, prevention, and outreach services to diverse populations; brief therapy and motivational interviewing; academic coaching, cross cultural awareness, crisis management and consultation; sexual and gender issues; and addiction and substance abuse. We are seeking candidates who demonstrate knowledge of, commitment to, and experience working with members of African, Black & Caribbean; Asian, Asian American & Pacific Islander; Chicano/Latinx; Native/Indigenous; South West Asian & North African; Disabled/Neuro Diverse; Trans & Non-Binary; Queer; Undocumented and other historically marginalized or underrepresented communities.

Responsibilities/Duties

- Provide counseling and support to CSUB students. The Counselor will provide individual and group counseling, emotional support and skill development directly for students who may be experiencing general mental health concerns. Counseling and student success support will be provided in person and virtually (utilizing Zoom or phone) It is expected that the Counselor will work from campus in the CSUB Counseling Center.
- Provide short-term counseling for students; provide crisis intervention, clinical assessment, triage, and case management; conduct workshops, psycho-educational groups and group therapy. The Counselor will provide consultation regarding issues that affect the educational, vocational, developmental, and psychological well-being of students in the university community; provide referrals to and consultation with educational counselors, Student Health Services' professionals, other campus faculty & staff, and community mental health providers & agencies. The Counselor will offer occasional evening or weekend outreach presentations; and participate in rotation of after-hours coverage, if needed.
- Conduct outreach (when requested) to directly engage and introduce students with Counseling Center services through classroom presentations, visits with student organizations, department led activities, such as awareness, support and psychoeducational events; participate in the development and implementation of assigned outreach projects, e.g., class presentations, residence hall consultations. Some outreaches may be held in a virtual environment. Engage in outreach to historically underrepresented students and student groups, particularly but not limited to African American students, other students of color and marginalized students. The Counselor will work with underrepresented students to assist in closing the achievement gap/reduce academic barriers.
- Consult with faculty and staff regarding students who are experiencing emotional problems, related to personal situations and/or academic performance with attention to confidentiality when appropriate. Educate faculty about the barriers that students face.
- Create and participate in an environment of inclusion, cultural respect and sensitivity in the department, division, and campus. Demonstrated commitment to servicing undergraduates and graduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.
- Assist at-risk students with developing academic and emotional coping strategies, navigating important university systems, interacting with faculty, and utilizing support services.
- Work with students on surviving and overcoming academic traumas, such as poor performance on quizzes, exams, papers, group projects, and presentations, and coping with negative thoughts and self-talk.
- Personally, connect and refer students to important university resources such as tutoring, Services for Students with Disabilities, Student Recreation Center, Basic Needs, Student Affairs Case Manager, and others as needed.
- Provide direct referrals to campus and community resources for students who may be experiencing difficulty with housing and food security, and other various problems and barriers negatively impacting academic performance.
- Assist in collecting data necessary for department planning, including but not limited to, Counselor's number of students served, types of issues and number of faculty contacts; all data collected will be aggregate with no personally identifiable information shared. Counselor will also collect data on academic standing.

Collective Bargaining: Counselors are considered in the California Faculty Association, therefore named Counselor Faculty. The position classification is Student Services Professional, Academically Related (SSP-AR1).

Evaluation: As a member of California Faculty Association's bargaining unit 3, the Counselor Faculty is evaluated in a Periodic Review (annually) utilizing review process defined by the Counseling Center and in the university handbook.

Application Deadline Date: The review of applications will begin **6/03/22**, though the position will remain open until filled.

Compensation: Commensurate with experience and qualifications and may include health benefits, student loan repayment (PSLF), sick leave, and retirement.

Application: Applications received by **June 3, 2022** will be given full consideration; position will remain open until filled. E-mail a curriculum vita (CV)/Resume with three (3) professional references, copy of current license and contact information (address, office telephone, & email) to Ms. Janet Millar at jmillar@csub.edu. We will contact references for semi-finalists and finalist candidates directly.

Background Check: A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

Mandated Reporter: The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Clery Act: CSUB's annual crime report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus centers, such as our Antelope Valley Satellite Campus and on property within, or immediately adjacent to and accessible from CSUB. The report also includes policies concerning security on campus, such as alcohol and drug use, crime prevention, reporting crimes, sexual assault, and other subjects. Additionally, a daily log of offenses is maintained and can be reviewed at the front desk of the Department of Public Safety. You can obtain a copy of the annual report by contacting the Department of Public Safety/University Police at (661) 654-2111 or by logging on to their website at: <https://www.csub.edu/compliance/Clery>.

EEO Statement: CSUB is committed to Equal Employment. Opportunity. Applicants will be considered without regard to gender, race, age, color, religion, national origin, sexual orientation, marital status, disability or covered veterans' status.