



**Bachelor of Human Services
Associate of Applied Science in Human Services**

Academic Assessment Plan

Adopted by

**The Human Services faculty: January 2023
Review by the COH Curriculum Committee: February 3, 2023
Review by the Academic Assessment Committee: March 3, 2023**

On the Faculty Senate Agenda as an information item: (April 7, 2023)

MISSION STATEMENT

The mission of the Department of Human Services is, "To prepare human service generalists through a competency-based, community-oriented program encompassing classroom and practical learning opportunities."

PROGRAM STUDENT LEARNING OUTCOMES – Bachelor's degree

Students graduating with a Bachelor of Human Services degree will be able to:

- x Demonstrate knowledge of the history of human services, how various types of services evolved, and the forces that influenced their development.
- x Demonstrate skills in assessing needs and providing direct and indirect services to individuals, families, groups, and communities.
- x Demonstrate knowledge of the main theories that provide the conceptual framework and underlying philosophy of the Human Services bachelor's degree program.
- x Apply the National Organization for Human Services (NOHS) Standards for Ethical Behavior to their professional work.
- x Demonstrate skills in research design, data collection, analysis, and evaluation.
- x Demonstrate a high level of self-awareness, knowledge, and skills in the complexities of multiculturalism.
- x Demonstrate skills to effectively intervene with individuals from diverse populations.

PROGRAM STUDENT LEARNING OUTCOMES – Associate of Applied Science Degree

Students graduating with an Associate of Applied Science in Human Services degree will be able to:

- x Apply the skills and competencies necessary to assess clients' individual needs: develop and implement a plan of action.
- x Demonstrate knowledge of the National Organization for Human Services (NOHS) Standards for Ethical Behavior in their professional work.
- x Demonstrate active listening, counseling skills, dealing effectively with conflict, clarifying expectations, and establishing rapport.
- x Apply knowledge to working in community-based human services organizations.

PROGRAM INTRODUCTION

The Department of Human Services offers both an Associate of Applied Science (AAS) degree and a Bachelor of Human Services degree (BHS). The Bachelor of Human Services at UAA is recognized as the only nationally accredited Bachelor of Human Services degree in Alaska, making the program vital to the human services industry and the Alaska workforce. The Associate of Applied Science in Human Services degree is also nationally accredited through the Council for Standards in Human Service Education (CSHSE). Students have abundant opportunities after graduating with an AAS degree and

The Department of Human Services is in the College of Health. Professional programs housed within the College of Health share a common interest in issues that affect the development, health, and well-being of individuals and communities. The instructional, service, and scholarship efforts of the faculty are enhanced and supported by collaborative research and service activities. There is a strong national commitment to the view that human services programs should develop professionals who provide direct or indirect services. These programs prepare human services professionals for a variety of functions related to the care and treatment of individuals, families, groups, and communities.

Effective Fall 2019, admissions to the BHS degree no longer require students to complete an AAS in Human Services, or the equivalent of an associate degree in a related field, from an accredited institution. Students are admitted to the 4-year bachelor's program upon admission to the human services program rather than having to be admitted initially to the AAS program. The AAS remains an option for those students who seek to obtain a two-year degree and is recommended for those seeking a 4-year degree as well. Both degree programs are accredited by the Council for Standards in Human Service Education (CSHSE).

The AAS and BHS degree programs are directly related to social service workforce needs in the State of Alaska (SOA) and within the United States. The employment statistics provided through the SOA Department of Labor and Workforce Development estimate that graduates with a degree related to a BHS (Social and Human Services Managers) are compensated with an average annual salary ranging from \$45,000 - \$75,000. The SOA Department of Labor and Workforce Development studies reveal that graduates of an AAS and BHS degree are hired into degree related careers at remarkably high rates within the health care, social assistance, and public and private industry sectors. Job growth in community and social service occupations project growth in jobs increasing by 11% - 18% from 2016 to 2026, which is faster than the average for all occupations, adding 371,900 jobs nationally.

ASSESSMENT PROCESS OVERVIEW

To align more closely to UAA's core competencies, the National accreditation standards for human service programs, and prevailing workforce needs within Alaska, Human Services has completely revised its vision and structure for assessment. Assessment will no longer be focused on individual courses, but rather on the combined knowledge and skill a student has mastered at four critical points: the end of their three practicum placements, and the end of their Capstone course. The focus moves from a course level to a program level and focuses on the competencies a student should have when graduating from these degree programs. The OEC certificates are blended into the assessment plan, creating a unified plan is within the curriculum.

ASSESSMENT PROCESS

The assessment process provides a logical way to gather information to inform decisions on program changes.

- x At the end of each practicum course (HUMS A295A, HUMS A295B, & HUMS A495) , students will assess their knowledge and skills learned to that point in their degree program. Each student will present that information in their e-portfolio. A faculty assessment will be completed as well as an assessment from their agency field instructor.
- x As faculty review the data from the e-portfolio assessments, they will develop a plan for any program changes. Assessment tools are located in the appendices.
- x The national accreditation body, the Council for Standards in Human Service Education (CSHSE), also requires programs to conduct a formal program evaluation every five years. The formal evaluation includes student surveys, agency surveys, graduate follow-up surveys, active

APPENDIX A
Student Self-Assessment of the Quality of the Practicum Experience

Student Self-Assessment of the Quality of the Practicum Experience

Item #	Statement	Very True for Me	True for Me	Somewhat True for Me	Not True for Me At All
Satisfaction with Practicum					
1	I am very satisfied with practicum.				
2	I am very satisfied with the amount of experience I obtained in the practicum up until now				
3	I am very satisfied with the connection between experiential learning and practicum seminar				
4	I am satisfied with the skills I gained in practicum				
5	I feel that this is a very good practicum placement for other students				
Challenges I Experienced in Practicum					
6	I find the practicum challenging enough to motivate my learning				
7	I find that the knowledge I gain in practicum seminar helps				

APPENDIX B: Student