Nita Mehr (2009). Dean for the School of Social Work, Professor of Social Work, and Fellow for the Center for Just and Caring Communities. B.S.W. Freed-Hardeman University; M.S.S.W., University of Tennessee; PhD., Northcentral University; A.C.S.W., L.C.S.W.

Katrinna Matthews (2015). Director of Assessment and Accreditation—Germantown Campus and Assistant Professor of Social Work. B.S.S.W., University of Mississippi; M.S.S.W., University of Tennessee; M.Ed., University of Mississippi; D.S.W., St. Katherine-St. Thomas University; L.A.P.S.W.

Rebecca Bohner (2015). Director for the BSW Program, BSW Field Director for Jackson, Associate Professor. B.S.W., Union University; M.S.W., Baylor University; L.C.S.W.

Mary Anne Poe (1996). Professor of Social Work, Director for the Center for Just and Caring Communities. B.A., Vanderbilt University; M.S.S.W., University of Louisville; M.Div., Southern Baptist Theological Seminary; A.C.S.W, L.A.P.S.W.

Virginia Schwindt (2009). M.S.W. Field Director—Jackson and Associate Professor of Social Work. B.B.S., Hardin Simmons University; M.S.S.W., University of Texas at Arlington; L.C.S.W.

Cheryl Hall (2022). School of Social Work Programs Coordinator—Jackson Campus.

Stephanie Townsend (2020). Program Coordinator, Social Work—Germantown Campus. B.S.W., University of Memphis.

Legon Roberson (2018). Director of Marketing and Continuing Education. B.S.W. and M.S.W., Union University.

A list of faculty who teach in graduate programs is available online at www.uu.edu/academics/faculty/

Degrees Offered

Available on the Jackson and Germantown Campuses and Online

• Master of Social Work

Master of Social Work Mission Statement

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.

Program Outcomes

The goals of the Master of Social Work Program 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.
5. To prepare students to pursue advanced scholarship in post-M.S.W. education.
Available on the Jackson and Germantown Campuses and Online

Program Delivery
The MSW Program accepts students beginning in the fall semester. Students entering with a degree other than the BSW must complete 60 credit hours to complete the program. Qualified applicants with the BSW may be eligible for the Advanced Standing program, which requires 33 hours to complete the MSW. Qualifications include graduation with the BSW from a CSWE-accredited program, a GPA of at least 3.0, completed application, and references that meet the standards of the MSW Admissions Committee (More information appears below). Most courses have online components, and some courses are totally online. For more information, visit www.uu.edu/msw/. The MSW program also offers an Online option.

Accreditation
The MSW program is accredited by the Council on Social Work Education (CSWE).

Graduate Program Admission Requirements
Admission to the program will be based on competitive selection from the pool of applicants who meet the following admission requirements:
1. Completion of a baccalaureate degree from a regionally accredited college or university.
2. Official transcript(s) showing all course work, completion of baccalaureate degree(s), and all graduate credit previously attempted. Even if withdrawal occurred prior to earning credits and even if those credits do not apply to the current degree being sought, official transcripts must be sent from each institution.
3. Three professional/academic references specifying the applicant’s capabilities for graduate study.
4. Completed online application, including essay, with application fee of $25.
5. Cumulative GPA of at least 2.65 for the baccalaureate degree.
6. A completed immunization form.
7. The Social Work Admissions Committee may request an interview.
8. The following personal qualities: Self-awareness, empathy, objectivity, appreciation of diversity, professional commitment, critical thinking ability, effective oral and written communication skills, and the ability to advocate for and empathize for and with others.

Program Options:

Option One: Advanced Standing
A student with a B.S.W. degree from a CSWE-accredited undergraduate program may apply for admission to the Advanced Standing Program. Requirements for admission include:
1. A minimum GPA of 3.0 in the undergraduate program.
2. At least a grade of “B” in the Advanced Standing Bridge Course (SW 599) offered in the summer term prior to taking required classes.
A minimum of 33 semester hours of approved graduate work is required for completion of the Advanced Standing option and can be completed in either a one year or two year option. In addition, each student will complete 600 clock hours of field practicum.
1. Required Core: 24 hours
   A. SW 599 Advanced Standing Bridge Course
   B. SW 605 Psychopathology
   C. SW 623 Theory and Ethics for Advanced Practice
   D. SW 631 Practice and Program Evaluation
   E. SW 650 Advanced Practice with Individuals and Families
   F. SW 660 Advanced Practice in Community Development and Administration
   G. SW 690 Field Seminar III
   H. SW 691 Field Seminar IV
II. Electives: 9 hours

Option Two: Regular Standing
A minimum of 60 semester hours of approved graduate work is required for completion of the Regular Standing program. This can be completed in a two year or a three year option. In addition, each student will complete a total of 900 clock hours of field practicum
1. Required Core: 51 hours
   A. SW 500 Human Behavior and the Social Environment I
   B. SW 501 Human Behavior and the Social Environment II
   C. SW 510 Social Welfare and Social Justice
   D. SW 520 Practice I: Communities and Organizations
   E. SW 521 Foundations for Research
   F. SW 530 Practice II: Individuals and Families
   G. SW 535 Policy Analysis and Advocacy
   H. SW 540 Social Work with Groups
   I. SW 590 Field Seminar I
   J. SW 591 Field Seminar II
   K. SW 605 Psychopathology
II. Electives: 9 hours

**Dual Degree Options**

**MSW/MCS:** A dual degree option is offered between the School of Social Work and the School of Theology and Missions. Students will complete the required social work courses from Advanced Standing (24 hours) or Regular Standing (51 hours), the required Christian studies courses (24 hours), and an additional 12 hours of electives.

**60-hour option:**
I. Required Social Work Core from Advanced Standing—24 hours:
II. Required Christian Studies Courses—24 hours:

III. Four Electives from the following (2 from each discipline)—12 hours:

A. SW: 522, 523, 524, 525, 526, 550, 551, 552, 553, 554, 555, 556, 557, 558, 610, 611, 612
B. MCS: 516, 520, 535, 536
C. SW/MCS 580 Study Abroad (Communities and Trauma)

**87-hour option:**
I. Required Social Work Core from Regular Standing—51 hours:
II. Required Christian Studies Courses—24 hours:

III. Four Electives from the following (2 from each discipline)—12 hours:

A. SW: 522, 523, 524, 525, 526, 550, 551, 552, 553, 554, 555, 556, 557, 558, 610, 611, 612
B. MCS: 516, 520, 535, 536
C. SW/MCS 580 Study Abroad (Communities and Trauma)

Admissions Requirements: Applicants to the MSW/MCS dual degree must apply to and be accepted to each program separately, per current admission requirements of each program.

**MSW/MBA:** A dual degree option is offered between the School of Social Work and the McAfee School of Business. Students will complete the required social work courses from Advanced Standing (24 hours) or Regular Standing (51 hours), and the required Master of Business Courses (24 hours.), and an additional 12 hours of MSW courses which are counted as MBA electives.

**MBA Core Courses:**
MBA 648: Organizational Behavior
MBA 610: Managerial Economics

MBA 613: Managerial Accounting
MBA 625: Managerial Finance
MBA 653: Operations Management
MBA 620: Ethical Management
MBA 628: Strategic Marketing
MBA 642: Business Policy

Admissions Requirements: Please see the Master of Business Administration section of the Graduate Catalog for MBA core coursework and prerequisite coursework. MBA 602 may be required as a prerequisite for the dual degree. Applicants to the MSW/MBA dual degree must apply to and be accepted to each program separately, per current admission requirements of each program.

**Progression in the program:**
1. After being approved for admission to the MSW program, the student will enroll in the courses according to the prescribed sequence.
2. A cumulative GPA of 3.0 on a 4.0 scale must be maintained, with no grade less than a B required to pass all courses. Students may repeat a course once in which they earn lower than a B. Elective courses with a grade lower than a B need not be repeated, but no credit will be given toward graduation. Students earning less than a B in required courses or in field practicum may be placed on probation status or terminated from the program. The MSW Director will meet with the student to discuss these options.
3. Continuation in the MSW program is contingent upon compliance with ethical and professional standards of conduct stipulated by the Code of Ethics of the National Association of Social Workers. Reasons for dismissal can include inadequate interpersonal skills and an inability to conform to the Core Performance Standards of the School of Social Work.
4. Successful completion of the required coursework, 900 clock hours in an approved social service agency, and attendance in field seminar class concurrent with each social work field practicum are required for graduation, along with a GPA of 3.0 or better. All classes and field practices must be passed with a grade of B or better.
5. Graduation requirements follow the guidelines of Union University.

**Provisional Admission**
Applicants who do not meet the regular admission requirements for the MSW program may be admitted provisionally at the discretion of the MSW Admissions Committee. Provisional admission will require contractual agreement between the applicant and the Admissions Committee to specify the conditions that must be met to matriculate into the MSW program without the designation of provisional status.

**Transfer of Credit**
Graduate credit for courses earned at a regionally accredited university and in a CSWE-accredited MSW program may be transferred to Union University if the courses are essentially
Financial Information

The registration of a student signifies an agreement by the student to fulfill the related financial obligations.

Tuition  $630/semester hour for the 2022-2023 MSW program.

Non-degree seeking post-baccalaureate students .........................................................$630/semester hour
Application Fee (non-refundable, one time only)...................................................$25
General Student Fee ...........................................$25/hour
Course Drop/Add Fee ...........................................................................$10
Insurance fee .....................................................................................$25
Field Instruction Fee (SW 590, 591) ..........................................................$ 100 per Field Seminar enrollment
Field Instruction Fee (SW 690, 691) ...........................................................................$245 (includes licensing prep)
Cap and Gown Purchase .................................................................approx. $55
Advanced Standing Student Fee (SW 599) ..................$25

There are two methods for the payment of expenses.
1. Full payment for a term (fall, spring, summer, or other non-regular term) is due prior to or on the day of registration for classes.
2. Payment may be made in two equal payments, with one-half due at the time of registration and the balance due halfway through the term. A 1.5% service charge will be added to the unpaid balance following the initial payment.

For students who have a definite commitment of financial aid from the Student Financial Planning Office, the total cost for the term and the financial aid allocation is the amount payable by the student to the university.

Any combination of the following payment is available.
1. Check, cash, or credit card (MasterCard, Discover, American Express)- a 2 ½ % service charge will be applied when payment is by credit card.
2. Federal Stafford loan
3. Employer reimbursement
4. FACTS (an electronic monthly draft from a savings or checking account)

All financial information is subject to change without notice.

Financial Assistance

Financial aid information for graduate students is available on our website at www.uu.edu/financialaid. Generally, graduate students may be eligible for Federal Direct student loans or private alternative student loans, depending on the program of study and the eligibility of the borrower. Union University is also approved by the Department for Veterans Affairs to offer educational benefits to veterans, reservists, and dependents of veterans who qualify for Veterans Benefits. Any person who qualifies for VA Benefits should check with the Office of Student Financial Planning as soon as possible after acceptance into a graduate program.

Employer Tuition Reimbursement

1. Students are responsible for providing information to the university regarding their employer’s policies for tuition reimbursement.
2. If an employer reimburses a student directly, the student must pay the university in full at the time of registration.
3. If an employer provides partial reimbursement directly to the university, the student must pay his/her portion of tuition at the time of registration.
4. The university will provide required information to an employer when requested by the student.

Estimated Costs during the M.S.W. Regular Standing Program

Semester 1—Fall
Tuition .................................................. $630 per credit hour
Textbooks ......................................................... approximately $400
General Student Fee ..............................................$25/hour
Field Practicum Fee ...................................................$100
Insurance Fee .................................................$25

Semester 2—Spring
Tuition .................................................. $630 per credit hour
Textbooks ......................................................... approximately $400
Field Practicum Fee ...................................................$100
General Student Fee ..............................................$25/hour

Semester 3—Fall
Tuition .................................................. estimated $630 per credit hour
Textbooks ......................................................... approximately $400
Field Practicum Fee ...................................................$100
General Student Fee ..............................................$25/hour

Semester 4—Spring
Tuition .................................................. estimated $630 per credit hour
Textbooks ......................................................... approximately $400
Field Practicum Fee ...................................................$100
General Student Fee ..............................................$25/hour

These are approximate costs only and are subject to change.

Acceptance Deposits

A non-refundable tuition deposit of $100 is required to reserve a place in the MSW program after an applicant is accepted.
Graduation Requirements
1. Completion of all course work.
2. A minimum grade point average of 3.0 for the required course of study.
3. An application for graduation to be submitted online. Application deadlines are February 15 for May graduation, September 15 for December graduation, and April 15 for July graduation.
4. Full payment of the student’s account in the Business Office.
5. Discharge of all other obligations (fines, fees, etc.) to the University.

Student Organizations

M.S.W. Student Organization
A professional organization is open to all M.S.W. students to assist in developing professional social work identity by regular meetings, educational events, and opportunities for students to lead in service to various social service agencies and the community.

Phi Alpha Honor Society
National Honor Society for Social Work Students, Eta Phi Chapter, fosters high standards of education for social work students and invites into membership those who have attained excellence in scholarship and achievement. Students with an overall GPA in the top 35% of all graduating MSW majors are considered for membership. Other criteria for membership include professionalism, experience in field practicums, and leadership in the social work program. Students will be invited for membership after completion of SW 690, Field Seminar, in the curriculum.

Program Calendar
Classes meet on Monday and Thursday evenings depending on the program option. Classes may include both in-class and online instruction. Electives may be held any night of the week, on Saturday, or be totally online.
See www.uu.edu/msw for additional information.

Course Descriptions: Social Work (SW)

500. Human Behavior and the Social Environment I: Theoretical Foundations (3)
A foundational course providing a framework for creating, organizing, and understanding theory, research, and practice issues of human behavior and the social environment.

501. Human Behavior and the Social Environment II: Assessment through the Lifespan (3)
Prerequisite: SW 500.
This course uses a person-in-environment theoretical framework to provide the knowledge, values, and skills necessary for understanding human behavior as a function of biological, psychological, social, spiritual, and cultural systems across the lifespan.

510. Social Welfare and Social Justice (3)
An introductory background to the history, policy, programs, practice, and values of the social work profession.

520. Practice I: Communities and Organizations (3)
An examination of practice theory and methods with communities and organizations, including community organization and development, organizational theory and behavior, and advocacy.

521. Foundations for Research (3)
The conceptual foundations and methods of evidence-based research. Qualitative and quantitative research will be explored, as well as beginning practice research.

530. Practice II: Individuals and Families (3)
An examination of practice theories and methods for work with individuals and families. The course will emphasize client engagement, assessment, cultural competence, and problem-solving.

535. Policy Analysis and Advocacy (3)
Social policy focusing on major social welfare issues to equip students to analyze and evaluate policy and to develop knowledge and skills for advocacy.

540. Social Work with Groups (3)
An introduction to group theory, group development and methods of practice, various types of groups, and ethical issues that arise in work with groups.

590. and 591. Field Seminar I and II (3 each)
Students participate in Field Seminar when placed in a field practicum. Field Seminars I and II are designed to assist the student with processing the graduate level foundation year field experiences and in applying classroom learning to practice.

599. Advanced Standing Bridge Course (3)
A concentrated, rigorous seminar-styled course designed to prepare the Advanced Standing student for the concentration year of the M.S.W. curriculum. It links the student’s undergraduate BSW education and practice experience in preparation for the final year of the M.S.W.

605. Psychopathology: Assessment, Diagnostics, and Treatment (3)
Preparation for clinical social work practice by establishing the knowledge and skills for assessment, diagnostics, and treatment in mental health and mental disorders.

623. Theory and Ethics for Advanced Practice (3)
The capstone course for the master’s in social work degree addressing the integration of professional knowledge, values, and skills under a rubric of theoretical and ethical practice.
631. Practice and Program Evaluation (3)
Advanced graduate level research course designed to offer the student an opportunity to demonstrate advanced theoretical and practical approaches to program planning, development, grant writing, evaluation, and monitoring.

650. Advanced Practice with Individuals and Families (3)
An advanced course in social work practice with individuals and families focusing on evidence-based and culturally competent practice. Various theories and methods for work with individuals and families will be explored in depth with an aim toward equipping the advanced practitioner for skilled practice.

660. Advanced Practice in Community Development and Administration (3)
This advanced course in administrative and community practice focuses on leadership skills for use in advanced generalist practice. Planned change processes, program development and administration, teamwork, consensus organizing, grant writing and program management expertise are contexts for social work leadership.

690, 691. Field Seminar III and IV (3 each)
Students participate in the advanced field seminars during the graduate level concentration year field practicum. Field seminar III and IV are designed to assist the student with processing the advanced year field experiences and in applying classroom learning to practice.

Social Work Electives
The School of Social Work offers a selection of elective courses each year. Nine hours of elective credit are required for the M.S.W. These elective classes give students an opportunity to specialize in particular fields of social work practice or to explore social problems in depth.

511. Community Development (3) As Needed
Students will explore the practice of community development as a means to address social problems such as poverty, disease, and social injustice; explore the dynamics of religious life and faith in the work of Christian community development; learn the history and culture of a specific geographic region, with a focus on issues of cross-cultural service and development, and local and international sociopolitical factors in its development and poverty. Students will reflect on their own experiences and understandings in a cross-cultural setting and gain skills in cultural competence.

512. Counseling Theories (3) F
This course serves as an introduction and overview for selected counseling theories and will help prepare students for application of theoretical concepts. Students will have the opportunity to examine theories as they begin the process of developing a personal theoretical approach to counseling that best fits specific client populations. By the end of the course, students will be able to identify the theory with which they most closely connect, applying it to a particular case study and developing a theory-specific treatment plan.

522. Aging Issues and Services (3)
This is a graduate overview course that will introduce a wide variety of issues related to aging. It will aid the student to understand the complexity of the aging process from the perspective of the individual, the family, society, and social policy using senior mentors who will attend, respond to class lectures and participated in role play exercises.

523. Trauma-Focused Cognitive Based Therapy (3)
This course will introduce the students to the concepts, components, and skills underlying evidenced-based treatment for traumatized children and youth. There will be specificity placed on trauma-focused cognitive behavioral therapy, as well as focus given on how to integrate the knowledge, values, and skills as an advanced generalist practitioner.

524. Applied Technology in Social Work Practice (3)
This course equips graduate social work students to utilize emerging technologies in their daily professional practice. Students will become proficient in identifying specific hardware, software, and mobile & cloud services that can be employed in each phase of the planned change process in micro, mezzo, and macro client systems. A particular emphasis will be placed on how social workers can stay informed on the rapid development of technologies relevant to professional practice.

525. Traumatic Grief and Loss (3)
Traumatic Grief and Loss is a three-credit hour master level elective course that will underscore trauma-informed social work practice that transcends the particular type of trauma exposure with individuals, families, and groups of persons, but has special focus on those who have experienced the loss of a loved one from sudden, violent death.

526. Children and Families at Risk (3)
The course introduces students to knowledge of the child welfare and the juvenile justice system. It provides an overview of the child welfare system describing the history, policies, and programs, at both the state and the federal level for intervening with families in crisis. It is intended to provide a foundation in the knowledge and values necessary for professional child welfare practice and explore evidence based practices working with families and children. The class is taught web blended.

527. Professional Communications and Ethics (3) Su
This course focuses on building proficiency in professional communication skills and ethics in the field of social work in academic, agency, and other community settings. Types of communication covered include writing, speaking, presentations, documentation, emails, memos, etc. Ethical analysis of case scenarios are utilized in both building ethical analysis skills and in practicing and assessing communication proficiency.

528. Social and Cultural Diversity (3) As Needed
This course is designed to prepare social work students to be knowledgeable of people’s biases based on race, ethnicity, culture, religion, age, sex, sexual orientation, social and economic status, political ideology, disability and how these contribute to discrimination and oppression. Students will examine the role, function, and effects of oppression in society as it relates to social and economic justice.
550. Grant Writing and Grant Management (3)
Prepares students with resources to successfully submit competitive proposals and state and federal applications for funding. Includes writing purpose statements, background and justification, personnel, timelines, methods, budget, evaluation process, and effective management of funds upon approval.

551. Spirituality and Religion in Social Work Practice (3)
An overview of the ways spirituality and religion participate in SW practice, with particular emphasis on their inclusion as necessary components of assessment, planning, treatment, and evaluation in culturally-competent social work practice. Students examine influences in a diverse range of religious traditions and spiritual practices.

552. Addictions Counseling (3)
Introduction to addictions counseling with intensive understanding of the etiology, progress and counseling strategies for addictive disorders. Emphasis is on acquiring a comprehensive definition of addiction behaviors and review of the impact of addiction on individual and family systems.

553. Social Work Services in Schools (3)
Knowledge and skills for effective social work practice in a school setting, as the professional provides a link between school, student, home, and community, primarily using case management and advocacy skills. Requires 590-690 hours in a school Field Placement.

554. Clinical Social Work in Health Care (3)
Exploration of professional, clinical and ethical issues within a complex and rapidly changing system. Utilizing a biopsychosocial model and systems perspective, students are introduced to various practice settings across continuum of health care delivery including inpatient, outpatient, and community-based services. Skill development is focused on interdisciplinary teamwork, assessment, care planning, intervention, and documentation.

555. Gender and Sexuality (3)
An analysis of gender and sexuality in American society and cross-culturally. Gender roles and human sexuality are examined across the life span with an emphasis on physiological, psychological, familial, and other societal factors that influence gender and sexuality. Also investigated are ways in which sexuality and gender intersect with and help shape social institutions.

556. Social Work and the Law (3)
The legal framework for social work practice including basic legal terminology, awareness of legal system, laws commonly affecting practice, understanding the role in court proceedings, and an exposure to diverse areas of law. Additionally, consideration of how law is a valuable tool for promoting social justice.

557. Faith-Based Social Services (3)
Introduction to the nature of faith-based social services, both in church and community contexts while exploring their biblical bases as well as faith-based advocacy for social justice, various models, and related government policies.

558. Play Therapy: Theory and Practice (3)
An introduction and overview of the evidence-based practice standards of play therapy for children and adolescents by explicating its theoretical basis and other essential elements including history, modalities, technique, applications, and skills.

611. Supervision in Social Work Practice (1-3)
This elective course encompasses the work of accountability and continued training of professional social workers within and across a variety of social work practice contexts. This course may be repeated for additional credit in differing areas of practice.

612. Crisis Intervention (1-3)
Designed to equip students to rapidly assess and intervene in crisis situations and maximize safety and stability for those involved, this course will explore models of crisis development and empirically-based crisis interventions. This course may be repeated for additional credit on different topics.

Other Variable Credit and Variable Content Courses

579, 679. External Domestic Study Programs (1-4)
All courses and application to the program must be defined prior to travel.

579/679PF. External Domestic Study Programs (Pass/Fail) As Needed
All courses and their applications must be defined and approved prior to registering.

580, 680. Study Abroad Programs (1-4)
All courses and application to the program must be defined prior to travel.

580/680PF. Study Abroad Programs (Pass/Fail) As Needed
All courses and their applications must be defined and approved prior to travel.

585, 586, 587. Special Studies in Social Work (1-6)
Group studies which do not appear in the School course offerings. Content will be determined by need.

655. Independent Study in Social Work (1-3)
Individual research and study under the guidance of a social work professor.