

**PROPOSAL FOR A NEW
BACHELOR OF SOCIAL WORK PROGRAM**

Submitted by:

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College of Arts and Sciences

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Submitted: October 9, 2006
Revised October 16, 2006

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ABSTRACT

Social work is a profession that strives to prevent crises, promote social justice, and enhance the social functioning of individuals, groups, and communities so they may better cope with the many challenges they encounter. These challenges include but are not limited to poverty, abuse, addiction, discrimination, physical illness, unemployment, and mental illness. As the number of people needing social work services increases, the demand for professionals trained in an accredited social work program also grows. According to the United States Department of Labor's Bureau of Labor Statistics, social work is one of the fastest growing careers in the United States. According to the National Association of Social Workers, nearly 600,000 people currently hold social work degrees and the profession is expected to grow by 30% by 2010.

As the profession grows, social work licensure becomes necessary in order to insure the individuals, groups, and communities are receiving professional and competent care. In 2005, the State of Michigan finally enacted legislation licensing social workers. However, in order to be fully licensed, social workers must have been educated in an academic program that was accredited by the Council on Social Work Education.

At the present time Oakland University has a social work concentration, which is not an accredited program. This places our social work concentration graduates at a disadvantage. They are not eligible for licensure, nor can they apply for advanced standing (an accelerated program) in accredited Master of Social Work programs. Although they may be able to find employment, it is at the Registered Social Service Technician level. This categorization greatly restricts their scope of practice and results in minimum level salaries and advancement opportunities.

The proposed Bachelor of Social Work Program builds upon our established social work concentration and would permit our social work program to be eligible for accreditation. This would provide our graduates with greater opportunities for employment and graduate school and make Oakland University more attractive to students seeking a profession in social work. In southeastern Michigan, only Wayne State University (located 35 miles south in Detroit) and Michigan State University (located 90 miles northwest in Ingham County) currently offer accredited Bachelor of Social Work programs. We expect that a Bachelor of Social Work program at Oakland University would be extremely attractive to our primary population base of students from Oakland and Macomb counties, who currently have very limited options for pursuing a social work degree from an accredited program.

**PROPOSAL FOR A
BACHELOR OF SOCIAL WORK PROGRAM
IN THE DEPARTMENT OF SOCIOLOGY AND ANTHROLOGY
COLLEGE OF ARTS AND SCIENCES**

1. RATIONALE AND PROGRAM DESCRIPTION

A. Program Need

In 1998, one student was officially enrolled in Oakland University's Social Work Concentration. Since then, a total of 150 students have been enrolled in the concentration, and currently there are 50 active students. This growth trend in the Social Work Concentration is expected to increase each academic year as more students choose to seek careers in the profession of social work. Although some concentration graduates find employment in the human services, the majority pursue graduate school. At present, 35 Oakland University graduates have received or are working on their Master of Social Work degree (MSW). Our graduates have gone on to study at Wayne State University, University of Michigan, Michigan State University, Western Michigan, and Saginaw Valley University. Last year, three Oakland University graduates were accepted in MSW programs outside of Michigan: at the University of Colorado, the University of Missouri at St. Louis, and at the University of Illinois (Jane Addams School of Social Work). This year (Spring 2006), seven of fifteen seniors of the Social Work Concentration applied to various MSW programs, and all of them were accepted.

Oakland University strives to produce high academic caliber undergraduates and competent professionals to serve society. Although the current Oakland University Social Work Concentration continues to grow and produce capable students, our students are nevertheless considerably disadvantaged because they do not graduate with an accredited Bachelor of Social Work degree. Prior to last year, the State of Michigan was one of only a few states in which social service providers were not licensed. However, effective July 1, 2005, the State of Michigan began to require social workers to be professionally licensed. To be licensed as social workers, students must have gone to an accredited social work program that prepares them for the full scope of professional practice. Since Oakland's Social Work Concentration is not an accredited Bachelor of Social Work (BSW) degree-program, our graduates are only eligible to be registered at the Social Service Technician level. As technicians, their scope of practice is severely restricted, and they are limited to entry level positions and minimum level salaries. Advancement or promotion can only occur if they return to an accredited school and obtain a MSW degree.

Another consequence of the lack of accreditation is that Oakland University Social Work Concentration graduates are not eligible for advanced standing in an MSW program. Advanced standing allows students graduating from an accredited BSW program to enter any accredited Master of Social Work program to complete a two-year program in as short a time as one year. Thus, with a BSW degree, students can save up to a year of graduate school time and tuition expenses.

The mission and role of Oakland University would be greatly enhanced by establishing an accredited BSW program. Oakland University is located in Oakland County and adjacent to Macomb County, the two wealthiest and highest population counties in Michigan. Although there are nineteen BSW programs in the state, eight of these are located in faith based institutions. The closest BSW program in proximity to Oakland University is at Wayne State University in Detroit. Although this is an established and respected program, the majority of our students would prefer to attend college closer to

home in a suburban environment. Other public programs are at the University of Michigan, Flint—45 miles away—and Saginaw Valley State University, which is over 75 miles from Rochester. We expect that a new BSW program at Oakland University would prove to be extremely attractive to our primary population base of students from Oakland and Macomb counties, who otherwise have very limited current options for admission into a professional social work degree program.

B. How the Proposed Bachelor of Social Work Program will help Promote the Role and Mission of Oakland University

The proposed BSW program is influenced by the fundamental mission of Oakland University, which is to provide and maintain excellent and relevant instruction, high quality basic and applied research and scholarship, responsive and effective public and community service, and a comprehensive schedule of student development activities. The program is highly compatible with the mission and roles of Oakland University. In discussing this compatibility, we will focus on three essential components of the Oakland University mission: instruction, research and scholarship; and public service,

First, with regard to instruction, we note that Oakland University has a strong liberal arts program that prepares undergraduate students with the knowledge and skills necessary for both employment and graduate studies. This is true for the proposed BSW program, which is grounded in a rigorous generalist social work practice model that prepares students for employment and graduate school. The generalist social work practice model provides a conceptual framework for the practice of social work in diverse client settings and producing competent students prepared for the workforce. It also serves as the curricular foundation for graduate education.

Second, research and scholarship are essential to any program's success within the university. The proposed Bachelor of Social Work Program will be committed to research and scholarship in areas of social work education, social inequalities, and positive change at both the macro and micro levels of social work practice. Students will be able to participate in research projects with the faculty. This experience will prepare them to address social problems through evidence-based learning of research and to apply this learning to social work practice.

The BSW program will prepare students to work in human services, government agencies hospitals, schools and other settings serving the disadvantaged. This is integral to supporting Oakland University's mission of public service. Students begin their community service through the program's requirement of 400 hours of field work, in which students have the opportunity to apply the knowledge and skills learned in the classroom to direct social work practice in the community. The social agencies in which students carry out their fieldwork provide services to individuals, groups, and communities experiencing problems. Some of students will work in these agencies upon graduation, and others will proceed to graduate schools and assume their role as public servants upon completion of the MSW degree. Our social work students will also be expected to volunteer and work on group projects in the communities through the Oakland University Social Work Club.

In summary, the purpose of the BSW program is to produce competent and responsive professional social workers who, in addition to their professional training as social workers, will have a broad intellectual grounding in Oakland University's comprehensive liberal arts requirements. BSW students will be educated in a generalist social work perspective, along with the values and ethical principles of social work practice, through a curriculum that satisfies the accreditation requirements of the Council of Social Work Education and meets the academic objectives stated in Oakland University's Strategic Plan. Students trained in the generalist approach will be capable of working with individuals, families,

and communities of different cultural and ethnic backgrounds. They will also be able to meet societal needs and special problems of minorities and other vulnerable populations. Finally, Oakland University BSW graduates will be academically qualified to advance their social work credentials and career potential through acceptance into any accredited Masters of Social Work program.

C. The Proposed BSW Program Mission, Goals and Objectives

The mission of the proposed Bachelor of Social Work Program is to produce professional social worker trained in the generalist perspective, along with the values and ethical principles of the social work practice consistent with the profession's historical commitment to social justice and positive change. Students trained in the generalist social work practice are capable of working with individuals, families, and communities of different cultural and ethnic background.

The goals of the proposed BSW program are to prepare graduates:

1. With the knowledge, skills, and values required for competent, compassionate and ethical generalist social work practice with client systems of all sizes (individuals, families, groups, organizations and communities).
2. To understand the various forms and mechanism of oppression and discrimination in order to become leaders in effecting positive systemic changes by advocating and intervening on behalf of oppressed and vulnerable peoples in the pursuit of social justice.
3. To think critically, appreciate diversity and intellectual inquiry and to demonstrate a commitment to continued professional and personal growth and development.

The objectives of the proposed BSW program are to prepare graduates:

1. To apply critical thinking skills within the context of professional social service practice.
2. To understand the value base of the profession and its ethical standards and principles, and practice accordingly.
3. To practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
4. To understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.
5. To understand and interpret the history of the social work profession and its contemporary structures and issues.
6. To apply the knowledge and skills of generalist social work practice with systems of all sizes.

7. To use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.
8. To analyze, formulate, and influence social policies.
9. To evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.
10. To use communication skills differentially across client populations, colleagues, and communities.
11. To use supervision and consultation appropriate to social work practice.
12. To function within the structure of organizations and service delivery systems and seek necessary organizational change.
13. To promote multi-disciplinary and collaborative approaches to solving local and national social problems.
14. To provide public service to universities, governmental bodies, social service agencies and community groups for purposes of disseminating professional social work knowledge, supporting the profession of social work, and promoting the health and welfare of all persons.

D. Rationale for the Development of a Social Work Program at Oakland University

The increasing enrollment and continued interest in the current Social Work Concentration coupled with a high degree of interest in an accredited social work program justifies the development of a BSW program at Oakland University. A number of community and academic partners were approached and their feedback and support for the Program elicited. The sections below summarize their favorable responses.

E. Student Survey Results

Surveys of potential student interest in a BSW program at Oakland University have been conducted in ten different social science classes at Oakland Community College and Macomb Community College, yielding a total of 202 respondents. Five questions were posed that indicate respondents' level of interest in social work as a field of study and specifically their interest in a BSW major at Oakland. One additional question asked respondents to indicate the likelihood that they would transfer to Oakland during the next three years. Answers to four of these questions were presented on a 5-point scale, ranging from "very interested" to "not interested at all." The other two questions provided "yes" or "no" response categories and are adapted to the other responses as either showing interest or not. To simplify a summary of results, we have subsequently combined responses to all questions as either showing positive interest in social work, uncertainty of interest, or not showing interest.

As can be seen from the table presented below, the results indicated a substantial interest in social work and a BSW program at Oakland University, with a clear majority of respondents indicating interest across the relevant questions. Admittedly, these respondents do not constitute a random sample of students at these schools. Nevertheless, these results are encouraging, particularly since

only 21% of those surveyed indicated they were definitely not interested in future enrollment at Oakland, whereas 40% indicated likely future enrollment at Oakland. Since OCC and MCC together constitute the largest single source of transfer students to Oakland, it seems reasonable to infer a substantial level of interest in a BSW program among social science students at these schools who are likely to enroll at Oakland during the next several years. Currently, Professor Mosby has a verbal articulation agreement with social science faculty advisors at OCC to send at least 15 students a year into our BSW program, should this program be approved. We will pursue a written articulation agreement with both OCC and MCC when the BSW program is approved.

**TABLE 1. SUMMARY OF COMMUNITY COLLEGE RESPONSES TO BSW SURVEY
(SAMPLE N = 202)**

(Combined Responses)	RESPONSE CATEGORIES			
	(1-2)	(3)	(4-5)	
SURVEY QUESTIONS	<u>Interested</u>	<u>Not Sure</u>	<u>Not Interested</u>	<u>Total %</u>
1. Interest level in BSW	54%	34%	12%	100%
2. Study of social work important	80%	19%	1%	100%
3. OU should offer a BSW major	78%	17%	5%	100%
4. Taken social work related courses	63%	—	37%	100%
5. Would consider a BSW major	75%	—	25%	100%
6. Considering enrolling at OU	40%	39%	21%	100%

F. Comparison to Similar Programs

This proposed Bachelor of Social Work Program is consistent with accredited programs preparing students for entry-level programs for professional social work practice. All Bachelor of Social Work programs must comply with the educational standards for undergraduate social work programs accredited by the Council on Social Work Education (CSWE). The educational program for each college or university may vary, but CSWE mandates that each program must provide basic course content in human growth and behavior, social policy, research methods, practice methods, principles of social and economic justice, cultural diversity, understanding at-risk populations, and professional values. Besides taking coursework that addresses these issues, all students who graduate from an accredited BSW program must complete 400 clock hours of field experience in a social work or related setting under the supervision of a social work practitioner. These mandatory courses are the core of the BSW program and must be included in the curriculum before the program is accredited by CSWE. In addition, accreditation standards require a liberal arts foundation. The liberal arts tradition of Oakland University and relationship of the Social Work Program to the Department of Sociology and

Anthropology permits the development of a rich curriculum with a strong theoretical foundation for practice. This capacity is reflected by the Program's curricular structure, which includes a strong prerequisite and corequisite foundation in liberal arts. Students are also permitted to choose from selected electives in Sociology that will help prepare them for working with the elderly (SOC 465, Sociological Perspectives on Aging) or in the criminal justice system (SOC 323, Juvenile Delinquency and its Social Control) as well as the requirement that students complete a gender and diversity course (SOC 331, Racial and Ethnic Relations; SOC 336, Sociology of Gender; WS 200, Introduction to Women's Studies). Therefore, Oakland University's proposed social work curriculum meets the requirements of the CSWE.

G. Support of Other Academic Units

The Departments of Sociology and Anthropology, Biology, Psychology and, Political Science, and Women's Studies Program will participate in this new major through course offerings that are either pre-or corequisites for satisfying the BSW major. The list of proposed prerequisites and support courses reflects the contributions of each academic department. Letters of support from other academic departments have been requested and will be presented in Appendix A as they are forthcoming.

H. Advice and Consent

The Department of Sociology and Anthropology has discussed the prospects for expanding the current Social Work Concentration for some time. Not all sociology majors are interested in social work. However, our faculty recognize the high level of student interest in the professional field of social work that does exist, know that a respectable number of our current sociology majors have sought and will continue to seek admission into graduate social work programs, and understand that our graduates with the aspiration to become social work professionals are now placed at a disadvantage in carrying out their plans because they lack required credentials. Outgoing chairperson, David Maines, and incoming chairperson, Jay Meehan, have both supported and facilitated development of the current BSW program proposal that will, if formally approved, address these needs. The department anticipates losing a certain fraction of sociology majors to a new major in social work. However, we also anticipate an overall increase in student enrollments in our standard sociology courses, since a number of these courses will be both pre and corequisites for the social work major, and some will in fact be cross-listed with social work courses.

I. Supportive Comments from Social Services Agencies and External Reviewers

Supportive comments were solicited from some of the social services agencies in which Oakland University Social Work Concentration students perform their student internships. These social service agencies provide services to people in need, and are in the best position to support the need of a Bachelor of Social Work Program at Oakland University. Letters of support from social service agencies will be provided in Appendix B.

Comments from other baccalaureate program directors have been solicited. The proposal has been sent to the faculty and program directors at Michigan State University, Ramapo College in New Jersey, Sienna College in New York, University of Western Kentucky, University of Hawaii, Arkansas State University and the University of Nevada-Reno. One response is attached in Appendix C; others will be included as they are forthcoming.

J. Student Sources

Oakland University is located in a highly desirable geographic and demographic area. No other public institution of higher education in Oakland or Macomb Counties currently offers the BSW degree. Only Wayne State University, the University of Detroit-Mercy, and Madonna University, all in Wayne County and all 25-35 miles from the center of Oakland's student base, offer accredited BSW degrees. We believe we would not just recruit majors from students already attending or planning to attend Oakland, but that location of a new social work program at Oakland would attract a number of new students who would otherwise apply to schools with an established degree program that matches their career goals.

Should the proposed BSW program for Oakland receive official approval it will be widely publicized, both internally and externally (especially at target "feeder" institutions, such as Macomb Community College, Oakland Community College, and Southeast Michigan area high schools.). Subsequently, it is our intention to have the first cohort of BSW students begin the program in fall of 2007. These students will be selected by application from what we anticipate will be a substantial pool of candidates drawn from both transfer and current Oakland University students. Current Oakland University candidates will include students from our present "concentration" in social work.

2. SELF-STUDY OF THE ACADEMIC UNIT

A. How the Bachelor of Social Work Serves the Department's Goal

Social work programs are often initially located in departments of sociology. There is a natural fit between the core analytical issues that characterize the academic discipline of sociology and the applied concerns of professional social workers, who are typically expected to be knowledgeable about sociological theories and research findings that bear on such relevant social problems as poverty, racism, crime, dysfunctional family structures and family dynamics, child abuse, ethnic conflict, aging populations, and the like. The great majority of students who apply and are accepted into graduate level social work programs come from undergraduate backgrounds in either sociology or psychology. The Department of Sociology and Anthropology has sponsored a Concentration in Social Work for many years. As indicated above, this concentration has grown increasingly popular; a large fraction of our current social work concentration students are in fact sociology majors. This reminds us that students are naturally interested in the practical pay-offs their undergraduate degrees may provide, and that many of our majors have themselves seen the linkage between sociology as an academic discipline and social work as an applied professional career. The department takes pride in giving our majors a solid grounding in the basic theoretical and methodological components of sociology. But at the same time we are also concerned that our majors find good jobs after they graduate, especially jobs that may benefit from the critical perspective and knowledge acquired in the classroom and that make a positive contribution to society. A major in social work will provide this practical and socially beneficial opportunity for many of our best students.

B. Staffing Needs

The Council on Social Work Education requires that the proposed Bachelor of Social Work program have a minimum of two fulltime PhD faculty members who also hold MSW degrees. Professor Lynetta Mosby, current director of the Social Work Concentration, meets these requirements and would assume responsibility as the overall director of the proposed BSW program. Dr. Mosby is a tenured associate professor in the Department of Sociology and Anthropology and has been overseeing the University's Social Work Certificate program for a number of years. A second fulltime faculty member, Dr. Karen Neuman, has been added as visiting associate professor to help with program planning, other administrative duties, and teaching. Projections are for a third faculty member to be added in year two (2008-09) when the program reaches an enrollment of 60 students. Assuming continued enrollment growth, additional faculty lines have been budgeted in years four and five when the program will be capped at approximately 105 students. Part-time instructors and some faculty overload instruction will likely be required in the first year and in subsequent years (with the exception of year two when a third faculty line is filled) and have been budgeted. (See Projected BSW Growth as a Five Year Program presented in Table 5).

Students will be admitted as a cohort, and the first cohort (2007-08) will consist of approximately fifteen current social work concentration students who transfer into the BSW program and thirty new admissions. The BSW curriculum is conceptualized as a two year, four-semester program with students entering as juniors. First year courses in the curriculum (SOC/SW 210; SW 310; SW 311; SOC/SW 315) can be larger, with up to 30 students. However, the practice, seminar and field practicum courses in the second year of the curriculum will need to be smaller. Two full time faculty, supplemented with some part-time instructors and overload teaching, will be adequate in 2007-08. By the time cohort one enters its second year and begins field practicum in 2008-09, a third faculty line will be in place. The Department of Sociology and Anthropology recognizes that there will be increased enrollment in the research sequence (SOC/SW 202; 203) and have requested an additional faculty line for a quantitative sociologist in part to assist in meeting this need. The possibility of offering sections spring term is also under consideration.

Summer coverage is required by CSWE to assure adequate oversight of the program and field practicum and has been budgeted. In addition to program oversight and development, recurrent faculty tasks during spring/summer terms typically include advising and recruiting students; recruiting and developing field practicum sites; training potential field instructors; coordinating program evaluation activities and planning for student orientation and other events. Support staff will initially consist of a .5 FTE in the first year but increased to a full time support person in year two.

Initially situating the program in the Department of Sociology and Anthropology permits the program to access additional faculty to teach courses, including a number that are cross-listed as SOC/SW. One member of the Department of Sociology and Anthropology also holds the MSW degree (Dr. Linda Morrison) and currently teaches SOC/SW 315: Social Welfare Policy. Below please find a listing of faculty who will be teaching in the core curriculum of the social work program. Vitaes for the following faculty are available on request through the Dean of the College of Arts and Sciences.

Lynetta Mosby, Ph.D., ACSW

Associate Professor, Department of Sociology & Anthropology/Social Work

Proposed courses: SOC/SW 210; SW 310; SW 311; SW 431; SW 432

Karen Neuman, Ph.D., LMSW
Visiting Associate Professor, Department of Sociology & Anthropology/Social Work
Proposed courses: SOC/SW 210; SW 405; SW 406: SW 431: SW 432

Gary Shepherd, Ph.D.
Professor
Department of Sociology & Anthropology
Proposed courses: SOC/SW 202; SOC/SW 203

Abdi Kusow, Ph.D.
Associate Professor
Department of Sociology & Anthropology
Proposed courses: SOC/SW 202; SOC/SW 203; SOC 331

Linda Morrison, Ph.D., MSW
Assistant Professor
Department of Sociology & Anthropology
Proposed courses: SOC/SW 315

Jo Reger, Ph.D.
Associate Professor
Department of Sociology & Anthropology/Women's Studies
Proposed courses: SOC 336; WS 200

C. Faculty Qualifications

Two faculty members must possess both a doctoral degree and a Masters of Social Work degree at the outset of the accreditation process, as described above. Other faculty members (visiting, adjunct, and part-time) are required to have at least a Masters of Social Work degree from an accredited university or college and two years of practical social work experience.

D. Library Holdings

The proposed Bachelor of Social Work program at Oakland University is a new program and will require comprehensive library holdings and electronic access, as well as other informational and educational resources necessary for accreditation by the Council on Social Work Education. Also, in order to achieve the program's goals and objectives, access to assistive technology must be in place, including materials in alternative formats such as Braille, large print, books on tape, and assistive learning systems. Funds for additional acquisitions, primarily in on-line, full-text format have been budgeted. (See letter regarding library expenditures in Appendix D).

E. Classroom, Laboratory, and Space Needs

For the first two years we do not expect a need for more classroom space because of the relatively limited number of students admitted to the program (45 students the first year, 30 students in year two). Office space in the Department of Sociology and Anthropology for the new faculty member (Dr. Karen Neuman) has already been identified. An additional office for a secretary, file cabinets, and

other necessary office equipment still needs to be specified, but there appears to be room available on the fifth floor of Varner Hall that could serve this purpose.

F. Equipment Needs

As the program grows we anticipate the need for additional faculty computers, a copy machine, fax machine and a heavy-duty laser printer. These costs are represented in the budget and planned for in years three, four and five.

G. Use of Existing Resources

The proposed program's curriculum requires students to take courses currently being offered by a number of departments in the College of Arts and Sciences. Approximately four new courses will need to be created to meet the curricular standards established by the Council on Social Work Education. These new courses will initially be taught by the program director and associate director during year one and supplemented by part-time instructors as needed. Some required courses in the social work curriculum (e.g., Introduction to methods of Social Research, Social Statistics with Computer Applications, and Social Welfare Policies) will be cross-listed with the Department of Sociology and Anthropology and will be taught by existing sociology faculty (see Program Plan, below).

3. PROGRAM PLAN

A. Overview of the curriculum

The social work curriculum proposed has been developed and organized as a coherent and integrated whole, consistent with the program's goals and objectives, and also grounded in the liberal arts tradition. The Oakland University requirements have been incorporated seamlessly into the program of study due to the congruence of mission and goals through academic requirements. Table 2 presents the proposed social work curriculum for the new program. There are five prerequisites which must be taken prior to admission into the program (BIO 104, PSY 100, SOC 100, PS 100, and SOC/SW 210). There are also two corequisite courses which can be taken after admission to the program (AN 102 and a SOC elective). These prerequisites and corequisites provide a liberal arts foundation that is essential to assure students have an adequate understanding of the biological, socio-structural, cultural and psychological theories that are incorporated into the theoretical foundation of social work. This liberal arts foundation prepares students for the core social work curriculum, including SW 310 and SW 311: Human Behavior and the Social Environment I and II, in which the bio-psycho-social approach to understanding human behavior and social systems is presented.

The content of the professional core curriculum is guided by the Council on Social Work Education (CSWE). Five curricular domains comprise the core curriculum: Human Behavior in the Social Environment, Social Work Practice, Welfare Policy, Research, and Field Practicum. Further, accreditation standards require that content on social work values and ethics, diversity, populations at risk and social justice be included. Content on values and ethics is to be infused throughout each social work course. Content on diversity will be integrated throughout the social work curriculum as well as assured by requiring a supporting diversity course (SOC 331, SOC 336 or WS 200). These

diversity courses were selected for their particular emphasis on vulnerable populations and the environment in which social justice and welfare are practiced.

Prior to applying for admission into the program, students will be required to take SOC/SW 210: Introduction to Social Work to assure that they understand the profession and BSW degree requirements. As part of the introductory course, potential social work program applicants will be required to complete a service learning experience volunteering at a social service agency to help prepare them for the field practicum experience and assess their suitability for working with clients. Once admitted into the program in their junior year, students take the research/statistics courses concurrently with the Human Behavior and Social Environment courses (SW 310 and SW 311). This permits them to explore the bio-psycho-social theoretical foundation of the profession while developing research skills, thereby enhancing their understanding of empirical knowledge and critical thinking skills. A research project can be chosen that will inform them of practice options for the senior year, along with providing a service opportunity for a community agency. Additionally, the inclusion of Social Policy at this juncture ensures that students also understand their professional obligation to advocate for social justice and positive social change at the local, state, national and international levels prior to their field practicum in a social service organization.

The senior year includes a 400-hour consecutive internship over two semesters in an approved local social service agency. A two-hour weekly integrative seminar is held concurrently with the internship to explore issues related to practice at all levels, values and ethics, and also to provide additional opportunities for students to enhance their interviewing, assessment and evaluation skills needed in the internship. SW 432: Social Work Internship Seminar II taken in the final semester of the program serves as the capstone course. Students will be required to complete a portfolio that will consist of presenting major assignments completed during the program and a major writing assignment that requires that students demonstrate how they integrate all aspects of the core curriculum into a holistic approach to generalist social work practice. Class size will be capped at fifteen for seminar and practicum sections. This will permit the seminar instructor to serve as the student's field faculty liaison for those students in their section. The field faculty liaison will make two visits per semester to the student's field practicum agency, orienting the student and agency to the expectations of the field experience, supporting the student's learning in the agency and assisting in the completion of required documentation. Field instructors will also be given information about the curriculum to further enhance their understanding of the student's background and orientation to generalist practice, problem solving and the ecological systems approach.

The social work practice courses teach students various assessment, interpretation and intervention strategies for use with individuals, families, groups, communities and organizations. The practice courses are designed to be taken in the senior year, concurrently with the field practicum and seminar. This permits students to learn social work skills in the practice courses (SW 405; 406), to practice them with clients in the field practicum (SW 430; 432) and to process and reflect upon these experiences in the seminar courses (SW 431; 430). Students are thus able to directly connect theory with practice. Table 2 presents the proposed social work curriculum and the required support courses, and Table 3 presents a sample plan of study.

TABLE 2. PROPOSED OAKLAND UNIVERSITY SOCIAL WORK CURRICULUM

Required Support Courses

Prerequisites - Must be taken prior to admission into the Social Work Program. Transfer equivalents accepted,	Credit Hours
• SOC/SW 210 Introduction to Social Work	4 credit hours
• BIO 104 Human Biology	4 credit hours
• PSY 100 Foundations of Contemporary Psychology	4 credit hours
• SOC 100 Introduction to Sociology	4 credit hours
• PS 100 Introduction to American Politics	4 credit hours
Corequisites – May be taken concurrently with social work major	Credit Hours
• AN 102 Culture and Human Nature	4 credit hours
• Sociology Elective – select from one of the below <ul style="list-style-type: none"> - SOC 205 Current Social Problems - SOC 323 Juvenile Delinquency and its Social Control - SOC 465 Sociological Perspectives on Aging 	4 credit hours
Total	28 credit hours

Core Social Work Curriculum	Credit Hours
• SW 310 Human Behavior and Social Environment I	4 credit hours
• SW 311 Human Behavior and Social Environment II	4 credit hours
• SOC/SW 315 Social Welfare Policies	4 credit hours
• SOC/SW 202 Introduction to Methods of Social Research	4 credit hours
• SOC/SW 203 Social Statistics with Computer Applications	4 credit hours
• Diversity Courses – Select one from below <ul style="list-style-type: none"> - SOC 331 Racial and Ethnic Relations - SOC 336 Sociology of Gender - WS 200 Introduction to Women’s Studies 	4 credit hours
• SW 405 Social Work Practice I	4 credit hours
• SW 406 Social Work Practice II	4 credit hours
• SW 430 Social Work Internship I	4 credit hours
• SW 431 Social Work Seminar I	2 credit hours
• SW 432 Social Work Internship II	4 credit hours
• SW 433 Social Work Seminar II	2 credit hours
Total	44 credit hours

TABLE 3. SAMPLE PLAN OF STUDY

Semester I	Semester II	Semester III	Semester IV
Elective	Diversity Course	SW 405	SW 406
SW 310	SW 311	SW 430	SW 432
SW 315	AN 102	SW 431	SW 433
SW 202	SW 203	Sociology Elective	Elective

B. Admission Requirements

This proposed Bachelor of Social Work program requires formal admission for students beginning their junior year. The admission decision is based on consideration of the following criteria: completion of the prerequisite courses including SOC/SW 210: Introduction to Social Work; experience in the human services field, either through employment, volunteer work or the service learning requirement of SOC/SW 210; two references, one academic reference and one from someone who has supervised the student in a human services agency; a personal statement explaining their interest and suitability of the profession; and minimum 3.00 GPA.

C. Degree Requirements

BSW students would, of course, need to satisfy all University General Education requirements listed in the Undergraduate Catalog. Of the 124 credit hours required for the baccalaureate degree, social work majors would complete 48 credit hours in the core social work curriculum (including eight credit hours of research and computer applications and Introduction to Social Work) and 24 credit hours of required prerequisites and corequisites. Since the BSW program would be housed in the Department of Sociology and Anthropology, students would also be required to comply with the College of Arts and Sciences Distribution Requirements. Prerequisite requirements and major requirements for BSW students are listed above in Table 2.

D. Multi-disciplinary Collaboration

The proposed Bachelor of Social Work Program will initially be situated in the Department of Sociology and Anthropology. The core social work curriculum will be augmented with required prerequisite and corequisite courses drawn from a variety of other disciplines, including Sociology, Political Science, Anthropology, Biology, and Psychology. Colleagues from sociology and anthropology who teach required courses for social work students will be engaged in a number of collaborative activities in support of the Program, including reviewing applicants for admission to the program and developing various Program policies and procedures. In addition, students will be advised about other electives that will best support their learning and career goals and a list of suggested electives will be developed in consultation with other departments.

E. Student Advising

Advising in the proposed BSW program is an important activity, especially in a professional curriculum with accreditation requirements. Students will need both regular academic advising to insure timely compliance with requirements and also career advising on such topics such as goals, work or graduate school opportunities, and a range of additional professional practice concerns.

Incoming students will require a formal plan of study that assures that all prerequisites, corequisites and core courses are scheduled. Best practices in advising social work students encourage students to meet with their assigned advisor each term to assure that suitable progress towards the degree is being made. In addition, assisting students in planning for the field practicum experience is a critical function of social work program advising. Faculty will also be involved in developing and implementing policies and processes that assure that candidates unable to meet the academic and professional performance expectations of the program are directed to a more suitable major.

F. Accreditation Requirements

The proposed Bachelor of Social Work program will meet accreditation requirements imposed and reviewed by the Council of Social Work Education. The Commission on Accreditation of the Council on Social Work Education accredits baccalaureate and masters degree programs in social work education in the United States. Accredited programs are initially and then periodically reviewed to assure that they adequately prepare students for entry-level generalist social work practice. The Commission recognizes that standards for accreditation are, of necessity, minimal standards. The Handbook of Accreditation states, “the essential purpose of the accreditation process is to provide a professional judgment of the quality of compliance with established standards, which supports public confidence in the quality of professional social work education in the competence of social work practice” (p. 1). Please go to CSWE’s website at www.cswe.org for further information on social work accreditation.

G. Procedures and Standards for Program Review and Evaluation

The Council on Social Work Education mandates that outcomes for each of the program’s objectives be methodologically measured and that the analysis be used to affirm and improve the educational process. Because of the meticulousness with which this standard is reviewed by CSWE, a number of efforts have been undertaken to assist programs with compliance. Attachment F presents the BSW program’s assessment plan. Included as part of this plan is a portfolio and an integrative writing assignment completed in the capstone internship seminar. Further, the field evaluation roughly corresponds to the program’s objectives so that students are evaluated in their field practicum setting in the extent to which they have met the expected outcomes of the program. Finally, many BSW programs use the Baccalaureate Education Assessment Package, which was developed by BSW program directors to address growing concerns about tracking students over time from entrance into the Program to two years after graduation (See <http://www.rit.edu/~beap/> for more information). The entire package consists of five instruments: an entrance and values inventory at entrance an exit, an additional exit survey; an alumni survey and an employer survey.

The package is available for use at a nominal cost to undergraduate social work programs affiliated with the Baccalaureate Program Directors (BPD) Association and includes a report that compares the

Program's student outcomes with other BSW programs. Training and consultation are also provided as part of the service. Because this is a widely accepted assessment tool that provides comparison, pre/post and longitudinal data, we are considering incorporating this into the overall evaluation plan for Oakland University's BSW program. Additional evaluation components will need to be developed and will be program specific, such as satisfaction surveys of students and field instructors supervising students in the practicum experience.

The curriculum and philosophy of the university and program also supports the integration of a portfolio based student assessment. Although not fully developed at this point, initial plans are to incorporate a portfolio requirement into the senior capstone integrative seminars (SW 431/433). Key assignments from all core courses would be retained and resubmitted into the portfolio and students would write a major paper demonstrating the capacity to integrate all aspects of the curriculum into a coherent understanding of professional social work practice. This would also meet Oakland University's requirement for a writing intensive experience in the student's major.

Taken together, the use of the BEAP, student and field instructor satisfaction surveys and the portfolio provide a well-rounded approach to evaluating student outcomes. This comprehensive approach will meet accreditation standards as well as provide meaningful data for program renewal and refinement.

4. PROPOSED BUDGET FOR THE BSW PROGRAM

A. Revenue

We project total enrollment to increase from 45 students in budget year one (2007) to 105 students by budget year five (2011). This enrollment projection is based on a junior and senior year completion span for students admitted into the program (following satisfaction of pre-major requirements during the freshman and sophomore years) along with an escalating number of admissions: 30 students admitted in year one to 60 students admitted by year five (see Table 5, below). Forty-five students admitted in year one will generate approximately \$232,000 in current year tuition dollars; by year five, 105 students in the program will generate approximately \$541,000 in current year tuition dollars (see Table 4, below).

B. Costs

The major expenses shown in Table 4 are for new faculty salary and benefits. As pointed out above, Professor Lynetta Mosby will be the overall director of the program and is already a tenured associate professor in the Department of Sociology and Anthropology. Her salary and benefits are not included in the proposed start-up budget, because these do not represent new, incremental costs to the university. Dr. Karen Neuman, a new fulltime faculty member with a wealth of social work program development experience, has already been hired as of fall 2006 to help with program planning, student advising, and field placements. Professor Neuman will also begin teaching courses in the winter 2007 semester as an associate professor and director of student field placements. In year two (Fall 2008) we will need to hire a second full-time faculty member to accommodate a projected increase in the program's student base, as well as to implement required professional practice courses for the first cohort's senior year. Increased student enrollments in years four (2010) and five (2011) will necessitate hiring two additional fulltime faculty members in order to comply with CSWE faculty-student ratio requirements. Sufficient part-time monies are identified to offer two courses during each

year except 2008-2009, when we expect existing fulltime faculty will be able to manage the required course load.

The other major salary and benefit costs are secretarial. We believe we will be able to manage with half-time secretarial work during year one of the program, but thereafter program demands will require a fulltime secretary.

Other remaining major expenses in our projected budget include \$12,000 for a copier in year three and a \$25,000 yearly outlay for library resources. This is the approximate estimated cost for obtaining subscriptions to various on-line full text journals (which are not currently available through Kresge Library) in addition to requisite bound or hard copy materials. On-line access to journals will make available most necessary research and other professional literature to our students, in compliance with CSWE accreditation requirements.

As shown in Table 4, projected program revenue will exceed program costs in every budget year except 2008-09, when we will hire our second new faculty member and a fulltime secretary. However, increased enrollments in subsequent years will substantially make up for this small, one-year deficit.

TABLE 4: SUMMARY OF PROPOSED BSW BUDGET

	Acct.	07 Budget Year 1	08 Budget Year 2	09 Budget Year 3	10 Budget Year 4	11 Budget Year 5
Revenue Variables:						
Headcount		45	60	75	90	105
4-Credit Equivalent Sections						
Total Credit Hours		1080	1440	1800	2160	2520
Undergraduate (composite)		1080	1440	1800	2160	2520
Total FYES		36.00	48.00	60.00	72.00	84.00
Undergraduate (cr.÷30)		36.00	48.00	60.00	72.00	84.00
Graduate (cr.÷24)		0.00	0.00	0.00	0.00	0.00
Doctoral (cr.÷16)		0.00	0.00	0.00	0.00	0.00
Tuition Rate Per Credit Hour						
Undergraduate (composite)		\$214.75	\$214.75	\$214.75	\$214.75	\$214.75
Graduate		\$383.00	\$383.00	\$383.00	\$383.00	\$383.00
Revenue						
Tuition		\$231,930	\$309,240	\$386,550	\$463,860	\$541,170
Other						
Total Revenue		\$231,930	\$309,240	\$386,550	\$463,860	\$541,170

Compensation						
Salaries/Wages						
Faculty Inload Replacements (\$4,000/section)	6301					
Faculty count		1	2	2	3	4
Faculty Salaries	6101	\$55,000	\$115,000	\$115,000	\$165,000	\$215,000
Faculty Overload	6301	\$17,000	\$17,000	\$17,000	\$17,000	\$17,000
Part-time Faculty (\$4,000/section)	6301	\$8,000		\$8,000	\$8,000	\$8,000
Visiting Faculty	6101					
Administrative (faculty)	6201	\$37,065	\$33,797	\$33,797	\$33,797	\$33,797
Administrative - IC	6221					
Clerical (FT year 2)	6211	\$7,729	\$35,458	\$35,458	\$35,458	\$35,458
Wages	6401					
Student	6501					
Graduate Assistant Stipends	6311					
Out of Classification	6401					
Overtime	6401					
Total Salaries/Wages		\$ 134,794	\$ 201,255	\$209,255	\$259,255	\$309,259
Fringe Benefits	6701	\$34,212	\$67,545	\$68,257	\$88,842	\$109,427
Total Compensation		\$169,006	\$268,800	\$277,512	\$348,097	\$418,686
Operating Expenses						
Supplies and Services	7101	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Accreditation fees	7101	\$2,500	\$2,500	\$2,500	\$2,500	\$8,000
Site visits	7201	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Faculty recruitment	7101	\$2,500	\$-	\$2,500	\$2,500	\$-
Publicity & student recruitment	7101	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Faculty Travel	7201	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Telephone	7301	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Equipment	7501	\$ -	\$	\$12,000	\$2,000	\$2,000
Library	7401	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Total Operating Expenses		\$47,000	\$44,500	\$59,000	\$49,000	\$52,000
Total Expenses		\$216,006	\$313,300	\$336,512	\$397,097	\$470,686
Net		\$15,924	\$(4,060)	\$50,038	\$66,763	\$70,484

5. ENROLLMENT AND FACULTY HIRING IMPLEMENTATION: FIVE-YEAR TIMETABLE

In fall of 2007, we expect to admit 30 new students into the BSW program. In addition, we anticipate allowing approximately 15 of our current social work concentration students to enter the program as well. These latter students will already have satisfied a number of program requirements through previous coursework in the old SW concentration. In the meantime, we will not longer enroll students into the old SW concentration. Concentrators already in this program who are not eligible for admission into the new BSW program will be able to complete their concentration requirements, but otherwise the SW concentration will be discontinued.

Altogether, then, we expect a total of 45 BSW students to be enrolled in year one. In year two, we will admit another 30 new students. Meanwhile, our 15 carry-over students from the SW concentration will have graduated, while our inaugural admission cohort of 30 students (the "Class of '07") will

begin its senior year. The net result will be a total of 60 students in the program. In years three and four, we will increase admissions of new students to 45 for each year. Graduation of previous year cohorts will result in net enrollment increases from 75 to 90. In year five, we will increase admissions to 60 students, which, with a graduation of 45 students from year three, will result in a total number of 105 students. These graduated enrollment increases over five years will both require and provide revenue for hiring additional new faculty members in years two, four, and five.

These enrollment and hiring projections are summarized below in Table 5.

TABLE 5: PROJECTED BSW GROWTH AS A 5-YEAR PROGRAM

<u>YEAR</u>	<u>N OF STUDENTS ADMITTED</u>	<u>N OF TOTAL STUDENTS IN PROGRAM</u>	<u>N OF GRADUATING CLASS</u>	<u>N OF NEW FACULTY TO BE HIRED</u>	<u>TOTAL PROGRAM FACULTY**</u>
FALL '06				1	2
FALL '07 (1)	30 + (15)*	45			
FALL '08 (2)	30	60	CONC* (N=15)	1	3
FALL '09 (3)	45	75	Of 2007 (N=30)		
FALL '10 (4)	45	90	OF 2008 (N=30)	1	4
FALL '11 (5)	60	105	OF 2009 (N=45)	1	5
			TOTALS	4	5

* 15 Current Social Work Concentration Students, admitted in old “Social Work Concentration” during Winter 2007, would be eligible for BSW in Fall 2008.

** *Counting* already existing fulltime faculty member, Dr. Lynetta Mosby.

6. CONCLUSION

The addition of a baccalaureate social work program is consistent with the four essential elements of Oakland University’s mission. The proposed program: has a solid liberal arts foundation; orients students to professional research activities; emphasizes values of social justice, public service and community outreach; and encourages professional and personal development. It supports the

University's strategic plan of providing students with an educational experience that integrates liberal arts, professional education, cultural and social experiences. Community partnerships with the University will be enhanced through the Program as students are placed in internships at various human service agencies in our area. It is expected that numerous opportunities for partnerships between the community and University will emerge as the program evolves.