

Program Review Report

Florida Gulf Coast University

Division of Social Work

Baccalaureate of Social Work Program

Submitted

June 2009

Program Review Report
Division of Social Work
Baccalaureate of Social Work Degree

The Division of Social Work at Florida Gulf Coast University offers the Baccalaureate and Master degree in Social Work. This Program Review Report is for the Baccalaureate of Social Work (BSW) degree program. The report for the Master of Social Work (MSW) degree program was submitted in January 2008.

The Division of Social Work housed the Human Services baccalaureate degree until Fall 2006. The BSW program began the process of accreditation in February 2005 with submission of the Candidacy Review Application. Benchmark I documentation was submitted in May of 2005 and Benchmark II was submitted in October of 2006. At Spring Commencement 2006 the first seven candidates graduated with their BSWs. The program was approved for submission of the first self-study at the Commission of Accreditation meeting in June 2007. A site visit was conducted in October of 2007, revisions were submitted in December and April of 2008, and in June 2008, approval was given for the initial site team visit in February of 2009. The outcomes of that site visit were very positive and we are awaiting final confirmation of accreditation by the Committee on Accreditation at their June 2009 meeting.

The Division of Social Work has eight full-time academic positions, two of which are assigned to the BSW program. All faculty teach across the curriculum in the BSW and MSW programs. The separation of faculty FTEs addresses accreditation standards of faculty/student ratio requirements. The faculty is currently down two positions because of the retirement of two senior faculty members. Additionally, one of the current positions is a temporary, fixed one-year contract replacement for the MSW Field Coordinator. In the fall of 2009 the division will have seven full-time faculty members with one vacancy, the Division Director. The BSW Program Coordinator is serving as Interim Director and MSW and BSW Coordinator for the 2009-2010 year.

For the academic year 2008-2009 the BSW program had 71 majors. Of those majors 32 were juniors and seniors, 39 were first year and sophomore students. The program continues to grow with 13 graduating seniors in May of 2009 compared with 7 graduates in 2006, the first graduating class.

Attached to this report is the Executive Summary of the 214 page self-study prepared for the Council of Social Work Education. It gives an overview of the detail included in the report for the COA of the Council of Social Work Education.

Program Description

The Baccalaureate Social Work Program at Florida Gulf Coast University is grounded in the liberal arts and based on the generalist social work model. The Association of Baccalaureate Program Directors' Continuum Committee, approved by the Board of Directors, offers this current and inclusive definition of the generalist social work practitioner:

Generalist social work practitioners work with individuals, families, groups, communities and organizations in a variety of social work and host settings. Generalist practitioners view clients and client systems from a strengths perspective in order to recognize, support, and build upon the innate capabilities of all human beings. They use a professional problem solving process to engage, assess, broker services, advocate, counsel, educate, and organize with and on behalf of clients and client systems. In addition, generalist practitioners engage in community and organizational development. Finally, generalist practitioners evaluate service outcomes in order to continually improve the provision and quality of services most appropriate to client needs.

Generalist social work practice is guided by the NASW Code of Ethics and is committed to improving the well being of individuals, families, groups, communities and organizations and furthering the goals of social justice. (<http://www.bpdonline.org/dnav/10/page.htm>)

The foundation for generalist social work is grounded in the biopsychosocial approach to assessment and the planned change practice model. Graduates of the BSW Program at Florida Gulf Coast University are expected to have the knowledge, values, and skills' base that allows them to view an entire situation, analyze the interaction of persons in all the systems connected to the situation, and intervene in those systems as needed.

The generalist foundation prepares students to work from a strengths-based, empowerment perspective with diverse groups and populations-at-risk promoting human rights, well-being, the alleviation of poverty, oppression, and other forms of social and economic injustices locally, nationally, and globally. The generalist foundation prepares students to assess and intervene at all systems levels using human behavior and social environment theory and research to inform this practice. The generalist foundation prepares students to understand and analyze social welfare policy. Generalist practice at the BSW level requires knowledge, skills, competencies, and values/ethics necessary to provide services consistent with the generalist perspective. The generalist practitioner is committed to practice aimed at achieving social and economic justice. The generalist foundation also prepares students to apply and conduct research necessary to deliver the most effective social work services. Students develop an awareness of personal values and are able to clarify conflicting values and ethical dilemmas.

Field Education is approximately 33% of the total number of hours earned to complete the BSW degree. The number of supervised field hours for 2008-2009 was 6,500 (12 credit hours). The Department of Labor sets each hour of this activity as worth \$20.25 to the community or \$131,625 for this period of time. The Division students have become an integral part of the fabric of the five county area. Many graduates continue with employment in this region.

Mission

The mission of the BSW Program at Florida Gulf Coast University is to prepare competent and effective entry level generalist social work professionals, to develop social work knowledge, and provide leadership in the development of service delivery systems. Generalist social work education is grounded in social work history, purposes, and philosophy. It is based on accepted generalist social work knowledge, social work values and ethics, and generalist social work practice with systems of all sizes. This education insures integration of the knowledge, values, and skills necessary for competent entry level generalist social work practice.

The mission of the Baccalaureate of Social Work program directly reflects the mission of the University by preparing competent and skilled entry level social workers who are academically and professionally prepared to contribute to the well-being of diverse populations in the community, focusing on the special needs of Southwest Florida.

The BSW Program's mission is aligned with the College of Professional Studies' mission statement in its commitment to educating professional social workers for the public, private, and not-for-profit sectors of the community. The program focuses on the knowledge, skills, and values of the social work profession, linking these foci with the needs of the community and the region, including the alleviation of poverty, oppression, and social injustice.

Goals

The primary goal of the BSW Program is the preparation of graduates with a strengths-based perspective and evidence-based generalist practice skills who meet the needs of the diverse populations and social service agencies in the growing region of Southwest Florida. This approach serves as the cornerstone of the interaction between person and community while supporting and complementing, but not duplicating, the MSW Program. The BSW Program actively recruits and encourages students from populations that are underrepresented in the profession.

Program Goals

BSW Program Goals flow from the linked missions of the University, the College, the Program, and the needs of Southwest Florida. Key among University and College goals are environmental sensitivity in the natural, human, and built environments; use of technology to improve the human condition; participation in civic engagement and community service. The BSW goals are consistent with knowledge, skills, values and ethics for generalist social work practice as articulated in the Educational Policy Statement of the Council on Social Work Education and the Code of Ethics of the National Association of Social Workers. The FGCU BSW program enables students to integrate the knowledge, values, and skills of the social work profession for competent practice (*AS 1.1*).

The five goals of the BSW Program at FGCU are:

1. To prepare students to use social work values and ethics in working with diverse client populations to enhance human well-being and alleviate poverty, oppression, and other forms of social injustice.
2. To prepare students to practice with individuals, families, groups, organizations, and communities in their environments, from a strengths-based perspective, using

generalist, evidence-based social work practice skills in order to enhance the social functioning and interactions for client systems of all sizes.

3. To promote policies, services, and resources, that meet basic human needs and support the development of human capacities, through advocacy and social or political actions, that advance social and economic justice.
4. To apply research knowledge and findings to practice to enhance interventions and to evaluate practice.
5. To encourage students to pursue advanced studies, professional development, and a commitment to life-long learning.

The goals of the BSW Program reflect a commitment to its mission by specifying areas in which particular attention is given to reinforce the education of competent social work practitioners. More specifically, this preparation is undertaken from a values and ethical base, focusing on poverty and oppression experienced by client systems of all sizes from individuals to communities. In advancing social and economic justice, the program promotes a variety of activities including practice intervention, evaluation and research, and encouragement of on-going, life-long learning.

Program Overview

The Baccalaureate Social Work Program at Florida Gulf Coast University is grounded in the liberal arts and based on the generalist social work model. The Association of Baccalaureate Program Directors' Continuum Committee, approved by the Board of Directors, offers this current and inclusive definition of the generalist social work practitioner:

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Generalist social work practice is guided by the NASW Code of Ethics and is committed to improving the well being of individuals, families, groups, communities and organizations and furthering the goals of social justice. (<http://www.bpdonline.org/dnav/10/page.htm>)

The foundation for generalist social work is grounded in the biopsychosocial approach to assessment and the planned change practice model. Graduates of the BSW Program at Florida Gulf Coast University are expected to have the knowledge, values, and skills' base that allows them to view an entire situation, analyze the interaction of persons in all the systems connected to the situation, and intervene in those systems as needed.

The generalist foundation prepares students to work from a strengths-based, empowerment perspective with diverse groups and populations-at-risk promoting human rights, well-being, the alleviation of poverty, oppression, and other forms of social and economic injustices locally, nationally, and globally. The generalist foundation prepares students to assess and intervene at all systems levels using human behavior and social environment theory and research to inform this practice. The generalist foundation prepares students to understand and analyze social welfare policy. Generalist practice at the BSW level requires knowledge, skills, competencies, and values/ethics necessary to provide services consistent with the generalist perspective. The generalist practitioner is committed to practice aimed at achieving social and economic justice. The generalist foundation also prepares students to apply and conduct research necessary to deliver the most effective social work services. Students develop an awareness of personal values and are able to clarify conflicting values and ethical dilemmas.

The BSW program's goals and objectives direct the social work curriculum. These goals and objectives are the foundation for each social work course which has its own set of outcome objectives. Coherence of the curriculum is assured by linking individual Course Objectives with the Program's Goals and Objectives as explained in Accreditation Standard B 2.0.1

Basic to any generalist social work program is a grounding in the liberal arts to prepare students to view the world from intellectual and diverse perspectives. The State University System (SUS) of the State of Florida requires that each graduate complete a course of general education requirements based in the liberal arts that is intended to expose all graduates to a depth and breadth of knowledge and to help them learn to think critically. The general education program at FGCU, in accordance with state mandates, consists of 36 credit hours of coursework in communications (English composition), social sciences, humanities, natural sciences, and mathematics. Additionally, the SUS established state-wide common prerequisites for certain majors. The five common prerequisites for undergraduate social work students are American National Government, Economics, General Psychology, Sociology and Human Systems. The social work program strongly recommends that all BSW students take a course in statistics.

The general education requirements and the common prerequisites for social work comprise a liberal arts foundation that provide the basis for the seven Educational Policy curriculum content areas of values and ethics, diversity, populations-at-risk and social and economic justice, human behavior and the social environment, social welfare policy and services, social work practice, and research, plus field education. Introduction to Sociology (SYG 2000), Introduction to Psychology (PSY 2012), and Human Systems (BSC 1020 C or BSC 1085C) prepare students for Human Behavior in the Social Environment I and II (SOW 3101 and 3102). American National Government (POS 2041) or State and Local Government (POS 2112), and the recommended course in economics form the foundation for Social Policy (SOW 3232). In preparation for Social Work Research (SOW 4401), we recommend that students take a basic statistics course (STA 2023).

Courses in human behavior and the social environment, social welfare policy and services, social work practice, and research described in Educational Policy 4 are sequenced to provide a logical order of specific learning culminating in the Integrative Seminar (SOW 4522) in the spring of the student's senior year. This course brings together knowledge from all areas of the curriculum. The content knowledge is carefully integrated with the curriculum areas of values, diversity, and populations-at-risk and social and economic justice to form an integrated whole providing a foundation from which an advanced social work curriculum can be built at the graduate level.

Students begin taking social work courses in the fall of their junior year. **Table AS 2.0.1** displays the courses and the order in which they are to be taken.

TABLE AS 2.0.1: BACHELOR OF SOCIAL WORK CURRICULUM REQUIREMENTS

Common Prerequisites (State University System)	
POS 2041	American National Government or POS 2112 State and Local Government
BSC 1020C	Human Systems or BSC 1085C Human Anatomy & Physiology;
ECO 2023	Principles of Macro-Economics
PSY 2012	General Psychology
SYG 2000	Introduction to Sociology

Strongly Recommended	
STA 2023	Statistical Methods

Social Work Major Curriculum			
<i>Junior Year</i>			
Fall Semester		Spring Semester	
SOW 3036	Introduction to Social Work (3 CR)	SOW 3102	Human Behavior and the Social Environment II (3 CR)
SOW 3101	Human Behavior and the Social Environment I (3 CR)	SOW 3322	Practice II (3CR)
SOW 3300	Practice I (3 CR)		Social work elective (3CR)
IDS 3920	University Colloquium (3CR)		
	University Elective (3 CR)		University elective (6 CR)

<i>Senior Year</i>			
Fall Semester		Spring Semester	
SOW 4314	Practice III (3CR)	SOW 3232	Social Policy (3CR)
SOW 4060	Field Education (6 CR)	SOW 4061	Field Education (6 CR)
SOW 4521	Field Seminar (3 CR)	SOW 4522	Integrative Senior Seminar (3 CR)
SOW 4401	Research (3 CR)		Social work elective (3 CR)

Program Implementation

Program Objectives (Benchmarks)

The objectives of the FGCU BSW Program emanate from its goals and specifically create an educational plan that integrates the standards for excellence in education and practice with the educational and service needs of the constituent populations of Southwest Florida, the State of Florida, and beyond.

The BSW program is grounded in liberal arts education acquired in the first two years of study at FGCU, a Florida community college, or transfer from another institution. Students who enter the FGCU BSW Program must have completed the University's General Education requirements or their equivalent. To summarize, students entering the BSW program will have taken a minimum of: 6 hours of English Composition; 6 hours of Mathematics including Statistics; 9 hours of Humanities; 6-9 hours of Social Sciences, including psychology and sociology; and 6-9 hours of Natural Sciences, including human biology. To date, most of the students entering the BSW program have transferred from within FGCU. Student transcripts are evaluated for their General Education requirements and comparisons of performance outcomes are made between those with the FGCU liberal arts foundation and those entering from other institutions by the academic advisor and the Office of Admissions.

Undergraduate liberal arts education at FGCU incorporates unifying themes of environmental sensitivity, an ecological perspective, and technological literacy. Skills in critical thinking and writing are developed in the liberal arts foundation. Appreciation for the contributions of diversity in thought and experience is also cultivated in the liberal arts foundation and expressed with the guarantees of academic freedom. Building on this liberal arts cornerstone, the BSW curriculum establishes a coherent, integrated foundation in professional social work. BSW program objectives are consistent with the MSW foundation year objectives to ensure non-duplication of content and support for graduate education. The twelve program objectives are derived from and related to the five program goals. These objectives are consistent with CSWE Educational Policy, Foundation Program Objectives 3.0. AS 1.2.

The professional foundation, which is essential to the practice of any social worker, includes, but is not limited to, the following program objectives. Graduates of the BSW Program at Florida Gulf Coast University will demonstrate the ability to:

1. Apply critical thinking skills within the context of professional social work practice.
2. 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.
3. Analyze, formulate, and influence social policies
4. Function within the structure of organizations and service delivery systems and seek necessary organizational change.
5. Understand the value base of the profession and its ethical standards and principles, and practice accordingly.

6. Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.
7. Understand and interpret the history of the social work profession and its contemporary structures and issues.
8. Use supervision and consultation appropriate to social work practice.
9. Apply the knowledge and skills of generalist social work practice with systems of all sizes.
10. 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.
11. Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.
12. Use communication skills differentially across diverse clients, populations, colleagues, and communities.

Entering Students; Background, Descriptions, Profiles

Florida Gulf Coast University encourages applications from all qualified applicants regardless of race, sex, religion, culture, age, disability, sexual orientation, or ethnic background. The Office of Admissions provides prospective students, parents, and other interested individuals with admission counseling, presentations, tours, and informational workshops. All credentials and documents submitted during the enrollment process become the property of FGCU and will be not return to the applicant nor forwarded to another institution or person.

All applicants to the BSW Program must meet the requirements for admission to Florida Gulf Coast University, complete 60 hours of coursework (including the general education requirements and the common prerequisites for the social work degree), and submit a supplemental application requesting admission to the BSW program of study. Students transferring with an Associates of Arts degree from a recognized Florida Community College are assumed to have completed the general education and common prerequisite requirements.

Applicants are not guaranteed admission to the BSW program unless they meet or exceed the following requirements, and submit a Supplemental Application packet:

- ◆ Successful completion of 60 hours of academic coursework designating the applicant as a having attained junior status, including:
 - 6-9 hours Natural Science
 - 6 hours English Composition
 - 9 hours Humanities
 - 6-9 hours Social Sciences
 - 6 hours Quantitative Math

- ◆ Successful completion of a course in statistics (strongly recommended)
- ◆ Completion of the CLAST
- ◆ Completion of 8 hours of foreign language
- ◆ Completion of Common Prerequisites for Social Work:
 - Human Systems
 - Introduction to Psychology
 - Introduction to Sociology
 - Economics
 - American Government
- ◆ 40 hours of community service (Fifty percent of the University requirement of 80 hours)
- ◆ Supplemental Application for Social Work Major (Student Handbook, Appendix 5A) which includes:
 - Evidence of a cumulative GPA 2.5 on a 4.0 scale
 - Two professional references
 - A written personal narrative statement
 - A self disclosure statement of arrest or felony
 - A value statement to be evaluated by the Faculty Admissions Committee for the social work professional Code of Ethics commitment. An interview may be required.

The Supplemental Application must be submitted for fall admission no later than March 1, preceding the fall semester in which the student plans to enter the program. The student must make an advising appointment with the BSW Coordinator upon completion of the application and prior to March 1. Final admission decisions will be made during the April Faculty Meeting and written notification will be sent to each student no later than the 15th of April. No application will be considered unless all of the sections have been completed, including references.

Transfer Students

Students who transfer into FGCU with an Associates of Arts degree from a recognized Florida Community College or with 60 hours credit from another institution of higher education must make an advising appointment with the BSW Coordinator no later than June 1. Supplemental applications must be returned no later than July 15 for fall admission. The BSW Committee will review these applications and prepare recommendations for the first faculty meeting in the fall. Applicants will be notified in writing of the faculty's decision prior to the first day of classes.

Section 2

This section of the form is used to evaluate the program's compliance with Accreditation Standard (AS) B4.2.1 and M4.2.1.

Provide the information requested below for all current faculty. Include those employed in full-time, part-time, visiting, adjunct, and field liaison positions.

Initials and Surname of Faculty Member	Date of Appointment	Degree			Percentage of Time Assigned to Program	
		BSW	MSW	Ph.D.	BSW	MSW
P. Coccoma	08/2007		X	X		100
A. Evans	08/2006		X	X		100
M. Hart	08/2007		X	X	100	
H. Heckes	08/2005		X		100	
S. Anstadt	08/2008		X	X		100
S. Salahu-Din	08/2001		X	X		100
P. Washington	08/2006		X	X		100
R. Soter	08/08		X			100

Library Resources

The Florida Gulf Coast University (FGCU) has adequate library holdings and electronic access as described in the Library Service Report (Appendix 3B). Florida Gulf Coast University completed the expansion of its state-of-the-art, multi-million dollar technology library that more than doubled its capacity. Additionally, the library received additional funds (\$28,000) to build its Social Work collection with \$20,000 allocated annually for the Social Work collection.

Materials from the ten state universities may be accessed electronically through the Florida Gulf Coast University (FGCU) library. For example, the School of Social Work located in the University of South Florida at Tampa is a State University System (SUS) member with one of the most extensive social work collections in Florida. Full text articles are available by e-mail in minutes and books from the Tampa campus are available in one day. The University has more than 400,000 volumes in books/monographs and over 1000 periodicals and journal titles, of the 1000 journals 342 are relevant to social work, including major social work journals such as, *Social Case Work Journal*, *Health and Social Work*, *Journal of Social Service Research*, and *Journal of Social Work*. The library also subscribes to on-line periodical search and delivery services, as well as CD-ROM compilations that provide access to less frequently used periodicals. These materials are available to students and faculty through the Internet account.

The University's state-of-the-art library facility is proximate to all academic buildings on campus. The total Library collection comprises approximately:

- 250,000 books, serials backfiles and other paper materials
- 125,000 electronic books
- 797,000 microform documents (ERIC, Government documents, serials)
- 9,700 Audiovisual materials
- 1,160 print journal subscriptions
- 29,700 electronic journal subscriptions

The portion of the monographic budget spent on books and one-time expenditures for Social Work was: \$11, 771. in 2005-06, and \$9,416.00 in 2006-07. The allocation for 2007-08 is not yet known but is largely based on FTE in social work and human services. The attached table (Attachment A.) lists the number of titles held in various subject areas relevant to Social Work. There is a "new books search" feature on the Library website that students and faculty may view. Also, as new materials of interest or relevance to specific Social Work faculty and courses arrive, the librarian notifies individual faculty, e.g. of new books and videos on group work with clients.

The circulating collection is open for student borrowing as follows: Books, audiocassettes and CDs for 28 day loan period; DVD's and videocassettes for 14 days; analog reserve materials from 1-7 days. Electronic reserve materials are available 24/7 via the Web to students with valid University I.D. cards.

The Library facility is open 88.5 hours per week, include weekends, and weekday and evening hours. There have been no requests by Social Work students for longer library hours, as many materials are available online 24/7.

There are 118 public computer workstations and 2 multi-media development rooms in the new Library Annex which opened in the Summer of 2006.. Copiers and printers on each floor of the Library. the campus has a wireless network and wireless cards for laptops are

available for 2-hour in-Library use. There are many study tables with network cabling for student use throughout the Library .

The Library has a state-of-the art library catalog and other electronic services and resources. Students may freely access and search the University's Library catalog 24/7 via the Web, as well as the library catalogs of all other State Universities in Florida. The Library uses a highly efficient interlibrary loan system for students and faculty, procuring books, articles and documents from libraries worldwide and free of charge to all students, if materials are not owned by the FGCU Library. In addition distance learning students have document delivery services for books and photocopies from the FGCU Library collection. Statewide public community college libraries and all Florida state university libraries provide on-site borrowing services to registered FGCU students. The Library subscribes to approximately 300 online databases, all available to students via the Library Website 24/7, including all English-language databases relevant to Social Work. Examples are *Social Work Abstracts*, *Applied Social Sciences Index and Abstracts (ASSIA)*, and SOCIndex with full-text.

Library Reference services are provided daily, evenings and on weekends via face-to-face consultation, email Reference question and answers, and Web Reference question forms. Online chat reference is available approximately 20 hours per week. The Health and Social Work librarian provides reference service Monday evenings and other hours during the week. She is available for Reference staff to refer questions if needed.

The Health and Social Work Librarian, who holds the M.S.P.H. and the M.L.S., provides collection development, reference and research consultation services, and information literacy classes to the BSW and MSW programs. The librarian provides lectures on bibliographic research to the graduate and undergraduate research methods classes, and orientation to both new BSW and MSW students. The librarian provides in-depth, hour-long research consultations with Social Work students and faculty upon request, including in the evenings and via telephone.

The Health and Social Work Librarian maintains an updated Web-based Research Guide for social work, which is available for faculty to link directly from Social Work courses in the course management system, Angel. The Research Guide is on the library website and freely available to all persons via the Worldwide Web.

(<http://library.fgcu.edu/Guides/SocialWork/guide.htm>). The librarian provides reference services to alumni and members of community agencies upon request.

The Social Work Librarian encourages, receives and orders faculty requests for books and media. Requests for new journals are added to a Library wish list, but with online availability of approximately 30,000 unique electronic journal titles, there has not been a journal request denied in recent years. Core library materials for Social Work are identified through national standards and bibliographies such as: *Building the Undergraduate Social Work Library*, *American Reference Books Annual*, *Social Science Reference Sources*, and publication catalogs of the National Association of Social Workers and the Council on Social Work Education. As these sources are periodically updated, the FGCU collection is continually compared to these guides, and new materials are ordered.

f. *Student Performance/Accomplishments*

The retention and graduation rate in the BSW program is very high, about 90%. Students who select social work as their major must complete a supplemental application process that gives them the opportunity to reconsider the commitment they are making to the profession and to social and economic justice issues. Consequently our majors rarely

withdraw from the program and to date, virtually all who continue into their senior year successfully complete the program.

Because the BSW Program is still developing we have little data on post-graduation performance or accomplishments, other than job placement and graduate school admissions. Since the first graduating class of 2006 (seven students), our graduates have either found employment in social work agencies (roughly 75%) or been admitted to graduate school (25%).

The Division continually assesses student performance and annually reviews these assessments to inform modifications to the curriculum. For example, students noted that they were not as involved in macro practice in their field sites. The learning plan and the discussions with field instructors was modified so that large system practice was clearly included in the field experience. The process of assessment and renewal is displayed in Table 8.0.A, Feedback Loop.

Table 8.0.A Feedback Loop

BSW Program Goals

1. To use social work values and ethics working with diverse clients to enhance human well-being and alleviate poverty, oppression, and other forms of social injustice.
2. To work with individuals, families, groups, organizations, and communities in their environments, using social work practice skills to enhance functioning and interactions.
3. To promote policies, services, and resources, that meet basic human needs and support the development of human capacities, through advocacy and social or political action, that advance social and economic justice.
4. To apply research knowledge and findings to practice to enhance interventions and to evaluate practice.
5. To pursue advanced studies, professional development, professional advancement, and life-long learning.

BSW Program Objectives

1. Apply critical thinking skills within the context of professional social work practice.
2. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, culture, ability, ethnicity, family structure, gender, marital status, national origin, race, religion, and sexual orientation.
3. Analyze, formulate, and influence social policies.
4. Function within the structure of organizations and service delivery systems and seek necessary organizational change.
5. Understand the value base of the profession and its ethical standards and principles, and practice accordingly.
6. Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.
7. Understand and interpret the history of the social work profession and its contemporary structures and issues.
8. Use supervision and consultation appropriate to social work practice.
9. Apply the knowledge and skills of generalist social work practice with systems of all sizes.
10. 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.
11. Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.
12. Use communication skills differentially across diverse clients, populations, colleagues, and communities.

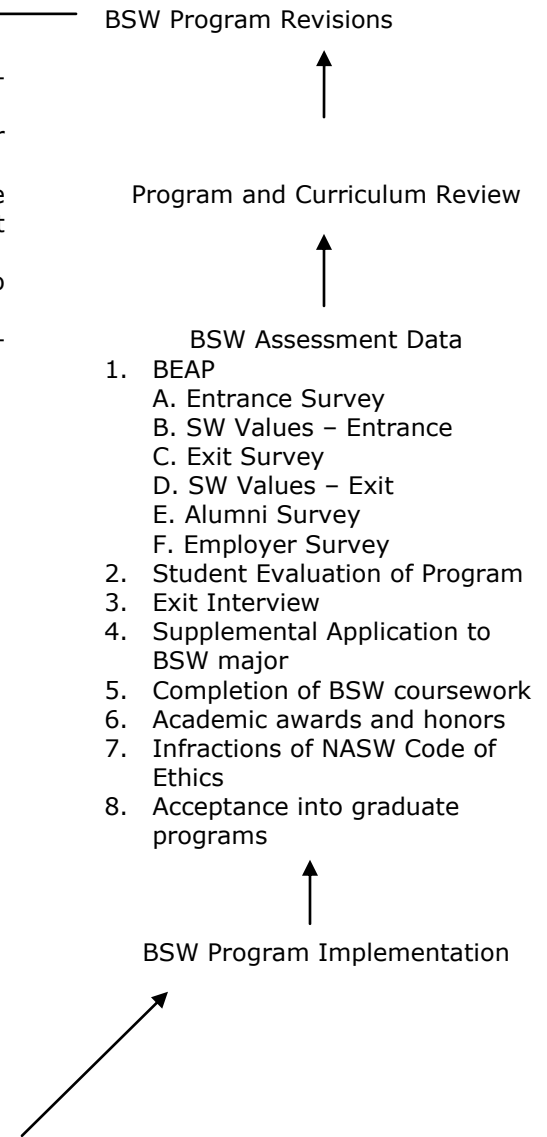
BSW Program Revisions

Program and Curriculum Review

BSW Assessment Data

1. BEAP
 - A. Entrance Survey
 - B. SW Values – Entrance
 - C. Exit Survey
 - D. SW Values – Exit
 - E. Alumni Survey
 - F. Employer Survey
2. Student Evaluation of Program
3. Exit Interview
4. Supplemental Application to BSW major
5. Completion of BSW coursework
6. Academic awards and honors
7. Infractions of NASW Code of Ethics
8. Acceptance into graduate programs

BSW Program Implementation



Executive Summary **BSW Program Accreditation Self-Study, Volume I**

[Prepared for President Bradshaw and Provost Toll prior to site team visit February 2009]

Volume One presents information about the compliance of the BSW Program at FGCU with the eight Accreditation Standards of the Council on Social Work Education (CSWE).

ACCREDITATION STANDARD 1: Programs, Mission, Goals, and Objectives

Mission of the BSW Program: 'To prepare competent and effective entry level social worker professionals, to develop social work knowledge, and provide leadership in the development of service delivery systems' (p. 5).

Goals of the BSW Program:

1. To prepare students to use social work values and ethics in working with diverse client population to enhance human well-being and alleviate poverty, oppression, and other forms of social injustice.
2. To prepare students to practice with individuals, families, groups, organizations and communities in their environments, from a strengths-based perspective, using generalist evidence-based social work practice skills in order to enhance the social functioning and interactions for client systems of all sizes.
3. To promote policies, service, and resources that meet basic human needs and support the development of human capacities, through advocacy and social or political actions, that advance social and economic justice.
4. To apply research knowledge and findings to practice to enhance interventions and to evaluate practice.
5. To encourage students to pursue advanced studies, professional development, and a commitment to life-long learning.

Objectives of the BSW Program:

Twelve program objectives resulting in graduate's ability to:

1. Apply critical thinking skills.
2. Practice without discrimination and with respect, knowledge and skills of client differences.
3. Analyze, formulate, and influence social policy.
4. Function within organizational structures and seek organizational change.
5. Understand the value base and ethical standards and principles of profession.
6. Understand forms and mechanisms of oppression and advocate for social change.
7. Understand the history of social work .
8. Use supervision and consultation appropriately.
9. Apply knowledge and skills of generalist social work with systems of all sizes.
10. Use human behavior and social environment theory to understand development across the life span and the interactions between and among systems of all sizes.
11. Evaluate and apply research to practice and evaluate own practice.
12. Use communication skills differentially across systems of all sizes.

These objectives correspond to the twelve objectives of CSWE (pp. 8-9). The site visitors will ask about our conceptualization of generalist social work practice (p. 23-24). Generalist social work practice is grounded in the liberal arts using a

biopsychosocial approach to assessment and a planned change practice model. Generalist social work practitioners work with all systems levels: individual, family, groups, communities, and organizations. Using this practice model practitioners work from a strengths-based, empowerment perspective with diverse groups and populations-at-risk promoting human rights, well-being, the alleviation of poverty, oppression, and other forms of social and economic injustices, locally, nationally, and globally. Accreditation Standard 1 includes a table display (pp.9-20) of the assessment instruments used to assess the 12 program objectives.

ACCREDITATION STANDARD 2: Curriculum

This section is organized according to Educational Policy Statements 4.0 – 4.7.

EP 4.0: Values and Ethics (pp. 25-30)

EP 4.1: Diversity (pp. 31-36)

EP 4.2: Populations-at-risk and Social and Economic Justice (pp. 37-43)

EP 4.3: Human Behavior and the Social Environment (pp. 45-64)

EP 4.4: Social Welfare Policy and Services (pp. 65-78)

EP 4.5: Practice (pp. 79-113)

EP 4.6: Research (pp. 114-121)

EP 4.7: Field (pp. 122-133)

Under each Educational Policy Statement each required course in the BSW curriculum is described and links are clearly drawn between the course requirements, program objectives, and the educational policy. For example: EP 4.0: Values and Ethics. Each BSW course is analyzed for its delivery of knowledge and skills about social work values and ethics. Assignments are described, syllabi (volume II) are referenced, and assessment instruments are discussed.

The first three Education Policy areas must be in every course taught in the BSW program. Other five areas are distributed more specifically in courses designed to focus on a particular educational policy area. However, virtually all areas are reflected in each BSW program course, just to a greater or lesser degree.

This is the core of the self-study along with Accreditation Standard 8: Program Assessment and Program Renewal.

ACCREDITATION STANDARD 3: Program Governance, Administrative Structure, and Resources

This section explains the organizational structure of the Division of Social Work and places it in the College of Professional Studies. It includes the composition of the Division Curriculum Committee and the program's consistency with the Educational Policies and Academic Standards of CSWE.

It describes the Division's authority and responsibility in recruitment and hiring, emphasizing the faculty's role in selecting an new member, then forwarding that recommendation to the Director, who sends the recommendations to the Dean of the College. It also describes the system of multi-year contracts, the Professional Development Plan, the division's membership in Peer Review Committee, as well as the Collective Bargaining Agreement between the university and the faculty union.

Dr. Salahu-Din's credentials and qualifications for director of the Division of Social Work are described (MSW, PhD and Professor) as well as the credentials of the BSW Program Director (MSW, PhD in social work and eleven years as a BSW program coordinator) and the field coordinator (MSW and 38 years of practice experience). This section also provides evidence

that the Director has 75% release time for the Division and the MSW program and the BSW Coordinator and the Field Coordinator each has 25% release time for the management of the BSW program per CSWE requirements.

Appendix L in Volume II is an outline of the resources of the BSW program indicating that the resources are adequate to maintain a high level of undergraduate social work education. Additionally, Appendix D outlines the library holdings available to students through hard copy, electronic access and interlibrary loan.

Finally, this section assures CSWE that physical resources such as classrooms, offices, computers, and other equipment are adequate and available.

Accreditation Standard Four: Faculty

This section documents that the program has full-time-equivalent faculty of 1:25 for full-time-equivalent undergraduate social work majors. The period under review (2007-08) has 1:26. The current rate (2008-09) is 1:30.5. We explain how adjunct faculty contributes to the diversity and expertise of instruction and describes the class size (capped at 25 for theory courses and 20 for practice and field placement courses) and faculty work-load (six 3-hour courses per academic year, undergraduate advising, field placement liaison, curriculum development and evaluation, research, and service).

The BSW program coordinator has a PhD in social work and the field coordinator has an MSW. Both have many more than the two required post-master's years of social work practice experience. Appendix E in Volume II displays the credentials of the faculty of the Division of Social Work.

Accreditation Standard Five: Student Professional Development

This section outlines the students' professional development as majors beginning with their supplemental application to the major. Reflected in the *FGCU Catalogue 2007-2008* and the *BSW Student Handbook, 2007-2008* the requirements for admission are outlined in detail. These requirements include the general education requirements (covering the liberal arts requirements), the common prerequisites (psychology, sociology, human systems, American government, and economics), a 2.5 GPA in all post secondary education, two reference letters, a personal narrative, a value statement, and disclosure of felony arrests, convictions, or both. These requirements correspond with the expectations of CSWE for admission to undergraduate social work programs.

The undergraduate social work program does not grant credit for life or work experience and does have a written policy for the transfer of social work credit from other accredited BSW programs. We describe our academic and professional advising procedures, the written criteria for evaluating academic performance (from the policies and guidelines of FGCU), the policy for terminating a student from the major and the grievance procedure.

BSW students may be automatically dismissed from the program if s/he fails a field course or violates the NASW Code of Ethics in the classroom or in Field Education. The timeframe and procedure for dismissal, appeal, and hearings is clearly outlined and also found in the *BSW Student Manual* (Appendix B, Volume II).

Accreditation Standard Six: Nondiscrimination and Human Diversity

The Guiding Principles, Undergraduate Learning Goals, and the Affirmative Action Policy of FGCU related to nondiscrimination and human diversity are reflected in the faculty composition (p. 156) of two African American full professors, one Latino adjunct instructor, three males and five females. The BSW majors are made up of 77.3% Caucasian, 8.6% African American, 15.5% Latino, and 8.6% other, non-White.

Four of the BSW Learning Objectives directly address nondiscrimination and human diversity (Objectives 2, 5, 6, and 12). Students are encouraged to take a variety of electives in related fields including Social Institutions and the African-American Community, Latino Literature, Minorities and Crime, Communication with Older Adults, and Race and Culture.

The list of field education sites includes Senior Friendship Center, Shelter for Abused Women, Jewish Federation of Lee and Collier Counties, Quality Life Center, and the Department of Children's Services.

Our advisory board is representative of the community with 8% African American and 15% Latino, and 38% male and 62% female members.

The Division continues to recruit applicants from underrepresented groups (agencies serving oppressed and underserved populations) as well as first generation college students (Outward Bound).

Accreditation Standard Seven: Program Renewal

The Division of Social Work is active in the community, serving on boards of directors of agencies such as: Children's Advocacy Center, Quality Life Center, Children's Network, the National Red Cross and Bright Horizons. We collaborate with research and other projects such as: Youth Build, Health Park of Lee County, and Lee County School District.

The Division publishes an electronic newsletter; faculty members publish in professional journals such as *Omega Journal of Death & Dying*, *Journal of Poverty*, and the *Journal of Gerontological Social Work*; and present at major international, national, and regional conferences. We have led groups of students to study in Puerto Rico and Guyana. The Division as well as individual faculty members holds membership in major social work professional organizations such as the Council on Social Work Education, the National Association of Deans and Directors of Social Work, Baccalaureate Program Directors, and the National Association of Social Workers.

Accreditation Standard Eight: Program Assessment and Continuous Improvement

This final section is critical to the accreditation process because CSWE insists on measurable objectives to insure competency in the profession. Because this is the initial accreditation we do not have much data to present assessing our program. We do have, however, a detailed assessment and evaluation plan that will inform continuous improvement and compliance with CSWE expectations (Table 1.2.A, pp 10-20). We also present a feedback loop that indicates how we will use the information gathered during assessment (p.164).

The first class of BSW students graduated in the spring of 2007. For this class we used a satisfaction questionnaire that reported on each of the goals of the BSW program. The results were excellent, however, the reliability and validity of the questionnaire was never verified.

Beginning with the class of 2008, we invested in a set of assessment instruments: The Baccalaureate Educational Assessment Project or BEAP. The BEAP is sponsored by the Association of Baccalaureate Program Directors and while not endorsed by CSWE, it has stood the test of time in producing data that CSWE accepts as accurate assessments of a BSW Program.

Responses to our first Exit Survey were very positive. All but three questions were answered above the 75% level of agreement with all median scores above 75%. Concern was noted in the area of macro practice opportunities in the senior field placements. We have addressed this issue by revising the learning contract and evaluation documents to reflect greater emphasis on social work practice with groups, communities, and organizations.

The BEAP Entrance Survey was administered to the entering class in fall 2008. We did not report these results because they were outside the timeframe being studied for accreditation. We also will use the BEAP instruments to continue assessment of alumni as well as their employers' assessment of their preparedness for practice.

Summary

The Division of Social Work is graduating students who have the knowledge, skills, and values to practice entry-level social work. To avoid confusion, it is important to remember that the BSW degree educates generalist social work practitioners. They are prepared to work with client systems of all sizes with the goals of social and economic justice and the elimination of poverty and oppression for all people. Many of our graduates continue in graduate programs of social work that may focus on clinical social work, community and organizational social work, administration, advanced generalist social work, or social action. The MSW program at FGCU offers an MSW in Clinical/Community practice. Some of our graduates remain at FGCU, however, some of our graduates pursue other specialties at other accredited schools of social work.