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# AA SOCIAL WORK PROGRAM REVIEW

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## CANKDESKA CIKANA COMMUNITY COLLEGE

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*Spirit Lake Tribe*

**I. Program description and relationship to the Cankdeska Cikana Community College mission.**  
(See also Appendix A)

The AA in Social Work degree prepares students for transfer into a four-year institution of higher learning. Through the completion of the core coursework, graduates will have the skills, knowledge and ability for employment in entry-level social work positions. The program is designed for students interested in working with people in diverse settings. Examples of job titles for persons holding an Associate of Social Work degree include: social service technicians, case management workers, social work assistant's, residential counselors such as Alcohol Anonymous or Narcotic's Anonymous groups, mental health technicians, child abuse aids/workers, community outreach workers and gerontology aides.

Students who complete the Associate of Arts in Social Work degree will have the opportunity to transition into a Bachelor of Science Social Work program offered in collaboration with the University of North Dakota (UND) as a 2+2 option. It is anticipated that the Social Work program will see an increase in enrollment due to this partnership as students desire a bachelor's degree in Social Work. Through an articulation agreement, students will be able to transition into the Social Work program with no to minimal loss of credits.

**Reflection**

*Strengths*

- Program provides much needed social workers to the area.
- Focus on critical thinking and skills which correlate to CCCC's mission statement.
- Provides a direct pathway to complete a four-year degree.

*Concerns*

- Need to determine stable funding source for 40-hour internships
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*Progress on concerns from last previous program review (give date of last review, if applicable)*

- From last program review (2018):
  - Program lacks funding to attend conferences.
    - Update: Conferences were available to attend due to COVID monies and courses being offered on ZOOM
- Student retention.
  - Update: Student enrollment is up.

*Recommendations (Curriculum Committee Use Only)*

Continue searching for funding sources or grants for student internships; also seek funding sources to sponsor professional conferences (student and faculty) and professional development.

## II. Program background information, enrollment and breadth (See also Appendix B)

Galynn Lindemann was hired at CCCC in January 2016 and has held that position continuously to the present time (October, 2022). In 2019, Ms. Lindemann was voted faculty of the year. Prior to that time no social work instructors were on campus. Program core courses include: Introduction to Social Work SWK 255 During the taking of Introduction to Social Work students are required to complete a 40-hour internship as part of the 4-credit hour class. Currently, there are over 28 agencies that will allow interns. Other coursework includes Human Behavior in the Social Environment SWK 257, and Development of Social Welfare SWK 256. Program electives include: Introduction to Counseling, Case Management, Indian Child Welfare and Substance Use and Abuse. (See Appendix A)

Faculty teaches a 12-16 credit load per semester. The course work in the Social Work Program aligns with information covered at other Universities. A transfer agreement is in place with the University of North Dakota (UND), a larger 4 + year degree granting institution in the region, as a 2+2 pathway to complete a social work bachelor degree option.

Since program inception, there has been high student interest and enrollment each semester. Student enrollment has increased greatly over the past semesters (since the last review in 2018). Since the last program review in 2018 there are currently 15 graduates who now hold a Bachelor of Social Work (BSW) degree using the CCCC/UND 2+2 transfer agreement. At this time, there are five students enrolled in the bachelor of social work program at UND and four more are slated for the spring 2023 enrollment period at UND.

The program provides necessary preparation to:

- Identify those in need.
- Help people of all life stages cope with and solve everyday problems.
- Advocate for and develop plans to improve clients' well-being.
- Research and refer clients to community resources.
- Work with individuals, families or groups.
- Respond to clients in crisis situation

### Reflection

#### *Strengths*

- Transfer agreements.
- Reasonable faculty course load allowing for more focus to go into each course.

#### *Concerns*

- None at this time

*Progress on concerns from last previous program review (give date of last review, if applicable)*

- Obscure graduation rates due to students transferring before completing degree.
  - Update since 2018: Graduation rates are up and growing.

### *Recommendations (Curriculum Committee Use Only)*

Continue to maintain current transfer agreements.

### III. Program Quality and Assessment (See also attached assessment template(s) Appendix C)

The instructor evaluates textbooks as needed. Selected texts are chosen based on up-to-date content and student resources that are included. The appropriate textbooks are generally chosen from the Cengage and Pearson Learning websites with a strong regard to the depth of information. The core textbooks meet the standard of Council on Social Work Education Policy and Accreditation Standards by Chapter.

The program has four major program outcomes and course outcomes aligned with CCCC's institutional essential studies outcomes in order to assess student learning. The assessments provide information on each student's progress and it helps the instructor to analyze what is or is not working in the classroom. Students are evaluated by both indirect and direct means. The measurement data is collected, summarized and the report is submitted to the assessment team.

The required core curriculum classes consist of classes that are offered in the evening, which has provided a broader delivery format which includes On-line classes are being taught. The Social Work department has a close relationship with the University of North Dakota (UND) and the Native American Center located at UND.

#### Reflection

##### *Strengths*

- Relationship with the University of North Dakota using 2+2 pathway
- Use of online coursework and ZOOM

##### *Concerns*

None at this time

##### *Progress on concerns from last previous program review (give date of last review, if applicable)*

None at this time.

##### *Recommendations (Curriculum Committee Use Only)*

None at this time.

#### IV. Program cost effectiveness and ability to meet occupational needs (See also Appendix D)

Courses offered through the program have students enrolled in them and they also are utilized to meet the requirements for other degrees and net gain. For the past years, there have been sufficient students enrolled in the program to cover its costs. The projected job outlook and interest in the program is very strong and enrollment is likely to increase in the future.

- The U.S. Bureau of Labor Statistics (2022, BLS) projects that **social work will grow by 12 percent between 2020 and 2030**. That means an average of 78,300 job openings each year as workers retire or change careers. Not all social work jobs grow at the same rate; many are outpacing the industry

#### Reflection

##### *Strengths*

- Program is funded through grant programs and provides a substantial net gain in revenue for CCCC.
- Projected outlook for jobs in the area is strong.

##### *Concerns*

None at this time.

##### *Progress on concerns from last previous program review (give date of last review, if applicable)*

None at this time.

##### *Recommendations (Curriculum Committee Use Only)*

None at this time.

## V. Ability to positively impact CCCC's relationships, partnerships, and alliances

The school provides adequate facilities in the form of projection systems, ZOOM on-line capabilities.

The CCCC student services department provides tutoring, writing and math labs, counseling, and advising for students needing additional support. Additional resources include the ability to use the Valerie Merrick Memorial Library at CCCC on line which has all the large databases (ex. EBSCO, ERIC, JSTOR) the same databases as other universities' and colleges have access to.

CCCC possesses excellent relationships with area colleges in both the form of transfer agreements and collaborative research efforts. Currently there is a Memorandum of Understanding (MOU) with Lake Region State College (LRSC) which allows students enrolled at LRSC to complete their associate of social work degree through CCCC and transfer over to UND. The program is set up so the student will have an AA in Social Work as well as an Associate in Liberal Arts from LRSC at the time of graduation.

UND offers a 2+2 program as a direct pathway into the Bachelor of Social Work degree offered at UND. Through this method, the student will enter UND as a junior and only need to complete the remaining core social work courses (provided they have graduated from CCCC) and their required internship. Cultural Diversity Tuition Waiver are available at UND for continuing students. Several scholarship opportunities are available to aid the student in their financials commitments.

CCCC and the University of Mary are in the initial stages of creating an additional 2+2 pathway for social work students'. This will allow greater student college choices and better coverage in the state.

### Reflection

#### *Strengths*

- Collaborative efforts between institutions.
- Ease of transferability.
- Graduates are returning and are employed in the community.
- Fills a large community need.

#### *Concerns*

None at this time.

#### *Progress on concerns from last previous program review (give date of last review, if applicable)*

None at this time.

#### *Recommendations (Curriculum Committee Use Only)*

Continue to work toward the 2+2 agreement with University of Mary.

## VI. Program Analysis and Reflection Narrative

### Narrative:

It is important to note that 15 students have now successfully completed their bachelor of social work degree. Thirteen are working in the area and two have moved to other locations and have ALL 15 secured very good jobs and salaries. There are five that are currently enrolled at UND and in the process of completing their degrees and four more students beginning in the spring of 2023. Three of the 15 graduates have set for and passed their social work licensure

The graduation date at UND is unknown as they are still working to complete their bachelor's degree in social work. While we have had, several students graduate from the CCCC social work program, that graduation rate reflects the part-time status of most of the social work student body. Another student began her social work career at CCCC and is now working toward her Master's in Social Work with an expected graduation date of December 2022. A previous student has also completed her master's degree in 2021 with a Master's in Public Health.

There is currently every indication that the field of social work will be in more demand due to various factors. There is a local need for qualified individuals to serve at the 15-bed Spirit Lake Wellness and Recovery Center that is open. Local social services organizations and advocate service organizations are always looking for staff. In addition, there are more than 101 different fields of social work that a student can enter after completing their degree in social work.


Here are some top social work fields of growth:

- Marriage and Family Counselor.
- Medical Social Worker.
- Elementary and High School Social Worker.
- Foster Care Social Worker.
- Child and Family Therapist.
- Corporate Social Responsibility.
- Policy Analyst.
- Human Resources Coordinator/Specialist.
- Hospice.
- Elder Care.
- Home Health Worker.

The CCCC social work program is very stable with continued growth for the future.

# Appendix A

(Current CCCC Program of Study showing courses offered and suggested course rotation)

 <b>Report of Credits Earned/Needed for Graduation</b>				
<b>Name:</b>				
<b>AA in SOCIAL WORK</b>			<b>Date:</b>	
<b>Essential Study Requirements</b>			<b>Semester Credits</b>	
ENGL	100		Student Success	1
ENGL	110	ND:ENGL	College Composition I	3
ENGL	120	ND:ENGL	* College Composition II	3
COMM	110	ND:COMM	Fundamentals of Public Speaking	3
			ND:FA or ND:HUM or ND:HIST	3
DSL	250	ND:HUM	Dakota Language I	3
SOC	110	ND:SS	Introduction to Sociology	3
PSYC	111	ND:SS	Introduction to Psychology	3
CSCI	101	ND:COMPSC	Introduction to Computers	3
MATH	210	ND:MATH	** Elementary Statistics	3
		ND:LABSC	Lab Science Elective	3
		ND:LABSC	Corresponding Lab	1
DS	110	ND:HUM	*** Dakota Culture and History	3
		ND:SS or ND:HIST		3
				<b>38</b>
* Prerequisite of ENGL 110 (College Composition I).				
** Prerequisite of ASC 093 (Intermediate Algebra) or MATH 100 (Intro to Quantitative Reasoning), or instructor approval.				
***Alternate Summer Rotation				
<b>Core Classes</b>			<b>Credits</b>	
SWK	101		Case Management I	3
SWK	103		Introduction to Counseling	3
SWK	255	ND:SS	Introduction to Social Work	4
SWK	256	ND:SS	Development of Social Welfare	3
SWK	257	ND:SS	Human Behavior in the Social Environment I	3
SWK	262		Indian Child Welfare	3
SWK	274		Substance Use and Abuse	3
				<b>22</b>
Prerequisites or Corequisites may exist. See advisor for details.				
				<b>60</b>
Current POS Effective Date: 8/2022				
BOR Approved: 11/12/14				
Curriculum Approved Revisions: 04/11/16, 12/22/15, 11/08/18, 03/28/19, 12/12/19, 07/14/22				
Institutional Updates: 01/31/19, 12/12/19, 12/7/20, 1/1/21, 8/13/21, 7/14/2022				





**Suggested Course Rotation**

**AA in SOCIAL WORK**

Semester 1			Fall	
COMM	110	ND:COMM	Fundamentals of Public Speaking	3
CSCI	101	ND:COMPSC	Introduction to Computers	3
ENGL	100		Student Success	1
ENGL	110	ND:ENGL	College Composition I	3
PSYC	111	ND:SS	Introduction to Psychology	3
		ND:FA or ND:HUM or ND:HIST		3
				<b>16</b>
Semester 2			Spring	
DS	110	ND:HUM	Dakota Culture and History	3
ENGL	120	ND:ENGL	College Composition II	3
DSL	250	ND:HUM	Dakota Language I	3
MATH	210	ND:MATH	Elementary Statistics	3
		ND:LABSC		4
				<b>16</b>
Semester 3			Fall	
SWK	101		Case Management I	3
SWK	103		Introduction to Counseling	3
SWK	255		Introduction to Social Work	4
SWK	257		Human Behavior in the Social Environment	3
				<b>13</b>
Semester 4			Spring	
SOC	110	ND:SS	Introduction to Sociology	3
SWK	256	ND:SS	Development of Social Welfare	3
SWK	262		Indian Child Welfare	3
SWK	274		Substance Use and Abuse	3
		ND:SS or ND:HIST		3
				<b>15</b>
				<b>Total 60</b>

Updated: 03/28/19,12/12/19,1/1/21, 7/14/22

## Appendix B – Program Background Information, Enrollment, and Breadth

### Faculty Program Staff and Credit Hour Loads

Name	Title/Position	FT/PT/ TEMP	Credit Load/Semester
Galynn Lindemann	Social Work Instructor	FT	12 - 18

### Enrollment and Graduation Data

Social Work	# Enrolled Social Work	Total Enrollment	Program % of Total Enrollment
Fall 2017	11	242	4.5%
Spring 2018	22	189	11.6%
Summer 2018	3	44	6.8%
Fall 2018	23	178	12.9%
Spring 2019	21	164	12.8%
Summer 2019	3	45	6.7%
Fall 2019	19	160	11.9%
Spring 2020	16	168	9.5%
Summer 2020	5	39	12.8%
Fall 2020	24	182	13.2%
Spring 2021	23	161	14.3%
Summer 2021	22	128	17.2%
Fall 2021	32	248	12.9%
Spring 2022	34	243	14.0%
Summer 2022	27	148	18.2%
Totals	285	2339	12.2%

Program Graduates AA Social Work				
2021-2022	2020-2021	2019-2020	2018-2019	2017-2018
7	5	6	5	1

Total CCCC Graduates				
2021-2022	2020-2021	2019-2020	2018-2019	2017-2018
46	32	25	28	20

Percentage of Program Graduates to CCCC Graduates				
15.2%	15.6%	24.0%	17.9%	5.0%

#### 5-Year Graduation Rates

## Appendix C – Program Quality and Assessment

FALL 2021

D-Direct I-Indirect List activity(ies) used to measure student success	Goal	Findings - Results (Refer to LEGEND)	Analysis (Contributing factors - Internal and External - resulting in not meeting goal)	Recommendations	Identify Course Outcome(s) being demonstrated	Identify Program Outcome(s) being demonstrated	Identify Essential Studies Outcomes being demonstrated
SWK 103-01 D – Exam  I – Self-evaluation	>70%	N =18 NP =2 SR =16/16 Avg. = 96% Range =92-100%	Internal Goal was met External Student did not return to class or complete assignment	Increased the therapy activity Reached out to students did not reply	1,2,3,4	1,2,3,4	1,2,3,4
SWK 255-01 D-Exam  I – Self-evaluation	>70%	N =5 NP =0 SR =5/5 Avg. =93% Range =88-100%	Internal Goal was met External goal was met	Annotated bib and APA literature review practice Increase speakers Internal Goal was met External Was met	1,2,3,4	1,2,3,4	1,2,3,4
SWK 256-01 D – Exam  I – Self-Evaluation	> 70%	N =17 NP =2 SR =15/15 Avg. =96% Range =90-100%	Internal goal was met External Student did not complete tasks	Invite various speakers Analysis of policies Reached out to student	1,2,3,4	1,2,3,4	1,2,3,4

SPRING 2022

SWK 255 D – Exam  I – Self evaluation	> 70 %	N =10 NP =5 SR =5/5 Avg. = 94% Range = 90-100%	Lack of program interest	Gave support to student Increase speakers Local out-reach activities. Paid internship	1,2,3,4	1,2,3,4	1,2,3,4
SWK 257 D – Exam  I – Self evaluation	>70 %	N =16 NP =5 SR =11/11 Avg. =97% Range =92-100%	Internal Goal was met External Goal was met	Increase Public Service Announcement to community outreach	1,2,3,4	1,2,3,4	1,2,3,4
SWK 274 D –Exam  I – Self evaluation	>70 %	N = 19 NP =4 SR =14/15 Avg. =93% Range =60-100%	Internal Goal was met External Goal was met	Increase speakers	1,2,3,4	1,2,3,4	1,2,3,4

**Appendix D – Cost Effectiveness and Ability to Meet Occupational Needs**

**Occupational Needs**

**(Insert data in table from national trend data; cite all source(s) using APA Format)**

National Employment Projections, 2020-2030 Bureau of Labor Statistics	
Occupational Category	Projected Increase
Social Workers (BLS, 2022)	12%
<ul style="list-style-type: none"> <li>Overall employment of social workers is projected to grow <b>12 percent</b> from 2020 to 2030, faster than the average for all occupations. About 78,300 openings for social workers are projected each year, on average, over the decade. Apr 18, 2022</li> <li>Healthcare social workers: 184,900</li> <li>Social workers, all other: 71,400</li> </ul>	
Health Care Social Workers	14.4%
Mental Health and Substance Abuse Social Workers	16.7%

**Source: list source webpage(s) here**

Health care social workers. (2020).

<https://datausa.io/profile/soc/healthcare-social-workers>

Mental health and substance use social workers. (2020).

<https://datausa.io/profile/soc/mental-health-and-substance-abuse-social-workers>

U.S. Bureau of Labor Statistics. (2022, April 18). *Social Workers*.

<https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>

## Annual Revenue and Expenditures

Term	Enrollment	Tuition	ISC per FTE	ISC Revenue	Total Revenue
Fall 2017	11	\$16,500.00	\$7,285.28	\$40,069.04	\$56,569.04
Spring 2018	22	\$33,000.00	\$7,285.28	\$80,138.08	\$113,138.08
Summer 2018	3	\$2,250.00	\$7,285.28	\$10,927.92	\$13,177.92
<b>AY 2017-18</b>		<b>\$51,750.00</b>		<b>\$131,135.04</b>	<b>\$182,885.04</b>
Fall 2018	23	\$34,500.00	\$7,356.26	\$84,596.99	\$119,096.99
Spring 2019	21	\$31,500.00	\$7,356.26	\$77,240.73	\$108,740.73
Summer 2019	3	\$2,250.00	\$7,356.26	\$11,034.39	\$13,284.39
<b>AY 2018-19</b>		<b>\$68,250.00</b>		<b>\$172,872.11</b>	<b>\$241,122.11</b>
Fall 2019	19	\$28,500.00	\$8,279.20	\$78,652.40	\$107,152.40
Spring 2020	16	\$24,000.00	\$8,279.20	\$66,233.60	\$90,233.60
Summer 2020	5	\$3,750.00	\$8,279.20	\$20,698.00	\$24,448.00
<b>AY 2019-20</b>		<b>\$56,250.00</b>		<b>\$165,584.00</b>	<b>\$221,834.00</b>
Fall 2020	24	\$36,000.00	\$7,356.26	\$88,275.12	\$124,275.12
Spring 2021	23	\$34,500.00	\$7,356.26	\$84,596.99	\$119,096.99
Summer 2021	22	\$33,000.00	\$7,356.26	\$80,918.86	\$113,918.86
<b>AY 2020-21</b>		<b>\$103,500.00</b>		<b>\$253,790.97</b>	<b>\$357,290.97</b>
Fall 2021	32	\$57,600.00	\$8,656.00	\$138,496.00	\$196,096.00
Spring 2022	34	\$61,200.00	\$8,656.00	\$147,152.00	\$208,352.00
Summer 2022	27	\$48,600.00	\$8,656.00	\$116,856.00	\$165,456.00
<b>AY 2021-22</b>		<b>\$167,400.00</b>		<b>\$402,504.00</b>	<b>\$569,904.00</b>

Term	2021-2022	2020-2021	2019 - 2020	2018 - 2019	2017 - 2018
Salary	\$ 57,430	\$ 51,064	\$ 57,693	\$ 52,643	\$ 52,515
Fringe	36%	35%	35%	35%	35%
# of Program Faculty	1	1	1	1	1
Total Salaries	\$57,430.00	\$51,064.00	\$57,692.67	\$52,643.00	\$52,515.40
Total Fringe	\$20,674.80	\$17,872.40	\$20,192.43	\$18,425.05	\$18,380.39
Total Expenses	\$78,104.80	\$68,936.40	\$77,885.10	\$71,068.05	\$70,895.79
Total Revenue	\$569,904.00	\$357,290.97	\$221,834.00	\$241,122.11	\$182,885.04
Net Gain/Loss	<b>\$491,799.20</b>	<b>\$288,354.57</b>	<b>\$143,948.90</b>	<b>\$170,054.06</b>	<b>\$111,989.25</b>

**Program Evaluation and Review (for Curriculum Committee Use Only)**

Criteria	Program Exceeds Expectations	Program Meets Expectations	Program Needs Improvement	Program Does Not Meet Expectations
<b>Sec II Enrollment</b>	Increasing	Steady	Decreasing	Unsustainably Low
<b>Sec III Quality of the Program as Determined from Assessment Information</b>	The program's quality is substantial and notable.	The program's quality is substantial but could be strengthened through curricular and/or program enhancements, e.g. providing additional resources, adding or deleting courses	The program's quality could be strengthened through reconfiguration, e.g. substantial modification of the curriculum and the reorganization of faculty.	The program's quality and/or contribution to the institution is not substantial enough to justify its continuance
<b>Sec IV Cost Effectiveness</b>	Net Gain	Break Even	Net Loss	Unsustainable Losses
<b>Sec IV Projected Occupational Need (Regional and State Level)</b>	Large Need and Growth in This Area	Moderate Need	Minor or Low Need	No Clear Need for This Degree
<b>Sec V Ability to positively impact CCCC's relationships, partnerships &amp; alliances</b>	Relationships are strong – benefits the overall mission of the college	Relationships, partnerships, and/or alliances could be developed to strengthen the program	Relationships, partnerships, and/or alliances need to be reconfigured in order to positively impact the college	Relationships, partnerships, and/or alliances are not positively impacting the college. The program's reduction or phase out would not adversely impact other programs.

The Curriculum Committee makes the following recommendation(s):

The program continues to be strong, profitable, and fill needs within the community. Committee recommends program continuance.

Follow up actions and timeline:

Pursue the 2+2 with University of Mary and inform committee of results.



