



Northampton Community College

Social Work

Associate in Arts

PROGRAM AUDIT

2013 - 2018

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Professor
Social Work and Sociology**

Humanities and Social Sciences Division

April 2019

Program Purpose

Program Narrative from NCC Catalogue

Social Work Associate Degree

Are you the type of person who likes to help people? Do you value social justice and giving a voice to those who are oppressed and vulnerable? Do you value the dignity and worth of each person? Do you enjoy listening to others? Social workers help people cope with challenges in their lives and help make systems in our society stronger. Northampton Community College's Social Work program prepares students to develop a foundation of knowledge and values empowering you to make a difference in people's lives and in our communities. Social work is a dynamic, diverse, versatile, action-oriented profession with many opportunities to work in a variety of settings to create change. Our mission is to enhance human well-being both on an individual basis and in our society. Students may get involved in the Social Work Club and other campus activities. Service-learning opportunities are available. In addition, students may attend conferences and international trips.

This two-year program awards an Associate in Arts degree and is available partially online. Students can enroll in the program at both our Monroe and Bethlehem campuses. Starting your social work studies at NCC also saves you money.

After graduation from a Bachelor in Social Work degree program (BSW), you may seek professional employment in one of the many social and community agencies locally and beyond or choose to enter a graduate program in social work (MSW). You may then become a licensed social worker.

The Associate in Arts degree in Social Work was initiated in 1993 to provide students who wished to explore the field of social work, or who intended to become social workers, the first two years of their education. The program exists to provide the first 2 foundation years of liberal arts coursework. Upon successful completion of the program, students will be ready to transfer to pre-professional programs at schools offering baccalaureate degrees in social work or human services. Courses in sociology, psychology, biology, philosophy, history, statistics, and English compliment knowledge gained about the history and theory of social welfare and social work practice.

Since 1993, students have taken advantage of the NCC program providing them an excellent beginning in the profession. According to the US Department of Labor, "overall employment of social workers is projected to grow 16 percent from 2016 to 2026, much faster than the average for all occupations. Employment growth will be driven by increased demand for healthcare and social services, but will vary by specialization".

The versatility of the profession allows students to explore their interests in a variety of settings and work areas ranging from direct practice to policy development.

The Northampton program articulates well to baccalaureate Social Work programs locally including Cedar Crest College, East Stroudsburg University, Kutztown University and Marywood University.

Upon graduating from NCC, students may also find entry-level employment in the human services field but they may not use the title of social worker until they have earned a minimum of a BSW degree.

Curriculum

The curriculum of 63 credits was designed to meet the requirements of the Council on Social Work Education (CSWE) that accredits BSW and MSW programs. The CSWE requirements expect a heavy emphasis on liberal

arts subjects in the first two years of the BSW, leaving specific social work field training and education to the junior and senior years. The Northampton curriculum complies with the CSWE requirements.

The curriculum remained the same from the inception of the program in 1993 through spring semester 2008. Updates were made and took effect during the 2008-2009 academic year. These updates were based on meeting with Program Directors from local schools of social work to make sure the courses students were taking at NCC would be in alignment with the requirements of the transfer schools. As a result, instead of offering students 18 elective credits, the curriculum changed with a more directed prescription of courses. Six (6) credits of elective courses remain part of the curriculum providing students with options maximizing transfer to baccalaureate colleges of their choice. Electives are chosen based upon the transfer schools requirements since not all schools require the exact same courses.

Beginning with the 2013-2014 academic year, the curriculum was again changed to be in compliance with the PA Department of Education Transfer and Articulation Oversight Committee (TAOC). By being in compliance, this will assure students who successfully complete the AA degree at NCC they can transfer the full degree into a parallel BSW program at another participating college or university and will be granted full junior status. The change of courses is also valid for other schools of social work. The changes include adding a literature elective course and the removal of Art History, Introduction to Music or Introduction to Theatre. The sequence of courses was also updated.

In 2017-2018, program mapping provided more detail for social work students concerning courses. The program map was updated showing specific availability of course offerings in Bethlehem, Monroe and online so students could plan their semesters accordingly.

Program Outcomes:

The outcomes were updated spring 2013 and remain the same during this audit period. The outcomes are consistent with social work curriculum and the CSWE focus for students to develop a set of competencies needed to be a social worker.

- Explain the knowledge, values, skills and core competencies of the social work profession at the introductory level.
- Demonstrate knowledge and values of culturally competent social work promoting the strengths and well being of a diverse society.
- Demonstrate the ability to think critically using a liberal arts foundation to articulate problems and solutions orally and in written communication.
- Demonstrate comprehension of the structure and complexities of societal systems and how they affect the person in his or her environment.

The Introduction to Social Work course is offered during fall and spring semesters in Bethlehem and fall, spring and summer semesters online. Fall 2018, the course was offered at Monroe since it has always been recommended to take in the first semester. This was a change since it was offered at Monroe only in the spring semester. This aligns with the program map.

On campus sections provide a service-learning opportunity for students. Online sections provide either a service project or interviewing a social worker option. This course offers students an overview of the profession of social work, generalist practice and affords them the opportunity to begin to develop the knowledge, values, skills and core competencies needed to become a social worker. While this is the only social work course, it is complemented by several sociology and psychology courses to give the student a foundation in human behavior and the impact of the social environment.

Learning & Assessment

The Introduction to Social Work course outline remained the same from 2008- spring of 2014. The course outline was revised fall 2013 with implementation beginning during fall semester 2014. It was revised again, fall 2018 with minor updates. Syllabi from local schools were also reviewed to make sure there is alignment. The current textbook was changed in the fall 2014 and the updated versions continue to be used. Course assessments are tweaked each semester based upon student feedback from the evaluations and in class discussions. This ensures the integrity of course material whether a student takes it on campus or online to provide for smooth transfer to BSW programs. The student learning outcomes for the Introduction to Social Work course are in alignment with the Social Work program outcomes.

Below follows a curriculum map of the social work course and the main related courses in the program during the years covered in this audit. This map continues to be revised and tweaked. The program level outcomes were all either introduced or reinforced in the course work since students are beginning to develop their knowledge, values, skills and competencies.

A major change occurred with the addition of BIO 130, a human anatomy and physiology course designed for non-science majors. This was a welcome option for social work students who were overwhelmed with the BIO 160 course. Introduction to Computers was also added to be in compliance with NCC requirements. Students have 1 elective that could be strategically chosen depending on the transfer school requirements.

While the Social Work Program had mostly a prescribed series of courses, the new GPS program led to the development of a program map for students. This provided even more direction to lead them on a clear pathway to become a social worker. With more BSW programs requiring a social work course, Human Behavior and the Social Environment, I contacted the various Program Directors during the summer of 2018 at the schools we have articulation agreements with for transfer. There was overwhelming support for offering this course at NCC. This new course will be offered during the 2019-2020 academic year for the first time. This will provide students at NCC with 2 social work specific courses.

Curricular Alignment

Division: HSS

Program: Social Work

Date of Last Review: Fall 2018

Program Learning Outcomes and Curriculum Matrix

Introduce = I; Reinforce = R; Emphasize Mastery= M

Outcome	COLS 101	SCWK 101	SOCA 103	SOCA 105	SOCA 125(G)	CMTH 102	BIOS 105	ENGL 101	CISC 101	BIOS 130
Explain the knowledge, values, skills and core competencies of the social work profession at the introductory level.		I, R								
Demonstrate knowledge and values of culturally competent social work promoting the strengths and well-being of a diverse society.		I, R	I, R	I, R	I, R					
Demonstrate the ability to think critically using a liberal arts foundation to articulate problems and solutions orally and in written communication.	I	I	I, R	I, R	I, R	I	I	I, R	I	I, R
Demonstrate comprehension of the structure and complexities of societal systems and how they affect the person in his or her environment.		I	I, R	I, R	I, R					

Outcome	ENGL 151L	PSYC 103	MATH 150	POLS 110	SOCA 102	HIST 163	PSYC 258	PHIL 202(G)	SOCA 204	ENGL 2__	Elective
Explain the knowledge, values, skills and core competencies of the social work profession at the introductory level.											
Demonstrate knowledge and values of culturally competent social work promoting the strengths and well-being of a diverse society.					I, R		I, R		I, R		
Demonstrate the ability to think critically using a liberal arts foundation to articulate problems and solutions orally and in written communication.	I, R	I, R	I, R	I, R	I, R	I, R	I, R	I, R	I, R	R	
Demonstrate comprehension of the structure and complexities of societal systems and how they affect the person in his or her environment.		I, R		I, R	I, R	I, R			I, R		

Division: HSS

Program: Social Work

Program Learning Outcome Assessed: Describe the knowledge, values, skills and competencies necessary for beginning-level generalist practice.

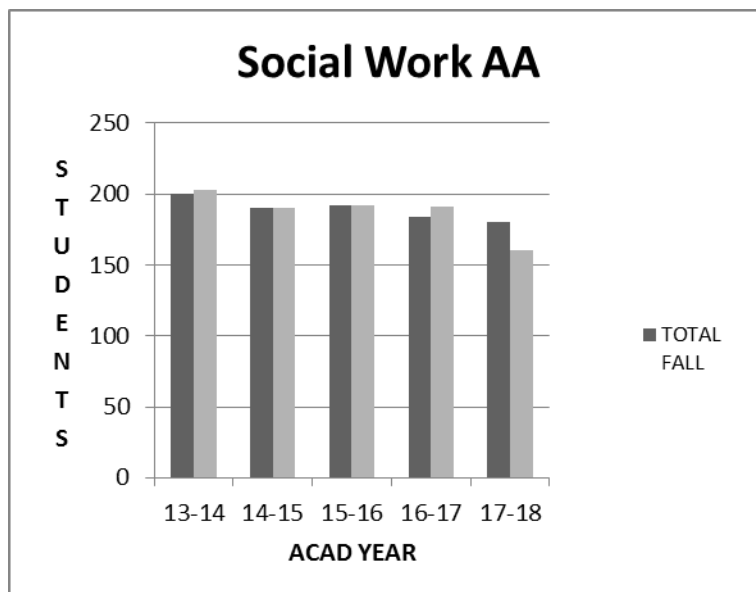
Expected Outcome: 75% will score a C or higher on the final exam

Assessment Method	Results	Recommendations/Action Plan/Follow Up
Generalist Critical Thinking Assignment	See addendum B	See addendum B

Please see (Appendix B) for assessment details and outcomes.

Enrollment

Social Work AA SWKD		TOTAL ENROLLMENT				
	ACAD YR	13-14	14-15	15-16	16-17	17-18
FALL						
FULL-TIME		94	84	84	88	91
PART-TIME		106	106	108	96	89
TOTAL FALL		200	190	192	184	180
SPRING						
FULL-TIME		93	85	95	72	74
PART-TIME		110	105	97	119	86
TOTAL SPRING		203	190	192	191	160



Overall, the Social Work Program has maintained steady figures with a dip in numbers last year. This may be due to the overall numbers of students at NCC and to the change in directing students into a career path when they start NCC. Students of all ages and ethnicities are attracted to this program. For some non-traditional students, this is either a change of career or something they have always wanted to do and are now able to take classes. Students who have had challenging life experiences also want to “give back” and help others and make the world a better place. Some students are directly out of high school and some have been in the work force. Many students hold part time jobs while attending school and also juggle family responsibilities. Students hear about the program from visiting the NCC website, exploring career opportunities in high school, taking career tests or realizing they want to help people and they find their way to social work by talking with people in the field, their families, NCC advisors, etc. Students have the choice to take all courses for the program on campus in Bethlehem and/or Monroe. The majority of the curriculum is also offered online. Enrollment in Bethlehem tends to be most robust as well as online learning. Monroe numbers are smaller due to the number of students at the Monroe campus. (See Appendix B)

Program Cost & Income

The Social Work Program remains a cost-effective program for the college ranking as 80 out of 132 programs in fiscal year 2018. Most recently in 2018, the FTE income for a Social Work student was \$7472 while the cost was only \$6590. This is significantly less money than the college average per student of \$7,075. Income continues to be higher than expenses indicating this program is financially solvent.

ACADEMIC AUDIT FINANCIAL DATA					
2017-18					
Social Work					
	FY2018	FY2017	FY2016	FY2015	FY2014
Program Income					
Tuition	687,912	717,058	742,342	688,936	697,711
Local Reimb	114,156	117,649	119,211	111,819	112,414
Operating Reimb	260,654	270,591	217,225	193,663	197,880
Stipend Reimb			171,007	163,515	128,671
Total Income	1,062,722	1,105,298	1,249,785	1,157,933	1,136,676
Program Costs					
Direct Costs	446,510	457,830	458,394	433,016	439,296
Indirect Costs	490,726	482,876	488,014	454,685	434,926
Total Costs	937,236	940,706	946,408	887,701	874,221
FTE	142.23	151.77	159.22	154.02	162.45
Income per FTE	7,472	7,283	7,850	7,518	6,997
Cost per FTE	6,590	6,198	5,944	5,764	5,382
Inst Avg Cost per FTE	7,075	6,703	6,416	6,144	5,730
Rank	80 of 132	89 of 132	87 of 129	75 of 119	75 of 122

Staffing

I teach the Introduction to Social Work course (SCWK 101) at Bethlehem, Monroe and Online. I also teach sociology courses since they are significant parts of the curriculum. Currently, I am the only faculty member teaching the Introduction to Social Work course. In addition, I am the Social Work Program Coordinator. Responsibilities include: ensuring the currency of program curriculum in all modalities and all locations, ensuring curricular alignment of program learning objectives and the Gen Ed core outcomes, providing leadership for the program and serve as point person for the program, promoting the program on and off campus, reviewing student waivers, performing discipline-related environmental scans to inform curriculum including but not limited to analysis of the field, articulation agreements, changes in transfer school's requirements and submitting an annual report to the Dean summarizing the programmatic work and activities related to the program coordinator role.

The full time faculty in social work/ sociology includes a well-credentialed and diverse group:

Faculty	Degrees	Location
Hope Horowitz Social Work and Sociology Tenured	M.S.W. -University of Michigan; LSW-State of PA	Bethlehem, Monroe campuses and online
Ronit Shemtov- Sociology Tenured	Ph.D. -Sociology- University of Connecticut	Bethlehem
Erin Reilly- Sociology/Anthropology Tenured	M.A. -Sociology-Lehigh University	Bethlehem and online
Andrew McIntosh Sociology Tenured	M.A. -Sociology-Lehigh University	Monroe

In addition, adjunct faculty members are responsible for teaching sections of Principles of Sociology and Social Problems. Full time faculty provide instruction for all sections of Sociology of Families and American Ethnicity.

Campus/On Line Adjunct Faculty during this audit period:

Amy Hale	M.A., University of California; B.A., University of California- online
Susan Cirello	M.S.W. Fordham University- online
Debra Wetcher-Hendricks	Ph.D., Lehigh University-online
Stuart Horowitz	M.S.W. Marywood University-on campus/online
Michael Jan-Johnson	Ph.D., Capella University-online
Gisela Leck	M.A., University of Minnesota-online
Sandra Stahl	M.A. Social Relations, Lehigh University-online
Wanda Wyffels	M.A., Temple University-online

Program Outcomes for Graduates

An emphasis on graduating with the AA degree in Social Work has shown growth in the number of graduates. The number of graduates has remained steady over the past several years. The numbers show that the majority of students have transferred to other institutions most likely to obtain a BSW degree. This is what is taught in the Introduction to Social Work course; in order to become a social worker, one must have a minimum of a BSW degree. It is very positive that the numbers reflect the majority of students going to the next level of

education. This reflects positively on the program students experience at NCC. The most popular transfer institutions for students include Cedar Crest College, Kutztown University, and East Stroudsburg University.

Social Work	Aug. '12	Aug. '13	Aug. '14	Aug. '15	Aug. '16	Aug. '17
	Dec. '12	Dec. '13	Dec. '14	Dec. '15	Dec. '16	Dec. '17
	May '13	May '14	May '15	May '16	May '17	May '18
# of Graduates	34	48	39	38	42	
employed	11	3	2	4	10	
job hunting	2	3	2	1	1	
continuing ed.	18	35	29	25	28	
other	3	7	6	8	3	
Employed Graduates	11	3	2	4	10	
Additional Data Not Avail.	—	—	—	—	—	—
related	3	1	1	1	5	
unrelated	0	0	0	1	0	
unrelated by choice	8	2	1	2	5	
Median starting salary (if >2 reported)	—	—	—	—	\$12.38	—

Alumni Survey/Current Student Survey

I spoke with Dorothy Schramm (February 11, 2019), Director of Institutional Effectiveness, and determined there is no data available in this category.

Discussion & Conclusions

Since the program's inception, it has continued to attract a large number of diverse students. By adding a full time faculty member in 2007, the social work program has seen steady, significant growth. The program design provides the strong liberal arts foundation needed for transfer to 4 year schools while engaging students in a variety of helping activities including an active Social Work Club, Service Trips, International experiences, and Service-Learning experiences. Social work students have participated in a service trip to Ecuador, June 2014, a trip to Israel, June 2016 and a Social Work Mentor trip to Finland will occur June 2019. Each year, NCC students participate in the NASW Legislative Education and Advocacy Day in Harrisburg. We travel by bus with BSW students from Cedar Crest College and MSW students from Marywood University. Students have helped pack Senior Boxes at Second Harvest Food Bank and collected needed items for agencies such as Safe Harbor, Street2Feet, Pleasant Valley Ecumenical Network, assisted those coming to the Lehigh Valley from Puerto Rico after the Hurricane struck, etc. The Social Work Club has also partnered with various programs and other groups at NCC to support drug and alcohol awareness programs, the NCC Peace Conference, etc.

Transfer agreements are in place with Cedar Crest College, East Stroudsburg University, Kutztown University and Marywood University. Discussions are in process with Misericordia University and LaSalle University.

I have also worked with the Marketing Department to provide more accurate information on the NCC website. This is still a work in progress.

I also met with Mark Henry to discuss my involvement in determining students I will advise and having a stronger plan for making sure students get appropriate advising. This is still a work in progress.

I also provided MSW level supervision serving as a field instructor for Erin Ward and Aliyah Kenyatta during this audit time period.

Conclusions

The social work program at NCC is robust and delivers a strong, solid academic base for students interested in becoming social workers. Academics are complimented by social work experiences, getting involved in the community and helping others. Students who transfer, report feeling well prepared by their experiences at NCC and are ready for the next level of learning

1. The Social Work program remains in a strong position both from enrollment and fiscal perspectives and continues to hold steady with numbers.
2. The curriculum of the Social Work program continues to be updated to ensure students a smooth transfer to BSW programs.
3. An assessment project was completed during the spring 2016.
4. Opportunities for service-learning locally, nationally and globally are part of the social work program.
5. Continue to maintain relationships with schools of social work and foster new relationships for potential articulation agreements.
6. Continue to examine ways to provide stronger advising for ALL social work students. A model to use might be to **assign a specific cadre of social work “only” advisors**. These would be the people all social work students would be referred to for information. I would be able to train this group on the most current information about social work and transferring.
7. Provide a budget for the Social Work Program. Provide funds **each year** to be a **sponsor of the NASW Fall conference as an “honorable mention”**. This would include a table to display NCC information and a ¼ page ad. **\$550.00** – Honorable Mention (NON-PROFIT) plus QUARTER page advertisement. In addition, provide funds for marketing the program with the following:
Choices: Careers in Social Work Pamphlet-\$125 for 20 copies
\$625 for 100 copies
NASW Code of Ethics- new edition- \$125 for 40 copies
\$375 for 120 copies
NASW Pens- Graphic Stylus Pens- \$1.59 each
125 pens for \$198.75+ \$19.88 shipping= \$218.63
Social Worker Buttons- Sold in package of 10 buttons- \$7.99-
200 buttons- 20 packages-\$7.99= \$159.80 + \$15.98 shipping= \$175.78
NCC Social Work Buttons to be designed from Affordable Buttons- 500 buttons- \$300
\$300.00 for giveaways at Open Houses, etc.

In addition, provide **yearly travel or conference funding** for social work trips for Social Work Program Coordinator.

Appendices

- Appendix A Catalogue Course Pages
- Appendix B Assessment Report
- Appendix C Social Work Program Outcomes

Appendix A Catalogue Course Pages

First Semester		
COLS101	College Success	1 credits
BIOS105	Contemporary Biology	4 credits
CISC101	Introduction to Computers	3 credits
ENGL101	English I	3 credits
SCWK101	Introduction to Social Work	3 credits
SOCA103	Principles of Sociology	3 credits
	Total:	17
Second Semester		
BIOS130	Basics of Human Anatomy and Physiology	4 credits
CMTH102	Introduction to Communication	3 credits
PSYC103	Introduction to Psychology	3 credits
ENGL151L	English II	3 credits
SOCA125	Sociology of Families	3 credits
	Total:	16
Third Semester		
ENGL2__G	Literature Elective	3 credits
MATH150	Introductory Statistics	3 credits
POLS110	American National Government	3 credits
SOCA105	American Ethnicity	3 credits
SOCA204	Social Problems	3 credits
	Total:	15
Fourth Semester		
HIST163	American History II	3 credits
PHIL202	Ethics & Moral Problems	3 credits
PSYC258	Developmental Psychology	3 credits
	Elective	3 credits
SOCA102	Cultural Anthropology	3 credits
	Total:	15
	Total Credits:	63

- Students may complete BIOS160 in place of BIOS130.
- Either PHIL202 or SOCA125 should be taken as Writing-Intensive (noted with G).
- The Literature Elective will satisfy one Writing Intensive (WI) requirement.
- Completion of SOCA102 will satisfy the Diversity & Global Awareness (D) requirement.
- Students should consult their advisor and pick the Elective based on the Social Work program at the college to which they will transfer.

Appendix B... Assessment Project

Dates:
Conducted
Spring 2016

TITLE: Introduction to Social Work

Person Assessing: Hope Horowitz, LSW

Learning Outcome Assessed: Describe the knowledge, values, skills and competencies necessary for beginning-level generalist practice.

Expected Level of Achievement: 75% will score a C or higher on the generalist critical thinking assignment

Purpose: When students transfer to BSW programs, they will be expected to arrive with an introductory level of knowledge of the social work profession. Students need at least a grade of C to transfer the Introduction to Social Work course. It is important for students to understand the concepts, philosophy and unique viewpoint used by the profession. The generalist model guides social workers to be well trained professionals who use theory, evidence-based practice, critical thinking and problem-solving skills.

Results:

COURSE section	A Excellent	B Good	C Acceptable	C-/D Poor	F Unacceptable	Total # of Students
01 Bethlehem	14	5	5	1	4	29
50 Monroe	10	5	0	1	2	18
WA Online	10	6	3	2	3	24
TOTALS	34	16	8	4	9	71

Assessment Method	Results	Recommendations/Action Plan
Generalist Model Critical Thinking Assignment	<p>58/71 or 81.69% of students achieved a grade of C or better and</p> <p>13/71 or 18.3% received either a C-, D or an F.</p> <p>(see chart above)</p> <p>Overall, the findings support the introductory information students are learning in the course. The program-learning outcome is being achieved by taking the Introduction to Social Work course. There continues to be room to improve and reach the students who achieved a C-, D or F grade. However, these students tend to be ones who do not show up to class on campus or do not participate online. The F grades tend to be for students who do not turn in assignments. Since this is a program that directs students to a professional path, some students may not be fit for this career direction.</p>	Continue with this assignment for all classes whether on campus or online.

Appendix C Social Work Program Outcomes Remain the Same

DIVISION: HSS **PROGRAM:** Social Work **Submitted By:** Hope Horowitz, LSW

CLUSTER APPROVAL DATE: Program level outcomes were approved Spring 2013 and remain the same

Program Level Outcomes	
1.	Explain the knowledge, values, skills and core competencies of the social work profession at the introductory level
2.	Demonstrate knowledge and values of culturally competent social work promoting the strengths and well-being of a diverse society.
3.	Demonstrate the ability to think critically using a liberal arts foundation to articulate problems and solutions orally and in written communication.
4.	Demonstrate comprehension of the structure and complexities of societal systems and how they affect the person in his or her environment.