

Millikin University
Student Learning Outcomes

**Human Service Major
Academic Year 2018-2019**

Submitted By:

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Executive Summary

This major is designed to provide students with a cross-disciplinary perspective necessary for beginning a career or graduate study in the fields of Social Work or Human Services. The core curriculum of this major includes 46 credit hours. The required courses cover a wide range of topics from fields of practice, skill development, and ethical issues to current social problems. The areas of student learning assessed are:

Goal I: Professionalism

Objective: Students will demonstrate an understanding of the role of a human service professional.

Goal II: Citizenship

Objective: Students will demonstrate competence in discipline-based citizenship.

Goal III: Life and Meaning and Value

Objective: Students will discover and develop a personal life of meaning and value.

Human Service Major Learning Goals

Goal I: Professionalism

Objective: Students will demonstrate an understanding of the role of a human service professional. Specific focus will be on the individual and their family and the relationship between organizations, institutions, and communities.

- a. Describe and evaluate the dynamics of people with diverse demographics, experiences, and beliefs. Identify how the issues of diversity impact the individual, family and community with regard to discrimination, social, political and other forms of inequality with regard to discrimination, social political and other forms of inequality, and
- b. Mastery of beginning human service skills of assessment, planning and intervention with individuals and/or groups.
- c. Demonstrate a beginning understanding of outcomes of intervention and the use of qualitative and quantitative methods, and
- d. Demonstrate beginning skills in written language, documentation and reporting appropriate to the helping field.

Goal II: Citizenship

Objective: Students will demonstrate competence in discipline-based citizenship by accomplishing the following learning outcomes:

- a. Perform the duties of a human service provider with the guideline of the code of ethics of the profession and function competently in the established stands of the field, and
- b. Articulate the concepts of advocacy and development of programs/services for individuals, families and groups within the community.

Goal III: Life and Meaning and Value

Objective: Students will discover and develop a personal life of meaning and value as they:

- a. Continue to participate in the personal values and ethics self review, the impact of their personal choices on the client population, and
- b. Actively seek continuing education/experiences that will assist them in growth and enhancement of personal skills and knowledge related to the field of practice.

Outcome Report for Academic Year 2018-2019:

Results of the assessment of the 2018-2019 graduates are superior. Millikin graduated sixteen students in the Human Service major. Three graduates were admitted to Social Work graduate schools to begin study summer/fall 2019. Two began graduate work in counseling, one in student development in higher education, and one in public health. The remaining nine graduates are all employed within social service agencies across the country. It is important to note that ALL sixteen graduates were either accepted to graduate school or employed by June 15, 2019.

Data analysis of Capstone Internship experiences and Field Supervisors is attached.

CURRENT SITUATION IN HUMAN SERVICE MAJOR

This past academic year continued to be a time of challenge and transition. Professor Kay White submitted her retirement request in spring of 2018 with her final day of employment being May 31, 2018. With Professor White's retirement, this left Professor Garrison as the sole faculty in the Human Service major for the 2018-2019 academic year. To assist Professor Garrison throughout the academic year, an adjunct instructor was hired in fall 2018 and spring 2019, several courses were reassigned to Professor Garrison and some were cancelled for fall 2018 and spring 2019. In addition to Professor Garrison's full academic load, additional courses were added and Professor Garrison, along with an adjunct each semester, provided the necessary courses to fulfill the Human Service curriculum over the 2018-2019 academic year.

Professor Garrison taught 2 independent study courses over the academic year that provided opportunities allowing students to enhance their academic transcripts and resumes in creative ways highlighting their commitment and motivation to the field. These additional activities have had very positive impact upon graduate school

applications and job opportunities. Professor Garrison created a course allowing students to gain the necessary preparation for their capstone internship experience. This course was piloted in spring 2019 and was approved as a course within the curriculum starting fall 2019. Professor Garrison continued to improve the Capstone/Advanced Capstone Internship program throughout the year and successfully placed and engaged 26 students within 22 different agencies within Decatur, IL. Professor Garrison, evaluated and revised the internship placement handbook and updated assessment tools for students and agencies. Further, Professor Garrison enhanced the classroom component of the internship courses with improved assignments and use of class time with guest speakers and varied engagement opportunities. Lastly, Professor Garrison completed 2 internship site visits each semester for each student for a total of 52 site visits for the entire academic year. These visits are new to the internship program since Professor Garrison's involvement and are crucial as a tool to ensure student success and agency satisfaction with the Human Service major Capstone/Advanced Capstone Internship Program.

Throughout this academic year, Professor Garrison has been engaged on many levels outside of the classroom as well. Professor Garrison provided an experiential learning opportunity for her students called the "SNAP Challenge" where students experienced living on \$4.47 a day for awareness related to hunger and poverty.

Professor Garrison was an invited speaker to present the annual Father Martin Mangan Lecture on Social Justice in December 2018 and presented an additional 7 times throughout the academic year, 2 times as an invited keynote speaker, on subjects including homelessness, poverty, and ethics to peer reviewed audiences at the local and state level.

Professor Garrison also develops travel experiences each year for students through the Human Service Connection Program for which she serves as an advisor. In this reporting year, 5 students traveled with Professor Garrison to Pawnee, OK and worked with the Pawnee Nation during spring break to gain an in depth understanding of Native American culture.

Professor Garrison continued as advisor of Big Blue Backpacks in collaboration with Dennis Lab School and the Good Samaritan Inn and worked actively with students to successfully feed 80 students at Dennis School every weekend during the academic year.

Professor Garrison volunteered bi-monthly with students at the Oasis Day Center providing manicures to individuals within the program.

Professor Garrison continued her role on Council on Curriculum for the academic year through fall 2018 but was unable to continue in that role in spring 2019 due to overload courses that were taught for the Human Service major.

Professor Garrison and Professor Podeschi were the recipients of a research fellows grant working with 4 student research assistants focusing on the Point-in-Time homeless count and Housing Inventory shelter count. Both professors and students worked to

create a survey tool and process and subsequently, a data base that stored collected survey data and analyzed that data regarding the rate of homelessness in Macon County.

Professor Garrison works actively with community stakeholders addressing poverty and homelessness and co-wrote the grant that awarded the community an \$870,000 grant from the Department of Housing and Urban Development. Further, Professor Garrison continued her work with the Continuum of Care and was appointed to be a consultant on the 2019 HUD Competitive Application (Grant) to end homelessness and the community.

Professor Garrison continues her role as a clinical supervisor in the community at the local mental health center and privately for individuals seeking clinical licensure. Professor Garrison began 2 initiatives this past academic year including work with the farming community regarding mental health as well as piloting a program in the local library for social work services.

Professor Garrison continued her role as a Delegate Assembly member for the Social Work Association at the national level writing policy for the social work profession and was elected to the Illinois National Association of Social Workers Board of Directors as the East Central District Chair. Professor Garrison is board member of Kennedy Forum Illinois and the Leadership Council and this year represented Millikin at the Annual Kennedy Forum in Chicago, IL and hosted four "On the Table" events in Decatur (Decatur Public Library, Baum School (2) and Millikin University) on May 14, 2019 in an effort to discuss mental health and eliminate stigma. Professor Garrison has continued her role as a board member for Youth Advocate as well as The Good Samaritan Inn which she is now Board President.

Professor Garrison continues to hold the highest practice credential in the Social Work field which is a License in Clinical Social Work or LCSW, and has been awarded through employment experience and national testing the highest national membership status in the National Association of Social Workers which is the ACSW. Please refer to Professor Garrison's attached vita for fields of expertise and areas of publication/research interests.

HUMAN SERVICE LEARNING SEQUENCE

Each required course taught in the major sequence will have learning goal content mastery outcome indicators included in the course syllabus. Content to assist with learning goal mastery will be provided in each major course taught. Courses are grouped into the categories of Foundation Content, Methods Content, and Application Course assignments, presentations, examinations, papers, and performance learning opportunities support the learning and mastery of learning goal content.

Students are advised on an ongoing basis throughout the academic year. For advising, the content of these meetings vary and are individually based to address specific student need. Professor Garrison advised ALL human service majors over the past academic year providing career counseling, graduate school selection/application

assistance in addition to traditional academic counseling and personal professional growth and development information.

ASSESSMENT METHOD

An ongoing filing system of course major sequence syllabi which includes assignments and identified exams will be maintained in the Behavioral Science office. These files will be organized by academic semester and classes taught. The documents will reflect the ongoing focus in course content and that faculty has on learning goals and the measurement process for the students.

In the Capstone Internship class, a series of evaluations have been developed and completed by the Millikin faculty, the internship site supervisor(s) and the students themselves will provide content to support and identify the level of goal mastery at the completion of this major course of study.

Assessment of course work maintained will take place utilizing the human service assessment rubric including foundation courses, methods courses and applied practice courses. The rubric includes green, yellow and red guidelines for each course and will be assessed based on human service learning goals.

Assessment Data and Results

Attached to this report are the data from the capstone site supervisor evaluation including responses to the evaluation of their skills and content mastery of 26 students for the academic year.

Improvement Plans

After a thorough faculty search during fall 2018 and spring 2019, a new faculty member has been hired and will begin in a tenured Assistant Professor role August 2019. Assistant Professor Emily Lux comes to Millikin as a recent Ph.D. graduate from the UIUC School of Social Work. Millikin and Professor Garrison, in particular, are eager to have Professor Lux join the faculty ranks. Once Professor Lux completes her first year at MU and begins to gain an understanding of the university, major and our students, both she and Professor Garrison will begin to evaluate the Human Service major curriculum for improvements, assess the need for a Bachelor of Social Work program as well as update and improve the overall assessment process of the major.

As a major, a very high level of rigor is expected and the provision and support of students is provided for best preparation necessary for professional success.

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- + Curriculum Map for Human Service Courses
- + Capstone/Advanced Internship Site Supervisor evaluation tool with outcome data included
- + Vitae: Professor Mary Garrison, LCSW, ACSW

