**New Certificate Proposal**

**Cultural Competency in Health Care**

1. Full and exact title of the Certificate program and level of the program (Certificate of Specialized vs. Advanced Study). Name and position of the person(s) submitting the proposed Certificate. Intended implementation date of the program.

Cultural Competency in Health Care (Professional Certificate)

* 1. Konane Martinez, Ph.D., Assistant Professor of Medical Anthropology
  2. Laurette McGuire, Ph.D., Assistant Professor of Indigenous Anthropology
  3. Implementation date Fall 2013

1. List of the existing programs in the discipline(s) under which the new Certificate is to be offered.

Anthropology, Philosophy

1. List of the existing program(s) that may be affected by the proposed Certificate.

Nursing, Public Health, Philosophy

1. Purpose of the proposed Certificate, including specific academic objectives served, professional applications, potential student market, and a statement explaining the need for the Certificate in comparison to existing related majors, minors, and Graduate programs.
   1. Purpose: Federal and state governmental bodies have developed a comprehensive set of regulatory mandates related to cultural and linguistic competency in health care including Executive Order 3166 and the National Standards for Culturally and Linguistically Appropriate Services in Health Care (CLAS). Additionally, accreditation agencies such as the Joint Committee for Accreditation of Healthcare Organizations (JCAHO) and the National Committee for Quality Assurance (NCQA) have established rigorous standards in the areas of cultural and linguistic competency and proficiency for health care organizations. The aim of the Cultural Competency in Healthcare Certificate Program at CSUSM is to develop a workforce that can excel in the planning and delivery of culturally competent health care. Cultural competency, when developed and implemented as a framework, enables systems, agencies, and groups of professionals to function effectively to understanding the needs of groups accessing health information and health care in an inclusive partnership where the provider and the user of the information meet on common ground. Cultural competence benefits consumers, stakeholders, and communities, leads to a reduction of health disparities, and supports positive health outcomes. Training in cultural and linguistic issues can provide those working in the health care fields skills that can positively impact patient care through the delivery of services that are respectful and responsive to the health beliefs, practices and cultural and linguistic needs of diverse population.
   2. Program Objectives:
      * To develop a workforce that understands the US healthcare system, including legislative, accreditation and professional regulatory mandates standards related to the provision of culturally and linguistically appropriate services in health care (CCHC 500, CCHC 530).
      * To engage participants in the acquisition of knowledge regarding health disparities, medical ethics and cultural issues in health care (CCHC 500, CCHC 510, CCHC 520).
      * To have participants understand how medical ethics interplay with cultural issues in health care (CCHC 520).
      * For participants to develop a mastery of specific knowledge and skills that increase ability to provide care to diverse individuals, groups, and communities (CCHC 500, CCHC 510, CCHC 530, CCHC 540, CCHC 550).
      * To influence feelings, values, attitudes and beliefs about diverse health care practices (CCHC 510, CCHC 530).
      * To prepare professionals to develop culturally and linguistically appropriate services, interventions and policies within the healthcare field (CCHC 530).
   3. Potential student market: health care administrators and providers, allied health care professionals, nursing, anthropology, public health students, and future health care professionals.
   4. Need: Numerous regulatory and accreditation mandates related to culture and language in healthcare has placed new demands upon the health care workforce. The proposed certificate addresses this need by providing students a specialized skill set in the field of cultural and linguistic competency. There are few academically rigorous training programs nationwide tailored towards health care professionals in this area; participants will therefore leave the program with a competitive edge in the marketplace. The proposed certificate will be offered online, which will meet the needs of the consumer who may not have the time or means to travel to a university to seek professional development.
2. List of the courses, by catalog number, title, and units of credit, as well as total units to be required under the proposed Certificate.

The certificate consists of six (6) two unit courses, lasting 8 weeks each, for a total of 12 units.

* + - CCHC 500-Clinical Care and Cultural Competency (2 units)
    - CCHC 510-Special Populations and Health Care (2 units)
    - CCHC 520-Medical Ethics in Cross Cultural Context (2 units)
    - CCHC 530- Communication, Language Access and Health Literacy (2 units)
    - CCHC 540-Palliative Care in Diverse Communities (2 units)
    - CCHC 550-Practicing Cultural Competency (2 units)

1. Definition of the minimum level of competence to be demonstrated to earn the proposed Certificate, and a description of the means of assessing that competence (examination, practicum, field experience, etc.).

Courses will assess competency by grading participation in reading forums, discussion forums, writing assignments, examinations, and online projects. Completion of all six courses with a minimum 2.5 GPA (75%) will be required to receive the certificate.

1. Description of assessment strategies for waiver of lower division requirements (where applicable). Not applicable
2. New courses to be developed. Include proposed catalog descriptions in the Certificate proposal. “C-forms” for these courses should accompany the proposed Certificate package for curricular review.

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    - CCHC 520-Medical Ethics in Cross Cultural Context (2 units)
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    - CCHC 540-Palliative Care in Diverse Communities (2 units)
    - CCHC 550-Practicing Cultural Competency (2 units)

1. List of all present faculty members, with rank, appointment status, highest degree earned, date and field of highest degree, and professional experience, who would teach in the proposed aggregate of courses.
   * Bonnie L. Bade, Professor, Ph.D., 1994, Medical Anthropologist
   * Konane M. Martinez, Assistant Professor, Ph.D., 2005, Medical Anthropologist
   * Laurette McGuire, Assistant Professor, Ph.D., 2012, Medical Anthropologist
   * Michael McDuffie, Associate Professor, Ph.D., Medical Ethics
2. Instructional resources (faculty, space, equipment, library volumes, etc.) needed to implement and sustain the Certificate program.
   1. Adjunct lecturers
   2. Adjunct lecturer Office space, office computers, phone lines, office supplies.
   3. Library
      1. Journal on Cultural diversity
      2. Journal of Immigrant and Minority Health
      3. Journal of Health Communication
      4. Encyclopedia of Immigrant Health (Springer)
   4. IITS
      1. Development of online materials: Training of faculty to conduct courses online; access to computers and tablets to develop materials, access to software and apps needed to deliver material.