HMSV Program Evaluation Report 2019-2020

1. Human Systems (standard 12): Students will be able to determine the appropriate responses to human needs: individual, interpersonal, group, family, organizational, community, and societal.
    a. Measure 1: Site supervisor final evaluation (II. Student Intern's Knowledge of Human Systems) (N= 215)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on knowledge of human systems. MET
        i. For the Fall 2019- Summer 2020 academic year, 57.98% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of human systems. In addition, 35.01% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of human systems. Thus, 92.99% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 0% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.51.
    b. Measure 2: Student evaluation of program: (II. Human Systems) (N=134)
    Benchmark: 70% of students will rate their knowledge of human systems as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 43.35% of graduating seniors reported excellent satisfaction with knowledge of human systems, approximately 41.12% reported very good satisfaction. Thus, 84.47% of students reported excellent or very good satisfaction. Less than 0% reported minimal satisfaction for knowledge of human systems.
            1. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.
    c. Measure 3: Treatment Paper in 343W Human Services Methods. (N=314)
    Benchmark: On average, students will score a B+ (88.5%) or higher on the Treatment Paper in HMSV 343W. MET
        i. On average students scored 90.35 on their HMSV 343W Treatment Paper.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of human systems. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19. Because of x, y, z results, we plan to x, y, z.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 343W course can provide students with extra support when completing the Treatment Plan assignment by sharing their own experiences in the field with effective treatment planning. Furthermore, instructors can

use Mursion and our updated client scenarios to give students practical experience counseling a mock client.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our human services coursework.

2. Program Planning and Evaluation (standard 15): Students will be able to analyze service needs, plan strategies and interventions, and evaluate outcomes.
    a. Measure 1: Site supervisor final evaluation (V. Student Intern's Knowledge of Program Planning and Evaluation) (N=215)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on "student Intern's Knowledge of Program Planning and Evaluation " section. MET
        i. For the Fall 2019- Summer 2020 academic year, approximately 57.78% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of program planning and evaluation. In addition, approximately 35.68% of senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of program planning and evaluation. Thus, 93.46% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 0% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.50.
    b. Measure 2: Student evaluation of program: (V. Program Planning and Evaluation (N= 148)
    Benchmark: 70% of students will rate knowledge of program planning and evaluation as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 44.18% of HMSV students found his or her knowledge of program planning and evaluation to be "excellent," 38.65% "very good." Thus, 82.83% of students reported excellent or very good satisfaction. Less than 0% of students found this knowledge minimally satisfactory.
            1. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.
    c. Measure 3: Final grades for 440W. (N=173)
    Benchmark: On average, students will score a B+ (88.5%) or higher in their 440W course Program Evaluation. UNMET
        i. On average, students scored 84.04 in their HMSV 440W course on Program Evaluation.

1) Interpretation of results: Site supervisors continue to rate students very highly in this area, consistent with previous years. Students also continue to rate their satisfaction as very good or excellent in the area of program evaluation. However, students are averaging a B in our Program Evaluation Course, not a B+. For this reporting period, we are not reporting differences between

on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Changes made to our 440 course on Program Evaluation include fewer assignments and more scaffolding of assignments to clarify the program evaluation process.

3) Use of results: While site supervisors appear very satisfied with students' knowledge of program evaluation and planning, student performance in the course remains at a B level, which is a lower average than other courses in our program. We acknowledge that program evaluation may be a more challenging topic to learn and master in relation to the other topics covered in our program. We need to continue to develop learning tools and assignments that clarify program evaluation for our students. By the end. of next academic year, we will identify one new resource to use in teaching the program evaluation process and make one additional change to the scaffolding of our program evaluation assignments.

3. Human Services Delivery Systems (standard 13): Students will be able to appraise the scope of conditions that promote or inhibit human functioning, including aging, delinquency, crime, poverty, mental illness, physical illness, addiction, and developmental disabilities.
    a. Measure 1: Site supervisor final evaluation (III. Student Intern's Knowledge of Delivery Systems) (N= 215)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on " Student Intern's knowledge of delivery systems section. MET
        i. For the Fall 2019- Summer 2020 academic year, approximately 69.89% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of delivery systems. In addition, approximately 26.38% of senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of delivery systems. Thus, 96.27% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 0% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.66.
    b. Measure 2: Student evaluation of program: (III. Knowledge of Delivery Systems) (N=147)
    Benchmark: 70% of students will rate their knowledge of delivery systems as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 59.06% of HMSV students found their knowledge of delivery systems to be "excellent," 32.46% "very good." Thus, 91.52% of students reported excellent or very good satisfaction. Less than 0% of students found this course minimally satisfactory for knowledge of delivery systems.

1. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

c. Measure 3: 346 Cultural Immersion Experience Presentation. (N=254)
Benchmark: On average, students will score a B+ (88.5%) or higher on their Cultural Immersion Experience Presentation in HMSV 346. MET
   i. On average, students scored 91.61 on their HMSV 346 Cultural Immersion Experience Presentation.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of human services delivery systems. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 346 course can provide students with extra support when completing the Cultural Immersion Presentation assignment by sharing their own experiences in the field with diverse client populations. Furthermore, instructors can use Mursion and our updated client scenarios to give students practical experience counseling a mock client from a diverse background.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our human services coursework.

4. Administrative (standard 18): Students will be able to demonstrate skills for indirect service as related to the administrative aspects of the human services delivery system. Specifically, we are looking for students to gain skills in a) leadership and management, b) human resources, c) grant writing and fundraising, d) risk management, and e) budget/financial management.
   a. Measure 1: Site supervisor final evaluation (Student's intern's Knowledge of Administrative Roles) (N=214)
   Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on " Student Intern's knowledge of administrative roles. MET
      i. For the Fall 2019- Summer 2020 academic year, approximately 47.27% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of administrative roles. In addition, approximately 40.38% of senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of delivery systems. Thus, 87.65% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 1% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.32.
   b. Measure 2: Student evaluation of program: (Administrative Roles) (N=148)

Benchmark: 70% of students will rate their knowledge of administrative roles as Very Good or Excellent. MET

i. For the Fall 2019- Summer 2020 academic school year, approximately 40.99% of HMSV students found their knowledge of administrative roles to be "excellent," 30.74% "very good." Thus, 71.73% of students reported excellent or very good satisfaction. Approximately 1.30% of students found this course minimally satisfactory for knowledge of administrative roles.

1. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

c. Measure 3: On average, students will score a B+ (88.5%) or higher in their HMSV 494 course on Entrepreneurship in Human Services and Non-Profit Fundraising. MET

i. Students (N = 29) scored on average 92.55% in their 494 course on Entrepreneurship in Human Services and Non-Profit Fundraising.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of administrative aspects of human services delivery systems. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 494 course can provide students with extra support when completing the all assignments by sharing their own experiences in the field with administrative duties.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our human services coursework.

5. Client-Related Values and Attitudes (standard 19): Students will be able to critically analyze and apply values and attitudes that reflect human services ethical practice.

a. Measure 1: Site supervisor final evaluation (Student's intern's Client Related Values and Attitudes) (N=212)
Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on " Student Intern's client related values and attitudes. MET

i. For the Fall 2019- Summer 2020 academic year, approximately 69.56% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' client related values and attitudes. In addition, approximately 26.37% of senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' client related values and attitudes. Thus, 95.93% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 0% of site supervisors reported that "expectations

were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.65.

b. Measure 2: Student evaluation of program: (III. Client Related Values and Attitudes) (N=148)
   Benchmark: 70% of students will rate their client related values and attitudes as Very Good or Excellent. MET
   i. For the Fall 2019- summer 2020 academic school year, approximately 59.15% of HMSV students found their client related values and attitudes to be "excellent," 30.68% "very good." Thus, 89.83% of students reported excellent or very good satisfaction. Less than 0% of students found this course minimally satisfactory for client related values and attitudes.
      1. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.
c. Measure 3: 449 Ethics Assessment. (N=141)
   Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 449 Ethics Assessment. MET
   i. On average, students scored 92.61 on their HMSV 449 Ethics Assessment.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of client-related values and attitudes. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 449 course can provide students with extra support when completing the Ethical Assessment assignment by sharing their own experiences in the field with diverse client populations. Furthermore, instructors can use Mursion and our updated client scenarios to give students practical experience counseling a mock client from a diverse background.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our human services coursework.

ADDICTIONS CERTIFICATE

1. Students will be able to apply their knowledge of drug types to examine addiction cases.

b. Measure 1: Site supervisor final evaluation (N= 115)
Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on knowledge of drug types. MET
    i. For the Fall 2019- Summer 2020 academic year, 53.04% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of drug types. In addition, 35.65% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of types of drugs. Thus, 88.69% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 1% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.40.

c. Measure 2: Student evaluation of program: (N=103)
Benchmark: 70% of students will rate their knowledge of types of drugs as Very Good or Excellent. MET
    i. For the Fall 2019- Summer 2020 academic school year, approximately 44.95% of graduating seniors reported excellent satisfaction with knowledge of types of drugs, approximately 26.60% reported very good satisfaction. Thus, 71.55% of students reported excellent or very good satisfaction. Less than 0% reported minimal satisfaction for knowledge of types of drugs.

d. Measure 3: 447 Relapse Prevention Plan. (N=91) and 452 Case Vignettes (N=101).
Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 447 Relapse Prevention Plan and HMSV 452 Case Vignettes. MET
    i. On average, students scored 88.54 on their Relapse Prevention Plan and they scored 97.91 on their Case Vignettes.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students meeting or exceeding all benchmarks for knowledge of drug types. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 447 course can provide students with extra support when completing the Relapse Prevention Plan to bring their performance up to exceed expectations. Furthermore, instructors can use Mursion and our addictions-based client scenarios to give students practical experience applying knowledge of types of drugs.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our addictions coursework.

2. Students will be able to assess evidence-based practices specific to addiction prevention and treatment cases.
    a. Measure 1: Site supervisor final evaluation (N= 114)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on knowledge of evidence-based practices for prevention and treatment. MET
        i. For the Fall 2019- Summer 2020 academic year, 51.75% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of evidence-based practices for prevention and treatment. In addition, 37.72% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of evidence-based practices for prevention and treatment. Thus, 89.47% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 1% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.39.
    b. Measure 2: Student evaluation of program: (N=107)
    Benchmark: 70% of students will rate their knowledge of evidence-based practices for prevention and treatment as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 39.62% of graduating seniors reported excellent satisfaction with knowledge of evidence-based practices for prevention and treatment, approximately 34.58% reported very good satisfaction. Thus, 74.20% of students reported excellent or very good satisfaction. Less than 0% reported minimal satisfaction for knowledge of evidence-based practices for prevention and treatment.
    c. Measure 3: 452 Treatment Plan. (N=123)
    Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 452 Treatment Plan. MET
        i. On average, students scored 92.32 on their 452 Treatment Plan.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of evidence-based practice. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 452 course can continue to provide students with support when completing the Treatment Plan assignment by sharing their own experiences in the field with evidence-based practices. Furthermore,

instructors can use Mursion and our addictions-based client scenarios to give students practical experience using evidence-based practices with clients.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our addictions coursework.

3. Students will be able to examine how substance abuse impacts populations.
    a. Measure 1: Site supervisor final evaluation (N= 114)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on knowledge of how substance abuse impacts populations. MET
        i. For the Fall 2019- Summer 2020 academic year, 57.02% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' knowledge of how substance abuse impacts populations. In addition, 32.46% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' knowledge of how substance abuse impacts populations. Thus, 89.48% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 1% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.45.
    b. Measure 2: Student evaluation of program: (N=107)
    Benchmark: 70% of students will rate their knowledge of how substance abuse impacts populations as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 46.85% of graduating seniors reported excellent satisfaction with knowledge how substance abuse impacts populations, approximately 35.16% reported very good satisfaction. Thus, 82.01% of students reported excellent or very good satisfaction. Less than 0% reported minimal satisfaction for knowledge of how substance abuse impacts populations.
    c. Measure 3: 449 Prevention and Intervention Plan. (N=139)
    Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 449 Prevention and Intervention Plan. MET
        i. On average, students scored 90.73 on their 449 Prevention and Intervention Plan.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of substance use impacts on populations. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 449 course can continue to provide students with support when completing the Prevention and Intervention Plan

assignment by sharing their own experiences in the field with impacts of substance use on various populations. Furthermore, instructors can use Mursion and our addictions-based client scenarios to give students practical experience identifying the impact of substance use on clients.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our addictions coursework.

4. Students will be able to employ foundational addiction counseling skills.
    a. Measure 1: Site supervisor final evaluation (N= 111)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on addiction counseling skills. MET
        i. For the Fall 2019- Summer 2020 academic year, 50.45% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' addiction counseling skills. In addition, 35.14% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' addiction counseling skills. Thus, 85.59% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 2% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.32.
    b. Measure 2: Student evaluation of program: (N=106)
    Benchmark: 70% of students will rate their addiction counseling skills as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 42.48% of graduating seniors reported excellent satisfaction with addiction counseling skills, approximately 30.68% reported very good satisfaction. Thus, 73.16% of students reported excellent or very good satisfaction. Approximately 1% reported minimal satisfaction for addiction counseling skills.
    c. Measure 3: 452 Treatment Plan. (N=143)
    Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 452 Treatment Plan. MET
        i. On average, students scored 92.32 on their 452 Treatment Plan.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students exceeding all benchmarks for knowledge of addiction counseling skills. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 452 course can continue to provide students with support when completing the Treatment Plan assignment by sharing their own experiences in the field with using effective addictions counseling skills.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our addictions coursework.

5. Students will be able to use ethical decision-making skills within human services practice.
    a. Measure 1: Site supervisor final evaluation (N= 111)
    Benchmark: 80% of student interns will be rated Meeting Expectations or Meeting ALL Expectations by their supervisors on ethical decision-making skills. MET
        i. For the Fall 2019- Summer 2020 academic year, 54.95% of HMSV senior students' supervisors reported that said students were "meeting all expectations" (5 out of 5) on the interns' ethical decision-making skills. In addition, 33.33% of HMSV senior students' supervisors reported that said students were "meeting expectations" (4 out of 5) on the interns' ethical decision-making skills. Thus, 88.28% of supervisors reported student interns to be meeting expectations (at least a 4 out of 5). Less than 1% of site supervisors reported that "expectations were not met" (1 out of 5). The overall average score between 1 and 5 for this measure was 4.41.
    b. Measure 2: Student evaluation of program: (N=104)
    Benchmark: 70% of students will rate their ethical decision-making skills as Very Good or Excellent. MET
        i. For the Fall 2019- Summer 2020 academic school year, approximately 47.73% of graduating seniors reported excellent satisfaction with ethical decision-making skills, approximately 33.87% reported very good satisfaction. Thus, 81.60% of students reported excellent or very good satisfaction. Less than 0% reported minimal satisfaction for ethical decision-making skills.
    c. Measure 3: 449 Ethics Assessment. (N=141)
    Benchmark: On average, students will score a B+ (88.5%) or higher in their HMSV 449 Ethics Assessment. MET
        i. On average, students scored 92.61 on their 449 Ethics Assessment.

1) Interpretation of results: All measures, including student self-report, report by site supervisor experts, and direct measure of student grades, show students meeting or exceeding all benchmarks for use. of ethical decision-making skills. For this reporting period, we are not reporting differences between on-campus and distance learning students, since data would be convoluted from transition to online learning due to Covid-19.

2) Reflection on actions or changes made to improve: Instructors of the HMSV 449 course can provide students with extra support when completing the Ethical Assessment assignment by sharing their own experiences in the field with using effective decision-making skills. Furthermore, instructors can use Mursion and our addictions-based client scenarios to give students practical experience counseling a client with addictions.

3) Use of results: The HMSV Program and instructors will continue in the next academic year to provide case-based and experiential learning for students taking our addictions coursework.

HMSV Advisor Board

Commendations:
According to the members of HMSV Advisory Board, student interns from ODU were rated to have a higher level of professionalism compared to student interns from other universities. CASA directors appreciated the diversity of ODU students, particularly the non-traditional learners with rich life experience that demonstrated initiative.

Continued Recommendations:
1. Need for students to gain and practice advanced information technology skills, professional writing skills, networking skills, program development skills, public speaking and interview skills, and problem-solving skills.
2. Recommended utilizing interest assessments so that the students are given the opportunities to further explore their career interests and goals.
3. Recommended to encourage students to continuously engage in self-reflection and exercise self-care. Students need more exposure to the realities of clients within the field of human services to reduce the shock factor when working with actual clients in professional settings. Important for students to familiarize themselves with issues regarding truancy and children/adolescents? developmental needs since human services professionals often work with court involved youth. Furthermore, many members of the board agreed that there is a higher need for student interns to become more knowledgeable about career counseling for clients, family violence, health issues, suicide prevention, disciplinary actions, and bullying.
4. Students would also benefit from gaining a deeper understanding of the requirements and expectations for documenting bullying as well as assisting youth and their families in coping with bullying.
5. Recommended that the ODU CHS website include the HMSV Advisory Board Members, agency website links, so that students may explore potential internship opportunities.
6. HMSV Advisory Board members advised the following: strengthening the measurement of professional writing, increasing student independency when working with agencies, improving investigation skills (i.e., open-ended questions), encouraging students to understand current policies and to engage in advocacy work, incorporating policy implications in the HMSV curriculum, increasing students' self-awareness on social stigma, and developing skills to identify, locate, and connect clients with available resources.
7. Recommended that ODU HMSV faculty encourage and support students to focus on their on-site learning experience rather than to focus on quantitative internship requirements (e.g., number of direct hours).

New Recommendations:
1. Evidence-based practice should be taught in classes and in internship. As much hands-on learning should be used.
2. Working practitioners should speak to students about their experiences and teach students the practical implications of working in the field.
3. Students should be prepared with direct client service skills, but also administrative skills in research, surveys, and needs assessments.
4. Students should be knowledgeable of their parts in non-profit fundraising. Student should understand how funding works at both the macro and micro levels.

Addressing Weak Areas:

1. The HMSV Program has established an Advisory Board comprised by local professionals and supervisors working in the field. Meetings with the Board are held bi-annually and their recommendations are reported to the Program and include in our annual program evaluation.
2. The HMSV Program Evaluation outcomes have been directly aligned with the standards of our accrediting body CSHSE.
3. Direct measures, i.e., student grades and outcomes on assignments and in coursework, have been incorporated into the Program Evaluation, in addition to indirect measures, i.e., reports from site supervisors and student self-report.
4. The HMSV Program is aligning its online and on-campus versions of its Internship course in order to ensure standardized outcomes for students, and will be reflected in the Program Evaluation.
5. Students in Internship are trained on resume and cover letter writing, as well as interviewing strategies, through a presentation conducted by Career Development Services.