

**Bachelor of Social Work Program  
School of Social Work and Family Sciences  
The University of Akron**

**BA/BASW STUDENT HANDBOOK**



**Akron, Ohio**

**April 1, 2022**



**BA/BASW Program**

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The Undergraduate Social Work Program is accredited by the Council on Social Work Education

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## Section I - Welcome

On behalf of the administration, faculty, and staff of the BA/BASW Program at The University of Akron, we would like to welcome you!

The BA/BASW Program is dedicated to training generalist social work practitioners focused on promoting the dignity and worth of the person, human diversity, cultural competence, and social and economic justice.

Social Work is a noble profession with an extraordinary history. You are joining a diverse and dedicated group of students, staff, and faculty united by their commitment and passion to make a difference. Like all great endeavors, your time in the program will be challenging and rewarding. We encourage you to make the most of this experience. We encourage you to seek out the experiences that will provide you with the knowledge, values, and skills that are the trademark of our social work profession. We can assure you that your efforts will be worthwhile.

Welcome to the Social Work team!

Timothy McCarragher, Ph.D., MSW, LISW-S  
Director, School of Social Work and Family Sciences

Lisa Crites, MSW, LISW-S  
BA/BASW Coordinator, Wayne Campus

Janice Steinmetz, MSW, LISW-S  
BA/BASW Coordinator, UA Lakewood Campus and Akron Campus

## Purpose of the Handbook

Your Student Handbook is your map toward a successful student educational journey. This Handbook provides you with three overarching functions:

1. Identify and explain the policies and procedures of the BA/BASW Program that guide
  - a. admissions,
  - b. completion of program requirements,
  - c. graduation.
2. Describe the Bachelor of Social Work curriculum; and
3. Recommend additional student services and resources to support your successful undergraduate education.

All students are responsible for becoming familiar with the rules and regulations that affect their education. Throughout this handbook frequent references are made to the policies and procedures for undergraduate education.

Students are strongly encouraged to become familiar with The University of Akron, The College of Health and Human Sciences, and BA/BASW Program requirements. University policies and procedures are described in the *Undergraduate Bulletin* which is available at the link below:

<https://bulletin.uakron.edu/undergraduate/>

## Section II- About the BA/BASW Program

At the University of Akron, the BA/BASW Program is located within The College of Health and Human Sciences. The School of Social Work and Family Sciences presently offers baccalaureate and master of social work degrees accredited by the Council on Social Work Education (CSWE). The BA/BASW Program was reaffirmed by CSWE in 2014 and the MSW program was reaffirmed in 2017.

### **Council on Social Work Education**

#### **Commission on Accreditation**

#### **2015 Educational Policy and Accreditation Standards**

#### **Accreditation Standard 1.0.2**

## The University of Akron Baccalaureate Program Mission Statement is as follows:

### **BA/BASW Mission**

The BA/BASW mission is to prepare competent, ethical entry-level social work professionals committed to the dignity and worth of the person, scientific inquiry, the promotion of human and community well-being, human rights, and social, economic, and environmental justice.

We strive to instill respect for human diversity, and to enhance the quality of life for all persons, locally and globally. We embrace the values of the social work profession, including service, integrity, and competency.

Building upon a liberal arts education and grounded in generalist practice, our graduates will aspire to address the most pressing social problems, utilizing a range of skills, resources, and the person-in-environment framework. We advance the social work profession through collaboration with the community.

### **Council on Social Work Education**


#### **Commission on Accreditation**

#### **2015 Educational Policy and Accreditation Standards**

#### **Accreditation Standard 1.0.3**

### **BA/BASW Goals**

- Prepare students to integrate the knowledge, values, and skills of the social work profession for competent and effective generalist practice with diverse client systems in various practice settings by utilizing best practices and a range of prevention and intervention methods.
- Promote the person-in-environment and strengths perspective that advances the values, ethics, and purposes of the profession while building upon a liberal arts-based education.
- Prepare students to identify the strengths, resiliency, and dignity and worth of diverse client systems to foster empowerment toward social, economic, and environmental justice, human rights, the elimination of poverty, and human and community well-being, from a local to global perspective.
- Prepare students to utilize scientific inquiry, best practices, research informed practice and critical thinking skills for effective and ethical social work practice.
- Partner with health and human service organizations to provide meaningful field experiences and supervision to engage, assess, intervene, and evaluate with individuals, families, groups, and communities to enhance the quality of life for all persons.



## Council on Social Work Education

### Commission on Accreditation

### 2015 Educational Policy and Accreditation Standards

### Educational Policy 2.0 Generalist Practice

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.

### Communication with Students

The University of Akron and the BA/BASW Program often communicate with students through their University of Akron email accounts. Students should check their UA email account regularly. UA email accounts can be forwarded to another email address for student convenience. If you require assistance with your email account, contact the IT Help Desk at 330-972-6888 or [support@uakron.edu](mailto:support@uakron.edu).

### Diversity

The University has a long-term commitment to improve the overall campus environment, increase its diversity, and substantially increase the retention and graduation rates of African Americans, women, and other diverse students.

Faculty within the BA/BASW Program is involved within the local community. Members of the faculty have used these resources, when appropriate, to provide supportive services for ethnic and racial minority groups, faculty, staff, and students.

There are approximately 300 student organizations currently registered on campus. They serve as support networks for the various student groups. Some of these organizations have placed specific emphasis on ethnic and racial minorities. A few of these organizations are: the African Student Association, Chinese Student and Scholar Society, Student African American Sisterhood, Student African American Brotherhood, Hispanics and Latinos Organized, Saudi Students Association, Indian Students Association, Lesbian, Gay, Bisexual, Transgender Union, Hillel, Christian Zips, The Muslim Student Association, and Adult Students. Within the BA/BASW Program, there is the Student Social Work League (SSWL), Phi Alpha, and Alpha Alpha Alpha. A complete list of university sponsored student organizations is located on the Org Sync website: <https://www.uakron.edu/campus-life/student-activities/orgs.dot>

Students with suggestions on ways to increase the diversity within the BA/BASW Program, whether it involves students, faculty, staff, or course content, are encouraged to direct their comments to the BA/BASW Coordinator.



## Section III – Criteria for the Social Work Major

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
EPAS Accreditation Standard B3.1.1  
Criteria for Admissions to the BA/BASW Program**

All students admitted into the BA/BASW Program must earn and maintain a minimum cumulative GPA and social work GPA of 2.75 for preadmission and full major admission and to remain in good standing in the BA/BASW Program. The BA/BASW Program does not offer direct admission. All students are admitted to the school as preadmission social work majors. While preadmission majors, students complete the required classes and application necessary to become a full social work major. Post-baccalaureate and transfer students must also meet preadmission criteria.

### Preadmission Admission

You are eligible for preadmission in the BA/BASW Program after you complete 30 credits and earn a cumulative GPA of 2.75 or better. During completion of the initial 30 credits, students should focus on courses from General Education in quantitative reasoning, writing, and speaking and the liberal arts base social work requires.

The first step in the admission process is admission to the College of Health and Human Sciences. If you are not currently in CHHS, you must meet with your current academic advisor. To become a preadmission social work major, meet with your current academic advisor and request an *Inter College Transfer* to the College of Health and Human Sciences as a Preadmission Social Work Major. You may initiate an Inter College Transfer at any time after meeting criteria for preadmission admission. Students are *not* required to complete all preadmission course work requirements to request a transfer to the School of Social Work and Family Sciences. Students are encouraged to initiate a transfer to social work when eligible and not wait until they believe they are ready for full major only courses. The transfer process takes time.

Current CHHS students who have completed at least 30 credits with a cumulative GPA of 2.75 or better are eligible to be admitted into the BA/BASW Program as a preadmission social work major. Contact the BA/BASW Coordinator for your campus (Akron, Wayne, or Lakewood) to request admission to the program as a preadmission social work major. A preadmission social work major is a student who has been accepted into the BA/BASW Program as a preadmission major. The student will receive an email from the BA/BASW Program informing their admission as a preadmission major.

After receipt of your preadmission admission e-mail, review and complete the *Preadmission Social Work Major Checklist*. The *Preadmission Social Work Major Checklist* explains the preadmission process for students to follow for admission as a full major in social work. The preadmission process refers to the process completed by students admitted to the BA/BASW Program as preadmission social work majors. All students are admitted to the program as preadmission majors.

## Liberal Arts Base for the Social Work Major

The social work major is built on a liberal arts base contained within the general education program of The University of Akron. Students must complete the liberal arts requirements and General Education mathematics and English requirements before preadmission admission or as preadmission majors. The liberal arts base consists of eight (8) classes. The classes are as follows:

1.	7750:270	Diversity and Social Work	3 credits
2.	7750:275	Introduction to Social Work Practice	3 credits
3.	7750:276	Introduction to Social Welfare	3 credits
4.	7750:427	HBSE I (Human Behavior & the Social Environment I)	3 credits
5.	3100:103	Natural Science Biology	4 credits
6.	3700:100	Government & Politics in the U.S.	4 credits
		OR	
	2040:242	American Urban Society	3 credits
7.	3750:100	Introduction to Psychology	3 credits
		OR	
	2040:240	Human Relations	3 credits
8.	3850:100	Introduction to Sociology	3 credits

## Step Up Program

Students in an appropriate two-year associate degree program can complete either the BA or BASW curriculum in social work. The BA/BASW Program will accept identified equivalent courses from the associate degree program as meeting preadmission course requirements. Contact the Preadmission Advisor for information about transfer course equivalency and Articulation Agreements with your associate degree program.

### Council on Social Work Education

#### Commission on Accreditation

#### 2015 Educational Policy and Accreditation Standards

#### EPAS Accreditation Standard 3.1.4, 3.1.5

#### Transfer Students / No Credit for Life Experience

Students who transfer from another college or university will have their completed course work evaluated upon admission. The School accepts all social work credits transferred from other CSWE accredited programs. All transfer full major social work credits must be CSWE accredited and at the 300 or 400 level except for social work electives which may be any level. The program will evaluate 100 and 200 level courses from colleges or universities not accredited by CSWE to meet the social work elective requirement as appropriate. Transfer social work credits are evaluated for transfer equivalency at time of admission to the School. If a student completes guest/transient coursework after admission to the program, course equivalency will be determined at the time the student completes the *Undergraduate Guest (Transient) Permission Form*. No social work credit will be granted for life, volunteer, or work experience.

## Bachelor of Arts Degree Options

There are two (2) bachelor's degrees available in social work:

- Bachelor of Arts (BA) - major in Social Work and
- Bachelor of Arts in Social Work (BASW)

Both degrees are accredited by the Council on Social Work Education (CSWE). Both degrees require students to complete general education (or honors distribution requirements) as defined by The University of Akron and **46 credit hours** in Social Work. Students are required to complete a minimum of **120 credit hours** to graduate with a bachelor's degree. All students must complete their final **30 credit hours** at UA to graduate.

Students interested in pursuing a BA, in addition to completing the required general education and social work classes, must complete a minimum of **14 credit hours** in a single foreign language or American Sign Language. Spanish is recommended. No foreign language is required for the BASW. We also recommend those students interested in foreign language studies begin taking courses as early in their academic career as possible to ensure sufficient time to complete the requirements.

### General Education

All students must complete three tiers (3) including nine (9) categories in general education to graduate with a baccalaureate degree.

#### Tier 1: Academic Foundations - 12 credits

- Quantitative Reasoning (3 credits)
- Speaking (3 credits)
- Writing (6 credits)

#### Tier 2: Disciplinary Areas – 22 credits


- Arts & Humanities (9 credits)
- Natural Science (7 credits)
- Social Science (6 credits)

#### Tier 3: Tags – 3 courses

- Complex Systems Affecting Individuals in Society
- Domestic Diversity
- Global Diversity

Only courses approved for general education may be counted toward general education credit. To find a complete list of classes that meet general education requirements you can review the [General Education Program](#), [social work curriculum guides](#), the [Undergraduate Bulletin](#), or your Degree Progress Report (DPR).

Students admitted to Williams Honors College follow their individual honors distribution instead of the UA general education program. Please contact your assigned social work faculty advisor for questions about your honors distribution.



The current general education program was implemented effective fall 2017. Students admitted prior to fall 2017 will complete the general education requirements in effect at the time of admission to UA and/or the BA/BASW Program. UA may require students admitted prior to fall 2017 to follow the current UA requirements according to UA and School policies related to when academic contracts expire. Refer to your DPR and contact your academic advisor for questions about your academic plan.

### **Change of Status from Preadmission to Full Admission**

You are eligible to request evaluation of your application for full admission after completing the preadmission process. All application materials must be submitted online. Successful completion of preadmission process includes a minimum the following:

1. The completion of all liberal arts based classes;
2. Writing and quantitative reasoning general education requirements;
3. A cumulative GPA of 2.75 or better;
4. Submission of a formal application;
5. Submission of your autobiographical statement; and
6. Submission of 3 recommendations.

**Please note:** *You are encouraged to complete your general education classes prior to beginning your social work major only classes.*

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
EPAS Accreditation Standard B3.1.1  
Full Admission**

Students are responsible for notifying the BA/BASW Coordinator through the application form when you believe you have fulfilled all preadmission requirements and can register for your first semester of social work major only classes.

A student requests a review of their application as indicated in their application, the BA/BASW Coordinator from the requested campus will review the student's application. If the student's application is complete, submitted by the required application deadline, and the student earned a cumulative GPA of 2.75 or better, the student's application will be reviewed by the Admissions Committee.

Effective Fall 2016, each campus that offers the baccalaureate program will have its own admission committee chaired by the assigned BA/BASW Coordinator. Admission criteria is the same for all campuses. Each admission committee consists of the BA/BASW Coordinator and other BA/BASW Program faculty members. The Preadmission Advisor will report the determinations of the Admission Committee to the School Director. The School Director will make a final decision on admission. Students will be notified of admission to the program by UA email. The admission email identifies the student's assigned faculty advisor and encourages the student to contact the advisor. If not admitted, the student will be notified by phone and/or email by the BA/BASW Coordinator and is encouraged to meet with her/his assigned social work faculty advisor to review her/his academic plan and goals.

## Appeals Process

If the student's application is not approved, the student may appeal this decision formally, in writing, to the School Director within 10 working days after the date they receive notification. An internal review will follow within the next 10 working days. The student will receive a letter of decision regarding the appeal from the Director one month from the date of the internal review. If the student is not accepted after the internal review, the student should follow the University appeals process as outlined in The University of Akron *Code of Student Conduct* located at: <https://www.uakron.edu/studentconduct/code-of-conduct.dot>.

## Academic Plan

Upon full acceptance to the BA/BASW Program, students are required to have an initial conference with their assigned social work faculty advisor for the specific purpose of explaining their professional and academic preparation. At this point, a course of study is developed and other School requirements are clarified (such as maintenance of a 2.75 social work GPA). Each student will then complete and sign all necessary documents. At the initial appointment you will discuss program requirements, sign your *Signature form*, and plan your course work through to graduation (*your academic plan*). Students will receive electronic copies of their completed Program of Study Agreement, Academic Plan, and *BA/BASW Student Handbook* and *Code of Conduct* in their University of Akron email.

## Social Work Curriculum

The baccalaureate program offers the Bachelor of Arts (BA) degree with a major in social work or the Bachelor of Arts in Social Work (BASW) degree. The social work and general education curriculum for these two degrees is identical. However, the BA degree requires 14 credits in a foreign language, while the BASW does not. The curriculum was developed to provide learning opportunities which help students gain knowledge, values, skills, and perspectives appropriate for generalist social work practice. The program may be completed during daytime or evening hours, with field practicum normally performed during the day.

Social work majors must complete 46 credits in social work after admission as a full major to the school of social work.

<b>7750:401</b>	SWK Practice I (corequisite: 405)	3 credits
<b>7750:405</b>	SWK Practice I Skills Lab (corequisite 401)	3 credits
<b>7750:402</b>	SWK Practice II (prerequisite: 401 & 405)	3 credits
<b>7750:403</b>	SWK Practice III (prerequisite: 401 & 405)	3 credits
<b>7750:404</b>	SWK Practice IV (prerequisite: 401 & 405)	3 credits
<b>7750:425</b>	SWK Ethics	3 credits
<b>7750:430</b>	Human Behavior & Social Environment II	3 credits
<b>7750:442</b>	SWK Research	3 credits
<b>7750:445</b>	Social Policy Analysis for Social Workers	3 credits
<b>7750:452</b>	SWK in Mental Health	3 credits
<b>7750:xxx</b>	SWK Elective	6 credits
<b>7750:493</b>	Field Experience: Social Agency I	3 credits
<b>7750:494</b>	Field Experience: Social Agency II	3 credits
<b>7750:421</b>	Field Experience Seminar I	2 credits
<b>7750:422</b>	Field Experience Seminar II	2 credits

Some social work full major courses have prerequisites other than admission. Refer to your Program of Study Agreement and Academic Plan for additional information.

## Social Work Curriculum

### Recommended Sequence of Requirements

#### Third Year

3 Social Work Practice I	3 Social Work Practice II
3 Practice I Skills Lab	3 Social Work in Mental Health
3 Social Work Research	3 Social Work Ethics
3 Social Policy Analysis for Social Workers	3 HBSE II or SWK Elective
2 Area Studies and Cultural Diversity	2 Tier III
4 Humanities	3 Elective (SWK or General)
17 Semester Hours	17 Semester Hours

#### Fourth Year

3 Social Work Practice III	3 Social Work Practice IV
2 Field Experience Seminar I	2 Field Experience Seminar II
3 Field Experience: Social Agency I	3 Field Experience: Social Agency II
3 SWK Elective	3 HBSE II or SWK Elective
4 Humanities	3 SWK Elective
15 Semester Hours	14 Semester Hours

- See *University Bulletin* for prerequisites.
- All required social work courses will be offered during the academic year. The academic year is defined as consecutive fall and spring semesters. For example, fall 2021 and spring 2022 are equal to one academic year. Some courses are offered in specific semesters. Social work courses are offered during summer semester. Students should consider all potential issues when creating their academic plan. Discuss any questions you have about course sequencing or prerequisites with your academic advisor.
- All transfer full major social work credits must be CSWE-accredited and at the 300 or 400 level. The school accepts all social work credits from other CSWE-accredited programs. Transfer social work credits are evaluated at time of admission to the school. The School evaluates 100 or 200 level classes for the social work elective requirement as appropriate. If a student completes guest/transient coursework after admission to the school, course equivalency will be determined at the time the student completes the *Undergraduate Guest (Transient) Permission Form*. No social work credit will be granted for life or work experience.



## **Course Descriptions**

### **Social Work (7750)**

#### **7750:230 Human Relations (3 Credits)**

Examination of principles and methods which aid in understanding the individual's response to society and the relationship between society and individuals.

**Ohio Transfer 36:** Yes

**Gen Ed:** - Social Science

#### **7750:240 Substance Use and Abuse (3 Credits)**

Introduction to pharmacology of drugs of misuse; physiological factors of alcohol/drug-using behavior; effect of psychoactive drugs on the brain; intervention and treatment measures.

#### **7750:244 Death & Dying (3 Credits)**

Examination of a wide range of topics related to death and dying. Emphasis is placed on understanding and coping with death and dying.

**Ohio Transfer 36:** Yes

**Gen Ed:** - Social Science; - Domestic Diversity

#### **7750:260 Introduction to Addiction (3 Credits)**

An overview of the continuum of use, abuse and dependency; theories of addiction; the impact of addiction on society; and the implications for professional practice.

#### **7750:265 Women & Addiction (3 Credits)**

Exploration of the social, psychological, physical and family aspects of addiction in women.

#### **7750:268 Co-Occurring Disorders (3 Credits)**

Key concepts and evidence-based practices in the provision of services to people suffering from substance abuse as well as mental illness and behavioral disorders.

#### **7750:269 Criminal Justice & Addiction (3 Credits)**

An introduction to the problems that exist with the treatment of the alcohol/drug offenders and issues relating to their transition back to the community.

#### **7750:270 Diversity and Social Work (3 Credits)**

Introductory course explores issues related to poverty and minority issues as they relate to at-risk populations.

**Gen Ed:** - Domestic Diversity

#### **7750:271 Behavioral Addictions (3 Credits)**

Introduction to understanding human behavior and physiological responses to compulsive behaviors other than dependencies on psychoactive chemicals. Several behavioral addictions will be explored.

#### **7750:275 Introduction to Social Work Practice (3 Credits)**

Introduces students to concepts, settings, and vulnerable populations related to the field of social work. Emphasis placed on purposes, values, ethics, knowledge, and skills that characterize the professional social worker. Provides an overview of theoretical and practical knowledge about the social work profession needed for entry levels of practice in social work.

### **7750:276 Introduction to Social Welfare (3 Credits)**

Survey of field of social welfare; place of social work profession within human services institutions of United States. Introduction of basic concepts relating social welfare institutions and social work to society.

### **7750:344 Death & Dying (3 Credits)**

Examination of a wide range of topics related to death and dying. Emphasis is placed on understanding and coping with death and dying.

**Gen Ed:** - Social Science; - Domestic Diversity

### **7750:345 Death and Dying for Health Care Professionals (3 Credits)**

Examination of loss, death, and dying in health care professions. Theory-driven course emphasizing development of practical skills to address death-related issues and experiences.

### **7750:349 Integrated Human Behavior and Health (3 Credits)**

Examination of the reciprocal nature of physical and mental health factors related to disease course/progression. Emphasis on application of theory-driven conceptualization and interventions.

### **7750:401 Social Work Practice I (3 Credits)**

Prerequisite: Social Work major. Corequisite: [7750:405](#). Basic concepts and methods of Generalist social work practice, with an emphasis on understanding and working with individuals.

### **7750:402 Social Work Practice II (3 Credits)**

Prerequisite: [7750:401](#), [7750:405](#); or permission of instructor. Concepts and methods of social work practice particularly relating to understanding and working with groups in various settings in our society.

### **7750:403 Social Work Practice III (3 Credits)**

Prerequisite: [7750:401](#), [7750:405](#), or permission of instructor. Development of understanding and practice methods for utilization of community organization and social planning as social work process in assessing problems and developing program to meet needs.

### **7750:404 Social Work Practice IV (3 Credits)**

Prerequisite: [7750:401](#) and [7750:405](#). Professional social work practice with families in social services; the dynamics of family systems, assessment of family function and dysfunction, professional helping processes.

### **7750:405 Practice I Skills Lab (3 Credits)**


Prerequisites: [7750:270](#), [7750:276](#), [7750:427](#), [3100:103](#), [3700:100](#), [3750:100](#), [3850:100](#) and [3250:100](#) or [7750:200](#) or [2040:247](#); corequisite: [7750:401](#). Prepares students for beginning generalist social work practice and proves a context to apply and evaluate generic knowledge base, values, ethics, and skills common to practice with client systems.

### **7750:411 Women's Issues in Social Work Practice (3 Credits)**

Prerequisite: [7750:401](#) or permission of instructor. Social work practice, knowledge and skill, social welfare institutions and social policy in relation to women's issues and concerns in the United States.

### **7750:421 Field Experience Seminar I (2 Credits)**





Prerequisites: [7750:401](#) and permission of the instructor. Corequisite: [7750:493](#). The first of two consecutive courses that assists students in making the transition from classroom learning to experiential learning in the field practicum.

**7750:422 Field Experience Seminar II (2 Credits)**

Prerequisites: [7750:421](#) and [7750:493](#); Corequisite: [7750:494](#). The second of two consecutive courses, this course assists students in integrating, synthesizing, and applying classroom learning to field experiences and assignments.

**7750:425 Social Work Ethics (3 Credits)**

Prerequisite: Social Work major, permission of instructor. Social Worker's code of ethics as applied to practices, problems and issues in social work.

**7750:427 Human Behavior & Social Environment I (3 Credits)**

Social work perspective on human development across the life cycle. Human diversity approach consistent with the needs of social work students preparing for practice.

**7750:430 Human Behavior & Social Environment II (3 Credits)**

Prerequisites: Social Work major and [7750:427](#). Examination of larger social systems including families, groups, neighborhoods, and organizations. Focuses on the unique systemic characteristics of each system and its development.

**7750:442 Social Work Research (3 Credits)**

Prerequisite: Acceptance into the social work major. Overview of scientific inquiries in the research process as it applies to social work. Emphasis is placed on various social worker roles in relation to research. The focus will be on research concepts including contents on the evaluation of practice outcomes and data analyses.

**7750:444 Global Health Disparities (3 Credits)**

Prerequisite: Admission to the College of Health and Human Sciences. This course provides a fundamental understanding of the purpose, function and importance of understanding global health disparities. The course examines the disparities in health condition and health care among minority populations for several specific diseases.

**7750:445 Social Policy Analysis for Social Workers (3 Credits)**

Prerequisite: Social Work major, permission of instructor. Description, analysis and construction of social policy in social services; to understanding forces and processes which establish or change social policies, to predict consequences of social policies and to establish goals for social policy development; integrated into effective social work methodology.

**7750:450 Social Needs & Services: Aging (3 Credits)**

Prerequisite: [7750:401](#) or permission of instructor. Application of knowledge and principles of professional social work practice to understanding, development and provision of social services to meet needs of aging and later mature individuals, families and communities and institutions serving them and their relatives.

  
**7750:451 Social Work in Child Welfare (3 Credits)**

Prerequisite: [7750:401](#). In-depth exploration of structure and functioning of social services designed to help children, and of practice of social work in child-welfare settings. Consideration of supportive, supplementary and substitutive services.

**7750:452 Social Work in Mental Health (3 Credits)**

Prerequisite: [7750:401](#) or permission of instructor. Issues, organization, development and methodologies of current professional social work practice in mental-health settings.

**7750:454 Social Work in Juvenile Justice (3 Credits)**

Prerequisite: [7750:401](#). The theory and practice of social work in the juvenile justice systems of the United States. Traditional procedures and recent developments, prevention, diversion and community outreach, legal concerns, case management, institutional functioning.

**7750:455 Social Work Practice with African American Families (3 Credits)**

Prerequisite: [7750:401](#) or permission of instructor. Contemporary problems facing African American families; male-female relationships, single parent households, African American teens and elderly, public policy, theoretical models, explaining development of the African American family.

**7750:456 Social Work in Health Services (3 Credits)**

Prerequisite: [7750:401](#). Policies, programs and practice in health-care settings: short-term, intermediate and long-term hospitals, out-patient services, emergency services, clinics, visiting nurse services, nursing homes, pediatric services, self-help organizations.

**7750:459 Social Work with People with Developmental Disabilities (3 Credits)**

Prerequisite: Permission of instructor. Application of social work principles in the provision of social services to meet the needs of the mentally retarded and developmentally disabled and their families.

**7750:467 Addiction Screening, Assessment and Treatment Planning (3 Credits)**

Prerequisite: [7750:260](#). Overview of screening, diagnosis and assessment procedures in the addiction field, including review of the most commonly used testing instruments. Implication for treatment planning is explored.

**7750:468 Addiction Prevention, Treatment and Recovery (3 Credits)**

Evidence-based practices in addiction prevention, treatment, and recovery management. Treatment approaches include, but are not limited to, motivational interviewing, contingency management, cognitive behavioral therapy, and family approaches.

**7750:469 Group and Relationship Counseling in Addictions (3 Credits)**

Models and dynamics of groups and families struggling with substance use disorders. Emphasis on strategies and techniques to improve functioning and interpersonal relationships in the maintenance of recovery.

**7750:470 Law for Social Workers (3 Credits)**

Prerequisite: [7750:401](#). Basic terminology, theories, principles, organization and procedures of law will be explored along with the relationships between social work and law and comparisons of the theoretical bases of the two professions.

  
**7750:471 Crisis Intervention (3 Credits)**

This elective course focuses on knowledge/skills required by social workers dealing with people in crisis. Impact of crises on the human personality will be discussed.

**7750:472 Child Welfare II (3 Credits)**

This course is the second in a series of two child welfare courses. Child Welfare II, addresses the developmental and permanence needs of children in the welfare system.

**7750:473 Social Work with Adolescence (3 Credits)**

This course provides students with an in-depth knowledge of adolescent development and an understanding of how the biological, psychological, social, cultural, and spiritual aspects of an adolescent impact their overall functioning and quality of life issues.

**7750:475 Addiction & Social Work Practice (3 Credits)**

Prerequisite: [7750:401](#). Provides students with the essential knowledge and skill for successful social work practice with people involved in substance abuse.

**7750:480 Special Topics: Social Work & Social Welfare (1-3 Credits)**

Prerequisite: Permission of instructor. Analysis of current social work and social welfare theory and policy, settings, innovative interventions, and trends in delivery systems in relation to selected areas of concern. Topics and credits variable.

**7750:493 Field Experience: Social Agency I (3 Credits)**

Prerequisites: [7750:401](#), [7750:402](#), [7750:427](#), and permission of instructor. Corequisite: [7750:421](#). First of two consecutive courses of supervised internship in a social service setting. Facilitates acquisition of generalist practice skills. Student must receive permission to take the course with the Field Coordinator during early part of semester preceding enrollment. For senior social work majors.

**7750:494 Field Experience: Social Agency II (3 Credits)**

Prerequisites: [7750:493](#), [7750:421](#) and permission of instructor; corequisite: [7750:422](#). Second of two consecutive courses of supervised internship in a social service setting. Facilitates the continued acquisition of generalist practice skills. For senior social work majors only.

**7750:497 Individual Investigation in Social Work (1-3 Credits)**

Prerequisites: Permission and prearrangement with instructor. Individual readings, research or projects in area of interest in social welfare theory or institutional operations or in social work practice under guidance of social work faculty member. Preparation of report paper appropriate to nature of topic. For social work major.

**7750:499 Senior Honors Project in Social Work (1-3 Credits)**

(May be repeated for a total of six credits) Prerequisites: senior standing in Honors Program and approval of honors preceptor in department. Open only to social work major enrolled in Honors Program. Independent study leading to completion of senior honors thesis or other original work resulting in writing of research paper in proper scholarly form, supervised by student's honors project adviser within the department.



## University Partnership Program

Social work majors interested in practice in public child welfare may be eligible for admission to the Child Welfare University Partnership Program (CWUPP). The program provides financial assistance up to \$5,000 to \$10,000 in tuition reimbursement to social work students who complete two elective child welfare courses, a field placement in public child welfare, and work for one to two years in a public child welfare agency in the State of Ohio. The mission of the CWUPP is to develop creative child welfare leaders, policy makers, managers, and direct service practitioners who have the capacity for critical thinking and to promote best practice and highest quality service to children, families, and communities. The program accomplishes this through the coordinated and integrated provision of quality social work education and training. Students interested in applying for the program must complete an application and formal interview with the CWUPP Campus Coordinator. For additional program and contact information about CWUPP please use this link to download an application:

<https://www.uakron.edu/socialwork/child-welfare-program/>.

### **Council on Social Work Education Commission on Accreditation 2015 Educational Policy and Accreditation Standards Educational Policy 2.2—Signature Pedagogy: Field Education**

Signature Pedagogy represents the central form of instruction and learning in which a profession socializes its students to perform the role of practitioner. Professionals have pedagogical norms with which they connect, and integrate theory and practice. In social work, the signature pedagogy is Field Education. The intent of field education is to connect the theoretical and conceptual contribution of the classroom to the practical world of the practice setting.

It is a basic precept of social work education that the two interrelated components of curriculum—classroom and field are of equal importance within the curriculum, and each contributes to the development of the requisite competencies of professional practice. Field Education is systematically designed, supervised, coordinated, and evaluated based on criteria by which students demonstrate the achievement of Program Competencies.

*\*Council on Social Work Education (CSWE)*

### **Council on Social Work Education Commission on Accreditation 2015 Educational Policy and Accreditation Standards Accreditation Standards 2..1, B2.2.2, 2.2.4, 2.2.5, 2.2.6**

The field experience is an integral part of the social work curriculum and is required of all social work majors. The overall purpose of the field education program is to prepare students for entry-level generalist social work practice by providing appropriate and well-supervised learning experiences within an agency setting. Field education is systematically designed, supervised, coordinated, and evaluated based on criteria by which students demonstrate the Social Work Competencies across the five system levels of

individuals, families, groups, organizations, and communities.

Field education ensures that all students who graduate have adequate supervised placements under the guidance of those who hold the responsibility for certifying baccalaureate social work. As a necessary complement to classroom education, its contribution lies in providing learning experiences in social service agencies for the purpose of helping students **1)** apply and test academic content, including content on social work values, ethics, human diversity, social, economic and environmental justice and social policy; **2)** make the necessary connections between class and field, theory, concepts and practice; and **3)** develop their capacities for responsible generalist practice and for continuing professional growth and development.

The field practicum must be completed the last two consecutive semesters prior to graduation. Students are required to complete a total of 450 clock hours, or approximately 225 clock hours each semester. Students remain in the same agency for the entire field experience and are granted a total of 6 credit hours. Students are also required to enroll in two sequential seminars, Introduction to Field Experience (421) and Field Experience Seminar (422), for two credits each, which are taken concurrently with the field practicum.

To be eligible for Field Experience, the student should:

1. Have completed 90 credit hours completed prior to entry into the Field Experience.
2. Have a 2.75 overall grade point average.
3. Have a 2.75 grade point average in all social work (7750) courses.
4. Have no unresolved incompletes on her/his academic record.
5. Expect to graduate upon completion of the Field Experience.
6. Have completed the following courses prior to entry into the Field Experience:
  - 7750: 401 Social Work Practice I
  - 7750: 405 Social Work Practice I Skills Lab
  - 7750: 402 Social Work Practice II

No academic credit is given for life experience and previous work experience in lieu of field practicum/courses, nor may field practicum courses be transferred from a program not accredited by the Council on Social Work Education to this social work program.

Students in the BA/BASW Program are to abide by the National Association of Social Workers Code of Ethics in their practicum setting. Students, for example, are expected to maintain client interests as primary and client information as confidential. They are expected to foster maximum client self-determination, to treat colleagues with respect, to adhere to organizational commitments, and to uphold the values, ethics, knowledge and mission of the social work profession. Violation of the Code of Ethics may be grounds for immediate dismissal from the School of Social Work.

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
CSWE Accreditation Standards 3.1.6, 3.1.7, 3.1.8  
Evaluation of Student Performance on Academic Standards**

Students must meet all academic standards of the BA/BASW Program to remain in good standing and in the program. Because of the responsible positions of authority that social workers hold, and the potential to do harm in those positions, academic standards in the social work program are comprehensive. In addition to scholastic requirements for course completion, social work students are expected to behave in a manner that is consistent with the values, ethics, and conduct requirements of the social work profession. Comprehensive academic performance standards include cognitive, skill, scholastic, behavioral, and professional components and are primary indicators of professional readiness for social work practice. Categories of academic performance standards include scholastic, professional values and ethics, self-awareness, interpersonal relationship skills, responsibility and professional readiness, critical thinking, and communication skills.

The criteria for grading are shared with students as they begin each social work course. Letter grades are assigned for all courses in the school. The criteria for evaluating a student's academic performance are specified in each course syllabus. The criteria for evaluating a student's performance in field courses are also set forth in the *Field Education Manual* and Student Field Evaluation Form which are shared, reviewed and discussed with each student during mandatory field orientation.

A student must maintain at least a 2.75 cumulative and social work GPA to be considered in good standing. If a student's grade point average falls below 2.75, the student may be placed on academic probation by the School Director or the Dean of the College of Health and Human Sciences and may be subject to dismissal from the school, college, and university. When students have been placed on academic probation, they will be contacted by their academic advisor. A conference is scheduled to discuss the student's academic status and to explore possible solutions and resources, internal and external to the University community. The student is responsible for following up with her/his academic advisor and following the plan agreed upon in their advising conference.

Students demonstrating difficulty in or violation of any category of academic performance standards may be placed on academic probation or dismissed from the school and university. Any violation of the NASW *Code of Ethics*, UA's *Code of Student Conduct*, UA's *Sexual Harassment Policy*, any policy specified in a course syllabus, or disciplinary action by Student Conduct and Community Standards may make the student eligible for academic probation and dismissal from the school and university.

Student Judicial Affairs of The University of Akron defines student misconduct (<https://www.uakron.edu/studentconduct/code-of-conduct.dot>), and provides examples of misconduct including: plagiarism, cheating; furnishing false information; intimidating or threatening behavior; disorderly, disruptive, lewd, or indecent conduct; sexual misconduct, sexual harassment or sexual assault; theft, damage or use of another's property without consent; use, possession, manufacture, cultivation, distribution or facilitating the distribution of drugs; commission of any felony or misdemeanor; violation of any university policy, rule, or regulation

Students in The University of Akron BA/BASW Program are expected to abide by university policy. Plagiarism, cheating, or other forms of academic dishonesty may result in formal disciplinary action, in

accord with Student Disciplinary Procedures Code 3359-41, leading to probation, suspension, or dismissal from the University.

If the Academic Standards Committee determines that a student is unable to meet academic standards and perform adequately as a social work professional, the faculty will recommend termination of the student's enrollment in the BA/BASW Program to the School Director and Dean. Termination of a student's enrollment in the social work program is considered as a last resort. Students may voluntarily withdraw from the program when, after conferring with the faculty advisor, the decision to terminate has been mutually agreed upon. In the event that a voluntary withdrawal cannot be agreed upon, the student's grade point average, if under a 2.75, would be a consideration in the decision to terminate enrollment. In cases where the student's grades are acceptable, but the student is still considered to be unable to perform adequately as a social work professional, the social work faculty will recommend termination of the student's enrollment in the program to the Director and Dean. A student can be dismissed from the program for failure to meet one or more academic standards regardless of the student's performance in other academic standards. These policies and procedures for termination are included in both the *BA/BASW Student Handbook* and the *Field Education Manual*.

If a student is dismissed from the school, college or university and wishes to appeal the decision, she/he/they should follow the appeal process as indicated in The University of Akron *Code of Student Conduct*.

### Applying for Graduation

All students must apply for graduation online. Step-by-step instructions to apply for graduation are available at: <https://www.uakron.edu/registrar/graduation/> or your My Akron Student Center.

Please check for deadlines to apply for graduation in your Student Center or the Registrar's webpage. It is general procedure for students to apply for graduation at the beginning of the second semester prior to graduation. For example, the application period to graduate at the end of fall 2022 ends July 1, 2022. If a student misses the application period for graduation, they must contact their faculty advisor and Graduation Services as soon as possible.

***Please note:*** An application for graduation is required to graduate from the University of Akron.

### Change of Requirements

Without limiting the generality of its powers to alter, amend, or revoke rules and regulation, The University of Akron reserves the right to make changes in degree requirements of the student enrolled prior to the change by:

- Altering the number of credits and/or courses required in a major field of study
- Deleting courses
- Amending courses by increasing or decreasing the credits of specific courses
- Offering substitute courses

## Section IV- Academic Advising

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
Accreditation Standard 3.1.6  
Student Academic Advisement**

Students are encouraged to discuss their interest in the practice of social work with their academic advisor. The discussion will help students become familiar with program requirements so they can plan their academic program accordingly.

Students who express an interest in social work but need additional information before making a decision are referred to the BA/BASW Coordinator for an advisement conference. During this conference, the BA/BASW Coordinator discusses the potential student's interest in and aptitude for social work and provides an explanation of the program. Students who have not been admitted to the program must meet with their current academic advisor until officially admitted to the program.

The College of Health and Human Sciences' Student Success Center is located in Mary Gladwin Hall 313. Students can receive assistance with preadmission advising, Inter College Transfers, and other general advising issues through the Student Success Center. Meeting with the College Advisor does not preclude meeting with your assigned faculty advisor. Your assigned social work faculty advisor is the primary source for academic advising for social work majors. Appointments are available to students on all campuses, either in-person or virtually through Teams.

Students are notified of their assigned faculty academic advisor in their preadmission and full admission emails. Students' assigned academic advisors are as follows:

- Preadmission majors: Preadmission Advisor or BA/BASW Coordinator
- Honors students (preadmission and full majors): BA/BASW Coordinator
- Full majors: Full-time social work faculty as assigned

Students are encouraged to meet with their advisors early in the semester to discuss their concerns relative to matriculation and to locate academic and other resources on campus. Students are encouraged to contact their academic advisor when experiencing academic difficulties. The University of Akron Degree Progress Report (DPR) is an online tool that helps students track progress toward a degree. DPR displays a student's academic record and compares it to the course catalog, showing which requirements have been fulfilled, which requirements are in progress and what needs to be completed in order to graduate. Students can access DPR through My Akron. Tutorials on how to access, use, and read a DPR report can be found here:

<https://www.uakron.edu/registrar/services/studentdegreeprogressreport.dot>.

Additional information about advising related issues and policies for registration, adding and dropping classes, registration dates, holds, fees, etc. is located on the university's website. It is important to refer



to the Registrar's webpage for up-to-date information about registration procedures and fees. Please keep in mind that courses/sections may fill quickly. The BA/BASW Program does *not* maintain a waiting list for closed classes. It is the students' responsibility for verification of space availability for any course. Students should consult with their academic advisor before making changes to discuss possible impacts on your learning contract. Students may also need to consider financial aid, employment, or any other area that may be impacted by making a change to your schedule. The student is responsible for determining the potential impact of any changes or additions to their schedules.

The BA/BASW Program has created two academic advising handbooks to assist and support students in the advising process. The advising handbooks for preadmission and full majors are on the school's website.

## Minor/Certificate Programs

Students may choose to pursue a Minor Area of Study or an Interdisciplinary and Certificate Program of Study while taking classes for their degree. Common minors or certificates social work students take are Addictions, Gerontology (aging), and Child Development. For a complete list and descriptions of available minors and certificates refer to the [Undergraduate Bulletin](#).

## Viewing Grades

Visit the My Akron Student Center for registration, grades, schedules, payment, campus events, latest news, weather, etc.: [https://www.uakron.edu/audiences/current\\_students/](https://www.uakron.edu/audiences/current_students/).

## Transcripts/Enrollment Verification

Official transcripts and enrollment verification can be ordered through the Registrar office: <https://www.uakron.edu/registrar/>.

## Degree Progress Report (DPR)

DPR stands for Degree Progress Report. Students can access the DPR program through My Akron. While in DPR, the student can run a "report" which provides a current summary of where the student is in relation to obtaining a specific degree, minor, or certificate. The student can also run a "What if" report when considering additions or changes to declared academic plans. [DPR for Students](#) provides tutorials on how to access, use, and read a DPR report:

<https://www.uakron.edu/registrar/services/studentdegreeprogressreport.dot>.

Please review your DPR regularly. If you notice an error in your DPR, contact your academic advisor. You should always review your DPR report before meeting with your academic advisor and bring a copy to your advising appointment as needed.

The system provides you with information about your GPA, credits, needed classes, etc. DPR is used to determine your eligibility for graduation.

## Registration Process

Students can identify when they are eligible to register for classes through My Akron. The Registrar determines enrollment start dates by the number of **completed credits**.

**Please note:** *In process credits are not used to calculate enrollment appointments.*

All registration (*enrollment*) appointments begin at a specific time.

*For example, if your start date of registration is October 16<sup>th</sup> at 7pm then you can sign into My Akron and register after 7pm on October 16<sup>th</sup>. If the time is 3pm on October 16<sup>th</sup> you are **not** eligible to register **yet** and you must wait until at least 7pm.*

You can register any time from your start date until the start of classes. It is important to refer to the Registrar's webpage for up-to-date information about registration procedures, fees, and dates: <https://www.uakron.edu/registrar/>. Please keep in mind that courses/sections may fill quickly. The BA/BASW Program does **not** maintain a waiting list for closed classes. It is the students' responsibility for verification of space availability for any course.

### Add/Drop/Withdraw from a Class

Visit the Registrar's website at: <https://www.uakron.edu/registrar/> for details on how to add/drop a class. Please read this section carefully. The procedure you need to follow varies by the type of change and date of change. All students are subject to the university's withdraw policy.

- A copy of add/drop forms is in your My Akron Student Center. A paper copy can be picked up in Polsky 411, Simmons Hall, or online.
- Students are encouraged to consider all possible consequences of deciding to add/drop/withdraw from a class prior to making a change.
- Students should consult with their academic advisors before making changes to discuss possible impacts on your learning contract.
- Students may also need to consider financial aid, employment, or any other area that may be impacted by making a change to your schedule.

*This list is not inclusive and is not intended to be inclusive. This list is designed to stimulate your thinking about the impact of changing your schedule. Please consider all potential ramifications of any schedule changes.*

### Errors

If you receive an "Error" message when attempting to register, click on "Error." You will then be given one or more reasons for the error. Please follow the steps listed to resolve the issue. If after reading the detail of the error message you are unsure of what to do, contact your academic advisor. Your academic advisor needs to know the exact nature of the error to provide you with accurate assistance.

### Messages

If you receive a "Message" notification when attempting to register, click on "Message." You will then be given a reason for the message. Please read the message carefully to determine if further action is needed on your part. If after reading the detail of the message you are still unsure what to do, contact your academic advisor. Your academic advisor needs to know the exact nature of the message to provide you with accurate assistance.

## Holds

A “Hold” can be placed on your account for academic or non-academic reasons. If you have a hold on your account, click on “Hold” to find out the nature of the hold. Holds can be placed on your account for a variety of reasons including, but not limited to, nonpayment of fees and academic plan requirements. Please follow the appropriate steps to resolve the issue. If you need assistance resolving the hold please contact the appropriate person/department listed in the hold message.

**Please note:** Holds may delay your opportunity to register. Students are encouraged to check their accounts regularly to see if any hold exists so it can be addressed before your enrollment start date.

## Applying for Graduation

All students must apply for graduation online. You can find step-by-step instructions to apply for graduation at: <https://www.uakron.edu/registrar/graduation/> or your My Akron Student Center.

Please check for deadlines to apply for graduation in your Student Center or the Registrar’s webpage. It is general procedure for students to apply for graduation at the beginning of the second semester prior to graduation. For example, the application period to graduate in fall 2022 ends July 1, 2022. If you miss the application period for graduation, you need to contact our social work faculty advisor and Graduation Services as soon as possible.

**Please note:** An application for graduation is required to graduate from the University of Akron.

## Graduate Education

After completion of an undergraduate social work degree, students may wish to continue their education by earning a graduate degree in social work or another discipline. The next possible degree in social work is the Master of Social Work or MSW. Information about UA’s MSW program can be located at: <https://www.uakron.edu/socialwork/msw/>.

A directory of all CSWE accredited MSW programs can be found on the CSWE website: [https://www.cswe.org/accreditation/directory/?pg=&program\\_level=Master%27s](https://www.cswe.org/accreditation/directory/?pg=&program_level=Master%27s). Students interested in continuing to graduate education are encouraged to discuss their options with their academic advisor. Issues to discuss include academic preparation, GPA, career goals, licensure, etc.

# Section V – Professional Information

## Licensure

Students who earn an undergraduate degree in social work from a CSWE-accredited program are eligible for a license in social work. The Counselor, Social Work, and Marriage and Family Therapist Board governs licensure in the State of Ohio. The bachelor level social work license is the Licensed Social Worker or LSW. To find out more about the LSW please visit: <https://cswmft.ohio.gov/home>.

## Social Work Licensure Preparation

In collaboration with the Association of Social Work Boards (ASWB), The BA/BASW Program offers materials to provide an overview of the bachelor-level social work licensure examination.

The licensing exam to become a Licensed Social Worker (LSW) should be taken as early as a student is FULLY PREPARED to take it due to employer interest in hiring graduates who are already licensed. The

exam currently consists of a 170 item multiple-choice test that is given in a four-hour time frame. For more information: ASWB 1-800-225-6880 or <http://www.aswb.org/>

## National Association of Social Workers *Code of Ethics*

Students in the BA/BASW Program are expected to become familiar with and follow the National Association of Social Workers *Code of Ethics* while a student in the school. Some subject matter may be controversial, and, while students may vary in their strength of support for a certain position, it is expected that all students will be tolerant of other viewpoints and will develop an ability to listen to and understand each other's perspective. In addition, students are expected to develop the ability to help clients develop their own views and perspectives rather than the students imposing their values and opinions on clients. A copy of the *Code of Ethics* is located on the NASW website in English:

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English> and Spanish: <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-Spanish> .

## Unprofessional Conduct

Students should be aware that having a prior felony conviction or prior sanctions for unprofessional conduct may impact future potential for obtaining licensure, as well as field placements and social work employment. For more information on the Laws and Rules, please contact the Ohio Counselor, Social Worker, and Marriage & Family Therapist Board at:

<https://cswmft.ohio.gov/wps/wcm/connect/gov/faba2418-aa3e-4af2-99be-358454da55a5/CSWMFT+Board+Laws+and+Rules+4757+4-19-2021.pdf?MOD=AJPERES&CVID=nBxPivP>  
or 614-466-0912.

## Career Planning

The students in the Social Work program are assisted by faculty (through coursework, advisement, field placements or other academic professional involvements) in discovering their interests, values, aptitudes, abilities and goals which are directly related to career planning. For some students, graduating from the social work program means going directly into entry-level professional employment and/or entering graduate school for further study.

Faculty members are available to discuss the various career options as students are about to begin their job search or enter a graduate school of social work.

The University operates the Career Planning Center. This office is your convenient one-stop shop for everything related to careers — including jobs on campus, career planning, interview prep, and career readiness: <https://www.uakron.edu/career/> . Job information is available on Handshake Job Board: <https://uakron.joinhandshake.com/login> .

For initial assistance it is recommended that the student discuss questions regarding career placement with their academic advisor.

## Suggestions on Volunteer Efforts

The BA/BASW Program faculty recommends that students become involved in volunteer efforts early in their professional training. Suggestions for types of efforts can be obtained from the student's advisor.

## Section VI – Student Rights, Conduct, & Grievance Process

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
Accreditation Standard 3.1.9**

### Students' Rights

Students are encouraged to exercise their right to participate in the governance of the School. Student representatives are members on Standing Committees, including the Curriculum Committee, Field Education Committee, Academic Standards Committee, Development Committee, and Evaluation Committee, as well as Ad Hoc Committees, and have voting rights for on each committee. Students are especially encouraged to participate in the teaching colloquia when candidates for faculty positions come to the University during the interviewing process.

The University has established policies and procedures with respect to student appeals of academic and non-academic matters. The policies and procedures are contained in the University Undergraduate Bulletin, the student handbook of The University of Akron. This publication also addresses students' rights with respect to access to records, the right of freedom of expression, University disciplinary actions and other relevant student subject matter. Students are also made aware of student rights and responsibilities in *The Code of Student Conduct* available on the website of Student Conduct and Standards Committee: <https://www.uakron.edu/studentconduct/code-of-conduct.dot> .

### Student Grievance Process

Students who have a grievance are encouraged to try and settle matters that are unresolved with the individual most directly concerned. If the matter(s) remains unresolved, the student should discuss the issue with their advisor first and then, if necessary, the Director of the School, Dean of the College of Health and Human Sciences, the Provost, and the President of the University in that order.

**Council on Social Work Education  
Commission on Accreditation  
2015 Educational Policy and Accreditation Standards  
Educational Policy 3.0  
Diversity**

The program's expectation for diversity is reflected in its learning environment, which provides the context through which students learn about differences, to value and respect diversity, and develop a commitment to cultural humility. 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. The learning environment consists of: the program's institutional setting, selection of field education settings and their clientele, composition of program advisory or field committees, educational and social resources, resource allocation, program leadership, speaker series, seminars, and special programs, support groups, research and other initiatives, and the demographic make-up of its faculty, staff, and student body

## Non-Discrimination Policy

It is the policy of this institution that there shall be no unlawful discrimination against any individual in employment or in its programs or activities at the university of Akron because of race, color, religion, sex, sexual orientation, gender identity, age, national or ethnic origin, disability, military status, genetic information, or status as a veteran. The University of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of sexual and racial or ethnic orientation in employment and admissions [Non-Discrimination and mandatory training : The University of Akron, Ohio \(uakron.edu\)](#).

## Sexual Harassment

It is the policy of The University of Akron that no member of the university community shall engage in sexual harassment. The university community will not tolerate sexual harassment because it creates an unacceptable or injurious working or educational environment. Members of the university community who believe that they have been sexually harassed should seek resolution of the problem through the UA's informal and formal grievance procedures: <https://www.uakron.edu/title-ix/get-help/#help> .

Office of Student Affairs  
(330) 972-7067

## Affirmative Action

Consistent with the policies of The University of Akron, the BA/BASW Program is an Equal Education and Employment department operating under non-discrimination provisions of Titles VI, VII, IX, Executive Order 11246, Vocational Rehabilitation Act section 504, and Vietnam Era Veterans Readjustment Act as related to admissions, treatment of students, and employment practices. It is the policy of The University of Akron and the BA/BASW Program that there shall be no discrimination against any individual at The University of Akron because of age, color, creed, handicap, national origin, race, religion, sex or sexual orientation. The institution and the school will not tolerate sexual harassment in any form in its programs and activities.

The non-discrimination policy applies to all students, faculty, staff employees, and applicants: <https://www.uakron.edu/ogc/UniversityRules/pdf/38-01.pdf> .

Complaints of possible discrimination are referred to The University of Akron Affirmative Action and Equal Employment Opportunity Officer.

## Students with Disabilities

Students who have a documented disability that prevents the fullest expression of abilities should contact their instructor personally as soon as possible to discuss the appropriate accommodations necessary to complete the course requirements. Educational access is the provision of classroom accommodations, auxiliary aids, and services to ensure equal educational opportunities for all students regardless of their disability. Students who feel they may need an accommodation based on the impact of a disability should contact the Office of Accessibility at 330-972-7928 or via their website: <https://www.uakron.edu/access/> .

## Section VII – Student Services & Resources

### Time Management for Students

One of the major tasks associated with post-secondary education is learning to manage your time. It can be extremely difficult to juggle class time, assignments, field, employment, as well as your personal life. It is essential that incoming BA/BASW students are aware of the time commitment that an undergraduate education requires. Two major aspects of time management are developing realistic goals and prioritizing tasks. There are several helpful websites that discuss this important skill for a successful graduate education:

<https://www.purdueglobal.edu/blog/student-life/time-management-busy-college-students/>

<https://www.gradschoolhub.com/lists/5-time-management-habits-for-graduate-students/>

### Computer Labs

The BA/BASW Program has a computer lab in Polsky 411 that is open Monday through Friday when classes are in session. Computer lab hours and availability are posted in 411.

The Computer Lab Services (CLS) maintains several computer labs on campus with similar applications in the Computer Center 141 and Bierce Library rooms 61 and 279. A computer assistant is in the lab during certain hours. CLS also maintains mobile teaching labs in Leigh Hall, and Zook Hall.

The University maintains a Help Desk, open from 8:00 AM to 10:00 PM which can be accessed by telephone (330) 972-6888.

There is a computer lab at Wayne College and laptops available at UA Lakewood for social work students. See the site Coordinators for assistance.

### Laptop checkout

CLS maintains three Mobile Laptop Checkouts located at the Student Union Information Window, Bierce Library Laptop Checkout, and ASEC Library Laptop Checkout.

Laptops can be borrowed at Wayne College and UA Lakewood for social work students. See the site Coordinators for assistance.

### Libraries

Bierce Library, (330) 972-8161 (Reference department): <https://www.uakron.edu/libraries/>

Law Library, School of Law, (330) 972-7330: <https://www.uakron.edu/law/about-us/law-library.dot>

Wayne College Library, Main Building F116, 330-684-8789: <https://wayne.uakron.edu/library/>

Students at UA Lakewood work with the Wayne College Library staff, 330-684-8789:

<https://wayne.uakron.edu/library/>

## The Writing Center

The university has a Writing Center that is available to all members of the university community, from first-year students to full professors. In addition to tutoring services, there is a library of reference books, handbooks and other resources helpful to writers. Use the BA/BASW Program APA Manual for the correct use of APA:

<https://www.uakron.edu/socialwork/docs/UA%20Social%20Work%20APA%20Manual.pdf> .

The University of Akron Writing Lab is located in Bierce Library 69, (330) 972-6548:

<https://www.uakron.edu/tutoring/writing-lab.dot>. Students at regional campuses can access the writing lab here: <https://wayne.uakron.edu/learning-center/writing-center.dot> .

## ID Card/Zip Card

Student identification cards or Zip Cards are necessary for students, faculty, and staff. The card is the means to building and lab access, testing centers, sporting events, library privileges, Roo Express, meal plans, vending machines, copiers, plus other University activities. The back of your Zip Card provides quick reference for important information including your student ID number, UANetID, and campus phone numbers for the University of Akron Police Department (UAPD), Campus Operator, Campus Escort, and Motorist Assistance. The university supplies an identification card free to students, faculty and staff. The University of Akron Zip Card Office locations: Jean Hower Taber Student Union 106A, Simmons Hall 103, and Polsky 3rd Floor Atrium, (330) 972-5637.

Wayne and UA Lakewood students will have time scheduled to have their Zip Cards processed at their program orientation. See the site Coordinators for additional detail.

## Financial Aid

The University of Akron financial aid programs were developed by the federal and state governments as well as by institutions of higher education to assist students from families with limited resources to meet educational expenses. The primary purpose of financial aid is to ensure that no one is denied the opportunity of a college education because of financial need. When applying for financial aid at The University of Akron, the Office of Student Financial Aid determines a budget that best suits the needs of the student. The budget includes direct costs that must be paid to the University (i.e., instructional and general fees and room and board in the residence halls) and variable expenses such as transportation and personal expenses.

Office of Undergraduate Financial Aid: <http://www.uakron.edu/finaid/>

## Viewing Grades

Check The University of Akron My Akron Online Student Information Center for posted grades. For information use this link: <https://www.uakron.edu/zipassist/academics.dot> .



## Transcripts/Enrollment Verification

Official transcripts and enrollment verification can be ordered through the Registrar office:

<https://www.uakron.edu/registrar/transcripts/>

## Health Services

The University of Akron Health Services works to assist students in meeting their educational and personal goals by addressing their health concerns during their enrollment. Health Services' Health Education section provides health education, wellness promotion and risk reduction programming to students, faculty and staff. Health Services continues to maintain the University's strategic vision of "shared responsibility" to plan, develop, implement, and evaluate health promotion techniques and continue to be a resource for those in need: <https://www.uakron.edu/healthservices/>.

Health services are available for Wayne and UA Lakewood students through the Wayne College site:

[Student Services : Wayne College \(uakron.edu\)](#)

## Counseling Services

The Counseling and Testing Center offers psychological services at The University of

Akron: <https://www.uakron.edu/counseling/>

To make an appointment, please call 330-972-7082. Additionally, students who desire emergency counseling support in the evening and on weekends may now call the Counseling and Testing Center to speak with an on-call counselor. Call 330-972-7082 and choose option 2 for immediate assistance.

Counseling is available for Wayne and UA Lakewood students through the Wayne College site: [Student Services : Wayne College \(uakron.edu\)](#)

## Bookstores

University bookstores are located on the 3<sup>rd</sup> floor of the Polsky Building, the 1<sup>st</sup> floor of the Student Union, and the Student Life Building. All campuses can utilize the online bookstore options at The University of Akron's bookstore link: <https://uakron.bncollege.com/>

## Recreational Center

The University of Akron Student Recreation & Wellness Center, (330) 972-7132:

<https://www.uakron.edu/rec/> Students on all sites have access to the Recreation & Wellness Center.

## Roo Express

Roo Express Shuttle, a University owned and operated shuttle system:

<https://www.uakron.edu/parking/roo-express/>.

## **Parking Passes and Information**

The University of Akron Parking & Shuttle Parking Services (purchasing permits and parking fines) North Campus Parking Deck, 255 Buchtel Avenue, Service (330) 972-7213: <https://www.uakron.edu/parking/>  
Parking passes are not required at Wayne and Lakewood locations.

There are no parking fees or shuttle services needed for the Wayne and UA Lakewood campuses.

## **Campus Security**

The University of Akron Personal Safety University Police (UAPD)  
Physical Facilities Operations Center (146 Hill Street, beside EJ Thomas Hall)  
Non-emergencies: (330) 972-2911.  
<https://www.uakron.edu/safety/>

UA's officers patrol campus and surrounding neighborhoods around the clock. They are highly trained and have full arrest authority under Ohio law. Call the police 24-7 at 330-972-2911 or 9-1-1.

Wayne College police: 330-684-8910 or 9-1-1.

## **Military Services Center**

The University of Akron Military Services Center, Simmons Hall 305  
(330) 972-7838. The online services are available for students on all campuses.  
<https://www.uakron.edu/veterans/>


## **Academic Calendar**

The Academic Calendar for The University of Akron can be found through the following link:  
<https://www.uakron.edu/registrar/dates/acadcal.dot>

**Council on Social Work Education**  
**Commission on Accreditation**  
**2015 Educational Policy and Accreditation Standards**  
**Accreditation Standard 3.1.10**  
**Student Social Work Organizations**

## **Student Social Work League**

The Student Social Work League (SSWL) was formed in 1977 to provide social work majors with a vehicle for information sharing, socialization, support, leadership development and planning activities for students of social work. A BA/BASW Coordinator serves as the Advisor to the SSWL. Members of the faculty encourage social work students to participate in the organization's activities. By participation in SSWL, students can channel their professional values, knowledge, and skills into community service projects and organization-sponsored workshops and seminars.



The SSWL is a member of the Associated Student Government. SSWL receives direct funding for its activities from that organization. Annual dues from each student per semester and/or student led fundraisers may augment these funds. The SSWL has regular meetings open to all students on all sites. Membership is open to all majors. League officers are elected by the membership. The stated purpose of the SSWL is to provide:

- 1) an organization through which students can become involved in social issues
- 2) support for community social service programs
- 3) legislative information about matters of social concerns, and
- 4) representation to professional organizations and conferences, and at various social work activities.

The SSWL's primary goal is to bring students together to become more aware of and involved in issues of common concern.

### **Alpha Alpha Alpha Honorary Society**

Alpha Alpha Alpha was formed to honor those students who demonstrated, by virtue of their academic achievements and strength of character, that they personify excellence as representatives of the Social Work profession and as members of the University community. Membership is composed of students in their junior or senior year who have completed at least sixty-four (64) semester credits, of which at least twelve (12) credits are from the BA/BASW Program at The University of Akron, and have received a 3.25, or better, grade point average in their social work courses and a 3.00, or better, overall GPA.

### **Phi Alpha**

The University of Akron, Omicron Omega Chapter of Phi Alpha Honor Society is affiliated with the organization known as Phi Alpha Honor Society and its National Council.

Phi Alpha Honor Society is eager to promote a closer bond among students of social work and to enter into a fellowship with those dedicated to the promotion of humanitarian goals and ideals by a professional group which quality educational preparation is deemed imperative. Students and faculty involved in social work education at The University of Akron School of Social Work, resolve to sponsor a Chapter of Phi Alpha National Honor Society, thereby to foster high standards of education for social work and to invite into membership those who have attained excellence of scholarship and distinction of achievement as students of social work.

### **Student Membership in the National Association of Social Work**

Students majoring in social work can become members of the National Association of Social Workers (NASW). NASW is the largest organization of social workers in the United States. It is also the primary advocate for the development of social work practice and for social policy issues of the profession. The NASW Ohio Chapter provides continuing education opportunities to meet biennial relicensing requirements in Ohio. NASW offers the ACSW (Academy of Certified Social Workers) certification and Diplomat status is available to advanced practitioners.

There is also a system of district and local program unit (LPU) organizations throughout Ohio including Akron, Cleveland, Canton, Lorain-Elyria, and Youngstown. There are various National, State, District and

Local committees, task forces, and other activities to which students are invited and encouraged to participate. The Akron LPU allows students to be represented on its Executive Committee.

The BA/BASW Program strongly encourages social work majors to join the National Association of Social Workers at a reduced, student rate. This entitles students to voting rights, to receive the monthly NASW News and the journal Social Work, and to other member services. The national membership also entitles them to membership in the local program units in Ohio. The student members may hold leadership positions and participate in program activities, which many of the BA/BASW students are actively engaging in this organization: <https://www.socialworkers.org/> .

## Section VIII - Contact Information

### BA/BASW Program Contact Information

The University of Akron  
School of Social Work  
The Polsky Building 411  
Akron, Ohio 44325-8001  
(330) 972-5974 [socialwork@uakron.edu](mailto:socialwork@uakron.edu)

Tim McCarragher, Ph.D., MSW, LISW-S  
Director, School of Social Work and Family Sciences  
(330) 972-5976 [mccarra@uakron.edu](mailto:mccarra@uakron.edu)


Lisa Crites, MSW, LISW-S  
BA/BASW Coordinator – Wayne Campus  
(330) 972-8707 [lkc6@uakron.edu](mailto:lkc6@uakron.edu)

Janice Steinmetz, MSW, LISW-S  
BA/BASW Coordinator – Lakewood Campus and Akron Campus  
(216) 808-5387 [jestein@uakron.edu](mailto:jestein@uakron.edu)

Brittany Smith  
Administrative Assistant  
(330) 972-5275 [bsmith5@uakron.edu](mailto:bsmith5@uakron.edu)

### University of Akron Contact Information

Admissions, Office of Undergraduate  
Simmons Hall Room 109  
330-972-7100  
<http://www.uakron.edu/admissions/>



Accessibility, Office of  
Simmons Hall Room 105  
330-972-7928  
<http://www.uakron.edu/access/>

Adult Focus  
Polsky 467  
330-972-5793  
<http://www.uakron.edu/uaaf/>

IT Help Desk  
330-972-6888  
[Help Desk | Computer support | Home page : The University of Akron, Ohio \(uakron.edu\)](#)

Military Services  
Simmons Hall Room 120  
330-972-7838  
<http://www.uakron.edu/veterans/>

Multicultural Development, Office of  
Simmons Hall Room 124  
330-972-6769  
<http://www.uakron.edu/omd>

Registrar, Office of the University  
Simmons Hall Room 120  
330-972-8300  
<http://www.uakron.edu/registrar/>

Student Financial Aid, Office of  
Simmons Hall  
330-972-7032  
<http://www.uakron.edu/finaid/>

Student Success Center  
College of Health Professions  
Mary Gladwin Hall 313  
330-972-5103  
[Student Success Center | College of Health Professions : The University of Akron, Ohio \(uakron.edu\)](#)

Transfer Student Services Center  
Simmons Hall Room 109J  
330-972-7009  
<http://www.uakron.edu/transferstudents/>

## Professional Organizations

Council on Social Work Education (CSWE)

<http://www.cswe.org>

International Association for Social Work with Groups (IASWG)

<http://www.iaswg.org/>

National Association of Social Workers (NASW)

National Chapter

<http://www.naswdc.org>

<http://www.socialworkers.org>

National Association of Social Workers (NASW)

Ohio Chapter

<http://www.naswoh.org>

State of Ohio Counselor, Social Worker, & Marriage and Family Therapist Board

<http://www.cswmft.ohio.gov>

## Section IX – Appendix

### Appendix A – Social Work Core Competencies

#### Social Work Core Competencies


##### Council on Social Work Education

The BA/BASW Program is accredited by the Council on Social Work Education (CSWE). We support and abide by the CSWE Commission on Accreditation’s Educational Policies for social work education, including an approach that is competency-based.

The University of Akron BA/BASW Program lists these competencies and practice behaviors in each syllabus to emphasize their importance in social work education. Each graduate of the BA/BASW Program is expected to demonstrate mastery of these competencies. While not all competencies are addressed in each course, all are listed in each syllabus. By the time students complete the social work major, they will be assessed on each of the competencies identified in the syllabi. This process is part of the overall assessment plan of the undergraduate social work program.

The BA/BASW Program is accredited by the Council on Social Work Education (CSWE). We support and abide by the CSWE Commission on Accreditation’s Educational Policies for social work education, including an approach that is competency-based.

The nine Social Work Competencies are listed below. Each competency describes the knowledge, values,



skills, and cognitive and affective processes that comprise the competency at the generalist level of practice, followed by a set of behaviors that integrate these components. These behaviors represent observable components of the competencies, while the preceding statements represent the underlying content and processes that inform the behaviors [2015EPASandGlossary.pdf \(cswe.org\)](#)


### **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;
- 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 inter-professional 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 interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, 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.