Concordia University Wisconsin
Student Handbook 2017-2018
Bachelor of Social Work (BSW) Program

For I know the plans I have for you, declares the LORD, plans to prosper you and not to harm you, plans to give you hope and a future. Jeremiah 29:11

For Further Information and Assistance:

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* Contents of the Student Handbook are subject to change.
* Contents include information on both the traditional and accelerated programs. If you are unsure on a policy or procedure, please contact the Department of Social Work.
### BSW Student Handbook 2017-2018
(Revised 5/25/2017)

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Welcome to the BSW Program

Dear Social Work Student,

I would like to take the opportunity to welcome you to the BSW program at Concordia University. The Social Work program is fully accredited by the Council on Social Work Education (CSWE). Graduating from an accredited BSW program allows graduates the opportunity to request advanced standing when applying for a graduate MSW program at any university. The program is offered in two formats 1) a traditional program on the Mequon Campus, and 2) an accelerated program through CUW’s Miller Park Way and Green Bay Centers. The program is offered as a full-time program and as a part-time program.

We are excited to have you as Social Work students. Social Work is one of the fastest growing professions in the United States. The U.S. Bureau of Labor Statistics indicates that by the year 2024 there will be 74,800 new Social Work positions in the U.S. Clearly, the projected outlook for future employment is excellent.

Social Work is a very special field of practice. The charge/mission for Social Workers carries serious responsibilities. Social Workers work in many different fields of practice with individuals, families, groups, communities, and international organizations. There are many fields of practice to choose from and many possibilities for future careers. Increasingly, the field is seeing a need for Social Workers interested in child welfare, gerontology, substance abuse, mental health and health care practice. Internationally, Social Work is a vibrant profession and one where you should have no difficulty finding interesting employment.

It is our hope to prepare you for an exciting future. To offer you a program with many opportunities for to expand your knowledge and to build experience, giving added value to your education. We offer special events such as brown bag conversations about the important issues facing Social Work and society. We participate in social work conferences, and in Lobby Day sponsored by NASW. We prepare you for graduate education, which is vital to advancing your career as you enter into the social work profession. You may choose to go on to graduate school as soon as you graduate, or you may wait a few years. Regardless, we want your BSW education and experiences to establish a solid foundation upon which to build a rewarding career and opportunities for advancement. When you leave our program we want you to look back on your time at CUW and remember the good things that happened to you here; and know that you are moving toward becoming the person you want to be. Finally, as a program in a Christian University, we want you to have a solid foundation in the integration of your faith with Social Work practice. Remember, when God is for you, who can be against you!

Again, I am happy to welcome you to the program. The faculty and I are excited to be here, and to share our knowledge and expertise with you. Please know that my door is always open and you are welcome to talk with me any time.

Blessings,

Elizabeth Talbot, Ph.D., MSW, MS, LCSW
Professor & Chair
Department of Social Work

July 25, 2017
Mission Statements

Concordia University Mission Statement. Concordia University is a Lutheran higher education community committed to helping students’ development in mind, body, and spirit for service to Christ in the church and the world.

The School of Health Professions (SHP) Mission. The School of Health Professions is dedicated to serving the diverse health needs of individuals and communities by providing a rigorous, experiential, collaborative education that prepares outstanding health professionals who integrate faith, professional excellence and service.

CUW Department of Social Work BSW Program Mission. To prepare graduates for baccalaureate level, generalist, Social Work practice, within the context of faith, service and social justice.

The context of faith is important in the School of Social Work. From a perspective of faith we are able to draw energy and determination in teaching, and helping our students develop strong, competent Social Work skills that will provide a foundation for helping others. It reminds us (students and faculty) that our talents, abilities, and resources are all gifts from God that are to be used in the spirit of love, generosity, and forgiveness.

Our faith-based context also directs the manner in which we provide service to our clients. It means that Social Work students and faculty will utilize the expected professional practice knowledge and skills of the Social Work profession in their work with individuals, families, groups, communities, and governments. Our faith serves as a lens through which we see our Social Work education as a layer established upon Christian knowledge and values. It is a lens through which we see the world, our careers, vocation, and the special calling we have to reach out as Christian Social Workers to those who need help.

The idea of possibility relates both to our work as Social Workers and in our commitment to social justice. The concept of possibility reminds us that there are a myriad of opportunities in the Social Work profession. As students and faculty we have the chance to discern the best fit for our talents and skills. Likewise, in the pursuit of social justice, we help our clients reach for the possibilities in their lives, and as Social Workers we confront the barriers that might prevent our clients from reaching the possibilities that fit their skills and abilities.

History of Social Work at Concordia University Wisconsin

Concordia University Wisconsin (CUW) was founded in 1881 as a school of the Lutheran Church-Missouri Synod (LCMS). Over the course of the next century, CUW moved from Trinity Lutheran Church in downtown Milwaukee, to property on 31st street, and finally to the former campus of the School Sisters of Notre Dame in Mequon, Wisconsin.

For approximately eight decades, Concordia offered high school and the first two years of a liberal arts college program providing "classical, technical, and religious instruction to young men and students who desire to prepare themselves for the ministry of the Lutheran Church." In the 1960's and early 1970's, a lay ministry program was incorporated in the curriculum along with co-educational programs for those interested in becoming teachers, deaconesses, or Social Workers in the Lutheran Church. In 1978, Concordia became a 4-
year accredited college providing education in teacher education, nursing, medical assistant, Social Work, and engineering. It was at this time that the current Social Work Program began as a cooperative effort with the University of Wisconsin – Milwaukee.

After officially becoming a university on August 27, 1989, the decision was made to establish an independent Social Work program at CUW. On June 16, 1997, the Council on Social Work Education (CSWE) granted initial accreditation for a Bachelor of Social Work (BSW) program at CUW. The program has remained fully accredited since that time and will be up for reaffirmation in 2018.

The Social Work Program at Concordia University is housed within the School of Health Professions (SHP) and is designed for undergraduates, leading to a Bachelor of Social Work Degree (BSW). In addition to the traditional BSW program on the Mequon campus, the program expanded in 2015 to offer an adult-accelerated BSW program through the Green Bay and Miller Park Way Accelerated Learning Centers. Currently, preparations are being made to offer the BSW program at CUW’s sister campus in Ann Arbor, Michigan (CUAA) and to offer a Master of Social Work (MSW) program at the Mequon campus starting in fall 2017.

**Accreditation**

The Council on Social Work Education (CSWE) provides accreditation for Social Work programs at the bachelor and graduate level of education. Graduating from an accredited program is important for BSW students. An accredited program offers BSW graduates the opportunity to request *advanced standing* for an MSW degree in any University. The BSW program at CUW has been fully accredited by CSWE since 1997.

**Social Work Values**

“Service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence, human rights, and scientific inquiry are among the core values of social work.” – CSWE 2015 EPAS

**Social Work Program Goals**

1. Prepare students for professional generalist practice.
2. Prepare students for practice within the nine areas of competency as defined by the Council on Social Work Education (CSWE).
3. Encourage students to draw on the foundations of Christianity in faith, service, and social justice, and to provide leadership in the provision of service and solidarity for all persons, especially marginalized or oppressed groups.
4. Develop students with strong practice skills built on the knowledge base of the profession.
5. Support students in their understanding of and ability to apply the NASW Code of Ethics when practicing, and in their understanding of the relationship between the code of ethics and Christianity.
6. Prepare students who can apply research and/or evidence-based practice in practice settings, and in evaluating the effectiveness of practice and programs.
Generalist Practice

All Social Work programs educate students in what is known as Generalist Practice. Generalist practice provides students with a social work professional foundation knowledge base. Undergraduate students receive this knowledge base during the junior and senior year. Graduate students receive this knowledge base at a somewhat advanced level during the first year of their graduate program.

Definition of Generalist Practice

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. Generalist practitioners engage in community and organizational development, and they evaluate service outcomes in order to continually improve the provision and quality of services most appropriate to client needs.
**Council on Social Work Education (CSWE) Competencies**

The BSW curriculum is based upon a liberal arts education and includes the professional foundation courses in Social Work. The program seeks to achieve the six goals outlined in the above paragraph, and graduate students who have achieved the nine Competencies of Social Work practice as outlined by CSWE. The Competencies and 31 associated behaviors are as follows:

**Competency 1—Demonstrate Ethical and Professional Behavior**

Social Workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social Workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social Workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social Workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in interprofessional teams. Social Workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social Workers also understand emerging forms of technology and the ethical use of technology in Social Work practice.

Social Workers:

- make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;
- use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
- demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
- use technology ethically and appropriately to facilitate practice outcomes; and
- use supervision and consultation to guide professional judgment and behavior.

**Competency 2—Engage Diversity and Difference in Practice**

Social Workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social Workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social Workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

Social Workers:

- apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
present themselves as learners and engage clients and constituencies as experts of their own experiences; and
apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

Competency 3 – Advance Human Rights and Social, Economic, and Environmental Justice

Social Workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social Workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social Workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social Workers:

• apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
• engage in practices that advance social, economic, and environmental justice.

Competency 4 – Engage In Practice-informed Research and Research-informed Practice

Social Workers understand quantitative and qualitative research methods and their respective roles in advancing a science of Social Work and in evaluating their practice. Social Workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social Workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social Workers:

• use practice experience and theory to inform scientific inquiry and research;
• apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
• use and translate research evidence to inform and improve practice, policy, and service delivery.

Competency 5 – Engage in Policy Practice

Social Workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social Workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social Workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social Workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social Workers:

• Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
• assess how social welfare and economic policies impact the delivery of and access to social services;
• apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

**Competency 6 – Engage with Individuals, Families, Groups, Organizations, and Communities**

Social Workers understand that engagement is an ongoing component of the dynamic and interactive process of Social Work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social Workers value the importance of human relationships. Social Workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social Workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social Workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social Workers value principles of relationship-building and interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social Workers:

• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
• use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

**Competency 7 – Assess Individuals, Families, Groups, Organizations, and Communities**

Social Workers understand that assessment is an ongoing component of the dynamic and interactive process of Social Work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social Workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social Workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social Workers recognize the implications of the larger practice context in the assessment process and value the importance of interprofessional collaboration in this process. Social Workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social Workers:

• collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
• develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
• select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

**Competency 8 – Intervene with Individuals, Families, Groups, Organizations, and Communities**
Social Workers understand that intervention is an ongoing component of the dynamic and interactive process of Social Work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social Workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social Workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social Workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social Workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration. Social Workers:

- critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
- use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- facilitate effective transitions and endings that advance mutually agreed-on goals.

Competency 9 – Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social Workers understand that evaluation is an ongoing component of the dynamic and interactive process of Social Work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social Workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social Workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social Workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social Workers:

- select and use appropriate methods for evaluation of outcomes;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
- critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Academic & Professional Advising

Social Work majors in the traditional program will be assigned a Social Work faculty member as their advisor. Social Work majors in the accelerated program will be assigned an advisor at their Accelerated Learning Center, as well as a Social Work Advisor from the Mequon campus. The advisor is very important to the student, as this person serves as a source of support, provides academic advising and assistance in the student’s professional development and career guidance. The advisor assists in problem resolution or grievance procedures. The advisor maintains an academic file that includes the student’s schedules, transcripts, and checklist of courses taken, evaluations, and any other relevant notes.
Students are required to meet with the assigned faculty member for advising each semester. Students should not register without consulting their advisor. Students are responsible for their overall academic progress. When students meet with their advisor, they should review their class schedule and program requirements, bring their course checklist, and be prepared to discuss their academic plan. All advisors have regular posted office hours and can be contacted by their office phone number or by email. Students should initiate the scheduling of their advising sessions.

In preparation for advising sessions, students are provided with an academic checklist that outlines the required courses needed for graduation and for the major. The checklist includes the core courses and the Social Work major. Students may also inquire about their choices for a minor, as well as the possibilities for a double major. The student’s choice of minor or double major will be included with the checklist. See Appendices A, C and E for more information.

Application to the Social Work Major

Students may declare a Social Work major as an arriving freshman or anytime while in good standing at Concordia University. They cannot enroll into upper level Social Work courses or begin a field placement until they have completed the application process to Upper Division Status and have been officially accepted by the Chair of the Social Work Department.

Students interested in the Social Work major should complete the two introductory Social Work courses, SW 225 Social Work & Social Welfare and SW 235 Introduction to Child Welfare, the prerequisites, Math 205 Statistics, and the core curriculum prior to beginning the upper level (300/400) Social Work courses. For traditional students, the upper level courses start the fall semester of their junior year, so the requirements above should be completed by the end of the sophomore year. Students at the Accelerated Learning Centers must complete the core and prerequisites before beginning the Upper Division courses.

This planning is necessary so students can matriculate through the program and take courses in sequence beginning with the Junior year, and graduate at the completion of the Senior year. Social work classes are offered on Tuesday and Thursday. Some core classes conflict with the scheduling of the social work curriculum. Thus, completing the core by the end of the sophomore year is critical to completing the social work program as planned.

Double Majors. Students who chose a double major may take longer to complete the program due to additional course requirements by other majors. Students should seek advisement from the social work advisor to assure graduation in a reasonable time frame.

Traditional Students

The process and criteria for admission to Upper Division Status in the Social Work major is outlined below:

1. Complete SW 225 Social Work & Social Welfare and SW 235 Introduction to Child Welfare and have a minimum GPA of 2.75 or better.
2. Complete MATH 205 Statistics.
3. Students must be on track to complete the core curriculum by the end of their sophomore year.
4. Have a minimum cumulative grade point average of 2.5 overall and a 2.75 GPA in all Social Work classes.
5. Ability to demonstrate effective verbal and written communication.
6. Complete an application for acceptance into the Upper Division Status in the Social Work major. A completed application includes:
   • A completed Application for Admission Form Appendix F
   • A completed Upper Division Narrative Appendix G
   • Submitting a copy of current academic transcript and spring class schedule
   • An interview with the Director of the Social Work Program or other Social Work faculty.
7. Students who are of sophomore status and who have completed SW 225 and SW 235 can apply for upper division status. They should request an application from the Social Work department office prior to or during the month of January.
8. In order to complete timely advising for fall course planning, all application materials from traditional students should be received by the first Friday in February.
9. Interviews for acceptance into the Social Work major will be scheduled once applications are submitted. Interviews can only be scheduled and conducted after all necessary application materials have been received by the Social Work program.
10. The Chair of the Department of Social Work will send a letter informing students of their acceptance status. This letter will be sent when the acceptance decision is made; however, acceptance is conditional until final grades are posted from the spring semester. When students are accepted into the major, their application materials become a part of their academic file.

**Accelerated Learning Center Students**

Adult accelerated students will apply to the Social Work major when applying to CUW and follow the procedure below:
1. Submit the online application along with a non-refundable $50 application fee at: cuw.edu/apply.
2. Have a minimum cumulative grade point average of 2.5 GPA overall and a 2.75 GPA in any Social Work courses.
3. Completion of an entrance essay (Personal Narrative) Appendix G
4. In-person interview with a Concordia University representative
5. Official transcripts from all post-secondary institutions attended must be sent directly to the CUW Center at which you are enrolling. In cases where the student has less than 60 transferable credits, an official high school transcript or proof of GED must also be submitted.
6. The Chair of the Department of Social Work will send a letter informing students of their acceptance status. This letter will be sent when the acceptance decision is made; however, students will only be able to begin the upper level courses if they complete the core, the prerequisite (Statistics), and remain in good academic standing (2.5 cumulative GPA and 2.75 GPA overall in the introductory Social Work courses). When students are accepted into the major, their application materials become a part of their academic file.

**Transfer Students**

Students who are transferring from another institution should discuss their earned credits with Admissions. If a student wants to transfer into the Social Work major, the registrar’s office will review core requirements in comparison with transfer credits and the Social Work advisor will review Social Work credits for acceptability of transfer. The Council on Social Work Education requires that only those Social Work
courses taken at a CSWE accredited institution are eligible for transfer. *Under no circumstances will credit be given for prior work or life experiences.* Current CUW transfer students will also need to apply for upper division status and follow the required procedures for admission to the major and/or upper division status.

**Program Completion Requirements**

In order to graduate from Concordia University with a Bachelor of Social Work (BSW) degree, students must complete all program requirements. These include the CUW core curriculum, Social Work major, minor, and elective requirements, as well as Service Learning and Inter-professional Education (IPE) requirements for traditional students.

**Curriculum Requirements**

The Bachelor of Social Work curriculum consists of 126 credits and includes the following requirements:

- Common Core (15 credits)
- Narrative Core (12 credits)
- Elective Core (21 credits), including prerequisite MATH 205, Statistics
- Social Work Major (45 credits)
- Minor (18 credit minimum, required for traditional students only)
- Electives (number of credits needed to reach 126 minimum)

For Advanced Transfer students, the number of credits needed for each requirement will vary, but the total number of credits will remain at 126.

*See Appendices B, C, D and E for more information.*

**Service Learning (Traditional Students)**

Service learning is an opportunity for students to become involved with the Social Work community through a social service organization, learning first-hand some of the ins and outs of Social Work practice. Service learning is required because it gives students an opportunity to interact with a professional agency and gain insight into the work that Social Workers do. This insight helps students narrow down the area of Social Work for an internship. Students may begin accumulating service learning hours when they become a CUW freshman. They must complete the hours before beginning their senior year, and their internship. It is advised that students complete the service learning hours freshmen and sophomore years, so that they can work on completing IPE hours junior and senior years.

Service Learning activities can include a variety of volunteer activities geared towards students’ interests. Students can volunteer with homeless shelters, food pantries, Habitat for Humanity, social service agencies and other organizations that help disadvantaged populations. Students may also participate in a mission trip through their church or through CUW, be a camp counselor, bible school teacher, or tutor, or find another option not listed. Although many options exist for Service Learning activities, students should double check with the Department of Social Work if they are unsure an activity will count.
Interprofessional Education (IPE)

Interprofessional Education (IPE) is essential for students preparing for careers in the health and social care fields, as well as healthcare administration. IPE gives Social Work students an opportunity to expand their education and learn how Social Workers interface with other health care professionals, including occupational therapists, physical therapists, physician’s assistants, pharmacists, nurses and more. Students obtain IPE experience by attending mandatory case discussion events junior and senior years, and through other activities coordinated by the School of Health Professions. IPE opportunities include the SHP Conference in January, SHP Global Ed trips, Health Fair, Justice Point, Adult Health Care Court, and many others. Although most IPE hours will be completed junior and senior years, students should begin looking for opportunities freshman and sophomore years as well.

Traditional On Campus Students (Mequon). Junior and Senior’s in the on campus CUW program participate in the organized IPE events during the fall and spring semesters. The transcripts will indicate IPE Trained for all students who complete the full range of IPE training events. An IPE certificate is available for those who chose to complete two additional classes identified for the certificate.

Accelerated Students. The IPE program is optional for accelerated students.

Concordia University Students Ann Arbor. IPE options are available on the Ann Arbor campus and will be available for juniors and seniors when a class has been formed.

Service Learning and IPE Hour Requirements

Social Work students will complete the Service Learning and IPE requirements by accumulating forty (40) hours of activities:

- Twenty (20) hours of Service Learning activities
- Twenty (20) hours of IPE activities. Four (4) IPE hours will be completed senior year with the mandatory case discussions.

Please note that the hour requirement for service learning increased effective with the Class of 2020. Upper division juniors and seniors will complete thirty (30) hours total, fifteen for both Service Learning and IPE.

Service learning and IPE have multiple functions. 1) Provide unique experiences that prepare you for the field internship. 2) Provide experiences that build your resume and strengthen your competitiveness for employment. 3) Increase confidence in your ability to be a Social Worker. 4) Fulfill the Christian mission of developing in mind, body and spirit for service to Christ in the church and the world.

Students will receive a Verification of Service Learning Hours form to track and verify hours as they are completed. Once an activity is completed, students must obtain a signature from their supervisor verifying the activity and number of hours. See Appendix H.

Social Work Student Rights and Responsibilities

1. Students shall have regular access to their instructors through posted office hours and email.
2. Each declared Social Work major shall have an assigned Social Work faculty advisor.
4. Criteria for admission to the Social Work major are available through the Social Work Department Office (HS 110), the Social Work web site, and within the student handbook.
5. Students will be informed of the grievance and appeal procedures through the Social Work Student Handbook.
6. Students shall be informed of criteria used to evaluate academic and field performance on each respective course syllabus.
7. Students are expected to take responsibility for their own learning experience by attending all classes, being prepared and actively participating, and attending added-value learning opportunities.
8. Students are expected to use their CUW e-mail address and check it on a daily basis. The faculty will use CUW e-mail as the official form of communication when needed.
9. Students are expected to identify with the ethics and values of the Social Work profession by reading and abiding by the CUW Student Code of Conduct, the Social Work Student Handbook, the Social Work Code of Conduct and the NASW Code of Ethics.
10. Students are expected to provide feedback to Social Work faculty regularly regarding program needs, course quality, or any other matters relating to quality Social Work education.
11. Students are expected to participate responsibly on program committees, if elected as student representatives.
12. Students are responsible for understanding degree requirements and how to satisfy those requirements, and for monitoring their progress towards completing those requirements.

**Ethics**

The Concordia University BSW Student Handbook contains policies relative to student life, including academic conduct. Personal and professional integrity and honesty are attributes of critical importance to professional Social Workers. When a student engages in dishonest behavior, it reflects upon that student’s ethical values and integrity; it reflects upon the Social Work profession; and it jeopardizes relationships the student has with others, especially with faculty and other students, and ultimately with the client.

The faculty of the Department of Social Work adhere to the NASW Code of Ethics and expect all BSW students to conduct themselves in accordance with the Code of Ethics at all times. The Code of Ethics can be found at [http://www.naswdc.org](http://www.naswdc.org). Students will also receive a hard copy of the Code of Ethics.

**Professional Affiliation**

Students are encouraged to establish a professional relationship with Social Work organizations that will support their practice and help maintain high professional standards throughout their careers. Professional organizations include:

- National Association of Social Workers (NASW), [www.naswdc.org](http://www.naswdc.org)
- National Association of Social Workers – Wisconsin Chapter, [www.naswwi.org](http://www.naswwi.org)
- International Federation of Social Workers (IFSW), [www.ifsw.org](http://www.ifsw.org)

The Department is also a member of the International Association of Schools of Social Work (IASSW), giving us access to international members. One benefit of this program is the affiliation with international
Social Work programs. We encourage our students to participate in international trips that are offered by various departments within the School of Health Professions. If students do participate in international trips, we will attempt to connect you with a local school of Social Work through our affiliates.

Social Work Student Groups

Student Social Work Organization
The Student Social Work Organization (SSWO) is the official Social Work organization chartered by the Student Government Association (SGA). This organization receives a budget allocation from the university. SSWO has at least one service project each year, and is expected to have one fundraiser per year to support its activities.

The Student Social Work Organization engages in various activities throughout the academic year, including regular meetings, issue focused seminars, and social events. Members are free to utilize the organization in ways that will enhance their learning, their preparation for Social Work practice, and for their personal growth, intellectual development, and enjoyment. This organization must observe all of the rules of the university as they pertain to officially chartered student organizations.

The Social Work faculty advisor works directly with the organization officers who are elected by the Social Work students. Serving as advisor to the SSWO is Dr. Sarah Collins, BSW Coordinator.

Blackboard. Social Work majors and other SSWO members will be added to the SSWO organization in Blackboard. This organization will be used to make announcements and facilitate communication between members and with the Department of Social Work.

Facebook. The SSWO also has an active Facebook page and will communicate with members through this avenue. Find it at www.facebook.com/SSWOCUW.

Please contact a member of the SSWO Board with any questions regarding this student organization. The 2017-2018 Board is:

President: Anna Hagen
Vice-President: Jyll Van Vooren
Secretary: Emily Cadman
Treasurer: Kiley Hopf
IPE Representative: Lauren Faulds
Underclassmen Liaisons: Kirsten Rabuck

Accelerated Program. Students in the Accelerated program are welcome to participate in all SSWO meetings on campus, activities, field trips, and other events.

Ann Arbor. Once a BSW program has been established on the Ann Arbor campus, an SSWO group will be formed.

Phi Alpha Honor Society for Social Work
The purpose of the Phi Alpha Honor Society for Social Work is to provide a closer bond among students of Social Work and to promote humanitarian goals and ideals. Phi Alpha fosters high standards of education for Social Workers and invites into membership those who have excellence in scholarship and achievement in social work. Phi Alpha’s slogan that embraces their purpose is “Through Knowledge-the Challenge to Serve.” The Department of Social Work established the Phi Pi chapter of Phi Alpha in the spring of 2016.
CUW Social Work students gain eligibility to join the Phi Pi chapter when they have met the following requirements:

- Declared Social Work as a Major
- Achieved junior status.
- Completed 15 credits of required Social Work courses.
- Achieved an overall GPA of 3.0 on a 4.0 scale.
- Achieved a 3.25 GPA in required social work courses.

After becoming eligible, students will receive an invitation letter informing them of the next steps to become a member. For more information on the Phi Alpha Honor Society for Social Work, go to http://www.phialpha.org or contact a member of the Phi Pi Board. The 2017-2018 Board is:

- President: Emily Naumann
- Vice-President: Kelsey Herber
- Secretary/Treasurer: Jenelle Gifford

Resources

Library

The Rinker Memorial Library is an important part of the academic community. It is one of the primary learning resources offered to students. It contains computerized catalogs which include access to books from four other colleges in the Milwaukee metropolitan area. There is a major reference area with the latest edition of *The Encyclopedia of Social Work*. There are major professional Social Work journals in the periodical section and/or electronically. Students have access to other publications through various resources.

Most materials in the library may be checked out. If a book is ordered from the Switch network, delivery to our campus is usually within 24 hours. Reserve materials for specific courses are available at the front desk under the instructor’s name and course number. Reserved readings may also be accessed electronically via the library.

The Social Work program is responsible for monitoring the Social Work holdings and the ordering of new books. Students have the first-hand knowledge of the efficiency and effectiveness of the library system. Students are encouraged to bring suggestions for new books, or for the other ways of improving the library system, to the Social Work faculty.

On-Line Resources

Students are encouraged to visit the following websites, as well as search the internet for additional material that may be helpful.

NASW – Social Work Safety
www.socialworkers.org/pressroom/events/safety1006/default.asp

NASW – Code of Ethics
http://www.socialworkers.org/pubs/code/default.asp

CSWE – 2015 Educational Policy
Students who enter the Social Work major are required to meet high standards in academics and their personal conduct. The profession of Social Work is often involved with dealing with sensitive, confidential issues, and with vulnerable populations. This reality requires that students approach their coursework and field work in a manner that upholds Social Work core values and the National Association of Social Work (NASW) Code of Ethics (http://www.naswdc.org).

The Social Work faculty require that students admitted to the Social Work program be successful in the Social Work major. Students who are in good standing with the Department’s requirements for maintaining professional standards, a 2.75 in all Social Work courses and a cumulative 2.5 GPA, will graduate with a Bachelor of Social Work degree (BSW). In cases where students do not meet the standards of the Social Work program, they will be subject to involuntary termination for academic and/or nonacademic reasons.

**Academic Reasons for Termination**

Students can be terminated from the BSW program for any of the following academic reasons:

- Failure to maintain a 2.5 cumulative GPA
- Failure to maintain a 2.75 GPA in all Social Work classes
- A grade of C- or less in any Social Work course
- A grade of B- or less in any required field education course

Social Work students who fail to maintain the required GPA will be placed on probation, will receive a warning letter, and will be given one more semester to regain the required GPA. Students who receive a “C-“ or less in any Social Work course are required to re-take the course before they can return to non-probationary
status in the major. A “C-” in a Social Work course has serious implications because Social Work courses are sequential and often times only offered one time a year. *Students may not take higher level courses if they have not been successful in the prerequisite course(s).* This situation could result in a student needing an additional year to be eligible for the next sequence of Social Work courses.

**Nonacademic Reasons for Termination**

Students can be terminated from the BSW program for any of the following non-academic reasons:

- If evidence exists that shows the student’s conduct to be in serious violation of the NASW Code of Ethics.
- If evidence exists that shows the student’s conduct to be in serious violation of the CUW Student Code of Conduct, administered by the Office of the Vice President of Student Life.
- If evidence exists that shows the student’s conduct to be in serious violation of the CUW Department of Social Work Code of Conduct.
- If a student has engaged in conduct which significantly disrupts the ongoing functioning of the Social Work Program or Field Placement, or
- Within the fieldwork setting, the student continues to be unable to complete the essential functions or requirements of the program or field work.

**Student Reviews**

Students are encouraged to work with their professors and program advisor to resolve academic problems or behaviors that may be in violation of the BSW program’s requirements for maintaining good standing within the program. If a successful resolution has not been achieved through informal measures of meeting with instructors and/or program advisors, a Student Review will be initiated. The Student Review is the formal procedure for resolving a student’s failure to meet the expectations of the program.

The request for a Student Review is initiated in writing by a faculty member. The student will be notified in writing of the date, time, and location of the review and the reason(s) for the review.

The Student Review Notification letter will:

- Identify the problem
- Suggest solutions and/or set forth required actions to resolve the problem
- Set a date upon which the matter will be reviewed to determine whether further action, up to and including termination, is appropriate

The Student Review will consist of a discussion of the problem and possible solutions. The faculty and student will explore the possibilities for corrective action that would enable the student to meet the expectations specified by the program. The review may also result in the termination of the student from the program. The student has the right to provide additional information about the situation, or present mitigating circumstances which may have led to their inability to meet the program’s expectations. All recommendations, actions and specified time frame expectations of the Student Review, including the faculty’s decision to terminate the student from the program, will be recorded in writing.

If the decision is not to terminate the student from the major, compliance with the written recommendations is the responsibility of the student. The setting of corrective action and time-frames is the responsibility of the faculty. The student’s failure to comply with corrective action will result in termination of the student from the program.
**Termination Process**

In serious cases, to be determined by the Chair of the Department of Social Work in consultation with other Social Work faculty, a student may be terminated immediately from individual courses, field instruction settings, and/or the program entirely. In less serious cases, the student will be given the opportunity to correct academic or non-academic conduct that is in violation of the requirements of the Social Work program.

The student has the right to appeal decisions made by the Department of Social Work. During the appeals process, a student will normally be allowed to attend classes, with the exception of seriously disruptive cases. If termination resulted from conduct in a field instruction setting, the student’s placement at that site may be immediately suspended and a future field placement is not guaranteed.

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**Concordia University Policies**

*Note: For more information on Concordia University Policies, please see the Code of Student Conduct at [https://falcon.cuw.edu/portal/Code%20of%20Student%20Conduct.pdf](https://falcon.cuw.edu/portal/Code%20of%20Student%20Conduct.pdf)*

**Harassment Policy:** Conduct that creates or attempts to create an intimidating, hostile, or offensive environment for another person is prohibited. Such conduct includes, but is not limited to, action(s) or statement(s) that threaten, harm or intimidate a person, stalking, voyeurism (or peeping), or any other form of unwanted contact.

**Anti-Discrimination Policy:** As a matter of policy, Concordia University admits students of any age, race, color, gender, and national and ethnic origin. Admitted students enjoy the rights, privileges, programs and activities generally offered to all Concordia students. Further, Concordia University does not discriminate according to age, race, color, gender, and national and ethnic origin in administering admissions and educational policies, scholarship and loan programs, and athletic and other school-administered programs.

**Disability Policy:** In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Vocational Rehabilitation Act of 1973, individuals with disabilities are protected from discrimination and assured services and accommodations that provide equal access to the activities and programs of the university. Students with a documented disability who require accommodation in order to obtain equal access to this course should inform the instructor, and must also contact Disability Support Services:

- Mequon campus (262) 243-4299 or [https://www.cuw.edu/Departments/lrc/dss.html](https://www.cuw.edu/Departments/lrc/dss.html)
- Ann Arbor campus (734) 995-7552 or [www.cuaa.edu/arc](www.cuaa.edu/arc)

**Academic Integrity Policy:** Concordia University expects all students to display honest, ethical behavior at all times and under all circumstances. Academic dishonesty is defined as follows:

- **Cheating:** includes, but is not limited to: a) the use of unauthorized assistance in taking any type of test or completing any type of classroom assignment; b) assisting another student in cheating on a test or class assignment, including impersonation of another student.

- **Plagiarism:** includes, but is not limited to: a) failure to give full and clear acknowledgement of the source of any idea that is not your own; b) handing in the same assignment for two different courses without the consent of the instructors.

- **Fabrication:** the forgery, alteration, or misuse of any University academic document, record, or instrument of identification.
**Academic Misconduct:** intentionally or recklessly interfering with teaching, research, and/or other academic functions.

**Sanctions:** Faculty members who find evidence of academic dishonesty have sole discretion to determine the penalty, using their professional judgment. This can include a failing grade in the course, or removal of the student from the course. Additional sanctions will be imposed when a student is found to have violated the academic integrity policy more than once; these sanctions may include suspension or expulsion from the university.

**General Academic (Grade) Grievances, for all students. (University Policy).**
The steps listed below are to be carried out with an attitude of Christian love and concern for academic, moral, and spiritual growth. Face-to-face meetings are encouraged throughout the process, but may not be possible because of the situation.

**Step I:** The student meets with the instructor to resolve the matter informally.

**Step II:** Face-to-face Ann Arbor students should proceed to step III.

Traditional undergraduate students submit a written grievance to the Department Chair of the program in which the course was taught within 10 working days after meeting with the instructor. Upon receipt of the student’s grievance, the Department Chair will notify the instructor, who will then have 10 working days to submit a written explanation of the incident to the Department Chair. Within 5 working days of receiving the instructor’s report, the Department Chair will send a written response to the student and the instructor. Adult learners follow this step with their Center Director. Graduate students follow this step with their Program Director. Full-time online students follow this step with the Executive Director of the OCDE.

**Step III:** If the student is still not satisfied, s/he may file a written complaint with the Dean of the School in which the course was taught within 10 working days of receiving the step II report (if applicable). Students on the Mequon campus and those in the Accelerated program will contact the Dean of the School of Health Professions. Students in Ann Arbor will also contact the Dean of the School of Health Professions, who will facilitate or appoint a representative on the Ann Arbor campus. The Dean or her representative, will render a decision and send a written response to the student, the instructor, and the Step II University official (if applicable) within 10 working days of receiving the grievance.

(RLF, Spring 2016)

**Non-Academic Grievance Policies & Procedures**
For non-academic grievances the following procedures should be followed.

1. Appropriate Communication between individuals is essential to maintain the integrity of any Social Worker in any Social Work situation. It is important to carefully follow appropriate steps for all communication before considering any type of grievance.
2. If the grievance pertains to an academic issue, the student must first go to the professor. In order to assure that issues are understood completely, the student should put their concerns in writing and present this written communication to the professor 24 hours before the first meeting with the professor. The professor has 24 hours to respond after the meeting. The response will be in writing.
3. If the Social Work student is still not satisfied with the way the grievance is handled by the instructor(s), she/he should go to the Chair of the Department of Social Work to discuss the matter.

4. If after discussing the matter with the Chair, the grievance remains unresolved, the student should provide a written appeal to the Chair, describing the problem, including dates of events and discussions, explaining what steps have been taken to resolve the problem and how the problem could be resolved. Any additional documentation regarding the grievance is also useful. The goal is to resolve the grievance at the department level.

5. If the issue is still not resolved, the student should inform the Chair in writing that the grievance is not resolved. The student should then submit the written appeal to the Dean of the School of Health Professions and request a meeting with the Dean.

6. Students who do not follow the steps outlined above will not have their grievance addressed.

7. It is recommended that the student’s follow this procedure in academic grievances before proceeding with the University Grievance policy.

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**Academic Probation and Dismissal Policy**

*For traditional undergraduate students*

In general, a traditional undergraduate student is considered in good academic standing if s/he maintains a cumulative grade point average (GPA) of 2.0 or higher. Academic standing is assessed at the end of each semester. When a student’s cumulative GPA dips below 2.0, s/he is placed on academic probation. The student remains on probation if subsequent semester GPAs are 2.0 or above, but his/her cumulative GPA remains below 2.0. However, if at any time on probation, the student’s semester GPA again dips below 2.0, s/he will be dismissed from the University. Furthermore, students must have a 2.0 GPA or higher in order to graduate. *It should be noted, however, that some undergraduate programs have their own standards for academic good standing and program completion, which work in conjunction with the aforementioned general standards. As seen throughout this handbook, the Department of Social Work’s standards are greater than those in the above policy and therefore supersede these general standards.*

**Appeal Process for Traditional Undergraduate Students**

Traditional undergraduate students who are dismissed from a particular academic program, but not from the University, may appeal their dismissal within the process established by their program. Students who are dismissed from their program and whose appeal was denied by their program may only appeal to the Academic Office if they believe that their program’s appeal process was not properly followed. If that is the case, the student will present an argument in writing to the Academic Office. The appropriate Chief Academic Officer (CAO) or designee will examine the request, and if s/he ascertains that due process was not followed, s/he may return the appeal to the program for reconsideration. This decision will be communicated to the student within 10 working days of receiving his/her request.

Students who are dismissed from the University may schedule an appeal with the Traditional Undergraduate Academic Appeals Committee (TUAAC) through the Academic Office. In advance of their appeal appearance, students must send a letter to the Academic Office that explains why they were not successful and what they plan to do to improve their academic performance should they be readmitted. In most cases, the TUAAC will render a decision immediately after meeting with the student. Students who lose their...
appeal must sit out at least one semester, after which they may re-apply for admission. Their re-application will be enhanced if they can demonstrate academic success at another school in the intervening period. The TUAAC on the Mequon campus consists of the AVP of Academics for Student Success (who chairs the committee), the Registrar or designee, the Director of Advising, the Director of the Learning Resource Center, a representative from Student Life, the student’s academic advisor, and one of the student’s instructors. The TUAAC on the Ann Arbor campus consists of the CAO (who chairs the committee), the Asst. Registrar, the ARC Director, the Coordinator of Student Success and Retention, the Dean of Students, the student’s academic advisor, and one of the student’s instructors.

All dismissed students may appeal a decision to the President of the University (if at Mequon) or to the Chief Administrative Officer (if at Ann Arbor) in writing within 5 working days of the decision only if they can demonstrate that due process was not followed.

For Adult Learners

In general, an undergraduate student is considered in good academic standing if s/he maintains a cumulative grade point average of 2.0 or higher. Academic standing is assessed at the end of each semester and must include at least two courses. When a student’s cumulative grade point average dips below 2.0, s/he is placed on academic probation. The student remains on probation if subsequent semester GPAs are 2.0 or above, but his/her cumulative GPA remains below 2.0. However, if at any time on probation, the student’s semester GPA again dips below 2.0, s/he will be dismissed from the University. In general, students must have a 2.0 GPA or higher in order to graduate. It should be noted, however, that some undergraduate programs have their own standards for academic good standing and program completion, which work in conjunction with the aforementioned general standards. As seen throughout this handbook, the Department of Social Work’s standards are greater than those in the above policy and therefore supersede these general standards.

Appeal Process for Adult Learners

Adult learners who are dismissed from the University may appeal their dismissal in writing to their Center Director or to the Executive Director of Continuing and Distance Education if the student is a full-time online student. The appeal should include an explanation of what went wrong and a plan for improvement. The Center Director or Executive Director of Continuing and Distance Education will then consult with any appropriate academic staff to offer a recommendation to the Assistant Vice President of Academics for Student Success if the student is a Mequon student or to the Chief Academic Officer (CAO) at Ann Arbor if it involves an Ann Arbor student. The AVP of Academics for Student Success or the Ann Arbor CAO will then notify the student of their decision. Stipulations may be attached to a favorable decision. Students who lose their appeal must sit out at least one traditional, 15-week semester, after which they may re-apply for admission. Their re-application will be enhanced if they can demonstrate academic success at another school in the intervening period.

All dismissed students may appeal a decision to the President of the University (if at Mequon) or to the Chief Administrative Officer (if at Ann Arbor) in writing within 5 working days of the decision only if they can demonstrate that due process was not followed.

(RLF, Spring 2016)
Field Placement

Field Instruction Sequence: General Information

Students begin the field instruction sequence in the first semester of the senior year, and spend both fall and spring semesters of the senior year in one field placement. Only on rare occasions, if there are problems, will a student change a field agency mid-year.

During both semesters, a student will spend an average of 16 hours per week at the placement agency, for a total of at least 432 clock hours of field instruction. Students make a commitment to remain with the agency for two semesters, until the end of the academic year.

Students are required to enroll concurrently in SW 327 Field Education I and SW 328 Field Seminar I for the fall semester, and SW 427 Field Education II and SW 428 Field Seminar II for the spring semester. Each field course is equivalent to 3 credit hours, so the student earns a total of 6 credit hours of field each of the two semesters.

The Field Seminar is the academic contribution to the Signature Pedagogy. It bridges the gap between field experiences and the academic environment through discussions on field activities, practice, and simulated activities in class and assignments, designed to strengthen your learning experiences.

Field placement is limited to students who are formally admitted to the Social Work program and have met all requirements for beginning a field placement. Prior to participating in the field placement, students will have completed all prerequisite Social Work courses. It is expected that students will earn a minimum grade of “C” in those Social Work courses, and maintain an overall GPA of 2.75 in Social Work classes. This means that if a student earns a grade of “C” in a class, the student will need to excel in another class to balance out the GPA in order to maintain a 2.75. The faculty understand that some courses are more interesting than others, and that students may not do as well in some courses as they do in others. However, it is expected that students will strive to maintain a higher degree of excellence by maintaining at least a 2.75 GPA in Social Work courses.

Prerequisite Courses for Field Placement

Prior to beginning the field sequence students must complete the following Social Work courses:

- SW225 Social Work & Social Welfare
- SW235 Introduction to Child Welfare
- SW306 Social Welfare Policy & Programs
- SW326 & 426 Skills & Methods of Social Work Practice I & II
- SW346 & 347 Human Behavior & the Social Environment I & II (HBSE)
- SW310 & 410 Research Methods I & II
- SW436 Skills & Methods of Social Work Practice III

Placement in Field

The Field Coordinator will facilitate the decision about an appropriate field placement. The Department of Social Work has contracts with many agencies and will be able to work with students to determine suitable placements. The Department also has the ability to develop new placements based on student interest. Over the

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1 Students enrolled in the traditional on campus programs in Mequon and Ann Arbor, this course is taken during the senior year, fall semester, and as students enter into their field placement. Students in the accelerated program take this class in the accelerated format prior to beginning their field placement.
year prior to the field placement, the Field Coordinator will work with and help student prepare for and establish their field placement.

**Words of Wisdom**

Often Social Work students, like many other students, have had negative experiences in their past. Many people in the helping professions have overcome significant difficulties and want to give back to their community by helping others who have had similar experiences. If you have had a negative experience that has impacted you in any way it is important to talk with your field coordinator about the situation and how you have worked to overcome the difficulties it presented in your life.

Sometimes we find Social Workers practicing in a field where they once received services, or where they personally experienced negative interactions. As a student your field placement is not the place for you to put yourself in a situation that you think you have overcome, but may still unconsciously have issues that suddenly emerge when you encounter them in your internship. Your field placement should be in a practice area where you will be able to fully utilize the knowledge and skills you have learned, and not test your ability to deal personally with previous adverse experiences.

We want you to do well, to have a wonderful learning experience, and to grow as a professional Social Worker. A good experience will render you many opportunities, good letters of recommendation, and often an opportunity for employment in your field agency. An experience where you must work out your own issues that suddenly surprise you by emerging as you begin working with clients, will only derail your field experience and leave you wondering if you made the right decision. Once you are degreed and have practice experience, you will be better able to handle those difficult issues and situation.

**Criminal Background Check**

Students in the accelerated program will complete a criminal background check prior to being admitted to the Social Work program. Students in the traditional program on the Mequon campus will complete a criminal background check during the summer prior to their field placement. The Field Coordinator will discuss this procedure with the traditional Social Work students during their junior year. The criminal background check will be conducted by the CUW – approved agency. This is standard policy and also a requirement of the School of Health Professions. All screenings will be completed prior to beginning any internship. Some agencies may also require a drug and health screening and/or a background check through their own specified agency. *If a student refuses to complete a criminal background check, the student will not be allowed to begin their field placement and will be dismissed from the BSW program.*

**Preparation for Field Placement**

In all CUW BSW programs, the Field Coordinator will begin meeting with the Junior class in their fall semester to begin talking about a future placement and exploring ideas and possible opportunities. Traditional BSW students on the Mequon and Ann Arbor campus will participate in a series of mini-workshops to assist them in preparing a vitae, and preparing them for an interview for a field placement. Accelerated BSW students will prepare by attending a field orientation the year prior to their field placement, as well as subsequent workshops in person, via video conferencing and/or videos on Blackboard. Participation in these Field Preparation Workshops is mandatory, as students will learn and develop skills to support their efforts in obtaining a placement. The Field Coordinator will work with both traditional and accelerated students individually and in groups throughout this process.
Please note, this preparation is important. Agencies are not required to accept an intern. Field supervisors and their agencies volunteer their time and facilities to train social work students. Supervisors and agencies are not paid for their expertise. Acceptance of a student intern is a gift of professional social worker’s to the social work community.

Procedure for Field Placement

The procedures for field placement for traditional students are as sequenced:

1. Field Orientation during the Fall Orientation
2. Completion of the Application for Field Placement Form.
3. The Application form will be submitted to the Field Coordinator by the first Friday in October.
4. A meeting between the student and Field Coordinator will occur in October to discuss the student’s strengths and interests in field work.
5. The Field Coordinator and the student will explore possible available internship placements, which would have the potential to be a good match.
6. The creation of a professional resume which will be completed by the Friday prior to the fall final exam week.
7. The Field Coordinator will give final approval of the student’s resume before it will be sent to any potential placement agencies.
8. Potential placement agency(s) are identified by Field Coordinator and student interest in the agency(s) is verified.
9. Initial contact with Field Agency is made by Field Coordinator and willingness to supervise a student intern is confirmed.
10. Field Coordinator gives student Field Agency contact information to submit resume
11. Within 48 hours of obtaining contact information student will submit resume to Field Agency contact person.
12. Field Agency contact determines whether to interview student.
13. Field Agency and student schedule interview.
14. Field Agency will notify student of placement decision to either decline or accept intern.
15. Student is to inform Field Coordinator of placement decision within 24 hours.

Final assignments to agencies are based on the outcome of the pre-placement interview, consultation with the Field Coordinator and the student. In the event a placement is not confirmed, the student will again discuss placement with the Field Coordinator and the process is repeated. If the student is denied a placement after three pre-placement interviews because of his or her presentation or readiness, a field assessment will take place within the Department of Social Work to determine if a student’s placement in field instruction is appropriate.

The Field Coordinator will be responsible for initiating formal confirmation via telephone, email, and/or letter. Field materials for the Field Instructor will be prepared and distributed at the field orientation, which is generally conducted in August.

Note: The Procedure for Field Placement for accelerated students will begin in the fall semester one year prior to the start of their field placement. It will follow the same format as for traditional students;

July 25, 2017
However, the schedule may vary slightly. The Field Coordinator will communicate dates and deadlines when students attend the Accelerated BSW Orientation prior to beginning the upper level Social Work courses.

*See the Department of Social Work BSW Field Manual for additional information.*

**Appendices**

A. Advising Partnerships  
B. Social Work Curriculum – Traditional Program  
C. Curriculum Course Tracking Form – Traditional Program  
D. Course Descriptions  
E. Complimentary Minors – Traditional Program  
F. Application for Admission to Upper Division Status – Traditional Program  
G. Upper Division Narrative  
H. Verification of Service Learning Form – Traditional Program  
I. Guidelines for Risk Prevention and Management Strategies  
J. Resume Sample – BSW Graduate  
K. Photo Consent Form  
L. Department of Social Work Professional Readiness Checklist & Code of Conduct  
M. Student Acknowledgement Form
Appendix A – Advising Partnerships

Advising Partnerships

You and your academic advisor already have one big thing in common: you both want your CUW education to be an enormous success.

The relationship you build with your advisor is based on shared communication and responsibility. Although you’re ultimately responsible for the choices you make in college, we know that you’ll need some advice and mentoring along the way.

Your role in the advising partnership

- Take initiative - meet with your advisor at least once a semester
- Prepare for advising appointments
- Know and complete program requirements
- Have a long-range academic plan
- Maintain a file of advising materials
- Ask questions and always follow up
- Share information honestly
- Explore options
- Seek help before a situation escalates into a crisis
- Audit academic records frequently

Your advisor’s role in the advising partnership

- Provide accurate information
- Offer advice on picking classes
- Be available to meet each semester
- Interpret policies and procedures
- Listen to problems and concerns
- Make referrals for other services
- Help with goal setting
- Discuss academic performance
- Encourage career exploration

Who is responsible for monitoring my progress toward a degree?

Monitoring progress toward a degree is your responsibility. Academic advisors provide information and serve as consultants in the audit process, but you must understand degree requirements and know when and how those requirements will be satisfied.

Degree Evaluations

We encourage you to use the Degree Evaluation tool located in the portal. This tool will audit your major, minor, and core requirements in addition to tracking grades, GPA, and other university requirements. We also highly recommend that you file for an official degree evaluation with the Registrar after registering for your final year of courses (typically in April of your junior year).
Appendix B – Social Work Curriculum – Traditional Program

DEPARTMENT OF SOCIAL WORK
Bachelor of Social Work Curriculum

Social Work Major – 45 Credits
To graduate with a Bachelor of Social Work (BSW) degree, a total of at least 126 credits are required. Students should refer to CUW’s Liberal Arts Core Curriculum (Common Core, Narrative Core, and Elective Core) for information about required and elective courses.

Prerequisites
Social Work majors are required to complete the following prerequisite prior to junior year and receive a “C” or better:

MATH 205 Statistics (3 Credits)

In order to begin the required upper level Social Work courses (300/400 level), students must complete the core curriculum, the prerequisites above, SW225 & SW235*, and be accepted into Upper Division Status.

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<tr>
<th>Year</th>
<th>Fall</th>
<th>Spring</th>
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<tr>
<td>1 or 2</td>
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</tr>
<tr>
<td>2</td>
<td>SW 235 Intro to Child Welfare**</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>SW 310 Social Work Research Methods</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>SW 326 Skills &amp; Methods of SW Practice I</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>SW 346 Human Behav/Social Enviro I</td>
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</tr>
<tr>
<td></td>
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<td>4</td>
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<td></td>
<td>SW 328 Field Seminar I</td>
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<tr>
<td></td>
<td>SW 436 Skills &amp; Methods of SW Practice III</td>
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*SW 225 and SW 235 replace SW 100 and SW 205
*Offered both fall and spring semesters.

Social Work Electives
Social Work students are encouraged to take the following Social Work Elective courses:

- SW 365 Drugs, Society & Human Behavior – 3 Credits (Fall)
- SW 375 Understanding Death & Dying – 3 Credits (Spring)
- SW 392 Aging and the Social Environment – 3 Credits (Fall/Spring)
- SW 425 Social Work Practice in Health Care – 3 Credits (Fall)
- SW 430 – Dual Disorders: Integrated Treatment for Co-occurring Mental Health and Substance Abuse Disorders – 3 Credits (Spring)
# Plan of Study – Accelerated Program - Fall 2015 Start - Cohort #1

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<td>SW 205</td>
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<td>SW 347</td>
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*Note: Field Education and Field Seminar (SW 327 & SW 328 and SW 427 & SW 428) courses must be taken concurrently.*

July 25, 2017
# Plan of Study – Accelerated Program - Fall 2017 Start - Cohort #2

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* Note: Field Education and Field Seminar (SW 327 & SW 328 and SW 427 & SW 428) courses must be taken concurrently
# Appendix C – Curriculum Course Tracking Form

## Social Work Major – Curriculum Course Tracking

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| **TOTAL**        | **126 credits** |

### CUW Liberal Arts Core Requirements

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<td>Lab Science:</td>
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<td>Social Science:</td>
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<td>PSY 101 General Psychology <strong>OR</strong></td>
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<td>SOC 101 Introduction to Sociology</td>
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**ELECTIVES**

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Social Work students complete all of the courses listed below.
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<th>THE SOCIAL WORK MAJOR (45 Credits)</th>
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<tr>
<td>SW 225 Social Work &amp; Social Welfare*</td>
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<tr>
<td>SW 235 Introduction to Child Welfare*</td>
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<td>SW 306 Social Welfare Policy and Programs</td>
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<td>SW 347 Human Behavior in the Social Environment II</td>
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<td>SW 310 Research Methods I</td>
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<td>SW 410 Research Methods II</td>
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<tr>
<td>SW 326 Skills &amp; Methods of Social Work Practice I</td>
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<tr>
<td>SW 426 Skills &amp; Methods of Social Work Practice II</td>
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<tr>
<td>SW 436 Skills &amp; Methods of Social Work Practice III</td>
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<td>SW 327 Field Education I</td>
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<td>SW 427 Field Education II</td>
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<td>SW 328 Field Seminar I</td>
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<tr>
<td>SW 428 Field Seminar II</td>
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<tr>
<td>SW 490 Senior Integrative Seminar</td>
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</table>

*SW 225 and SW 235 replace SW 100 and SW 205

Attach Minor/Double Major Checklist Here:
Appendix D – Course Descriptions

**SW 225 SOCIAL WORK AND SOCIAL WELFARE** This course is the first in the Social Work curriculum to begin the process of establishing a knowledge base for practice. As a foundational level course, it is of significant importance in the curriculum. Students will study the history of Social Work through the eyes of those who set out to change the world through the establishment of the profession of Social Work and their advocacy in the field of social welfare. They will be introduced to the roles and responsibilities of professional Social Workers, the mission of the profession as it relates to social and economic justice, and the importance of advocating for the poor and the disadvantaged. Students will learn skills of self-reflection and self-regulation in the management of personal values and professionalism. Students will learn the importance of ethical behavior. They will learn about advocacy and the importance of research and life-long learning. This course addresses the multitude of current and dynamic issues facing Social Workers today. It addresses the importance of professional Social Work in critical practice settings and how the profession is making a difference in changing the world through advocacy for social and economic justice. 3 credit hours.

**SW 235 INTRODUCTION TO CHILD WELFARE** This course provides the student with foundational level knowledge on the historical and statutory basis for child welfare practice. The students will examine all components of the current child welfare system and its federal mandate. Students will learn about and discuss issues of child maltreatment/abuse, the rights of children and parents, and the significance of family in a system with the authority of the government to intervene and/or remove children who are at risk of harm. Students will gain a working knowledge of the definitions of child abuse and neglect. They will learn about and discuss theories of practice, family systems, and the policies that effect practice in child welfare. Prerequisites: Sophomore standing required. Cross-listed with PSY 235. 3 credits hours.

**SW 306 SOCIAL WELFARE POLICY AND PROGRAMS** This course further develops an understanding of contemporary social welfare policies and programs, including private, public, and combined programs. Examines the various historical, political, economic, and societal influences on the development of social welfare policy and service delivery and/or the policy-making process. Provides a framework to analyze and evaluate social welfare policies and programs. Context for policy analysis includes human diversity, human rights, and social and economic justice. Policies related to child welfare, physical and mental health, assistance to the poor, social insurance, hunger, shelter, and civil rights based on gender, race and ethnicity, sexual orientation, disability, and immigration will be discussed. The importance of policy practice will be introduced and integrated through community interviews. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235). 3 credit hours.

**SW 310 SOCIAL WORK RESEARCH METHODS I** This course introduces research methodology pertinent to the evaluation of human service programs, and discusses the rationale for conducting evaluations. Among the topics discussed are the relationship of evaluative efforts to program design and implementation, threats to validity of program evaluation, constructing a measurement plan and designs for program and evaluation. Program evaluation knowledge, skills and techniques, such as needs assessment, operationalization of variables, levels of measurement, statistical significance, efficiency and outcome evaluation are introduced. This course emphasizes this methodology when conducting formative evaluations, i.e., needs assessment, program development, market research. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235), MATH 205 Statistics and Social Work Major. 3 credit hours.

**SW 326 SKILLS & METHODS OF SOCIAL WORK PRACTICE I: STRATEGIES FOR HELPING INDIVIDUALS** This course is the first in a sequence of three required Social Work practice courses. Practice I focuses on the development of skills and strategies for helping individuals within a variety of Social Work and host settings. Key concepts of generalist practice are applied to the development of relationship building and interviewing skills. Generalist Practice is examined as a problem solving process which includes engagement, assessment, intervention, and evaluation. Students learn to view clients and client systems from a strengths perspective. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235) and Social Work Major. 3 credit hours.
**SW 327 FIELD EDUCATION I** is taken concurrently with SW 328, Field Seminar I. This course engages the student in the practice of beginning Social Work skills and tasks within an agency setting over a period of one semester. It is designed for the senior level student and requires an average of 16 hours per week in the agency for a minimum of 216 hours. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235), SW 306, SW 346, SW 347, SW 326, SW 426, SW 436, SW 310, SW 410. 3 credit hours

**SW 328 FIELD SEMINAR I** is taken concurrently with SW 327, Field Education I. A seminar format will provide for the sharing of practice experiences and practice issues that occur during field practicum. Discussion topics will focus on agency orientation, self-awareness issues, engagement skills, critical thinking skills, ethical dilemma awareness and the development of the professional self. The seminar will provide for the integration of field experience with classroom learning through discussion and assignments. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235), SW 306, SW 346, SW 347, SW 326, SW 426, SW 436, SW 310, SW 410. 3 credit hours

**SW 346 HUMAN BEHAVIOR/ THE SOCIAL ENVIRONMENT I** This course will examine ecological systems theory. This course develops the person-in-environment concept in Social Work. Individuals grow and develop within the context of families, groups, organizations, and communities. This course also examines the relationships among human biological, social, psychological, and cultural systems as they affect and are affected by human behavior within the human life span. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235) and BIO 146. 3 credit hours

**SW 347 HUMAN BEHAVIOR IN THE SOCIAL ENVIRONMENT II** This course further develops the person-in-environment concept in Social Work, with a specific focus on macro systems and their impact on society, and on human diversity. The course provides a framework for understanding and analyzing the forms and mechanisms of oppression and discrimination. The course includes theories used in macro practice and the development of a knowledge base with a macro perspective on families, groups, organizations, institutions, and communities. Students learn how diversity shapes the human condition and how culture affects the perception and interaction in the social environment. The course provides students with a knowledge base on the interactions among and between systems at all levels of practice, and how human behavior and the environment are impacted by the interactions. Prerequisites: SW 100 and SW 205 (or SW 225 and SW 235) and BIO 146. 3 credit hours

**SW 410 SOCIAL WORK RESEARCH METHODS II** This course builds on SW 310 and introduces research methodology pertinent to the evaluation of human service programs and individual practice, and discusses the rationale for conducting such evaluations. The written research report is emphasized with student participation in a mock research project and written paper. Each section of the written research report is discussed in depth with continued knowledge building of research methodology. Among the topics discussed and practiced through assignments and written paper are writing a title, writing abstract, writing literature review, hypothesis formation, writing methodology (including operationalization of variables, research design, sampling, data collection tools, procedures, and ethics), writing results, writing discussion, and creating a reference list. Prerequisites: MATH 205 Statistics and SW 310. 3 credit hours

**SW 426 SKILLS & METHODS OF SOCIAL WORK PRACTICE II: HELPING GROUPS AND FAMILIES** This course is designed to help students further develop their Social Work practice skills for helping groups and families. Students learn how group work is utilized as a method in Social Work practice. Various types of groups are examined including task groups, interdisciplinary team meetings, and treatment groups. Students learn skills for forming and conducting groups with different client groups. Generalist practice often requires viewing client situations from a family perspective. Students learn to apply concepts from systems theory to understanding the interpersonal dynamics of family functioning. Working with families and groups utilizes a professional problem solving process to engage, assess, intervene, and evaluate practice with groups. Prerequisites: SW 326. 3 credit hours

July 25, 2017
SW 427 FIELD EDUCATION II is taken concurrently with SW 428, Field Seminar II. This course is designed for the senior level student and engages the student in supervised direct service activities within an agency setting. This course provides practical experiences in the application of theory and skills acquired in the Social Work curriculum. The placement requires an average of 16 hours per week in an agency for a minimum of 216 hours. Prerequisites: SW 327 and SW 328. 3 credit hours.

SW 428 FIELD SEMINAR II is taken concurrently with SW 427, Field Education II. A seminar format will provide a continuing forum for the integration of field experience with classroom learning through discussion and assignments. Discussion topics will focus on the professional use of self, the use of supervision in practice, on agency-specific policy analysis, and agency provision of service. Prerequisites: SW 327 and SW 328. 3 credit hours.

SW 436 SKILLS & METHODS OF SOCIAL WORK PRACTICE III: ADVOCACY & COMMUNITY CHANGE This course focuses on developing an understanding of larger systems, and skills for practice within that context. The material includes a macro level perspective of social justice, oppression and advocacy, and a review of various theoretical perspectives, including systems theory and the strengths perspective, as they apply to macro level practice. Discussion will surround an examination of traditional and nontraditional social action strategies, including community organization, development and advocacy. Students learn agency and legislative advocacy skills with a specific focus on human rights and social and economic justice. Social Work values and ethical perspectives related to social change are analyzed. Prerequisites: SW 326 and SW 426. 3 credit hours.

SW 490 SENIOR INTEGRATIVE SEMINAR This course provides the student with the opportunity to integrate classroom and practicum experience for application in their entry level professional practice. This course is the culminating integrative process for baccalaureate generalist practice Social Work student to further develop and refine communication and problem solving skills, to exercise peer support and evaluation skills; to increase self-awareness through group interaction, values clarification, and discussion and analysis of policy and practice issues in the context of Social Work values and ethics. This course is a self-directed readings, critical inquiry, and discussion seminar. Prerequisites: SW 427 and SW 428. 3 credit hours.

Social Work Elective Courses

SW 365 DRUGS, SOCIETY, AND HUMAN BEHAVIOR This course investigates the physiological, psychological and social implications of drug use and abuse. Common drugs such as nicotine, caffeine and alcohol as well as the less common and illegal drugs such as marijuana, LSD and cocaine are studied. Prerequisite: SOC 101 or PSY 101. Cross-listed as SOC 365. 3 credits hours.

SW 375 UNDERSTANDING DEATH AND DYING This course examines the role of family, church and other social institutions in our experiences with death and dying. The student will study current theories and practices related to death and dying from the standpoint of developmental and learning theory, and social and cultural attitudes and practices. Theories regarding grief and loss are included. The student will learn Social Work intervention skills and methods for working with the dying and survivors. Prerequisites: SOC 101 or PSY 101 and sophomore standing. Cross-listed as SOC 375. 3 credit hours.

SW 392 AGING AND THE SOCIAL ENVIRONMENT This course investigates the processes of human aging within the social environment. Social gerontology is concerned with the nonphysical aspects of aging. Particular emphasis is placed on its social, psychological, and spiritual aspects, although attention is given to the impact of aging on biological functioning. Group processes, ageism, and social forces that affect the aging process are examined. Cross listed as SOC 392. 3 credit hours.

SW 425 SOCIAL WORK PRACTICE IN HEALTH CARE This course offers a comprehensive examination of Social Work practice in a healthcare setting. The course examines current practice settings and issues impacting...
health care. It examines the impact of the Patient Protection and Affordable Care Act of 2010 (PPACA). The contents of the course examine the integration of physical and behavioral health care, evidence-based practice, transdisciplinary care, and the increased focus on primary health services associated with prioritized prevention, wellness, and chronic illness intervention. It examines issues associated with managed care and the escalating costs of health care. This course identifies skills, ethical perspectives, techniques, and stresses associated with contemporary health and patient care. The course utilizes a systems perspective to service delivery. It places a significant emphasis on the importance on the need for Social Workers to be attentive to individual, patient, and institutional provider needs. 3 credit hours.

**SW 430 DUAL DISORDERS: INTEGRATED TREATMENT FOR CO-OCCURRING MENTAL HEALTH AND SUBSTANCE ABUSE DISORDERS** This course teaches a collaborative approach integrating professional systems that treat patients with co-occurring mental illness and substance abuse disorders. Students will learn to assess mental health disorders and substance use disorders, develop integrated approaches to treating dual disorders and integrate treatment approaches with other professions. Prerequisites: SW/SOC 365 or a minimum of 30 academic hours in addiction or instructor approval. 3 credit hours.
Appendix E – Complementary Minors – Traditional Program

Complementary Minors

Below are several options for Minors. Many other options are available. Talk to your advisor to find the best option to fulfill your educational and career goals.

Social Science Minor for Social Work Majors  (27 Credits, 9 credits count towards core requirements)

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<tr>
<th>Course #</th>
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<td>PSY 101</td>
<td>General Psychology</td>
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<tr>
<td>SOC 101</td>
<td>Introduction to Sociology</td>
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<tr>
<td>ECON XXX</td>
<td>ECON 200 Principles of Economics or ECON 222 Macroeconomics</td>
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<tr>
<td>POLS XXX</td>
<td>POL 101 Intro to Political Science or POL 201 American Government or POL 285 American Politics and Health Care Policy</td>
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<td>COMM 105</td>
<td>Public Speaking</td>
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<td>PSY/COMM 201</td>
<td>Interpersonal Communication</td>
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<tr>
<td>PSY 230</td>
<td>Life Span Development</td>
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<tr>
<td>SW 375</td>
<td>Understanding Death &amp; Dying</td>
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<tr>
<td>PSY/SOC</td>
<td>PSY/SOC class of student’s choice</td>
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Psychology Minor (24 Credits)

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<tr>
<td>PSY 101</td>
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<tr>
<td>Development Course</td>
<td>PSY 221 Child Development or PSY 222 Adolescent Development or PSY 223 Adult Development or PSY 230 Lifespan Development</td>
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<tr>
<td>PSY 205</td>
<td>Theories of Learning</td>
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<td>PSY 310</td>
<td>Theories of Personality</td>
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<tr>
<td>PSY 315</td>
<td>Social Psychology</td>
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<td>PSY 245</td>
<td>Experimental Psychology and Research Methods</td>
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<td>PSY 425</td>
<td>Abnormal Psychology</td>
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<td>PSY 300/400</td>
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Criminal Justice and Public Policy Minor (18 Credits)

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<td>JPP 102</td>
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<td>JPP 104</td>
<td>Introduction to Courts</td>
<td>3</td>
</tr>
<tr>
<td>JPP 150</td>
<td>Introduction to Probation &amp; Parole</td>
<td>3</td>
</tr>
<tr>
<td>JPP 206</td>
<td>Introduction to Corrections</td>
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<td>JPP XXX</td>
<td>JPP Elective</td>
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<td>JPP XXX</td>
<td>JPP Elective</td>
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**Lay Ministry Certificate/Minor (24 Credits)**
In addition to the courses below, students are required to take REL 201 Old Testament, REL 204 Biblical Theology, and a REL Elective (REL 100 & 110 cannot be used).

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<td>New Testament</td>
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<td>REL 312</td>
<td>Office of the Professional Church Worker</td>
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<td>REL 404</td>
<td>Theology of the Lutheran Confessions</td>
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<td>SW 327</td>
<td>Field Education</td>
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<td>Religious Education</td>
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<td>REL 229</td>
<td>Religious Education of Youth and Adults or REL 227 Youth Ministry I</td>
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<td>Comparative Religions</td>
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<td>REL 310</td>
<td>Religion in America or REL 410 World Religions or REL 298 Faith and Culture</td>
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<td>Outreach</td>
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<td>REL 311</td>
<td>Church in Mission or any other Missions or Evangelism course</td>
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<tr>
<td>Bible Elective</td>
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**Political Science Minor (18 Credits)**

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<td>Introduction to Political Science</td>
<td>3</td>
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<tr>
<td>POLS 201</td>
<td>American Government</td>
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<td>POLS 410</td>
<td>The Christian and Politics</td>
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<td>POLS 255</td>
<td>The Presidency</td>
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<td>POLS 300</td>
<td>Comparative Politics</td>
<td>3</td>
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<td>POLS 310</td>
<td>International Relations</td>
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<td>POLS 221</td>
<td>Environmental Policy</td>
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<td>LEGL 230</td>
<td>Environmental Law</td>
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<tr>
<td>POLS 285</td>
<td>American Politics and Health Care Policy</td>
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<td>POLS 359</td>
<td>Constitutional Law</td>
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<td>POLS 491</td>
<td>Special Topics in Politics (Up to 6 Credits total)</td>
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**Spanish (Non-Education) Minor (24 Credits)**
SPAN 101 and SPAN 102 do not count toward the minor.

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<td>SPAN 202</td>
<td>Intermediate Spanish II</td>
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<tr>
<td>SPAN 301</td>
<td>Conversation &amp; Composition</td>
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<tr>
<td>SPAN 307</td>
<td>Applied Linguistics</td>
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<tr>
<td>SPAN 331</td>
<td>Advanced Grammar &amp; Conversation</td>
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<tr>
<td>SPAN XXX</td>
<td>3 – Upper level Spanish electives</td>
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**Music Minor (24 Credits)**
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<tr>
<td>MUS 240</td>
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<td>MUS 241</td>
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<tr>
<td>MUS 242</td>
<td>Music Theory III</td>
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<tr>
<td>MUS 271</td>
<td>Music History I</td>
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<tr>
<td>MUS 272</td>
<td>Music History II</td>
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<tr>
<td>Studio</td>
<td>Applied Music</td>
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<tr>
<td>MUS XXX</td>
<td>MUS 250 Beginning Conducting or MUS 445 Composing and Arranging</td>
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<tr>
<td>MUS XXX</td>
<td>Elective (may include ensemble)</td>
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### Business Minor (18 Credits)

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<tr>
<td>ACCT 203</td>
<td>Financial Accounting</td>
<td>3</td>
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<tr>
<td>ACCT 223</td>
<td>Managerial Accounting</td>
<td>3</td>
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</tbody>
</table>

Choose 4 of the following

- BUS 210  Business Law I                   | 3  |
- ECON 200 Principles of Economics           | 3  |
- FIN 300 Principles of Finance              | 3  |
- MGMT 130 Principles of Management          | 3  |
- MKTG 131 Principles of Marketing           | 3  |

- Individualized Business Minor also available. See course catalog for more details.

### Public Relations Minor (18 Credits)

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### Social Work / Psychology Double Major

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* SW 327 & SW 328 replaces PSY 450
Appendix F – Upper Division Application – CUW Traditional Program

SOCIAL WORK DEPARTMENT
UPPER DIVISION APPLICATION

Students should apply to the Social Work Program by the first Friday in February during the second semester of their sophomore year. Students interested in a degree in Social Work should have completed SW 225 and SW 235. These are introductory Social Work courses. In addition, MATH 205 (Statistics) should be completed prior to junior year, as it is a prerequisite for the Social Work Program.

The Criteria* for admission into Upper Division Status includes:

- A cumulative GPA of at least 2.5 and a minimum GPA of 2.75 in all Social Work classes
- A completed Upper Division Application (Information should be as of fall semester)
- A completed narrative
- Ability to demonstrate effective verbal and written communication
- Provide a copy of current academic transcript from CUW Portal and spring schedule
- An interview with the Director of the Social Work Program or other Social Work faculty. (The interview is scheduled only after all necessary application materials have been received by the Social Work Program.)

Name: _________________________________ Date: _________________________________

Home Address: __________________________ Student ID#   F00_____________________

City/St/Zip: ______________________________ Home Phone: _________________________

Campus Address: __________________________ Cell Phone: _________________________

City/St/Zip: ______________________________ Email: _____________________________

Anticipated Graduation Date: _____________ Double Major/Minor: __________________

Number of Credits Completed: _____________ Current GPA: ________________________

Have you completed SW 100/225? Yes ____ No ____ If no, completion date: _____________

Have you completed SW 205/235? Yes ____ No ____ If no, completion date: _____________

Have you completed MATH 205? Yes ____ No ____ If no, completion date: ______________

Have you completed the Core Curriculum? Yes ____ No ____ If no, please list needed courses:
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

*Submission of all criteria does not imply acceptance into the program. The student will receive an official acceptance notice from the Program Director.
TRANSFER STUDENTS

Transfer students must have approval from the Admissions Office and the Academic Dean for all credits being transferred to Concordia University. Any Social Work credits, or related social science credits required of a Social Work major, must be reviewed and approved by the Chair of the Social Work Program.

Students transferring in as juniors, who have not yet completed the Core Curriculum, prerequisite course (Math 205), and introductory Social Work Courses (SW 225 and SW 235) may be required to wait until senior year to begin the Social Work Foundation courses (300 and 400 level courses).

STATEMENT OF AGREEMENT

I understand that if I am accepted as a Social Work major, but must leave CUW for a semester or more, re-admission to the program is not guaranteed and must be arranged in advance.

I understand that the Bachelor of Social Work program requires that students complete a field placement in a social services agency during the student’s senior year. In this regard, I agree to undergo a criminal background check, as well as any needed health and drug screening. I understand that certain convictions may preclude a student from being accepted into a placement or from obtaining a license after graduation. I further understand that depending on the seriousness of the conviction, a student may be prohibited from seeking certification in the State of Wisconsin and other states.

I recognize the Social Work Department will make every attempt to secure a field placement for me, but the Department cannot guarantee that a field placement will be secured for me. I understand that students who are unable to obtain a placement may not successfully complete the Bachelor of Social Work (BSW) program.

I have read, understand, and accept the Termination Policy of Students from the Social Work Program published in the Student Manual for Social Work Majors. I agree to abide by all University and Program requirements, and the Code of Ethics of the National Association of Social Workers (NASW).

I have read this application form with care, and understand and accept all requirements for admission.

____________________________________  __________________________________
Applicant’s Signature  Date

Application and narrative should be submitted in person to the Social Work Department Administrative Assistant, Kristin Maas, in Office HS 110 or at Kristin.maas@cuw.edu.

Contact Dr. Elizabeth Talbot, Director of the Social Work Program, with any questions or concerns via phone: (262) 243 – 4272 or email: socialwork@cuw.edu.
Appendix G – Upper Division Narrative

SOCIAL WORK DEPARTMENT
PERSONAL NARRATIVE INSTRUCTIONS

(REQUIRED FOR ACCEPTANCE TO THE BSW PROGRAM)

Narrative is due with application to the BSW Program

Please complete a formal narrative of 2-3 pages that provides the Social Work Department faculty with information about yourself. This information will provide the department with the knowledge of where you’re coming from, where you are, and where you want to be.

Please use the outline (on back of page) to complete your narrative. If there is additional information you would like to provide that does not seem to fit the outline, please include it in the section that you think is the most appropriate. Take time to reflect before you write and please be open and honest.

If you have questions about the application process, please contact the program director, Dr. Elizabeth Talbot, via phone: (262) 243-4272 or e-mail: Elizabeth.talbot@cuw.edu, or the admission counselor at your preferred Accelerated Learning Center below.

Please submit your narrative as follows:

Traditional Mequon/Ann Arbor Campus Students: Submit in person to the Social Work Administrative Assistant, Kristin Maas, in HS 110, along with your other application materials.

Adult Accelerated Learning Center Students: Submit to your admission counselor via email or in person along with your other application materials:

Miller Park Way Center: Joel Nelson
Joel.nelson@cuw.edu
1670 Miller Park Way
West Milwaukee, WI 53214
(414) 647-2523

Green Bay Center: Kathy Charles
Kathy.charles@cuw.edu
Executive Center II
1150 Springhurst Dr. – Suite 101
Green Bay, WI 54304
(920) 498-2551

July 25, 2017
**NARRATIVE OUTLINE**

A. Description of self
   1. Include personal information that will provide insight on who you are.
   2. Describe your present significant relationships, people who have had a strong influence on you, and role models.

B. Life experiences and socialization
   1. As you think about your life, what is important to you?
   2. What is your employment and volunteer history, including mission trips, church programs, community outreach, etc.?

C. Choosing Social Work as a career
   1. What experiences inspired your interest in Social Work and what prompted your final decision to pursue the BSW degree?
   2. Why did you choose Concordia University?
   3. In what ways do you think you are particularly suited to becoming a Social Worker?

D. Long range goals
   1. Are there particular areas of Social Work practice that interest you? Why those areas?
   2. What are your goals once you complete the BSW degree?

E. Criminal History*
   1. Do you have any criminal charges pending against you, or were you ever charged and/or convicted of any crime anywhere? Please explain.
   2. What have you done since the incident(s) to make positive changes in your life?

*For all prospective Social Work students, a criminal background check will be completed. Section E is your opportunity to be completely honest and explain items that may show up on your background check. If you do not have any criminal history, you may omit this section.
**Appendix H – Verification of Service Learning Hours – Traditional Program**

**VERIFICATION OF SERVICE LEARNING HOURS**

**Student:** _______________________________________

*Activities previously completed may count towards the 40 hour requirement if:

1. You were at least a college freshman at the time
2. You are able to get an approved signature to vouch for the activity.

Choice Activities may include, but are not limited to:
- Volunteer your time to:
  - Help at a homeless shelter
  - Help serve food to the hungry
  - Teach Sunday school
  - Participate in a mission trip
  - Help at a social service agency

Requirements for service learning are:
- 20 Hours – Choice Activities
- 20 Hours – IPE Activities

Students must complete their service learning hours prior to starting their field placement senior year.

**Upon Completion Return Form to:**
Kristin Maas – HS 110

**If you are not sure an activity will count, please double check by emailing a description of the activity to Kristin.maas@cuw.edu**

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*Use additional sheets as needed*
Appendix I – Guidelines for Risk Prevention and Management Strategies

For Social Work Field Placements

With increasing concerns about violence in American society, safety issues and the potential for violence affect both Social Workers and the clients they serve.

Students will need to work with their agency in identifying policy and procedures related to field safety. Every agency will be somewhat different and the student needs to become familiar with the specific agency policy. Most agency policies will:

- Provide guidelines and resources to increase safety awareness among Social Work students
- Help students to be better prepared to handle potentially dangerous situations
- Stimulate discussion among students, faculty, and field instructors about the presence of violence in Social Work settings
- Provide strategies and or training that can be utilized to reduce the risk of violence
- Provide general guidelines for risk reduction and dealing with potentially violent or dangerous situations
- Suggest general risk reduction guidelines for Social Work students

Agency policy and safety risk factors will also be discussed in field seminar class. It is very difficult to predict when dangerous behavior will occur. Should a student experience a situation where the student may be at risk or feel unsafe, the student needs to notify the field instructor ASAP. In addition, the student needs to contact either the SW Director or the faculty field liaison immediately.

The goals of risk prevention and management strategies should be to:

- Protect the student, staff, and others in the environment.
- Help the individual gain control with the least amount of pain and guilt.
- Help the individual focus on the source of anger, fear, frustration, etc.
- Assist the individual to express these feelings verbally, rather than in actions.

Each field situation is unique. Appreciate realistic limitations. Keep your work area as safe as possible. When needed, alert available staff members that assistance may be required before entering a potential crisis situation. Always let your field instructor know when you leave the agency to make a home visit or other off site meeting and at what time they can expect you to return.
General Personal Risk Reduction Guidelines for Social Work Students

Social Work students find themselves in all sorts of situations in various locations during their field placements, in their careers, and sometimes in everyday life. The following guidelines may help you reduce your personal risk to unwanted situations.

Awareness – You must be aware of where you are and what is going on around you.

Body Language – Walk confidently and be alert; keep your head up; stand straight.

Environment – Be aware and think. Don’t walk alone in an unfamiliar area, if possible.

Vehicle Safety – Park your car in the agency lot or designated “safe” parking area. Lock your car doors while you are in your car and when you are away from your car. Do not park in alleys or side streets; use main streets. Be particularly aware of your parking situation while on field visits or in unfamiliar neighborhoods.

Cell Phone - Always carry the agency issued phone and/or your personal cell phone in your front pocket, not buried in a purse or bag. Make sure it’s fully charged and don’t hesitate to use it in an emergency.

Safety First and Always!!!
Appendix J – Resume Sample – BSW Graduate

Jane C. Doe
12800 North Lake Shore Drive
Mequon, Wisconsin
(262) 222-2222  Jane.Doe@cuw.edu

Education
Concordia University Wisconsin  B.S.W.  May 2017
Mega Tech School  Associate of Arts  May 2015

Inter-Professional Education Certificate  May 2017
- Participated in the Department of Social Work led bi-annual mock case presentations and staffing
  - Attended bi-annual meetings and participated in staffing cases
  - Participated in group formation activities
  - Attended and assisted in Elderly Group Activities
- Observed Justice Court, Milwaukee Wisconsin
- Observed Mental Health Court, Milwaukee Wisconsin
- Member of CUW School of Health Profession IPE Committee
- Participated in Asperger’s Night activities for clients

Field Placement
Fox County Homeless Coalition
Fox, Wisconsin
- Worked in the street rescue program for homeless families
- Worked in the Homes for the Homeless program facilitating shelter and transitional living placements
- Food for the Hungry Program
- Distribution of warm coats in the winter
- Provided transportation for homeless seeking job placements
- Attended school meetings with mothers of homeless children
- Provided after school activities, tutoring and supervision for children ages 6 – 12
- Distribution of Christmas gifts to families living in shelters and transitional living facilities
- Distribution of Christmas food baskets to former clients of the coalition during Christmas, Easter and Thanksgiving holidays

Service Learning/Volunteer Experience
- Volunteered at Christ’s Shelter for the Homeless and Soup Kitchen
  - Served meals with church youth group for 1 time each month for 12 months, 2017
- Camp Counselor
  - Camp Lutheran Church LCMS
    - June 2015 (6/1/15 – 6/20/15)
    - June 2014 (6/1/14 – 6/20/14)
- Volunteer Vacation Bible School
  - Humanity Lutheran Church, Somewhere Wisconsin  2013, 2012, 2011
    - Annual vacation bible school 2 weeks annually
      - Children 5 – 8
      - Children 9 – 12
Employment

- Starbuck’s Coffee, Mequon
  - September 2015 – present
- Nanny, Mequon
  - August 2015 – present
- Summer Employment, Somewhere Park District
  - 2013 & 2014
    - Coached children’s soccer team, ages 10 - 12
    - Provided swim lessons for children ages 8 – 9

Professional Conferences

- North American Association of Christian Social Workers (NACSW) 2015
  - Grand Rapids, Michigan
- National Association of Social Workers Conference (NASW) 2016
  - Milwaukee, Wisconsin
- School of Health Professions, Concordia University
  - Health Care in Today’s World, 2016

First Thursday’s Professional Lunch & Learn Seminars – Concordia University Department of Social Work

- Terrorism – October 2015
- Issues on Homosexuality – February 2016
- Safety – March 2016

(References upon request)
Appendix K – Consent to Record Picture and Voice Form

Consent to Record Picture and Voice

I, the undersigned, hereby grant Concordia University the right to record my picture, and voice on any media and to edit such media and/or insert into broadcast programs or other audio-visual presentations as it may, in its sole and exclusive discretion, see fit. I acknowledge that Concordia University will be the owner of the aforementioned recordings and I waive any right of payment to which I might otherwise be entitled as a result of my consenting to Concordia University making any such recording. I further grant Concordia University the right, without making any payment to me, to use such recordings of my picture, and voice in any way it sees fit. This right to use such recordings shall include, although not by way of limitation, the following:

1. Reproduction and publication of such recording, either edited or unedited, in the form of photographs, advertisements, or other promotional media.
2. Sale to or unrestricted use by any person, firm, association, partnership or corporation.
3. Sale to or unrestricted use in any mass media (including, but not by way of limitation, newspapers, magazines, books, radio broadcasts and television broadcasts).
4. Use in any audio visual presentation or other program display or promotion.
5. Use for publicity, advertising, sales or other promotional effects.

Therefore, I hereby grant Concordia University permission to reprint my photo(s) in future publications.

Date: ____________________________________________

Signature: ____________________________________________

Name (please print): ____________________________________________

Phone Number: ____________________________________________
Appendix L – Department of Social Work Professional Readiness Checklist & Code of Conduct

Professional Readiness Checklist for Undergraduate Social Work Students

Becoming a professional Social Worker is a process that begins when a student becomes a Social Work major. Students are expected to commit to learning, modeling professional social work behavior, values, and ethics in the classroom, field education, campus events, etc. Failure to demonstrate the markers of professional behavior may impede a student’s progress in the program and result in actions up to and including termination from the program. Professional readiness differs from the academic review that occurs at multiple points throughout the program. The Professional Readiness Checklist is not based on academic markers but is based on the indicators / markers that are necessary for professional development and behavior consistent with those demonstrated by professional Social Workers.

Markers of professional behavior include, but are not limited to, the following:

1. Treating your classmates as colleagues and extending professional communication, respect, value for diversity.
2. Timeliness in meeting deadlines for coursework, program requests and field education.
3. Understanding how excessive leaves and absences impact learning, relationships, and work with clients.
4. Being on time and prioritizing responsibilities.
5. Practicing healthy work/life balance. Social work students should display an ability to deal with life stressors effectively, using proper self-care skills and advocacy skills with their colleagues, peers and others.
6. Being proactive in seeking out help and assistance prior to a deadline or a medical or emotional issue interfering with performance.
7. Utilizing effective and timely communication skills.
8. Accessing supportive CUW services when needed (i.e., counseling, health care, Learning Resource Center).
9. Exploring and understanding how one’s own values, belief systems and past experiences impact work as a social worker, class assignments and activities.
10. Adhering to classroom expectations as outlined in course syllabi.
11. Displaying proper ethics and boundaries in and out of the classroom.
12. Proper and ethical use of social media and social networking, maintaining the guidelines of confidentiality at all times when writing about class experiences, field work, volunteer work or agency information.

The above list is provided as an easy to read checklist that includes some of the important behaviors and standards from the Department of Social Work Code of Conduct. Social Work Students must increasingly demonstrate these markers throughout their BSW education or risk penalties up to and including dismissal from the program. Please keep these standards in mind in both your educational and professional careers. The following pages include the Department of Social Work Code of Conduct which provides more details on the standards and behaviors expected of Social Work students.
Department of Social Work Student Code of Conduct

The Council on Social Work Education (CSWE) requires Social Work programs to establish policies and standards to determine if students are competent and capable of practicing in the field as a Social Worker. The Department of Social Work expects its students to abide by the CUW Code of Student conduct, www.cuw.edu/consumerinformation, adhere to and comply with the NASW Code of Ethics, www.nasw.org, and increasingly demonstrate professional maturity as they matriculate through the social work program.

The following are professional standards with areas of concern that may indicate a student is unable or unwilling to follow the standards for professional Social Work set forth by the profession. The following is not all inclusive and is subject to amendment. Failure to comply with these professional standards will result in a student review and potentially dismissal from the social work program. The Department of Social Work reserves the right to refuse enrollment or continuation in the Social Work Program, to any student, who in the judgment of the faculty, has displayed evidence of poor academic performance and behavior that would be detrimental to the welfare of the clients whom s/he would serve.

Expected Performance

- Plans and organizes work effectively
- Turns in assignments complete and on time
- Makes arrangements for his/her special needs
- Attends classes regularly and is punctual
- Notifies the instructor via email and in advance when student will be absent
- Participates productively as a member of the class
- Maintains the required cumulative and social work GPA

Performance Indicators of Concern

- Poor organizational skills
- Requests for extensions on assignments and exams
- Turns in assignments late or incomplete
- Multiple absences from class per class syllabus
- Multiple absences from field placement
- Is absent when exams are given
- Is consistently late for class or field placement
- Student’s GPA has fallen below the expected cumulative and/or social work GPA
**Expected Conduct/Behavior**

- Demonstrates ability to work cooperatively with others
- Actively participates in class discussion groups/role plays
- Shows respect for others’ opinions
- Is open to feedback from peers/faculty
- Demonstrates a willingness to understand diversity in people regarding race, color, gender, age, creed, ethnic or national origin, disability, political orientation, sexual orientation, and populations at risk
- Conducts him/herself according to the NASW Code of Ethics

**Conduct & Behavior Indicators of Concern**

- Violation of the NASW Code of Ethics, CUW Student Code of Conduct, or the Department of Social Work Code of Conduct
- Disrespectful behavior toward faculty on or off duty
- Appears to create conflict in class which impedes learning and/or building effective relationships
- Consistently late for class, or leaves class early
- Consistently late for field placement
- Sleeps during class periods
- Disrupts class process by talking to others
- Use of cell phone/text messaging while in class
- Uses derogatory language or demeaning remarks
- Appears unwilling/unable to accept feedback
- Monopolizes class discussions
- Consistently complains about class workload to the point of impeding class process
- Unwilling/unable to develop understanding of people different from oneself
- Discriminatory behavior or harassment towards others on the basis of race, gender, age, sexual orientation, disability, etc.
- Physical action directed at clients, faculty, staff, or fellow students
- Unethical professional behavior
- Academic misconduct

**Expected Emotional Self-Control**

- Demonstrates appropriate interpersonal or professional skills
- Uses self-disclosure appropriately (for example, student seems to have an understanding and has resolved the issue s/he is sharing
- Appears to be able to handle discussion of uncomfortable topics
- Deals appropriately in class with issues which arouse emotions
- Demonstrates an awareness of one’s own personal limits
- Understands the effect of one’s behavior on others
Emotional Self-Control Indicators of Concern

- When engaging in self-disclosure, the student appears to be working through unresolved issues
- The student appears to overreact to, or resent feedback (e.g., takes it personally)
- Appears unable/unwilling to control emotional reactions
- Faculty concern regarding possible alcohol/drug abuse, mental health issues
- Yelling, talking down to faculty/staffclients/students, verbal threats directed at clients, faculty, staff, or students
- Demonstrates impaired judgment, decision-making, or problem-solving skills
- Consistent failure to demonstrate ability to form effective client/social worker relationships (e.g., shows a judgmental attitude)

Expected Communication Skills (Written)

- Shows consistency in written communication. Written assignments demonstrate accurate spelling, appropriate use of punctuation, clear structure, paragraphing, good organization, follows logical sequence. Demonstrates ability to use citations
- Demonstrates ability to write effectively in records
- Shows command of the English language
- Abides by University standards (e.g. plagiarism)
- Demonstrates use of critical thinking skills

Communication Skills Indicators of Concern

- Written works are frequently vague, shows difficulty in expressing ideas clearly and concisely
- Student has many errors in the areas of spelling, punctuation, structure, etc., and does not make effort to show improvement
- Appears to have plagiarized the work of others

Expected Communication Skills (Verbal)

- Has the ability to communicate clearly ideas, thoughts, concepts, etc.
- Has working proficiency of the English language even when English is not the student’s primary language

Communication Indicators of Concern

- Appears to have difficulty expressing him/herself when speaking
- Difficulty communicating so that others can hear or understand
- Lacks a working proficiency of the English language when communicating
Appendix M – Student Acknowledgement Form

Department of Social Work
Acknowledgement Form

I acknowledge that I have received a copy of the:

- Social Work Student Handbook
- Social Work Field Manual
- Department of Social Work Code of Conduct and Professional Readiness Checklist, and
- The Code of Ethics of the National Association of Social Workers (NASW)

In addition, I understand that I am expected to read and abide by the CUW Code of Student Conduct found online at www.cuw.edu/consumerinformation.

I further acknowledge that I am expected to read through the above material, understand it and be familiar with what is expected of me, and that failure to adhere to these standards may lead to a Student Review and possible dismissal from the program.

I understand that this material will be updated from time to time and that I am responsible for reading and understanding the updates.

As a student in the Department of Social Work, my signature below signifies that I agree to adhere to and comply with the CUW Code of Student Conduct, Social Work Student Handbook, Social Work Field Manual, the Department of Social Work Code of Conduct and the NASW Code of Ethics.

___________________________________
Print Name

___________________________________
Signature

___________________________________
Date

July 25, 2017