



DEAN, COUNSELING

DEPARTMENT: Counseling
COLLEGE: Foothill
SALARY GRADE: [A2/A3 - J](#)

POSITION PURPOSE:

Under the direction of, and reporting to, the Vice President of Student Services, the Dean of Counseling is primarily responsible for the leadership, management, and supervision of the Counseling Division, the Testing and Assessment Center, Transfer Center, Articulation Officer, Early Alert (Owl Scholars/Starfish), EOPS Counselors, Umoja, and Puente. The Dean must have a vision for the Counseling Division that complements the College's mission, Institutional Core Competencies (ICCs), and student success and completion.

NATURE and SCOPE:

The Dean is charged with managing the core counseling functions: transfer, academic, career, and personal counseling; college governance participation; program review/SLSAOs; research and best practices; guided pathways; training and professional development; and other duties as assigned. The Dean is responsible for providing leadership in assessment, counseling, articulation, transfer, education planning, and early alert in both traditional and virtual environments.

KEY DUTIES and RESPONSIBILITIES:

The following duties and responsibilities are typical but not limited to the following:

1. Manage, evaluate, and coordinate the service areas within Counseling Services, as well as the Testing and Assessment Center, Articulation, Transfer Center, EOPS/NEXTUP/CARE Department and Counselors, Umoja, Foothill Connect, and Puente, in accordance with legal requirements, District policies, and sound educational principles and practices.
2. Supervise, coordinate, and evaluate a diverse staff of directors, coordinators, faculty, and classified employees, consistent with each bargaining unit's agreement with the District.
3. Review programs and services to ensure alignment with College goals and the inclusion of diverse ethnic, cultural, and gender perspectives.
4. Assist in preparing catalog materials, class schedules, and other program information as needed.
5. Participate in the development and implementation of policies and procedures.
6. Coordinate Counseling Center services and activities.
7. Collaborate with other administrators, supervisors, and instructional faculty to develop and coordinate programs and services across the campus and curriculum to meet the needs of a diverse student population.
8. Oversee the counseling and advising of all students.

9. Develop and oversee operations, systems, and details, including work schedules, staff assignments, coordination of day and evening services, and scheduling of counseling-related classes.
10. Conduct analysis, prepare projections, and manage expenditure reports for the division budget.
11. Participate in college-wide and Student Services planning initiatives and serve as a key leader in implementing Guided Pathways and any related statewide initiatives.
12. Work in partnership with the Dual Enrollment Office to collaborate with local high school districts, regional occupational programs, adult education, and other relevant community agencies.
13. Support, implement, and promote compliance with the District's Diversity and Equal Opportunity Plan in all aspects of employment and education; encourage cultural and ethnic diversity in staffing, curriculum, programs, and services.
14. Ensure compliance with the District's Injury and Illness Prevention Program by motivating and directing staff; maintaining a safe work environment; enforcing safe work practices; reporting and investigating accidents; maintaining necessary documentation; and ensuring employees receive mandated training.
15. Coordinate counseling services delivered through various online software platforms.
16. Oversee staff members working in virtual environments to ensure seamless delivery of student services.
17. Perform related duties as required.

EMPLOYMENT STANDARDS

Knowledge of:

1. Legal and ethical standards of the counseling profession in the community college setting.
2. California Education Code and Title 5.
3. Statewide student success initiatives and their impact on counseling and placement practices including but limited to AB 705.
4. Accreditation requirements.
5. Budget management.

Skills and Abilities:

1. Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff.
2. Communicate effectively both orally and in writing, including complex proposals and presentations.
3. Supervise and/or manage a complex student services program serving a diverse student population.
4. Lead, advocate and network in the interest of the students, the College mission and ICCs.
5. Strong supervisory skills.
6. Proven leadership management.
7. Motivational and mediation skills.
8. Ability to implement state-wide student success initiatives.

Education and Experience:

1. Master's degree from an accredited university or college.
2. One year of administrative experience, formal training, internship or leadership in a related field.

Preferred Qualifications:

1. Progressively responsible administrative experience in a college or university environment.
2. Understanding of, and ability to implement student equity programs and services with an emphasis on effectively serving disproportionately impacted groups.
3. Meet minimum qualifications for the counseling discipline.
4. Demonstrated success as a college counselor or faculty member.
5. Demonstrated ability to provide administrative leadership in a college culture that values equity and shared governance.
6. Demonstrated ability to develop creative and innovative solutions in a virtual/online environment.
7. Knowledge of student services and academic programs and strategies to promote retention and student success.
8. Knowledge of budget development, personnel selection and program evaluation.
9. Knowledge of curriculum development.
10. Understanding of assessment tools and placement testing standards.
11. Knowledge of DegreeWorks, Starfish or other online student educational planning tools.
12. Knowledge of and experience with early alert programs.
13. Understanding of and ability to implement student equity programs and services.
14. Ability to use a computer and software such as MS Office, Banner student information system, scheduling software and other technological communication tools.

WORKING CONDITIONS:

Environment:

1. Typical office environment.

Physical Abilities:

1. Hearing and speaking to exchange information in person and on the telephone and make presentations.
2. Dexterity of hands and fingers to operate a computer keyboard.
3. Vision sufficient to read various materials.
4. Sitting for extending periods of time.
5. Bending at the waist.
6. Lifting and carrying objects up to 20 lbs.

Date Revised: May 2020; August 2002; November 2014; February 2015; November 2025

Ed Code: H-10

Creditable Service: STRS