

Proposal for a New Master of Arts in Human Services Program

Introduction

The faculty of the graduate Counseling and Human Services department are proposing to merge the Master of Human Services Administration (HSA) and Master of Human Services Delivery (HSD) programs and offer a combined Master of Human Services program. The new Master of Arts in Human Services (MAHS) program will utilize some of the courses from the HSA and HSD programs and begin moving toward in-field accreditation through the Council for Standards in Human Services Education (CSHSE). The new program will incorporate 15 week semesters (rather than 7-1-7 model); extend matriculation from one year to sixteen months; and offer a Field Experience course that will be used as an integrative course to review content, apply concepts, formulate strategies/interventions, and create opportunities for students and the agencies they serve.

Below is a list of the 11 courses that would comprise the new Master of Arts in Human Services program. All courses are 3 credit hours. Students would take three courses in the first semester (Fall I); three courses in the second semester (Spring); two courses in the third semester (Summer); and then three courses in the final semester (Fall II).

Semester I

MAH 614 (formerly HSA 614) Writing Skills for Human Services Practitioners
MAH 621 (formerly HSD 621) Lifespan Development
MAH 632 (formerly HSD 632) Theories of Intervention

Semester II

MAH 611 (formerly HSD 611) Professional Ethics in Client Care
MAH 649 (formerly HSA 649) Tools and Models for Human Services Managers
MAH 744 (formerly HSA 744) Action Research

Semester III

MAH 632 (formerly HSD 632) Group Dynamics
MAH 659 (formerly HSA 659) Planning and Effecting Community Change

Semester IV

MAH 742 (formerly HSD 742) Social Policy and Program Evaluation
MAH 622 (formerly HSD 622) Case Management
MAH 755 (formerly HUS 745/755) Field Experience

Below are the proposed courses and the corresponding CSHSE standards. The numbers in parentheses reflect the item numbers in the attached CSHSE curriculum matrix.

Semester I

1. MAH 614 Writing Skills for Human Services Practitioners

Standard 14: The curriculum shall provide knowledge and skills in information management.

2. MAH 621 Lifespan Development

Standard 12: The curriculum shall include knowledge and theory of the interaction of human systems including: individual, interpersonal, group, family, organizational, community, and societal.

Standard 19: The program shall provide experiences and support to enable students to develop awareness of their own values, personalities, reaction patterns, interpersonal styles, and limitations.

3. MAH 632 Theories of Intervention

Standard 16: The curriculum shall provide knowledge and skills in direct service delivery and appropriate interventions.

Standard 19: The program shall provide experiences and support to enable students to develop awareness of their own values, personalities, reaction patterns, interpersonal styles, and limitations

Semester II

4. MAH 611 Professional Ethics in Client Care

Standard 17: Learning experiences shall be provided for the student to develop his or her interpersonal skills.

Standard 18: The curriculum shall incorporate human services values and attitudes and promote understanding of human services ethics and their application in practice.

5. MAH Tools and Models for Human Services Managers (

Standard 11: The curriculum shall include the historical development of human services.

Standard 13: The curriculum shall address the scope of conditions that promote or inhibit human functioning.

6. MAH 744 Action Research

Standard 15: The curriculum shall provide knowledge and skill development in systematic analysis of services needs; planning appropriate strategies, services, and implementation; and evaluation of outcomes.

Semester III

7. MAH 632 Group Dynamics

Standard 18: The curriculum shall incorporate human services values and attitudes and promote understanding of human services ethics and their application in practice.

8. MAH 659 Planning and Effecting Community Change

Standard 13: The curriculum shall address the scope of conditions that promote or inhibit human functioning.

Standard 15: The curriculum shall provide knowledge and skill development in systematic analysis of services needs; planning appropriate strategies, services, and implementation; and evaluation of outcomes.

Semester IV

9. MAH 742 Social Policy and Program Evaluation

Standard 15: The curriculum shall provide knowledge and skill development in systematic analysis of services needs; planning appropriate strategies, services, and implementation; and evaluation of outcomes.

10. MAH 622 Case Management

Standard 14: The curriculum shall provide knowledge and skills in information management.

Standard 16: The curriculum shall provide knowledge and skills in direct service delivery and appropriate interventions.

11. MAH 755 Field Experience (250 human services clock hours)

Standard Number 20: The program shall provide field experience that is integrated with the curriculum.

Standard 11: The curriculum shall include the historical development of human services.

Standard 12: The curriculum shall include knowledge and theory of the interaction of human systems including: individual, interpersonal, group, family, organizational, community, and societal.

Standard 15: The curriculum shall provide knowledge and skill development in systematic analysis of services needs; planning appropriate strategies, services, and implementation; and evaluation of outcomes.

Standard 19: The program shall provide experiences and support to enable students to develop awareness of their own values, personalities, reaction patterns, interpersonal styles, and limitations.

Background: Low Student Enrollment and Cross-listing courses

The Master of Human Services Administration program began in Fall 2013 and has had an enrollment of 39 students. The Master of Human Service delivery emerged one year later and has had an enrolled a total 75 students.

	HSA Admits	HSA Enrolled	HSD Admits	HSD Enrolled
Fall 2013	9	7	N/A	N/A
Spring 2014	N/A	N/A	N/A	N/A
Fall 2014	13	9	24	18
Spring 2015	1	1	17	14
Fall 2015	11	10	34	24
Spring 2016	14	12	20	19

Totals 48 39 95 75

Total Admits = 143

Total Enrolled = 114

Because of the low student enrollment of both programs, some courses have been cross-listed in order to save the university money allocated for faculty salaries.

Courses cross-listed over the past two years include:

- **HSA 731 Group Dynamics, Ethical Issues and Systems Analysis of Group Interactions with HSD 632 Group Dynamics**
- **HSA 711 Professional Ethics with HSD 611 Professional Ethics in Client Care**

- **HSA 722 Theories of Counseling** with **HSD 612 Theories of Interventions**
- **HSA 744 Action Research** with **HSD 741 Action Research**

The enrollment numbers and the frequency with which courses are cross-listed lend themselves to offering just one program with the possibility of two or more sections rather than having two distinct programs. One program (MSHS) could offer both administrative and service delivery components that could be useful for all students to take.

Course Number Change

Finally, the faculty proposes that the courses for the new MHS program be changed to reduce potential confusion over listings:

Semester I

HSA 614 to **MAH 611** Writing Skills for Human Services Practitioners
 HSD 621 to **MAH 612** Lifespan Development to
 HSD 632 to **MAH 613** Theories of Intervention

Semester II

HSD 611 to **MAH 621** Professional Ethics in Client Care
 HSA 649 to **MAH 622** Tools and Models for Human Services Managers
 HSA 744 to **MAH 623** Action Research

Semester IV

HSD 632 to **MAH 631** Group Dynamics
 HSA 659 to **MAH 632** Planning and Effecting Community Change

Semester IV

HSD 742 to **MAH 641** Social Policy and Program Evaluation
 HSD 622 to **MAH 642** Case Management
 HUS 745/755 to **MAH 643** Field Experience

Students who successfully complete the requirements of the program will earn a Master of Science in Human Services degree. In addition, they will have also completed the academic requirements to becoming a Human Services Board Certified Practitioner (HS-BCP) through the Center for Credentialing and Education. This credential serves two purposes: (1) Alerts the field that MSHS graduates have completed a set of graduate level academic and professional experiences that allows them to be more marketable; and (2) Re-brands the MSHS program to be one of the few in-field accredited programs in the country.

Given the potential transition of full time Master of Human Service faculty and the resulting hiring of new faculty, it seems critical that we consider refining our current

programs so that we can address the changing status of the field of human services and our potential students' needs. Moreover, having one Master of Human Services program will allow for a greater organizational efficiency. The proposed merger, therefore, benefits both our potential students and the university itself.

James C. Wadley, Ph.D
Chair of Counseling and Human Services