



**RESOLUTION TO SUPPORT THE ONGOING HIRE OF TENURE TRACK COUNSELING  
FACULTY IN COUNSELING CENTERS ON THE TWENTY-THREE CALIFORNIA STATE  
UNIVERSITY CAMPUSES**

**WHEREAS** University counseling centers have seen an increased demand for mental health services (Prince, 2015; Xiao et al., 2017), as well as an increased severity of mental health issues among college students (Prince 2015). Top factors that impact college students' academic performance include stress, anxiety, and depression and students experiencing chronic and severe mental health concerns graduated at a lower rate than those that did not need mental health services (Lee, Olson, Locke, Michelson, & Odes, 2009; Scofield et al., 2017). Research shows that campus counseling services are instrumental in impacting these discrepancies (Kivlighan et al., 2020); and

**WHEREAS** the California State Assembly recommended that the CSU have at least 75% of all Faculty be hired into tenured/tenure-track positions; and

**WHEREAS**, 9 of the 23 CSU campuses have no tenured/tenure-track counseling faculty members. Those campuses are Channel Islands, East Bay, Humboldt, Los Angeles, Maritime Academy, Monterey Bay, Sacramento, San Luis Obispo, and Sonoma; and

**WHEREAS** only 6 of the 23 CSU campuses have any tenured/tenure-track Counselor Faculty who were hired since 2009; and

**WHEREAS**, the state legislature has dedicated an additional \$10 million in funding for mental health services in the CSU in 2021-2022; and

**WHEREAS**, campuses with tenured Counselor Faculty have less Counselor Faculty turnover than campuses without tenured Counselor Faculty; and

**WHEREAS** frequent turnover of temporary Counselor Faculty interrupts continuity of care for students, prevents long-term and comprehensive student success programming, is costly due to the regular searches, is disruptive to counseling center operations, and causes liaison relationships with other departments to be lost; therefore be it

**RESOLVED**, the CFA demands that the CSU adopts the policy goal of ensuring that all CSU campuses meet or exceed relevant professional mental health service standards for students; and be it further

**RESOLVED** the CFA demands that the CSU increase the number of Counselor Faculty to meet the basic counselor to student ratio (1:1,500) as a minimum recommended by the International Association of Counseling Services (IACS), and be it further

**RESOLVED** the CFA demands that the CSU commit to hiring multiculturally competent Counselor Faculty that are representative of the CSU student population, and be it further

**RESOLVED** the CFA demands that the CSU commit to hiring Counselor Faculty from diverse backgrounds including, but not limited to, different racial/ethnic backgrounds, differently abled, different sexual orientations and gender, different religious backgrounds, and different ages.

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**Endorsed by:**

Endorsed by the Counselors Committee

Endorsed by the LGBTQIA+ Caucus

Endorsed by the Chicanx/Latinx Caucus

Endorsed by the Asian Pacific Islander Desi Americans Caucus

Endorsed by the Womxn's Caucus

Endorsed by the Palestine Arab Muslim Caucus

Endorsed by the Black Caucus

Endorsed by the Council of Presidents

Endorsed by the Council for Racial and Social Justice

Endorsed by the Disability Caucus

Endorsed by the Council of Lecturers

Endorsed by the Librarians Committee