The School of Social Work

Master of Social Work Program

Student Handbook

2013 - 2014

Union University
1050 Union University Drive
Jackson, Tennessee 38305

Phone: 731-661-5554
FAX: 731-661-5566
# TABLE OF CONTENTS

- **FACULTY WELCOME** .................................................................................................................. 5
- **Faculty – School of Social Work** .............................................................................................. 7
- **I. GENERAL INFORMATION ABOUT UNION UNIVERSITY** .................................................. 9
  - **ACADEMIC CALENDAR** ........................................................................................................ 9
  - **OVERVIEW OF UNION UNIVERSITY** .................................................................................. 11
    - Heritage ................................................................................................................................. 11
    - Purpose ................................................................................................................................. 11
    - Mission ................................................................................................................................. 12
    - Statement of Faith ............................................................................................................... 12
  - **CAMPUS MAP** ....................................................................................................................... 14
  - **CAMPUS SERVICES** ............................................................................................................. 15
    - Campus Parking Information and Regulations ....................................................................... 15
    - Cell Phones ........................................................................................................................... 15
    - Change of Address ............................................................................................................... 15
    - Chapel and Spiritual Life ....................................................................................................... 15
    - Communication .................................................................................................................... 15
    - Communication with Faculty ................................................................................................ 16
    - Computing Services ............................................................................................................. 16
    - Confidentiality of Student Records (FERPA) ........................................................................ 16
    - Counseling Services ........................................................................................................... 19
    - Disability Services ............................................................................................................. 19
    - Non-Discrimination Policy .................................................................................................... 19
    - Emergency Notification System .......................................................................................... 19
    - Financial Assistance ........................................................................................................... 20
    - Health Services ................................................................................................................... 20
    - Housing .................................................................................................................................. 20
    - Hundley Center for Academic Enrichment .......................................................................... 21
    - Liability and Malpractice Insurance ..................................................................................... 21
    - Library Services .................................................................................................................... 21
    - Minority Student Resources ................................................................................................. 21
    - Phi Alpha Honor Society ....................................................................................................... 21
    - Student Life ........................................................................................................................... 21
    - Student Conduct ................................................................................................................... 21
    - Tuition and Fees .................................................................................................................... 22
    - Union Station ....................................................................................................................... 22
    - Vocatio Center for Life Calling and Career .......................................................................... 22
    - Wellness Services .................................................................................................................. 23
- **II. GRADUATE SOCIAL WORK PROGRAM OVERVIEW** .................................................... 23
  - THE MISSION OF THE MSW SOCIAL WORK PROGRAM ..................................................... 23
  - THE RELATIONSHIP OF THE UNIVERSITY MISSION TO THE MSW SOCIAL WORK PROGRAM ........................................................................................................ 24
  - MSW PROGRAM GOALS .......................................................................................................... 24
  - MSW THEORETICAL ORIENTATIONS FOR SOCIAL WORK PRACTICE .............................. 26
    - Generalist Practice Framework ............................................................................................ 27
    - Foundation Program Competencies ...................................................................................... 27
    - Foundation Curriculum Summary ......................................................................................... 28
    - Advanced Generalist Concentration Practice Framework .................................................. 31
    - Advanced Generalist Concentration Year Competencies ................................................... 32
    - Concentration and Advanced Standing Curriculum Summary ............................................. 35
- **IV. SOCIAL WORK POLICIES AND PROCEDURES** .......................................................... 37
  - Grading Scale ........................................................................................................................... 37
  - Grading System ....................................................................................................................... 37
  - Academic Honesty .................................................................................................................. 38
  - Plagiarism Rubic ..................................................................................................................... 40
  - Accreditation .......................................................................................................................... 41
  - Non-Degree Seeking Student ................................................................................................. 41
  - Credit for Life Experience and Previous Work Experience ................................................... 41
  - Transfer Credit ........................................................................................................................ 41
Advanced Standing Admissions .................................................................42
Provisional Status for Admission to the MSW Program ..........................42
Progression in the MSW Program ............................................................42
Advisement Procedures ...........................................................................43
Attendance Policies ...............................................................................43
Core Performance Standards .................................................................43
Probation ...............................................................................................44
Repeating Courses ...............................................................................44
Suspension/Termination Policy .............................................................44
Voluntary Withdrawal from Classes ....................................................45
Readmission to the MSW Program ........................................................45
Licensure ...............................................................................................45
Faculty Resources for Students ...........................................................46
Faculty Assistance ...............................................................................46
Student’s Advisor ................................................................................46
Informal Consultations .........................................................................46
Professional Development Committee ................................................46

IV. GRIEVANCE PROCEDURES (ACADEMIC) ......................................48
  Review of Instruction ........................................................................48
  Grade Appeal ....................................................................................48
  Academic Dishonesty Appeal ..........................................................49
  Academic Grievance Policy ..............................................................50

VI. APPENDICES ..................................................................................51
  APPENDIX A. STUDENT RIGHTS AND RESPONSIBILITIES .............53
  APPENDIX B. SEXUAL HARASSMENT ..............................................55
  APPENDIX C. CORE PERFORMANCE STANDARDS ..........................57
  APPENDIX D. NASW CODE OF ETHICS ..........................................59
  APPENDIX E. EDUCATIONAL POLICY AND ACCREDITATION STANDARDS ....83
THE SOCIAL WORK FACULTY WELCOMES YOU!

Welcome! The faculty and staff of the School of Social Work at Union University are pleased that you chose Union University for the MSW degree. Our goal is to prepare you for advanced generalist practice in a wide range of social work jobs. We are committed in providing you with a stimulating and challenging graduate experience.

The Student Handbook provides vital information including policies and procedures for the MSW program. Please take the time to read the handbook thoroughly. It is also accessible on the MSW web page. Policies and procedures that appear here have developed through a collaborative process involving administrators, faculty, students, and staff. The process includes community forums occurring at least twice a year, consultations between MSW Student Association leaders and program leadership, and interaction of student representatives at faculty meetings. Policies and procedures often need to be clarified, changed or new policies need to be created. Students will be a part of the process. Please remember that you are responsible to read and operationalize the contents of this Student Handbook. Any concerns or questions may be communicated with your faculty.

The NASW Code of Ethics sets forth core values that are foundational to the social work profession. These values are the foundation of the social work profession’s unique purpose and are consistent with Christian values and beliefs:

- Service
- Social justice
- Dignity and worth of the person
- Importance of human relationships
- Integrity
- Competence

The School of Social Work at Union honors the Christian heritage and mission of Union University. The example of Jesus is the highest inspiration as He assisted the vulnerable and powerless in all walks of life. We believe that Micah 6:8 speaks to the social work profession, “…and what does the Lord require of you but to do justly, to love mercy, and to walk humbly with your God?”

We are honored to walk with you through your graduate journey!

Nita Mehr
Acting MSW Director
Associate Professor
Mary Anne Poe, ACSW, LAPSW
Acting Associate Dean
Director, Center for Just and Caring Communities
Professor
B.A. Vanderbilt University
M.Div. Southern Baptist Theological Seminary
M.S.S.W. University of Louisville

Nita Mehr, LCSW, ACSW
Acting MSW Director
Associate Professor
B.S.W. Freed-Hardeman University
M.S.S.W. University of Tennessee – Memphis

Rhonda Hudson, LCSW
Acting Director, BSW Programs
Professor
B.S. Florida A & M University
M.S.W. Barry University
Ph.D. Barry University

Theresa Blakley, LCSW, ACSW
Professor
B.S. Sam Houston State University
M.S.W. Barry University
Ph.D. Barry University

Shuna Mason
Assistant Professor
B.A. Hendrix College
M.S.S. Bryn Mawr College
M.L.S.P. Bryn Mawr College

Virginia Schwindt, LCSW
Director, M.S.W. Field Program
Associate Professor
B.A. Hardin-Simmons University
M.S.S.W. University of Texas, Austin

Michelle Sherrill
Director, Field Program – Memphis
Assistant Professor
B.S.W. Indiana University
M.S.W. Indiana University

Todd Stanfield, LCSW
Professor
M.S.W. University of Alabama
M.S.W. University of Alabama
Ph.D. University of Tennessee

Elizabeth Wilson, LCSW
Associate Professor
B.S. Philadelphia Biblical University
M.S.W. University of Wisconsin - Milwaukee
Ph.D. University of Tennessee

Roslyn Wilson, LMSW
Director, BSW Field Program - Jackson
Associate Professor
B.S. Tennessee State University
M.S.S.W. University of Tennessee

Tammy Patton, LCSW
Visiting Professor
B.A. Lambuth University
M.S.S.W. University of Tennessee – Memphis

Brian Billings, LCSW
Adjunct Professor
B.A. Union University
M.S.W. University of Tennessee - Memphis

Sarah Hamil, LCSW, RPT, ATR-BC
Adjunct Professor
B.S. Union University
M.S.S.W. University of Tennessee

Kay Montgomery, CMSW
Adjunct Professor
B.S. University of Tennessee
M.S.S.W. University of Tennessee – Nashville

Kim Parker, LMSW
Adjunct Professor
B.S.E. University of Central Arkansas
M.S.S.W. University of Tennessee - Memphis
<table>
<thead>
<tr>
<th>Name</th>
<th>Degree</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traci Schott, LCSW</td>
<td>B.A.</td>
<td>Memphis State University</td>
</tr>
<tr>
<td>Adjunct Professor</td>
<td>M.S.W.</td>
<td>University of Tennessee - Memphis</td>
</tr>
<tr>
<td>Pat Taylor, LCSW</td>
<td>B.S.</td>
<td>Lambuth University</td>
</tr>
<tr>
<td>Adjunct Professor</td>
<td>M.S.S.W.</td>
<td>University of Tennessee - Memphis</td>
</tr>
<tr>
<td>Jill Wells, LCSW</td>
<td>B.S.</td>
<td>Olivet Nazarene University</td>
</tr>
<tr>
<td>Adjunct Professor</td>
<td>M.S.W.</td>
<td>University of Texas - Arlington</td>
</tr>
</tbody>
</table>
I. GENERAL INFORMATION ABOUT UNION UNIVERSITY

Academic Calendar 2013 - 2014
Fall Semester 2013 (16-week semester, 2013FFA)

August
16–19, Friday–Monday..............................................................Residence Complexes Open for New Students Only
16, Friday......................................................................................FOCUS
18, Sunday...............................................................................Residence Complexes Open for Returning Students
20, Tuesday................................................................................Registration / Day Classes and 16-Week Evening Classes Begin
21–28, Wednesday–Wednesday........................................................*Late Registration
23, Friday......................................................................................Convocation
28, Wednesday........................................................................*Last Day to Drop a Class

September
2, Monday...................................................................................... Labor Day Holiday
3, Tuesday..................................................................................*Deadline to Drop (course does not appear on transcript)

October
7, Monday..................................................................................*Academic Progress Reports Due
10–14, Thursday–Monday................................................................*Fall Holiday
22, Tuesday................................................................................*Deadline to Drop (course appears on transcript with "DR")

November
5, Tuesday..................................................................................Campus and Community : A Day of Remembrance and Service
7, Thursday.................................................................................*Priority Registration Begins for Winter and Spring 2014
22, Friday....................................................................................*Last Day to Withdraw from All Fall Classes%
23–December 1, Saturday–Sunday.........................................................**Residence Complexes Close

December
1, Sunday..................................................................................... Residence Complexes Open
6, Friday...................................................................................... Reading/Review Day
9–12, Monday–Thursday.................................................................*Final Examinations
12, Thursday........................................................................... **Residence Complexes Close
14, Saturday................................................................................ Graduation

Winter Term 2014 (4-week accelerated semester, 2014FWI)

January
1, Wednesday................................................................................. Residence Complexes Open
2, Thursday..................................................................................Day Registration / Classes Begin
2, Thursday...............................................................................Registration Closes for Monday/Thursday Accelerated Classes / Classes Begin
3, Friday.....................................................................................Late Registration for Day Classes / Last Day to Add a Class
8, Wednesday...............................................................................Deadline to Drop (course does not appear on transcript)
16, Thursday................................................................................Deadline to Drop (course appears on transcript with "DR")
21, Tuesday..............................................................................Last Day to Withdraw from All Winter Classes in Progress
27, Monday.................................................................................. Final Examinations

Spring Semester 2014 (16-week semester, 2014FSP)

January
28, Tuesday..................................................................................Residence Complexes Open for New and Returning Students
29, Wednesday..............................................................................Registration / Day Classes and 16-Week Evening Classes Begin
30–February 5, Thursday–Wednesday...................................................*Late Registration

February
5, Wednesday...............................................................................*Last Day to Add a Class
12, Wednesday........................................................................... *Deadline to Drop (course does not appear on transcript)
March
24, Monday............................................................................................................................................................................. *Academic Progress Reports Due
28, Friday............................................................................................................................................................................. *Deadline to Drop (course appears on transcript with "DR")
28, Friday............................................................................................................................................................................. *Residence Complexes Close
29–April 5, Saturday–Sunday.................................................................................................................................................. Spring Holidays

April
17, Thursday.................................................................................................................................................................*Priority Registration Begins for Summer and Fall 2014
18–20 Friday-Sunday..........................................................................................................................................................Easter Holidays
29, Tuesday........................................................................................................................................................................ Union University Scholarship Symposium

May
2, Friday............................................................................................................................................................................... Last Day to Withdraw from All Spring Classes
12–15, Monday–Thursday.................................................................................................................................................... *Final Examinations
15, Thursday...................................................................................................................................................................**Residence Complexes Close
17, Saturday........................................................................................................................................................................ Graduation

Summer Terms, 2014
First Term/June (4-week accelerated semester, 20141S)
June
1, Sunday........................................................................................................................................................................ Residence Complexes Open
2, Monday.................................................................................................................................................................... Registration / Day and Evening Classes Begin
3, Tuesday................................................................................................................................................................... Late Registration / Last Day to Add a Class
5, Thursday.................................................................................................................................................................. Deadline to Drop (course does not appear on transcript)
10, Tuesday............................................................................................................................................................... Deadline to Drop (course does not appear on transcript)
23, Monday...................................................................................................................................................... Class Holiday for June Term / New Student Registration
24, Tuesday................................................................................................................................................................ Last Day to Withdraw from All Term I Classes
27, Friday.................................................................................................................................................................. Final Examinations
27, Friday..................................................................................................................................................................**Residence Complexes Close

Second Term/July (4-week accelerated semester, 20142S)
June
29, Sunday........................................................................................................................................................................ Residence Complexes Open
30, Monday.................................................................................................................................................................... Registration / Day and Evening Classes Begin

July
1, Tuesday........................................................................................................................................................................ Late Registration / Last Day to Add a Class
3, Thursday................................................................................................................................................................... Deadline to Drop (course appears on transcript with "DR")
4, Friday.................................................................................................................................................................. Independence Day Holiday
14, Monday..............................................................................................................................................................Deadline to Drop (course appears on transcript with "DR")
22, Tuesday................................................................................................................................................................ Last Day to Withdraw from All Term II Classes
25, Friday.................................................................................................................................................................. Final Examinations
25, Friday..................................................................................................................................................................**Residence Complexes Close
26, Saturday................................................................................................................................................................. Adult Studies and Graduate Studies Summer Graduation

Final Examinations Fall & Spring Semesters

<table>
<thead>
<tr>
<th>Hours for Exam</th>
<th>1st Day</th>
<th>2nd Day</th>
<th>3rd Day</th>
<th>4th Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 - 10 am</td>
<td>8:00 MWF</td>
<td>8:00 TR</td>
<td>9:00 MWF</td>
<td>10:50 TR</td>
</tr>
<tr>
<td>11 am - 1 pm</td>
<td>1:00 MWF</td>
<td>12:15 TR</td>
<td>12:00 MWF</td>
<td>1:40 TR</td>
</tr>
<tr>
<td>2 - 4 pm</td>
<td>11:00 MWF</td>
<td>9:25 TR</td>
<td>2:00 MWF</td>
<td>3:05 TR</td>
</tr>
</tbody>
</table>
An Overview of Union University

Heritage

Southwestern Baptist University, the immediate predecessor of the present Union University, originated because of a desire by Tennessee Baptists, who still had a separate convention for each of the state’s three Grand Divisions, for greater unification. Education became the core issue around which such unification was promoted. Committees of the three conventions met jointly in Humboldt in 1873 and issued a resolution supporting the establishment of a first-class regional university. An Educational Convention met in Murfreesboro in 1874, and following that a committee was appointed to select a location for the proposed university. The committee recommended the acceptance of the offer made by the citizens of Jackson to assume ownership of West Tennessee College.

In September 1874, the new institution opened at Jackson as an academy, and in 1875 it was chartered as Southwestern Baptist University. In 1907, Dr. T. T. Eaton, a trustee at Southwestern from its beginning, bequeathed his 6,000 volume library to the college. He was a former professor at Union University at Murfreesboro, where his father, Dr. Joseph H. Eaton, had been president. Shortly thereafter the name of Southwestern Baptist University was changed to Union University to honor the Eatons and others from Union at Murfreesboro who had made a major impact on Southwestern as faculty, administrators, trustees, and contributors. In a further move to unify its educational efforts, the Tennessee Baptist Convention in 1925 secured a new charter which vested all rights, authority, and property of Union University in the Convention, including the election of the University’s trustees. Two years later, the Convention was able to consolidate Hall-Moody Junior College at Martin (1900-1927) with Union University.

When David S. Dockery was elected as the fifteenth president of Union University in December 1995, he brought with him a compelling vision to build on a great tradition while taking Union to the next level of regional and national prominence in Christian higher education. The progress that has been made during this time has been remarkable: annual non-duplicating headcount increased from 2200 (in 1996) to more than 4000 (in 2009); significantly increased giving to Union, including twelve of the largest commitments in Union history; instituted three five-year strategic plans; completed construction of two residence halls, the Miller Tower, Jennings Hall, Hammons Hall, Fesmire athletic facilities and new White Hall; launched the $110 million comprehensive “Building a Future” campaign (now at $80 million); renewed commitment to scholarship and research among Union faculty as a part of the establishment of the Center for Faculty Development; added new undergraduate majors in political science, physics, theology, digital media studies, church history, ethics, sports management, sports medicine, engineering; and graduate programs in education (M.Ed., Ed.S., and Ed.D.), nursing (MSN with tracks in education, administration, nurse anesthesia, and nurse practitioner/clinical nurse specialist), intercultural studies (MAIS); Christian studies (MCS), social work (MSW), and pharmacy.

In many respects, Union University is in the strongest position in its history.

Purpose

Identity:

Union University is an academic community, affiliated with the Tennessee Baptist Convention, equipping persons to think Christianly and serve faithfully in ways consistent with its core values
of being Christ-centered, people-focused, excellence-driven, and future-directed. These values shape its identity as an institution which prioritizes liberal arts based undergraduate education enhanced by professional and graduate programs. The academic community is composed of quality faculty, staff, and students working together in a caring, grace-filled environment conducive to the development of character, servant leadership, and cultural engagement.

**Core Values:**

- **Excellence-Driven:** We believe that excellence, not mere compliance, is the goal of our teaching, our research, and our service. We are not motivated to excellence out of pride but out of a desire to do all things for God’s glory because He cares about our work and wants to be involved in everything we do. We will not be satisfied with mediocrity, but will pursue excellence in all things. This means our truth claims carry with them the challenge of living out that truth in the minutes and hours of our daily life. Thus we will pursue excellence, without arrogance.

- **Christ-Centered:** A cohering core value of our guiding vision is a call to faith, a call to be Christ centered in all that we are and in all that we do. We will seek to build a Christian liberal arts based community where men and women can be introduced to an understanding and appreciation of God, His creation and grace, and to humanity’s place of privilege and responsibility in this world. We will seek to establish all aspects of life and learning on the Word of God, leading to a firm commitment to Christ and His Kingdom. To be a Christ-centered institution calls for us to establish the priority of worship and service in the Christian life while seeking to develop a generation of students who can be agents of reconciliation to a factious church in a hurting and broken world. This commitment calls for all faculty and staff to integrate Christian faith in all learning and doing, based on the supposition that all truth is God’s truth and that there is no contradiction between God’s truth made known to us in Holy Scripture and that which is revealed to us through creation and natural revelation.

- **People-Focused:** A third pillar on which we will build our common commitments is the core value of being people focused. At the heart of our commitment to being people focused is the visible demonstration of valuing one another. We will give honor to one another through our words and actions, and by committing to each person’s success. We therefore jointly commit ourselves to the success of Union University.

- **Future-Directed:** We will seek to maximize the windows of opportunity the Lord has presented to us to the greatest degree that resources allow. All of our resources and efforts must, by God’s grace, be maximized to fulfill our common mission. A commitment to being future directed means we want to have a short-term focus and a long term view. We want to involve ourselves in efforts that prepare us effectively to impact the world of the 21st Century.

**Mission:**

Union University provides Christ-centered education that promotes excellence and character development in service to Church and society.

**Statement of Faith:**

1. **The Scriptures**
   The Scriptures of the Old and New Testament were given by inspiration of God, and are the only sufficient, certain and authoritative rule of all saving knowledge, faith, and obedience.

2. **God**
   There is but one God, the Maker, Preserver and Ruler of all things, having in and of Himself, all perfections, being infinite in them all; and to Him all creatures owe the highest
love, reverence and obedience. He exists eternally in three persons: Father, Son, and Holy Spirit each with distinct personal attributes, but without division of nature, essence or being. God ordains or permits all things that come to pass, and perpetually upholds, directs and governs all creatures and all events; yet so as not to destroy the free will and responsibility of intelligent creatures.

3. **Humankind**
   God originally created humankind in His image, and free from sin; but through the temptation of Satan, they transgressed the command of God, and fell from their original righteousness, whereby all humans have inherited a sinful nature that is opposed to God, and are thus under condemnation. As soon as they are capable of moral action, they become actual transgressors.

4. **Jesus Christ**
   The second person of the Trinity is the eternal Son of God. In his incarnation Jesus Christ was conceived by the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature, yet without sin. He honored the divine law by His personal obedience, and by His substitutionary death on the cross He made provision for our redemption from sin. He was buried and rose again the third day, and ascended to His Father, at whose right hand He lives to make intercession for His people. He is the only Mediator, the Prophet, Priest and King of the Church, and Sovereign of the universe.

5. **Holy Spirit**
   The Holy Spirit is the Spirit of God, fully divine, who exalts Jesus Christ. The Spirit convicts men and women of sin, of righteousness, and judgment, enabling them to understand the truth. He calls men and women to the Savior, and brings about regeneration, which is a renewal of heart and nature.

6. **Salvation**
   Salvation involves the redemption of the whole person, and is offered freely to all who believe in Jesus Christ as Lord and Savior; accepting and trusting in Him alone for justification and eternal life. Justification is God’s gracious declaration of righteousness of sinners, who believe in Christ, from all sin, through the satisfaction that Christ has made. Believers are also sanctified by God’s Word and Spirit dwelling in them. Sanctification is the process of progressing toward moral and spiritual maturity, enabled by the presence and power of the Holy Spirit. Those who are accepted in Christ and sanctified by the Holy Spirit will never totally nor finally fall away from the state of grace, but shall persevere to the end, and be kept by the power of God through faith unto salvation.

7. **The Church**
   The Lord Jesus Christ is the Head of the Church, which is composed of all true followers of Christ, and in Him is invested supremely all power for its government. Christians are to associate themselves with local churches; and to each church is given the authority to administer order, to carry out ministry, to worship, and to practice discipline.

8. **Last Things**
   The bodies of humans after death return to dust, but their spirits return immediately to God—the righteous to rest with Him; the wicked to be reserved under darkness to the judgment. God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth. At the last day, the bodies of all the dead, both just and unjust, will be raised. God has appointed a day, when He will judge the world by Jesus Christ, when all people shall receive according to their deeds; the wicked shall go into everlasting punishment; the righteous, into everlasting life.
The Campus

The uniqueness of the Union University campus, located on U.S. Highway 45 By-Pass and Union University Drive in Northwest Jackson, is related to the academic facilities and student housing. Union’s campus is designed with the student as its axis. All facilities, programs, and personnel are interrelated in an attempt to meet the needs of students. In addition to the main campus in Jackson, Union University opened a second campus in the Memphis suburb of Germantown, Tennessee in 1997. Because of the rapid growth of the campus, the faculty and staff offices, classrooms and computer lab facilities moved to a new location in June 2001.

Continued demands for growth and expansion of programs warranted a renovation in 2003 to include additional nursing labs, classrooms, conference rooms and offices. Union also has an off-campus site in San Francisco, California. The Stephen Olford Center is an 18-acre facility in southeast Memphis which includes more than 40 hotel-style rooms for conference attendees; dining facilities; a patio and swimming pool; a newly donated library with about 32,000 volumes; classrooms and offices; and a chapel. A detailed description of each building, as well as the services available is presented at www.uu.edu/studentservices.

Campus Map

![Campus Map Image]
Campus Services

Campus Parking Information and Regulations

Every individual who maintains or operates a motor vehicle on the Union University campus must register each vehicle with the Office of Safety and Security at the beginning of the semester or within 24 hours when brought to the campus. For graduate students, there is no fee for obtaining parking permits. The vehicle's license plate number and proof of current auto liability insurance are required for registration of the vehicle. The permit must be affixed directly to the glass on the OUTSIDE OF REAR WINDOW on the driver’s side in the bottom corner. Use the adhesive on the permit to attach it to the window. No other method of attaching the permit is acceptable.

Faculty/staff parking areas are designated by blue bumper stripes. Students may park in any lined parking spaces that are not colored coded or restricted, i.e., fire lane, handicap, loading zone, dumpster area, security, facilities management, individually marked visitor space, or directors space.

Vehicles parked in reserved spaces, loading zones, restricted areas, or blocking entrances and exits are subject to removal at any time at the owner's expense. Vehicles may not be left unattended in the circles at the residence complexes, the Student Union Building, or in front of the academic complex at any time for any reason. Loitering will also not be permitted.

Cell Phones

The University strives to provide a positive learning environment for all students. Cell phones disrupt classes and quiet places of study. We ask your cooperation in doing the following:

- turn off or keep your cell phones on silent in the classroom and chapel
- refrain from texting during classes and chapels
- remove phone conversations from quiet places (e.g., library and computer labs)

Change of Address

Students are responsible to report any change of name or home address to Union Station and the School of Social Work office. Change of name requires proof by Social Security card or passport.

Chapel and Spiritual Life

Chapel is one of the distinctive features of the Christian college and is for the strengthening of faith in God, for instruction and for the enrichment of the spiritual life of the total university family. Chapel attendance is not compulsory for graduate students. However, graduate students are invited to participate as well as in other spiritual activities including activities sponsored by the Campus Ministries, the Baptist Nursing Fellowship, and the Fellowship of Christian Athletes.

Communication

Social workers place high value on communication. Successful professionals maintain the profession’s core values by prioritizing communication. Such priority includes careful listening, speaking, and writing, as well as appropriate use of body language, such as posture, grooming, and cleanliness. Each student is responsible to communicate with professors, staff and program
To facilitate healthy communications, please note and make use of the following information:

**School of Social Work telephone number:** 731-661-5556  
**School of Social Work fax number:** 731-661-5566  
**General information regarding the MSW program:**  
[www.uu.edu/academics/graduate/msw](http://www.uu.edu/academics/graduate/msw)  
**Mailing address:** Union University  
School of Social Work  
1050 Union University Dr.  
UU Box 2376  
Jackson, Tennessee 38305

### Communicating with Faculty

Each faculty member has voice mail and university email. Faculty email addresses are faculty members' first initial, last name@uu.edu, e.g. mope@uu.edu. When communicating with faculty always state the subject of your call or message to efficiently facilitate faculty response. Faculty members also have mailboxes located on the door of their offices for written correspondence. You need to promptly communicate with faculty members regarding any and all absences or lateness, issues related to assignments, or questions regarding the course. It is important not to assume your professor knows what is going on with you.

### Computing Services

Classes, e-mail, grades, calendars, announcements and more are available in a one-stop environment at portal.uu.edu. Learn about this at [www.uu.edu/portal](http://www.uu.edu/portal) If you have technology questions or problems, visit [www.uu.edu/it](http://www.uu.edu/it). You can contact us using any of the methods listed in the Getting Help section there. Information specific to new students is available at [www.uu.edu/it/training/newstudents.cfm](http://www.uu.edu/it/training/newstudents.cfm). Your Union-provided email account is considered an [official means of university communication](http://www.uu.edu/it/services/studentemail.cfm). You can learn more about this at [www.uu.edu/it/policies/aup.cfm](http://www.uu.edu/it/policies/aup.cfm). The University’s Acceptable Use Policy can be found at [www.uu.edu/it/policies/aup.cfm](http://www.uu.edu/it/policies/aup.cfm).  
Computer labs are available exclusively to current Union students, faculty, and staff at no charge. Approximately 300 computers are located on the Jackson campus for student access, of which 78 are housed in three large labs used in varying amounts for classes. Wireless Internet access is also available in most campus buildings. Three computer labs are available at the Germantown campus. All labs are scheduled for classes on a day today or entire semester basis. Class reservations for the following week are posted near all Jackson-campus lab doors and in labs on Friday afternoon so that you may plan your work schedule accordingly. All labs are closed for official school holidays, required chapel sessions and inclement weather events. Call (731)661-HELP to find out about lab availability in Jackson or (901)312-1948 for Germantown labs. It is university policy that only students registered for the class meeting in the lab are allowed to use the equipment in the lab at that time. Student lab assistants are available at the Jackson Help Desk during open lab hours. They can assist you in solving problems with the hardware or software.

### Confidentiality of Student Records

**FERPA—Family Educational Rights and Privacy Act**
Congress approved and the President has signed into law the Family Educational Rights and Privacy Act of 1974. The objective of the Act is to provide students and parents greater access to and control over information contained in educational records. The law stipulates the institution is responsible for making its students aware of the law and its ramifications.

Definition of Student— A student is one currently enrolled or who has previously been enrolled.

Definition of Record—Within 45 days of receiving a request, colleges must allow students to inspect their “educational records” which include records, files, documents, and other materials which contain information directly related to a single student and are maintained by the University.

Financial Forms and Confidential Letters—Students are not guaranteed access to financial information furnished in the past or future by their parents, nor to confidential letters of evaluation filed prior to January 1, 1975. As to letters received after 1975, the law allows the student to waive his/her right of access if the letters have to do with admission, employment or honors, if the letters are used only for those purposes and if the student is told, on his/her request, the names of all letter writers. No student or applicant may be required to execute a waiver, but an unsuccessful applicant, waiver or no, has no right to inspect all or any of the file accumulated in his/her case.

What is not a record—FERPA II defines certain other material as falling outside the definition of “education records” and not (by Federal Law) open to inspection by parents or students. Such materials are: a) the records about students made by teachers and administrators for their own use and not shown to others; b) campus police records, under certain circumstances; c) employment records for college employees who are not current students; d) records about college students or those over 17 years old “created or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional” acting or assisting in such capacity, for treatment purposes, and which are available only to persons providing such treatment.

What Kinds of Information About a Student May be Released, to Whom, and Under What Conditions?

Directory Information—Information which may be unconditionally released to the world, without consent of the student, unless the student has specifically asked that his/her prior consent be obtained. “Directory Information” includes a student’s name, campus and home address, telephone listing, date and place of birth, major field of study, photograph, e-mail address, participation in officially recognized activities and sports, weight and height of athletes, dates of attendance, degrees and awards received, and the most previous educational institution attended by the student.

Access Without Student Consent—FERPA II expands the list of people who may have access to a student’s actual record (or to receive personally identifiable information contained therein) without a student’s consent.

Teachers, administrators and the like (in the same institution) may look at the record if they have a “legitimate educational interest.”

Colleges may transfer information: a) to other educational institutions in which the student intends
“or seeks” (new) to enroll (though the students must be given a copy of the record, if he wishes, and an opportunity to challenge it); b) to enumerated public officials (like the Comptroller General of the United States); and c) “in connection with a student’s application for, or receipt of, financial aid.”

Five new categories of recipients are: 1) state and local officials to whom state law in effect on November 19, 1974, required information to be reported. This presumably was added in recognition of the common statutory requirement that certain kinds of infectious diseases, gunshot wounds, and the like be reported to public authorities; 2) organizations like ETS and CEEB in connection with “developing, validating, or administering predictive tests, administering student aid programs, and improving instruction,” but such organizations must not show the personally identifiable information to outsiders and must ultimately destroy it; 3) “accrediting organizations in order to carry out their accrediting functions,”; 4) parents of a student who is a dependent for income tax purposes (the HEW regulations, when issued, should make clear when a college may reasonably assume that a student is an income tax dependent; 5) “appropriate persons” in the case of health and safety emergencies, with the details left for enunciation in NEW regulations.

Other than in the exceptions just listed, or in the case of directory information or in responding to judicial process, a college may not release “personally identifiable information in educational records” or allow anyone else access to those records, unless the student has given his/her written consent “specifying records to be released, the reasons for such release, and to whom,” and a copy of the released records is furnished the student.

**Judicial Process**—If the college is responding to a court order or subpoena, it is under no requirement to give a student a copy of the materials furnished, but it must notify him “of all such orders or subpoena in advance of compliance therewith.” It is to be presumed that the HEW regulations will require only reasonable notification efforts by a college before the due date of a subpoena.

**Release of Information**—All grades are reported to the student through WebAdvisor, the secure campus information system. Likewise, if a student does not want “Directory Information” released, he/she should contact the Registrar’s Office and fill out the necessary form. After contacting the Registrar’s office, residential students should also notify their Residence Director.

**Custodians of Records**—Student records at Union are found in the Office of Student Life and in the Registrar’s Office. If a student wishes to examine their records in either of these offices, they should make an appointment to do so.

If a student wishes any organization to which they belong, such as a fraternity or sorority, to have access to their grades, it is necessary for them to sign a release to this effect in the Registrar’s Office.

If further information is needed concerning the Family Educational Rights and Privacy Act, please feel free to come by the Office of Student Life or the Registrar’s Office for assistance.

The University reserves the right to withhold transcripts in cases of delinquent accounts.

**Types of Administrative Records**

There are a number of offices on campus where student records are housed. All records pertaining
to academic information such as grades, transcripts, etc., are housed in the Registrar’s Office. Any judicial information is housed in the Office of the Assistant Dean of Students. All health forms and medical records are housed in the Health Services Office. Information of a counseling and guidance nature is housed in the Counseling Services Office. Students receiving financial aid have a file which is housed in the Student Financial Planning office. Information concerning each student’s financial account with the University is housed in the Business Services Office.

Counseling Services

Counseling services are available for any student needing assistance with personal, emotional, relational, or psychological concerns. All counseling situations are held in strict confidence. Union University Counseling Services is not designed to provide long-term care for significant mental illness, although the office can provide referral information for special needs. Counseling services provided on the main campus by our two campus counselors are available at no charge to students. Students seeing offsite counselors will assume financial responsibility for visits. Students at regional campus sites should contact Dr. Paul Deschenes at pdeschenes@uu.edu for referral to the service provider under contract in that area. Please consult the Counseling Services website at www.uu.edu/studentservices/counseling for more information and “screening” surveys for anxiety, depression, Attention Deficit Disorder, or eating disorders.

Disability Services

The Office for Disability Services stands ready to support the special needs of students with disabilities. If you are seeking accommodations for a special need due to the impact of a disability, please contact the Director, Jon Abernathy, at (731)661-6520 or email jabernathy@uu.edu. You may also review the Accommodation Procedures on the Disability Service’s website at www.uu.edu/studentservices/disabilityservices. It is the responsibility of the student to initiate the accommodation process. Union University strives to provide fully accessible campus facilities for students with disabilities. When barriers do exist, special arrangements are made to provide access, including re-scheduling classes or other activities in accessible locations. Residence Life also provides accessible housing units for students with physical disabilities. Any student who feels that accommodations are not being fully met should contact the Director of the Office for Disability Services and review the Grievance Procedures on the website.

Non-Discrimination Policy

Union University does not discriminate on the basis of race, color, national origin, religion, gender, age, veteran status, political affiliation, sexual orientation or disability (incompliance with the American Disabilities Act) with respect to employment or admissions. Inquiries or requests for reasonable accommodations may be directed to the appropriate university office.

Emergency Notification System

Union University offers an emergency notification system that is available to all students, faculty, staff, spouses and parents at all campus locations. If the University has been provided with the correct cell phone number, students, faculty and staff will have an account created for them. Students, faculty and staff need to update their account with alternate contact information (e-mail and additional phone numbers) as well as confirm cell phone carrier information in order to receive text and email alerts. You may sign up for text messages and/or update your profile at:
http://uu.regroup.com. You will use your Union University network username and password to log in.

Once logged into Regroup update your cell phone carrier information and add alternate phone numbers and e-mails if desired (to add additional cell phone numbers click ‘more’ to the right of your number and carrier information). Before leaving the page be sure to click the box authorizing text messages to be sent to your phone and click Save.

Students, faculty and staff may add friends and family to their account, or friends and family may register on their own at http://www.uu.edu/regroup. For additional information on the emergency notification system, please visit www.uu.edu/uualerts. You may also contact the Office of the Assistant Dean of Students at (731)661.5034 or bcarrier@uu.edu.

Test alerts will be sent bi-annually on March 1 and October 1.

Financial Assistance

Financial Aid which is available to graduate students includes the Federal Stafford Loan, the Federal GradPLUS Loan, and the Federal TEACH Grant as well as Alternative Educational Loans. Some restrictions may apply. Information on how to apply for aid can be found at www.uu.edu/financialaid/graduate/howtoapply.cfm. Financial Aid Policies and Practices, Consumer Information, and other important information can be found at www.uu.edu/financialaid/.

Health Services

The University Health Clinic is open Monday through Friday, 8 am—4:30 pm when classes are in session. The clinic lunch hour varies due to their desire to accommodate morning patients. The clinic is staffed by a full-time Family Nurse Practitioner who sees patients on a walk-in basis in the morning from 8-10 and then by appointment from 10 to 4:15. There is also a Clinic Assistant and Health Records Coordinator who can answer your immunization and healthcare related questions. Appointments may be made through the Clinic Assistant for all of these professionals. Health services provided by the university clinic are available for students, faculty and staff but not the dependents of these individuals. Student fees cover the primary costs for the health care rendered to clinic patients. However, vaccinations, lab work, prescription medications dispensed from the clinic, and other treatments may require an additional charge. Costs from health care received at an off-campus facility will also be the responsibility of the patient.

Health forms and immunization records which are submitted as a part of the application process are kept on file in the University Health Clinic for four years after a student’s last semester at Union University. After the four years these records will be placed in storage until the student’s seventh anniversary, at which time the records will be destroyed. Copies of one’s health record may be obtained by written consent only. This consent form may be downloaded from the Health Services Web site and mailed, faxed or delivered to the clinic. Fax: (731)661-5499.

Housing

Graduate and family housing is located in the Warmath Apartments. The complex consists of 20 two-bedroom apartments. Graduate students may fill out the application at http://www.uu.edu/studentservices/residencelife/. Many local apartment complexes enjoy renting
to Union students, faculty and staff and are also popular with our current students. For a more complete list of local apartment, please visit the following link:

http://www.uu.edu/studentservices/residencelife/

**Hundley Center for Academic Enrichment**

The Hundley Center has several study links for online for students to use. They may be accessed at

http://www.uu.edu/programs/hundleycenter/index_files/Page537.htm

**Liability and Malpractice Insurance**

Professional liability insurance is required of all students enrolled in courses with field experiences. This expense is the responsibility of the student and is charged to the student’s account. The cost is approximately $30.00 annually.

**Library Services**

The Emma Waters Summer Library is available for use for all students. Students may use the facilities located in the Penick Academic Complex, or online at http://www.uu.edu/library/

**Minority Student Resources**

The Minority Student Resources office is designed to offer guidance, information, and resources to racial/ethnic minority students enrolled at Union University, and includes mentoring and referrals for minority students, M.O.S.A.I.C. (Bible Studies for Minority men and women), and the Minority Network of Faculty and staff. Please visit their webpage at

http://www.uu.edu/minorityresources/index.htm

**Phi Alpha Honor Society**

Phi Alpha. Eta Phi Chapter, is the National Honor Society for Social Work students which fosters high standards of education for social workers and welcomes membership to those who have attained excellence in scholarship and achievement in social work. MSW students with an overall GPA of 3.7 may be considered for membership by the faculty. Students become eligible for membership after completing 15 credit hours in the MSW program.

**Student Life**

Graduate students are welcomed and encouraged to participate in the many religious, cultural, and educational activities that take place on the University campus. MSW students have initiated the MSW student Organization. The organization provides opportunities for student involvement for the betterment of the MSW program.

**Student Conduct**

It is understood and expected that graduate students will possess a high level of maturity and responsibility. Union University is committed to providing quality education within a Christian environment. All students are expected to recognize this commitment and to conduct themselves in a manner that is consistent with the Christian lifestyle. Furthermore, since positive relationships
with faculty and other students contribute to the learning process, students are expected to make every effort to avoid behavior that is known to be offensive to others.

The President, the Dean of Students, and the judicial system of the University are charged with the administration of discipline. They are empowered to rule in any irregularity pertaining to student life.

For more information about University community values or the judicial process at Union University, please refer to the latest version of The Campus Life Handbook at www.uu.edu/studentservices/handbook.

**Tuition and Fees**

Tuition for each credit hour of MSW graduate credit is $445.00 for the 2013-2014 academic year, so that for 60 credit hours, the total amount of tuition is $26,700.00. Non-refundable fees include:

- Application Fee: $25
- Graduation Fee: $100 (Student will keep Master’s Hood)
- Field Fee: $100.00
- Drop/Add Fee: $10.00

There are four methods of payment for the program:

1. One-hundred percent of tuition expense for the entire program before the first night of class.
2. The payment of tuition for each term before the first night of class for that term.
3. The payment of one-third of the tuition at the beginning of the term and two equal payments at one-third intervals during the term. Interest will be assessed on the unpaid balance at the rate of 1.5% per month.
4. Tuition Reimbursement

**Union Station**

Union Station is a student service area located conveniently outside the Chapel in the Penick Academic Complex. The Union Station team members are available to assist with a wide variety of student needs such as checking student account balances and making payments; cashing checks; picking up and dropping off forms; registration and arranging late registration and drop/adds; updating address information; requesting transcripts; and much more. Simply stop by between 7:45 am and 4:45 pm or call (731)661-5000 or e-mail (unionstation@uu.edu).

**Vocatio Center for Life Calling and Career**

*The Vocatio Center mission is to help students understand more clearly who God has uniquely created them to be and to assist them in discovering opportunities to live out their life calling in service to others.* The Vocatio Center professional staff encourages all students to begin life calling and career planning in the freshman year in order to develop as Romans 12 professionals. The resources housed in the Vocatio Center Resource Center include a variety of materials (books, resource packets, catalogs, career magazines and programs files on graduate school and international experiential learning) to assist students in relating academic pursuits, personal interests, personality preferences, skills, and values to their major/minor courses of study and their
chosen vocation as ministry. The department also maintains a web site for full-time and part time off-campus employment and internships as well as a full-service calendar of events designed to meet discipline-specific needs of the undergraduate and graduate student populations.

As an added service, the department provides an online résumé database whereby students can upload their credentials for review by employers seeking to fill professional and internship positions. To complement this service, the Vocatio Center also offers résumé development and cover letter design, personality and interests assessments, college to career professional development, interview skills training, networking and job search strategies, career counseling/coaching, and portfolio development, as well as graduate school preparation and advising.

Capstone recruiting opportunities include the annual Career “U”niversity: Business and Professionals Expo, the Teacher Expo, and the Engineering & Technology Expo. As a holistic approach to student development and success, all services are tailored for individual students and cohort groups.

For more information about the Vocatio Center for Life Calling and Career, visit the web site located at www.uu.edu/studentservices/vocatiocenter.

Wellness Services

- The 3,600 square foot Wellness Center provides for a full body workout no matter what your physical goals are.
- Includes 14 Paramount weight machines, 17 cardiovascular machines and a full line of free weights, including our brand new stationary bikes.
- Provides numerous instructional and motivational opportunities in order to reward students, faculty and staff for reaching their physical goals.
- Certified personal training is available.
- Check out our website at www.uuwellness.com.

An authorized Student ID is required for all users.

Wellness Center Front Desk: (731)661-5447

II. GRADUATE SOCIAL WORK PROGRAM OVERVIEW

The Mission of the MSW Social Work Program

The mission of the MSW Program is compatible with the overall mission of the University and is supported by the overall university administrative organization that enables its implementation.

The mission of the MSW Program is to prepare competent and effective professionals for leadership in advanced generalist practice. In a context of Christian higher education, the program fosters compassionate service, promotes social and economic justice, and equips students for excellence in social work practice.

The Master of Social Work Program is committed to preparing students for advanced generalist practice with individuals, families, groups, organizations and communities. Students are engaged in learning cognitively, affectively and behaviorally throughout the MSW curriculum so that their
preparation ensures preparedness for advanced generalist practice. As they gain this preparedness for advanced generalist social work practice through graduate social work courses and fieldwork, they are in sync with the environment, mission, and goals of the university to prepare MSW students for competent advanced generalist practice. The university's mission is to provide “higher education that promotes excellence and character development in service to Church and society.” It is guided by principles of academic excellence, Christian values, developing the whole person, and personal attention. The Master of Social Work Program embraces this mission and these guiding principles through offering a high quality academic curriculum, assisting students through the curriculum and in personal relationships to understand a Christian worldview that promotes justice and values life and its diversity, aiming to create a community of learners who explore and strive for wholeness as persons, and by conducting a program that is attentive to the unique personal needs of each student, including fostering proficient use of technology in our hybrid classes (evenings, online and weekends) for working adult learners. Both the university as a whole and the Department of Social Work envision the task of graduate social work education as preparing competent professionals willing and ready to serve in the world as leaders to make a positive difference.

The Relationship of the University Mission to the MSW Social Work Program

The university's Christian identity and mission undergird the Master of Social Work (MSW) Program's unique effort to emphasize the compatibility and congruence of Christian and Social Work values that promote social and economic justice and value human diversity. The MSW Program connects with the university mission, advancing both the purpose for which the university exists and the purpose for the MSW Program. The university's mission and the MSW Program inform each other and interact in such a way that establishes congruence in the environment of study offered to the student.

MSW Program Goals

Union’s Master of Social Work program set goals for its program by using the CSWE educational standards as a guide, especially Section 1.1 of the Educational Policy.

These goals are:

1. To equip students with knowledge, values, and skills for excellence in social work practice within the context of Christian higher education;

2. To foster compassionate service and promote social and economic justice;

3. To prepare social workers to be leaders in communities at state, national and international levels;

4. To increase the availability of competent master-level prepared social work professional leadership in the surrounding region; and

5. To prepare students to pursue advanced scholarship in education post-MSW education.

The first goal is to equip students with knowledge, values, and skills for excellence in social work practice within the context of Christian higher education. This goal coincides with the overarching mission of the university. The curriculum carefully covers all of the elements of advanced
generalist social work knowledge found in the CSWE Educational Policy and Accreditation Standards. The curriculum challenges students to master the competencies and includes the preparation of MSW graduates, who have the skills to evaluate their own practice, contribute to the knowledge base of the profession, and to provide leadership in the development of services and policies. In year one, the three courses in the practice sequence and the two field practicum experiences give students opportunity to hone the skills of generalist social work practice. In the second year, students build on the knowledge and skills learned, and concentrate on applying it to advanced generalist practice. Throughout Union’s curriculum, students are introduced to the diverse client systems and population groups that they may serve and are introduced to the dynamics of oppression and discrimination. They learn to use critical thinking and judgment in making practice-oriented assessments and decisions in the realization of the ever-changing global context for social work practice.

Thus, the **second goal** is to foster compassionate service and promote social and economic justice. Each course in Union’s social work curriculum, in concert with continuing education events, is geared toward educating professional, master’s level social workers, with special sensitivity to the vulnerable and oppressed populations of this area, to advocate for effective social services in the rural and increasingly complex and diverse communities of Jackson, Tennessee and surrounding areas, and to inspire students to commit to a vision of social work practice based on human rights, social justice, and the dignity and worth of all persons.

The **third goal** is to prepare social workers to be leaders in communities at state, national and international levels. Faculty will develop graduate social workers who understand an advanced generalist social work practice through the use and development of evidence-based research knowledge and skills, and will prepare students for leadership roles in the development, implementation, and evaluation of services for rural families or within rural social service environments. Faculty will maintain the high expectations that graduation from Union’s program is only a beginning. It is anticipated that graduate alumni will continue their professional growth serving as field instructors and in leadership roles in the Jackson, Tennessee and surrounding communities, and at the state, national, and international arena.

Because Jackson, Tennessee and the surrounding area have such a paucity of graduate-trained social workers, the **fourth goal** asserts the importance of increasing the availability of competent master-level prepared social work professional leadership in the surrounding region. Although a rural area at present, the Jackson area continues to grow and become more and more diverse in ethnicities. Faculty will train students to maintain and enhance social services for people in rural environments by providing students with the knowledge and skills to develop and implement policy and programs and to practice from a strengths-based and person-in-environment perspective.

The **fifth goal** of the social work program highlights another dimension of effective professional life and practice. This is the responsibility of professionals to pursue advanced scholarship in education post-MSW education. Union University understands that effective professionals in any field have to have specialized knowledge, values that promote wholeness, and skills for practice, and that learning never ceases. The faculty will encourage graduates to publish practice-based research, pursue advanced specialization, clinical licensure, and/or doctoral credentials.
MSW Theoretical Orientations for Social Work Practice

Four concepts unify the master of social work curriculum. These concepts, from which flow theory and practice in the profession of social work, are central to graduate social work education at Union University and undergird the unique context for advanced generalist practice in Jackson, Tennessee and the surrounding area. The four concepts are:

1. Social Justice
2. Strengths-Based Perspective
3. Evidence-Based
4. Ecological Perspective

Social Justice

Persons representing ethnic and racial minorities, experiencing impoverishment, disability, difficulties of aging, and the vulnerabilities of being young, are at-risk for the complications arising out of society’s economic realities, whether times are steady or full of change. In its most basic meaning, pursuing social justice means restoring right relationships. Restoration involves advocacy for equal rights, opportunities, protection and fair treatment for all people. Additionally, social workers who pursue social justice identify and work to change unfair laws and policies that affect clients. Pursuing social justice means recognizing the dignity and worth of all individuals and striving to “end discrimination, oppression, poverty, and other forms of social injustice” (NASW Code of Ethics, preamble).

The focus on social justice as one of four conceptual constructs ties the MSW program with the university’s mission to be Christ-centered. Social justice is a fundamental value of Christian faith, and followers of Christ are challenged to do justice, love kindness, and live with humility (Holy Bible, Micah 6:8). Students learn that social justice is part of every social work intervention. The MSW curriculum develops skills related to assessing for and intervening with social justice considerations in both direct and indirect practice settings.

Strengths-Based

The MSW program emphasizes social work practice that is consistent with the values and ethical standards of the profession and with an understanding of and respect for the positive value of human experience. These emphases are evident through the program’s commitment to the strengths perspective. A strengths-based approach represents a commitment to the view that all clients have strengths, strengths help clients claim and validate those capacities causing them to prevail over life’s obstacles, and strengths portend potentially limitless capacity for growth (Saleebey, 2006). Opposite to the approach used by human services systems operating from a deficit-oriented perspective, the strengths-based approach is a collaborative effort between the client (individual, family, group, community, etc) and the social worker that avoids hierarchy with the intent to help clients achieve full empowerment. The social worker aids the client(s) to act in their own best interest, without limiting the upper limits to which the client aspires (Saleebey, 2006). The role of the social worker is to facilitate the client's utilization of his or her strengths and resilience, enabling the client to mobilize his or her solutions to identified problems.
Evidence-Based

An evidence-base for social work inquiry is defined as “treatment based on the best available science” (McNeece & Thyer, 2004, p. 8). Evidence-based inquiry is distinguished by an emphasis on theoretically grounded analysis of personal and social needs and problems and testing and elaborating theory through the evaluation of social interventions, and the recognition of the interdependency among levels of analysis and intervention in planning and implementing social interventions. Utilizing evidence-based inquiry in the designing of social interventions is in accord with the mission and values of the social work profession. An important aspect of evidence-based inquiry is strengthening the level-of-fit between human needs and environmental and social resources and supports through empowerment and enablement within a value framework that respects the dignity and worth of all people. The program’s conceptualization of evidence-based practice is based upon the theoretical work done by scholars from many different disciplines.

Ecological Perspective

The ecological perspective requires social workers to maintain a holistic view of client systems and focuses on goodness of fit between clients - individuals, families, groups, communities, and organizations - and their environments. “The ecological perspective functions as a metaphor that provides an understanding about the reciprocal transactions that take place between people and the social environment in which they function” (Ashford, LeCroy, & Lortie, 2013, p. 116). From this perspective, the person-in-environment framework has emerged, providing a basis for analyzing and intervening with the complex social, economic, and political realities facing diverse populations. The MSW program utilizes the ecological perspective to prepare professionals to assess complex social environments and clients’ interactions with them. Furthermore, students are encouraged to develop interventions leading to healthy social functioning. An advanced generalist program will prepare social workers to recognize complexity and chaos in the clients’ circumstances while functioning to effectively reduce stress between systems and advance goodness of fit, whether individuals or communities, and by demonstrating versatility in building resources at micro and macro levels.

Generalist Practice Framework

The foundation year competencies are directly derived from the CSWE Educational Policy. The final competencies are unique to the Union University program and reflect the context of the program in a faith-based university. While recognizing and respecting diverse belief systems of all students, the program strives to help students understand a Christian perspective that values life, appreciates and respects diversity, and promotes social and economic justice. These identified practice behaviors provide specific, measurable means to assess competencies. Individual course competencies, assignments, field practicum experiences, and non-curricular programming, such as continuing education workshops and events, are built on an understanding and commitment to the development of these competencies.

Program Foundation Competencies

EP 2.1.1 Identify as a professional social worker and conduct oneself accordingly
EP 2.1.2 Apply social work ethical principles to guide professional practice
EP 2.1.3 Apply critical thinking to inform and communicate professional judgments
Engage diversity and difference in practice

Advance human rights and social and economic justice

Engage in research-informed practice and practice-informed research

Apply knowledge of human behavior and the social environment

Engage in policy practice to advance social and economic well-being and to deliver effective social work services

Respond to contexts that shape practice

Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

Appreciate the context of Christian higher education for social work education

Foundation Curriculum Summary

**SW 500: Human Behavior in the Social Environment I: Theoretical Foundations:** This first course in the 2-semester HBSE sequence will focus on major theories of human behavior from infancy through adulthood in the context of the interaction between and among the range of social systems (individuals, families, groups, organizations, communities) and with consideration of the impact of social and economic forces on all aspects of human development. The aim of this course is to provide a framework for creating, organizing, and understanding of theory, research, and practice issues of human behavior and the social environment as a foundation to practice advanced generalist social work, and on which to build advanced generalist practice skills. The focus of this course is on behavior and the continuous, reciprocal interchange and influence in, between, and among different systems of the larger environment. A strengths-based and person-in-environment theory approach leads to an understanding of how the biological, psychological, social, cultural and spiritual systems are interrelated and affect human development throughout the life span. Special attention is given to the impact of human diversity, discrimination, social injustices and oppression on the ability to reach or maintain optimal health and well-being. Values and ethical issues related to the theories presented will also be considered. Throughout the course, students will be encouraged to consider the crucial relationship between evidence-based theory and social work practice.

**SW 501: Human Behavior in the Social Environment II: Assessment through the Lifespan** builds on HBSE I, which provided knowledge and understanding of theory, research, and practice issues of human development within the context of biological, psychological, and socio-cultural factors. Emphasis is placed on understanding of the relevance of evidence-based theory for practice and how race, ethnicity, culture, gender, and socioeconomic variables influence and contribute to human development and behavior within social systems. This second course in the 2-semester HBSE sequence further examines theories and knowledge of human bio-psycho-social-cultural-spiritual development from childhood to later adulthood in the context of the range of social systems (individuals, families, groups, organizations, communities), and with consideration of the impact of social and economic forces on all aspects of human development. The aim of this course is to use a strengths-based and person-in-environment theoretical framework to provide students with the knowledge, skills, and values necessary for understanding human behavior as a function of biological, social, psychological, spiritual, and cultural systems across the life span. The focus of this course is on behavior and the impact of the larger environment on the individual. Special
attention is given to the impact of social injustice, discrimination and oppression on the ability to reach or maintain human well-being.

**SW 510: Social Justice and Social Welfare** is the first of two foundational graduate courses focusing on social welfare policy. This course introduces social work students to social welfare problems and policies through the lens of social justice, examining the impact of welfare policies on individuals, families, groups, and communities within their unique environments. A historical overview of social welfare, social work, and service delivery will be discussed along with a review of current welfare structures and evidence-based research. The role of policy in service delivery, social work practice, and the attainment of individual and social well-being will be examined within the strengths-based construct. Content will provide students with beginning knowledge and skills to understand major policies that form the foundation of the social welfare system at the local, state, federal, and international levels. Policies and programs affecting those living in poverty and other marginalized populations will be emphasized.

**SW 520: Social Work Practice I: Communities and Organizations** is the first in a sequence of three required social work practice courses offered in the foundation year of the MSW program. Students will gain professional knowledge, values, and skills in social work practice with communities and organizations. This course will provide an overview of the role of macro practice in the historical evolution of social work as a profession, and the interrelationship between micro and macro practice models. Students will learn how to analyze the concepts of community and social justice through various worldview or philosophical perspectives and the ethics and values of the profession. The importance of using direct practice skills in building relationships with key community and organizational stakeholders will be stressed. Students will learn to assess communities and organizations from an ecological perspective, craft culturally-relevant interventions that are based on existing strengths and evidence-based best practices, and to continually evaluate practice outcomes. This course will also provide the student with an appreciation for the limited resources that are available to many vulnerable populations. Students will be able to formulate community development plans and advocate for social and economic justice to address resource inequalities. This course also provides an initial overview into best leadership practices when managing a social service organization. Students will also develop the skills to critically analyze ethical dilemmas and select the best course of action.

**SW 521: Foundations for Research** is the first of two required research courses which provides graduate social work students with the necessary values, knowledge, and skills for utilizing methods of evidence-based research and evaluation in their professional employment. This course presents the conceptual foundations and methods of evidence-based research in order to help students integrate research knowledge with professional social work practice. The basic processes of research are covered, including the development of research questions, formulating hypotheses, choosing research designs, measurement decision making, sampling processes, and data collection, management, and analysis. Some content areas will be familiar to those course participants who took a social research course as part of their undergraduate curriculum. For those course participants, this course will expand that familiarity by providing examples and application of social research methods relevant to social work practice and adhere to social work principles as stated in the NASW Code of Ethics and under the standards of the Council on Social Work Education. Special attention is given to issues of ethics, social justice as related to the use and misuse of research, the inclusion or omission of diverse populations in research studies, the implications of research for addressing social injustices of oppressed groups and the encouragement of a critical perspective when reading research on interventions as they apply to populations at risk.
**SW 530: Social Work Practice II: Individuals and Families** is the second in a required sequence of three social work practice courses taken during the foundation year of the MSW program. This course gives students a general overview of the history, philosophy, process, and efficacy of direct social work practice with individuals and families. Students are provided an overview of the various roles that social workers play, the client groups with which they work, and the organizational contexts in which they practice. The values and ethics of social work practice are discussed within a historical context, and a framework is presented for critiquing those values and ethics within a Christian worldview that seeks to promote social justice. Students learn the basic interpersonal skills needed to establish rapport with individuals and families in a professional social work setting and practice those skills in an effort to build and refine their ability to engage individuals and families in the helping process. The processes of assessing the client’s problem within an ecological context, formulating measurable outcome goals that build on existing client strengths, implementing evidence-based interventions to meet those goals, and constantly evaluating progress towards those goals are examined in detail.

**SW 535: Policy Analysis and Advocacy** is the second of two required courses in social welfare policy in the foundation year of Union University’s MSW program of study. Building on material learned in *Social Justice and Social Welfare*, this course will focus on major social welfare policies and will underscore professional skills in social policy advocacy and practice. This course will equip students with knowledge and skill to analyze organizational, local, state, national, and international issues in social welfare policy and social service delivery. Students will acquire skills in conducting evidence-based policy analysis, and will learn to advocate for socially just policies and conditions that take into account vulnerable individuals, groups, and communities within their unique environments. Ethical issues involved in policy advocacy and practice will be examined in deference to the assumption that all persons, groups, and communities hold inherent dignity and strengths. The course will further provide an overview of the structure, funding, dynamics and related aspects of social welfare delivery systems in a variety of arenas.

**SW 540: Social Work Practice III: Social Work with Groups** is the third course in the sequence of the three required social work practice courses offered in the foundation year of the MSW curriculum. This course introduces students to social work practice with groups. Students will study a basic typology of group purposes, composition, and methodologies utilized in social work practice. Group practice will be distinguished from micro and macro practice formats with a particular emphasis on how the three areas of practice are interdependent. The basics of assessing the need for a group will be presented, along with guidelines for establishing the logistical parameters of the group. An overview of research on best practices in group work will be provided, and methods for evaluating group work will be introduced. Students will also gain an understanding of how to use interpersonal helping skills in leading group members toward established goals by building on existing strengths. A framework for critically analyzing ethical dilemmas will be presented, along with discussions on how to promote social and economic justice through group work.

**SW 590: Field Seminar I** is systematically designed, supervised, coordinated, and evaluated on the basis of criteria by which students demonstrate the achievement of program competencies. This course is intended to help students apply foundation knowledge of social work skills, values, and ethics to practice and to assist students in integrating classroom learning with the direct experience of the Field I practicum. Students will be expected to develop and discuss knowledge, understanding and skills concerning relationships with clients, supervisors, coworkers and external constituencies. In addition, students will be expected to develop a foundational understanding of the context of social work practice as it relates to evidence- and strengths-based research and practice,
and social justice. In the Foundation Field Seminar students will share learning experiences across a variety of field sites. Students will participate in and learn group process as well as practice group leadership skills. Students should end the course with an increased understanding of the needs/problems of populations-at-risk as informed social workers. Lastly, students will discuss and understand the professional use of self in the social work role.

**SW 591: Field Seminar II** is systematically designed, supervised, coordinated, and evaluated on the basis of criteria by which students demonstrate the achievement of program competencies. This graduate field seminar is the second in a series of four seminars designed to assist the MSW student in the integration of theory and practice in the practice setting. Building on Field Seminar I, this seminar and field experience allows the student to enhance his/her skills in the knowledge, value and skills of competent social work, as well as to gain experience with new models of evidence-based practice, working with a variety of client systems, including individuals, families, couples, groups, and organizations. Working from a strengths based perspective, students will have the opportunity to refine their assessment skills using a person-in environment approach. Under the guidance of a field supervisor, each student will also have opportunity to expand the use of self in client relationships to afford greater understanding of human behavior, individual competencies and strengths within the client and self, and the values and ethics of social work practice. Students will begin to evaluate their own practice, assume increasing levels of autonomy in practice, and evaluate policy within the agency and its application for social justice and diversity. Students should end the course with an increased understanding of the needs/problems of populations-at-risk as informed social workers.

**Advanced Generalist Concentration Practice Framework**

The advanced concentration competencies broaden the generalist foundation in preparation of students for competent and effective social work practice. The program conceptualizes professional development and education as a continuum beginning with the BSW, or foundation year in the MSW program, progressing to advanced practice in the second year of the MSW program, and beyond the MSW to include continuing education.

Building on the foundation year competencies and curriculum, the MSW program prepares students for advanced generalist practice in social work. The advanced generalist practitioner is a leader in direct service delivery with individuals, families, groups, and communities, and has indirect practice management capabilities in the areas of supervision, administration, program development, and evaluation. The advanced generalist model at Union University builds on the four concepts adopted by the faculty - social justice, strengths-based perspective, evidence-based practice, and ecological perspective – for its framework. In the foundation year, students are grounded in these concepts and in direct and indirect practice skills so that in the advanced concentration year, they may prepare to effectively maximize opportunities to “encompass the full spectrum of direct and indirect services” (GlenMaye, Lewandowski, & Bolin, 2004, p.127), regardless of the practice setting or client.

The complexities of ever-changing practice environments require direct practitioners who are also skilled in supervision and administration while fully committed to respecting and prioritizing client needs. Agency services struggle with limited resources while facing increased human needs requiring complex intervention modalities. The advanced generalist model assumes that human events represent multi-layered and multi-dimensional realities best addressed by social workers utilizing theoretically sound, empirically driven, culturally competent approaches to practice. These social workers recognize the characteristics of change at individual, community, and
organizational levels and the elements of chaos that often accompany change. The advanced generalist practitioner tolerates and manages change amid the chaos of complex systems, valuing the process and envisioning the transformative potential. “The goal of advanced generalist practice is not to understand the complexity of the client system, but rather to understand the natural movement of systems through stable, bifurcated, and chaotic states and to help promote self-organization” (GlenMaye, et al, 2004, p.128). As such the social work leader will bring together important roles of advocate, broker, counselor, presenter, listener, presence, supervisor, researcher, policy maker, fund raiser, problem-solver, and evaluator while conscious of process and its impact on outcomes.

**Advanced Generalist Concentration Year Competencies**

**2.1.1 Identify as a professional social worker and conduct oneself accordingly**

1. Practice self-reflection to attend to one’s own professional strengths, limitations, and challenges, including self-care needs.

2. Promote self-directed, career-long learning by evaluating one’s own learning needs and those they might supervise in selection of CEU offerings

3. Function within clearly defined professional roles and boundaries based on the needs of the client, the agency context, the type of service provided, and differential use of self

4. Demonstrate leadership capacity for practice and service in systems of all sizes to advance social work values of justice and social change

5. Engage in supervision with initiative, independence, responsibility for agenda and appropriate use of consultation within the agency structure and lines of authority

6. Model professional demeanor in behavior, appearance, and communication appropriate to the relationship and setting

7. Evaluate and manage safety needs in social work practice settings

8. Advocate for client access to appropriate social services

**2.1.2 Apply social work ethical principles to guide professional practice**

1. Make ethical decisions in social work practice by applying standards of the National Association of Social Workers Code of Ethics (NASW)

2. Integrate personal with professional values to appropriately guide social work practice

3. Demonstrate leadership in applying strategies of ethical reasoning to arrive at principled decisions and using consultation appropriately

**2.1.3 Apply critical thinking to inform and communicate professional judgments**
1. Demonstrate critical thinking needed in leadership capacities (e.g. logic models for agency processes, organizational audits, stakeholder analysis, decisions about treatment with individual cases, peer evaluation, strategic plans)

2. Demonstrate professionally appropriate communication
   - In writing (e.g. clinical records, reports, group curricula)
   - Verbally (e.g. team meetings, case conferences, communications with collaterals)

3. Integrate and apply multiple sources of knowledge (e.g. research-based knowledge, practice wisdom, and client perspectives) to guide practice.

2.1.4 Engage diversity and difference in practice

1. Utilize culturally sensitive and relevant practice skills that integrate self-awareness with knowledge from clients and other sources

2. Articulate the extent to which sociocultural structures and values may systemically oppress, marginalize, alienate or create or enhance privilege and power

2.1.5 Advance human rights and social and economic justice

1. Explain how Christian thought and practice values human life and advances social and economic justice

2. Address the potentially challenging and/or oppressive effects of economic, social, cultural, and global factors on client systems

3. Advocate for the inclusion, participation, and voice of diverse people, communities and organizations affected by oppressive conditions

2.1.6 Engage in research-informed practice and practice-informed research

1. Demonstrate evidence-based practice in identifying effective interventions, evaluating practice, and disseminating results of practice outcomes.

2. Articulate a research idea from social work practice, develop a question, design a study, and report findings

2.1.7 Apply knowledge of human behavior and the social environment (HBSE)

1. Apply appropriate HBSE theories (e.g. strengths, ecological, cognitive-behavioral, interpersonal, family and ethno-cultural systems, life-span development, psychodynamic, human resource management, and consensus organizing) to guide assessment, intervention, and evaluation

2. Systematically evaluate and adapt practice with consideration of how biopsychosocial, cultural, and spiritual contexts facilitate or inhibit individual, organizational and/or social change

2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services
1. Systematically analyze the reciprocal relationships between direct social work practice, public policy, agency policy, and organizational policy.

2. Demonstrate leadership in collaboration with colleagues and clients for effective policy action and advocacy that promotes social and economic justice.

2.1.9 Respond to contexts that shape practice

1. Demonstrate flexibility and creativity in the context of change and crisis in advanced practice with individuals, families, groups, organizations, and communities.

2. Provide innovative leadership in promoting sustainable change in service delivery and practice.

2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations and communities

2.1.10(a) Engagement

1. Develop relationships with clients that are professional, collaborative, ethical, purposeful, culturally appropriate, and characterized by clear boundaries.

2. Attend to the interpersonal dynamics and contextual factors that could strengthen and/or threaten the alliances in organizational and community contexts.

2.1.10(b) Assessment

1. Demonstrate assessment skills by collecting, organizing, and interpreting client data (e.g. assess clients’ readiness for change, clients’ coping strategies and strengths, safety needs, diagnosis, community needs assessments, interpersonal dynamics, biopsychosocial, spiritual, and cultural vulnerabilities and strengths).

2. Empower clients to collaborate in the establishment of intervention goals and methods.

2.1.10(c) Intervention

1. Implement intervention plans with a client system(s) to meet goals.

2. Collaborate with clients, professionals, and other constituents to coordinate interventions.

2.1.10(d) Evaluation

1. Evaluate client system(s) progress and intervention effectiveness (e.g. client self-assessment and satisfaction, collateral reports, behavioral outcome measures, single-subject design).

2. Systematically evaluate outcomes to enhance best practice interventions.

2.1.11 Appreciate the context of Christian higher education for social work education.
1. Describe how the Christian mandate that comports with the NASW Code of Ethics to treat all persons with unconditional dignity and respect, to do justice, and practice compassion

2. Describe historical spiritual and religious influences on the profession of social work

3. Formulate responses to social needs that follow ethical principles for spiritually sensitive social work practice (e.g. appreciate how personal religious and spiritual beliefs and practices can be a resource or impediment)

**Concentration and Advanced Standing Curriculum Summary**

*SW 599: Advanced Standing Bridge Course* is a concentrated, rigorous seminar-styled course that is designed to prepare the advanced standing student for the second year of the MSW curriculum. This class links the student’s undergraduate BSW education and practice experience in preparation for the rigor of the final year of MSW classes utilizing interactive lectures, readings, focused writing, and experiential exercises. This class requires a very high level of reading, critical analysis, and commitment to the learning process. Prerequisites for this class are a BSW degree, and at least a 3.0 GPA in undergraduate classes. The student will examine the four central themes of Union University’s Department of Social Work’s curriculum and begin to develop supportive, collegial relationships that will serve them well in this academic program and in future professional endeavors.

*SW 605: Psychopathology: Assessment, Diagnostics, and Treatment* will prepare students for clinical social work practice by establishing a working knowledge of psychopathology and use of the DSM-5 for assessment, diagnosis, and treatment of mental health and mental disorders. From strengths-based perspective that also considers person-in-environment and bio-psychosocial and ethno-cultural factors. Students will examine human behaviors and ways of relating that may be considered outside societal norms. The major mental disorders will be examined along with current empirically-supported best-treatment standards. Services for persons who are severely and persistently mentally ill (SPMI) will be explored as well as the impact of persistent societal stigma against this vulnerable population group. Social and economic injustice for all persons impacted by mental illness will be studied. Case vignettes descriptive of how specific mental disorders impact the person in his or her environment will aid in integrating a working knowledge of mental health assessment, diagnostics, and treatment into social work practice paradigms.

*SW 623: Theory and Ethics in Advanced Practice (The Capstone Seminar)* integrates professional knowledge, values, and skills under a rubric of theoretical and ethical practice. Social work strategies, informed by theoretical processes and ethical standards, will be qualified as advanced social work practice with individuals, families, groups, and communities. This course will feature a review of empirically sound practice theories useful to the social work professional in advanced generalist practice. Students will be challenged to examine concurrent practicum experiences through various conceptual lenses, including the strengths perspective, ecological perspective, and social justice, and will be able to articulate stages of social work practice specific to theory. Students will demonstrate the ability to effectively choose and make application of appropriate theoretical strategies through class debriefings and documentations of their work with practicum-based clients. Ethics and values of the profession will be examined in depth, with particular attention focused on ethical dilemmas and risks commonly encountered in social work practice with special attention to vulnerable and diverse populations (age, class, color, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual
A model for resolving such dilemmas will be utilized to teach students how to skillfully process and safely mediate ethical challenges in a variety of social work settings.

**SW 631: Practice and Program Evaluation** is an advanced research course that requires students at the concentration level to use research knowledge, values, and skills to evaluate social work practice as advanced generalist practitioners. Critical review of empirical and evidence-based best practice models for social work is emphasized. Students plan, develop, and evaluate social service programs in public and private settings, demonstrating advanced theoretical and practical approaches to individual practice and program effectiveness. Research skills taught in this course can be generalized to any setting. The focus is on the acquisition and demonstration of applied techniques with particular emphasis given to issues of ethics, social justice as related to the use and misuse of research, the inclusion or omission of diverse populations in research studies, the implications of research for addressing social injustices of oppressed groups, and the encouragement of a critical perspective when reading research on interventions as they apply to populations at risk.

**SW 650: Advanced Practice with Individuals and Families** builds upon the foundation practice courses and focuses on advanced social work practice with individuals and families. Students will refine their interpersonal helping skill by learning ways to intervene in particularly challenging situations. The importance of assessing individual and family needs within an ecological context is stressed. Students are taught how to formulate culturally-sensitive interventions that build on client strengths and have evidence of effectiveness through research. Methods for continually evaluating practice outcomes are presented, along with analysis of common ethical dilemmas faced in social work practice with individuals and families. Students gain an understanding of how direct practice can be a vehicle for promotion social and economic justice, particularly by addressing the needs of vulnerable populations.

**SW 660: Advanced Practice in Community Development and Administration** builds upon the foundation macro practice content by specifically focusing on methods utilized in community development and on the knowledge and skills needed to lead and manage social service organizations. Students will learn how to assess community and organizational needs from an ecological perspective that takes into account the specific needs of members of diverse and vulnerable populations. Facilitating the empowerment of communities and their members is examined. Students will become familiar with intervention strategies shown by research to be effective and that enhance existing community strengths. Students will also examine how social work practice with communities and organizations can be a vehicle for examining ethical dilemmas and promoting social and economic justice.

**SW 690: Field Seminar III**: This advanced field seminar is the first in a series of two seminars designed to assist the MSW student in the integration of theory and practice in the practice setting. This seminar and field experience allows the student to enhance his/her skills in the knowledge, value and skills of competent social work, as well as to gain experience with new models of evidence-based practice, working with a variety of client systems, including individuals, families, couples, groups, and organizations. Working from a strengths based perspective, students will have the opportunity to refine their assessment skills using a person-in environment approach. Under the guidance of a field supervisor, each student will also have opportunity to expand the use of self in client relationships to afford greater understanding of human behavior, individual competencies and strengths within the client and self, and the values and ethics of social work practice. Students will evaluate their own practice, assume increasing levels of autonomy in advanced generalist practice, and evaluate policy within the agency and its application for social
Justice and diversity. Students should complete the course with an increased understanding of the strengths/needs/problems of populations-at-risk as informed social workers.

**SW 691: Field Seminar IV**: This advanced field seminar is the second in a series of two seminars designed to assist the MSW student in the integration of theory and practice in the agency setting. Building on Field Seminar III, this seminar and field experience allows the student to further enhance his/her skills in the knowledge, value and skills of competent social work, as well as to gain experience with new models of evidence-based practice, working with a variety of client systems, including individuals, families, couples, groups, and organizations. Working from a strengths-based perspective, students will further refine their assessment skills using an ecological perspective. Under the guidance of a field supervisor, each student will also expand the use of self in client relationships to afford greater understanding of human behavior, individual competencies and strengths within the client and self, and the values and ethics of social work practice. Students will give particular attention to issues of burnout and self-care required as social work professionals.

III. **Social Work Policies and Procedures**

The School of Social Work is housed in the College of Education and Human Studies, which is under the administrative leadership of the Dean of the College. The School of Social Work administers the BSW and MSW programs. Developing policies and procedures is an inclusive process involving MSW administration, faculty, staff, and students. Policies may change during an academic year. Policy changes will be published in the next edition of the Student handbook and students will be notified of any policy changes to be enacted immediately.

**Grading Scale in the MSW Program - effective Fall 2011**

A 100 - 94; B 93 - 80; C 79 - 70; F < 69

**Grading System**

Grades for graduate courses at Union University shall be interpreted as follows:

- A Superior academic performance
- B Strong academic performance
- C Below average
- P Pass (P and F apply to pass-fail courses)
- F Fail (P or F apply to pass-fail courses)
- I Incomplete An incomplete must be removed within the first five weeks of the term following issuance of the incomplete; otherwise, the incomplete becomes an F
- IP In progress, issued for a course which by design extends into the following term or semester.
- W Withdrawal during the period officially allowed. A grade of W may be granted by the
MSW Director because of circumstances beyond the student's control.

N Audit

Quality points shall be awarded as follows:

A - 4 quality points for each semester hour of credit
B - 3 quality points for each semester hour of credit
C - 2 quality points for each semester hour of credit
P - 0 quality points (course hours are not applied in computation of the grade point average)
F - 0 quality points
W - 0 quality points
N - 0 quality points

Academic Honesty

Honesty and trustworthiness are not only fundamental principles of the Judeo-Christian tradition and basic to good citizenship but are also essential practices within academe. Furthermore, the Code of Ethics of the profession of social work holds integrity as one of its ethical principles (NASW, 1999). Specifically, the professions Code of Ethics says the following:

Social workers should not participate in, condone, or be associated with dishonesty, fraud, or deception (Ethical Standard 4.04)

Social workers should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed. Social workers should honestly acknowledge the work of and the contributions made by others (Ethical Standard 4.08).

Additional considerations appear in Section 2.11, which mandates social workers seek resolution when a colleague is believed to have acted unethically and in 5.01 to participate in upholding the integrity of the profession.

Finally, the Core Performance Standards of the School of Social Work support the Code of Ethics and expect that “the student will conduct him or herself in full accordance with the values and ethics of the social work profession…” Faculty and administration assume that students do act with integrity in their academic endeavors and pledges to responsibly discourage cheating by providing physical conditions which deter cheating, including awareness of all activity at all times in a testing area.

As a culture of academic dishonesty undermines and weakens the academic environment and the educational process, the following behaviors are unacceptable:

1. Cheating in its various forms:

   - Copying another student’s work.
   - Allowing work to be copied.
   - Using unauthorized aids on an examination (including but not limited to technology devices such as digital cameras, cell phone cameras, pen-based scanners, translation programs, and text-messaging devices).
• Obtaining any part of an examination prior to its administration.
• Fabricating research data.
• Submitting another person’s work as one’s own.
• Receiving credit falsely for attendance at a required class or activity.
• Signing another student into a required class or activity.

2. Plagiarizing (i.e., presenting someone else’s words or specific ideas as one’s own, including inadequate documentation of sources and excessive dependence on the language of sources, even when documented). All quoted material and ideas taken from published material, electronic media, and formal interviews must be cited; direct quotations must be enclosed in quotation marks. Therefore, whether quoting or paraphrasing, include an appropriate reference to the source (e.g., in-text citation, footnote, endnote) and a reference page. The APA Publication Manual 6th Edition provides the standard in all social work courses.

3. Violating copyright laws and license agreements, including but not limited to:
• Making illegal single copies of music or other print materials.
• Making and/or distributing multiple copies of printed, copyrighted materials.
• Making and/or distributing unauthorized copies of computer software
• and/or digital information.

4. Denying others appropriate access to information in the classroom, library or laboratory, including but not limited to:

• Removing books from the library without checking them out.
• Removing pages from books or journals.
• Hiding or intentionally damaging materials or electronic information.
• Destroying, altering, or tampering with someone else’s work.
• Submitting the same or similar work for more than one course or assignment without prior approval from the professor(s).
• Destroying, altering, or tampering with academic or institutional records.

The following steps will be taken to address an incident wherein a social work faculty member suspects plagiarism or academic dishonesty on the part of a graduate student:

1. The faculty member will inform the MSW Director of the suspected incident of academic dishonesty.

2. The faculty member will meet with the student or students involved on a one-to-one basis, providing the student with a photocopy of the assignment in question and when known, the source of the plagiarized material. The faculty member may assign the grade of F to the assignment or to the entire course, depending on the circumstances.

3. The faculty member will illustrate with the evidence above the suspicion of plagiarism and the potential consequences for such behavior utilizing the School’s Plagiarism Rubric (see below).
4. Based on this dialogue, the faculty member will inform the student of perceived severity of the incident and the specific consequences to be leveled.

5. If the case is to be referred to the Professional Development Committee, the faculty member will inform the student that further investigation of the incident is pending.

6. The faculty member may reserve the right to level additional consequences pending the outcome of the investigation of the incident by Professional Development Committee.

7. The faculty member will keep the MSW Director apprised about the case.

8. When appropriate, the entire faculty may be informed about the incident of plagiarism or academic dishonesty and in some cases, consequences may be determined by the faculty member in consultation with colleagues.

### Plagiarism Rubric

<table>
<thead>
<tr>
<th>Seriousness</th>
<th>Definition</th>
<th>Examples of Potential Consequences</th>
</tr>
</thead>
</table>
| Mild        | • Genuine mistake or omission  
              • Misunderstanding of how to cite sources or utilize quotations. | Individual faculty member determines consequences which might include:  
• Request rewrite of the assignment  
• Additional assignment concerning proper use of citations or a similar topic related to the offense.  
• Copy of students plagiarized work will be kept on file in the SSW |
| Moderate    | • Some awareness of mistake, but lack of clarity as to proper procedure  
              • Paraphrase of an idea not an exact quotation, but too close to be acceptable as original work  
              • Inappropriate use of Internet sources without proper citation | Individual faculty member determines consequences with option to refer the case to Professional Development Committee for further exploration. Consequences leveled by the instructor might include:  
• Failing grade on the assignment  
• Additional assignment concerning proper use of citations or a similar topic related to the offense  
• Personal essay reflecting on offense and lessons learned  
• Monitoring of future assignments by an additional faculty member  
• Failing grade in the course  
• Referral to the Professional Development Committee for further investigation. |
| Severe      | • Full awareness of actions at the time of the incident (intentional offense – which includes copying internet material cut and paste into assigned document)  
              • The whole or part of the assignment or paper displays large blocks of word-for-word plagiarism  
              • The whole or part of assignment or paper appears to have been purchased or stolen from another student or an outside source  
              • The whole or part of the assignment or paper appears to have been copied from another student or source | Individual faculty member determines consequences with mandatory referral of case to Professional Development Committee. Consequences initiated by the instructor might include:  
• Failing grade in the course  
• Suspension from the social work program for a specific period of time after consultation with the MSW Program Director  
• Counseling out of the social work program  
• Suspension from the University* |
Accreditation

The MSW program at Union University is accredited by the Council of Social Work Education (CSWE), which is the only accrediting agency approved by the U.S. Department of Education to accredit programs of social work education. The program will stand for reaffirmation by CSWE in February 2016.

Non-Degree Seeking Students

Non-degree seeking students are not enrolled in an academic program, and courses are not covered by financial aid. Enrollment does not guarantee admission to the MSW program. Students must meet all requirements for admission to change from Non-Degree Seeking status to Degree Seeking status. A maximum of 9 hours may be taken as a Non-Degree student.

Credit for Life Experience and Previous Work Experience

Academic credit for life experience and previous work experience shall not be given, in whole or in part, in lieu of the field practicum or of the courses in the graduate curriculum.

Transfer Credit

The School of Social Work will work closely with the Office of the Registrar in order to facilitate the transfer of credits for MSW students from other schools. Every attempt will be made to ensure that transferring students receive credit for any curriculum that they have already had in order that they do not repeat content.

Graduate credit earned in accredited graduate schools and carrying a grade of B or better will be transferable toward a graduate degree at Union University to the extent that the student can demonstrate correspondence to course(s) in the Union MSW degree program and pending approval by the MSW program. This correspondence can be demonstrated by students providing catalog course descriptions, course syllabi, and completed assignments for the course(s) being considered for transfer.

A maximum of 9 graduate credit hours, with a grade of “B” or higher, taken by students on a non-matriculated basis may be transferred toward the 60-credit MSW degree requirement. Transfer courses may be accepted for credit if they have been completed within 5 years from the time of acceptance into the MSW program.

Transfer credit is not accepted for credits earned following matriculation at Union University.

Applicants to the 2-year program may transfer up to one full year of credit from another CSWE-accredited MSW Program in which they were matriculated graduate students in good standing. A minimum of 30 credits of graduate coursework from Union University is required for those in the 2-year program.
Academic credit for life experience and previous work experience shall not be given, in whole or in part, in lieu of the field practicum or of the courses in the graduate foundation areas.

Decisions regarding credit when entering the graduate program initially are made by the MSW Admissions Committee. Courses taken at another CSWE-accredited college or university will be evaluated on a case-by-case basis.

**Advanced Standing Admissions**

To avoid redundancy for BSW graduates, Union University will offer an advanced standing option. In order to be considered for admission to the advanced standing program, students must have completed an undergraduate degree from an undergraduate social work program accredited by the Council on Social Work Education (CSWE), with at least an overall GPA of 3.0. Students accepted into this program are required to participate in the Advanced Standing Bridge Course (SW 599) during the summer prior to the start of the concentration year. Students taking the Bridge Course are provisionally accepted into the MSW program until they demonstrate readiness to begin at the advanced level of SW education through successful completion of SW 599. Advanced Standing students may take an elective in the spring or summer prior to the Bridge Course but must successfully complete courses with a grade of “B” or higher.

Only applicants who have earned a bachelor’s degree from an accredited college or university will be considered for admission to the advanced standing MSW program. Admission to the MSW program is based on academic performance in all work from regionally accredited or internationally listed colleges and universities. Successful completion of the required 33 hours of coursework, 550 hours in an approved social service agency, and Field Seminar classes concurrent with field placements are required for graduation.

Successful completion of the required coursework, 550 hours in an approved social service agency, and Field Seminar class concurrent with each Social Work Field Practicum are required for graduation. All Field practicums must be passed, and a grade of at least a "B" must be earned in all Field practicums and classes to be eligible for graduation.

**Provisional Status for Admission to the MSW Program**

Students whose status is designated as academically provisional may be admitted to the MSW program. The student is informed of this status when accepted into the program. A student may remain on provisional status until completion of 9 credit hours, with the goal of attaining a 3.0 GPA.

**Progression in the MSW program**

Upon acceptance into the MSW program, the following requirements must be met for graduation with an MSW from Union University:

a. Attend all orientation sessions.

b. Follow the courses according to the prescribed sequence.

c. Achieve a minimum overall GPA of 3.0 on a 4.0 scale with no grade less than B in a
course. Students are required to repeat a course in which they earn a C or lower. **Students whose GPA falls below 3.0 will be placed on academic probation.** Elective courses with a grade lower than a B need not be repeated, but no credit will be given toward graduation. A student may repeat a graduate course one time.

d. Successful completion of the required 60 hours of coursework, 900 hours in an approved social service agency (350 in foundation year and 550 in concentration year), and Field Seminar classes concurrent with field placements are required for graduation. All Field practicums must be passed with a grade of at least B earned to be eligible for graduation.

e. All students must enter the concentration year with a 3.0 GPA and not on probation or provisional status.

f. Continuation in the MSW program is contingent upon compliance with ethical and professional standards of conduct in accordance with the NASW Code of Ethics. Reasons for dismissal can include inadequate interpersonal skills and an inability to conform to the Core Performance Standards of the School of Social Work.

g. Graduation requirements follow the guidelines of Union University.

**Advisement Procedures**

The Union University MSW Program will work to establish early in the student's academic program a relationship that facilitates easy communication between faculty and students on the range of issues that impact the student's academic and career path. Advisement will be both a formal and informal process in the MSW Program as relationships are established.

The MSW Field Director works personally and individually with each student applying for field and will make decisions about appropriate placements in an agency based on the student's career interests and strengths for practice. In addition to field, students will also have numerous occasions through guest speakers and other continuing education events to talk with other professionals in a wide range of practice contexts.

**Attendance Policies**

All students are expected to attend class. Because classes in the MSW program are rigorous, even one absence will jeopardize a student’s ability to successfully complete courses (whether the class is on-site, on-line, or a scheduled meeting on a Saturday). If it is necessary to be absent, the student is to contact the instructor, preferably before class. The student is responsible for gathering all content and material missed during class. Faculty has discretion to assign make-up work. In case of difficult weather, professors are concerned that students put their personal safety first when confronted with weather conditions making travel to class difficult. Please alert your professors if you cannot attend classes due to bad weather in your region. Students are strongly encouraged to utilize the Union University alert system, UU Alerts, to monitor school closings, cancellations, and delayed schedules.

**Core Performance Standards**

To ensure that social work students will be competent and professional social work professionals, all students must meet essential standards of behavior for generalist social work practice. The chart
begins with the NASW Code of Ethics, which identifies the core values on which the mission of Union University’s School of Social Work is based. It summarizes the ethical principles that reflect our profession’s core values; it establishes a set of specific ethical standards that guide generalist social work practice; and it provides the principles on which the public can hold a social work professional accountable. These principles will set forth the orb of responsibility to which each student obligates him/herself from entrance into the social work program. Each student will be required to adhere to the NASW’s Code of Ethics, which states that professionals “…must not allow their own personal problems, psychological distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interest of people for whom they have a professional responsibility.” (NASW Code of Ethics, Section 4.05a).

**Probation**

After completion of 9 graduate hours, a student who’s cumulative GPA is below 3.0 from courses taken in the MSW program at Union will be placed on academic probation. While on probation, the student may, in an effort to improve the GPA, repeat courses in which a grade of C or F has been received. When the student’s GPA has been raised to 3.0 or higher, the student will no longer be on probation.

When placed on probation, the student is advised to make an appointment with the MSW director to make a plan for progression in the program.

Students may not begin the concentration year on probation or provisional status.

**Repeating Courses**

A student may repeat a graduate course once. Credit for the course is given only once. Computation of the GPA is derived from the grade earned on the second attempt.

**Suspension/Termination Policy**

Termination from the MSW program may be the recommendation of the Professional Development Committee or determined by the MSW Program Director based on GPA. A student’s right to due process is a priority. Reasons for suspension or termination may include the following:

1. Failure to meet or maintain academic grade point requirement as established by Union University and the MSW Program. Students who are on academic probation for two consecutive semesters without achieving a 3.0 GPA must step out of the program. At least one semester (not including winter or summer) must elapse before reapplying.

2. Behavior judged to be in violation of the NASW Code of Ethics.

3. Evidence of academic cheating, lying, or plagiarism.

4. Behavioral disturbances that, in the professional judgment of the Social Work faculty and the committee charged with reviewing such issues, could impair quality provision of services to clients while enrolled and functioning in Union’s MSW Program. (An example is the student’s inability to show insight to one’s own behavior and receive feedback.)
5. Evidence of current illegal drug or alcohol dependency documented as occurring during the course of study in Union University’s MSW program.

6. Documented evidence of criminal activity occurring while enrolled and functioning in Union’s MSW Program that could impair quality provision of services to clients.

7. Submitting false or misleading information as a part of the application process.

Termination/suspension means a student will no longer be enrolled in the MSW program. A student may apply for readmission as outlined in the readmission policy.

Voluntary Withdrawal from Classes

Students may withdraw through 11 weeks or its equivalent and will receive the notation on their permanent records: “Withdrew from all classes” as of the date the withdrawal was processed. Students discontinuing class attendance without permission will receive an F in those courses. Students withdrawing from all classes must complete a withdrawal form and submit it to the MSW Program Coordinator.

Readmission to the MSW Program

A student who has withdrawn or been suspended from the program for any reason and wishes to re-enter the program after at least one semester must re-apply to the MSW program. In a brief essay, the student will explain the reason for leaving the program, for reapplying, and what conditions have taken place that make success in the program more viable. After receiving the application (the application fee of $25 is not required), the MSW Admissions Committee will review and may request additional documentation or evidence if the student has taken courses elsewhere in the interval. Prior to review by the committee, the applicant’s status with the university’s Student Accounts office and the Professional Development Committee must be reviewed. Students withdrawn for academic or professional reasons may reapply after a period of at least one semester (not including summer).

Licensure

Licensure requirements for social workers to practice in the State of Tennessee is state specific. Students who are not from Tennessee should consult their state licensure board for requirements.

1. Complete the MSW from a CSWE accredited program.
2. Complete application form available at http://health.state.tn.us/boards/SW
3. Pass the Association of Social Work (ASWB) masters licensing exam.

Before an LMSW designated professional may move to a clinical level of licensure, 3000 hours of supervision must be completed under and documented by a Licensed Clinical Social Worker (LCSW) or Licensed Advanced Practice Social Worker (LAPSW).
Faculty Resources for Students

1. Faculty Assistance
Students experiencing academic difficulties should talk with the course instructor. Many issues are resolved when these conversations occur. The faculty member may encourage the student to get support through peer mentoring or another academic source.

2. Student’s Advisor
Students should contact their advisor about concerns regarding academic or professional matters. Faculty advisors are available by appointment. The social work faculty is committed to advising students according to their needs.

3. Informal Consultations
When it seems beneficial, several professors may meet informally with a student about a particular issue. A request for such a consultation may be made either by a student or by the faculty.

4. Professional Development Committee
The purpose of the Professional Development Committee is to review academic and non-academic concerns of students, related to non-compliance with CSWE guidelines for grade point average, and non-compliance with the Core Performance Standards. Concerns can be raised by faculty, field supervisors and instructors, and students. The Committee will be composed of at least two faculty members. Each referral to Committee activates the standing committee, which will be appointed each year by the Associate Dean.

1. Prior to filing a referral, the referent requests a face-to-face conversation with the student with the aim of ameliorating circumstances that are of concern to the faculty member. The faculty member explains the committee process if the situation cannot be resolved in this face-to-face meeting. If the student is not responsive to the request to meet with the faculty member after three (3) business days, then referral can be made to the committee.

2. The referral is sent to the MSW program director for review and/or approval.

3. Following a face-to-face conversation, if the referral is still deemed appropriate by the referent, the referent submits the referral within three (3) business days. The committee referral is made on the appropriate form with the particular infraction of School of Social Work Core Performance Standards indicated.

4. Referral form is sent by the Program Coordinator to the committee and the student.

5. The Program Coordinator notifies the committee of new referrals within three (3) business days of the referral being made.

6. The student is required to submit a typed and signed response to each of the noted concerns and submit their response within five (5) business days, hand delivered or emailed to the Program Coordinator in the School of Social Work, OR the student may
mail the response by certified mail, postmarked within five (5) business days or referral receipt.

7. The Program Coordinator notifies the committee immediately upon receipt of responses.

8. The committee reviews all material and advises the student of available dates for a meeting by email or in writing within three (3) business days of the committee receiving the response if a meeting with the student is deemed necessary.

9. The meeting is held in the School of Social Work suite within ten (10) business days of the Committee Chair receiving the referral. The student may be accompanied by a student advocate, whose role will be to provide support for the student rather than speaking in the student’s defense. No other outside representation is appropriate for this meeting. The meeting is intended to provide an open discussion in a safe, nonthreatening, professional environment where the student may relate the circumstances without impediment. No recording of these sessions is permitted.

10. The committee meeting produces a plan, which will be documented by the Chair and submitted to the MSW Program Director. The student and the referent will be sent copies and a copy is maintained in the student’s Professional Development file, which is separate from the permanent academic file.

   The plan to address an area of concern is developed with the student in the committee meeting and never comes as a surprise in a letter. The student is to respond to the written documentation of the plan by submitting a letter in writing to the committee chair within five (5) days of receiving the written plan. The student’s response affirms his or her intent to follow the plan. The student often continues in the program as long as he or she is making progress according to the plan of action.

   Such a plan may include the following: The student may be placed on probation, suspended, or advised toward professional development activities. The professional development plan may advise the student to address health issues using professional resources, keep a reflective journal, receive support in a particular aspect of communication such as writing, and so forth.

   If the MSW Program Director does not concur with the committee’s recommendation, he or she will meet with committee and the student within five (5) days to discuss the matters of difference. The mandate for next steps comes from the Program Director preferably having reached consensus in this second meeting.

10. If the agreed upon decision is that the student should be terminated/suspended from the MSW Program, the Program Director issues a letter within five (5) business days after receiving the recommendation from the committee and response from the student. The letter is addressed to the student with copies to the student’s advisor and the Associate Dean.

11. If more than one meeting is required to elicit a plan or outcome, schedules are arranged in a timely manner so that the student understands expectations and time frames for making a response.
12. The student who is terminated/suspended from the program for professional reasons through the Professional Development Committee process may reapply for admission following withdrawal for one semester (excluding winter and summer). The Professional Development Committee will review a student’s application for readmission and any evidence of readiness to return that is submitted to the MSW Program prior to review by the Admissions committee.

13. A student who does not concur with the decision of the committee and/or the School of Social Work may file a grievance in accord with the Grievance Policy found in this MSW Student Handbook.

IV. GRIEVANCE PROCEDURES (ACADEMIC)

An academic grievance involving dissatisfaction with the quality of instruction or with the performance of an instructor is referred to as a Review of Instruction. A grievance involving dissatisfaction with a grade is considered a Grade Appeal. A grievance regarding a charge of academic dishonesty, which includes, but is not limited to plagiarism, is referred to as an Academic Dishonesty Appeal. Procedures for addressing each type of grievance are outlined below. Working days are defined as days when the University offices are open. All email communication will be sent to the students’ Union email account.

Review of Instruction

Before initiating a formal Review of Instruction, a student who is dissatisfied with the quality of instruction or with the performance of an instructor should discuss his or her concerns with the instructor. In the event that the issue is not resolved in consultation with the instructor, the student may initiate a formal Review of Instruction. A formal Review of Instruction must be filed within 60 working days of the posting of the final grade for the course and must follow the sequence noted below.

A formal Review begins with the student emailing a detailed written report of his or her concerns to the instructor’s department chair or to the dean if the chair is the student’s instructor. Within this report the student must identify his or her concerns and provide appropriate documentation to support each concern. After receiving an email response from the chair (or dean), the student may elect to email the written report to additional administrators, as needed, in the following sequence: the dean of the college or school, the associate provost/dean of instruction (Jackson campus) or the vice president (Germantown campus), and the provost. The student may not advance the report to the next level until he or she has received an email response from the administrator being addressed. Each administrator will attempt to provide the student with a written response within 10 working days from the sent date of the student’s email. The student has 10 working days from the sent date of one administrator’s email to submit the report to the next level.

Written responses will be kept in a file other than the faculty member’s personnel file.

Grade Appeal

A student may initiate a grade appeal when there is legitimate reason to believe that the grade does not accurately reflect the quality of his or her academic work in the course or that the grade was determined in a manner inconsistent with the course syllabus. Before initiating a formal appeal, the student should confer with the instructor regarding how the grade was determined. In the event that
the issue is not resolved in consultation with the instructor, the student may initiate a formal appeal of the grade beginning at the instructor level. The levels of appeal are noted below. Except as noted, levels cannot be bypassed.

Instructor Level: The student must email a request to the Instructor within 60 working days of the posting of the final grade for the course. In addition to requesting a review of how the grade was determined, the student should include specific reasons for his or her dissatisfaction. The request should be sent to the instructor’s Union email address and copied to the instructor’s department chair. The instructor will attempt to provide an email response co-pied to the department chair within 10 working days of the sent date of the student’s email.

Chair/Advisor Level: The student may continue the appeal process by emailing a request for a review of the grade to the instructor’s department chair and to the student’s faculty advisor, who together will serve as the review committee. This request should be sent to the Union email address of the chair and faculty advisor within 10 working days of the sent date of the instructor’s response. The chair and the faculty advisor, serving as the review committee, will provide an email response to the student with copies sent to the instructor and the instructor’s dean. In the event that either the chair or the faculty advisor is also the course instructor, the other person on the review committee will select the second member. The second member should be a faculty member within the course instructor’s academic department. In the event that one of the faculty members holds all three roles, the student should begin the process at the Dean’s level.

Dean’s Level: Either the student or the instructor may appeal the review committee’s decision to the instructor’s dean. This email request should be sent to the dean’s Union email address within 10 working days of the sent date of the review committee’s response. The dean will attempt to provide an email response to the instructor and/or student with copies sent to the instructor’s chair, and the Associate Provost (Jackson campus) or the Vice President (Germantown campus) within 10 working days of the sent date of the instructor/student’s request.

Faculty Affairs/Graduate Appeal Committee Level: Within 10 working days of the sent date of the dean’s response, the student or the instructor may email a written request to the Associate Provost (Jackson) or to the Vice President (Germantown) calling for a review of the grade by the Faculty Affairs Committee (undergraduate ) or the Graduate Appeals Committee. The Associate Provost or the Vice President will request a meeting of the appropriate committee for the purpose of reviewing all documentation related to the appeal. The committee will provide an email response to the instructor and the student with copies sent to the instructor’s chair and dean to the Associate Provost or the Vice President.

Administrative Level: Within 10 working days of the sent date of the committee’s response, either the student or the instructor may submit an email request for a hearing before the Associate Provost (Jackson) or the Vice President (Germantown). Requests for subsequent hearings before the Provost must be received within 10 working days of the previous hearing. The decision rendered by the Provost, in consultation with the President, is final.

All documents relating to the above procedure will be retained in the student’s file kept in the Academic Center.

**Academic Dishonesty Appeal**

Any student found guilty by their instructor of cheating/plagiarism will be subject to disciplinary action by the instructor. Incidents involving graduate students will be filed with the student’s dean.
If the student deems this action unfair, he or she may request a hearing before the administrator with whom the report was filed. The administrator will convey the results to the student and to the instructor by email (copied to the Office of the Dean of Students).

If either the student or the instructor involved deems the administrator’s action unsatisfactory, within 10 working days of the sent date of the email conveying the results he or she may email the office of the Provost to request a hearing before the Graduate Appeals Committee. The committee will convey its decision to the student and to the instructor by email. The decision of this committee will be final upon approval by the Provost in consultation with the President.

**Academic Grievance Procedures**

A student who wishes to appeal for a variance from graduate policies or procedures should direct a written petition to the Dean of the McAfee School of Business Administration, the Dean of the School of Education and Human Studies, the Dean of the School of Nursing, or the Director of the Institute for International and Intercultural Studies requesting the variance and carefully outlining the reasons for the request. The request must be received no later than 90 days after the issuance of the grade. After consideration of the petition, the Dean/Institute Director will determine whether the petition can be granted and will inform the student, in writing, of the decision.

If the student is dissatisfied with the Dean's/Institute Director’s response to the petition, the student may then appeal the Dean's/Institute Director’s decision to the Graduate Appeals Committee. The Graduate Appeals Committee will review the petition, gather information as it is needed, and render a decision. The Committee will inform the student, in writing, of their decision.

If the student is dissatisfied with the decision of the Graduate Appeals Committee, that decision can be appealed first to the Provost and then, if necessary, to the President. The decision of the President will be final. Copies of all correspondence related to all formal petitions and appeals will be kept for future reference in the student's file in the office of the respective Graduate school.

Orderly procedures are provided by which a student may be heard concerning a just grievance. Procedures are outlined in the Campus Life Handbook for the student who wishes to register dissatisfaction with the quality of instruction or performance of a professor.

Both the Campus Life Handbook and the Faculty Handbook detail the procedure for a formal grade appeal. The student should first ask the instructor how the grade was determined. It is hoped that most problems can be resolved at this level. If additional discussions are necessary, the student should contact his faculty advisor to begin the formal process of appeal.

*Compiled from Union University sources: Campus Life Handbook, Faculty Handbook, Graduate Academic Catalog 2012-2013, for the MSW Student Handbook, School of Social Work.*
Appendices
APPENDIX A. STUDENT RIGHTS AND RESPONSIBILITIES

Students have a right to:

- expect a quality education preparing them for advanced generalist social work practice
- expect reasonable access to faculty for advisement and assistance they need in their educational program and with plans for after graduation
- appeal decisions made regarding admission and continuation in the program, grades, and assignments
- give input to the formulation and revision of policies affecting academic and student affairs. This is accomplished both formally and informally as students serve on the Advisory Council to the program, but also have access through the student organization and directly with faculty and administrators
- expect from each instructor a course syllabus which outlines the course of study, textbooks to be used, course requirements and objectives, a bibliography, and a description of how they will be evaluated
- expect faculty to be prepared and knowledgeable in order to teach effectively

Students are responsible for:

- becoming familiar with the Social Work Program policies and procedures by reading the Social Work Student Handbook and Field Manual
- attending and participating in classes except when hindered by illness or other emergency situations. Student should attend class mentally and emotionally prepared to learn and engage in classroom activities
- communicating with faculty when a problem arises in a class or with their progress in the program
- behaving in a manner consistent with the NASW Code of Ethics in all relationships in the program
Appendix B: Sexual Harassment

Sexual Harassment

Union University is committed to providing its faculty, staff, and students with an environment free from explicit and implicit coercive sexual behavior used to control, influence, or affect the well-being of any member of the university community.

Sexual Harassment Defined: The definition of sexual harassment varies greatly. Therefore we will use the Equal Employment Opportunity Commission’s guidelines. According to the Equal Employment Opportunity Commissions guidelines prohibiting sexual harassment, there are two types of sexual harassment: (1) *Quid pro quo*—“submission to or rejection of such conduct by an individual that is used as a basis for employment decisions affecting such individual” and (2) Hostile environment—“unwelcome sexual conduct that unreasonably interferes with an individual’s job performance or creates an intimidating, hostile, or offensive working environment.” Sexual harassment in the college community may include, but may not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature where: (1) submission to such conduct is a term or condition of an individual’s employment or education; (2) submission to or rejection of said conduct is used as a basis for academic or employment decisions affecting the individual; or (3) such conduct results in a hostile environment, which has the effect of interfering with an individual’s academic or professional performance.

Policy Statement: Sexual harassment of any type will not be tolerated and is expressly prohibited. Sexual harassment is grounds for disciplinary action which may include reprimand, demotion, discharge, or other appropriate action, dependent upon the nature of the harassment. Faculty are asked to be especially sensitive to the fact that they are in a position of authority over students and that authority carries with it responsibility to be mindful of situations in which they are dealing with students in private, one-on-one associations both on and off campus.

Complaint Procedure: A student with a complaint against a faculty member, a member of the administration, or another student may contact the Dean of Students. Alternate contacts include the Director of Human Resources, the Executive Vice President and the President. The contact person will initiate an Incident Report form and forward to the Director of Human Resources. The University will handle the matter with as much confidentiality as possible. There will be no retaliation against any staff, faculty, or student who reports a claim of sexual harassment or against any staff, faculty, or student who is a witness to the harassment. The University will conduct an immediate investigation in an attempt to determine all of the facts concerning the alleged harassment. The investigation will be directed by the Director of Human Resources unless the Director of Human Resources or someone in the director’s office is the subject of the investigation. In that event, the office of the Provost (faculty) or Executive Vice President (staff or student) will direct the investigation. As a part of the investigation of the claim of sexual harassment, the contact person, the complainant, and the respondent will be asked to provide statements regarding the incident. Once the report is reviewed and investigation is concluded, a finding may be found that sexual harassment did not occur, or a finding may be found that sexual harassment did occur and corrective action (reprimand, demotion, discharge, or other appropriate action) will be communicated in writing to the complainant and the respondent. Appeals to this process may be conducted in accordance to the most recent revision of the handbook under the section(s) entitled “Violations of Standards of Conduct” or “Grievance Procedures.” All documents, except disciplinary action documents, related to an incident will remain in a file other than the employee’s personnel file. Although filed separately, all personnel related files are kept in the Human Resources office.
Appendix C

CORE PERFORMANCE STANDARDS for Admission, Progression, and Graduation
Union University School of Social Work

To ensure that social work students will be competent and professional social work professionals, all students must meet essential standards of behavior for social work practice. The following chart begins with the NASW Code of Ethics, which identifies the core values on which Union University’s School of Social Work is based. This summary of ethical principles reflects the social work profession’s core values; it establishes a set of specific ethical standards that guide social work practice; and it provides the principles on which the public can hold a social work professional accountable. These principles will set forth the orb of responsibility to which each student obligates him or herself from entrance into the social work program. Each student will be required to adhere to the NASW’s Code of Ethics, which states that professionals “…must not allow their own personal problems, psychological distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interest of people for whom they have a professional responsibility” (NASW Code of Ethics, Section 4.05a).

<table>
<thead>
<tr>
<th>Standard</th>
<th>Required Skills</th>
<th>Examples of Satisfactory Behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Ethics:</td>
<td>The student will: recognize legal and ethical dilemmas, and seek appropriate consultation when necessary; demonstrate practice strategies that respect the positive value of diversity; challenge social injustice; maintain professional boundaries; be honest with clients and colleagues; protect client confidentiality in the classroom, in assignments, and in the field agency; be open, honest, and without judgment; make commitments that will be kept; and identify and maintain appropriate personal conduct and professional boundaries in keeping with all professional standards.</td>
<td>The student will: work with all vulnerable populations with dignity and respect; refrain from cheating and plagiarism as defined in the student handbook; seek professional consultation when needed.</td>
</tr>
<tr>
<td>Critical Thinking:</td>
<td>The student is able: to critically assess individuals, families, groups, organizations and communities in the context of environmental factors, including socioeconomic, cultural, biological, psychological, social and spiritual dimensions; refrain from judging others based on difference; utilize an understanding of how ethnicity, class, gender, sexual orientation, age and other cultural characteristics affect the helping process; demonstrate an ability to evaluate and differentially apply practice approaches with individuals, groups, families, and organizations; employ a scientific analytic approach to practice that integrates the critical appraisal of social research and the evaluation of social policies, program and practice outcomes; demonstrate knowledge of social, political, and economic justice for clients and an ability to identify and promote resources for clients.</td>
<td>The student will: develop intervention plans with various client systems; collaborate effectively with community resources and connect clients with community resources; integrate classroom assignments with knowledge from various curricular areas; prepare psychosocial assessments of clients and design generalist intervention plans.</td>
</tr>
<tr>
<td><strong>Time Management:</strong></td>
<td>The students will: complete assignments with timeliness and quality; come to class and/or field regularly and on time; assume responsibility for communicating an interruption of planned attendance or task completion; and assume responsibility for identifying appropriate alternatives when a change is necessary.</td>
<td>The students will: complete assignments on time; attend class and field regularly and on time; contact instructors and field educators regarding absences or the late submission of assignments; submit required class and field assignments without being prompted.</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>The student completes classroom, field education, and agency assignments and requirements in a consistently timely manner.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Self-Awareness:</strong></td>
<td>The student will: solicit, accept, and incorporate feedback into classroom and field agency; identify barriers to performance; design and implement specific goals and strategies for professional growth; evaluate his/her own practice by using objective assessment methods, such as process recordings and single subject designs.</td>
<td>The student will: actively participate in class and in field experience; participate in activities aimed at increasing self-awareness; seek professional help when needed; adjust workload and/or seek consultation with an instructor in the face of personal difficulties that may adversely impact interaction with clients.</td>
</tr>
<tr>
<td>The student possesses a balanced view of his/her performance in intellectual, social, behavioral, and interpersonal skills, and acknowledges barriers to his/her performance. The student assumes full responsibility to protect clients and others from potential adverse consequences of those barriers to performance.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Communication:</strong></td>
<td>The student will: develop cooperative and collegial relationships with colleagues and clients with organizations, agencies and communities; demonstrate knowledge about the effects of oppression and discrimination on individuals, families, groups and communities; contribute as a constructive participant in academic and agency affairs; honor verbal and written agreements made with others.</td>
<td>The students will: follow through on verbal and written commitments to others</td>
</tr>
<tr>
<td>The student receives and responds to verbal, non-verbal, and written exchanges between self, faculty, agency personnel, and colleagues in accordance with the NASW Code of Ethics and the mission and goals of Union University’s Department of Social Work.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Professional Relationships:</strong></td>
<td>The student will: communicate effectively with a wide range of client systems, demonstrating a knowledge of, and sensitivity to differences due to gender, race, class, age, culture, ethnicity, religion, gender, sexual orientation, and physical or mental abilities without judgment; follow agency guidelines for record keeping, and demonstrate the ability to document communications as a basis for professional accountability; possess appropriate verbal, non-verbal and written skills; and conduct all communication in a respectful manner.</td>
<td>The student will: speak with dignity; respect, and sensitivity to clients, colleagues and instructors; prepare written documents that are clear, concise, accurate and complete; communicate with sensitivity to cultural and contextual differences; use correct grammar in written and oral communication.</td>
</tr>
<tr>
<td>The student engages, maintains, and terminates relationships appropriately with diverse client groups, instructors, agency staff, colleagues, organizations and communities in a professional, responsible and respectful manner.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Supervision:</strong></td>
<td>The students will: solicit, accept, and incorporate supervision, and be able to effectively follow directions in classroom and field agency; and possess the ability to effectively utilize supervision in a respectful manner in classroom and agency for the furtherance of professional growth.</td>
<td>The students will: actively and effectively incorporate directives and supervision in classroom and agency placements.</td>
</tr>
<tr>
<td>The student readily accepts and adheres to directives from faculty, agency personnel, and colleagues in accordance with the NASW Code of Ethics and the mission and goals of Union University’s Department of Social Work.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Appendix D

National Association of Social Workers
(NASW)

Code of Ethics

Approved by the NASW Delegate Assembly
National Association of Social Workers (NASW)
Code of Ethics

Preamble

The primary mission of the social work profession is to enhance human well-being and help meet the basic needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. A historic and defining feature of social work is the profession’s focus on individual well-being in a social context and the well-being of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

Social workers promote social justice and social change with and on behalf of clients. “Clients” is used inclusively to refer to individuals, families, groups, organizations, and communities. Social workers are sensitive to cultural and ethnic diversity and strive to end discrimination, oppression, poverty, and other forms of social injustice. These activities may be in the form of direct practice, community organizing, supervision, consultation, administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation. Social workers seek to enhance the capacity of people to address their own needs. Social workers also seek to promote the responsiveness of organizations, communities, and other social institutions to individuals’ needs and social problems.

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession’s history, are the foundation of social work’s unique purpose and perspective:

- service
- social justice
- dignity and worth of the person
- importance of human relationships
- integrity
- competence

This constellation of core values reflects what is unique to the social work profession. Core values, and the principles that flow from them, must be balanced within the context and complexity of the human experience.
Ethical Principles

The following broad ethical principles are based on social work’s core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence. These principles set forth ideals to which all social workers should aspire.

Value: Service

Ethical Principle: Social workers’ primary goal is to help people in need and to address social problems

Social workers elevate service to others above self-interest. Social workers draw on their knowledge, values, and skills to help people in need and to address social problems. Social workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return (pro bono service).

Value: Social Justice

Ethical Principle: Social workers challenge social injustice.

Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers’ social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

Value: Dignity and Worth of the Person

Ethical Principle: Social workers respect the inherent dignity and worth of the person.

Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients’ socially responsible self-determination. Social workers seek to enhance clients’ capacity and opportunity to change and to address their own needs. Social workers are cognizant of their dual responsibility to clients and to the broader society. They seek to resolve conflicts between clients’ interests and the broader society’s interests in a socially responsible manner consistent with the values, ethical principles, and ethical standards of the profession.

Value: Importance of Human Relationships

Ethical Principle: Social workers recognize the central importance of human relationships.
Social workers understand that relationships between and among the people are an important vehicle for change. Social workers engage people as partners in the helping process. Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations, and communities.

**Value:** Integrity

**Ethical Principle:** Social workers behave in a trustworthy manner.

Social workers are continually aware of the profession’s mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.

**Value:** Competence

**Ethical Principle:** Social workers practice within their areas of competence and develop and enhance their professional expertise.

Social workers continually strive to increase their professional knowledge and skills and to apply them in practice. Social workers should aspire to contribute to the knowledge base of the profession.

**Ethical Standards**

1. **Social Worker’s Ethical Responsibilities to Clients**

1.01 **Commitment to Clients**

Social workers’ primary responsibility is to promote the well-being of clients. In general, clients’ interests are primary. However, social workers’ responsibility to the larger society or specific legal obligations may on limited occasions supersede the loyalty owed clients, and clients should be so advised. (Examples include when a social worker is required by law to report that a client has abused a child or has threatened to harm self or others.)

1.02 **Self-Determination**

Social workers respect and promote the right of clients to self-determination and assist clients in their efforts to identify and clarify their goals. Social workers may limit clients’ right to self-determination when, in the social workers’ professional judgment, clients’ actions or potential actions pose a serious, foreseeable, and imminent risk to themselves or others.
1.03 Informed Consent

(a) Social workers should provide services to clients only in the context of a professional relationship based, when appropriate, on valid informed consent. Social workers should use clear and understandable language to inform clients of the purpose of the services, risks related to the services, limits to services because of the requirements of a third-party payer, relevant costs, reasonable alternatives, clients’ right to refuse or withdraw consent, and the time frame covered by the consent. Social workers should provide clients with an opportunity to ask questions.

(b) In instances when clients are not literate or have difficulty understanding the primary language used in the practice setting, social workers should take steps to ensure clients’ comprehension. This may include providing clients with a detailed verbal explanation or arranging for a qualified interpreter or translator whenever possible.

(c) In instances when clients lack the capacity to provide informed consent, social workers should protect clients’ interests by seeking permission from an appropriate third party, informing clients consistent with the clients’ level of understanding. In such instances, social workers should seek to ensure that the third party acts in a manner consistent with clients’ wishes and interests. Social workers should take reasonable steps to enhance such clients’ ability to give informed consent.

(d) In instances when clients are receiving services involuntarily, social workers should provide information about the nature and extent of services and about the extent of clients’ right to refuse service.

(e) Social workers who provide services via electronic media (such as computer, telephone, radio, and television) should inform recipients of the limitations and risks associated with such services.

(f) Social workers should obtain clients’ informed consent before audio taping or videotaping clients or permitting observation of services to clients by a third party.

1.04 Competence

(a) Social workers should provide services and represent themselves as competent only within the boundaries of their education, training, license, certification, consultation received, supervised experience, or other relevant professional experience.
(b) Social workers should provide services in substantive areas or use intervention techniques or approaches that are new to them only after engaging in appropriate
careful judgment and take responsible steps (including appropriate education, research, training, consultation, and supervision) to ensure the competence of their work and to protect clients from harm.

1.05 Cultural Competence and Social Diversity

(a) Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.

(b) Social workers should have a knowledge base of their clients’ cultures and be able to demonstrate competence in the provision of services that are sensitive to clients’ cultures and to differences among people and cultural groups.

(c) Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability.

1.06 Conflicts of Interest

(a) Social workers should be alert to and avoid conflicts of interest that interfere with the exercise of professional discretion and impartial judgment. Social workers should inform clients when a real or potential conflict of interest arises and take reasonable steps to resolve the issue in a manner that makes the clients’ interests primary and protects clients’ interests to the greatest extent possible. In some cases, protecting clients’ interests may require termination of the professional relationship with proper referral of the client.

(b) Social workers should not take unfair advantage of any professional relationship or exploit others to further their personal, religious, political, or business interests.

(c) Social workers should not engage in dual or multiple relationships with clients or former clients in which there are a risk of exploitation or potential harm to the client. In instances when dual or multiple relationships are unavoidable, social workers should take steps to protect clients and are responsible for setting clear, appropriate, and culturally sensitive boundaries. (Dual or multiple relationships occur when social workers relate to clients in more than one relationship, whether professional, social, or business. Dual or multiple relationships can occur simultaneously or consecutively.)
(d) When social workers provide services to two or more people who have a relationship with each other (for example, couples, family members), social workers should clarify with all parties which individuals will be considered clients and the nature of social workers’ professional obligations to the various individuals who are receiving services. Social workers who anticipate a conflict of interest among the individuals receiving services or who anticipate having to perform in potentially conflicting roles (for example, when a social worker is asked to testify in a child custody dispute or divorce proceedings involving clients) should clarify their role with the parties involved and take appropriate action to minimize any conflict of interest.

1.07 Privacy and Confidentiality

(a) Social workers should respect clients’ right to privacy. Social workers should not solicit information from clients unless it is essential to providing services or conducting social work evaluation or research. Once private information is shared, standards of confidentiality apply.

(b) Social workers may disclose confidential information when appropriate with valid consent from a client or a person legally authorized to consent on behalf of a client.

(c) Social workers should protect the confidentiality of all information obtained in the course of professional service, except for compelling professional reasons. The general expectation that social workers will keep information confidential does not apply when disclosure is necessary to prevent serious, foreseeable, and imminent harm to a client or other identifiable person or when laws or regulations require disclosure without a client’s consent. In all instances, social workers should disclose the least amount of confidential information necessary to achieve the desired purpose; only information that is directly relevant to the purpose for which the disclosure is made should be revealed.

(d) Social workers should inform clients, to the extent possible, about the disclosure of confidentiality information and the potential consequences, when feasible, before the disclosure is made. This applies whether social workers disclose confidential information on the basis of a legal requirement or client consent.

(e) Social workers should discuss with clients and other interested parties the nature of confidentiality and limitations of clients’ right to confidentiality. Social workers should review with clients’ circumstances where confidential information may be requested and where disclosure of confidential information may be legally required. This discussion should occur as soon as possible in the social worker-client relationship and as needed throughout the course of the relationship.
(f) When social workers provide counseling services to families, couples, or groups, social workers seek agreement among parties involved concerning each individual’s right to confidentiality and obligation to reserve the confidentiality of information shared by others. Social workers should inform participants in family, couples, or group counseling that social workers cannot guarantee that all participants will honor such agreements.

(g) Social workers should inform clients involved in family, couples, marital, or group counseling of the social worker’s, the employer’s, and the agency’s policies concerning the social worker’s disclosure of confidential information among the parties involved in the counseling.

(h) Social workers should not disclose confidential information to third-party payers unless clients have authorized such disclosure.

(i) Social workers should not discuss confidential information in any setting unless privacy can be ensured. Social workers should not discuss confidential information in public or semipublic areas such as hallways, waiting rooms, elevators, and restaurants.

(j) Social workers should protect the confidentiality of the clients during legal proceedings to the extent permitted by law. When a court of law or other legally authorized body orders social workers to disclose confidential or privileged information without a clients’ consent and such disclosure could cause harm to the client, social workers should request that the court withdraw the order or limit the order as narrowly as possible or maintain the records under seal, unavailable for public inspection.

(k) Social workers should protect the confidentiality of clients when responding to requests from members of the media.

(l) Social workers should protect the confidentiality of clients’ written and electronic records and other sensitive information. Social workers should take reasonable steps to ensure that clients’ records are stored in a secure location and that clients’ records are not available to others who are not authorized to have access.

(m) Social workers should take precautions to ensure and maintain the confidentiality of information transmitted to other parties through the use of computers, electronic mail, facsimile machines, telephones and telephone answering machines, and other electronic or computer technology. Disclosure of identifying information should be avoided whenever possible.
(n) Social workers should transfer or dispose of clients’ records in a manner that protects clients’ confidentiality and is consistent with state statutes governing records and social work licensure.

(o) Social workers should take reasonable precautions to protect client confidentiality in the event of the social worker’s termination of practice, incapacitation, or death.

(p) Social workers should not disclose identifying information when discussing clients for teaching or training purposes unless the client has consented to disclosure of confidential information.

(q) Social workers should not disclose information when discussing clients with consultants unless the client has consented to disclosure of confidential information or there is a compelling need for such disclosure.

(r) Social workers should protect the confidentiality of deceased clients consistent with the preceding standards.

1.08 Access to Records

(a) Social workers provide clients with reasonable access to records concerning the clients. Social workers who are concerned that clients’ access to their records could cause serious misunderstanding or harm to the client should provide assistance in interpreting the records and consultation with the client regarding the records. Social workers should limit clients’ access to their records, or portions of their records, only in exceptional circumstances when there is compelling evidence that such access would cause serious harm to the client. Both clients’ requests and the rationale for withholding some to all of the records should be documented in clients’ files.

(b) When providing clients with access to their records, social workers should take steps to protect the confidentiality of other individuals identified or discussed in such records.

1.09 Sexual Relationships

(a) Social workers should under no circumstances engage in sexual activities or sexual contact with current clients, whether such contact is consensual or forced.

(b) Social workers should not engage in sexual activities or sexual contact with clients’ relatives or other individuals with whom clients maintain a close personal relationship when there is a risk of exploitation or potential harm to the client. Sexual activity or sexual contact with clients’ relatives or other individuals with whom clients maintain a personal relationship has the
potential to be harmful to the client and may make it difficult for the social worker and client to maintain appropriate professional boundaries. Social workers—not their clients, their clients’ relatives, or other individuals with whom the client maintains a personal relationship—assume the full burden for setting clear, appropriate, and culturally sensitive boundaries.

(c) Social workers should not engage in sexual activities or sexual contact with former clients because of the potential for harm to the client. If social workers engage in conduct contrary to this prohibition or claim that an exception to this prohibition is warranted because of extraordinary circumstances, it is social workers—not their clients—who assume the full burden of demonstrating that the former client has not been exploited, coerced, or manipulated, intentionally or unintentionally.

(d) Social workers should not provide clinical services to individuals with whom they have had a prior sexual relationship. Providing clinical services to a former sexual partner has the potential to be harmful to the individual and is likely to make it difficult for the social worker and individual to maintain appropriate professional boundaries.

1.10 Physical Contact

Social workers should not engage in physical contact when there is a possibility of psychological harm to the client as a result of the contact (such as cradling or caressing clients). Social workers who engage in appropriate physical contact with clients are responsible for setting clear, appropriate, and culturally sensitive boundaries that govern such physical contact.

1.11 Sexual Harassment

Social workers should not sexually harass clients. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

1.12 Derogatory Language

Social workers should not use derogatory language in their written or verbal communications to or about their clients. Social workers should use accurate and respectful language in all communications to and about clients.

1.13 Payment for Services

(a) When setting fees, social workers should ensure that the fees are fair, reasonable, and commensurate with the services performed. Consideration should be given to clients’ ability to pay.

(b) Social workers should avoid accepting goods or services from clients as payment for professional services. Bartering arrangements, particularly
involving services, create the potential for conflicts of interest, exploitation, and inappropriate boundaries in social worker’s relationships with clients. Social workers should explore and may

(c) Participate in bartering only in very limited circumstances when it can be demonstrated that such arrangements are an accepted practice among professionals in the local community, considered to be essential for the provision of services, negotiated without coercion, and entered into at the client’s initiative and with the client’s informed consent. Social workers who accept goods or services from clients as payment for professional services assume the full burden of demonstrating that this arrangement will not be detrimental to the client or the professional relationship.

(c) Social workers should not solicit a private fee or other remuneration for providing services to clients who are entitled to such available services through the social workers’ employer or agency.

1.14 Clients Who Lack Decision-Making Capacity

When social workers act on behalf of clients who lack the capacity to make informed decisions, social workers should take reasonable steps to safeguard the interests and rights of those clients.

1.15 Interruption of Services

Social workers should make reasonable efforts to ensure continuity of services in the event that services are interrupted by factors such as unavailability, relocation, illness, disability, or death.

1.16 Termination of Services

(a) Social workers should terminate services to clients and professional relationships with them when such services and relationships are no longer required or no longer serve the clients' needs or interests.

(b) Social workers should take reasonable steps to avoid abandoning clients who are still in need of services. Social workers should withdraw services precipitously only under unusual circumstances, giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects. Social workers should assist in making appropriate arrangements for continuation of services when necessary.

(c) Social workers in fee-for-service settings may terminate services to clients who are not paying an overdue balance if the financial contractual arrangements have been made clear to the client, if the client does not pose an imminent danger to self or others, and if the clinical and other consequences of the current nonpayment have been addressed and discussed with the client.
(d) Social workers should not terminate services to pursue a social, financial, or sexual relationship with a client.

(e) Social workers who anticipate the termination or interruption of services to clients should notify clients promptly and seek the transfer, referral, or continuation of services in relation to the clients' needs and preferences.

(f) Social workers who are leaving an employment setting should inform clients of appropriate options for the continuation of services and of the benefits and risks of the options.

2. Social Workers' Ethical Responsibilities to Colleagues

2.01 Respect

(a) Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues.

(b) Social workers should avoid unwarranted negative criticism of colleagues in communications with clients or with other professionals. Unwarranted negative criticism may include demeaning comments that refer to colleagues' level of competence or to individuals' attributes such as race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability.

(c) Social workers should cooperate with social work colleagues and with colleagues of other professions when such cooperation serves the well-being of clients.

2.02 Confidentiality

Social workers should respect confidential information shared by colleagues in the course of their professional relationships and transactions. Social workers should ensure that such colleagues understand social workers' obligation to respect confidentiality and any exceptions related to it.

2.03 Interdisciplinary Collaboration

(a) Social workers who are members of an interdisciplinary team should participate in and contribute to decisions that affect the well-being of clients by drawing on the perspectives, values, and experiences of the social work profession. Professional and ethical obligations of the interdisciplinary team as a whole and of its individual members should be clearly established.

(b) Social workers for whom a team decision raises ethical concerns should attempt to resolve the disagreement through appropriate channels. If the
disagreement cannot be resolved, social workers should pursue other avenues to address their concerns consistent with client well-being.

2.04 Disputes Involving Colleagues

(a) Social workers should not take advantage of a dispute between a colleague and an employer to obtain a position or otherwise advance the social workers' own interests.

(b) Social workers should not exploit clients in disputes with colleagues or engage clients in any inappropriate discussion of conflicts between social workers and their colleagues.

2.05 Consultation

(a) Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients.

(b) Social workers should keep themselves informed about colleagues' areas of expertise and competencies. Social workers should seek consultation only from colleagues who have demonstrated knowledge, expertise, and competence related to the subject of the consultation.

(c) When consulting with colleagues about clients, social workers should disclose the least amount of information necessary to achieve the purposes of the consultation.

2.06 Referral for Services

(a) Social workers should refer clients to other professionals when the other professionals' specialized knowledge or expertise is needed to serve clients fully or when social workers believe that they are not being effective or making reasonable progress with clients and that additional service is required.

(b) Social workers who refer clients to other professionals should take appropriate steps to facilitate an orderly transfer of responsibility. Social workers who refer clients to other professionals should disclose, with clients' consent, all pertinent information to the new service providers.

(c) Social workers are prohibited from giving or receiving payment for a referral when no professional service is provided by the referring social worker.

2.07 Sexual Relationships
(a) Social workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.

(b) Social workers should avoid engaging in sexual relationships with colleagues when there is potential for a conflict of interest. Social workers who become involved in, or anticipate becoming involved in, a sexual relationship with a colleague have a duty to transfer professional responsibilities, when necessary, to avoid a conflict of interest.

2.08 Sexual Harassment

Social workers should not sexually harass supervisees, students, trainees, or colleagues. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

2.09 Impairment of Colleagues

(a) Social workers who have direct knowledge of a social work colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.

(b) Social workers who believe that a social work colleague's impairment interferes with practice effectiveness and that the colleague has not taken adequate steps to address the impairment should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

2.10 Incompetence of Colleagues

(a) Social workers who have direct knowledge of a social work colleague's incompetence should consult with that colleague when feasible and assist the colleague in taking remedial action.

(b) Social workers who believe that a social work colleague is incompetent and has not taken adequate steps to address the incompetence should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

2.11 Unethical Conduct of Colleagues

(a) Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues.
Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues' unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations.

Social workers who believe that a colleague has acted unethically should seek resolution by discussing their concerns with the colleague when feasible and when such discussion is likely to be productive.

When necessary, social workers who believe that a colleague has acted unethically should take action through appropriate formal channels (such as contacting a state licensing board or regulatory body, an NASW committee on inquiry, or other professional ethics committees).

Social workers should defend and assist colleagues who are unjustly charged with unethical conduct.

### 3. Social Workers' Ethical Responsibilities in Practice Settings

#### 3.01 Supervision and Consultation

(a) Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.

(b) Social workers who provide supervision or consultation are responsible for setting clear, appropriate, and culturally sensitive boundaries.

(c) Social workers should not engage in any dual or multiple relationships with supervisees in which there is a risk of exploitation of or potential harm to the supervisee.

(d) Social workers who provide supervision should evaluate supervisees' performance in a manner that is fair and respectful.

#### 3.02 Education and Training

(a) Social workers who function as educators, field instructors for students, or trainers should provide instruction only within their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.

(b) Social workers who function as educators or field instructors for students should evaluate students' performance in a manner that is fair and respectful.
(c) Social workers who function as educators or field instructors for students should take reasonable steps to ensure that clients are routinely informed when services are being provided by students.

(d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with students in which there is a risk of exploitation or potential harm to the student. Social work educators and field instructors are responsible for setting clear, appropriate, and culturally sensitive boundaries.

3.03 Performance Evaluation

Social workers who have responsibility for evaluating the performance of others should fulfill such responsibility in a fair and considerate manner and on the basis of clearly stated criteria.

3.04 Client Records

(a) Social workers should take reasonable steps to ensure that documentation in records is accurate and reflects the services provided.

(b) Social workers should include sufficient and timely documentation in records to facilitate the delivery of services and to ensure continuity of services provided to clients in the future.

(c) Social workers' documentation should protect clients' privacy to the extent that is possible and appropriate and should include only information that is directly relevant to the delivery of services.

(d) Social workers should store records following the termination of services to ensure reasonable future access. Records should be maintained for the number of years required by state statutes or relevant contracts.

3.05 Billing

Social workers should establish and maintain billing practices that accurately reflect the nature and extent of services provided and that identify who provided the service in the practice setting.

3.06 Client Transfer

(a) When an individual who is receiving services from another agency or colleague contacts a social worker for services, the social worker should carefully consider the client's needs before agreeing to provide services. To minimize possible confusion and conflict, social workers should discuss with potential clients the nature of the clients' current relationship with other
service providers and the implications, including possible benefits or risks, of entering into a relationship with a new service provider.

(b) If a new client has been served by another agency or colleague, social workers should discuss with the client whether consultation with the previous service provider is in the client's best interest.

3.07 Administration

(a) Social work administrators should advocate within and outside their agencies for adequate resources to meet clients' needs.

(b) Social workers should advocate for resource allocation procedures that are open and fair. When not all clients' needs can be met, an allocation procedure should be developed that is nondiscriminatory and based on appropriate and consistently applied principles.

(c) Social workers who are administrators should take reasonable steps to ensure that adequate agency or organizational resources are available to provide appropriate staff supervision.

(d) Social work administrators should take reasonable steps to ensure that the working environment for which they are responsible is consistent with and encourages compliance with the NASW Code of Ethics. Social work administrators should take reasonable steps to eliminate any conditions in their organizations that violate, interfere with, or discourage compliance with the Code.

3.08 Continuing Education and Staff Development

Social work administrators and supervisors should take reasonable steps to provide or arrange for continuing education and staff development for all staff for whom they are responsible. Continuing education and staff development should address current knowledge and emerging developments related to social work practice and ethics.

3.09 Commitments to Employers

(a) Social workers generally should adhere to commitments made to employers and employing organizations.

(b) Social workers should work to improve employing agencies' policies and procedures and the efficiency and effectiveness of their services.
(c) Social workers should take reasonable steps to ensure that employers are aware of social workers' ethical obligations as set forth in the NASW Code of Ethics and of the implications of those obligations for social work practice.

(d) Social workers should not allow an employing organization’s policies, procedures, regulations, or administrative orders to interfere with their ethical practice of social work. Social workers should take reasonable steps to ensure that their employing organizations' practices are consistent with the NASW Code of Ethics.

(e) Social workers should act to prevent and eliminate discrimination in the employing organization's work assignments and in its employment policies and practices.

(f) Social workers should accept employment or arrange student field placements only in organizations that exercise fair personnel practices.

(g) Social workers should be diligent stewards of the resources of their employing organizations, wisely conserving funds where appropriate and never misappropriating funds or using them for unintended purposes.

3.10 Labor-Management Disputes

(a) Social workers may engage in organized action, including the formation of and participation in labor unions, to improve services to clients and working conditions.

(b) The actions of social workers who are involved in labor-management disputes, job actions, or labor strikes should be guided by the profession's values, ethical principles, and ethical standards. Reasonable differences of opinion exist among social workers concerning their primary obligation as professionals during an actual or threatened labor strike or job action. Social workers should carefully examine relevant issues and their possible impact on clients before deciding on a course of action.

4. Social Workers' Ethical Responsibilities as Professionals

4.01 Competence

(a) Social workers should accept responsibility or employment only on the basis of existing competence or the intention to acquire the necessary competence.

(b) Social workers should strive to become and remain proficient in professional practice and the performance of professional functions. Social workers should critically examine and keep current with emerging knowledge relevant to social work. Social workers should routinely review
the professional literature and participate in continuing education relevant to
social work practice and social work ethics.

(c) Social workers should base practice on recognized knowledge, including
empirically based knowledge, relevant to social work and social work
ethics.

4.02 Discrimination

Social workers should not practice, condone, facilitate, or collaborate with any form
of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual
orientation, age, marital status, political belief, religion, or mental or physical
disability.

4.03 Private Conduct

Social workers should not permit their private conduct to interfere with their ability
to fulfill their professional responsibilities.

4.04 Dishonesty, Fraud, and Deception

Social workers should not participate in, condone, or be associated with dishonesty,
 fraud, or deception.

4.05 Impairment

(a) Social workers should not allow their own personal problems, psychosocial
distress, legal problems, substance abuse, or mental health difficulties to
interfere with their professional judgment and performance or to jeopardize
the best interests of people for whom they have a professional responsibility.

(b) Social workers whose personal problems, psychosocial distress, legal
problems, substance abuse, or mental health difficulties interfere with their
professional judgment and performance should immediately seek
consultation and take appropriate remedial action by seeking professional
help, making adjustments in workload, terminating practice, or taking any
other steps necessary to protect clients and others.

4.06 Misrepresentation

(a) Social workers should make clear distinctions between statements made and
actions engaged in as a private individual and as a representative of the
social work profession, a professional social work organization, or the social
worker's employing agency.
(b) Social workers who speak on behalf of professional social work organizations should accurately represent the official and authorized positions of the organizations.

(c) Social workers should ensure that their representations to clients, agencies, and the public of professional qualifications, credentials, education, competence, affiliations, services provided, or results to be achieved are accurate. Social workers should claim only those relevant professional credentials they actually possess and take steps to correct any inaccuracies or misrepresentations of their credentials by others.

4.07 Solicitations

(a) Social workers should not engage in uninvited solicitation of potential clients who, because of their circumstances, are vulnerable to undue influence, manipulation, or coercion.

(b) Social workers should not engage in solicitation of testimonial endorsements (including solicitation of consent to use a client's prior statement as a testimonial endorsement) from current clients or from other people who, because of their particular circumstances, are vulnerable to undue influence.

4.08 Acknowledging Credit

(a) Social workers should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed.

(b) Social workers should honestly acknowledge the work of and the contributions made by others.

5. Social Workers' Ethical Responsibilities to the Social Work Profession

5.01 Integrity of the Profession

(a) Social workers should work toward the maintenance and promotion of high standards of practice.

(b) Social workers should uphold and advance the values, ethics, knowledge, and mission of the profession. Social workers should protect, enhance, and improve the integrity of the profession through appropriate study and research, active discussion, and responsible criticism of the profession.

(c) Social workers should contribute time and professional expertise to activities that promote respect for the value, integrity, and competence of the social work profession. These activities may include teaching, research,
consultation, service, legislative testimony, presentations in the community, and participation in their professional organizations.

(d) Social workers should contribute to the knowledge base of social work and share with colleagues their knowledge related to practice, research, and ethics. Social workers should seek to contribute to the profession's literature and to share their knowledge at professional meetings and conferences.

(e) Social workers should act to prevent the unauthorized and unqualified practice of work.

5.02 Evaluation and Research

(a) Social workers should monitor and evaluate policies, the implementation of programs, and practice interventions.

(b) Social workers should promote and facilitate evaluation and research to contribute to the development of knowledge.

(c) Social workers should critically examine and keep current with emerging knowledge relevant to social work and fully use evaluation and research evidence in their professional practice.

(d) Social workers engaged in evaluation or research should carefully consider possible consequences and should follow guidelines developed for the protection of evaluation and research participants. Appropriate institutional review boards should be consulted.

(e) Social workers engaged in evaluation or research should obtain voluntary and written informed consent from participants, when appropriate, without any implied or actual deprivation or penalty for refusal to participate; without undue inducement to participate; and with due regard for participants' well-being, privacy, and dignity. Informed consent should include information about the nature, extent, and duration of the participation requested and disclosure of the risks and benefits of participation in the research.

(f) When evaluation or research participants are incapable of giving informed consent, social workers should provide an appropriate explanation to the participants, obtain the participants' assent to the extent they are able, and obtain written consent from an appropriate proxy.

(g) Social workers should never design or conduct evaluation or research that does not use consent procedures, such as certain forms of naturalistic observation and archival research, unless rigorous and responsible review of the research has found it to be justified because of its prospective scientific,
educational, or applied value and unless equally effective alternative procedures that do not involve waiver of consent are not feasible.

(h) Social workers should inform participants of their right to withdraw from evaluation and research at any time without penalty.

(i) Social workers should take appropriate steps to ensure that participants in evaluation and research have access to appropriate supportive services.

(j) Social workers engaged in evaluation or research should protect participants from unwarranted physical or mental distress, harm, danger, or deprivation.

(k) Social workers engaged in the evaluation of services should discuss collected information only for professional purposes and only with people professionally concerned with this information.

(l) Social workers engaged in evaluation or research should ensure the anonymity or confidentiality of participants and of the data obtained from them. Social workers should inform participants of any limits of confidentiality, the measures that will be taken to ensure confidentiality, and when any records containing research data will be destroyed.

(m) Social workers who report evaluation and research results should protect participants' confidentiality by omitting identifying information unless proper consent has been obtained authorizing disclosure.

(n) Social workers should report evaluation and research findings accurately. They should not fabricate or falsify results and should take steps to correct any errors later found in published data using standard publication methods.

(o) Social workers engaged in evaluation or research should be alert to and avoid conflicts of interest and dual relationships with participants, should inform participants when a real or potential conflict of interest arises, and should take steps to resolve the issue in a manner that makes participants' interests primary.

(p) Social workers should educate themselves, their students, and their colleagues about responsible research practices.

6. Social Workers' Ethical Responsibilities to the Broader Society

6.01 Social Welfare

Social workers should promote the general welfare of society, from local to global levels, and the development of people, their communities, and their environments. Social workers should advocate for living conditions conducive to the fulfillment of
basic human needs and should promote social, economic, political, and cultural values and institutions that are compatible with the realization of social justice.

6.02 Public Participation

Social workers should facilitate informed participation by the public in shaping social policies and institutions.

6.03 Public Emergencies

Social workers should provide appropriate professional services in public emergencies to the greatest extent possible.

6.04 Social and Political Action

(a) Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice.

(b) Social workers should act to expand choice and opportunity for all people, with special regard for vulnerable, disadvantaged, oppressed, and exploited people and groups.

(c) Social workers should promote conditions that encourage respect for cultural and social diversity within the United States and globally. Social workers should promote policies and practices that demonstrate respect for difference, support the expansion of cultural knowledge and resources, advocate for programs and institutions that demonstrate cultural competence, and promote policies that safeguard the rights of and confirm equity and social justice for all people.

(d) Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person, group, or class on the basis of race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, or mental or physical disability.
Appendix E

Educational Policy
And
Accreditation Standards

Of the Council on Social Work Education
Preamble

Social work practice promotes human well-being by strengthening opportunities, resources, and capacities of people in their environments and by creating policies and services to correct conditions that limit human rights and the quality of life. The social work profession works to eliminate poverty, discrimination, and oppression. Guided by a person-in-environment perspective and respect for human diversity, the profession works to effect social and economic justice worldwide.

Social work education combines scientific inquiry with the teaching of professional skills to provide effective and ethical social work services. Social work educators reflect their identification with the profession through their teaching, scholarship, and service. Social work education, from baccalaureate to doctoral levels, employs educational, practice, scholarly, inter-professional, and service delivery models to orient and shape the profession’s future in the context of expanding knowledge, changing technologies, and complex human and social concerns.

The Council on Social Work Education (CSWE) Educational Policy and Accreditation Standards (EPAS) promotes academic excellence in baccalaureate and master’s social work education. The EPAS specifies the curricular content and educational context to prepare students for professional social work practice. The EPAS sets forth basic requirements for these purposes. Beyond these basic requirements of EPAS, individual programs focus on areas relevant to their institutional and program mission, goals, and competencies.

The EPAS permits programs to use time-tested and new models of program design, implementation, and evaluation. It does so by balancing requirements that promote comparability across programs with a level of flexibility that encourages programs to respond to changing human, professional, and institutional needs.

The EPAS focuses on assessing the results of a program’s development and its continuous improvement. While accreditation is ultimately evaluative, in social work education it is based on a consultative and collaborative process that determines whether a program meets the requirements of the EPAS.

Functions of Educational Policy and Accreditation

1. Educational Policy

The Educational Policy promotes excellence, creativity, and innovation in social work education and practice. It sets forth required content areas that relate to each other and to the purposes, knowledge, and values of the profession. Programs of social work education are offered at the baccalaureate, master’s, and doctoral levels. Baccalaureate and master’s
programs are accredited by CSWE. This document supersedes all prior statements of curriculum policy for baccalaureate and master’s program levels.

2. Accreditation

Accreditation ensures that the quality of professional programs merits public confidence. The Accreditation Standards establish basic requirements for baccalaureate and master’s levels. Accreditation Standards pertain to the following program elements:

- Mission, goals, and competencies
- Curriculum
- Governance, structure, and resources
- Faculty
- Student professional development
- Nondiscrimination and human diversity
- Program renewal
- Program assessment and continuous improvement

3. Relationship of Educational Policy to Accreditation

CSWE uses the EPAS for the accreditation of social work programs. The Educational Policy and the Accreditation Standards are conceptually integrated. Programs use Educational Policy, Section 1 as one important basis for developing program mission, goals, and competencies. Programs use Educational Policy, Section 3 to develop program competencies and Educational Policy, Sections 4 and 5 to develop content for demonstrating attainment of the competencies. The accreditation process reviews the program’s self-study document, site team report, and program response to determine compliance with the Educational Policy and Accreditation Standards. Accredited programs meet all standards.

Educational Policy

1. Purposes

1.0 Purposes of the Social Work Profession

The social work profession receives its sanction from public and private auspices and is the primary profession in the development, provision, and evaluation of social services. Professional social workers are leaders in a variety of organizational settings and service delivery systems within a global context. The profession of social work is based on the values of service, social and economic justice, dignity and worth of the person, importance of human relationships, and integrity and competence in practice. With these values as defining principles, the purposes of social work are:

- To enhance human well-being and alleviate poverty, oppression, and other forms of
to social injustice.

- To enhance the social functioning and interactions of individuals, families, groups, organizations, and communities by involving them in accomplishing goals, developing resources, and preventing and alleviating distress.
- To formulate and implement social policies, services, and programs that meet basic human needs and support the development of human capacities.
- To pursue policies, services, and resources through advocacy and social or political actions that promote social and economic justice.
- To develop and use research, knowledge, and skills that advance social work practice.
- To develop and apply practice in the context of diverse cultures.

1.1 Purposes of Social Work Education

The purposes of social work education are to prepare competent and effective professionals, to develop social work knowledge, and to provide leadership in the development of service delivery systems. Social work education is grounded in the profession’s history, purposes, and philosophy and is based on a body of knowledge, values, and skills. Social work education enables students to integrate the knowledge, values, and skills of the social work profession for competent practice.

1.2 Achievement of Purposes

Among its programs, which vary in design, structure, and competencies, social work education achieves these purposes through such means as:

- Providing curricula and teaching practices at the forefront of the new and changing knowledge base of social work and related disciplines.
- Providing curricula that build on a liberal arts perspective to promote breadth of knowledge, critical thinking, and communication skills.
- Developing knowledge.
- Developing and applying instructional and practice-relevant technology.
- Maintaining reciprocal relationships with social work practitioners, groups, organizations, and communities.
- Promoting continual professional development of students, faculty, and practitioners.
- Promoting inter-professional and interdisciplinary collaboration.
- Preparing social workers to engage in prevention activities that promote well-being.
- Preparing social workers to practice with individuals, families, groups, organizations, and communities.
- Preparing social workers to evaluate the processes and effectiveness of practice.
- Preparing social workers to practice without discrimination, with respect, and with knowledge and skills related to clients’ age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
- Preparing social workers to alleviate poverty, oppression, and other forms of social injustice.
• Preparing social workers to recognize the global context of social work practice.
• Preparing social workers to formulate and influence social policies and social work services in diverse political contexts.

2. Structure of Social Work Education

2.0 Structure

Baccalaureate and graduate social work education programs operate under the auspices of accredited colleges and universities. These educational institutions vary by auspices, emphasis, and size. With diverse strengths, missions, and resources, social work education programs share a common commitment to educate competent, ethical social workers.

The baccalaureate and master’s levels of social work education are anchored in the purposes of the social work profession and promote the knowledge, values, and skills of the profession. Baccalaureate social work education programs prepare graduates for generalist professional practice. Master’s social work education programs prepare graduates for advanced professional practice in an area of concentration. The baccalaureate and master’s levels of educational preparation are differentiated according to (a) conceptualization and design, (b) content, (c) program competencies, and (d) depth, breadth, and specificity of knowledge and skills. Frameworks and perspectives for concentration include fields of practice, problem areas, intervention methods, and practice contexts and perspectives.

Programs develop their mission and goals within the purposes of the profession, the purposes of social work education, and their institutional context. Programs also recognize academic content and professional experiences that students bring to the educational program. A conceptual framework, built upon relevant theories and knowledge, shapes the breadth and depth of knowledge and practice skills to be acquired.

2.1 Program Renewal

Social work education remains vital, relevant, and progressive by pursuing exchanges with the practice community and program stakeholders and by developing and assessing new knowledge and technology.

3. Program Competencies

Social work education is grounded in the liberal arts and contains a coherent, integrated professional foundation in social work. The graduate advanced curriculum is built from the professional foundation. Graduates of baccalaureate and master’s social work programs demonstrate the capacity to meet the foundation competencies and competencies unique to the program. Graduates of master’s social work programs also demonstrate the capacity to meet advanced program competencies.

3.0 Foundation Program Competencies
The professional foundation, which is essential to the practice of any social worker, includes, but is not limited to, the following program competencies. Students demonstrate the ability to:

1. Apply critical thinking skills within the context of professional social work practice.
2. Understand the value base of the profession and its ethical standards and principles, and practice accordingly.
3. Practice without discrimination and with respect, knowledge, and skills related to clients’ age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
4. Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.
5. Understand and interpret the history of the social work profession and its contemporary structures and issues.
6. Apply the knowledge and skills of generalist social work practice with systems of all sizes.\(^1\)
7. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.
8. Analyze, formulate, and influence social policies.
9. Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.
10. Use communication skills differentially across client populations, colleagues, and communities.
11. Use supervision and consultation appropriate to social work practice.
12. Function within the structure of organizations and service delivery systems and seek necessary organizational change.

3.1 Concentration Competencies

Graduates of a master’s social work program are advanced practitioners who apply the knowledge and skills of advanced social work practice in an area of concentration. They analyze, intervene, and evaluate in ways that are highly differentiated, discriminating, and self-critical. Students synthesize and apply a broad range of knowledge and skills with a high degree of autonomy and proficiency. They refine and advance the quality of their practice and that of the larger social work profession.

3.2 Additional Program Competencies

A program may develop additional competencies to cover the required content in relation to its particular mission, goals, and educational level.

4. Foundation Curriculum Content

\(^1\) Items preceded by a B or M apply only to baccalaureate or master’s programs, respectively.
All social work programs provide foundation content in the areas specified below. Content areas may be combined and delivered with a variety of instructional technologies. Content is relevant to the mission, goals, and competencies of the program and to the purposes, values, and ethics of the social work profession.

4.0 Values and Ethics

Social work education programs integrate content about values and principles of ethical decision educational experience provides students with the opportunity to be aware of personal values; develop, demonstrate, and promote the values of the profession; and analyze ethical dilemmas and the ways in which these affect practice, services, and clients.

4.1 Diversity

Social work programs integrate content that promotes understanding, affirmation, and respect for people from diverse backgrounds. The content emphasizes the interlocking and complex nature of culture and personal identity. It ensures that social services meet the needs of groups served and are culturally relevant. Programs educate students to recognize diversity within and between groups that may influence assessment, planning, intervention, and research. Students learn how to define, design, and implement strategies for effective practice with persons from diverse backgrounds.

4.2 Populations-at-Risk and Social and Economic Justice

Social work education programs integrate content on populations-at-risk, examining the factors that contribute to and constitute being at risk. Programs educate students to identify how group membership influences access to resources, and present content on the dynamics of such risk factors and responsive and productive strategies to redress them. Programs integrate social and economic justice content grounded in an understanding of distributive justice, human and civil rights, and the global interconnections of oppression. Programs provide content related to implementing strategies to combat discrimination, oppression, and economic deprivation and to promote social and economic justice. Programs prepare students to advocate for nondiscriminatory social and economic systems.

4.3 Human Behavior and the Social Environment

Social work education programs provide content on the reciprocal relationships between human behavior and social environments. Content includes empirically based theories and knowledge that focus on the interactions between and among individuals, groups, societies, and economic systems. It includes theories and knowledge of biological, sociological, cultural, psychological, and spiritual development across the life span; the range of social systems in which people live (individual, family, group, organizational, and community); and the ways social systems promote or deter people in maintaining or achieving health and well-being.
4.4 Social Welfare Policy and Services

Programs provide content about the history of social work, the history and current structures of social welfare services, and the role of policy in service delivery, social work practice, and attainment of individual and social well-being. Course content provides students with knowledge and skills to understand major policies that form the foundation of social welfare; analyze organizational, local, state, national, and international issues in social welfare policy and social service delivery; analyze and apply the results of policy research relevant to social service delivery; understand and demonstrate policy practice skills in regard to economic, political, and organizational systems, and use them to influence, formulate, and advocate for policy consistent with social work values; and identify financial, organizational, administrative, and planning processes required to deliver social services.

4.5 Social Work Practice

Social work practice content is anchored in the purposes of the social work profession and focuses on strengths, capacities, and resources of client systems in relation to their broader environments. Students learn practice content that encompasses knowledge and skills to work with individuals, families, groups, organizations, and communities. This content includes engaging clients in an appropriate working relationship, identifying issues, problems, needs, resources, and assets; collecting and assessing information; and planning for service delivery. It includes using communication skills, supervision, and consultation. Practice content also includes identifying, analyzing, and implementing empirically based interventions designed to achieve client goals; applying empirical knowledge and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.

4.6 Research

Qualitative and quantitative research content provides understanding of a scientific, analytic, and ethical approach to building knowledge for practice. The content prepares students to develop, use, and effectively communicate empirically based knowledge, including evidence-based interventions. Research knowledge is used by students to provide high-quality services; to initiate change; to improve practice, policy, and social service delivery; and to evaluate their own practice.

4.7 Field Education

Field education is an integral component of social work education anchored in the mission, goals, and educational level of the program. It occurs in settings that reinforce students’ identification with the purposes, values, and ethics of the profession; fosters the integration of empirical and practice-based knowledge; and promotes the development of professional competence. Field education is systematically designed, supervised, coordinated, and
evaluated on the basis of criteria by which students demonstrate the achievement of program competencies.

5. Advanced Curriculum Content

The master’s curriculum prepares students for advanced social work practice in an area of concentration. Using a conceptual framework to identify advanced knowledge and skills, programs build an advanced curriculum from the foundation content. In the advanced curriculum, the foundation content areas (Section 4, 4.0–4.7) are addressed in greater depth, breadth, and specificity and support the program’s conception of advanced practice.

Accreditation Standards

1. Program Mission, Goals, and Objectives

1.0 The social work program has a mission appropriate to professional social work education as defined in Educational Policy, Section 1.1. The program’s mission is appropriate to the level or levels for which it is preparing students for practice and is consistent with the institution’s mission.

1.1 The program has goals derived from its mission. These goals reflect the purposes of the Educational Policy, Section 1.1. Program goals are not limited to these purposes.

1.2 The program has objectives that are derived from the program goals. These objectives are consistent with Educational Policy, Section 3. Program objectives are reflected in program implementation and continuous assessment (see Accreditation Standard 8).

1.3 The program makes its constituencies aware of its mission, goals, and objectives.

2. Curriculum

2.0 The curriculum is developed and organized as a coherent and integrated whole consistent with program goals and objectives. Social work education is grounded in the liberal arts and contains a coherent, integrated professional foundation in social work practice from which an advanced practice curriculum is built at the graduate level.

2.0.1 The program defines its conception of generalist social work practice, describes its coverage of the professional foundation curriculum identified in Educational Policy, Section 4, and demonstrates how its conception of generalist practice is implemented in all components of the professional curriculum.

2.0.1 The program describes its coverage of the foundation and advanced curriculum content, identified in Educational Policy, Sections 4 and 5. The
program defines its conception of advanced practice and explains how the advanced curriculum is built from the professional foundation. The master’s program has a concentration curriculum that includes (a) concentration objectives, (b) a conceptual framework built on relevant theories, (c) curriculum design and content, and (d) field education that supports the advanced curriculum. The program demonstrates how the depth, breadth, and specificity of the advanced curriculum are addressed in relation to the professional foundation.

2.1 The social work program administers field education (Educational Policy, Section 4.7 and Section 5) consistent with program goals and objectives that:

2.1.1 Provides for a minimum of 400 hours of field education for baccalaureate programs and 900 hours for master’s programs.

2.1.2 Admits only those students who have met the program’s specified criteria for field education.

2.1.3 Specifies policies, criteria, and procedures for selecting agencies and field instructors; placing and monitoring students; maintaining field liaison contacts with agencies; and evaluating student learning and agency effectiveness in providing field instruction.

2.1.4 Specifies that field instructors for baccalaureate students hold a CSWE-accredited baccalaureate or master’s social work degree. Field instructors for master’s students hold a CSWE-accredited master’s social work degree. In programs where a field instructor does not hold a CSWE-accredited baccalaureate or master’s social work degree, the program assumes responsibility for reinforcing a social work perspective.

2.1.5 Provides orientation, field instruction training, and continuing dialog with agencies and field instructors.

2.1.6 Develops policies regarding field placements in an agency in which the student is also employed. Student assignments and field education supervision differ from those associated with the student’s employment.

3. Program Governance, Administrative Structure, and Resources

---

2 This and all future references to “CSWE-accredited baccalaureate or master’s social work degree” include degrees from CSWE-accredited programs or programs approved by its Foreign Equivalency Determination Service.
3.0 The social work program has the necessary autonomy and administrative structure to achieve its goals and objectives.

3.0.1 The social work faculty defines program curriculum consistent with the Educational Policy and Accreditation Standards and the institution’s policies.

3.0.2 The administration and faculty of the social work program participate in formulating and implementing policies related to the recruitment, hiring, retention, promotion, and tenure of program personnel.

3.0.3 The chief administrator of the social work program has either a CSWE-accredited master’s social work degree, with a doctoral degree preferred, or a professional degree in social work from a CSWE-accredited program or a doctoral degree. The chief administrator also has demonstrated leadership ability through teaching, scholarship, curriculum development, administrative experience, and other academic and professional activities in the field of social work.

3.0.4 The chief administrator of the social work program has a full-time appointment to the program and sufficient assigned time (at least 25% for baccalaureate programs and 50% for master’s programs) to provide educational and administrative leadership. Combined programs designate a social work faculty member and assign this person sufficient time to administer the baccalaureate social work program.

3.0.5 The Field Director has a master’s degree in social work from a CSWE accredited program and at least two years post-baccalaureate or post-master’s social work degree practice experience.

3.0.6 The Field Director has a full-time appointment to the program and sufficient assigned time (at least 25% for baccalaureate programs and 50% for master’s programs) to provide educational and administrative leadership for field education.

3.1 The social work program has sufficient resources to achieve program goals and objectives.

3.1.1 The program has sufficient support staff, other personnel, and technological resources to support program functioning.

3.1.2 The program has sufficient and stable financial supports that permit program planning and achievement of program goals and objectives. These include a budgetary allocation and procedures for budget development and administration.
3.1.3 The program has comprehensive library holdings and electronic access, as well as other informational and educational resources necessary for achieving the program’s goals and objectives.

3.1.4 The program has sufficient office and classroom space, computer-mediated access, or both to achieve the program’s goals and objectives.

3.1.5 The program has access to assistive technology, including materials in alternative formats (such as Braille, large print, books on tape, assistive learning systems).

4. Faculty

4.0 The program has full-time faculty, which may be augmented by part-time faculty, with the qualifications, competence, and range of expertise in social work education and practice to achieve its goals and objectives. The program has a sufficient full-time equivalent faculty-to-student ratio (usually 1:25 for baccalaureate programs and 1:12 for master’s programs) to carry out ongoing functions of the program.

4.1 The program demonstrates how the use of part-time faculty assists in the achievement of the program’s goals and objectives.

4.2 Faculty size is commensurate with the number and type of curricular offerings in class and field; class size; number of students; and the faculty’s teaching, scholarly, and service responsibilities.

4.2.1 The baccalaureate social work program has a minimum of two full-time faculty with master’s social work degrees from a CSWE-accredited program, with full-time appointment in social work, and whose principal assignment is to the baccalaureate program. It is preferred that faculty have a doctoral degree.

M4.2.1 The master’s social work program has a minimum of six full-time faculty with master’s social work degrees from a CSWE-accredited program and whose principal assignment is to the master’s program. The majority of the full-time faculty in the master’s social work program have a master’s degree in social work and a doctoral degree.

4.3 Faculty who teach required practice courses have a master’s social work degree from a CSWE accredited program and at least two years post-baccalaureate or post-master’s social work degree practice experience.

4.4 The program has a faculty workload policy that supports the achievement of institutional priorities and the program’s goals and objectives.

5. Student Professional Development
5.0 The program has admissions criteria and procedures that reflect the program’s goals and objectives.

M5.1 Only candidates who have earned a bachelor’s degree are admitted to the master’s social work degree program.

5.2 The program has a written policy indicating that it does not grant social work course credit for life experience or previous work experience.

5.3 In those foundation curriculum areas where students demonstrate required knowledge and skills, the program describes how it ensures that students do not repeat that content.

5.3.1 The program has written policies and procedures concerning the transfer of credits.

M5.3.2 Advanced standing status is only awarded to graduates of baccalaureate social work programs accredited by CSWE.

5.4 The program has academic and professional advising policies and procedures that are consistent with the program’s goals and objectives. Professional advising is provided by social work program faculty, staff, or both.

5.5 The program has policies and procedures specifying students’ rights and responsibilities to participate in formulating and modifying policies affecting academic and student affairs. It provides opportunities and encourages students to organize in their interests.

5.6 The program informs students of its criteria for evaluating their academic and professional performance.

5.7 The program has policies and procedures for terminating a student’s enrollment in the social work program for reasons of academic and professional performance.

6. Nondiscrimination and Human Diversity

6.0 The program makes specific and continuous efforts to provide a learning context in which respect for all persons and understanding of diversity (including age, class, color, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation) are practiced. Social work education builds upon professional purposes and values; therefore, the program provides a learning context that is nondiscriminatory and reflects the profession’s fundamental tenets. The program describes how its learning context and educational program
(including faculty, staff, and student composition; selection of agencies and their clientele as field education settings; composition of program advisory or field committees; resource allocation; program leadership; speakers series, seminars, and special programs; research and other initiatives) and its curriculum model understanding of and respect for diversity.

7. Program Renewal

7.0 The program has ongoing exchanges with external constituencies that may include social work practitioners, social service recipients, advocacy groups, social service agencies, professional associations, regulatory agencies, the academic community, and the community at large.

7.1 The program’s faculty engage in the development and dissemination of research, scholarship, or other creative activities relevant to the profession.

7.2 The program seeks opportunities for innovation and provides leadership within the profession and the academic community.

8. Program Assessment and Continuous Improvement

8.0 The program has an assessment plan and procedures for evaluating the outcome of each program objective. The plan specifies the measurement procedures and methods used to evaluate the outcome of each program objective.

8.1 The program implements its plan to evaluate the outcome of each program objective and shows evidence that the analysis is used continuously to affirm and improve the educational program.

Program Changes

The EPAS supports change necessary to improve the educational quality of a program in relation to its goals and objectives. The EPAS recognizes that such change is ongoing. When a program is granted initial accreditation or its accreditation is reaffirmed, the program is, by that action, accredited only at the level or levels and for the components that existed and were reviewed at the time of that action. Prior to the next scheduled accreditation review, changes may take place within the program. Although it is not necessary to report minor changes, programs notify the Commission on Accreditation (COA) of such changes as new leadership, governance, structure, off-campus programs, etc. Depending on the nature of the change, the COA may request additional information. Prior to the implementation of a substantive change the program submits a proposal and receives approval. Substantive changes are defined as those that require a waiver of one or more aspects of EPAS.