



NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): University of Central Missouri

Program Title: Human Development and Family Science

Degree/Certificate: Master of Science

Options: Human Development and Family Science and Human Development and Family Science with Specialization in Marriage and Family Therapy.

Delivery Site(s): University of Central Missouri in Warrensburg and UCM Summit Center in Lee's Summit

CIP Classification: 190701

*CIP code can be cross-referenced with programs offered in your region on MDHE's program inventory highered.mo.gov/ProgramInventory/search.jsp

Implementation Date: 08/2016

Cooperative Partners: None

*If this is a collaborative program, form CL must be included with this proposal

AUTHORIZATION:

Click here to enter text. *Kim Andrews, Vice Provost* *Kim Andrews* 10/01/2015

 Name/Title of Institutional Officer Signature Date

Ryan Peterson, Ph.D. 660-543-8744

 Person to Contact for More Information Telephone

2. Rationale for the Program

The Human Development and Family Science (HDFS) program will prepare students for employment by multinational corporations, agencies and private businesses in the field of health and human services. The demand for graduate education among our Child and Family Development (CFD) students is increasing, with many of them pursuing graduate education at other educational institutions offering graduate education in this field. For the past two years 72%, or 53 out of 74 students who completed our survey expressed interest in graduate education. Of those, 42% said "Yes" they plan to attend graduate education and 30% said "Most Likely." Currently we help and encourage these motivated students to apply to universities that meet their educational interests both locally and throughout the United States. We believe that the majority of these students, as well as many non-native students, would attend graduate school here at UCM if given the opportunity. We would like to offer this opportunity to them. In addition, other institutions such as SEMO (Southeast Missouri State University), AAMFT (American Association for Marriage and Family Therapy), National Council on Family Relations (NCFR), MOAMFT (Missouri Association for Marriage and Family Therapy) have expressed interest in and support for this new program. Their letters of support are attached below in this document.

UCM is uniquely positioned to have a successful HDFS program. This program will add to the breadth of areas of study at UCM and place the University at the forefront of preparing agency leaders and marriage and family therapists for Missouri, United States, and the world. According to the Bureau of Labor Statistics, careers in mental health services are expected to grow by 36% from 2010 to 2020. Marriage and Family Therapists are projected to grow by 41% over the same period. Establishment of the HDFS program at UCM will create opportunities for students across Missouri, the U.S., and from around the world who wish to pursue graduate education in HDFS. UCM will enable Missouri residents to earn a degree HDFS degree with emphasis in Marriage and Family Therapy (MFT) at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study.

In preparing for this program, Child and Family Development faculty gathered data from a variety of Marriage and Family Therapy programs, consulted with program directors, and also the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). The following data represents a picture of full time track cohorts in Marriage and Family Therapy programs. The chart below presents admission rate, graduation rate, and national licensure exam pass rate for a variety of programs in public and private institutions. Although it is clear that private institutions such as Saint Louis University and Friends University have been very successful, it is also very apparent that public universities have an advantage in the number of applicants that apply. The cohort average was 11 students with a range from 6 to 15 students per cohort. We believe that our program admission rates will be similar to public institutions.

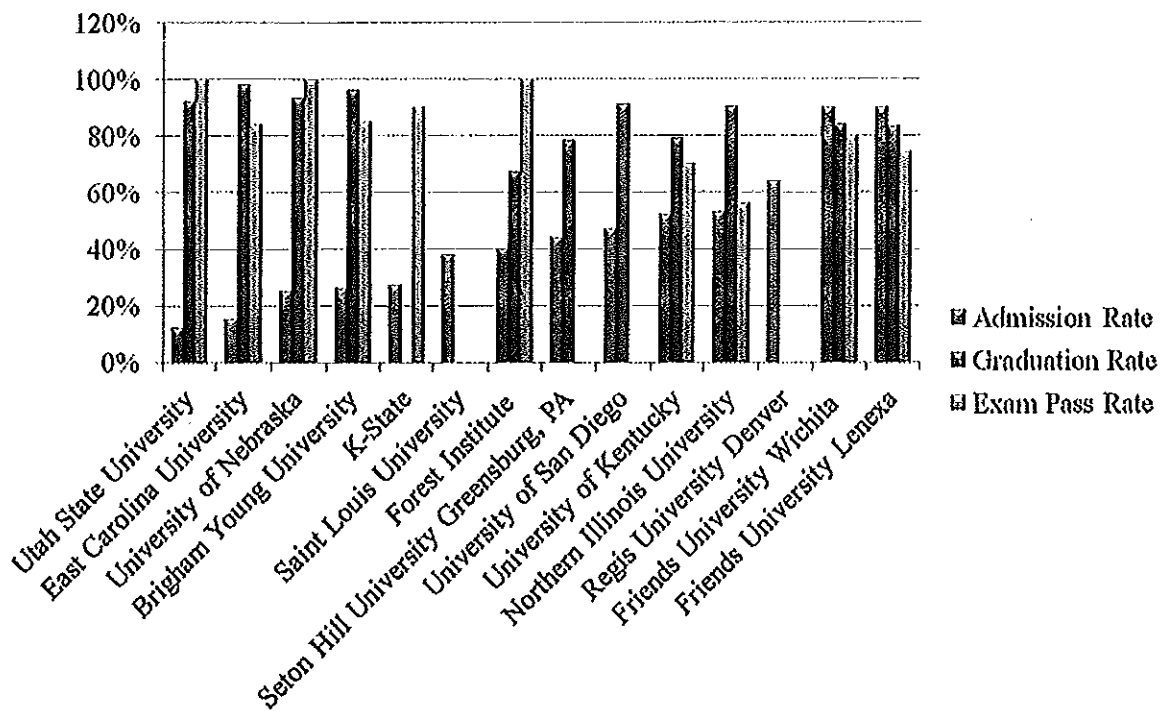


Figure 1. Marriage and Family Therapy program data from public and private institutions presenting admission rate, graduation rate and national exam pass rate for full time track cohorts. Some data is missing for some of the programs presented.



STUDENT ENROLLMENT PROJECTIONS

Year	1	2	3	4	5
Full Time	12	25	25	25	25
Part Time					
Total	12	25	25	25	25

Please provide a rationale regarding how student enrollment projections were calculated:

Our estimates are based on a number of projections including: 1) Need based on projected growth of careers in mental health service by the Bureau of Labor Statistics; 2) Survey of our students, mentioned in the rationale for this program, who are interested in a graduate degree in HDFS; 3) The fact that this would be the only program in a public university in Missouri; 4) Support we have been offered by other institutions to refer student into our program and help us reach a larger catchment area for recruitment, such as South East Missouri State University, Missouri Association for Marriage and Family Therapy, and American Association for Marriage and Family Therapy, National Council on Family Relations; 5) Enrollments in similar programs in the Midwest and beyond showing their success.

We anticipate that we will enroll 12 students in the first year and maintain a conservative average of 25 majors in the program each year. Similar programs in private educational institutions such as Friends University and Saint Louis University, and public universities such as K-State range from 18 to 35 majors, with an average of 1 out 3 applicants being accepted. These data are based on personal communication and email exchanges with program directors at these institutions and based on their published reports.

Provide a rationale for proposing this program, including evidence of market demand and societal need supported by research:

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635



The Human Development and Family Science program will prepare students for employment by multinational corporations, agencies and private businesses in the field of health and human services. The current Child and Family Development undergraduate program has experienced exponential growth in the past decade resulting in 193 majors in 2014 compared to 60 in 2003, or 222% positive growth. The demand for graduate education among our Child and Family Development students is increasing, with many of them pursuing graduate education at other educational institutions offering graduate education in this field. For the past two years 72%, or 53 out of 74 students who completed our survey expressed interest in graduate education. Of those, 42% said "Yes" they plan to attend graduate education and 30% said "Most Likely." Currently we help and encourage these motivated students to apply to universities that meet their educational interests both locally and throughout the United States. We believe that the majority of these students, as well as many non-native students, would attend graduate school here at UCM if given the opportunity. We would like to offer this opportunity to them. In addition, other institutions such as SEMO (Southeast Missouri State University), AAMFT (American Association for Marriage and Family Therapy), National Council on Family Relations (NCFR), MOAMFT (Missouri Association for Marriage and Family Therapy) have expressed interest in and support for this new program. Their letters of support are attached below in this document. UCM is uniquely positioned to have a successful HDFS program. This program will add to the breadth of areas of study at UCM and place the University at the forefront of preparing agency leaders and marriage and family therapists for Missouri, United States, and the world. According to the Bureau of Labor Statistics, careers in mental health services are expected to grow by 36% from 2010 to 2020. Marriage and Family Therapists are projected to grow by 41% over the same period. Establishment of the HDFS program at UCM will create opportunities for students across Missouri, the U.S., and from around the world who wish to pursue graduate education in HDFS. UCM will enable Missouri residents to earn a degree HDFS degree with emphasis in MFT at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study.

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6767 • Fax (573) 751-6635

Form SE - Student Enrollment Projections

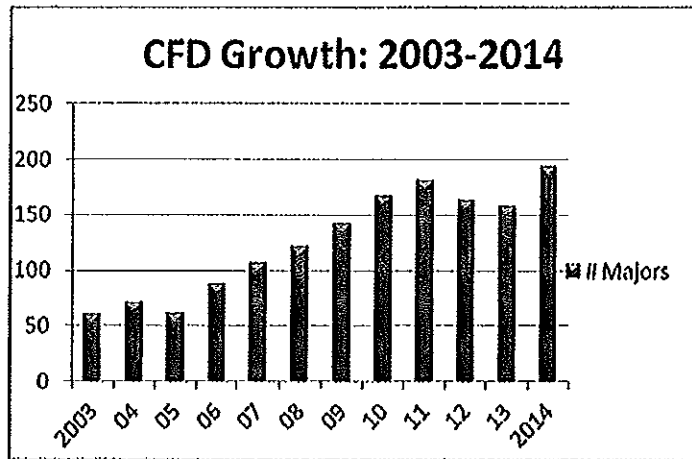
4. Evidence of Market Demand / Societal Need Supported by Research

Graduates of this proposed program would be seeking employment in health and human services. According to the Bureau of Labor Statistics, careers in mental health services are expected to grow by 36% from 2010 to 2020. Marriage and Family Therapists are projected to grow by 41% over the same period. The same agency projects that employment of social and human service assistants is projected to grow 22 percent from 2012 to 2022. All these related professions are projected to grow much faster than the average for all occupations. (www.bls.gov).

Establishment of the HDFS program at UCM will create opportunities for students across Missouri, the U.S., and from around the world who wish to pursue graduate education in HDFS. UCM will enable Missouri residents to earn a degree HDFS degree with emphasis in MFT at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study.

The proposed program would enable Missouri residents to earn a degree in HDFS and pursue training in Marriage and Family Therapy at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study. No other public university in Missouri has a program similar to the one we are proposing.

The current Child and Family Development undergraduate program has experienced exponential growth in the past decade resulting in 193 majors in 2014 compared to 60 in 2003, or *222% positive growth*. Current students have expressed interest in graduate education. Most of them find it difficult to pursue out-of-state education and for those who can we have assisted them to seek similar careers in neighboring states. In addition to 72% of our undergraduate students expressing interest in graduate education, other institutions such as SEMO (Southeast Missouri State University), AAMFT (American Association for Marriage and Family Therapy), National Council on Family Relations (NCFR), MOAMFT (Missouri Association for Marriage and Family Therapy) have expressed interest in and support for this new program. Lastly, enrollment data in similar programs in the Midwest and beyond show their success in meeting needs of students in their states. Some of our graduates who can afford to out-of-state costs and relocation attend those universities.



5. Address Program Duplication and Opportunities for Collaboration

If approved, this will be the only program of the kind in a public university of Missouri. The proposed program is sponsored solely by the University of Central Missouri. This is not a collaborative program with other institutions. However, opportunities for collaboration exist in the form of making the program available to apply to all undergraduate students in related fields across all universities in Missouri. Currently we have received a letter of support from SEMO (Southeast Missouri State University) expressing their support for the proposed program at UCM. Dr. Tony Faber, Program Coordinator of the Family Studies at SEMO, stated in his letter that on average 5 to 8 students from his program express a strong interest in pursuing a career in Marriage and Family Therapy, but sadly many decide not to apply to an MFT program due to the high cost of out of state tuition or the high tuition cost of the private institutions.

Our goal is to establish similar collaborative relationships with other higher education institutions in order to best serve Missouri residents. Lastly, our goal is to develop an advisory board for the program consisting of professionals in higher education such as Dr. Faber and practitioners in the field of health and human services. We believe that such collaborative relationships will strengthen the program and provide not only a better education for our students but also networking for internships and eventually employment opportunities.

CFD 6220	3	Family Therapy
CFD 6230	3	Advanced Family Therapy
CFD 6510	2	Solution Focused Therapy
CFD 6520	2	Systematic Treatment of DV and Substance Abuse
CFD 6530	3	Intimacy and Sex Therapy
<i>Minimum Graduate Hours Total for HDPS with Clinical Specialization in MFT: 54 credits</i>		

B. Free elective credits:

0

(Sum of C, D, and E should equal A.)

Sum of C, D, and E equals A. 30/54

Students pursuing their HDSF degree must take a minimum of 30 credits to graduate.

Students pursuing their HDPS with Specialization in Marriage and Family Therapy must take a minimum of 54 credits to graduate.

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

Students will have a choice of doing a thesis or capstone experience. Internship is an additional requirement for students specializing to become Marriage and Family Therapists. They are required to have 500 clinical contact hours while in the program. These hours will be completed at community based agencies under the supervision of approved supervisors.

G. Any unique features such as interdepartmental cooperation:

*Students who are obtaining a specialization in Marriage and Family Therapy are required to take one of the courses (Psychopathology 5410) at the Department of Psychological Science. This is one of the existing courses that meets licensing requirements.



PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Institution Name University of Central Missouri
Program Name Human Development and Family Science
Date Fall 2016

(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.)

1. 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.
Students will be required to take the GRE and there will be a personal interview.
- Characteristics of a specific population to be served, if applicable.
No specific populations.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.
Ph.D. in Marriage and Family Therapy, Ph.D. in Human Development and Family Science or related fields. Faculty that will be teaching clinical courses in Marriage and Family Therapy will be required to be Licensed Marital and Family Therapists in the State of Missouri. They will also be approved clinical supervisors with the American Association for Marriage and Family Therapy.
- 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.
9 credit hours per semester
- Expectations for professional activities, special student contact, teaching/learning innovation.
Faculty will provide face to face clinical supervision for students in the clinical tract to become Marriage and Family Therapists. All faculty will guide students in their research. Faculty will also engage students in their research and professional presentations to enhance their knowledge and skills and create networking opportunities for students.

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.
Total: 112 HDFS: 64 students; HDFT with Specialization in MFT: 48. There will be 25 students per year.
- Percent of full time and part time enrollment by the end of five years.
The expectation is that all students will be full time students. However, it is possible that there will be a few students who end up becoming part time. We would project that 90% of students in five years will be full time and 10% will be part time.

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.
12 in the first year and 25 per annum in following years.
- Special skills specific to the program.
Human Development and Family Science graduates will meet the educational requirements of the National Council on Family Relations. In addition, HDFS students with a specialization in marriage and family therapy will meet the American Association of Marriage and Family Therapy educational requirements and be able to pursue one of the main mental health licenses, Licensure as Marital and Family Therapist, in the state of Missouri through the Missouri Division of Professional Registration.
- Proportion of students who will achieve licensing, certification, or registration.
100% of students in the HDFS with specialization in Marriage and Family Therapy are expected to achieve licensing as Marital and Family Therapists. Students pursuing the 30-credit HDFS non clinical track degree have options to pursue certifications at their choice, such as becoming prevention specialists, substance abuse counselors, etc. However, this will depend on their career development.
- 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.
We project that at least 80% of graduates with a specialization in Marriage and Family Therapy will pass the national Examination in Marital and Family Therapy. This clinical exam is administered by the Association of Marital and Family Therapy Regulatory Board (AMFTRB) and it is one of the requirements for licence in all 50 states.
- Placement rates in related fields, in other fields, unemployed.
According to the Bureau of Labor Statistics, careers in mental health services are expected to grow by 36% from 2010 to 2020. Marriage and Family Therapists are projected to grow by 41% over the same period. Establishment of the HDFS program at

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6767 • Fax (573) 751-6635

UCM will create opportunities for students across Missouri. We project that 100% of students will be employed within 6 months from graduation.

- Transfer rates, continuous study.
It is expected that all students will have continuous study in the program.

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. **If there are no plans to seek specialized accreditation, please provide a rationale.**
Not projected.

6. Alumni and Employer Survey

- Expected satisfaction rates for alumni, *including timing and method of surveys*.
Graduates will be tracked annually to measure outcomes and develop alumni services. They will be contacted by electronic mail, regular mail, and through events that will be hosted by the program such as conferences and networking opportunities. Surveys will be distributed to both alumni and employers. Alumni surveys will measure satisfaction with the program, knowledge base and skills applicable in their place of employment, areas for improvement in the program, and employer's name and contact information. Survey to employers will target outcomes related to their satisfaction with our alumni's knowledge base and skills.
- Expected satisfaction rates for employers, including timing and method of surveys.
We expect high satisfaction rates for employers. Surveys will be administered annually.

7. Institutional Characteristics

- Characteristics demonstrating why your institution is particularly well-equipped to support the program.
UCM is uniquely positioned to have a successful HDFS program. This program will add to the breadth of areas of study at UCM and place the University at the forefront of preparing agency leaders and marriage and family therapists for Missouri, United States, and the world. According to the Bureau of Labor Statistics, careers in mental health services are expected to grow by 36% from 2010 to 2020. Marriage and Family Therapists are projected to grow by 41% over the same period. Establishment of the HDFS program at UCM will create opportunities for students across Missouri, the U.S., and from around the world who wish to pursue graduate education in HDFS. UCM will enable Missouri residents to earn a HDFS degree with emphasis in MFT at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study.
The proposed program ties directly to the mission of transforming students into lifelong learners, dedicated to service, with the knowledge, skills and confidence to succeed and lead in the region, state, nation and world as health and human services leaders, family life

www.dhe.mo.gov • info@dhe.mo.gov

206 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635

educators, child and youth programs, and marriage and family therapists. Human Development and Family Science graduates will meet the educational requirements of our governing bodies, National Council on Family Relations and the American Association for Marriage and Family Therapy. HDFS students with a specialization in marriage and family therapy will meet requirements to pursue one of the main mental health licenses, Licensure as Marital and Family Therapist, in the state of Missouri through the Missouri Division of Professional Registration and can obtain the reciprocal license in all other 49 states of the United States. Both professional tracks relate to the university's mission of preparing qualified graduates who are dedicated to service of marriage and family therapy, community-based agencies, child and youth programs, and family life education. They will utilize their knowledge and skills to improve individuals' lives and society.

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635

Form PG – Program Characteristics and Performance Goals

9. Plans for Accreditation

The proposed program was designed with unqualified assistance from accrediting intuitions at the request of current Child and Family Development program faculty at UCM for their technical assistance. There are two governing bodies that guided our curriculum development: National Council on Family Relations and the American Association for Marriage and Family Therapy. Both organizations have provided support for the program. Once the program is approved and implemented, steps will be taken to apply for and obtain accreditation with the **Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE)** of the American Association of Marriage and Family Therapy, 112 S. Alfred St., Alexandria, VA 22314.

Additionally, both of these governing bodies have provided strong letters of support for this proposed program. We believe their support and our strong collaborative relationship with these two organizations will enable us to be successful and achieve accreditation for the program.

10. Institutional Characteristics that Support the Program

UCM will enable Missouri residents to earn a HDFS degree with emphasis in MFT at a more affordable cost in their own state by becoming the only public university in Missouri that offers this program of study. UCM is uniquely positioned to have a successful HDFS program. This program will add to the breadth of areas of study at UCM and place the University at the forefront of preparing agency leaders and marriage and family therapists for Missouri, United States, and the world.

One of the components for success for this type of program is the relationship of the program with the health and human services industry. Our program enjoys a long standing excellent relationship with multiple community-based institutions and state institutions such as: Children's Division, Probation and Parole Board, Recovery Lighthouse, Compass Health, local faith-based institutions, etc. The CFD faculty has held preliminary discussions with a number of agencies, involving those listed above, and has secured unqualified support for this program. It is worth pointing out that the CFD program hosts annual conferences in close collaboration with the Missouri Department of Mental Health, Missouri Department of Corrections, and the Missouri Association for Marriage and Family Therapy. The areas of expertise of the program faculty coupled with such long standing excellent collaborative relationships with the industry is another reason why UCM is uniquely positioned to successfully implement this program.

The proposed program ties directly to the mission of transforming students into lifelong learners, dedicated to service, with the knowledge, skills and confidence to succeed and lead in the region, state, nation and world as health and human services leaders, family life educators, child and youth programs, and marriage and family therapists. Human Development and Family Science graduates will meet the educational requirements of our governing bodies, National Council on Family Relations and the American Association for Marriage and Family Therapy. HDFS students with a specialization in marriage and family therapy will meet requirements to pursue one of the main mental health licenses, Licensure as Marital and Family Therapist, in the state of Missouri through the Missouri Division of Professional Registration and can obtain the reciprocal license in all other 49 states of the United States. Both professional tracks relate to the university's mission of preparing qualified graduates who are dedicated to service of marriage and family therapy, community-based agencies, child and youth programs, and family life education. They will utilize their knowledge and skills to improve individuals' lives and society.