March 12, 2021

TO: Erika Lacro, Vice President
    University of Hawaiʻi Community College System

VIA: Joni Onishi, Vice Chancellor for Academic Affairs
    Hawaiʻi Community College

       Keala Chock, Dean
       Honolulu Community College- Communication & Services Division

FROM: Human Services/Substance Abuse and Counseling/Community Health Worker Working Group

SUBJECT: Recommendations for Human Services (HSER) and Substance Abuse Counseling (SUBS) and Community Health Worker (CHW) Programs

BACKGROUND:
Cross-campus discussions about academic programs will build upon ongoing campus discussions regarding repositioning UH and the budget. The following objectives have been identified to support Phase 1 and 2 Outcomes.

1. To offer facilitation for faculty of related program areas and across campuses to review academic programs, offer potential solutions and prioritize potential solutions in response to VP Erika Lacro’s 10/12 memo.

2. To support development of faculty recommendations for repositioning UHCC academic programs for FY22 and beyond (in time to prepare for planning that may require curricular changes that need to be approved in the fall).

3. Based on feedback received to the December 11, 2020 Organizational and Resource Planning memo, including through VPCC Lacro’s January 2021 campus meetings conducted so far, VPCC Lacro is directing UHCC to move forward to achieve the UHCC Organizational and Resource Planning objectives and priorities. Campuses and work groups should continue (or begin) to evaluate options, plan for implementation, and take action, as appropriate. Campuses and work groups should submit plans and recommendations to VPCC Lacro by March 12, 2021.

PLANNING PROCESS:
The cross campus working group utilized a variety of resources to solicit and discuss faculty feedback from six University of Hawaiʻi Community College campuses that offer HSER, SUBS, and/or CHW. Faculty participants were identified by their respective campus administrators and included as part of the discussion. The recommendations represent the overall sentiment of the cross campus working group and will serve as a critical working document to allow for sustained discussions at the campus and system level. There will be no quick fix to the unprecedented financial challenges the University of Hawaiʻi System is facing as a result of Covid-19, and some of the recommendations included will take time to implement, however, the group is committed to ensuring all HSER, SUBS, and CHW programs remain vibrant and resilient for all students and the future economic needs in the State of Hawaiʻi.
The cross campus working group convened on February 26, 2021 to discuss specific guiding questions outlined in VPCC Lacro’s Memo #3 and continued its discussion on March 5, 2021 to review the UHCC Curriculum Sharing Models document. Various recommendations have been identified and prioritized.

Faculty participants are highly encouraged to continue working with their respective campus leadership teams to ensure the information and recommendations from this working group are openly communicated and thoroughly discussed.

**RECOMMENDATIONS:**
The following recommendations have been identified through the above mentioned processes and ranked in order of priority.

**Recommendation: Adopt the Shared Courses (Collaborative scheduling among campuses) curriculum sharing model.**

Each island and its communities have its unique socio-economic challenges so it is important for students to remain at their home campus where practical content and learning experiences can be offered. Communication, collaboration, active listening, cultural sensitivity, interpersonal skills, rapport-building, client/family-centered care, interviewing, as well as substance use disorder (SUD), human services (HSER) and community health worker (CHW) specific education are the highest demand skills needed to work in the respective fields. Place-based knowledge of local resources is also critical. These skills are best learned in a local setting. To adopt this model, the following recommendations must be executed.

**Recommendation: Update program articulation agreements and curricula.**

To ensure each campus continues to provide strong foundations to prepare graduates for the workforce, all curricula and cross campus alignment agreement efforts must be clearly organized and consistently managed. To adopt the Shared Course model, alignment of courses and degree is vital for consistency and transparency – alphas (HSER/SUBS/CHW), course number, course titles, credits, schedule types, learning outcomes, potential designations, etc. Certificates offered must be relevant to community needs. Most of this has already been completed due to the ongoing PCC meetings that have taken place over the past two years. A couple of programs have to catch up with creating the curriculum changes or the program modifications are in the pipeline now.

**Recommendation: Expand online course delivery to grow programs, become more efficient with personnel and resources to meet current and emerging needs.**

As noted in President Lassner’s Budget Policy Framework, “UH must offer more of the programs employers and students need in more flexible formats (online, hybrid, evening/weekend) across the state so that those who have become unemployed, underemployed or unfulfilled can seize the opportunity to obtain the education and training they need for career advancement and change.” Collectively the seven community colleges will leverage the range of opportunities in the field of human services, substance abuse counseling, and community health worker including the ability to transfer to a four-year institution.

Core courses such as HSER 110, 140, 245, 248, 194, 294, 295 will be offered on most of the home campuses.
Recommendation: Establish Cross Campus Course Scheduling Process and Improvements to STAR GPS System to allow students to view articulated courses being offered at multiple campuses.

Additional efforts are needed to effectively organize UHCC System-wide course scheduling efforts to ensure all campuses are strategically offering courses in a variety of formats to meet the changing demands of employers and students.

Recommendation: Coordinate online course offerings for statewide access.
Sharing of courses among all the community colleges will help to eliminate low-enrolled sections.

Recommendation: Initiate Discussions with 4yr Institutions
The associates degrees could have enhanced value if it is designed to pathway to UH and other 4-year institutions. There needs to be a stronger statewide and campus specific marketing plan to advertise the various certificates that students may take with their elective options and that support their career interests. Many students learn far too late into their liberal arts study that they could have secured a certificate along with their AA degree. Some employers require a bachelor level degree for employment. If possible, reorganize the certificates/degrees as a transfer program.

Recommendation: Program Coordinating Councils (PCC) will continue to meet
Continuous dialogue among the campuses is crucial to validate that the programs are meeting the needs of our communities and industry; i.e. review program/course alignments, assure cross-campus scheduling of courses is meeting the needs of all students, and review industry demands. The group should expand to include Windward Community College’s Psycho-Social Developmental Studies Academic Subject Certificate as the program’s description indicates course work that provides pre-professional training for students planning careers in Human Services fields.

We would like to acknowledge and thank the following faculty members for their participation.

Sandra Claveria, Hawai‘iCC
Hillary Hacker, Kapi‘olaniCC
Gwen Williams, LeewardCC
Elliott Higa, HonoluluCC
Lucy Jones, Hawai‘iCC
Selene LeGare, UH Maui College
Timothy Schlather, UH Maui College
Trina Nahm-Mijo, Hawai‘iCC
Sharon Ota, HonoluluCC
Claudia Wilcox-Boucher, Hawai‘iCC