

MSW STUDENT HANDBOOK

SOCIAL WORK PROGRAM

2023-2024



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DEPARTMENT FACULTY AND STAFF

Name and Room #'s	Phone #	E-mail address
Karen Obsniuk, PhD Dean College of Education & Human Development Room 2230D	(734) 432-5648	kobsniuk@madonna.edu
Irena J. Glover, PhD, LMSW Chair, MSW Program Director Associate Professor Room 2224	(734) 432-5569	iglover@madonna.edu
Janice King, LMSW Field Education Director Assistant Professor Room 2218	(734) 432-5565	jking@madonna.edu
Sarah Twitchell, PhD, LISW-S BSW Program Director Associate Professor Room 2224	(734) 432-5498	stwitchell@madonna.edu
Cathryn Fabian, PhD, MSW Associate Professor Room 2220	(734) 432-5781	cfabian@madonna.edu
Samantha Hallman, PhD, MSW Associate Professor Room 2217	(734) 432-5567	shallman@madonna.edu
LaToi, Smith, PhD, LMSW Assistant Professor Room 2209	(734) 432-5563	lssmith@madonna.edu
Christina "Shelly" Tucker, PhD, MSW Associate Professor Room 2226	(734) 432-5872	cmtucker@madonna.edu

Fax # for Madonna University: (734) 432-5393

MADONNA UNIVERSITY

Mission Statement

The mission of Madonna University, a Catholic and Franciscan institution of higher learning, is to instill in its students Christian humanistic values, intellectual inquiry, a respect for diversity, and a commitment to serving others through a liberal arts education, integrated with career preparation, and based on the truths and principles recognized within a Felician Franciscan tradition.

SOCIAL WORK PROGRAM

Mission Statement

The mission of the Masters in Social Work (MSW) program is to ensure that social work students have the knowledge, skills and values necessary for advanced practice in social work settings and/or post-graduate social work studies for the purpose of promoting social and economic justice globally among people who are vulnerable and discriminated against. Further, the program prepares its students to assist at-risk populations in becoming empowered in order to eliminate exploitation and oppression.

The program adheres to the purposes and values of social work as stated in the Council on Social Work Education's Educational Policy and Accreditation Standards for Master's Degree Programs in Social Work Education.

Diversity and Difference Statement

The Social Work Program is strongly committed to a diverse learning environment in which respect for all persons and an understanding of diversity and difference are practiced. Diversity is understood to include such factors as age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. The Program strives to affirm the positive value of diversity and difference in its student recruitment activities, faculty and staff selection, Advisory Board composition, curriculum materials, classroom discussions, speakers, selection of Field Practicum agencies, special programs, and research initiatives.

The Program fully embraces Madonna University's commitment to promoting diversity and multiculturalism in its curricula, student population, staff and faculty as derived from the University's mission, core value of respect, and the Franciscan value of reverence for the individual. The University's and the Program's commitment is demonstrated through General Education and major program courses as well as service to minority and underserved communities. Madonna University's complete Diversity statement is found in the *2019-2020 Graduate Catalog*.

Nondiscrimination Policy

The Social Work Program provides a learning context that appreciates and recognizes the positive value of diversity and difference. The Program does not discriminate on the basis of age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, or sexual orientation.

Historical Overview of the Social Work Program

Madonna University has had sociology courses since 1947, and began offering specialized courses oriented to human services in 1967. The Bachelor of Social Work (BSW) Program, under the Sociology Department, graduated its first students in 1982 and has developed over its three decade history into a highly respected program providing bachelor's level generalist education for practice with individuals, families, small groups, organizations and communities. It was established as an independent department within the College of Social Sciences in 1999. Many BSW graduates directly enter the social work field in varied areas of practice while others continue on for masters of social work degrees.

Madonna's Master of Social Work (MSW) program entered candidacy with the Council of Social Work Education in 2016 and graduating its first class in 2017. The MSW program at Madonna University is the first private University to offer an MSW Program in Southeast Michigan.

Accreditation

The BSW Program was accredited by the Council on Social Work Education (CSWE) in May 1982 with reaccreditation in 1986, 1995, 2003, and 2011. The distance learning component of the program, located in Gaylord in northern Michigan, was accredited as an alternative program by CSWE in June 1997 and reaffirmed in 2003 and 2011. Additionally, the distance-learning component of the program, Southwestern Metropolitan Detroit, was accredited as an alternative program by CSWE in 2003 and reestablished in 2019. The MSW Program was accredited by the Council on Social Work Education (CSWE) in October 2016. Accreditation gives assurance to the students that the content of their education meets the standards set by the Council. Further, it assures human service agencies and the state licensing board that Madonna University graduates have had the opportunity to learn the professional knowledge, values and skills determined necessary to provide competent entry-level service delivery.

Accredited social work education is recognized and transferable across the country because it guarantees a consistency in content of the knowledge, values, ethics and skills of the social work profession. A copy of the *Educational Policy and Accreditation Standards* (2008) of the Council on Social Work Education is presented in Appendix A of this document.

Social Work Program Purpose

The Madonna University Social Work Program adheres to the purposes of the social work profession as stated in the Council on Social Work Education's *Educational Policy and Accreditation Standards* (2008). The Program conceptualizes social work as:

Social work is concerned with the interactions between people and their social environment, which affects the ability of people to accomplish their life tasks, alleviate distress, and realize their aspirations and values. The purpose of social work therefore is to: 1) enhance the problem-solving and coping capacities of people; 2) link people with systems that provide them with resources, services, and opportunities; 3) promote the effective and humane operation of these systems, and 4) contribute to the development and improvement of social policies. (Pincus & Minahan 1973)

The purpose of social work education is, therefore, to prepare professionals who are committed to

the enhancement of human and community well-being and to the alleviation of poverty, oppression, and social and economic injustice. The social work profession receives its sanction from public and private auspices and is the primary profession in the provision of social services. Within its general scope of concern, professional social work is practiced in a wide variety of settings and has four purposes:

1. The promotion, restoration, maintenance and enhancement of the functioning of individuals, families, groups, organizations and communities by helping them to accomplish tasks, prevent and alleviate distress, and use resources.
2. The planning, formulation, and implementation of social policies, services, resources and programs needed to meet basic human needs and support the development of human capacities.
3. The pursuit of policies, services, resources, and programs through organizational or administrative advocacy and social or political action, to empower groups at risk and promote social and economic justice.
4. The development and testing of professional knowledge and skills related to these purposes.

Social Work Program Values

Among the values and principles that guide professional social workers in their practice and are evidenced throughout the curriculum are the following:

1. Social workers hold that people should have equal access to resources, services, and opportunities for the accomplishment of life tasks, the alleviation of distress, and the realization of their aspirations and values in relation to themselves, the rights of others, the general welfare and social justice.
2. Social workers' professional relationships are built on their regard for individual worth and human dignity and are furthered by mutual participation, acceptance, confidentiality, honesty, and responsible handling of conflict.
3. Social workers respect people's right to choose, to contract for services, and to participate in the helping process.
4. Social workers contribute to making social institutions more humane and responsive to human needs.
5. Social workers demonstrate respect for and acceptance of the unique characteristics of diverse populations.
6. Social workers are responsible for their own ethical conduct, for the quality of their practice and for maintaining continuous growth in the knowledge and skills of their profession.

The National Association of Social Workers (NASW) *Code of Ethics* is also infused throughout the curriculum. These ethical standards guide the practitioner with respect to 1) ethical responsibilities to clients; 2) ethical responsibilities to colleagues; 3) ethical responsibilities in practice settings; 4) ethical responsibilities as professionals; 5) ethical responsibilities to the social work profession; and 6) ethical responsibilities to the broader society. A copy of the NASW *Code of Ethics*, (1996, revised 2008) is provided in Appendix B of this *Student Handbook*.

Social Work Program Theoretical Base

The theoretical basis of the Madonna University Social Work Programs is the ecosystem framework. The foundation for the knowledge base of human behavior includes biological, social, cultural, psychological and spiritual development within the “person-in-environment” perspective. Relative to this is a skills base requiring problem-solving and planned change which appreciates the impact of human diversity and difference. The roles, tasks and functions of the social work practitioner include those such as advocate, outreach worker, broker, mobilizer, mediator, consultant, and care giver.

Interventions draw on eclectic techniques and skills which are suitable to deal with the dual perspective of the person and society. These techniques and skills are general enough to apply the problem-solving process to all levels of client systems - micro, mezzo, and macro. The generalist approach of the program is consistent with the purposes and values of the profession as defined by the Council on Social Work Education in the *Educational Policy and Accreditation Standards* (2008).

Definition of Generalist Practice

The BSW and the Foundational year of the MSW programs at Madonna University prepare students for beginning generalist social work practice. The following description of generalist practice is based on CSWE Educational Policy B2.2 (2008):

Generalist practice is grounded in the liberal arts and the person and environment construct. To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods in their practice with individuals, families, groups, organizations, and communities. The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice. Generalist practitioners incorporate diversity in their practice and advocate for human rights and social and economic justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context on professional practice. BSW practice incorporates all of the core competencies.

The second year of the MSW program, or concentration year, is focused on advanced practice skills as defined by CSWE Educational Policy M2.2 (2008):

“Advanced practitioners refine and advance the quality of social work practice and that of the larger social work profession. They synthesize and apply a broad range of interdisciplinary and multidisciplinary knowledge and skills. In areas of specialization, advanced practitioners assess, intervene, and evaluate to promote human and social well-being. To do so they suit each action to the circumstances at hand, using the discrimination learned through experience and self-

improvement. Advanced practice incorporates all of the core competencies augmented by knowledge and practice behaviors specific to a concentration.”

The concentration curriculum of the MSW is based on the idea that the service delivery context is a dynamics environment that is constantly changing. Therefore our curriculum builds on the foundations curriculum. The curriculum builds on the generalist foundation curriculum and provides students the choice of two concentration areas (clinical and macro). Students in the clinical concentration select one of three population areas (children and youth, mental health, and aging) in which to apply their practice methods. In the macro concentration student are presented with a community leadership curriculum for macro practice.

The clinical concentration focuses on theories and interventions related to practice with the student’s population of interest. These clinical areas provide an opportunity to apply the practice method, focusing on unique contexts of practice, with special attention given to policies, procedures, and practices in that context. The macro concentration focuses on the theories, approaches, and skills necessary for competent practitioner in a community context, This MSW curriculum design provides the foundation for the expected outcomes of the Madonna University Masters in Social Work Program.

Social Work Program Goals

The goals of the Madonna University Social Work programs are to:

1. Provide students with the knowledge, skills and values required for competent, compassionate and ethically correct generalist social work practice with client systems of all sizes (individuals, families, groups, organizations and communities).
2. Foster a positive respect for diversity and difference in our students, along with the skills and capacities required to effect positive systemic changes by advocating and intervening effectively with oppressed and vulnerable peoples in the pursuit of social and economic justice.
3. Instill in our students an appreciation for intellectual inquiry, a desire to serve others and the commitment to pursue continued professional and personal learning and growth.

Subsumed in these goals is the commitment of the Program’s faculty and staff, within the larger context of the University, to enhancing Madonna University’s Core Values of Excellence; Respect; Community; Educational Access; Intellectual, Spiritual and Personal Development; Integrity; and Responsible Stewardship (*2019-2020 Graduate Catalog*).

Social Work Program Competencies

It is expected that upon completion of Madonna University's MSW Program, social work students will be able to demonstrate the integration and application of the following competencies required by CSWE:

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 inter-professional 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; and
- 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 inter-professional 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.

The Master of Social Work Curriculum

Program Design

The MSW Program offers two full time plans of study: Foundation plan for non-BSW graduates and Advanced Standing for BSW graduates. The Foundation plan enables students to complete the Program in four semesters (60 cr.), and courses are offered typically once per year. The required courses are arranged for sequential and integrated learning. Courses must be taken in sequence, which includes internship.

The Advanced Standing (BSW) students' curriculum consists of 30 credit hours with students' selecting a concentration track and 2-3 elective courses depending on concentration.

The program includes theory and practice courses, specialization courses, practicum and an integrative seminar. Course overviews and descriptions along with a list of potential elective options from Madonna University.

Practicum Experience

A total of 900 hours of practicum experience is needed for meeting the requirements of CSWE for an MSW program. The two year program students will complete 900 hours and the advanced standing program students in the MSW will complete 500 (the 400 hours from their BSW completes the 900 hours required). This is similar to the expectations at other institutions both regionally and nationally.

Program Outcomes

Upon completion of the program students will:

- Identify as a professional social worker and conduct oneself accordingly.
- Deliver effective and cultural competent social work services and promote policy practice that advances social/economic wellbeing of individuals, families, groups, organizations, and communities.
- Apply social work ethics and values to guide professional practice.
- Engage client populations based on research-informed practice and practice-informed research.

PLAN OF STUDY FOR MSW STUDENTS

Curriculum Plan

Foundation Year (1st year)

Fall

SW 5010	Human Behavior/Social Environment I	3 hrs
SW 5100	SW Practice I	3 hrs
SW 5310	Social Welfare Policy	3 hrs
SW 5330	Diversity and Oppression	3 hrs
SW 5410	Field Practicum I	3 hrs
		15 hrs

Winter

SW 5020	Human Behavior/Social Environment II	3 hrs
SW 5110	SW Practice II	3 hrs
SW 5190	Social Work Research	3 hrs
SW 5420	Field Practicum II	3 hrs
SW 5850	Community and Organizational Change	3 hrs
		15 hrs

Concentration Year (2nd year)

Option 1: Clinical Practice Concentration – Children & Youth

Fall

SW	Elective	3 hrs
SW 6060	Assessment of Mental Health Disorders	3 hrs
SW 6080	Social Work Approach to Practice w/ Children & Youth	3 hrs
SW 6190	Practice-Oriented Research	3 hrs
SW 6410	Advanced Practicum I	3 hrs
		15 hrs

Winter

SW	Elective	3 hrs
SW	Elective	3 hrs
SW 6170	Advanced Social Work Practice w/ Children & Youth	3 hrs
SW 6420	Advanced Practicum II	3 hrs
SW 6510	Integrative Seminar	3 hrs

15 hrs

Option 2: Clinical Practice Concentration – Mental Health**Fall**

SW	Elective	3 hrs
SW 6030	Social Work Practice Mental Health Settings	3 hrs
SW 6060	Assessment of Mental Health Disorders	3 hrs
SW 6190	Practice-Oriented Research	3 hrs
SW 6410	Advanced Practicum I	3 hrs

15 hrs**Winter**

SW	Elective	3 hrs
SW	Elective	3 hrs
SW 6240	Advanced Social Work Practice in Mental Health	3 hrs
SW 6420	Advanced Practicum II	3 hrs
SW 6510	Integrative Seminar	3 hrs

15 hrs**Option 3: Clinical Practice Concentration – Aging****Fall**

SW	Elective	3 hrs
SW 6060	Assessment of Mental Health Disorders	3 hrs
SW 6190	Practice-Oriented Research	3 hrs
SW 6330	Aging Services	3 hrs
SW 6410	Advanced Practicum I	3 hrs

15 hrs**Winter**

SW	Elective	3 hrs.
SW	Elective	3 hrs
SW 6090	Advanced Social Work Practice w/ Aging Populations	3 hrs
SW 6420	Advanced Practicum II	3 hrs
SW 6510	Integrative Seminar	3 hrs

15 hrs**Option 4: Macro Practice Concentration – Community Leadership****Fall**

SW	Elective	3 hrs
SW 6230	Community-Based Research in Social Work	3 hrs
SW 6410	Advanced Practicum I	3 hrs
SW 6810	Leadership in Community-Based Social Work	3 hrs
SW 6820	Community Action Strategies	3 hrs

15 hrs**Winter**

SW	Elective	3 hrs
SW 6320	Social Work and Services II	3 hrs
SW 6420	Advanced Practicum II	3 hrs
SW 6510	Integrative Seminar	3 hrs
SW 6850	Program Planning in Community-Based Agencies	3 hrs

15 hrs

SOCIAL WORK PROGRAM PROGRAM POLICIES, GUIDELINES AND PROCEDURES

The policies, guidelines and procedures of the Madonna University Social Work Program have been established to articulate the expectations of the Program and to develop professional competence in its students. They are intended to complement University policy and cover areas which are specific to majoring in the field of social work. Students are urged to consult their social work adviser for clarifications or further information.

Admission to the MSW Social Work Program

Applications to the MSW Program are accepted and processed on a rolling basis until June 30. The Madonna University Graduate School admission policies and procedures can be found in the Madonna University Graduate School handbook which addresses the following topics: application procedures, admission notification, admission criteria and status, readmission, early admission, transfers, non-traditional students, and international students. Topics which are pertinent specifically to the MSW Program are discussed below.

Madonna University welcomes students of various ages and economic, cultural, gender, sexual identity, experiential and religious backgrounds. Admission to the University is granted to all qualified applicants who can attain their educational goals within the philosophy and academic framework of the University. Prospective students are expected to possess the integrity, interest and talents that will enable them to contribute to and benefit from the life and programs of the University.

Admission Requirements

- Possession of a bachelor degree from an accredited institution with an undergraduate GPA of 3.0 on a 4.0 scale. (An average below 3.0 will be reviewed for conditional admission).
- Two letters of recommendation from current employers, supervisors, or professors, familiar with the applicant's work or college performance.
- Submission of a statement of purpose for participating in the MSW program.
- Admission interview with the Social Work Department.

The policies, guidelines and procedures of the Madonna University Social Work Program have been established to articulate the expectations of the Program and to develop professional competence in its students. An MSW is an advanced professional degree, and the Social Work Program evaluates admission to its Program with the utmost care. Because the Program wishes highly qualified students to enter into the social work profession, it must be selective.

Immediately after the Admissions Committee makes its final decisions, applicants are notified in writing as to the status of their admission to the Program. In the case of provisional admission, students are informed in the admissions letter they receive of the steps they must take to have their admission status changed. This can include meeting expected GPA in first semester, a referral to the Writing Center, a referral for tutoring support and/or meeting with their advisor. All admissions materials remain on file in the student's file maintained by the Program. A process for tracking students admitted on a conditional basis is established, and they are reviewed at each of the MSW Committee meetings. Students must be admitted into the MSW Program, having completed all

conditions that were established during the admissions process in order to be permitted to enter Field Practicum. Students who are not admitted to the MSW Program are notified in writing.

Advising Procedure

Upon declaring social work as their major or upon coming into the University, social work students are to make an appointment with their assigned Social Work academic advisor for initial advisement on the Social Work Program and to develop an educational plan. Once the plan is established and on file, the student should follow the plan as permitted by the Madonna University Schedule of Courses which is printed prior to the beginning of each semester and is available online. The student should discuss any changes in their educational plan with their advisor as soon as possible. Students are urged to meet with their advisor once a semester. It is the student's responsibility to establish meeting times with their advisor.

Lapse in Attendance

A student admitted to the Social Work Program who has not been in attendance in Social Work courses for a semester or more will be considered to be Inactive with the Program.

An Inactive student who has not been in attendance for one year or more and who wishes to return to the Program is required to meet with his/her academic advisor to assess readiness to resume their social work studies. Written documentation may be required to assist in this determination and planning for student success. Additionally, an Inactive student who has not been in attendance for two or more years is required to file a new application for admission to the Social Work Program following the procedures detailed above.

Course Transfer/Waiver/Substitution

The Social Work Program accepts and evaluates admission application twice a year in fall/winter term after completing the procedures outlines above. Students must be admitted into the Program before proceeding taking more than 9 credits in the MSW program or Field placement. Deadlines are posted in advance of the date materials are due. Applicants are responsible for completing and submitting all required documents in one packet by the posted graduate school deadline. Incomplete or late applications will not be processed until the following year.

Prior Learning (Experiential Credit)

The Council on Social Work Education does not permit the Social Work Program to give prior learning credit for the professional core courses or Field Practicum. Social work course credit is not granted for life experience or previous work experience.

Transfer Students

Students may transfer up to 6 semester hours of credit from a CSWE approved program

Grading Policy

The Social Work Program follows the grading policy and interpretation of grades of the University as found in its current *Graduate Catalog*. Students failing to meet the University's standards for academic performance and/or who are on academic probation continue in the Program at their own risk. Faculty consider these situations on a case by case basis. The Program reserves the right to recommend terminating students failing to meet the University's minimum standards for academic performance from the Program and/or to deny those students permission to proceed into Field Practicum until satisfactory academic performance is achieved and/or the student has submitted a written improvement plan for approval. Classroom performance is assessed on the basis of assignments as outlined in each course syllabus. Attendance criteria and timely submission of papers are factored in as outlined in the instructor's syllabus and the Social Work Program's Attendance Policy.

Grading Scale

The grading scale will follow the plus/minus system of the University. In addition to the grading policy and interpretation of grades of the University found in its current *Graduate Catalog*, the MSW Program has adopted the following grading scale:

A	100-94 %	B	86-84%	C	76-74%
A-	93-90 %	B-	83-80%		
B+	89-87 %	C+	79-77%		

Incomplete Grades

The Social Work Program follows the Interpretation of Grades policy as it pertains to an 'Incomplete' grade. This policy can be found in the 2019-2020 *Graduate Catalog*. The Program further requires that this request be put in writing to the appropriate instructor and shall include, but is not limited to, the following: stated reason for the request, documentation (i.e. doctor's note, funeral memorial, etc.), and the proposed plan outlining the completion of outstanding work with specific date deadlines. A request for an 'Incomplete' grade may be approved or denied at the discretion of the Instructor.

Carry Over Grade

At the graduate level a student may receive a grade of a "Y" This policy states that "it is a student's responsibility to initiate the request for a grade of "Y," Carry Over, from the course professor. The criteria for a carry over grade is further explained as follows:

Y – Carry over for a course that carries over into a subsequent semester. For the thesis, research project, independent research study, practicum, and doctoral capstone experience, or other carry-over course, the student may continue with an outstanding Y grade for two semesters, for a total of three semesters; at the end of the third semester, the grade for the course is awarded, or the Y automatically converts to an L grade. For the doctoral capstone experience, a Y grade carries over as long as the student is registered for capstone experience credits or has an approved leave of absence. If the student fails to register and does not qualify for a leave of absence, the Y(s) automatically convert to an

L grade. L – Lapsed Indicates that the time limit for completion of the course has lapsed. The L does not compute into the student’s grade point average; however, the student must re-register for the credits in order to fulfill degree requirements. The L remains on the transcript and cannot be converted to a letter grade. (2019-2020 *Graduate Catalog*)

Attendance/Participation Policy

Class attendance is required of all students (2019-2020 *Graduate Catalog*). Attendance and participation is vital for students’ learning and for participation in course discussions and activities. Students are expected to attend all class sessions, to be on time, and to remain for the full session.

Note: each Saturday class equals two regular class sessions. In the event of an absence, it is the responsibility of the student to contact the instructor in advance. Instructors are given the latitude, with approval from the Department, to deduct points from final grades for attendance/participation as long as the procedure for doing so is clearly outlined in the class’ respective syllabus.

Writing Policy

The Social Work Program follows the APA writing format of the *Publication Manual of the American Psychological Association, Sixth Edition*, (2012).

Plagiarism

Being part of an academic endeavor includes an expectation that students be apprentice scholars. Academic integrity requires that work for which students receive credit be entirely the result of their own effort. Acting honorably in an academic setting requires more than simple honesty. Academic dishonesty takes place whenever students undermine the academic integrity of the institution or attempt to gain an unfair advantage over others.

Students in the Social Work Program are provided information regarding the American Psychological Association (APA) writing style rules utilized by the Social Science disciplines. Students are expected to adhere to these rules which include guidelines to avoid plagiarism. The Madonna University *Student Handbook* defines plagiarism as “*the knowing use, without appropriate attribution, of the published ideas, expressions, or work of another, with intent to pass such materials off as one’s own.*” Instructors reserve the right to ask students to submit (or may themselves submit) a student’s paper into SafeAssign (or other software) for plagiarism detection. All written work and computer work is presumed to be the effort of the individual student. Scholastic dishonesty will be penalized in accordance with the gravity of the situation and may include a failing grade on an assignment/exam; a failing grade for the course; or, in cases of repeated academic dishonesty, expulsion from the University. A student so accused has the right of appeal to the Student Appeal Board (see Student Grievance Procedure in the Madonna University Student Handbook found on the University’s website). Madonna University’s policy on Scholastic Integrity and the NASW Code of Ethics will be fully enforced.

Ethical behavior is not only a value that is reflected in the mission of Madonna University; it is also expected in a professional social worker. Students are expected to conduct themselves in a

manner reflecting the ideals, values and educational aims of the University and that of their chosen profession of Social Work. The National Association of Social Workers (NASW) *Code of Ethics* (2008) mandates that social workers should not participate in, or be associated with, any form of dishonesty, fraud or deception. This includes plagiarism.

Confidentiality

During the course of pursuing a social work education, it is only natural that certain cases, clients and situations be discussed in class or explored in written assignments. Students are expected to disguise the name and any identifying information of clients and individuals in order to protect their confidentiality. Further, any information presented in class of a sensitive or confidential nature is not to be discussed outside of the class.

Student Grievance Procedure

The Social Work Program follows the Student Grievance Procedure of the University, as found in the Madonna University 2019-2020 *Graduate Catalog* published by the Graduate School.

Risk and Release and Student Professional Liability Insurance

The University's "Assumption of Risk and Release for Off Campus Activities" form must be completed before participation in any service-learning or Field Practicum activities. Students are also required to obtain Student Professional Liability Insurance prior to initiating Field Practicum.

Ethics and Conduct

The Social Work Program expects its students to adhere to the *Code of Ethics* (2017) of social work's professional organization, the National Association of Social Workers (NASW). All students are expected to be familiar with the Code's Preamble, Purpose, Ethical Principles, and Ethical Standards. Appendix B provides a copy of NASW's *Code of Ethics*. Students are also expected to follow the Program's *Student Performance Standards* found later in this *Handbook*. In addition, students are expected to be familiar with and adhere to the Madonna University *Student Conduct Code* as found in the University *Student Handbook* available online on the University's website under Current Students. Breach of the *Code of Ethics*, *Student Performance Standards*, or the *Student Conduct Code* is grounds for review of a student's status in the program.

Harassment and Sexual Harassment Policy

It is the policy of the Social Work Program and its parent institution, in keeping with efforts to establish an environment in which the dignity and worth of all members of the Program are respected, that any type of harassment of faculty, staff, and students will not be tolerated and is grounds for termination. Harassment is defined as the intimidation of another person, limiting another person's right to equal opportunity or otherwise denying another person equal treatment because of his or her race, color, gender, age, creed, religion, sexual orientation, ethnic or national origin, disability, marital, veteran status, or political orientation. Sexual harassment is defined as any unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of

a sexual nature when 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or 2) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience, or creates an intimidating, hostile, or offensive work or educational environment.

Social Work Association of Madonna University (SWAMU)

All social work students are invited to join the Social Work Association of Madonna University. The Association provides opportunities for students to socialize, to hold office, to further their professional understanding and skills, to organize school and community service-related activities, and to participate with other University student organizations.

Social Work Honor Society (Phi Alpha)

Madonna University MSW social work students meeting the criteria are invited to become members of the Social Work National Honor Society Phi Alpha, Beta Gamma Chapter. A one-time dues payment covers the lifetime membership and induction fee. The induction ceremony is held in the winter term. Membership in this honor society is acknowledged at the University graduation ceremony.

Social Work Program Advisory Board

An Advisory Board made up of social work professionals from the community, Field Practicum instructors, social work alumni and students provides input to the program on curriculum matters as well as formulation and modification of policies affecting academic and student affairs. Student members are encouraged to contribute to the development of policies and procedures by attending Advisory Board meetings and serving on committees as needed.

National Association of Social Workers

Students are advised to join the National Association of Social Workers (NASW). Among the many benefits include professional publications on relevant and current topics and trends, monthly State Chapter newsletter, and local chapter meetings.

State Licensure

Michigan's Public Act 61 of 2004, effective on July 1, 2005, provides for the licensure of licensed master's social workers (LMSW), licensed bachelor's social workers (LBSW), and registered social service technicians (RSST) under the state's Public Health Code. Licensure is not required for social work students. Many agencies require licensure for employment. Effective October 1, 2008, all individuals applying for a social work license in the State of Michigan are required to undergo a criminal background check and submit fingerprints.

Students will receive information regarding licensure guidelines and application process prior to graduation. Further information can be found on the State of Michigan website:

MSW Scope of Practice

Michigan State Licensure standards establish two unique scopes of practice for MSW graduates: clinical and macro:

Clinical scope of practice includes use of assessment, treatment, & intervention methods that utilize a specialized and formal interaction between a social worker & an individual, couple, family, or group where a professional relationship is established. Clinical practice includes any of the following: advocating for care; protection of the vulnerable; forensic practice; increasing social well-being; education; case management for complex & high-risk cases; psychotherapy, community committees; supervision; and administration of clinical programs.

Macro scope of practice uses advanced application of macro social work processes and systems to improve the social or health services of communities, groups, or organizations through planned interventions. Macro SW includes, but is not limited to, community organizing; program planning and development; administration of community programs; assessment of client needs for community programs; coordination and evaluation of programs; advocacy; analysis and development of social welfare policy; organizational analysis; and provision of training about community needs/problems.

Retention and Termination from the Program

Students are monitored for retention in the Program. If it is determined that a significant problem has developed raising questions as to suitability for the social work profession, the student may be placed on conditional status by the social work faculty. Significant problems may include failing to obtain the required grades in courses, behaviors and attitudes that suggest the student may be a potential detriment to clients, or which indicate lack of personal integrity or emotional instability, and failure to uphold the *NASW Code of Ethics* and underlying values of social work. Students should expect that their classroom and field instructors will directly discuss such concerns with them. Faculty may also refer problem situations to the student's advisor for further discussion.

When indicated, the advisor and instructors will work with the student to develop an improvement plan. Some possible options are: completing additional pre-field work hours; obtaining support services, such as from the Center for Personalized Instruction or Writing Center; taking additional courses; completing a second year of field work; obtaining services outside the University identified as being helpful; postponing continuation in the Social Work Program for a period of time; or changing major.

The student and the social work advisor will meet regularly to discuss progress, alternatives and plans. It is the student's responsibility to establish meetings with the advisor. In complex situations or cases in which the student is at risk of being considered for termination from the Program, a Student Review Committee (SRC) will be convened. The following section outlines the Program's *Student Performance Standards* and the process and procedures for reviewing student performance.

Guidelines for Retention and Disposal of Student Records

The Social Work Program has adopted a policy regarding the retention and disposal of student records. This policy is based upon the Principles Governing Records Retention and Disposal of the American Association of Collegiate Registrars and Admissions Officers (AACRAO) Guide for Retention and Disposal of Student Records (2000). In general, this schedule mirrors the policies developed by the various student services offices. Regarding record retention, the policy states (in part):

1. Advising and Field Records of Social Work graduates shall be retained by the Department for five years after graduation.
2. Advising and Field Records of currently enrolled students shall be retained by the Department for five years after graduation or date of last attendance.
3. Advising and Field Records of students who attended but have stopped out/dropped out shall be retained by the Department for five years after date of last attendance.
4. Records of applicants who never attended shall be retained by the Department for three years beyond the student's application date.
5. Records or notes of inquiries by prospective students shall be retained by the Department for three years beyond the date of inquiry.
6. Advising and Field Records which have been contested or where litigation is anticipated shall be retained by the Department indefinitely.

Regarding record disposal, the policy states, (in part):

At the end of the indicated retention period, all record's documents and copies thereof shall be destroyed by shredding or incineration. Any documents that are designated as permanent shall be forwarded to the Office of the Registrar.

A copy of the Department's full policy in these regards may be obtained by written request.

Request for Letter of Recommendation

Students interested in securing a letter of recommendation from any faculty member (whether full time or adjunct) shall request the recommendation in writing by completing and submitting the department's "[Request for Letter of Recommendation](#)" form to the desired faculty member at least 30 days prior to date needed. http://www.madonna.edu/pdf/academics/SW_ReqfRec.pdf

Educational Accommodations

Madonna University and the Social Work Department are committed to providing educational opportunities for qualified students with documented disabilities through the provision of reasonable accommodations, in compliance with the provisions of the Americans with Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973 (Section 504). The purpose of accommodations is to provide equal access to educational opportunities without altering essential elements of programs or courses. All requests for accommodations are evaluated on an individual basis after review and evaluation of documentation. It is the responsibility of the student to request necessary accommodations and the student should do so as early as possible, as some

accommodations may require time to implement. Students with a documented physical, psychological, or learning disability are encouraged to contact the Counseling and Disability Resource Center at Extension 5639 or stop by their office in Room 1303.

SOCIAL WORK PROGRAM STUDENT PERFORMANCE STANDARDS AND STUDENT REVIEW POLICY

Background

Social work education serves the function of assuring that competent persons enter the social work profession. Protection of the integrity of the profession and the rights of clients to quality service require that graduates from accredited social work programs be prepared to deliver social work services in a professional manner. At times it becomes necessary to review a student's motivation and suitability for a career in social work.

The Social Work Program has the responsibility for evaluating and screening students for suitability in the social work profession. The Program's standards include expectations for appropriate performance in the classroom, acceptable interpersonal and professional skills and behaviors, as well as compliance with ethical standards and professional values as defined in the *NASW Code of Ethics*. At Madonna University, this screening is done when students make application to the Program and again for Field Practicum as well as on an ongoing basis throughout the Program.

This document serves two purposes. The first is to establish the Social Work Program's standards for student performance. The second is to outline steps to be taken when students are unable or unwilling to comply with these standards. Examples have been provided to illustrate standards of expected behavior for Academic Achievement, Conduct within Classes and the Program, Professional Conduct, and Ethical Conduct. However, these examples should not be considered exhaustive. The faculty regularly reviews these standards and each problem situation on a case by case basis.

Further, in addition to the expectations outlined in this document, students are expected to comply with standards and policies outlined in:

The Student Conduct Code in the Madonna University *Student Handbook*

The Department of Social Work *Student Handbook*

The Department of Social Work *Field Practicum Manual*

Any other relevant academic policies outlined in the University's *Graduate Catalog*

STANDARDS FOR MSW STUDENT PERFORMANCE

A. Academic Achievement for MSW Students:

Maintaining high academic standards is a condition for retention in the program. Students must maintain a minimum grade point average of 3.0. Courses with grades lower than C do not apply toward the degree but are computed in the cumulative GPA. The student must possess a degree GPA of at least 3.0 in order to graduate.

B. Conduct within Classes and the Program

Students are expected to conduct themselves as beginning professionals throughout the Program. This includes conduct in the classroom, Field Practicum and when performing student service-learning and volunteer activities. Examples of expected conduct include:

- Planning and organizing work effectively
- Participating in class discussions and activities
- Attending class and being on time
- Communicating with faculty when concerns and needs arise
- Turning in assignments on time
- Participating in mandatory Program events such as Program Orientation

C. Professional Conduct

Expected professional conduct for social work students includes ethical behavior, good conduct, tolerance and compassion, competence, adequate interpersonal skills and psychological well-being sufficient to interact positively and constructively with others. In addition to the expectations for students in Field Practicum outlined in the Program's *Field Practicum Manual*, examples of unprofessional conduct include:

- Inability to form adequate relationships with others
- Inability to accept feedback
- Disruptive behaviors that undermine the teaching, learning and morale of others
- Making comments to or about instructors, fellow students, clients, or population groups which are derogatory or demeaning
- Inability to perform due to personal problems
- Inadequate work skills such as absences and tardiness
- Inability to recognize and respect personal/professional boundaries
- Non-compliance with agency policies and procedures

D. Ethical Conduct

Social work students are expected to adhere to the *NASW Code of Ethics*. The *NASW Code of Ethics* is the standard used for evaluating potentially unethical behavior on the part of students. All students are presented with a copy of the *NASW Code of Ethics* in the Program's *Student Handbook* at Social Work Program Orientation. The following are examples of unethical behaviors:

- Participation in dishonest, fraudulent, deceitful or misrepresentative behavior
- Plagiarism
- Failure to treat others with respect
- Exploitation of others for personal advantage
- Engaging in sexual activities with clients

In addition, conviction of a criminal offense may result in the program's rejecting a potential candidate, dismissal of a student admitted to the Program, and/or disqualification from consideration for some Field Practicum sites. However, these cases are decided upon on an individual basis in consultation with the student and faculty.

Procedures for Reviewing Student Performance

When concerns arise regarding student performance, the faculty member or Field Instructor should discuss the concerns with the student. Generally speaking, students should be given the opportunity to correct their behavior by having expectations clarified or by developing a plan for improvement.

If the concerns are not resolved, the problem will be put in writing and forwarded to the student's academic advisor and, if the concerns are related to Field Practicum, to the student's Faculty Liaison and the Field Director. The Faculty Liaison or academic advisor will then meet with the student as soon as possible to address the issues and outline further action. Documentation of this activity will be noted in the student's file.

If the issues continue to be unresolved and are serious enough to possibly warrant the student's suspension, termination or probationary status in the Program, the Department Chair will be asked to review the matter and determine if a Student Review Committee (SRC) should be convened.

The Student Review Committee will consist of members of the social work faculty and other individuals as appropriate. Students may wish to identify a support person who attends the meeting, but who is not permitted to participate in the discussion.

The student will be notified in writing of the time and place of the Student Review Committee, members in attendance, the concerns to be addressed and advised of the process and potential outcomes.

Potential outcomes of the Review Committee include but are not limited to:

- Development of a learning contract or plan for the student's further growth and ultimate success within the Program;
- Conditional status within the Program, along with expectations and procedures identified for a resumption to full status;
- Termination from the Program identified and discussed on an ongoing basis. The student's academic advisor is a resource for faculty and students to use in identifying and addressing concerns before reaching the point of convening a Student Review Committee.
- Recognizing that this is not always possible, the following policy outlines what will occur when a student is unable or unwilling to meet the Program's standards. The following principles are evidenced in this policy:
 - Early consultation with students reported to have difficulties meeting the Program's performance standards
 - Appropriate notification to students identifying problems and establishing performance goals
 - Due process to allow students to prepare for the review process
 - Committee review and consultation with social workers in evaluating the student's performance with respect to the profession's standards of practice

The student will be notified by the Department Chair of the Committee's decision. Students appealing termination or dismissal have fifteen days from the date of notification to appeal the

decision and must follow the procedures outlined in the University *Student Handbook*.

CSWE EDUCATIONAL POLICY & ACCREDITATION STANDARDS

Click here for a copy of the [2015 CSWE Accreditation Standards](#)

NASW CODE OF ETHICS

Click here for a copy of the [NASW Code of Ethics](#)