



Human Services Faculty Proposal

A. Department Discipline/Program Criteria

1. In the Annual Program Plan and Review for the Human Services Program, submitted in spring 2013, the four adjunct faculty who wrote the review identified the need for a full time faculty member. However, the specific and justification for that position was not included in that review. That rationale is included in this proposal.
2. From the beginning of the program in 1998, an emphasis has been placed on maintaining a group of faculty members who are working practitioners in the field of Human Services, in addition to their teaching assignments at Cañada College. Specialized knowledge should therefore include significant history and current experience working with one or more of the special populations the profession serves mental health, women and children, veterans, families in need, and people with disabilities. Faculty need to meet the minimum qualifications for this particular field. Faculty should also possess the appropriate advanced degree in one of the disciplines of Counseling, Social Work, Psychology, Education or other related fields.
3. The Human Services Advisory Board is a large and involved body, but more could be done to involve these partners and facilitate connections with our students. A full-time faculty member would provide the personal outreach which would increase student employment opportunities. The program provides little student mentoring. Adjunct faculty has very limited office hours. This lack of outside the classroom support is detrimental to a program that draws a significant number of students who have received social services themselves and whose lives often consist of multiple day to day challenges. These students need extra contact and mentoring to encourage retention and persistence to graduation, transfer and or employment.
4. The Human Services Program needs the full-time faculty position to establish a sense of coherence to the program, provide leadership, and advance the program mission and vision in tandem with those of the college. Although the current adjunct faculty is a group of committed individuals, it is beyond the scope of their positions to address these critical tasks. Lastly, the program has no classified support.
5. Describe any future economic, community or governmental initiatives/mandates this proposal is addressing.

Two recent governmental initiatives/laws that have impacted the delivery of Human Services in San Mateo County and counties across the state of California are the Affordable Care Act and

AB109 Realignment. Both have led to the hiring of new staff and the development of new services within our county's Human Services Agency (HSA) and Behavioral Health & Recovery Services programs (BHRS).

- In 2014, HSA had to ramp up for the Medi-Cal expansion known as MAGI Medi-Cal and the roll out of Covered California, the new health insurance exchange.
- The implementation of Assembly Bill 109 (AB 109) in October 2011 initiated the shifting of responsibility for a substantial number of non-serious, non-violent, and non-sexual felony offenders from state prisons down to local county jurisdictions in the state of California. Although AB 109, also commonly referred to as "realignment," initially resulted from overcrowding in state prisons, the multidisciplinary collaboration between Probation Departments and Health and Human Services Agencies may affect recidivism rates and the resulting reintegration of offenders back into local communities. To assist these individuals with re-entry San Mateo County developed the Service Connect Project.

AB-12 allows dependent children under Juvenile Court Supervision to remain in foster care until age 20. This new program began in January 1, 2012. This is a voluntary program, and these non-minor, dependent children maintain a case manager social worker while addressing issues that these young adults face. The HSA case manager helps them with the Supervised Independent Living Skills Program (SILP), Transitional Housing Placement Program (THPP) and Transitional Housing Program Plus Foster Care (THP+FC).

These non-minor dependent youth must accept several requirements to be eligible for this program. Some of these are: meeting with the social worker or probation officer monthly, attending a court hearing or administrative review every six months and agreeing to work with your social worker or probation officer to meet the goals of your Transitional Independent Living Case Plan and receive case management services.

Lastly, a new program, the Family Stabilization Program will be soon be implemented in partnership with San Mateo County Social Workers & the Star Vista organization. This program will provide consumers in need with additional counseling and support. Clients appropriate for this program will be referred to the program by their providers.

With the advent of these four initiatives, there will be an increased demand for Human Services workers to support California citizens in accessing and receiving the health care they are entitled to and to accommodate the re-entry of ex-offenders. In addition, three special populations served by Human Services workers, the fast growing group of elderly individuals, our returning veterans and California's documented and undocumented immigrants, will continue to place increased pressure on community resources, and require more Human Services workers in non-profits and county programs that address the mental health concerns of young and old, as well as workers in home health and health care in general. This reality, with its far reaching socio-economic consequences, will no doubt result in future initiatives/mandates to effectively cope with these serious community concerns.

6. Describe any budgetary implications of the proposal.

By hiring a full-time faculty member, the department would reduce the current adjunct positions.

B. College Mission and Goals Criteria

1. Goal 2 of the College Master Plan: develop new programs and strengthen existing programs to meet community and business needs, directly speaks to the needs of the Human Services Program. The Interior Design Program was strengthened years ago by the hiring of a full-time faculty member. The Human Services Program also needs such support. Our program is a microcosm of the student population of Cañada College. Sixty-six percent of our students are Hispanic and there is a 5:1 ratio of female to male students in the program. The majority of the students are over 40 years of age and are working adults supporting families.

As previously mentioned, students with the above demographics often require significant effort by faculty in reaching their goals and the goals set out in the college strategic and master plans. These are: support towards completion and community connections, e.g. strengthening the communities our students come from and to which they wish to return to give back. Regarding the global, sustainable direction, our students have a strong and positive connection to this goal, because social justice is a guiding principle and goal in the Human Services Program.

2. This full-time position will enhance student mentoring and outside classroom support. It will also provide a stronger connection to community employment resources, building greater opportunities for our students. Students will also be able to find the full-time faculty member on campus during office hours as compared to adjunct faculty members who are only on campus for their one course and one office hour per week.
3. Students will have a full-time faculty member who is available during the day and evening hours to assist with questions and issues that arise. A full-time presence on campus is critical to the retention of students and student success as they are able to track the students more closely and meet with them during office hours.
4. As a function of this position, the full-time faculty member would work with all Human Services majors and advise them of the three Certificate of Achievements which are available: Promotor Education & Employment Project, Community Health Worker, & Human Services. Also, the faculty member will encourage the students to complete their A.S. Degree in Human Services and then transfer to a local university (CSU or private) to work towards the completion of their Bachelor's Degree in Social Work. The faculty member will also work closely with the counselor and coordinate activities with students to ensure student success. The faculty member would also work on articulation agreements with the four year universities.

C. Historical Data Criteria Supporting Request:

1. The Department/Discipline/program enrollment trends are as follows:

- a) The load has increased since 2011/12 – 408 to 2013/14 – 417;
- b) The fill rates in 2011/12 was 75.9% and in 2013/14 the fill rate was 86.6%;
- c) In 2011/12, 15% of African American students were served, in 2013/14 only 6% of African American students were served which is a decrease of 9%.
- d) In 2011/12, 50% of Hispanic students were served, in 2013/14 63% of Hispanic students were served which is an increase of 13%.
- e) Females served in 2011/12 were 87%, in 2013/14 they were 81% which was a decrease of 6%.
- f) Males served in 2011/12 were 11%, in 2013/14 they were 17% which is an increase of 6%.
- g) Success rate in 2011/12 was 75%, in 2013/14 it was 83% which is an increase of 8%.
- h) Retention rate in 2011/12 was 83%, in 2013/14 it was 88% which is an increase of 5%.