

HUMAN AND SOCIAL SERVICES AS PROGRAM REVIEW SUMMARY AND ACTIONABLE INSIGHTS

Conducted by IEC April 26, 2024



A. Program Evaluation Rubric (4 point scale)

Indicators:	Ave Score
Program is in compliance with institutional systems	3.43
Faculty Quality and Commitment to students is evident	3.29
Program enrollment is healthy	3.29
Retention/completion rates meet institutional goals	3.43
Assessment data is used to make decisions	3.57
Curriculum is relevant and aligned with workforce needs	3.00
Post-completion placement is strong	3.29
Program prepares graduates for living wage occupations	3.14
Program is financially viable to institution	3.29
Overall benefit to institution	3.71
Overall Average:	3.34

B. Summary of Program Strengths

- The program chair is highly qualified and committed
- The program meets a critical workforce need, especially in Indian Country
- Refinements in the coursework improve transfer opportunities and to better prepare students for the next step (transfer or work)
- Strong advising in the program; individualized
- Strong network has been developed between UTTC and BSW offering institutions
- Exceptional use of assessment data at all levels
- Students are very satisfied with the program and active and appreciative of the HSS Club
- Collaboration with other programs on campus; ex. one Human Services club collaborating with other programs

C. Summary of Program Challenges

- Need additional faculty; has been short one faculty member for at least one year; have been using adjunct faculty and other faculty on campus
- Difficult to develop the program online or advance the degree to BSW until faculty position filled
- The current name (HSS) was a little confusing; the new Social Work name will clarify that
- High advising load

D. Actionable Insights

- Explore developing curriculum for online delivery using adjunct; ensure there is regular and substantive interaction and synchronous interaction

E. Institutional Support Needed and/or Committed to Carry Out Action

- Increase in starting salary may help to address the vacant positions
- Investigate potential for expanding support for writing and integration of APA style

F. Forwarded to Administrative Council:

Date Sent: 5/15/2024

G. Program Action

- Retain program(s) of study as is
- Improve elements of program(s)
- Expand program of study to another level, specialty, or delivery option
- Revise curriculum to better meet the needs of students, current labor market, or industry
- Consolidate program of study with another program
- Terminate program of study

The Admin Council recommended IEC check the box to indicate their recommendation. Then the Admin Council will vote to support the IEC's recommendation or vote against it and add their own recommendation.

H. Follow Up

Next Full Review Year: Academic Year 2028-2029