

PL = 1.0 YEAR

SP = N

PER CAMPUS CONSULTATION CONCENTRATION CODE = CHW, EMAIL ATTACHED

UNIVERSITY OF HAWAI'I
CODE REQUEST FORM FOR ACADEMIC PROGRAM CODES

REQUESTOR CONTACT INFORMATION	
Date: 5/7/15	Effective term of request (Semester-Year): Fall 2013
Name: Debie Amby	Title: Banner/Curriculum Specialist
Campus: UH Maui College	Office/Department: Academic Affairs
Phone: 808-984-3378	Email: debie@hawaii.edu

1. PROGRAM CODE, MAJOR CODE, CONCENTRATION CODE		Banner forms: SMAPRLE, SOACURR, STVMAJR	
Institution: UH Maui College (MAU) <input type="checkbox"/>	College: Instructional (IN) <input type="checkbox"/>	Department: Human Services	
<input checked="" type="checkbox"/> New program code <input type="checkbox"/> Change/replace existing program code:			
Level: <input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate <input type="checkbox"/> First-Professional <input type="checkbox"/> Post-Baccalaureate <input type="checkbox"/> Other:			
Degree:		Certificate: CC Certificate of Completion <input type="checkbox"/>	
If requesting an existing Major code and/or Concentration code in Banner:			
Existing Major: HSER	Human Services	Existing Concentration:	
<small>Code</small>	<small>Description</small>	<small>Code</small>	<small>Description</small>
If requesting a new <input type="checkbox"/> Major code or <input checked="" type="checkbox"/> Concentration code that does not exist in Banner:			
New Code [4 char/space limit]: CHWN		Description [30 char/space limit]: Hlth Navigator/Cmty Hth Worker	
If a similar major/concentration code exists in Banner, please list the code: CHW (Community Health Worker)			
Is this major/concentration code being used the same way at other UH campuses?			
Is 50% or greater of the classes in this program offered at a location other than the Home Campus? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(Please consult your Financial Aid Officer on Program Participation Agreement impact)</small>			
Is this program/major/certificate financial aid eligible? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(Financial Aid Officer consultation required for all new program codes)</small>			
Should this program be available for applicants to select as their planned course of study on the online application? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(If yes, students may select the code as their <u>only</u> program of study.)</small>			

UNIVERSITY OF HAWAI'I
CODE REQUEST FORM FOR ACADEMIC PROGRAM CODES

Replacing or eliminating an existing program code:

If replacing an existing program code, are current students "grandfathered" under the old code? Yes No

Should the old program code be available for use in Banner? Yes No

Will the old program code be available for:	Banner Module	Yes	No	Ending Term (Semester-Year)
	Online Application	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Recruitment	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Admissions	<input type="checkbox"/>	<input type="checkbox"/>	_____
	General Student	<input type="checkbox"/>	<input type="checkbox"/>	_____
	Academic History	<input type="checkbox"/>	<input type="checkbox"/>	_____

2. CERTIFICATES ONLY:

Does this certificate qualify as a Gainful Employment Program (Title IV-eligible certificate program)? Yes No
(Please consult your Financial Aid Officer or see: <http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html>)

For new certificates approved by the Chancellor, the related BOR authorized academic program is: Human Services

3. NEW CAMPUS, COLLEGE, DIVISION, OR DEPARTMENT CODE

Banner forms: STVCAMP, STV_COLL, STVDIVS, STVDEPT

Campus code [3 char]:	Campus description [30 char/space limit]:
College code [2 char]:	College description [30 char/space limit]:
Division code [4 char/space limit]:	Division description [30 char/space limit]:
Department code [4 char/space limit]:	Department description [30 char/space limit]:

UNIVERSITY OF HAWAI'I
CODE REQUEST FORM FOR ACADEMIC PROGRAM CODES

4. NEW COURSE SUBJECT CODE (Subject Alpha)		Banner form: STVSUBJ
College:	Department:	
Subject code [4 char/space limit]:	Subject description [30 char/space limit]:	

5. NEW MINOR (Minor codes are listed on the Major code table)		Banner form: STVMAJR
Minor Code [4 char/space limit]:	Minor Description [30 char/space limit]:	

Please briefly describe your request and explain why you are requesting the code(s):

The Certificate of Completion - Health Navigator/Community Health Worker was not requested in a timely manner and there are students who are waiting to be awarded.

The program length is one year and the Special Program Designation Code is N.

SUPPORTING DOCUMENTATION
<p>Please see the Code Request Guide for the required supporting documents to be submitted. Documents submitted with this form:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Board of Regents meeting minutes and supporting documents provided to the BOR <input type="checkbox"/> Memo from UH President <input type="checkbox"/> Memo from Chancellor <input type="checkbox"/> Curriculum (required for requests for new programs/majors/minors/certificates) <input type="checkbox"/> Gainful Employment Program notification to the US Department of Education <input type="checkbox"/> Other: _____

UNIVERSITY OF HAWAI'I
CODE REQUEST FORM FOR ACADEMIC PROGRAM CODES

CAMPUS VERIFICATION		
Requestor Signature <u>Sue Amby</u>	Date <u>5/11/15</u>	
Registrar (If different from Requestor) <u>Catherine Bio</u>	<u>[Signature]</u>	<u>MAY 11 2015</u>
Print name	Signature	Date
Email/memo in lieu of Registrar's signature may be attached		
Financial Aid Officer (Financial Aid Officer consultation required for all new program codes) <u>Kilohana Miller</u>	<u>[Signature]</u>	<u>5-11-15</u>
Print name	Signature	Date
Email/memo in lieu of Financial Aid Officer's signature may be attached		
For Community Colleges, verification of consultation with OVPCC Academic Affairs:		
<u>Suzette Robinson</u>	<u>[Signature]</u>	<u>5/28/15</u>
Print name	Signature	Date
Email/memo in lieu of signature may be attached		

Send completed form and supporting documentation to:

Institutional Research and Analysis Office (IRAO)
 1633 Bachman Place Email: iro-mail@lists.hawaii.edu
 Sinclair Annex 2, Room 4 Fax: 808-956-9870
 Honolulu, HI 96822 Phone: 808-956-7532

After all required forms and supporting documents have been submitted, please allow at least two weeks for processing by IRAO and Banner Central.

FOR INTERNAL USE ONLY	Date form/docs received:
Program code [12]:	Program Description [30]:
CIP code [6]:	CIP description [30]:



UNIVERSITY of HAWAII
MAUI COLLEGE

May 8, 2015

MEMORANDUM

TO: Dr. Risa Dickson
Executive Vice President for Academic Affairs

FROM: Dr. Lui Hokoana
Chancellor, UH Maui College

SUBJECT: Program Action at UH Maui College

I have approved the following program actions so that the necessary program codes can be established in Banner.

If you have any questions or concerns, please let me know. Thank you for your assistance.

NEW

Associate of Applied Science – Business Technology - Medical Assistant II (AAS-BTEC-MA2)
Certificate of Competence - Aging (CO-HSER-IAGE)
Certificate of Competence - Virtual Office Assistant (CO-BTEC-VOA)
Certificate of Competence - Therapeutic Activity Aide II (CO-NURS-TAA2)
Academic Subject Certificate – Hawaiian Music (ASC-HMUS)
Certificate of Competence – Community Health Worker (CO-HSER-CHWN)

Certificate of Completion – Therapeutic Activity Aide II (CC-NURS-TAA2)
(create and later replace with CO-NURS-TAA2)
Certificate of Completion – Community Health Worker (CC-HSER-CHWN)
(create and later replace with CO-HSER-CHWN)

DELETE

Associate of Applied Science – Business Technology – Medical Office
Associate of Applied Science – Business Technology – Health Unit Coordinator
Associate of Applied Science – Business Technology – Legal Office

CC: Pearl Iboshi, Director of IRAO
Suzette Robinson, UHCC Director of Academic Programs



2002-2003
MetLife Foundation
Best-Practice College
Award Recipient



2008
Bellwether
Award Recipient



2009
President's
Higher
Education
Community
Service
Honor Roll

310 W. Ka'ahumanu Avenue
Kahului, HI 96732-1617
Telephone: 808 984-3655
Fax: 808 984-3546
Website: www.maui.hawaii.edu

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Action Institution

Curriculum Proposal Cover Sheet – Program/Degree/Certificate

Routing procedure – Official Signatures on Signature Page

Program Name: Health Navigator / Community
or
Course Alpha & Number: Health Worker

Proposal Type:	
<input checked="" type="checkbox"/>	Addition
<input type="checkbox"/>	Modification
<input type="checkbox"/>	Deletion

Author: L. Steen & Nancy Johnson

Date of Activity:

- J Author Signature
- J Curriculum Representative Signature
- J Department Chair Signature
- mbj Curriculum Chair Signature
- J Proposals Posted in Website for General Review
- J Academic Senate Chair Signature
- _____ Chief Academic Officer Signature
- 6/15/13 Chancellor Signature
- _____ NEW DEGREES ONLY! Chief Academic Officers Approval
- _____ NEW DEGREES ONLY! Board of Regents Approval
- _____ Signature Sheet Returned to Curriculum Chair

Distribution, Posting and Follow-Up:

- _____ Notify Proposers of Approval
- _____ Banner & IRO Input
- _____ Catalog Input Complete
- _____ Articulation Forms Forwarded to Articulation Coordinator
- _____ Five-Year Review Database Updated
- _____ Originals Filed in Chief Academic Officer's Office
- _____ Registrar & Counseling Notified

**University of Hawaii Maui College
Curriculum Action Request (CAR) Form
Program/Degree/Certificate**

<i>For Banner use:</i>	
<i>Req:</i>	<i>Rcv:</i>
___ <i>Alpha</i> ___	___
___ <i>Program name</i> ___	___
___ <i>Program Code</i> ___	___
___ <i>Concentration</i> ___	___
___ <i>Major Code</i> ___	___

1. Author(s): Lee Stein and Nancy Johnson
2. Department: Social Science and Allied Health Program: HS & Allied Health
3. Date submitted to Curriculum Committee: 2/19/13

4. Program proposal
 New program (*attach program proposal and program map*) Change of name to existing program

Existing program *Title:*
 Proposed program *Title:*

5. Credential (degree or certificate) proposal
 New credential added to existing program Modification to existing credential

Type of credential

Degree: AA AS AAS
 Other, specify:

Certificate: CA CC CO ASC

Existing credential: *Title:* *Credits:*
 Proposed credential: *Title:* Health Navigator/Community Health Worker *Credits:* 23

If modification, describe change:

- Change in credential name
- Change in course requirement(s); specify:
- Change in prerequisite(s) for credential; specify:
- Other; specify:

Program map must be attached. (*For modifications, write changes on copy of current catalog map.*)

6. Reason for this curriculum action:
 To meet an emerging workforce need by combining existing HSER, HLTH, and PHRM courses. Rapid changes in health care delivery based on the Affordable Care Act (Obama Care) are going to result in many individuals having opportunities for care in the outpatient setting. Newly trained providers with the skills included in this proposal are addressed in the legislation. Beth Geisting, Coordinator of the Governor's Health Care Transformation advised use of both terms, Community Health Worker/Health Navigator to meet the needs of Health Care Agencies and Insurance companies who will be hiring these worker.

7. Proposed term of first offering: Fall semester of 2013 year.

8. Special fees required: no yes, explain:

9. Special resources (personnel, supplies, etc.) required: no yes, explain:

10. Special scheduling considerations: no yes, explain:

11. Which program SLOs does this certificate support? (*list all that apply and explain, if necessary.*)
 Program SLO 1: Develop interpersonal skills that build appropriate, collaborative, respectful relationships with fellow students, clients and professionals in the community Explain:
 Program SLO 2: Identify vulnerable populations and the social conditions that contribute to their vulnerability and consider advocacy strategies to help alleviate those conditions Explain:

12. Current UHMC Catalog needs revision on page(s): 35, 52

13. Additional Information: This cross listed CC is comprised of 23 credits of already existing courses: HLTH 125 - Survey of Medical Terminology (1), HLTH 150 - Intro to the Study of Disease (1), HSER/HLTH 101 - Health Navigator (3), HSER 145 - HS Work w/Older Adults (3), HSER 248 - Case Management (3), HSER 365 - Motivational Interviewing (3); HSER 194 (3) or HSER 294 (3), PHRM 103 - Intro to Pharmacology (1), PHRM 104 - Pharmacology of Disease (1), PHRM 105 - Administration of Medication (1)

3 Credits of Elective: HLTH 159 - Exercise Physiology (3), or HSER 345 - Diversity in Aging (3), or HSER 256 - Dynamics of Family Violence (3), or HSER 268 - Alcohol and Drug Ed (3), or HSER 270 - Substance Abuse Counseling (3).

Possible substitution - NURS 100 (6) meets requirements for HLTH 125, 150

HS Program Map changes in red (Page 52)

Requirements for Certificate of Competence (CO): 2.0GPA required in courses taken for CO.

Aging: 9 credits	Human Services 145 (3), 101 or 248 (3), 194 or 294 (3)
Case Management: 9 credits	Human Services 140 (3), 248 (3), 194 or 294 (3)
Dynamics of Family Violence: 9 credits	Human Services 140 (3), 245 (3), 256 (3)
Health Navigator: 9 credits	Human Services 101 (3), 140 or 248 (3), 194 or 294 (3)
Substance Abuse Counseling I: 9 credits*	Human Services 140 (3), 268 (3), 194 or 294 (3)
Substance Abuse Counseling II: 9 credits*	Human Services 245 (3), 270 (3), 194 or 294 (3)
Youth Development Practitioner: 9 credits	Human Services 130 (3), 140 or 248 (3), 256 (3)

Requirements for Certificate of Completion (CC):

Substance Abuse Counseling: 21 credits **

Certificates of Competence (CO) in Substance Abuse Counseling I and II plus HSER 248 (3).
2.0 minimum GPA required in courses taken for CC.

Health Navigator/Community Health Worker: 23 credits

The Health Navigator/Community Health Worker Certificate of Completion prepares individuals to work as unlicensed members of health and human service teams providing care for individuals in community based-settings. A significant aspect of this program is the incorporation of the cultural values of communities into the formal structure of the curriculum. Graduates are a resource for aging and health programs, and patient education.

HSER 101 (3), 145 (3), 248 (3), 194 (3) or 294 (3), HLTH 125 (1), 150 (1), PHRM 103 (1), 104 (1), 105 (1), Elective (3) - HSER 345 (3) or 256 (3) or 268 (3) or 270 (3) or HLTH 159. Note: NURS 100 (6) can substitute for HLTH 125 and 150.

A grade of C or better is required in all courses for this certificate.

Requirements for Certificate of Achievement (CA): 30 credits

Human Services 110 (3), 140 (3), 245 or 248 (3), ENG 100 (3)
194 (3) MATH 100, 103***, 111, 115 or PHIL 110 (3)
FAMR 230 or PSY 240 (3) HSER/specialization/interest elective (6) ****
SOC 100 (3) - *General Education requirement*

Requirements for Associate in Science (AS) Degrees: 60-61 credits

General Human Services

All CA courses (30) plus:

Human Services 294 (3)	Humanities elective (3) HWST 1070
Psychology 100 (3)	Natural Science elective (3-4) FSHN 1850
Communication 145 or Speech 1510 (3)	HSER/specialization/interest electives (3)
English 100 (3) (if not taken for CA)	ICS 101 or BUSN 151 (3)
	Elective (6)

Human Services with Substance Abuse Counseling Specialization *****

All CA courses (30) plus:

Courses in General AS above including remaining courses required for CC in Substance Abuse Counseling

**CO in SAC I and II fulfill the educational requirements for State of Hawaii CSAC certification*

***Note: All Substance Abuse Counseling certificates (CO and CA) require practicum/internship placements in addiction related programs focusing on the 12 Core Functions of a substance abuse counselor.*

****Math 103 strongly recommended for transfer to UHWO BASS program.*

*****Electives related to students' specialization/occupational interest as determined with program*

advisor/counselor.

****The Substance Abuse Counseling Specialization requires the courses for the Certificate of Completion in Substance Abuse Counseling (21 credits).

*****The AS in Human Services Degree with the Substance Abuse Counseling Specialization counts for 2000 of the 6000-hour work requirement for CSAC by the State of Hawaii, Alcohol and Drug Abuse Division of the Department of Health. Students must complete the Certificate of Completion in Substance Abuse Counseling (21 credits) with a 2.0 or better in each course.

HS Program Map Changes (page 53)

Full-time students in General Human Services or Substance Abuse Counseling Specialization would take courses in this sequence:

First Semester (Fall)	Credits	Second Semester (Spring)	Credits
COM 1450 Interpersonal Communication, or SP 151 Personal and Public Speech	3	FAMR 230 or PSY 240	3
HSER 110 Introduction to Human Services	3	HSER 140 Intro Couns & Interview	3
SOC 100 Survey of General Sociology	3	HSER/Specialization/interest elective*	3
ENG 100 Composition I	3	MATH 100, 103**, or PHIL 110	3
ICS 101 or BUSN 151	3	Humanities elective (HWST 1070)	3
	15		15

Third Semester (Fall)	Credits	Fourth Semester (Spring)	Credits
HSER 194 Practicum in Community Service	3	HSER 294 Practicum in Comm. Svc.	3
PSY 100 Survey of Psychology	3	HSER Specialization/interest elective*	3
SOC 218 or PSY 170, 202, or 260	3	Natural Science elective (FSHN 1850)	3-4
HSER Specialization/interest elective*	6	Elective	6
	15		15-16

0Recommended course

*Note: Electives related to students' specialization or occupational interest as determined with program advisor. The Substance Abuse Counseling Specialization requires the courses for the Certificate of Completion in Substance Abuse Counseling (21 credits) with a minimum 2.0 GPA per course

**Highly recommended for transfer to UHWO BASS program.



UNIVERSITY OF HAWAII
MAUI COLLEGE

Health Navigator/Community Health Worker 2013-2014

Graduating
Semester Year
 SUM _____
 FALL _____
 SPR _____

Application for: Certificate of Completion (CC)

Name as you would like it to appear on your diploma

Street Address and/or PO Box (Mailing Address)

UH Student ID

City State ZIP

Full Name: Last Name First Name MI

Phone Number

Grade C or better is required in all courses for the certificate.

Course	Course	Number	Credits	Grade	Semester	Year
First Semester						
HLTH 150 Introduction to the Study of Disease*	HLTH	150	1			
HLTH 125 Survey of Medical Terminology*	HLTH	125	1			
HLTH 101/HSER 101 Health Navigator	HLTH or HSER	101	3			
HSER 145 Human Service Work With the Older Adult	HSER	145	3			
HSER 248 Case Management	HSER	248	3			
Second Semester						
PHARM 103 Introduction to Pharmacology	PHARM	103	1			
PHARM 104 Pharmacological Treatment of Disease	PHARM	104	1			
PHARM 105 Administration of Medications	PHARM	105	1			
HSER 365 Motivational Interviewing	HSER	365	3			
HSER 194 or HSER 294 Work Practicum	HSER	194 or 294	3			
HLTH 159 Exercise Physiology or HSER 345 Diversity in Aging or HSER 256 Dynamics of Family Violence or HSER 268 Alcohol and Drug Ed or HSER 270 Substance Abuse Counseling			3			

*Possible substitution – NURS 100 Nursing
Assistant for HLTH 125 and 150

Notes:

Counselor's Signature

Date
Revised: 4/10/2013



UNIVERSITY of HAWAII
MAUI COLLEGE

Health Navigator/Community Health Worker 2013-2014 Spring 2014

Graduating
Semester Year
 SUM _____
 FALL _____
 SPR _____

Application for: Certificate of Completion (CC)

Name as you would like it to appear on your diploma

Street Address and/or PO Box (Mailing Address)

UH Student ID

City State ZIP

Full Name: Last Name First Name MI

Phone Number

Grade C or better is required in all courses for the certificate.

Course	Course	Number	Credits	Grade	Semester	Year
Frist Semester						
HLTH 150 Introduction to the Study of Disease*	HLTH	150	1			
HLTH 125 Survey of Medical Terminology*	HLTH	125	1			
HLTH 101/HSER 101 Health Navigator	HLTH or HSER	101	3			
HSER 145 Human Service Work With the Older Adult	HSER	145	3			
HSER 248 Case Management	HSER	248	3			
Second Semester						
PHARM 107 Pharmacology Fundamentals & Treatment of Disease	PHARM	107	3			
HSER 365 Motivational Interviewing	HSER	365	3			
HSER 194 or HSER 294 Work Practicum	HSER	194 or 294	3			
HLTH 159 Exercise Physiology or HSER 345 Diversity In Aging or HSER 256 Dynamics of Family Violence or HSER 268 Alcohol and Drug Ed or HSER 270 Substance Abuse Counseling			3			

*Possible substitution – NURS 100 Nursing
Assistant for HLTH 125 and 150

Notes:

Counselor's Signature

Date

Explore



Do something that matters. For yourself. For others.

Overview

Community Health Workers (CHWs) are frontline public health workers who are trusted members of and/or have an unusually close understanding of the community they serve. This trusting relationship enables CHWs to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

CHWs also build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy. (American Public Health Association, 2008)

In January 2009, the Office of Management and Budget officially published the 2010 Standard Occupational Classifications (SOC) listing in the Federal Register. The 2010 SOC includes a unique occupational classification for Community Health Worker (SOC 21-1094).

Community health workers are dedicated individuals who function along a continuum ranging from individual and community development to service delivery promoting community empowerment and social justice. They often help link people to needed health care information and services.

CHWs work in all geographic settings, including rural, urban and metropolitan areas, border regions (colonias), and the Native American nations. Although CHW roles vary depending on locale and cultural setting, they are most often found working in underprivileged marginalized communities where people may have limited resources, lack access to quality health care, lack the means to pay for health care, do not speak English fluently, or have cultural beliefs, values and behaviors different from those of the dominant western health care system. In these communities, CHWs play an integral role in helping systems become more culturally appropriate and relevant to the people they are to serve.

CHWs typically have deep roots or shared life experiences in the communities they serve. They share similar values, ethnic background and socio-economic status, and they often speak the same language as the people they serve.

The CHW serves as a bridge between the community and the health care, government and social service systems.

The CHW's responsibilities can include:

- helping individuals, families, groups and communities develop their capacity and access to resources including health insurance, food, housing, quality care and health information

www.ExploreHealthCareers.org

- facilitating communication and client empowerment in interactions with health care/social service systems
- helping health care and social service systems become culturally relevant and responsive to their service population
- helping people understand their health condition(s) and develop strategies to improve their health and well being
- helping build understanding and social capital to support healthier behaviors and lifestyle choices among people
- delivering health information using culturally appropriate terms and concepts
- linking people to health care/social service resources
- providing informal counseling, support and follow-up
- advocating for local health needs
- providing health services, such as monitoring blood pressure and providing first aid
- making home visits to chronically ill patients, pregnant women and nursing mothers, individuals at high risk of health problems, and the elderly
- translating and interpreting for clients and health care/social service providers.

CHWs go by many titles, depending on where they work, who they work for and what they do. Common titles include community health advisor, family advocate, health educator, liaison, promoter, outreach worker, peer counselor, patient navigator, health interpreter, and public health aide. In Spanish-speaking communities, CHWs are often referred to as health promoters or promotores(as) de salud.

The role of the CHW started as a societal position, appointed by and responsible to members of community. Advocates and activists dedicated their time and talents to ensuring that local people received the health information, resources and health care services they needed. The success of their efforts has caused many government agencies, non-profit organizations, faith-based groups and health care providers to create paid positions for CHWs to help reduce, and in some cases eliminate, the persistent disparities in health care and health outcomes in underprivileged communities. The organizations benefit by gaining access to information about health care needs in these communities, which they can use to improve the design of health services.

Working Conditions

Community health workers (CHWs) often live in the community they serve. They spend much of their time traveling within the community, speaking to groups, visiting homes and health care facilities, distributing information and otherwise connecting with local people.

Some CHWs work in health facilities, providing case management, client education, interpretation and follow up care. Others are employed by government agencies and non-profit groups to provide community organizing, health education, Medicaid enrollment and preventive care services "in the field." These CHWs may staff tables at community events, provide health screenings, referrals, and information, and help people complete applications to access health benefits. They may also visit homes to check on individuals with specific health conditions, drive clients to medical appointments, or deliver health education presentations to schoolchildren and their parents and teachers.

CHWs hired by health care agencies often have a disease or population-based focus, such as promoting the health of pregnant women or children, improving nutrition, promoting

immunization, or providing education around a specific health issue, such as diabetes or HIV/AIDS.

CHWs are defined by the trust they receive from the communities they work in. To be effective, CHWs must secure, preserve and develop that trust. This can put the CHW in a difficult position, particularly when there is disconnect between program goals and community priorities. For example, communities that rely on their own traditional medical practitioners (such as native healers) may resist efforts by a CHW to refer patients to "Western" health care resources. The CHW must be able to balance their responsibilities to the community with their employer's agenda.

Outlook & Salary Range

Throughout the United States, the CHW field is burgeoning, both in interest and demand, yet the practice lacks definition, standards, and openly available training opportunities. The field is also rapidly expanding into new areas of health and community wellness as CHWs continue to improve chronic disease management programs, health insurance enrollment, immunization drives, HIV/AIDS treatment, access to mental health services and maternal-child health interventions.

Becoming a CHW is almost an idiosyncratic process, involving individuals seeking opportunities to help their community through a patchwork of employment opportunities, often known only by word of mouth and with highly varied job requirements and situations. This is unfortunate in that the lack of CHW identity and standards of practice has led employers to contribute to the confusion about who CHWs are and what they do.

CHW salaries vary depending on local economies, wage scales and demand. In major metropolitan areas recommended starting CHW annual salaries range from \$35,000 to \$42,000, while Senior CHWs can earn \$42,000 to \$52,000 and supervising CHWs may earn \$52,000 to \$60,000. Manager CHWs generally earn salaries above \$60,000.

CHWs often are hired to support a specific health initiative, which may depend on short-term funding sources. As a result, CHWs may have to move from job to job to obtain steady income. This short-term categorical funding of health services is a challenge to the stability and sustainability of the CHW practice.

Academic Requirements

Community Health Worker (CHW) training and educational requirements vary across states, cities, employers and employment sectors. The CHW field lacks unified training standards, so trainings tend to be generally local and sometimes employer driven.

A few states have regulated CHW training through various methods including by developing a standardized curriculum, yet there are very limited examples that follow the recommendations in published "promising practices." Until a CHW core role is agreed upon the development of a nationally recognized curriculum framework will continue to vary.

Recently, however, states are starting to develop training and credentialing criteria more informed by CHW leadership and by documented "promising practices." The setting of CHW

training programs also varies widely. Some states have developed college-based training while others have implemented community-based training resources.

Today, CHWs are increasingly recognized for their contribution to community organizing, increasing access to health and improving health outcomes. This increased attention to the CHW role by health care providers, community organizations and government officials has created interest in providing appropriate training and supervision.

Qualifications for CHWs vary widely. Some employers require only a high school diploma, while others require a college degree. CHWs typically receive up to 100 hours of additional training on the job, through classroom study, job mentoring or a combination. CHWs are not licensed, but continuing education requirements may be set by the employer. Several states have begun to develop credentialing programs for CHWs.

An effort is underway to develop state and national standards for training and capacity building for CHWs. One initiative in particular is focused primarily on collecting and sharing "promising practices" among CHWs to ensure that training benefits from and is responsive to the experiences, needs and knowledge level of CHWs.

This unique effort was in part a response to the limited success of efforts by states and other regulators to impose standards on the practice without input from CHW practitioners and CHW leaders. Also in light of this growing interest in regulating the practice, several independent professional associations of CHWs have recently organized to address the rapidly emerging policy issues relevant to their practice.

Professional Associations

Local, regional and statewide professional associations of CHWs are developing in many states as practitioners of the field organize to address relevant issues. Some of these nascent organizations have established web-based resources while others are still building their organizational capacity.

- [CHW Network](#)
- [Massachusetts Association of Community Health Workers](#)
- [American Public Health Association Community Health Worker Special Primary Interest Group \(SPIG\)](#)
- [Community Health Workers' National Education Collaborative \(CHW-NEC\)](#)
- [Center for Sustainable Health Outreach](#)
- [National Association of Community Health Representatives \(Native American\)](#)

Funding Opportunities

[Search for funding opportunities in this field](#)

Enrichment Programs

[Search for enrichment programs in this field](#)

Schools and Academic Programs

www.ExploreHealthCareers.org

Search for academic degree and certificate programs in this field

Source

www.chwnetwork.org

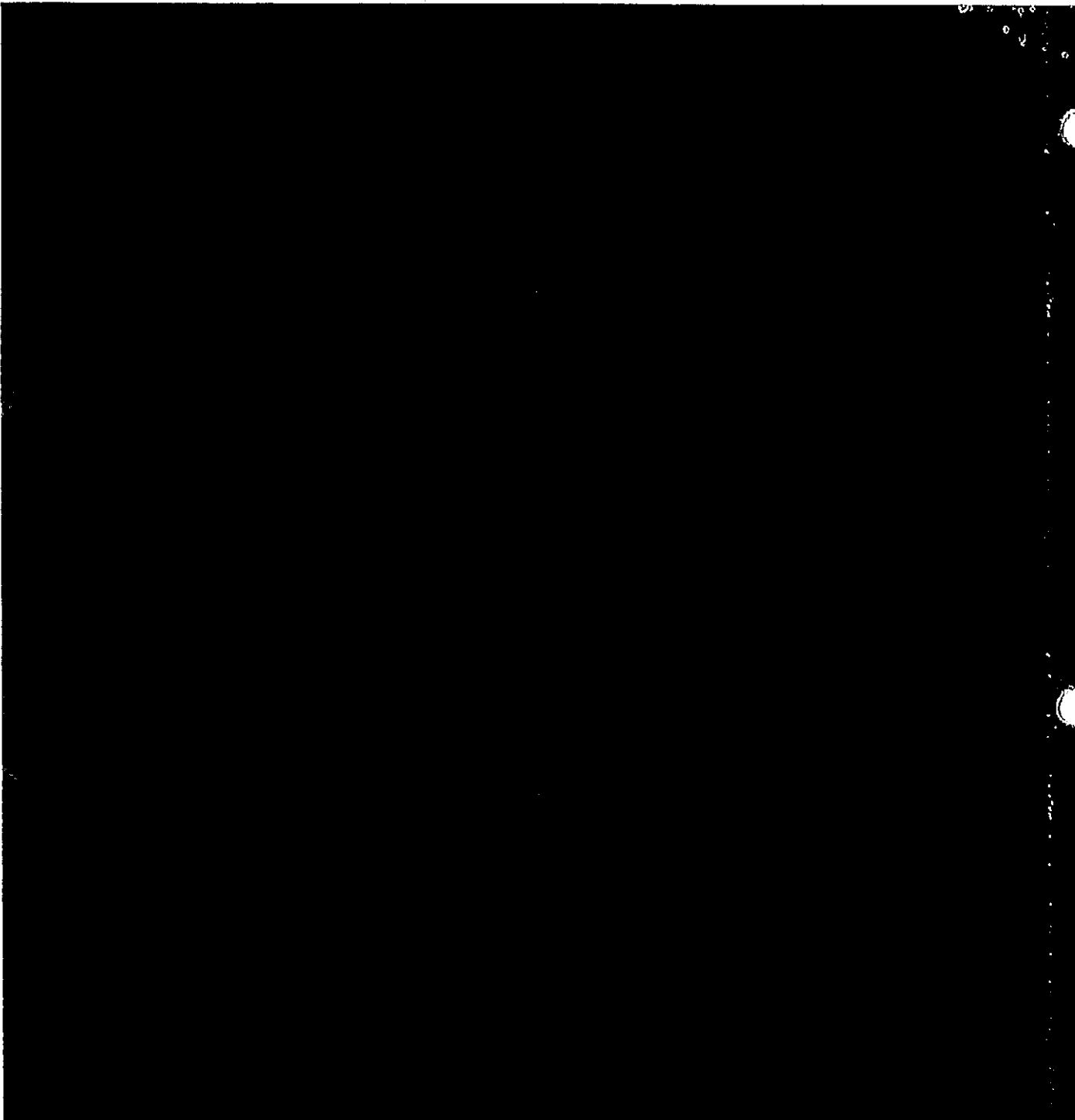
Learn more about this field:

Allied Health Professions

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1600 CLIFTON ROAD NE, ATLANTA, GA 30333
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2012,46

Navigators – As described in the Affordable Care Act

Section 1311 -- (i) NAVIGATORS.—

(1) IN GENERAL.—An Exchange shall establish a program under which it awards grants to entities described in paragraph

(2) to carry out the duties described in paragraph (3).

(2) ELIGIBILITY.—

(A) IN GENERAL.—To be eligible to receive a grant under paragraph (1), an entity shall demonstrate to the Exchange involved that the entity has existing relationships, or could readily establish relationships, with employers and employees, consumers (including uninsured and underinsured consumers), or self-employed individuals likely to be qualified to enroll in a qualified health plan.

(B) TYPES.—*As amended by section 10104(h)*. Entities described in subparagraph (A) may include trade, industry, and professional associations, commercial fishing industry organizations, ranching and farming organizations, community and consumer-focused nonprofit groups, chambers of commerce, unions, resource partners of the Small Business Administration, other licensed insurance agents and brokers, and other entities that—

(i) are capable of carrying out the duties described in paragraph (3);

(ii) meet the standards described in paragraph (4); and

(iii) provide information consistent with the standards developed under paragraph (5).

(3) DUTIES.—An entity that serves as a navigator under a grant under this subsection shall—

(A) conduct public education activities to raise awareness of the availability of qualified health plans;

(B) distribute fair and impartial information concerning enrollment in qualified health plans, and the availability of premium tax credits under section 36B of the Internal Revenue Code of 1986 and cost-sharing reductions under section 1402;

(C) facilitate enrollment in qualified health plans;

(D) provide referrals to any applicable office of health insurance consumer assistance or health insurance ombudsman established under section 2793 of the Public Health Service Act, or any other appropriate State agency or agencies, for any enrollee with a grievance, complaint, or question regarding their health plan, coverage, or a determination under such plan or coverage; and

(E) provide information in a manner that is culturally and linguistically appropriate to the needs of the population being served by the Exchange or Exchanges.

(4) STANDARDS.—

(A) IN GENERAL.—The Secretary shall establish standards for navigators under this subsection, including provisions to ensure that any private or public entity that is selected as a navigator is qualified, and licensed if appropriate, to engage in the navigator activities described in this subsection and to avoid conflicts of interest. Under such standards, a navigator shall not—

(i) be a health insurance issuer; or


(ii) receive any consideration directly or indirectly from any health insurance issuer in connection with the enrollment of any qualified individuals or employees of a qualified employer in a qualified health plan.

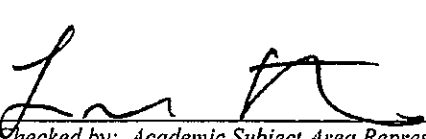
(5) FAIR AND IMPARTIAL INFORMATION AND SERVICES.—The Secretary, in collaboration with States, shall develop standards to ensure that information made available by navigators is fair, accurate, and impartial.

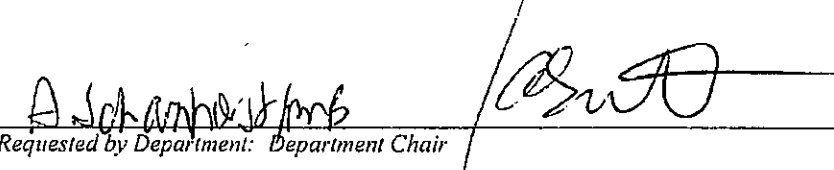
(6) FUNDING.—Grants under this subsection shall be made from the operational funds of the Exchange and not Federal funds received by the State to establish the Exchange.

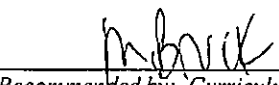
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University of Hawaii Maui College
Curriculum Action Request (CAR) Signature Page



Proposed by: Author or Program Coordinator Date 4/9/13

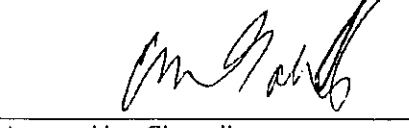

Checked by: Academic Subject Area Representative to Curriculum Committee Date 4/9/13


Requested by Department: Department Chair Date 4/9/13


Recommended by: Curriculum Chair Date 4/9/13


Approved by Academic Senate: Academic Senate Chair Date 5/13/13


Endorsed by: Chief Academic Officer Date 6/6/13


Approved by: Chancellor Date 6/15/13



Princess Soares <pfrederi@hawaii.edu>

Program Code Request: CO-HSER-CHWN

Debie Amby <debie@hawaii.edu>
To: Princess Soares <pfrederi@hawaii.edu>

Mon, Aug 10, 2015 at 2:23 PM

Hi Princess,
Yes, please use CHW. Thank you very much.
Debie

On Mon, Aug 10, 2015 at 7:49 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Hi Debie,

This request was put on the back burner for a while.

Please confirm, that if CHW is to be used, the program code will be CO-HSER-CHW with the description as CO-HSER-Community Health Wrkr. The Health Navigator will be dropped. The Chancellor's memo approved the program as CO-Community Health Worker.

Let me know if this is okay.

Mahalo,
Princess

On Wed, Jul 15, 2015 at 1:53 PM, Debie Amby <debie@hawaii.edu> wrote:

Hi Princess,

I'm not sure what the difference between CHW and CHWN is? I thought that because the CHW code originated from Kapiolani and that their program was not always offered that it may or may not be different with our program.

Also we currently have two CO's with the description Health Navigator. One is Health Navigator with 9 credits and another Health Navigator/Community Health Worker with 23 credits. In Spring 2016, the Health Navigator with 9 credits will be deleted and the Health Navigator/Community Health Worker will change to Community Health Worker/Health Navigator I and be brought down to 15 credits. If it's okay, we could use the CHW code. And yes it's fine that the ending term for the CC is Fall 2014. Thanks.

Debie

On Mon, Jul 6, 2015 at 8:13 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Aloha Debie,

Also, what will be the ending term to disable general student and academic history?

Should it be Fall 2014, since that is when all CC were disabled?

Mahalo!
Princess

On Mon, Jul 6, 2015 at 8:11 AM, Princess Soares <pfrederi@hawaii.edu> wrote:

Hi Debie,

What is the difference between CHW and CHWN? Can CHW be used? What happens to CO-CHW?

Raises questions since the online program of study webpage (<http://maui.hawaii.edu/health-related-programs-allied-health/>) says:

Health Navigator/Community Health Worker (CO): 23 credits* See curriculum on Human Services program map.

Please let me know.

Thank you!
Princess

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Princess Soares

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