

Program Change Request

New Program Proposal

Date Submitted: 10/21/15 11:54 am

Viewing: : **Social Work (MSW)**

Last edit: 11/02/15 2:25 pm

Changes proposed by: 1031308

Sponsor(s)	<table border="1"> <tr> <th>Sponsor Name</th> <th>College</th> <th>Department</th> </tr> <tr> <td>Sarah Hessenauer</td> <td>LS</td> <td>SOCIALWORK</td> </tr> </table>	Sponsor Name	College	Department	Sarah Hessenauer	LS	SOCIALWORK
Sponsor Name	College	Department					
Sarah Hessenauer	LS	SOCIALWORK					
Program title	Social Work (MSW)						
Program Code							
Department	Social Work						
College	Letters & Sciences						
Academic level	Graduate						
Program type	Graduate Program						
Intent to plan has been approved:	Yes						
Primary degree type	MSW						
Other degree type(s)	MSW						
Number units in program	32						
Other departments consulted	<table border="1"> <tr> <th>Department(S)</th> </tr> <tr> <td>Counselor Education</td> </tr> <tr> <td>Sociology</td> </tr> <tr> <td>Special Education</td> </tr> </table>	Department(S)	Counselor Education	Sociology	Special Education		
Department(S)							
Counselor Education							
Sociology							
Special Education							

In Workflow

1. SOCIALWORK Chair
2. LS Curriculum Committee Secretary
3. LS Curriculum Chair
4. LS Dean
5. Graduate Council Secretary
6. Graduate Council
7. PROVOST AVC
8. Registrar

Approval Path

1. 10/21/15 12:12 pm
Tim Reutebuch (reutebut): Approved for SOCIALWORK Chair
2. 10/29/15 12:57 pm
Joan Fox-Drake (foxj): Approved for LS Curriculum Committee Secretary
3. 10/29/15 3:14 pm
Elizabeth Hachten (hachtene): Approved for LS Curriculum Chair
4. 10/29/15 4:40 pm
David Travis (travisd): Approved for LS Dean
5. 11/02/15 9:36 am
Sally Lange (langes): Rollback to LS Dean for Graduate Council Secretary
6. 11/02/15 2:17 pm
Joan Fox-Drake (foxj): Rollback to LS Curriculum Committee Secretary for LS Dean

Catalog description of the program

The Master of Social Work degree is a professional degree which prepares students through the development of advanced generalist skills for clinical practice with individuals, families, groups, organizations and communities within diverse systems and settings. Students graduate from our program as clinicians, group facilitators, supervisors, advocates, and researchers. In addition, the master's program in social work at UW-Whitewater prepares students for specialized practice with physical disabilities, military and/or addictions.

Course List

Code	Title	Units
SOCWORK 720	Advanced Social Welfare Policy Analysis	3
SOCWORK 712	Social Work Psychopathology	3
SOCWORK 733	Social Work Practice with Groups, Communities, and Organizations	3
SOCWORK 741	Treatment of Substance Use and Other Addictive Disorders	3
SOCWORK 750	Social Work with Military	3
SOCWORK 752	Advanced Intervention with Military and Families	3
SOCWORK 760	Social Work with Individuals with Physical Disabilities	3
SOCWORK 762	Interventions with Individuals with Physical Disabilities	3
SOCWORK 783	Social Work Field Experiences	3
SOCWORK 784	Social Work Field Research Integration Capstone	3
Social Work 771	Advanced Practice: Intervention and Evaluation	3
SOCWORK 776	Research and Program Implementation and Evaluation	3
COUNSELD 746	COUNSELING AND THE CHEMICAL DEPENDENCY PROCESS	3

In addition to these courses, in collaboration with UW-Milwaukee, the following courses from their Social Work Program will also be counted for electives in the program:

1. SOCWORK 765 Social Work Boundaries and Ethics in Professional Practice. 2-3 cr. G.
2. SOCWORK 774 Trauma Counseling I: Theory and Research. 3 cr. G.
3. SOCWORK 775 Trauma Counseling II: Diagnosis and Treatment. 3 cr. G.

Provide a concise rationale for the selection of courses in this program.

The program will be accredited by the Council of Social Work Education (CSWE) which has standards related to which content is required to be covered by the program. The courses selected ensure that the required content will be covered. In addition, CSWE requires that Masters level social work programs have specializations. The specializations were determined after exploring needs not offered by other MSW programs or which were identified due to the high demand by social workers.

Student learning outcomes for the program
(what students should know and be able to do upon completion)

This course will support the departments program-level learning outcomes as identified by the Council of Social Work Education (CSWE). CSWE states that all programs must measure: Competency 1: Demonstrate Ethical and Professional Behavior
Competency 2: Engage Diversity and Difference in Practice
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
Competency 4: Engage In Practice-Informed Research and Research-informed Practice
Competency 5: Engage in Policy Practice
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Plan for assessing the program's student learning outcomes

Per CSWE accreditation, the program is required to collect data on the eight competencies identified prior to maintain accreditation status. These competencies have been broken down into practice behaviors which have been identified on course syllabi and which are to be measured in individually assigned courses. In addition, the students will all be required to present and pass a capstone research/internship integration project to the faculty in their final semester.

Select any baccalaureate learning outcomes emphasized in the program and those assessed:

Rationale for program:

Justification for request

The proposed Masters in Social Work degree is a Master's program intended to produce professional social workers who have advanced skills in social work, social work theory, and research. In order to produce solid social workers, the program will provide students with core knowledge in accordance with the Council on Social Work Education (CSWE), including the ability to: advocate for client access to services, practice personal self-reflection, attend to professional roles and boundaries, demonstrate professional behavior, engage in career-long learning, utilize supervision, recognize personal values, make ethical decisions based on the National Social Work Code of Ethics, tolerate ambiguity in making decisions, and apply strategies of ethical decision making.

This program will be an advanced standing program, which is aimed at serving students who have completed a social work bachelor degree from a CSWE accredited program. Currently our bachelor students are attending Master's programs at UW-Milwaukee and UW-Madison, however the main campuses enrolling our students are Aurora University of George Williams, a private college which is located in Williams Bay, WI and Loyola University at Carthage, a private college which is located in Kenosha, WI.

In accordance with the UW-Whitewater Mission, the program aims to build on our disability-friendly campus position by developing a specialization focused on preparing students to gain advanced skills in working with those with disabilities. The other specialization areas of the program include veteran's issues and addiction (especially as addiction relates to disabilities and veterans).

Assessment Data

N/A

Student demand

In recent survey of 87 UW-Whitewater graduating social work students, 79 (91%) indicated that they had intentions on attending a graduate program in Social Work.

Eighty five (98%) stated they would consider attending UW-Whitewater if a Master's program was offered, with 69 (79%) reporting it would be their first choice. In addition, administration and the admission department at UW-Whitewater has frequently heard the desire for a Master's in Social Work program from alumni and/or prospective students.

In the following semester, a survey was completed of 60 senior students. Thirty of these students (50%) had been accepted into Masters in Social Work programs, with 16 reporting being accepted at MSW programs offered by Illinois private colleges (Aurora at George Williams and Loyola at Carthage) which are located in the region. This is just a small snapshot of the amount of student being lost to private, out of state programs offering MSW degrees in Wisconsin.

Market demand for graduates

According to the United States Bureau of Labor Statistics Job Outlook, between the years of 2010-2020, the need for social workers is expected to grow by 25%, faster than the average for all occupations; employment of child, family, and school social workers is expected to grow by 20 percent; employment of mental health and substance abuse social workers is expected to grow by 31 percent; and employment of healthcare social workers is expected to grow by 34 percent (BLS, Occupational Outlook Handbook, 2012-2013 edition).

A main concern is that a significant sector of the social work labor force will age out at a time when

baby boomers reach retirement and the United States will experience an increased population of older Americans requiring social services. According to a recent survey completed by NASW Wisconsin (2013), approximately 23% of the respondents were over the age of 60.

In addition, a majority of healthcare settings, particular medical settings, hospice, and veteran's services, are now requiring social workers to have a Master's degree to work in these fields. Also, as of 2013, the federal government requires that social workers who work with individuals with addictions must have a Master's degree to get reimbursed for services. In addition, drug offenders are increasingly being sent to treatment programs rather than to jail. As a result, use of substance abuse treatment programs is expected to grow, increasing demand for these specialists.

It is also noted at this website that "Some positions, including those in schools and in health care, frequently require a master's degree in social work (MSW). For example, clinical social workers must have a master's degree in social work and two years of post-master experience in a supervised clinical setting."

According to Wisconsin state statute's, bachelor level students without appropriate certification (which would need to be obtained outside of the general social work bachelor's degree) are unable to "treat" those with addiction issues. They are only allowed to work with those in recover.

Relation of the program to other programs:

On campus	No other program at UW-Whitewater offers a graduate level program in social work.
In the UW system	According to the Council on Social Work Education (CSWE), there are 227 accredited Master of Social Work programs in the United States. Of these, three are identified as Wisconsin schools: UW-Madison (which also has a collaborative weekend program with UW-Eau Claire), UW-Milwaukee, and UW-Green Bay and Oshkosh Collaborative; however, the UW-Green Bay and UW-Oshkosh programs are currently in the process of developing separate programs. In Wisconsin, the MSW programs vary as to specialization students can focus in. UW-Madison offers: Child, Youth and Family Welfare; Health, Aging and Disability; and Mental Health; however, the Eau Claire-Madison program only offers the Child, Youth and Family concentration. UW-Milwaukee offers: Physical, Behavioral, and Mental Health; Gerontology; or Child and Family Welfare. Lastly, UW-Greenbay and Oshkosh offers Advanced Direct Practice or Administration and Management. A Master's in Social Work with UW-Whitewater's focus of disabilities, veteran's issues, and addiction, is aimed at a different student population that those being targeted at these schools.
In the region	There are two other MSW satellite programs located in Wisconsin for schools based in Illinois. As students who attend these schools are following the Illinois requirements for licensing, the State of Wisconsin is beginning to have concerns about allowing students to become licensed in Wisconsin or are making them take other Master's classes in a Wisconsin school (especially in the field of School Social Work).

How is this proposal related to:

Institutional mission	The social work program at UW-Whitewater is one of the largest undergraduate programs on campus and in the state of Wisconsin with over 400 students enrolled for the past several years. In addition, this course supports the graduate school's mission of providing high quality, practitioner oriented programs that use knowledge and skills acquired through baccalaureate degrees as a foundation for advanced preparation and professional development. As part of this goal, this course will directly encourage graduates to comprehend and discuss advanced theoretical questions and current issues, conceptualize, evaluate and implement solutions to complex problems, and synthesize and articulate multiple concepts in a clear, concise and persuasive manner.
Campus strategic plan	The Masters in Social Work program will directly address the campus strategic plan of programs and learning through expanding programs to address the changing needs of the social work profession and our students. The program will offer more opportunities for success for our students. The program will address the educator-scholar community by graduating students who will be immediately prepared to be professional social workers as a result of their advanced education and involvement in the community. Students will address diversity and global perspectives through their coursework and internships with diverse cultural opportunities. The internships will also provide regional engagement through collaborative relationships with community social work agencies who will partner with the program to ensure student success. Lastly, the students coursework and experiences is grounded in the National Association Code of Ethics which ensure students have a high level of professional and personal integrity.
College/Department mission and strategic plan	The College of Letters and Sciences forms the core of the University, providing students with the essential elements of a liberal education in humanities, natural sciences, and social sciences. The College fosters personal and professional growth by offering challenging and relevant courses through the general education program, specialized and career-oriented majors and minors, and collaborative programs with other colleges. As undergraduates in the College of Letters and Sciences, students develop diverse perspectives, civic responsibility and engagement, and personal and professional integrity while preparing for careers and life-long learning. In order to achieve this mission, faculty and staff are dedicated to developing innovative pedagogy, and connecting academic knowledge with experience through international study, undergraduate research,

and internships. Faculty and staff create, expand, and disseminate knowledge and understanding through research, scholarship, and creative work, with students as essential participants and contributors. The College seeks to use the knowledge and expertise of faculty and students to improve society by participating in programs that meet the needs and engage the interests of the University campus and the broader community.

In relation to the College of Letters and Sciences Mission and plan, the Social Work Departments mission is: The University of Wisconsin social work department prepares students to be exceptional professionals who facilitate change with vulnerable and diverse individuals, families, and communities and promote social justice for all. This is to be attained by:

1. Through coursework, advising, and other programming (student organization, undergraduate research, etc.), students will acquire the necessary knowledge, values, and skills to graduate as culturally competent beginning generalist social workers.
2. Consistent with the NASW Code of Ethics, students will demonstrate personal and professional integrity.
3. Through our long-standing history of collaboration with human service organizations in the region, the department will promote effective and culturally sensitive social service programs and practice.
4. Faculty will engage in scholarly and creative activity, especially in areas that enhance social work practice, social welfare policy, and social work education.

The Masters in Social Work program will support the College through building upon the students' undergraduate education and developing specialized social work professionals with advanced knowledge, internships in agencies that serve diverse populations in the community, adherence to professional standards, and building stronger faculty and student relationships.

Resources needed to support the program:

Staffing?	Yes	Please explain: The program is currently expecting to hire 2 new staff during the first 3 years of the program.
Equipment?	Yes	Please explain: There will be a need for office space for new faculty, office supplies, professional development support, and unique start up cost.
Library?	No	Please explain: Current resources are sufficient.
Technology?	No	Please explain: Current resources are sufficient.
Space/Facilities?	Yes	Please explain: Unused office space from adjacent departments may be re-purposed for new staff usage.
Other?	No	

Projected source of resources :

Reallocation	This program will be following the cost-recovery model. The program is also exploring ways of reducing some of the cost of the undergraduate program and diverting resources to the new Masters program (such as field placement oversight and potential to share course offerings with allied departments). In addition, new hires in other departments have created unanticipated supplemental opportunities of courses to be taught in the Masters Program.
Request for new funds	The College of Letters and Sciences has also already diverted additional funding to for a new position in the social work department to support the proposed Masters level program. The rest of the costs will be covered by the cost-recovery model.
External funds	There will be a tuition increase which will offset the cost of the program.
Other <i>(Please explain)</i>	None
Other Comments	The new Masters in Social Work program will be aimed at meeting the needs of working professionals. Due to this, many of the courses will be offered in the evenings or on the weekends. MSW Course Rotation.docx

Attach a 4-year rotation of course offerings for this program

Other Supporting Documents

[Psych.consult.pdf](#)
[Counseling Education Consultation.doc](#)
[Special Ed Consult.pdf](#)

Course Reviewer Comments

1021755|Mon, 26 Oct 2015 13:04:41 GMT|Uploaded Psych & Counseling Ed consults - jfd, Curric Secy
1500810|Thu, 29 Oct 2015 19:42:59 GMT|EAH - minor edit.
1500810|Thu, 29 Oct 2015 20:13:41 GMT|Upload Spec Ed consult.
1108974|Mon, 02 Nov 2015 15:36:20 GMT|Rollback: Please change 775 to 771.
1108974|Mon, 02 Nov 2015 20:17:25 GMT|Rollback: Need two corrections.
1021755|Mon, 02 Nov 2015 20:25:05 GMT|Course numbers were edited

Key: 389

[Preview Bridge](#)