

Date of Report

July 28, 2015

Academic Program Review

Department of Social Work

Academic Program Reviewed

Bachelor of Social Work (BSW)



Part I Departmental Assessment

The University of North Alabama is committed to a process of ongoing and integrated planning and evaluation. To this end, each department engages in a five-year review to ensure that departmental commitment to academic excellence.

Specifically, all five-year reviews should 1) incorporate a systematic review of institutional mission,

including Department of Human Resources, Safeplace, Shoals Health Clinic, and others. The Department provides continuing education hours for the professional development of licensed social workers and other professionals by offering workshops and conferences independently as well as in conjunction with

Two classrooms on the 3rd floor of Stevens Hall have been assigned to the Department. The assigned classroom has an informal bulletin board in the room available to faculty, staff and students. Stevens Hall conference and meeting rooms are convenient to students and faculty and can be reserved for regular use by the Department. Necessary arrangements for students with disabilities are typically successfully worked out in the classrooms utilized for social work classes.

The Department has one full-time professional administrative assistant and student workers who are under her supervision. The Administrative Assistant is knowledgeable about the importance of the

The Department recognizes that its faculty resources are currently stretched with the number of majors. Request for a new tenure-track faculty position for 2015-16 was approved by the College of Arts and Sciences Budget Committee as well as the strategic Planning and Budget studies Committee, and is awaiting the final decision of the President. The Department needs additional faculty space near the immediate office area. There is a need for a laboratory for observing and video-recording interviews to

4. Notable achievements by the department (students, faculty, staff):

Reaffirmation of Accreditation till 2019

In 2011, the Department achieved 100% compliance without a single issue or concern from the national accrediting body, the Council on Social Work Education (CSWE) till 2019.

Increasing Enrollment:

Increase in enrollment from 124.5 in 2006-07 to 208 majors in Fall 2014, making it the third highest Department in number of majors within the College.

<u>High Graduation Rate in the College of Arts and Sciences:</u>

Second highest degree completion rate among undergraduates in the College of Arts and Sciences (51 for the period Summer 2013 Spring 2014)

Educational Innovation and Excellence

First program in the state of Alabama to offer a Certificate program in Child Welfare Practice to meet local and regional training needs in the area MoU agreement with Alabama A&M University for satellite MSW program at UNA starting 2013

Community Engagement

Strong Field Internship Program: Based on an average of 25 students per semester, Social Work majors perform 12,500 hours of internship and service to area agencies per semester Service Learning

- infused throughout the Social Work curriculum, Service Learning benefits area agencies while providing valuable hands-on experiential learning to students
- one of the <u>first departments on campus</u> to offer a stand-alone Service Learning course starting Fall 2013

Social Work Alumni Association

Part II Academic Program Assessment

Departments should identify expected outcomes for each of their educational programs (graduate and undergraduate). The process below helps to determine whether the program achieves the stated outcomes and provides documented evidence of improvement

TABLE 2

Explicit Curriculum Assessment Measures (Outcomes are denoted in the Department's Annual Program Assessment of Core Competencies Matrix)				
Measure/Instrument	Benchmark	Description		

Table 2 continued Implicit Curriculum Assessment Measures Mapping and Annual Outcomes – Continued					
Measure	Frequency/ Start Date	Method	Responsible Entities	Findings/ Location	Results 2009 – 2010 thru 2013 -2014
Department Employer Survey	October Bi-Annually	Paper Mail Out	Research Methods Class	Maintained by Assessment Chair	78% of Employers view graduates from the University of North Alabama Department of Social Work favorably with ratings from Good to Superior in the practice of Professional Social Work. Next admin. 2013 -2014. Measure converted to online administ

Measure converted to

TABLE 2A - STUDENT LEARNING OUTCOMES MATRIX Student Learning Outcome, Practice Behaviors, Benchmarks, and Analysis Procedure

Student Learning Outcome (SLO)	Practice Behaviors	Measures	SLO Benchmarks	Analysis Procedure
	(Abbreviated)			

Student Learning Outcome (SLO)

Practice Behaviors

Student Learning Outcome (SLO)	Practice Behaviors	Measures	SLO Benchmarks	Analysis Procedure
	(Abbreviated)			

Student Learning Outcome 5 Advance human rights and social and economic justice.

Exit Outcomes:

Seminar and the last session of Field Seminar. The measure is a Likert scale with the following ratings: 0 able; 1 = need improvement; 2 = acceptable; 3 = good; 4 = excellent; and 5 = acceptable

Self-Evaluation of Core Competencies with Practice Behaviors Instrument is correlated to ratings for the same cohort of students on the Matriculation Self-Assessment Survey (MASS) which is administered

Finally, eight respondents praised the field internship as relevant, a good learning experience, and an opportunity to apply their classroom learning.

The most common suggestion for program improvement was an increased focus on writing skills (5 responses). Three respondents wanted to see an increased emphasis on interviewing and assessment skills; three respondents noted a need for more development of writing skills, and three respondents wished UNA had an MSW program.

Table 5 – Results of Employer Survey 2010 - 2011

In 2010-2011, the Department administered Employer Surveys to approximately 30 employers. Surveys were mailed to agencies known to be major employers of BSW graduates from the University

Additional Comments from Employers

Five employers included additional comments on the returned surveys. They are:

My social worker is fantastic. She is a good advocate thank you for training her!

The program needs an intro to using supervision. Some BSW and MSW graduates think they know everything.

One of our BSW grads is outstanding. The other has weaknesses that are a function of her personality, this is not a reflection on the BSW program.

ch Federal court cases that impact social services in

Alabama.

UNA produces outstanding professional social workers. The last few interns have been outstanding.

Discussion

There are several very positive findings from this survey of those who employ BSW graduates from UNA. First, all respondents indicated that they would continue to employ UNA graduates in the future. The major finding however, lies in the comparison between employer ratings of UNA BSW graduates compared to BSW graduates from other programs. Of the nine areas assessed, UNA graduates were rated higher on seven of the nine. The two areas where UNA grads were not rated higher showed only

professiona

illustrates that UNA is keeping pace with or exceeding other social work programs in terms of employer satisfaction with our graduates.

12.

Planning
12.1 Outline program goals over the next five years including, but not limited to, accreditation/re-

Katherine Crisler

Teaching:

Individuals and Families to incorporate new text edition (Techniques and Guidelines for Social Work Practice, 10th edition).

Spring 2016.

Research:

d contribute as a member of the Higher Education Consortium on Child Welfare to develop appropriate teaching materials for undergraduate social work programs, collect data for targeted research identified by the Consortium, and participate in the annual professional conference presented by the Consortium.

Department of Human Resources, including conduct quality service reviews (i.e., interviews, case record reviews, and special studies) to generate data regarding evaluation of social work practice.

Professional Development:

of the UNA Quality Enhancement Plan across the University community.

Department of Social Work.

John Hodges

Teaching:

Successfully teach FYE 101 section, continue with current courses achieve good mix of service learning and classroom activities and receive good course evaluations.

Research:

Achieve publication of one article in a peer-reviewed journal (first-generation college student article). Present at the 2015 Alabama-Mississippi Social Work Education Conference, Hattiesburg, MS. Abstract submitted, waiting to hear on acceptance status.

Professional Development:

Continue to serve on all current committees; add new ones as needed.

<u>Jacqueline Winston</u>

Teaching:

Review and update course materials to reflect current social services trend and department curriculum revision.

re

Research:

Collaborate with department faculty to implement Child Welfare certificate program.

Attend regional and national conferences with focus on orientation to revised CSWE accreditation standards.

Professional Development:

Work in partnership with Alabama A&M faculty to assist in coordination of the satellite MSW program Participate on community boards and committee to develop training opportunities.