

Master of Social Work (MSW)
University of Delaware
Program Policy Document

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Part I. Program History and Purpose

A. Program purpose and expectation of graduate study in the program.

i) Purpose

Lin, Lin & Zhang found in their 2016 study that states experiencing a shortage of social workers in the United States would increase from 11 in 2012 to 30 by 2030. Also in 2016, researchers at the Cleveland Clinic and Villanova University predicted that the number of states experiencing a shortage of social workers would rise from 20 to 38 by 2030, reaching a national shortfall of about 200,000 social workers. The United States Bureau of Labor and Statistics reported concerning levels of social work shortages across the nation due to the Covid-19 pandemic. The State of Delaware has not been an exception to this challenge, despite its decision to offer reciprocity for out-of-state clinical social workers who have practiced for at least five of the past seven years or whose state license standards are substantially like Delaware's.

According to the Bureau of Labor Statistics (BLS) (March 2022), overall employment of social workers is projected to grow 12 percent from 2020 to 2030, faster than the average for all occupations. This translates to needing to train nearly 90,000 social workers over the next ten years to meet projected national demands, and BLS predicts 78,000 job openings each year.

We anticipate that the proposed Master of Social Work program in a university of the stature of the University of Delaware will prepare students to play a major role in helping to fill the gaps in service provision that the shortage of social workers has caused. Currently, only one university in the state offers a social work degree program. We intend that our program in UD will complement the efforts of that institution by educating social work students to fill the workforce needs of the state.

ii) History

The Delaware State legislature encouraged UD to develop the proposed program and has awarded the university a \$700,000 grant toward the project.

iii) Alignment with UD's values

The program being proposed aligns well with, and would have an opportunity to advance UD's core values of:

- Diversity, Equity and Inclusion
- Innovation
- Community building
- Service
- First State Commitment

What students will be able to do with the degree.

Upon graduation from the academic program, students will be able to work as social work practitioners. Licensure is required for social workers to engage in full practice of the profession in any state of the country, including Delaware. There are two levels of licensure in social work – Licensed Master of Social Work (LMSW) and Licensed Clinical Social Work (LCSW). The latter requires 3,200 hours of clinical supervision post-LMSW before being eligible to apply for the LCSW licensure. Each license requires passing an examination conducted by the Association of Social Work Boards (AWSB). Students of the proposed social work program in UD will be eligible to take the examination for licensure as Licensed Master of Social Worker practitioners once they graduate.

Much of social work practice focuses on helping to enhance the well-being of individuals, groups, communities, organizations and society. According to the Council on Social Work Education (CSWE), the following list represents some of the tasks that social workers perform, and UD social graduates will also be expected to perform these tasks and more:

- Identifying individuals, families, groups, organizations, and communities in need of help.
- Assessing clients’ needs, environments, strengths, and support networks to help them identify their goals.
- Providing psychotherapy services.
- Researching, referring, and advocating for community resources, such as nutrition assistance or childcare.
- Developing and evaluating programs and services to ensure that basic client needs are met.
- Advocating for policy change on the local, state, and federal levels.
- Working on interprofessional teams and leading organizations to fulfill their mission and goals.
- Organizing groups, task forces, and communities for social change events and movements.

B. Current status

The program is in the proposal stage. A Program Director has been hired, effective July 1, 2023, to lead its development. CSWE has granted initial approval for the development of the program. The accreditation process occurs in multiple stages spanning three years. The process requires three benchmarks to be met. The first benchmark document is being prepared for submission to CSWE. Final accreditation is expected to occur in 2026, retroactive to 2024.

C. Admissions projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Fall	10	15	18	26	35
Spring	5	7	8	12	15
Total	15	37	43	42	50

D. Degree offered

Students will earn a Master of Social Work (MSW) degree upon completion of the program requirements.

Specialization:

Specialization will be optional, but students may choose to specialize in any of the following practice specializations:

- **Children & Families** - covering the broad spectrum of social work practice with children and families: social services, clinical work, school social work and perinatal social work.
- **Mental Health and Substance Use Disorders**
- **Gerontology** for those who may be interested in working with older people. This may also be a highly needed area in Delaware, considering that the state has a high number of older residents.

All students will take the core courses required for graduation, plus three electives. Students who wish to have a specialization will be required to take all their electives from courses listed under their chosen area of specialization. Students who wish to specialize will be expected to select their area of specialization the help of their advisors during the last semester of their generalist or while registering for their advanced year classes and they will take the required electives during their advanced year.

Table 1. Required number of specialized courses by specialization

Practice Specialization	Required number of specialized practice electives	Total Credits
Children & Families	3	9
Mental Health and Substance Use Disorders	3	9
Gerontology	3	9

D. Term when first students may enroll:

We anticipate that the first students will enroll in the program in Fall 2024, depending on the review and approval times by internal and external bodies. Our anticipated timeline is presented in Table 2 below, but we recognize that some adjustments may be necessary depending on UD’s timeline for approving new programs and CSWE’s timetable for review of candidacy applications (See Table 3). Should we miss the first of CSWE’s timelines, we will still be able to enroll students for Fall 2024 because we are trending ahead in CSWE’s development agenda.

Table 2. Development timelines

Summer/ 2023	Hire MSW Program Director who will also teach in the program; begin to develop an advisory group; conduct feasibility study and develop curriculum.
Spring 2024	Submit eligibility application to the Council on Social Work Education (CSWE)
	College Curriculum Committee review
	Prepare proposal for submission to UD Faculty Senate
	Begin development of accreditation application materials
	Make necessary presentations to college faculty, etc as needed
	Submit Benchmark 1 packet to CSWE
	Develop marketing plan
	Recruit for Coordinator of Practicum Education
	Market program & recruit students with start date 09/01/2024
	Recruit initial full-time faculty positions with start date 09/01/2024. These, along with the Program Director and adjunct faculty, will serve as the initial faculty in the program
Fall 2024	Welcome first cohort of MSW students
Spring 2025	Recruit additional full-time faculty (2) with start date 09/01/2025
Fall 2025	Complete accreditation
	Recruit additional full-time faculty (2) with start date 09/01/2026
Spring 2026	Graduate first cohort of MSW students

Table 3: CSWE Candidacy Timetable



COUNCIL ON SOCIAL WORK EDUCATION

**Timetable for Candidacy
2022 EPAS
February 2025-2027 Agenda**

Directions: This timetable identifies the accreditation activity or document, due date, recipient, and submission instructions. After approval of the program’s *Draft Benchmark 1* document (step listed below), the program will be placed on an agenda and will follow the corresponding timetable.

The accreditation process is paperless. Submit all documents via e-mail to the relevant party in the required format per policy *1.2.11 Document Submission Policy* in the EPAS Handbook.

Commissioner Visit 1

ACTIVITY or DOCUMENT:	DATE:	SENT TO:
Program attends Drop-In Group Consultations <i>(optional)</i>	Every other week	-----
Program submits Candidacy Eligibility Application	Submitted on rolling basis	The program e-mails the document to the Associate Director of Accreditation Operations.
Program submits Candidacy Eligibility Fee (If fee not submitted, program will be invoiced)	Submitted on rolling basis	The program mails the payment to CSWE.
Associate Director of Accreditation Operations approves <i>Letter of Institutional Intent</i> and <i>Candidacy Eligibility Application</i>	Submitted on rolling basis	-----
Program submits <i>Draft Benchmark 1</i> documents (Volumes 1, 2, and 3) using the Required Benchmark 1 Template for Volume 1	Submitted on rolling basis	The program e-mails the 3 volumes to the Associate Director of Accreditation Operations.
Associate Director of Accreditation Operations approves <i>Draft Benchmark 1</i>	First 10 <i>Draft Benchmark 1</i> 's approved by June 1, <u>2024</u> , are placed on February COA Agenda (next 10 are placed on June COA Agenda)	-----
Associate Director of Accreditation Operations assigns program to Accreditation Specialist	Upon <i>Draft Benchmark 1</i> approval	-----

NOTE:

CSWE Candidacy/Accreditation process requires 3 benchmarks that must be fulfilled. While it is not required that a program has students enrolled until the Benchmark 2 stage, programs may enroll students once Benchmark 1 is approved. This is what we intend to do.

E. Demand for the program

According to a 2020 survey by The Council on Social Work Education (CSWE), social work programs attract racially and ethnically diverse graduate students with more than 22% of new graduates being Black/African American and 14% Hispanic/Latino. CSWE indicates these percentages are much higher than national averages in most other health professions. Salary.com found that the average salary for social workers in the State of Delaware currently falls typically between \$65,291 and \$79,488 and between \$67,113 and \$81,705 in Wilmington, DE.

We anticipate that several UD students contemplating a graduate degree in social work would stay in UD for their Master of Social Work degree studies instead of going elsewhere, including out-of-state) as they currently do. It is also our expectation that people who work in human service organizations across the state and are interested in exploring or undergoing graduate social work education would choose to do so at UD.

F. Competition

Delaware State University (DelState) is the only institution with a Social Work program in the State of Delaware. Rather than a competitor, we intend to build a collaborative relationship with them. We anticipate that our main competitors will be Widener University in Pennsylvania with an attendance cost of \$943/credit for an MSW degree and Bryn Mawr College, which is also in Pennsylvania – and an hour and half away. Our program will have recruitment advantage because of the specializations we will be offering and UD's low tuition cost. On the contrary, Bryn Mawr has a graduate tuition cost of \$59,330 for the 2023-24 academic year.

G. College and Department/School in which the program will reside.

This program will reside in the College of Education and Human Development.

Part II. Admission.

A. Admission Requirements

Admission into the Master of Social Work program will follow the university's guidelines on admission as stated on the University of Delaware's Graduate Admissions requirements for regular, provisional and non-degree status. More specifically, applicants for the Master of Social Work degree program will apply to Graduate College. To be admitted, an applicant must possess:

- A Baccalaureate degree in any field of study earned from a college or university accredited by a recognized regional accrediting agency.
 - A Grade Point Average (GPA) of 3.0 or higher on a scale of 4.0 = A.
- Admission to graduate programs at the University of Delaware is selective and competitive based on the number of well-qualified applicants and the

limits of available faculty and facilities. Those who meet stated minimum academic requirements are not guaranteed admission, nor are those who fail to meet those requirements necessarily precluded from admission if they offer other appropriate strengths.

- Applicants for Advanced Standing status will be required to have earned a Baccalaureate degree in Social Work. Advanced standing is also awarded to applicants with CASWE-accredited baccalaureate social work degree (from the Canadian social work accreditor, recognized through an [MOU](#) with CSWE and CASWE) and Internationally earned [ISWDRES](#)-evaluated degree comparable to a baccalaureate social work:
- International applicants must submit official proof of English proficiency such as TOEFL or IELTS scores consistent with CEHD test score requirements, which are as follows:

"For international applicants, whose first language is not English, a Test of English as a Foreign Language (TOEFL) iBT score of 100 or a score of 7.0 on the International English Language Testing System (IELTS) is required.

B. *Application deadlines

Application deadlines will be as follows, effective in Fall 2025:

- Fall Admissions:
 - January 15 - Priority consideration
 - August 15 - Deadline to apply
- Spring Admissions:
 - December 15 - Priority consideration
 - January 15 - Deadline to apply
- Summer admissions:
 - April 15 - Priority consideration
 - May 15 - Deadline to apply

D. Special competencies needed (i.e., specific courses or experience).

None

E. Admission (including other admission) categories:

Applicants will be admitted as full-time and part-time students. In addition to regular, provisional, and non-degree status, the program will also have the following admission categories:

Table 4. Categories

Categories	Duration	Eligibility
Regular full-time/part-time	Full-time: 2 years Part-time: Up to 4 years	Baccalaureate degree in any field
Advanced Standing (A/S)	One year	Baccalaureate degree in Social Work
Accelerated (Spring-Summer-Fall-Spring)	16 months	Baccalaureate degree in any field
* Human Service Practitioners (HSP)	May be full-time or part-time	Experienced human service workers (Students with 2 years' experience working in human/social service organizations under the supervision of a licensed social worker, LMHC, psychologist or psychiatrist.

* This category will require verification and a written agreement with organizations where such students are employed – that the student would have the opportunity for employment-based practicum. The agreement will be developed by UD’s Social Work Program Director and will be executed before a prospective student is approved for this status. If declined, the student will be registered as a regular FT or PT MSW student.

- G. Other documents required (i.e., letters of recommendation, essays, portfolios, interviews, writing assessments, etc.).
- A written statement of purpose that will discuss their personal and professional backgrounds, address the reasons for their interest in social work and discuss their professional goals.
 - Two recommendation letters, one of which must be from a professor that the applicant has had or someone familiar with their professional accomplishments.
 - Undergraduate UD students in good standing may be accepted on one recommendation from their department.

Part III. Academic (present all information separately for each degree and each concentration, if applicable).

A. Degree Requirements

The MSW degree requires 60 credits for graduation. The 60 credits will be distributed as follows:

Full-time and part-time students - including HSP.

48 credits of coursework and 12 credits of internship distributed as:

- 39 credits of required courses,
- 9 credits of electives
- 12 credits of practicum education (internship)

*Advanced Standing students

30 credits of coursework and 6 credits of internship distributed as follows:

- 15 credits of required courses
- 9 credits of electives
- 6 credits of practicum education
- Advanced-standing students are those entering the MSW program with a Baccalaureate degree in Social Work. Such students complete the MSW program in one year following. Once accepted, such students must successfully complete a minimum of 30 credits to obtain the MSW degree.

B. Semester sequence

Students will be admitted for Fall and Spring semesters. Advanced Standing students may also be admitted for a Summer session start. Enrolled students will be able to take classes as follows:

- Fall semester – 14 weeks.
- Winter session – 2 weekends, 7 hours each day on Saturday and Sunday
- Spring semester – 14 weeks
- Summer – Two sessions of 5 weeks each

Required Courses

SWRK 600: Social Welfare Policy I

SWRK 601: Social Welfare Policy II (Pre-requisite – Social Welfare Policy I)

SWRK 605: Human Behavior in the Social Environment I

SWRK 606: Human Behavior and the Social Environment II (Prerequisite HBSE I)

SWRK 610: Direct Social Work Practice I (Co-requisite with Practicum I)

SWRK 611: Direct Social Work Practice II (Prerequisite – Practice I; Co-requisite with Practicum II)

SWRK 612: Racism, Diversity, Oppression and Privilege

SWRK 614: Social Work Research Methods I

SWRK 615: Social Work Research Methods II

SWRK 616: Organizational Context and Service Delivery

SWRK 617: Clinical Assessment and Diagnosis

SWRK 618: Advanced Social Work Practice with Individuals and Families

SWRK 619: Advanced Social Work Practice with Groups

SWRK 622: Human Service Practitioner (HSP) Seminar (for HSP students ONLY)

SWRK 650: Practicum Education I (Prerequisite – Practice 1)

SWRK 651: Practicum Education II (Prerequisite – Practicum I; Co-requisite – Practice II)

SWRK 652: Practicum Education III (Prerequisite – Practicum II; Co-requisite with Advanced Practice with Individuals and Families)

SWRK 653: Practicum Education IV (Prerequisite – Practicum Education III; Co-requisite with Advanced Practice with Groups)

Electives

SWRK 625: Substance Misuse and Prevention

SWRK 626: Social Work Practice with Children and Adolescents

SWRK 627: Understanding and Addressing Child Abuse and Neglect
 SWRK 628: Childhood and Adolescent Trauma
 SWRK 629: Social Work Practice in Under-resourced Communities
 SWRK 630: Social Work Practice in Schools
 SWRK 631: Social Work Practice with Individuals with Severe Mental Illness
 SWRK 632: Practice with Community and Community Organizations
 SWRK 634: Palliative Social Work Practice
 SWRK 635: Theories and Biology of Aging
 SWRK 636: End of Life Care
 SWRK 637: Social Work Practice with Older Adults
 SWRK 638: Social Work Practice with Couples
 SWRK 639: Dementia: Etiology, Challenges and Social Work Practice
 SWRK 640: International Social Work

Specialized practice electives

Children & Families

SWRK 626: Social Work Practice with Children and Adolescents
 SWRK 627: Understanding and Addressing Child Abuse and Neglect
 SWRK 628: Childhood and Adolescent Trauma
 SWRK 629: Social Work Practice in Under-resourced Communities
 SWRK 630: Social Work Practice in Schools

Mental Health and Substance Use Disorders

SWRK 625: Substance Misuse and Prevention
 SWRK 628: Child and Adolescent Trauma
 SWRK 629: Social Work Practice in Under-resourced Communities
 SWRK 630: Social Work Practice in Schools
 SWRK 631: Social Work Practice with Individuals with Severe Mental Illness

Gerontology

SWRK 634: Palliative Social Work Practice
 SWRK 635: Theories and Biology of aging
 SWRK 636: End of Life Care
 SWRK 637: Social Work Practice with Older Adults
 SWRK 639: Dementia: Etiology, Challenges and Social Work Practice

Table 5. Courses

Course	# of credits	Core	Elective	Practicum Education) (Core)
SWRK 600: Social Welfare Policy I	3	x		

SWRK 601: Social Welfare Policy II (Prerequisite – Policy I)	3	x		
SWRK 605: Human Behavior in the Social Environment I	3	x		
SWRK 606: Human Behavior in the Social Environment II	3	x		
SWRK 610: Direct Social Work Practice with Individuals and Families I	3	x		
SWRK 611: Direct Social Work Practice II (Prerequisite – Practice II)	3	x		
SWRK 612: Racism, Diversity, Oppression and Privilege	3	x		
SWRK 614: Social Work Research Methods I	3	x		
SWRK 615: Social Work Research Methods II	3	x		
SWRK 616: Organizational Context and Service Delivery	3	x		
SWRK 617: Clinical Assessment and Diagnosis	3	x		
SWRK 618: Advanced Social Work Practice with Individuals and Families (Prerequisite – Direct Practice I; Co-requisite – Any Practicum Education level)	3	x		
SWRK 619: Advanced Social Work Practice with Groups (Prerequisite – Direct Practice II; Co-requisite – Any Practicum Education level)	3	x		
SWRK 650: Practicum Education I (Corequisite – Practice I)	3			X
SWRK 651: Practicum Education II (Prerequisite – Practicum I; Corequisite - Practice II)	3			X
SWRK 652: Practicum Education III (Prerequisite – Practicum Education II)	3			X
SWRK 653: Practicum Education IV (Prerequisite – Practicum Education III)	3			X
SWRK 622: Human Services Professionals (HSP) Seminar (HSP students ONLY)	3			X
SWRK 625: Substance Misuse and Prevention	3		X	
SWRK 626: Social Work Practice with Children and Adolescents	3		X	

SWRK 627: Understanding and Addressing Child Abuse and Neglect	3		X	
SWRK 628: Childhood & Adolescent Trauma	3		X	
SWRK 629: Social Work Practice in Under-resourced Communities	3		X	
SWRK 630: Social Work Practice in Schools	3		X	
SWRK 631: Social Work Practice with Individuals with Severe Mental Illness	3		X	
SWRK 632: Social Work Practice with Community and Community Organizations	3		X	
SWRK 634: Palliative Social Work Practice	3		X	
SWRK 635: Theories and Biology of Aging	3		X	
SWRK 636: End of life care	3		X	
SWRK 637: Social Work Practice with Older Adults	3		X	
SWRK 638: Social Work Practice with Couples	3		X	
SWRK 639: Dementia: Etiology, Challenges and Social Work Practice	3		X	
SWRK 640: International Social Work	3		X	

Mode of Delivery

All courses will be offered in a hybrid format – that is, in person and online synchronous.

2. Practicum Education requirements

While in this program, all except Advanced Standing students will be required to complete two year-long practicum internships amounting to 900 hours. Advanced Standing students will be required to complete one practicum of 450 hours during the year they are in the program. In lieu of the first year of internship placement, HSP students will complete a residency seminar spanning one academic year and perform the second internship at their place of employment, if they so wish. In the latter case, tasks assigned by their employers would be different from their daily employment tasks.

It will be the responsibility of the Coordinator of Practicum Education to develop suitable practicum placements where students will be placed. All students will be assigned by the Coordinator of Practicum Education to service organizations (schools, community health/mental health agencies, social service organizations, etc) with resources to provide appropriate learning opportunities for graduate level social work

students in accordance with competencies developed by CSWE. Each student will also receive support from an assigned practicum liaison who, working with the Coordinator of Practicum Education, will have responsibility for ensuring that the assigned placement is meeting the needs of the student and will serve as liaison between the social work program, the student and the field instructor. The practicum liaison will be an experienced social worker practitioner or faculty in UD's social work program and will be responsible for grading student performance in conjunction with the field instructor. A student who is considered to have failed practicum education will be required to repeat it as it is a required course without which a student cannot graduate.

An organization receiving UD social work students for practicum education may request the student for references and/or require the student to undergo a background check as part of the onboarding process.

Every student in practicum placement will be assigned a practicum instructor at their placement location who will supervise their education while in placement. The responsibility for selecting the appropriate practicum instructor will lie with the host organization. Issues affecting their placement will be reported. The links below provide more information on the place of practicum education in social work education.

[Field \(Practicum\) Education - CSWE statement](#)

[CSWE: Social Work Education at a Glance](#)

3. Procedure for petitions for variance in degree requirements (e.g., course substitution policies, completion deadlines, etc.).

Variance in Degree Requirements

- A. A student may choose to engage in an independent study in lieu of one elective. A student who desires to do that must receive the approval of the Program Director and work under the supervision of a professor who will work with the student to tailor the study appropriately. Credits from an independent study will count toward the degree.
- B. Students coming into the MSW program with similar graduate degrees and those with Baccalaureate degrees who have taken prior graduate courses, may request to be considered for transfer credits for up to three comparable courses. The latter may be eligible only if they have earned credits beyond the number required for their Baccalaureate degree. Practicum education will be required to Such students will be required to provide the syllabus from each of the courses from which they are requiring transfer credits. The final decision to grant exemption will be made by the Program Director.

C. Initial procedure for advisor and advisement procedures.

Initially, the Social Work Program Director will be responsible for advisement for all students coming into the program. Following training by the Program Director, advisement will be provided by the Program Director, Professors and the SWRK 636: End of Life Care

- Coordinator of Practicum Education. All part-time students in their foundation year will be advised by the Program Director.

- Trained advisors will be assigned to students upon entering the program.
- Assigned advisors will meet with students upon entering the program and work with them to develop their plans of study.
- Advisors will also meet with their students at the beginning and midpoint of each semester to ensure that satisfactory progress is being made.

4. Grade minimums in courses that are different from University policy.
Not applicable

5. Courses that may not be used towards the degree (i.e., independent study, pre-candidacy study).

None.

6. Identify expectations of facility of expression in English (oral and written) as part of the degree requirement.

A. Expectations of facility of expression in English as part of the degree requirement.
None

B. Committees for exams, thesis, or dissertations

1. This degree does not require a thesis.

2. Committees needed and procedures for selecting committee members.

- Practicum Education Committee
- Licensure committee
- Community Engagement Committee
- Student Experience Committee

Each committee will be made up of Social Work faculty and administrators. Selection of members will be made by the Program Director with consultation with the Dean of the College of Education and Human Development.

3. Preparation requirements for comprehensive examinations.
Not applicable.

4. Policies for dates of examinations, grading of committee examinations and retake options.

UD's policies on examinations and grading will apply to this program.

5. Guidelines for approving research proposals involving human or animal subjects.

If students are involved in research projects involving human subjects, approval must be obtained prior to beginning any study. Information about obtaining approval may be obtained through [Human Subjects | University of Delaware Research \(udel.edu\)](#) link. Information on obtaining approval to use animal subjects is available at [Animal Subjects | University of Delaware Research \(udel.edu\)](#)

6. Procedures for thesis/dissertation approval in the department (e.g., role of department chair, dean, etc.).

This degree does not require a thesis/dissertation.

7. Departmental and student obligations for finding committee members.

N/A

8. Departmental and student obligations and procedures for changes in committee members.

N/A

C. Academic Honesty/Dishonesty

Students are expected to adhere to the academic and professional standards of UD and the [Code of Ethics](#) of the social work profession. Incidence of academic dishonesty will be sanctioned in accordance with the Graduate College process.

D. Timetable and definition of satisfactory progress towards the degree.

The Council on Social Work Education (CSWE) requires that the Master of Social Work program be completed in 2 years of full-time study and up to 4 years for part-time students. This program is structured accordingly.

1. Academic load (full & part-time) expectations.

A minimum GPA of 3.0 (that is, a B average) is required for successful completion of the program.

- Full time foundation year students will take 4 courses in addition to Practicum Education and 3-4 courses plus practicum Education in their advanced year. Summer and winter intersession classes will be optional.
- Advanced Standing students will take 4 courses plus Practicum Education per semester.
- Part-time students will take 2 courses per semester in the first two semesters of their foundation year, following which they will take 2 courses plus their practicum education course every semester graduation.
- Full-time HSP students will take 4 courses per semester plus the HSP seminar in their foundation year and 4 courses per semester plus practicum education in their advanced year.
- Part-time HSP students will take 2 courses in the first two semesters of their foundation year, 2 courses plus the practicum seminar in the second year of their foundation year, and 2 courses plus the practicum course in each of the advanced year semesters.

Table 6. Program paths

Program paths

FULL TIME

GENERALIST YEAR.

ADVANCED YEAR

Semester 1	Semester 2		Semester 1	Semester 2
Social Welfare Policy I (3 Credits)	Social Welfare Policy II (3 Credits)		Advanced Social Work Practice with Individuals and Families (3 Credits)	Advanced Social Work Practice with Groups (3 Credits)
Human Behavior in the Social Environment I (3 Credits)	Human Behavior in the Social Environment II (3 Credits)		Assessment & Diagnosis (3 Credits)	Organizational Context and Service Delivery (3 Credits)
Direct Social Work Practice I (3 Credits)	Research I (3 Credits)		Research II (3 Credits)	Elective (3 Credits)
Racism, Diversity, Oppression and Privilege (3 Credits)	Direct Social Work Practice II (3 Credits)		Elective (3 Credits)	Elective (3 Credits)
Practicum I (3 Credits)	Practicum II (3 Credits)		Practicum III (3 Credits)	Practicum IV (3 Credits)
* HSP students only ____HSP Seminar (3 Credits)	*HSP students only ____HSP Seminar (3 Credits)		Practicum III (3 Credits)	Practicum IV (3 Credits)

* HSP students must register for the HSP Seminar concurrent with Direct Social Work Practice I and they may begin their practicum education at their placement only after completing all generalist-level classes.

***PART TIME**

GENERALIST YEAR

ADVANCED YEAR

Semester 1	Semester 2	Semester 5	Semester 6
Social Welfare Policy I (3 Credits)	Social Welfare Policy II (3 Credits)	Advanced Social Work Practice with Individuals and Families (3 Credits)	Advanced Social Work Practice with Groups (3 Credits)
Human Behavior in the Social Environment I (3 Credits)	Human Behavior in the Social Environment II (3 Credits)	Assessment & Diagnosis (3 Credits)	Organizational Context and Service Delivery (3 Credits)
Semester 3	Semester 4	Practicum III (3 Credits)	Practicum IV (3 Credits)
Direct Social Work Practice I (3 Credits)	Direct Social Work Practice II (3 Credits)	Semester 7	Semester 8
Racism, Diversity, Oppression and Privilege (3 Credits)	Social Work Research Methods I (3 Credits)	Social Work Research Methods II (3 Credits)	Elective (3 Credits)
Practicum I (3 Credits)	Practicum II (3 Credits)	Elective (3 Credits)	Elective (3 Credits)
* HSP students only ____HSP Seminar (3 Credits)	*HSP students only ____HSP Seminar (3 Credits)		

*This is the pathway without summer session. The duration is reduced when a student takes summer classes, as courses are re-aligned accordingly.

ADVANCED STANDING

Semester 1	Credits	Semester 2	Credits
Advanced Social Work Practice with Individuals and Families	3	Advanced Social Work Practice with Groups	3
Assessment & Diagnosis	3	Organizational Context and Service Delivery	3
Research II	3	Elective	3
Elective	3	Elective	3
Practicum III	3	Practicum IV	3

16 MONTH PROGRAM PATHWAY

GENERALIST YEAR – SEMESTER 1

SWRK 600: Social Welfare Policy I - 3 credits
 SWRK 605: Human Behavior in the Social Environment I - 3 credits
 SWRK 610: Direct Social Work Practice I 3 credits
 SWRK 614: Social Work Research Methods I - 3 credits
 SWRK 650: Practicum Education I (15 hours per week) 3 credits

TOTAL – 15 credits

GENERALIST YEAR – SEMESTER 2

SWRK 601: Social Welfare Policy II: 3 credits
 SWRK 606: Human Behavior in the Social Environment II - 3 credits
 DSWRK 611: Direct Social Work Practice II - 3 credits
 SWRK 612: Racism, Oppression, Diversity and Privilege - 3 credits
 SWRK 651: Practicum Education II (18 hours per week) 3 credits

TOTAL – 15 Credits

ADVANCED YEAR – SEMESTER 1

SWRK 617: Clinical Assessment & Diagnosis - 3 credits

SWRK 615: Social Work Research Methods II 3 credits

Elective – 3 credits

SWRK 619: Advanced Social Work Practice with Individuals and Families - 3 credits

SWRK 652: Practicum Education III (15 hours per week) - 3 credits

TOTAL - 15 credits

ADVANCED YEAR – SEMESTER 2

SWRK 616: Organizational Context and Service Delivery - 3 credits

Elective - 3 credits

Elective - 3 credits

SWRK 619: Advanced Social Work Practice with Groups - 3 credits

SWRK 653: Practicum Education IV – 3 credits

TOTAL – 15 credits

3. Grade requirements (general and specific)

An average grade of B is required, but not on each course. Practicum Education will be graded as Pass or Fail.

4. Thesis/dissertation progress timetable guidelines

N/A

5. Thesis/dissertation defense guidelines

N/A

6. Forms required

N/A

7. Identify consequences for failure to make satisfactory progress

To be considered in good academic standing, a student must maintain a minimum cumulative graduate grade point average (GPA) of 3.00. The University requires that graduate students achieve an overall cumulative grade point index of at least 3.0 for graduation. Students must also obtain a cumulative average of 3.0 in the specific courses required for the degree. The cumulative GPA after each nine-hour increment determines academic standing. The Graduate College monitors the academic progress of all graduate students and notifies students in writing of all academic deficiencies.

If a student is on:	And earns a cumulative GPA of:	The status will become:
Any status (or clear)	3.0 or above	Clear
Clear	2.99-2.5	Warning

Clear	2.49-2.0	Probation
Probation	Below 3.0	Dismissal
Warning	Below 3.0	Probation
Any status	Below 2.0	Dismissal

8. Protocol for grievance procedure if a student has been recommended for termination for failure to make satisfactory progress.

- A student who is terminated for failure to make satisfactory progress may follow the grievance procedures of the Graduate College.

Part IV. Assessment Plan: Indicate how the program will be evaluated and assessed. Every learning outcome needs to be assessed in at least two ways. One measure must be a direct measurement (where you can see the student demonstrate their learning). Other measures can be direct or indirect (such as a survey). Success should be measured against the criteria listed including the stated learning outcomes and against whatever objectives have been set forth in the first section of the proposal. Academic units are encouraged to consult with the Center for Educational Effectiveness to develop appropriate learning outcomes, assessment criteria, and benchmarks for success.

Table 7. Outcomes

Anticipated outcomes	Measure 1	Measure 2
Program will maintain recruitment targets	Application and enrollment numbers	Survey
Students will demonstrate the ability to succeed in the program	Retention data	*Survey
Satisfactory student experience	Data obtained from students	Survey
Diverse and experienced faculty	Data on faculty recruitment	Survey
Funding/grants will be maintained, and new funding will be sought	Grant applications	Survey
*Survey will include a measure of success in practicum education		

Part V. Program Educational Goals

Expected knowledge, skills, attitudes, competencies, and habits of mind that students are expected to acquire in the specific degree program.

The MSW program has the following educational goals, which are based on the competencies that CSWE requires Master of Social Work (MSW) students to acquire:

- **Professional behavior:** Demonstrate ethical and professional behavior in the classroom and in practicum placement.
- **Ethical Conduct:** Know and comply with the Code of Ethics of the National Association of Social Workers (NASW)
- **Relational:** Maintain respectful relationships with others in the program and comply with the university's code of conduct.
- **Commitment to social justice:** Advance human rights and social, racial, economic, and environmental justice
- **Use of research:** Engage in practice-informed research and research-informed practice.
- **Advocacy:** Engage in policy practice
- **Practice:** Engage with Individuals, Families, Groups, Organizations, and Communities
- **Assessment:** Assess individuals, families, groups, organizations, and communities
- **Planning and Intervention:** Develop practice interventions with individuals, families, groups, organizations, and communities.

Part VI. Financial aid

A. Financial Awards

1. We anticipate that, in addition to loans, financial assistance will be available to students through grants, employer-based programs (for example, tuition reimbursements) and agency practicum credits granted by the UD Social Work program to agencies providing internship opportunities to UD students. Part-time students will need to consult with Financial Aid office for eligibility.
2. Responsibilities of students on contract. Students on contract will be required to perform according to the guidelines specified in their contract.
3. Evaluation of students on contract. Such students will be evaluated by their supervisor in carrying out the contract.

Part VII. Departmental Operations

A. General student responsibilities

Students will be expected to notify the program administration of any changes in their contact information. Students will have full access to computer labs and equipment necessary to complete assigned work.

- B. Student government and organizations
Students wishing to form organizations will follow UD's protocol for forming an organization. They will be assigned a faculty advisor to guide them through the process.
- C. Travel for professional meetings or presentations
Financial assistance for travel to conferences will depend on availability of funds.

OTHER INFORMATION RELEVANT TO THE PROPOSED SOCIAL WORK PROGRAM

Licensure

Examination for licensure as Licensed Master of Social Work

Upon successful completion of the MSW degree, UD graduates will be eligible to apply for licensure as a Licensed Master Social Worker (LMSW). This is the first of two graduate level licensures in the social work profession, the other being the Licensed Clinical Social Work (LCSW) license. According to the policy of Delaware State Board of Social Work Examiners:

2..0 Licensure Requirements for All Applicants

2.1 Transcript. The applicant's degree in social work shall be documented by an official transcript from the accredited educational institution granting the degree.

2.2 Examination

2.2.1 The applicant shall have obtained the passing score, in no more than six attempts, on the national clinical examination approved by the Association of Social Work Boards (ASWB), or other examination acceptable to the Board. The Board shall accept the passing grade as determined by the ASWB. After six failed attempts to pass the examination, the applicant may petition the Board in writing, and appear before the Board, to request permission to take the examination one final time. The Board may grant this request upon good cause shown.

2.2.2 A master's or baccalaureate social work student may take the examination up to 45 days prior to graduation.

22 DE Reg. 1028 (06/01/19)

The courses proposed for this social work program will prepare students adequately to take the Licensed Master of Social Work (LMSW) examination.