

0. Form NP – New Program Proposal Form

**NEW PROGRAM PROPOSAL FORM**

Sponsoring Institution(s): Northwest Missouri State University

Program Title: Major in Human Services

Degree/Certificate: Bachelor of Science

Options: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Delivery Site(s): Campus, Maryville, MO

CIP Classification: 42.2707 (Please provide a CIP code)

Implementation Date: Fall 2015

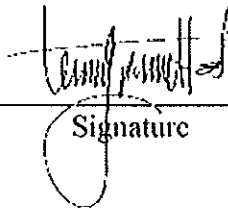
Cooperative Partners: NA

Expected Date of First Graduation: December 2016

**AUTHORIZATION**

Timothy Mottet, Provost

Name/Title of Institutional Officer



Signature

January 29, 2015

Date

Gregory Haddock, Vice Provost

Person to Contact for More Information

(660) 562-1145

Telephone

1. Need (Form SE - Student Enrollment Projections)

Student Demand:

i. Estimated enrollment each year for the first five years for full-time and part-time students (Please complete Form SE.)

<i>Year</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
<i>Full-time</i>	<u>25</u>	<u>50</u>	<u>75</u>	<u>100</u>	<u>125</u>
<i>Part-time</i>	_____	_____	_____	_____	_____
<i>Total</i>	<u>25</u>	<u>50</u>	<u>75</u>	<u>100</u>	<u>125</u>

ii. Will enrollment be capped in the future?

There are no plans to cap enrollment.

What method(s) or data were used to project student enrollment for this proposed program?

It replaces the Comprehensive Psychology/Sociology major (forthcoming, after 2016 Undergraduate Academic Catalog), and will attract students seeking a Human Services degree. This will better meet the needs of some students currently majoring in Psychology and may therefore shift a few of those students into the proposed Human Services major. Currently there are just over 100 students declared as Psychology/Sociology Comprehensive majors. It will also attract students who want to seek Graduate Degrees in the Human Services field and also students that want to enter the Social and Human Services workforce straight out of college with their Bachelor's degree.

A. Market Demand:

i. National, state, regional, or local assessment of labor need for citizens with these skills Human Services jobs consistently hit the Missouri's Hot Jobs list. According to O\*NET Online. Job opportunities for social and human service occupations across the nation are expected to grow rapidly between 2012 and 2022, especially for applicants with appropriate postsecondary education. The number of social and human service assistants is projected to grow 22-23%.

A wide variety of fields hire Human Service workers including but not limited to: substance abuse, human relationships, rehabilitation, and dependent care. Job titles include, but are not limited to: advocate, caseworker, community coordinator, family support worker, home-based assistant, mental health technicians and outreach specialists.

1. Need (Form SE - Student Enrollment Projections)

B. Societal Need:

- i. General needs which are not directly related to employment

According to the Missouri Economic Research and Information Center. There is an anticipated increase in Human Services related positions. Many of our current students seek work or post baccalaureate training in social and human services. This degree is more tailored to meet those needs.

According to the National Research Center for College University Admissions (NRCCUA). There is demand for a Human Services major among high school graduates in the 4-state region. Of the 2015 high school graduates who were surveyed. Nearly 1.100 of the 80.000 indicated an interest in this major.

The 2014 high school graduates in the 4-state region with an 18-36 ACT composite score indicated that over 700 of them were interested in a major of social work, or sociology, or counseling/student services. This volume represents .8% of the 89.000 test takers. The Noel-Levitz market demand analysis indicates there will be job growth in the human services industry by 9.8% from 2010 to 2020. This growth rate represents an increase of 300 positions nationally.

In addition. Noel-Levitz reported that student demand for either a sociology major or a social psychology major is medium, while Northwest only enrolls a low volume of those students. Indicating there is potential for enrollment growth in this program area. A new program name and course structure may be a successful approach to capturing a greater share of the market.

C. Methodology used to determine "B" and "C" above.

On campus Noel-Levitz (consultant) study, analysis of employment trends.

"The field of Human Services is broadly defined, uniquely approaching the objective of meeting human needs through an interdisciplinary knowledge base, focusing on prevention as well as remediation of problems, and maintaining a commitment to improving the overall quality of life of service populations. The Human Services profession is one which promotes improved service delivery systems by addressing not only the quality of direct services, but also by seeking to improve accessibility, accountability, and coordination among professionals and agencies in service delivery" (National Organization for Human Services Webpage).

2. Duplication and Collaboration: (Form CL – Collaborative Programs)

If similar programs currently exist in Missouri, what makes the proposed program necessary and/or distinct from the others at public institutions, area vocational technical schools, and private career schools?

To align with current occupational trends, the Human Services major is being created. It replaces the current Psychology/Sociology Comprehensive major. There are over 100 students in the current program so the viability is established. Only one new course is created to serve this major.

Does delivery of the program involve a collaborative effort with any external institution or organization?

No (If yes, please complete Form CL.)

3. Program Structure: (Form PS - Program Structure)

**PROGRAM STRUCTURE**

A. Total credits required for graduation: 124

B. Residency requirements, if any: \_\_\_\_\_

C. General education: Total credits: 42

Courses (specific courses OR distribution area and credits):

Directed General Education Courses

08-103 General Psychology 3 cr.

17-114 General Statistics 3 cr.

D. Major requirements: Total credits: 36

Major Requirements

Major in Human Services, 36 hours: B.S.-Minor Required

Students choosing a Major in Human Services must take the following courses:

35-101 General Sociology 3 cr.

Required Courses

08-204 Introduction to Human Services 3 cr.

08-313 Industrial and Organizational Psychology 3 cr.

08-315 Psychology of Groups and Teams 3 cr.

08-330 The Family 3 cr.

08-333 Developmental Psychology 3 cr.

08-335 Case Management 3 cr.

08-438 Principles of Counseling 3 cr.

08-495 Field Placement/Internship 3 cr.

35-337 Race and Ethnic Issues in Modern Society 3 cr.

35-450 Research Methods in Social Sciences 3 cr.

Take six hours of approved Behavioral Sciences electives 6 cr.

E. Free elective credits: 22 (plus a minor, typically 24 cr) (Sum of C, D, and E should equal A.)

3. Program Structure: (Form PS - Program Structure)

F. Requirements for thesis, internship or other capstone experience:

25-450 Research Methods is capstone, 08-495 is required internship/field placement

G. Any unique features such as interdepartmental cooperation:

None, the Behavioral Sciences department houses both Sociology and Psychology faculty contributing to coursework in this major.

5. Program Characteristics and Performance Goals: (Form PG).

**PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS**

Institution Name: Northwest Missouri State University

Program Name: Major in Human Services (minor required)

Date: January 29, 2015

(Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Quantification of performance goals should be included wherever possible.)

**Student Preparation**

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

None required

- Characteristics of a specific population to be served, if applicable.

Current Psychology-Sociology majors may switch over to the program and new admits will be put into this program. In 1-2 years recruitment of students from HS levels will be directly aligned with this new program.

**Faculty Characteristics**

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

Current faculty in the Department of Behavioral Sciences will teach the courses in this program.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

100% full-time expected

- Expectations for professional activities, special student contact, teaching/learning innovation.

Similar to what is supporting the current Psychology/Sociology major with the added need for increased internship supervision throughout the year.

**Enrollment Projections**

- Student FTE majoring in program by the end of five years.

## 5. Program Characteristics and Performance Goals: (Form PG).

75 at three years, over 120 after five years

- Percent of full time and part time enrollment by the end of five years.

Approximately 90% full time, 10% part time

### Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.

25 graduates per year after three years, 40 per year after five years.

- Special skills specific to the program.

Matches current Psychology/Sociology major

- Proportion of students who will achieve licensing, certification, or registration.

Completion of the Human Services major will allow our students to sit for the National Human Services Certification Exam. This will not be a program requirement, however.

- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

Expectation is that over 50% of the students will place at or above 50-percentile in junior assessment exam.

- Placement rates in related fields, in other fields, unemployed.

NA

- Transfer rates, continuous study.

NA

## 6. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide reasons.

None planned

### Alumni and Employer Survey

- Expected satisfaction rates for alumni, including timing and method of surveys

Expectation is that satisfaction will be the same or higher than the current Psychology/Sociology major, which is very high.

- Expected satisfaction rates for employers, including timing and method of surveys

Matching the program to employer expectations will increase employer satisfaction.

## 7. Institutional Characteristics: Please describe succinctly why your institution is particularly well equipped or well suited to support the proposed program.



5. Program Characteristics and Performance Goals: (Form PG).

Taught with current faculty by realigning a current program in Psychology/Sociology with the addition of only one course and the expansion of the internship program to be 100%.

8. Any Other Relevant Information:

NA

Appendix A – Catalog Copy

<b>Catalog (Current)</b>	<b>Catalog (Proposed)</b>																																						
Course Description	Course Description																																						
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