



MINUTES FROM HUMAN SERVICES ADVISORY COMMITTEE MEETING

April 17, 2019

Attendance: Kathy Herrington, Program Director; Darcey Ferrell, WVNCC faculty; Joyce Britt, WVNCC faculty; R.J. Canter, WVNCC faculty; Dr. Warren Galbreath, Ohio University Eastern; Jason Melagari, Youth Services Systems (YSS), Inc.; Terry Stemple Kiser, Healthways, Inc.; Kerry Sneddon, Director, Miracles Blossom Addiction treatment facility (Healthways, Inc); Dr. Sylvia Sneften, Director, BSW program, WLU; VPAA, WVNCC

Regrets: Terry McCormick, St. John's Home for Children; Mark Games, Northwood Health Systems; Rhonda Hayes

The meeting began at approximately 11:40 a.m. with introductions.

Updates (K. Herrington)

- Discussed declining # of graduates in our technical AAS program; more students seem to prefer "2+2" agreements in Psychology and Social Work (minimum of bachelor's degree needed for certain positions decent wages. Some members thought "2+2" was misleading and preferred another term. Discussed changing to "A (Associate's) to B (Bachelor's), and committee members supported this idea.
- Enrollment data that was included in members' packets indicates that enrollment from Spring 2018 to Fall of 2018 shows that there were 159 students enrolled in Human Services or one of the related transfer programs in psychology or social work, with the highest being the Pre-psychology w/social work minor with WLU (57); the Associate in Arts, psychology concentration (46); and the Human Services, AAS (35), with 17 graduates in the same year. Unfortunately, only 4 were actual Human Services AAS graduates.
- Discussed whether the 2 year AAS program is still of value to the community. Ms. Kiser said that Healthways is discussing changing their salary structure to give individuals who have an Associate degree a higher starting salary rate than the high school graduate since are better prepared, need less training, and are already committed to the field. Mr. Melegari said that YSS also prefers applicants with an Associate degree but it doesn't necessarily affect entry-level salary. Both mentioned the lack of writing skills among entry-level employees and a discussion ensued regarding how to change that. WVNCC faculty reported that they are going to implement additional writing assignments, including research papers, for students in their human services and psychology classes in hopes that this will help. At OUE, they are trying to embed more writing assignments in each course. Bethany apparently has a writing class as part of their curriculum and we discussed whether adding ENG 115 (Technical Writing) would be beneficial.
- There are also some "software" packages available that set up templates for documentation to be done online, which automatically bring the treatment plan goals and objectives over to the new forms and then staff can type in their documentation of service

- K. Sneddon reported that individuals working in the field of addictions who are solidly in recovery may be employable as a peer recovery support specialist (PRSS), and there are other positions needed for individuals with a 2 year degree and experience under Certified Addictions Counselor (CAC) requirements. For example, Recovery Coaches must take 25 CEU's every two years and send certification requirements to the state; there is also national training available on line which is approximately \$150.
- Conclusion: Consensus is that there is still a need for the AAS degree, which provides student interns and qualified paraprofessionals to agencies in this area. Both Dr. Galbreath and Dr. Sneften stated that WVNCC students coming out of our Associate degree programs seem better prepared than some of their bachelor level students, although math and writing skills are still a problem. . Perhaps the internship and technical classes provide our students with more applicable skills and knowledge that Bachelor's level students don't get until they are juniors or seniors.
- Discussion re: background checks and when students should complete them. T. McCormick said they're now all being done through "WV Cares"; results are usually available much faster than in the past. Cost approximately \$55 (if DMV check also needed, it is available for \$20 more). K. Herrington reported that one agency that interviewed an intern told the intern they would have to get their own background check done, or have it done through WVNCC, but the student cannot do that without a "sponsoring" agency. K. Herrington reported that she checked into it and if WVNCC becomes a sponsoring agency, the agency taking an intern would still have to pay \$20 to access the background check. Most of the time agencies pay for employees or interns, and some agencies do not do background checks as long as the intern/student isn't alone with clients. Dr. Sneften said that some agencies require federal checks and when the government was shut down, they couldn't get them back.
- Dr. Galbreath said he was not doing background checks but students at OUE understood that they have to have them completed before they can do their internships or be employable. Applications to BSW program asks if they have ever been convicted of a felony. K. Herrington has drafted a statement which we will start distributing to students in the early human services classes which makes it clear that certain types of criminal history will make someone ineligible for an internship or a job in the field so they are aware at the beginning of the program that they may not be employable and may have to switch their major (attached).
- Last year we discussed whether students can do "observation" hours or "tours" of agencies prior to internship. Consensus was its possible w/out a comprehensive background check if students aren't alone w/ clients, especially children but this may be difficult to implement and monitor so we are not pursuing that idea at this point.
- Discussed the tuition program implemented by Northwood Health Systems, whereby students who work for NHS for two years may be eligible for tuition assistance toward BA, BS, or BSW; Mr. Games reported to K. Herrington last week that he has had virtually no one take advantage of this program and they are discussing how to proceed.

- Mr. Melegari said that YSS will offer student loan forgiveness in lieu of higher wages, but most employees seem to prefer the higher wages
- Dr. Galbreath has been working with K. Herrington to develop an “Associate to Bachelor’s” articulation between WVNCC and OUE in social work. K. Herrington will make final revisions on a curriculum layout for an articulation and send back to Dr. Galbreath to see if he can have it approved at their end; then we will bring it to our curriculum committee next year to implement for the 2020-21 cycle.
- T. Kiser asked if WVNCC still offers “community education” classes and if we could design some classes for her employees who need human services training and only have a high school diploma. K. Herrington reported that WVNCC now focuses more on “continuing education”, but we may be able to develop some short-term classes and take them to the agency. She will talk with Kerri Mulhern and Larry Tackett, who are in charge of the “workforce development” areas.
- Discussion regarding the shortage of licensed social workers in WV – Dr. Sneften reported that she has talked to a legislator about whether considering some kind of “certification” before licensure would be a good idea. D. Ferrell mentioned the need for “social work aides”, and how some people can get licensed through working for DHHR – but it just licenses them for employment there – they can’t take that license anywhere else. T. Kiser brought up a good point about how difficult it would be to standardize and monitor different levels of “certification”. K. Herrington mentioned WV STARS (state training and registry system) used for Early childhood professionals, which designates different levels based on training and education and wondered if this might provide us with a starting point if we want to try to do different levels of certification for credentialing, salary, or job eligibility in social work/mental health/human services.
- Dr. Sneften told the group about West Liberty University’s new “Addictions Studies” minor, which involves 18 cr. Hrs. in psychology, diversity, criminal justice, substance abuse, and trauma informed practice, and for the social work practicum, which is 400 hours, if students are getting the minor, they are required to have at least 200 of those hours in addiction treatment. Some of our courses may transfer in to this minor.
- D. Ferrell and K. Herrington met with Dr. Sneften to discuss an articulation between WLU and WVNCC in social work, which will be finalized once WLU finishes changes to their general education core requirements. They may be removing the 2nd science core from her program and HPE. Dr. Sneften also told them about a scholarship for up to 4 juniors and seniors through a Child Welfare partnership grant. She also told us that Marshall and Concorde have MSW programs which are hybrid in nature and focus on clinical social work. She is also interested in speaking to students in our HS 100 or 210 classes about WLU’s program.
- J. Britt reported on the SCARSI (Students Caring about regional Social Issues) Club and its purpose and events this year:
 - Highlights social concerns and regulatory issues.
 - Meets once a month.



- Members pick a social topic every month and provide literature and resources listed.
- Everything placed on Bulletin Board located in the B&O, 3rd floor; upcoming events are also on the board.
- Fund raising activities (blanket drive for shelters, popcorn day proceeds went to homeless coalition and outreach program).
- Pinwheels placed on Wheeling campus annually to raise awareness of child abuse.
- Students encouraged to pick something they love, and volunteer.
- All of this leads to students staying involved in the community.

Meeting Adjourned at 1:30 p.m.

Submitted by,

Kathy Herrington, M.S., M.A., LSW, Professor
Program Director, Human Services
(304) 214-8872

kherrington@wncc.edu



HUMAN SERVICES/PSYCHOLOGY/SOCIAL WORK AND EARLY CHILDHOOD & EDUCATION PROGRAMS CRIMINAL BACKGROUND CHECK & DRUG TESTING

Students with a criminal record or who have issues with addiction should be aware that they may not be able to successfully pass a background check or mandatory drug test, which would make them ineligible to work at the vast majority of agencies who serve clients in the field of human services or education. Although the College can't technically require a student to pass a background check or drug test to take classes at WVNCC in an open enrollment program such as Human Services, Psychology, Social Work, Early childhood, or Education, it is possible that you could invest time and money in completing your studies at WVNCC and, at the end of the 2-3 years, you would not be able to get into an Internship or be able to secure gainful employment in the field. If we did not clarify this for you now, before you begin classes in those fields, it would be misleading you and would not be fair.

In short, any crime for which you have been convicted within the last 10 years (and for some offenses at any time in your past since the age of 18), may result in you not being eligible to work in human services/psychology/mental health/ or child care. Below is the specific information we provide students in Human Services regarding their background and which offenses generally make them ineligible to work in the field.

"Applicants may not be approved, employed, utilized, or considered if they:

- *Are under indictment or charged with any crime until the charges are resolved*
- *Are on probation or parole for a felony conviction*

Applicants will usually not be approved, employed, utilized, or considered if they have ever been convicted of any of the following:

- *Abduction*
- *Any violent felony crime including but not limited to rape, sexual assault, homicide, felonious assault, or felonious battery*
- *Assault or Battery*
- *Child/adult abuse or neglect*
- *Crimes which involve exploitation of a child or an incapacitated adult*
- *Domestic violence or spousal abuse*
- *Felony arson*
- *Felony or misdemeanor crime against a child or incapacitated adult which causes harm*
- *Felony drug related offenses within the last ten (10) years*
- *Felony DUI within the last ten (10) years*
- *Felony forgery*
- *Hate crimes*
- *Health Care or Insurance fraud*
- *Kidnapping*
- *Murder/homicide*
- *Neglect or abuse of a caregiver*
- *Pornography crimes involving children or incapacitated adults including but not limited to: use of minors in filming sexually explicit conduct, distribution and exhibition of material depicting minors in sexually explicit conduct or sending, distributing, exhibiting,*



possessing, displaying or transporting material by a parent, guardian or custodian, depicting a child engaged in sexually explicit conduct

- *Purchase or sale of a child*
- *Sexual offenses including but not limited to incest, sexual abuse, or indecent exposure"*

Source: Human Services Field Placement (Internship) Manual. (2018). .

Although it is your decision, if you have a criminal record for any of the above offenses, we would recommend that you consider another major if you want to pursue a course of study at WVNCC that can lead to gainful employment. If you need anything else or want to discuss this further, please contact me or one of the other faculty who teach in these programs.

Kathy Herrington, M.S., M.A., LSW, Professor

Program Director, Human Services & Early Childhood

Chair, Curriculum Committee

(304) 214-8872

kherrington@wvncc.edu

1704 Market Street, Wheeling, WV 26003

www.wvncc.edu