
AA SOCIAL WORK PROGRAM REVIEW



CANKDESKA CIKANA
COMMUNITY COLLEGE

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, as well as other universities. 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 funding for 40-hour internships past spring 2026

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

- From last program review (2022):
 - Program lacks funding to attend conferences.
 - Update: Conferences were available to be attended due to Co-Vid monies and courses being offered on ZOOM; this is still in place
 - Funding for internships is needed.
 - Update: Funding for 40-hour internships has been made available through Ascendium (from 2023 through spring 2026)

Recommendations (Curriculum Committee Use Only)

- Work with Ascendium to access internship funding if it becomes available after spring 2026.

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

Dr. Galynn Lindemann, MBA, MSW, DSW was hired at CCCC in January 2016 as the Social Work Instructor and has held that position continuously to the present time (Sept. 2025). Program core courses include: Introduction to Social Work SWK 255. As part of the Introduction to Social Work course, students are required to complete a 40-hour internship as part of the 4-credit hour class. Currently, there are over 50+ 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)

Dr. Lindemann teaches 12-16 credits 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. There are also agreements with University of Mary and University of Minot; however, not much interest has been shown (see more in section V).

Since program inception, there has been high student interest and enrollment each semester. Student enrollment has increased over the past semesters (since the last review in 2022). Between 2023 and 2025 there were 44 students who were awarded their AA degree in social work (Appendix B). Persistence from Fall 2022 to Spring 2023 was at 79%; Fall 2023 to Spring 2024 was at 68%; and Fall 2024 to Spring 2025 was at 71% reflecting a commitment to education and pursuing their degree.

Subsequently, since the last program review in 2022, there are currently 27 total graduates (up 12 graduates from the 15 graduates as reflected in the last program review) who now hold a Bachelor of Social Work (BSW) degree using the CCCC/UND 2+2 transfer agreement. At this time, there are students enrolled in the Bachelor of Social Work program at UND and more are slated for the spring 2026 enrollment period at UND. Additionally, 2 have received their master's degree, one in social work and the other in public health. Currently (fall 2025), there are three students are in their final master's social work internship.

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)

- None at this time; no previous concerns

Recommendations (Curriculum Committee Use Only)

- Continue with current effective efforts to increase student enrollment.
- Maintain alignment with industry standards and qualifications.

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 (CSWE) and Accreditation Standards by Chapter.

The program has 4 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 use of Snapshots is also effective at seeing progress toward goals at a glance.

The required core curriculum classes consist of classes that are offered on Zoom in the evening, which has provided a broader delivery format, removing many barriers to attending class.

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; no previous concerns

Recommendations (Curriculum Committee Use Only)

- Continue collaboration with UND and other higher education institutions.
- Establish a student base with University of Mary for participation in the online Master's and Bachelor's degree programs to give students the choice for pursuing terminal degrees while remaining in their home communities.

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

Student enrollment in the program courses offered is high. Courses offered are also utilized to meet the requirements for other degrees and net gain. For past years, there have been sufficient students enrolled in the program to cover its costs. The *Revenue* from the social work program from 2022-23 to 2024-25 listed in Appendix D is over \$2 million dollars. The projected job outlook and interest in the program are very strong and enrollment is likely to increase in the future.

The U.S. Bureau of Labor Statistics (2025, BLS) projects that social work occupations will grow by 6 percent between 2020 and 2034. That means an average of 74,000 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 net gain in revenue for CCCC.
- Projected outlook for jobs in the area is also strong.

Concerns

None at this time; no previous concerns

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

None at this time

Recommendations (Curriculum Committee Use Only)

- No recommendations 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, and other 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 AA in 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 AA 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. Through this collaboration, 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). A Cultural Diversity Tuition Waiver is available at UND for continuing students. Several scholarship opportunities are available to aid the student in their financials commitments.

CCCC, the University of Mary, and the University of Minot created a pathway using the 2+2 model for social work students. This will allow greater student college choices and better coverage in the state. While this is a good idea in theory, no student interest has been shown in attending the University of Mary or the University of Minot nor has there been much interest on either of their ends of pursuing our students.

The Social Work program is currently in collaboration with First Nations Women's Alliance which also offers internship opportunities for victims of abuse. This is a renewed collaboration since last year when their funding was renewed. There has been interest from the students concerning this.

From Spring 2023 to Spring 2024 we had the opportunity collaborate with the Red Cross looking for volunteers for Native American/Alaska Native to become a Disaster Mental Health Volunteer Instructors, where Red Cross would provide training. Sadly, this program lost funding for the project, but there was interest.

Also, Turtle Mountain and other Native community members have enrolled in social work classes, as further indication of our growth.

Reflection

Strengths

- Collaborative efforts between institutions.
- Ease of transferability.

Concerns

None at this time

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

While it was a concern that both the University of Minot and the University of Mary showed little interest, this current academic year has opened up opportunities for collaboration and student terminal degree completion through other avenues not previously available.

Recommendations (Curriculum Committee Use Only)

- Continue to pursue future opportunities being offered by University of Mary for student completion of terminal degrees.

VI. Program Analysis and Reflection Narrative

Narrative:

The curriculum and course content are in line with the Council of Social Work Education (CSWE) the accrediting body of social work. Additionally, our program aligns with UND's Social Work program which is also in line the CSWE which oversees curriculum and the Nine Competencies. This in turn is in collaboration with Association of Social Work Boards (ASWB), the licensing body of social work.

In Spring of 2024, Dr. Lindemann served as a guest speaker per invitation at Ascendium for Project Success Achieving the Dream conference in Orlando, Florida. The CCCC social work program was recognized for program student success rates, internship completion, and AA completion rates.

It is important to note that 27 students have now successfully completed their Bachelor of Social Work degree. Twenty-five are working in the area or within the state of North Dakota and two have moved to other locations and all 27 graduates have secured very good jobs and salaries. There are students who are currently enrolled at UND in various stages of enrollment and in the process of completing their degrees. Two students have now obtained their master's degree: one in social work and the other in public health. Three are currently in their final Masters of Social Work internship (as mentioned earlier in this report). Three of the graduates have applied for and obtained their social work licensure. Currently, Dr. Lindemann has two Master of Social Work level interns where she has oversight and they are completing their field placement work.

Dr. Lindemann teaches the Intro to Sociology class as well as the Intro to Psychology class. Presently, Dr. Lindemann is finishing up a second dissertation and doctoral degree in strategic leadership, ensuring the program continues with highly-qualified instructional staff.

There is every indication that the field of social work will be in more demand due to various factors. Of note, the need for mental health workers is rising, as well as the aging population. 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. For example, 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, both short and long term. To meet instructional needs, a new computer and laptop have been requested from Administrative Services.

Appendix A

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

		Report of Credits Earned/Needed for Graduation							
		Name:				Date:			
		AA in SOCIAL WORK							
Essential Study Requirements					Semester Offered	Semester Taken	Credits		
ENGL	100			Student Success	FA,SP,SU		1		
ENGL	110	ND:ENGL		College Composition I	FA,SP,SU		3		
ENGL	120	ND:ENGL	*	College Composition II	FA,SP		3		
COMM	110	ND:COMM		Fundamentals of Public Speaking	FA,SP		3		
				ND:FA or ND:HUM or ND:HIST			3		
DSL	250	ND:HUM		Dakota Language I	FA,SP,SU		3		
SOC	110	ND:SS		Introduction to Sociology	SP		3		
PSYC	111	ND:SS		Introduction to Psychology	FA		3		
CSCI	101	ND:COMPSC		Introduction to Computers	FA,SP,SU		3		
MATH	210	ND:MATH	**	Elementary Statistics	FA,SP		3		
		ND:LABSC		Lab Science Elective			3		
		ND:LABSC		Corresponding Lab			1		
DS	110	ND:HUM	***	Dakota Culture and History	FA,SP,SU		3		
POLS	115	ND:HIST		American Government	FA		3		
							38		
* 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									
Core Classes							Credits		
SWK	101			Case Management I	SU		3		
SWK	103			Introduction to Counseling	FA		3		
SWK	255	ND:SS		Introduction to Social Work	FA,SP		4		
SWK	256	ND:SS		Development of Social Welfare	FA		3		
SWK	257	ND:SS		Human Behavior in the Social Environment I	FA,SP		3		
SWK	262			Indian Child Welfare	SU		3		
SWK	274			Substance Use and Abuse	SP		3		
							22		
Prerequisites or Corequisites may exist. See advisor for details.									
							60		
Current POS Effective Date: 8/2025									
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, 10/10/24									
Institutional Updates: 01/31/19, 12/12/19, 12/7/20, 1/1/21, 8/13/21, 7/14/2022, 10/2/24, 2/13/25									

Appendix B – Program Background Information, Enrollment, and Breadth

Faculty Program Staff and Credit Hour Loads

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

Enrollment and Graduation Data

Social Work	# Enrolled Social Work	Total Enrollment	Program % of Total Enrollment
Fall 2020	24	182	13.2%
Spring 2021	23	161	14.3%
Summer 2021	22	129	17.1%
Fall 2021	32	248	12.9%
Spring 2022	34	243	14.0%
Summer 2022	27	148	18.2%
Fall 2022	38	316	12.0%
Spring 2023	46	307	15.0%
Summer 2023	35	183	19.1%
Fall 2023	43	325	13.2%
Spring 2024	34	280	12.1%
Summer 2024	29	156	18.6%
Fall 2024	37	239	15.5%
Spring 2025	42	252	16.7%
Summer 2025	35	129	27.1%
Totals	501	3298	15.2%
5-Year Program Enrollments			

Program Graduates AA Social Work				
2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
15	19	10	8	5
Total CCCC Graduates				
2024-2025	2022-2023	2021-2022	2020-2021	2019-2020
66	80	78	35	25
Percentage of Program Graduates to CCCC Graduates				
22.7%	23.8%	12.8%	22.9%	20.0%

Appendix C – Program Quality and Assessment (most recent two cycles of course/program assessment)

**Assessment Plan
2024/Fall
Social Work**

Program Statement: An introduction to the social work profession including: the development of the profession, generalist practice, the problem-solving process, from the strengths perspective, social work values and ethics, levels of practice (individual, family, group, community, and organization), fields of practice and the practice of social work in rural communities. Forty hours of volunteer work is required in a human service related agency. Application of social work theory across the life span. An emphasis on social systems theory as the conceptual framework. Bio-psycho-socio-cultural aspects of human development.

Course Outcomes

SWK 103-01

- Evaluate for substance use disorders and treatment needs
- Develop treatment plans
- Facilitate referrals to meet individual needs and placement guidelines
- Demonstrate case management skills and document and maintain clinical records
- Demonstrate counseling skills with individuals, groups and families

SWK 255-01

- Demonstrate a knowledge of the social work profession.
- Demonstrate a knowledge and understanding of social work roles, responsibilities, and practice settings
- Demonstrate an ability assess own values and ethics as defined by NASW Code of Ethics
- Develop an understanding of how professional social workers advocate

SWK 256-01

- Identify social welfare problems and policies
- Analyzing major policies that form the foundation of social welfare
- Analyze issues in social service delivery
- Understand the impact social and economic injustice

SWK 257-01

- Demonstrate understanding of human behavior.
- Expand the development of skills in self-awareness
- Gain knowledge of behavioral theories.
- Apply current research related to human development

Program Outcomes

- The student will exercise critical thinking methods to identify/solve problems.
- The student will demonstrate oral presentations and writing assignments.
- The student will utilize practical modern applications through electronic technology.
- The student will interpret Dakota traditions, values, and perspectives into contemporary societal applications.

Essential Studies Outcomes

1. Critical Thinking
2. Communication
3. Technological Literacy
4. Personal Attributes

1. Area of Concern SWK 103-01	
Recommendation of assessment committee and/or faculty	Increase activities and speakers Reached out to students through student services and emails or texts or phone calls. No areas for concern
Result of Recommendation	Increased speakers which worked well and increased in class activates and added videos. Good feedback
2. Area of Concern SWK 256	
Recommendation of assessment committee and/or faculty	Invite various speakers. Analysis of policies Reached out to students via student services or emails or texts or phone calls. No areas of concern
Result of Recommendation	Invited new speaker with good feedback from students. Added more policy analysis including North Dakota Century Code and Native American Tribal Analysis included more communities as the program grows
3. Area of Concern	I have no concerns for SWK 255 or SWK 257 at this time.
Recommendation of assessment committee and/or faculty	
Result of Recommendation	

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 Outcome(s) being demonstrated
SWK 103-01 D – Paper I – Self-evaluation	> 70 %	N =30 NP =3 SR =27/27 Avg. = 97% Range =70-100%	Internal Goal was met External Student did not return to class or complete assignment	Increased activities and videos Reached out to students did not reply	1,2,3, 4	1,2,3, 4	1,2,3, 4
SWK 255-01 D -Internship I – Self-evaluation	>70 %	N =7 NP =0 SR =7/7 Avg. =100% Range =100-100%	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 =27 NP =3 SR 24/24 Avg. =98% Range =92-100%	Internal goal was met External Student did not complete tasks	Invite various speakers Analysis of policies Reached out to student-Stopped participating	1,2,3, 4	1,2,3, 4	1,2,3, 4
SWK 257-01 D – Genogram I-- Self-Evaluation	> 70 %	N = 17 NP =0 SR =17/17 Avg. = 98% Range =85-100%	Internal goal was met External goal was met	Increase Public Service PSA Announcement Increase outreach opportunities Internal Goal was met External Was met	1,2,3, 4	1,2,3, 4	1,2,3, 4

Assessment Plan 2025/ Spring Social Work

Course Outcomes

SWK 255-01

- Demonstrate a knowledge of the social work profession.
- Demonstrate a knowledge and understanding of social work roles, responsibilities, and practice settings
- Demonstrate an ability assess own values and ethics as defined by NASW Code of Ethics
- Develop an understanding of how professional social workers advocate

SWK 257-01

- Demonstrate understanding of human behavior.
- Expand the development of skills in self-awareness
- Gain knowledge of behavioral theories.
- Apply current research related to human development

SWK 274 Course Outcomes

1. Identify some of the current trends in substance use.
2. Recognize the impact drugs have on individuals and society as a whole.
3. Evaluate the pros and cons of substance use, society's view of different substances.
4. Explain their theory of substance abuse and support it with current research.
5. Identify wraparound services.

4. Area of Concern SWK 274	
Recommendation of assessment committee and/or faculty	Increase activities and speakers Reached out to students
Result of Recommendation	Increased speakers which worked well and increased in class activates and added videos. Good feedback
5. Area of Concern SWK 255and SWK 257	
Recommendation of assessment committee and/or faculty	I have no concerns for SWK 255 or SWK 257 at this time.
Result of Recommendation	

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 Outcome(s) being demonstrated
SWK 255-01 D -Internship I – Self- evaluation	> 70 %	N = 14 NP =3 SR =11/11 Avg. =100% Range =100- 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 257-01 D – Exam I-- Self- Evaluation	>7 0 %	N = 17 NP =2 SR =15/15 Avg. = 92% Range =88- 100%	Internal Goal was met External goal was met	Increase Public Service PSA Announcement Increase outreach opportunities Internal Goal was met External Was met	1,2,3, 4	1,2,3, 4	1,2,3, 4
SWK 274-01 D –Exam I – Self- evaluation	> 70 %	N =31 NP =4 SR =27/27 Avg. = 97.8 % Range =86- 100%	Internal Goal was met External Student did not return to class or complete assignment	Increased activities and videos Reached out to students did not reply	1,2,3, 4	1,2,3, 4	1,2,3, 4

Appendix D – Cost Effectiveness and Ability to Meet Occupational Needs

Occupational Needs

National Employment Projections, 2020-2030 Bureau of Labor Statistics	
Occupational Category	Projected Increase
Social Workers (BLS, 2025)	6% faster than average
Overall employment of social workers is projected to grow 6% faster than average from 2024 to 2034, faster than the average for all occupations. About 74,000 openings for social workers are projected each year, on average, over the decade.	
Health Care Social Workers. (Data USA, 2025). 10-year projection	9.68%
Mental Health and Substance Abuse Social Workers, (Data USA, 2025). 10-year projection	11.6%

Source:

Data USA. (2025). *Health care social workers*.

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

Data USA. (2025). *Mental health and substance use social workers*. (2025).

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

U.S. Bureau of Labor Statistics. (August 28, 2025, [BLS]). *Occupational outlook handbook: Social workers*. <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>

Annual Revenue and Expenditures (5-Year)

Term	Enrollment	Tuition	ISC per FTE	ISC Revenue	Total Revenue
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
AY 2020-21		\$103,500.00		\$253,790.97	\$357,290.97
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
AY 2021-22		\$167,400.00		\$402,504.00	\$569,904.00
Fall 2022	38	\$68,400.00	\$9,245.00	\$175,655.00	\$244,055.00
Spring 2023	46	\$82,800.00	\$9,245.00	\$212,635.00	\$295,435.00
Summer 2023	35	\$63,000.00	\$9,245.00	\$161,787.50	\$224,787.50
AY 2022-23		\$214,200.00		\$550,077.50	\$764,277.50
Fall 2023	43	\$77,400.00	\$8,700.70	\$187,065.05	\$264,465.05
Spring 2024	34	\$61,200.00	\$8,700.70	\$147,911.90	\$209,111.90
Summer 2024	29	\$52,200.00	\$8,700.70	\$126,160.15	\$178,360.15
AY 2023-24		\$190,800.00		\$461,137.10	\$651,937.10
Fall 2024	37	\$66,600.00	\$7,917.25	\$146,469.13	\$213,069.13
Spring 2025	42	\$75,600.00	\$7,917.25	\$166,262.25	\$241,862.25
Summer 2025	35	\$63,000.00	\$7,917.25	\$138,551.88	\$201,551.88
AY 2024-25		\$205,200.00		\$451,283.25	\$656,483.25

Term	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
Salary	\$ 69,597	\$ 63,743	\$ 61,443	\$ 57,430	\$ 51,064
Fringe	41%	41%	40%	36%	35%
# of Program Faculty	1	1	1	1	1
Total Salaries	\$69,597.00	\$63,743.00	\$61,443.00	\$57,430.00	\$51,064.00
Total Fringe	\$28,534.77	\$26,134.63	\$24,577.20	\$20,674.80	\$17,872.40
Total Expenses	\$98,131.77	\$89,877.63	\$86,020.20	\$78,104.80	\$68,936.40
Total Revenue	\$656,483.25	\$651,937.10	\$764,277.50	\$569,904.00	\$357,290.97
Net Gain/Loss	\$558,351.48	\$562,059.47	\$678,257.30	\$491,799.20	\$288,354.57

Program Evaluation and Review (for Curriculum Committee Use Only)

Criteria	Program Exceeds Expectations	Program Meets Expectations	Program Needs Improvement	Program Does Not Meet Expectations
Sec II Enrollment	Increasing	Steady	Decreasing	Unsustainably Low
Sec III Quality of the Program as Determined from Assessment Information	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
Sec IV Cost Effectiveness	Net Gain	Break Even	Net Loss	Unsustainable Losses
Sec IV Projected Occupational Need (Regional and State Level)	Large Need and Growth in This Area	Moderate Need	Minor or Low Need	No Clear Need for This Degree
Sec V Ability to positively impact CCCC's relationships, partnerships & alliances	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 Committee recommends the program for continuation and recognizes the program for its substantial contributions to the college.

Follow up actions and timeline:

Follow up with University of Mary to provide students with opportunities for terminal degree completion.

Continue on-going relationships with University of North Dakota and Lake Region State College.

Prior to spring 2026, determine continuation of Ascendium funding and seek alternative funding sources for student internships.



**CANKDESKA CIKANA
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Completed Program Reviews Verification

Name of Program Reviewed: AA Social Work

Henderson
Director of Faculty of Record

Nov 20, 2025
Date of Review

Karen Saari
Curriculum/Committee Chair

11/20/25
Date of Review

Stuart Young
Dean of Administration

11/21/25
Date of Review

[Signature]
Academic Dean

11/21/25
Date of Review

[Signature]
President (as appropriate)

11-24-25
Date of Review

N/A
Chair CCCC Board of Regents (as appropriate)

Date of Review

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