UNIVERSITY OF ALASKA BEHAVIORAL HEALTH

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ALASKA HEALTH WORKFORCE STRATEGIES

Overarching Strategies:

• University of Alaska - “Grow Our Own, Close to Home”

• Alaska Health Workforce Coalition (AHWC) –
  *Alaska Health Workforce Plan (2010) and Action Agendas*
    • Trust Behavioral Health Workforce Focus Area
    • Health Workforce Data Collaborative – develop the evidence base for health workforce planning and development

• Alaska Area Health Education Center (AHEC) Statewide System -
  *Health Workforce Pipeline*
CURRENT HEALTH PROGRAMS

• All UA campuses provide and/or receive health programs

• System-wide Alliances and faculty work groups – active since 2002 > planning/coordination/articulation – Behavioral Health Alliance (representatives from all BH programs)

• A wide variety of programs (>70)
  • Medicine/other primary care/pharmacy
  • Veterinary medicine
  • Nursing
  • Allied health
  • Therapies
  • Behavioral health
  • Public health and wellness
  • Medical office and health information
UNIVERSITY OF ALASKA HEALTH PROGRAMS

UA Health Students

Unduplicated Headcount of Majors/Pre-Majors

UA Health Graduates

Does not include 300-400 training completers
BEHAVIORAL HEALTH STUDENTS

Total Unduplicated BH Majors

- Fall 00: 1,200
- Fall 01: 1,300
- Fall 02: 1,400
- Fall 03: 1,500
- Fall 04: 1,600
- Fall 05: 1,700
- Fall 06: 1,800
- Fall 07: 1,900
- Fall 08: 2,000
- Fall 09: 2,100
- Fall 10: 2,200
- Fall 11: 2,300
- Fall 12: 2,400
- Fall 13: 2,500
- Fall 14: 2,600
- Fall 15: 2,700

Unduplicated BH Majors

- Psychology
- Human Services
- Social Work
- Counseling
- Disabilities Services
Behavioral Health Graduates

BH Program Graduates by Discipline

FY01 FY02 FY03 FY04 FY05 FY06 FY07 FY08 FY09 FY10 FY11 FY12 FY13 FY14 FY15 FY16

Psychology Human Services Social Work Counseling Disabilities Services
Behavioral Health Student Demographics

**BH Students - Gender - Fall 2015**

- Female: 81%
- Male: 19%

**BH Students - Ethnicity - Fall 2015 (N=1209)**

- Caucasian: 686 (57%)
- Native American: 220
- Hispanic: 117
- Multiracial (non-Hispanic): 71
- African American: 62
- Asian/Pacific Islander: 53

**First Generation College Student**

- Yes: 995 (73%)
- No: 366 (17%)

**BH Students - Origin - Fall 2015**

- Out-of-State: 140
- In-state: 1205 (90%)
BEHAVIORAL HEALTH GRADUATES-TO-WORK

• 2,381 BH graduates from 2003-2010
• 1,986 Alaska residents 2 years after graduation (83%)
• 1,716 residents working in Alaska 2 years after graduation (86%)
• 1,441 employed in a health-related occupational category (84%)
  • 61% of the 2003-2010 BH graduates studied
BEHAVIORAL HEALTH PATHWAYS – AHEC CENTERS

• K-12 PATHWAYS ACTIVITIES
  • Summer Health Careers Camps
  • Behavioral Health Careers Camps
  • ANSEP Summer Academy
  • HOSA Clubs
  • Career Information, Preparation, Job Shadows

• EARLY COLLEGE PATHWAYS ACTIVITIES

• CLINICAL ROTATIONS for HEALTH STUDENTS – Rural/Underserved

• CONTINUING EDUCATION/ PROFESSIONAL DEVELOPMENT
CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

• Alaska Training Cooperative/Alaska CACHE
• Leadership Development in Neurodevelopmental and other Disabilities (LEND)
• Alaska Geriatric Interdisciplinary Leadership Development Program (AK GILD)
• Child Welfare Academy
UAF RURAL & INDIGENOUS BEHAVIORAL HEALTH PATHWAY: A COHESIVE, ARTICULATED PATHWAY

• Indigenous adult students make up 75% - 100% of the various cohorts
  • UAF BSW: 22 students
  • IAC RHS: 37 students
  • KuC RHS: 28 students
  • KuC HUMS: 28 students

• RHS and HUMS Cohort Programs articulation
  • RHS: 27 of 34 credits count towards the HUMS AAS
  • HUMS AAS: 27 of 30 credits also count towards the BSW
  • By the completion of the HUMS AAS degree, students will have completed half or more of their BSW

• While attending RHS and HUMS AAS cohorts, students are also accomplishing work towards the next level/degree.
RURAL & INDIGENOUS BEHAVIORAL HEALTH PATHWAY

Certifications/Credentials:
RHS Certificate – ANTHC BHA I and II, CDC I, Alaska State BH competencies, ASIST, Mental Health First Aid, NICWA Positive Indian Parenting (PIP), Green Dot Prevention
HUMS AAS – ANTHC BHA II or III, CDC II
BSW – ANTHC BHA III or IV
RURAL HUMAN SERVICES (UAF)

• The program is a statewide effort to have at least one trained behavioral health service provider in each of Alaska's villages. There have been more than 580 graduates from 190 villages over its 2 decade history.

• In the past five years, RHS has averaged 37 majors each fall, with a total of 106 graduates in that time period.

• RHS offers a culturally appropriate training program designed for rural, village-based human service workers. Skills and training are provided in services such as crisis intervention, suicide prevention, community development, and counseling in mental health, substance abuse, interpersonal violence, grief, and healing. Courses blend Native and Western knowledge, values, and principles. The program enhances self-awareness and personal growth.

• The RHS program is located in the College of Community and Rural Development. It has two levels: An Occupational Endorsement Certificate (OEC) at 16 credits, and Certificate with 34 credits.
HUMAN SERVICES (UAF)

- UAF offers an AAS in Human Services through its Community and Technical College. This program has averaged 93 majors each fall in the past five years, with a total of 71 graduates during that timeframe.

- The HUMS degree incorporates 27 RHS credits, and requires a total of 60 credits to complete. All HUMS courses are available via distance delivery.

- This program provides students with a basic understanding of interviewing and assessment techniques, case management, crisis intervention, group counseling, and specialized skills needed within a chosen area of concentration. Concentrations are available in addictions counseling, behavioral health, or other individualized topic.

- Seven of its courses are approved by the Alaska Commission for Behavioral Health Certification for Alaska Chemical Dependency Counselor certification training.
SOCIAL WORK (UAF)

• The Bachelor’s in Social Work program requires completion of 120 credits. It is fully distance delivered.

• In the past five years, the Social Work bachelor’s program at UAF has averaged 119 majors each fall. A total of 112 students have graduated in that timeframe.

• Rooted in core social work values, the program educates generalist social work practitioners to promote the health and well-being of individuals, families and communities, emphasizing the diversity and uniqueness of rural Alaska. As part of their senior year coursework students are given the opportunity to work with individuals, groups and communities in a social service agency and complete a 400-hour practicum.

• In addition to the campus-based delivery method, the department offers a distance delivery option that enables students from across Alaska to earn their B.A. in social work from their home communities. The Rural Cohort is a distance delivery model specific to rural Alaska students, who are either working in or have experience with the social service field. It is delivered primarily through audio-conferencing.
COUNSELING (UAF)

• The Master’s of Education in Counseling program at UAF is located in the School of Education. Most courses are available through distance education. There are two concentrations: School Counseling (45 credits) and Clinical Mental Health Counseling (60 credits). The latter meets requirements for Licensed Professional Counselor certification.

• Over the past five years, the program has averaged 62 majors each fall. A total of 83 completed the program in that time period.

• UAA also had a Counselor Education program in its College of Education, but that program has recently been suspended. It averaged 39 majors per year and graduated 61 in the past five years.
The Justice Department prepares students in Alaska and the Pacific Northwest for careers in the criminal justice field. The program and course of study is available to students on line or through traditional classroom instruction. Students gain relevant and applicable education in criminology, procedural law, addictive processes, research, corrections and the sociological forces at work in crime including juvenile delinquency and gender issues.

The Department offers a bachelor’s degree in Justice (120 credits) and a Master’s degree in Administration of Justice (minimum 30 credits). There is also a minor available (15 credits).
PSYCHOLOGY (UAF)

• The mission of the Psychology department is to provide breadth and depth in the science and profession of psychology with a commitment to honoring diversity and promoting human welfare. In addition to active engagement in the classroom, students participate in research and community service. The programs of this department facilitate an understanding of the human experience as the interaction of biological, psychological, social, and cultural processes.

• Both BA and BS degrees in psychology are offered. In the past five years, these bachelor’s programs had an average of 164 majors in the fall, and a total of 180 graduates over this timeframe.

• In the past the department offered a master’s degree in Community Psychology. This was discontinued when the PhD program began. The program in Clinical Mental Health Counseling replaced the psychology program at the master’s level.
The UAF-UAA Ph.D. Program in Clinical-Community Psychology is a scientist-practitioner program in clinical psychology that seeks to educate scholars and clinicians, who have strong commitments to research, evaluation, clinical practice, and community-based action, solidly grounded in the cultural contexts of all affected stakeholders. The program integrates clinical, community, and cultural psychology with a focus on rural, indigenous issues and an applied emphasis on the integration of research and practice.

At this time the Fairbanks portion of this program has been suspended due to budget cuts. Admissions have temporarily been suspended in Anchorage in order to restructure the program in that location only.

Since its inception in 2006, the joint program has graduated 19 students, and has had an average of 46 majors in each of the past five fall semesters.
HUMAN SERVICES (UAA)

• The Department of Human Services at UAA offers both an Associate of Applied Science (AAS) in Human Services, which prepares students for entry-level employment, and a Bachelor of Human Services (BHS) practitioner’s degree, which prepares students as human services professionals. Both degrees employ a competency-based, community-oriented approach blending classroom and experiential learning. The AAS is articulated with the baccalaureate degree in a two-plus-two sequence.

• A Graduate Certificate in Human Services has been eliminated due to budget cuts and low enrollment.

• In the past five years, the AAS program has averaged 211 majors each fall, and graduated 210 during that time period.

• The BHS program has averaged 50 majors each fall, with 84 graduates in the last five years.

• This department hosted a conference in August 2016 titled Complex Trauma and Addiction, and plans this to be an annual event.
• Social work is a profession committed to assisting individuals, families, groups, organizations, communities and society as a whole in the improvement of the quality of life through the amelioration of social problems, equitable distribution of social resources, and client empowerment.

• The bachelor’s degree program in in the School of Social Work has averaged 30 majors in the fall semester over the past five years, and has graduated a total of 103. The master’s program averaged 63 majors, and had 115 total graduates during the five years.

• The MSW program has phased out its on-campus program and is now completely distance delivered. The School also participates in an MSW/MPH dual degree program.

• Due to budget cuts, the following offerings have been suspended or deleted in the past couple of years:
  • Graduate Certificate in Clinical Social Work Practice
  • Graduate Certificate in Social Work Management
  • Graduate Certificate in Marriage and Family Therapy
  • Gerontology Minor
The Justice Center is a teaching and research unit offering academic programs in Justice and Legal Studies. Its faculty are engaged in cutting-edge research in justice issues including the courts, corrections, policing, recidivism, violence against women, and substance abuse. Efforts are made to ensure that all undergraduate students who major in Justice and Legal Studies have opportunities to work with faculty members on Justice Center research and service projects.

The Center offers a minor and bachelor’s degree in Justice. It also provides an array of Legal Studies offerings, including the following:

- Bachelor of Arts in Legal Studies
- Minor in Legal Studies
- Associate of Applied Science in Paralegal Studies
- Legal Nurse Consultant Paralegal Certificate
- Post-Baccalaureate Certificate in Paralegal Studies
PSYCHOLOGY (UAA)

• The Department of Psychology offers undergraduate and graduate degree and certificate programs aimed at preparing students for advanced study in the social and health sciences, and to become members of the behavioral health workforce. The department also maintains the Psychological Services Center, a clinic that provides low cost mental health services to campus and community members.

• Programs of the department include:
  • Bachelor of Arts (BA) and a Bachelor of Science (BS) with an optional Concentration in Behavior Analysis
  • Minors in Psychology and Children’s Mental Health
  • Master of Science (MS) in Clinical Psychology
  • Joint PhD in Community-Clinical Psychology with Rural, Indigenous Emphasis – described previously

• In the past five years the bachelor’s programs averaged 475 majors each fall, with a total of 397 graduates. The master’s program averaged 25 majors, and graduated a total of 72 in the five years.

• Some years ago it was determined that about 70% of psychology bachelor’s graduates in Alaska enter the healthcare workforce.
The Center for Human Development is a University Center for Excellence in Developmental Disabilities (UCEDD) in Education, Research, and Service. There are 67 UCEDDs that form an Association of University Centers on Disabilities (AUCD). The Alaska CHD serves the entire state. The mission of the CHD is to improve the quality of life for people who experience disabilities and their families, across the life span, through interdisciplinary training, technical assistance, exemplary service development, applied research and dissemination of information. In FY 16 CHD provided professional development training for 7,771 participants.

CHD partnered with the Prince William Sound College to offer an occupational endorsement, certificate and an associate degree in Disabilities Services. These programs were put on inactive status in July 2016. The Associate degree had the largest participation, with an average of 28 majors in the last five years, and a total of 28 graduates.
CHILDREN’S BEHAVIORAL HEALTH

• The occupational endorsement in Children's Behavioral Health is a 16-credit program for direct service professionals engaged in working with children and youth with emotional, behavioral, or intellectual disabilities. By completing the endorsement certificate requirements, students gain skills essential to becoming effective members of therapeutic treatment teams.

• Along with an occupational endorsement in Children’s Residential Services, an undergraduate minor in Children’s Mental Health, and a graduate certificate in Children’s Mental Health, this program was developed as a project of the Behavioral Health Alliance of the University of Alaska system, in response to workforce needs projected to accompany an initiative to bring institutionalized children back to the state.

• The Children’s Behavioral Health Occupational Endorsement averaged 11 majors in fall semester the past five years, and had a total of 19 graduates during that time period.
NURSING

• Basic nursing programs at associate and bachelor’s levels provide initial instruction and practice in psychiatric nursing. There are approximately 220 graduates from these programs each year in 14 sites across the state, with a variable number in each graduating class seeking employment in behavioral health.

• The Recruitment and Retention of Alaska Natives into Nursing (RRANN) program has been in place since 1998. Its outreach, supplemental instruction and community building activities have supported hundreds of Alaska Native and other Native American pre-nursing and nursing students, with 256 graduates to date.

• The School of Nursing also has a graduate program for Psychiatric/Mental Health Nurse Practitioners. The program averages about 7 majors each fall semester; with 13 graduates in the past five years. Previously offered only every two years, increased demand has led the School to consider beginning a cohort each year. Over the next few years, this program will transition to a Doctorate in Nursing Practice, along with the Family Nurse Practitioner program.
BEHAVIORAL HEALTH RESEARCH

• Behavioral Health Research Centers and Institutes
  • Center for Alaska Native Health Research (CANHR)
  • Center for Behavioral Health Research and Services (CBHRS)
  • Center for Human Development (CHD)
  • Institute for Circumpolar Health Studies/Center for Alcohol & Addiction Studies (ICHS/CAAS)
  • The Justice Center

• Academic Departments with Behavioral Health Research Component
  • Psychology
  • Human Services
  • Social Work
  • Justice
  • Nursing
  • Public Health
  • Others
Thanks to everyone who contributed information about their current behavioral health research projects. There were 64 projects submitted. A compilation of this information will be found on the ACRHHW website in the Data and Reports section: https://www.uaa.alaska.edu/academics/college-of-health/departments/ACRHHW/Windex.cshtml

Common research themes that emerged from the project submissions include:

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<th>Behavioral Health Research Themes</th>
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<tr>
<td>Resilience</td>
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<td>Child and Family</td>
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<tr>
<td>Mental Health Awareness and Treatment</td>
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<td>Homelessness/Food Insecurity</td>
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<td>Suicide</td>
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<td>Substance Abuse</td>
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<td>Violence and Assault</td>
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(Bar chart with themes ordered from left to right: Violence and Assault, Substance Abuse, Mental Health Awareness and Treatment, Homelessness/Food Insecurity, Suicide, Child and Family, Resilience)
In this presentation, we described traditional behavioral health programs at the University of Alaska. In the previous presentation there were several other professions described as supporting behavioral health.

- Occupational Therapists - doctoral program in place, partnership with Creighton University (12/yr)
- Physical Therapists – no in-state program yet, seeking a partner institution (10-12/yr)
- Physical Therapist Assistants/Aides – PTA associate program in place (12/yr)
- Rehabilitation Counselors - no program in Alaska currently
- Speech-Language Pathologists – distance master’s program with East Carolina University (8/yr)
- Dietitians and Nutritionists – bachelor’s programs in place
- Dentists - no program for dentists in the state currently; dental health aide therapist program in place
- Family and General Practitioners - medical school (WWAMI) is now all four years in state (24/yr)
- Pharmacists – doctoral program in place, partnership with Idaho State (10-15/yr); also via distance with Creighton (5/yr)
- Pediatricians – partial residency in place with UW
- Psychiatrists - partial residency in place with UW
- Geriatric Nurses – basic nurses (220/yr); specialty education is made available through ASHNHA consortium
- Personal Care Aides – curriculum in place; not required for consumer-based PCAs so infrequently offered
QUESTIONS AND COMMENTS