

INSTITUTION: Indiana University Northwest

COLLEGE: College of Health and Human Services

DEPARTMENT: Division of Social Work

DEGREE PROGRAM TITLE: Bachelor of Social Work (BSW degree)

FORM OF RECOGNITION TO BE AWARDED/DEGREE CODE:

Bachelor of Social Work,
Indiana University School of Social Work
College of Health and Human Services
Indiana University Northwest

SUGGESTED CIP CODE: 440701

LOCATION OF PROGRAM/CAMPUS CODE: Indiana University Northwest

PROJECTED DATE OF IMPLEMENTATION: Fall, 2010

DATE PROPOSAL WAS APPROVED BY
INSTITUTIONAL BOARD OF TRUSTEES:

SIGNATURE OF AUTHORIZING
INSTITUTIONAL OFFICER

DATE

DATE RECEIVED BY COMMISSION FOR
HIGHER EDUCATION

COMMISSION ACTION (DATE)

ABSTRACT

Bachelor of Social Work

Indiana University Northwest

On-campus

Objectives:

1. Offer a four-year BSW degree program to northwest Indiana residents
2. Make the BSW degree accessible to those who cannot afford to relocate for the degree
3. Increase job opportunities in social services for residents of northwest Indiana
4. Provide another professional degree option for students on the IU Northwest campus
5. Facilitate as a bridge program to IUN Master in Social Work program and other MSW programs throughout the state and nationally

Improves the quality of social services available to northwest Indiana residents

Adds students for increased credit hour production on the IU Northwest campus

Makes double majors with psychology, sociology, criminal justice, political science and public affairs possible

Encourages community college human services associate degree graduates to pursue a four year degree

Fosters collaboration between the university and nonprofit organizations through BSW field (internship) experiences in northwest Indiana

Facilitates interdisciplinary collaboration with other disciplines within the College of Health and Human Services and other programs

Clientele to be Served:

IU Northwest is strategically located in the northwest region of Indiana and draws students from seven counties: Lake, Porter, La Porte, Jasper Newton, Pulaski and Starke. The largest and most urban of these is Lake County home to 438,748 residents and to the IU Northwest campus. The proposed BSW program will draw students from these regions particularly because there is only one other accredited BSW program in this region, a private, religious-based university.

The BSW program will attract individuals consistent with the university's student profile. The major will draw upon the traditional age student as well as the returning older student re-entering or upgrading their work skills.

Employment Possibilities:

Numerous employment opportunities exist for graduates that have earned an undergraduate social work degree. Current shortages of beginning level social work practitioners in northwest Indiana will afford students the opportunity to work in such settings as adoption agencies, adult protective services, after school programs, child protective services, day treatment programs, developmental and physical disability agencies, domestic violence agencies, employment based programs, foster care agencies, headstart programs, home health care agencies, homeless shelters, hospitals, mental health clinics, nursing homes, public aid programs, prisons, schools, senior centers, and substance abuse agencies. The undergraduate social work degree prepares students to enter the work force with the competencies needed for a range of positions in the social services thus affording the graduate considerable career flexibility in this increasingly service focused economy.

The BSW degree is also excellent preparation for graduate social work education and for the pursuit of related graduate degrees such as public or health administration, public health, and addictions counseling. The program's strong emphasis upon critical thinking, the application of theoretical concepts and professional behaviors support graduate education.

B. Program Description

1. Proposed Program and Objectives

Indiana University has a long history of preparing graduates for entry into social work practice. Its baccalaureate, master's and doctoral degrees are offered on various campuses within the Indiana University state-wide system. These accredited professional social work programs are housed within the system-wide School of Social Work with a mission focused upon:

...excellence in education, research, and service to promote health, well-being, and social and economic justice in a diverse world. The vision of the school is to be an exemplary university and community-based collaboration advancing social and economic justice, empowerment, and human well-being in a changing global landscape.

adopted by the faculty on April 25, 2008

BSW Goals: Based upon the mission and vision of the School of Social Work, the four-year BSW degree program has set forth five educational goals. These include:

1. Prepare graduates for generalist social work practice within a global context.
2. Prepare graduates with a broad liberal arts foundation that emphasizes the development of critical thinking.
3. Prepare graduates to serve vulnerable people and to promote social and economic justice.
4. Prepare graduates with a foundation for lifelong learning, including graduate education
5. Prepare graduates to integrate technological advancements in their practice.

BSW Objectives: Upon completion of the BSW program graduates are expected to be able to:

1. Apply knowledge of the person-in environment perspective and strengths perspective of human development and social systems (e.g., families, groups, organizations, communities, societies, and global systems) and the factors (e.g., biological, psychological, sociological, spiritual, economic, political, cultural) that direct, enhance, or impede human development and social functioning.
2. Demonstrate knowledge of human diversity and the experiences and needs of vulnerable groups. These groups include, but are not limited to, groups distinguished by race, class, ethnicity,

- culture, family structure, gender, age, marital status, sex, sexual orientation, religion, spirituality, physical and mental ability, and national origin.
3. Apply strategies of advocacy and social change and related skills to enhance the well being of vulnerable groups. These groups may include people of color, women, gay men and lesbian women, as well as persons distinguished by class, ethnicity, culture, family structure, marital status, sex, gender, age, religion, spirituality, physical or mental ability, and national origin.
 4. Analyze social welfare as a social institution including its history and relationship to social work.
 5. Analyze the basic dynamics in the development and operation of social welfare policy, service delivery systems, and organizations and the skills needed to impact policy processes in practice.
 6. Analyze the impact of social policies on client systems, workers, and agencies.
 7. Analyze social work as an evolving profession-its functions, its knowledge and value base, the dynamics of its helping process, and its intervention models.
 8. Demonstrate commitment to promote economic and social justice to the democratic and humanistic principles and concerns of social welfare and social work.
 9. Demonstrate commitment to social work values, principles, and to the professional code of ethics.
 10. Apply the knowledge, skills, and values of generalist social work practice in working with individuals, families, small groups, organizations, and communities within a diverse and global society.
 11. Apply the social work helping process including collection and analysis of pertinent data, setting appropriate service objectives, developing and implementing a plan for meeting such objectives, and evaluating service outcomes.
 12. Function effectively within the structure of organizations and service delivery systems and, where appropriate, seek support necessary for organizational change.
 13. Demonstrate the ability to communicate effectively in both written and oral forms with diverse client populations, colleagues, and members of the community.
 14. Demonstrate commitment to the spirit of inquiry including the ability to evaluate research studies, apply research findings, and evaluate one's own practice and that of other relevant systems.
 15. Demonstrate the ability for disciplined and ethical use of self in professional relations.
 16. Apply critical thinking skills within the context of professional social work practice.
 17. Use supervision appropriate to generalist practice.
 18. Use information technology to enhance effective generalist social work practice.
 19. Demonstrate commitment to one's own continuing education and lifelong learning for professional development.

The BSW program prepares students for graduate education. Qualified graduates may apply for advanced standing to the IU School of Social Work (Division of Social Work on the IU Northwest campus) or other MSW programs nationwide. Following the equivalent of a minimum of two postgraduate years of supervised social work practice experience, BSW graduates are eligible to apply for social work licensure by the State of Indiana. Upon successful completion of licensing requirements, the Indiana Professional Licensing Agency designates the BSW graduate a Licensed Social Worker (LSW).

Both the Bachelor of Social Work and the Master of Social Work programs are accredited by the Council on Social Work Education (CSWE). This accreditation enables graduates to qualify for state licensing. The Division of Social Work on the Indiana University Northwest campus has offered the master's degree in social work (MSW) since 1996 making the graduate degree accessible for northwest Indiana residents unable to commute to the IU South Bend or IUPUI campuses to pursue the degree. The Division of Social Work and the IU School of Social Work are seeking authorization to offer the undergraduate social work degree (BSW) along with its currently existing MSW degree. An undergraduate degree will serve as both an entry to social service employment in northwest Indiana and as a bridge to the graduate social work degree.

2. Admission requirements, anticipated student clientele, and student financial support.

Admission requirements. Enrollment in the BSW program requires formal admission to the IU School of Social Work as per accreditation standards. The following are the minimum requirements for admission consideration:

- Regular admission to IU Northwest
- Completion of a minimum of 12 credit hours.
- Satisfactory completion (grade of C or higher) of the required course S 141, Introduction to Social Work
- A minimum cumulative grade point average (GPA) of 2.5 on a 4.0 scale
- Evidence of characteristics or potential required for competent social work practitioners as defined in the mission statement of the School of Social Work. Such evidence may be derived from application materials, letters of reference, pertinent work or volunteer experience, and performance in S141, Introduction to Social Work

Anticipated Students. The urban and rural counties from which IU Northwest draws its students have one thing in common, they lack access to undergraduate social work education and qualified beginning level social workers to meet the needs of the region. The BSW degree prepares graduates with the skills needed to provide quality professional services. Currently many nonprofit organizations have relied on staff without the academic background and professional training needed to serve clients addressing difficult, complex problems/issues.

The BSW degree will draw upon the traditional age student as well as the returning older student re-entering or upgrading their work skills. Required social work courses will be offered late in the afternoon and evening to reach both the traditional age and the older returning student.

A special focus will be placed on those currently employed in local social service agencies that do not hold a degree. The BSW program will assist social service employers in implementing a plan of continued education to develop the needed talent within their agencies. This will enable individuals employed full time to complete the social work degree on a part time basis. It is anticipated that initially 15 students will enroll in the BSW program at IUN over each of the next three years.

The effect of a major in social work on the IU Northwest campus is expected to be quite positive, drawing both traditional undergraduate students to the campus including students who have earned the Associate of Science degree in Human Services available on the Ivy Tech campuses in East Chicago, Gary, Michigan City and Valparaiso.

Financial Support. Student financial support will be covered in the same way as is current practice for IU Northwest. In addition, the BSW program will participate in the School of Social Work's partnership program with the Department of Child Services. Under this partnership program BSW majors can apply for the state sponsored stipend program to pay for tuition and academic expenses associated with completion of the BSW degree in return for a two year commitment of employment post degree completion.

3. Proposed curriculum.

The proposed program is a baccalaureate program leading to a Bachelor of Social Work degree. The program implements the curriculum designed and developed through the IU School of Social Work, accredited through the Council on Social Work Education, and offered on all IU campuses awarding the

BSW degree. Required social work courses and the overall general education core requirements are consistent across campuses with minor variations in campus specific general education courses. All courses will be drawn from the Indiana University Master Course List. It will not be necessary to propose new courses requiring system-wide approval.

Educational Requirements. A minimum of 122 credit hours are required including:

- liberal arts and supportive core course work (45 credit hours)
- foundation social work course work (42 credit hours)
- required field practicum (internship) course work (10 credit hours)
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Liberal Arts and Supportive Core Courses (45 cr) (courses currently available on the IU Northwest campus)	
Composition and Oral Communication ENG W131 English Composition I (3 cr) ENG W231 Professional Writing (3 cr) SPCH S121 Public Speaking (3 cr)	American Government Course: POLS Y 103 Introduction to American Govmt (3 cr)
Modern American History HIST H 106 American History II (3 cr)	Cultural Anthropology Course: ANTH A 104 Culture and Society (3 cr)
Arts and Humanities Two arts and humanities courses (6 cr) from: Afro American Studies/Latino Studies Communication English (non-composition) Fine Arts Modern Languages (above 100 level) Gender or Women's Studies History (excluding HIST H 106 & A 382) Music (non-performance) Philosophy Religious Studies Theater	Psychology Courses: PSY P 101 Introductory Psychology I (3 cr) PSY P102 Introductory Psychology II (3 cr) One 300 level psychology course (3 cr): PSY P324 Abnormal Psychology (recommended) PSY P303 Health Psychology PSY P314 Psychology of Adolescence PSY P316 Psychology of Childhood and Adolescence PSY P319 Psychology of Personality PSY P320 Social Psychology PSY P324 Abnormal Psychology PSY P327 Psychology of Motivation PSY P329 Sensation and Perception PSY P335 Cognitive Psychology
Computing Science CSCI A 106 Introduction to Computing (3 cr)	Sociology Course: SOC S 161 Principles of Sociology (3 cr)
Human Biology BIOL L 130 Human Biology(3 cr)	Micro/Macro Economics Course: One course (3 cr) from: ECON E 103 Introduction to Microeconomics (3 cr) ECON E 104 Introduction to Macroeconomics (3 cr)
Mathematics MATH (any 100 level math course) (3 cr) Statistics: One course from: PSY K 300 Statistical Technique (3 cr) SOC S 262 Statistics for Sociology (3 cr) SPEA K300 Statistical Techniques (3 cr)	Physical Sciences with Lab (5 cr) Choose one (5 cr) BIOL L100 (5 cr) CHEM C 100 and C120 (5 cr) GEOL G101 and GEOL G102 (5 cr)

Foundation Social Work Courses (52 cr) (courses currently not offered on IUN campus except for S141)	
S100	Understanding Diversity in a Pluralistic Society (3 cr)
S141	Introduction to Social Work (3 cr) (offered once on IUN campus)
S 221	Human Behavior and Social Environment I: Individual Functioning (3 cr)
S 231	Generalist Social Work Practice I: Theory and Skills (3 cr)
S 251	Emergence of Social Services (3 cr)
S 322	Human Behavior and Social Environment II: Small Group Functioning (3 cr)
S 323	Organizational Behavior and Practice within a Generalist Perspective (3 cr)
S 332	Generalist Social Work Practice II: Theory and Skills (3 cr)
S 352	Social Service Delivery Systems (3 cr)
S 371	Social Work Research (3 cr)
S 433	Community Behavior and Practice within a Generalist Perspective (3 cr)
S 442	Practice-Policy Seminar in Fields of Practice (2 courses, 3 cr each)
S 472	Practice Evaluation (3 cr.)

Required Field Practicum (internship) Courses* (10 cr) (courses currently not offered on IUN campus)	
S 381	Social Work Practicum I (4 cr)
S 400	Field Practicum Seminar (1 cr)
S 482	Social Work Practicum II (5 cr)

* The need for BSW field (internship) sites will be supported in part by current contractual arrangements. Additional community partnerships, not restricted to the specialized graduate program concentrations, are anticipated as well.

Academic Standards

For continuance in and graduation from the program, students are required to:

1. maintain a minimum cumulative GPA of 2.5 in all social work letter-graded courses;
2. attain a minimum grade of C (2.0) or satisfactory in each required social work course;
3. carry out professional activity in conformity with the values and ethics of the profession.

Pass/Fail Grades

A maximum of four pass/fail courses may be applied to the B.S.W. degree. All general requirements and supportive area requirements need a letter grade. All required social work courses receive a letter grade except for S 482 Practicum II, which is graded as Satisfactory/Fail.

Liability Insurance

Students are required to carry professional liability insurance. Under the School of Social Work's blanket policy, the cost of insurance is provided for all students engaged in field (internship) experiences.

Sample curriculum.

Suggested Four Year Program of Study

Freshman Year	
Fall Semester	Spring Semester
ENG W131 English Composition I PSY P101 Intro to Psych I SWK S100 Understanding Diversity SOC S 161 Principles of Sociology Arts and Humanities Course	ENG W231 Professional Writing SWK S141 Intro to Social Work PSY P 102 Intro to Psych II MATH 100 or higher Math course SPCH S121 Public Speaking
15 cr	15 cr

Sophomore Year	
Fall Semester	Spring Semester
POLS Y 103 Intro to American Government SWK S 221 HBSE I: Individual Functioning HIST H 106 American History II Arts and Humanities Course Elective	ANTH A 104 Culture & Society SWK S251 Emergence of Social Welfare ECON E 103 or 104 Micro or Macroeconomics Physical Science and Lab CSCI A 106 Computing Science
15 cr	17 cr

Junior Year	
Note: these courses must be taken in sequence	
Fall Semester	Spring Semester
SWK S231 Generalist Social Work Practice I SWK S322 HBSE II: Small Group Functioning SWK S352 Social Service Delivery Systems Statistics Course (PSY K 300, SOC S 262, SPEA K300) Elective	SWK S323 HBSE III: Community & Organizational Functioning SWK S332 Generalist Social Work Practice II SWK S381 Practicum (15 hrs /week) (4 Cr) SWK S371 Research Elective
15 cr	16 cr

Senior Year	
Fall Semester	Spring Semester
SWK S433 Generalist Social Work Practice III SWK S482 Practicum (20 hrs/week 5 cr) SWK S400 Practicum Seminar 1 cr SWK S472 Practice Evaluation Elective	SWK S442 Practice/Policy Course (3 cr) SWK S442 Practice/Policy Course (3 cr) PSY P324 Abnormal Psych or 300 level psych cs BIOL P 130 Human Biology Elective
15 cr	15 cr

Suggested Two Year Plan of Study for the Community College Transfer Student

The number of elective courses will vary by student and depend on the number of courses transferred from Ivy Tech Community College. It is anticipated that many Ivy Tech transfer students will need fewer electives than indicated on the Plan of Study below and that many in the Human Services program will transfer in courses equivalent to S141, Introduction to Social Work, and S100, Understanding Diversity.

Junior Year			
Summer I	Fall Semester	Spring Semester	Summer Session I
SWK S 221 HBSE I: Individual Functioning	SWK S231 Generalist Social Work Practice I (3 cr) SWK S322 HBSE II: Small Group Functioning (3 cr) Gen Ed Core Support Course or Elective (3 cr) ANTH A 104 Culture and Society (3 cr) Gen Ed Core Support Course or Elective (3 cr)	SWK S332 Generalist Social Work Practice II (3 cr) S352 Social Service Delivery Systems (3 cr) SWK S381 Practicum (15 hrs /week) 4 Cr SWK S323 HBSE III: Community & Organizational Functioning (3cr) Gen Ed Core Support Course or Elective (3 cr)	SWK S371 Research (3cr)
	15 cr	16 cr	3 cr
Summer II			Summer Session II
SWK S251 Emergence of Social Welfare (3 cr)			Statistics Course (3 cr)

Senior Year		
Fall Semester	Spring Semester	Summer I
SWK S482 Practicum (20 hrs/week (5 cr) SWK S400 Practicum Seminar (1 cr) SWK S433 Generalist Social Work Practice III (3 cr) SWK S472 Practice Evaluation (3 cr) Gen Ed Core Support Course or Elective (3 cr)	SWK S442 Practice/Policy Course (3cr) SWK S442 Practice/Policy Course (3cr) BIOL L Human Biology (3 cr) Gen Ed Core Support Course or Elective (3 cr) Gen Ed Core Support Course or Elective (3 cr)	
15 cr	15 cr	
		Summer II

4. Form of recognition. Students who complete the program will be awarded the degree of Bachelor of Social Work. This degree prepares students for entry level social work practice and is recognized as such in social services agencies. Subsequently upon completing a minimum of two

postgraduate years of supervised social work practice experience, BSW graduates are eligible to apply for social work licensure by the State of Indiana. Only graduates with the BSW degree from an accredited social work program qualify for application for this state license. Upon successful completion of licensing requirements, the Indiana Professional Licensing Agency designates the BSW graduate a Licensed Social Worker (LSW)

The BSW degree also prepares students for advanced standing in a graduate social work programs. Such advanced standing status is open only to those students with a BSW degree from an accredited undergraduate degree program. Those with non BSW degrees must take additional social work courses when pursuing the MSW degree.

Suggested CIP code. The suggested CIP code is 440701.

Student diploma. The diploma will read Bachelor of Social Work, Indiana University School of Social Work.

5. Program faculty and administrators.

Faculty. The BSW program will build upon existing structures and the current graduate social work faculty expertise. All current and future faculty in the Division of Social Work will teach in both the graduate and undergraduate programs in covering the newly instituted BSW courses. This will ensure that all faculty are familiar with the social work education continuum. In addition to current faculty, a minimum of three full time, tenure track doctorate level faculty will eventually be hired to assist in covering the additional 17 required undergraduate social work classes and the field internship components of the curriculum, and to ensure compliance with accreditation standards. IU Northwest is committed to this investment.

Faculty	Highest Degree	Rank	Specialization	Appointment
Jennifer Anderson	MSW	Clinical Assistant Professor	Medical Social Work	Full time Field Coordinator
Dr. Frank Caucci	Ph..D.	Associate Professor	Human Behavior & the Social Environment	Full time
Dr. Chris Cotten	Ph.D.	Assistant Professor	Mental Health and Addictions	Full time
Dr. Darlene Lynch	Ph.D.	Professor	Administration, Macro-practice	Full time
Dr. Mark Thomas	Ph.D.	Assistant Professor	Addictions	Full time
Dr. Denise Travis	Ph.D.	Assistant Professor	Mental Health and Addictions	Full time
Faculty Member	Ph.D.	Anticipated hire:2010-11	Undergraduate social work education	Full time 100% teaching
Faculty Member	Ph.D.	Anticipated hire:2011-12	Undergraduate social work education	Full time 75% Teaching 25% Administration
Faculty Member	Ph.D.	Anticipated hire:2012-13	Undergraduate social work education	Full time 100% teaching
Elena Mrozinske	MSW	None Currently	Field/ Liaison	Part Time Field

		Clinical Assistant Professor anticipated rank by 2012-13	School Social Work	Coordinator Full time by 2012-13 with 33% teaching
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Administrators. At the inception of the BSW program, Dr. Darlene Lynch, Director of the Division of Social Work will serve in the capacity of the BSW Coordinator or Chair of the BSW program in lieu of teaching responsibilities (normally one course per semester or an alternative assignment as mutually determined in consultation with the Dean of the College of Health and Human Services). In keeping with the CSWE accreditation standards, a separate BSW Coordinator will be hired as the undergraduate program's administrator depending upon the size and needs of the BSW program over time. The BSW Coordinator would have 25% release time for administration.

Administrator	Highest Degree	Rank	Specialization	Appointment
Dr. Darlene Lynch	Ph.D.	Professor	Administration, Macro-practice	Full time 75% Administration 25% Teaching
Faculty Member	Ph.D.	Anticipated hire:2011-12	Administration Macro-practice	Full time 75% Teaching 25% Administration

Support Staff. As the program grows in numbers an additional support staff and a work study student will be needed to assist in managing the daily operations, field administration, admissions and advising processes associated with an accredited BSW program.

6. Learning resources. The Division of Social Work is housed within the College of Health and Human Services and as such has access to multiple resources within the College including office space, conference rooms, computer lab facilities, and videoconferencing. Additional technology can be accessed through the library, writing center and learning center. These resources currently available to the graduate social work program will also support the BSW program. Student services available to all undergraduates on the IU Northwest campus will also support the BSW program.

The existing IU Northwest library which currently supports the graduate social work program and other local resources as well as inter-library loan from the IU library and elsewhere will serve the initial needs of the program. The proliferation of online journals and electronic databases will support both the graduate and the new undergraduate program. Attention to new acquisitions will be focused on supporting the beginning level social work practitioner.

Though no new resources beyond the above anticipated acquisitions are necessary for initiating the BSW program, continued attention to library resources and information technology will be paramount to maintaining and expanding a quality undergraduate program.

7. Strengths of offering a BSW program.

Cooperative Institutional Endeavors

IU School of Social Work and IU Northwest. The Division of Social Work has close to 75 contracts with social service agencies, health care facilities, schools, and community based organizations in northwest Indiana that provide internship sites for its graduate students. The delivery of the BSW program on the IU Northwest campus will be made possible by the unique organizational relationships within Indiana University. Students on the IU Northwest campus will be able to take advantage of the academic resources of the system-wide School of Social Work. The BSW program is based upon extensive inter-institutional cooperation in terms of resource sharing, curriculum development, program assessment, and accreditation. BSW faculty from the IU Northwest campus would join the IUPUI, IUBL, and IUE faculty to further develop the undergraduate curriculum, assessment strategies, admissions procedures/processes, and academic policies. BSW faculty, regardless of their home campus, collaborate extensively to ensure accreditation standards are met.

The Memo of Understanding (MOU) worked out between IU Northwest and the School of Social Work provides for efficient use of resources (Appendix A). Since all BSW programs within the system are accredited through the IU School of Social Work, accreditation costs are minimal in comparison to what these costs would be if each individual campus sought its own independent accreditation through the Council on Social Work Education.

In addition to working directly under their respective campus deans, each BSW campus coordinator reports directly to the executive BSW director housed on the IUPUI campus. The executive director is responsible for the overall coordination of the system-wide BSW program. According to Indiana University policy and practice, faculty appointments are campus-specific. The Division of Social Work faculty are appointed to the IU Northwest faculty and are eligible for adjunct appointment to the faculty of the IU School of Social Work. IU Northwest social work faculty participate in both the IU Northwest and the IU School of Social Work faculty governance as provided by the IU Northwest and School of Social Work governing rules.

Electronic videoconferencing on all IU School of Social Work campuses is routinely utilized for faculty committee meetings. Such technology can also be utilized for electronic classrooms so that students on two campuses can routinely hear the same lecture. In the Spring, 2010 semester the IUPUI and IU Northwest campuses are experimenting with such an arrangement for two graduate classes.

Online versions of over half of the BSW courses have currently been developed within the system school and are offered alongside face-to-face courses. IU Northwest will be able to offer online versions of BSW courses in the future to reach a broader range of potential students especially those residing east and south of the main campus.

With a total of 67 full time faculty across campuses, the IU Northwest social work faculty have multiple opportunities to engage in research and grant writing across campuses and to benefit from the resources within the IU School of Social Work.

Ivy Tech Community College and IU Northwest. Articulation agreements with the Ivy Tech human services programs on the East Chicago, Gary, Michigan City and Valparaiso campuses are being developed with IU Northwest. This along with a specific articulation agreement with the Division of Social Work will permit a smooth transfer for the Ivy Tech associate degree graduates allowing these individuals to complete general education core courses and the social work supportive course work prior to transferring to IU Northwest.

Community Based Organizations and IU Northwest. The Division of Social Work at IU Northwest has developed numerous collaborative relationships with social service and health care organizations throughout northwest Indiana. These partnerships provide the Division of Social Work

with graduate field (internship) sites that give students hands on professional experiences and permit them to integrate the classroom learning with actual practice. Such field experiences constitute an integral part of the social work education enabling students to transition easily into social service positions upon graduation. These community partnerships also provide local agencies/organizations with needed manpower, ready access to the latest thinking in social work practice as well as a pool of potential employees upon graduation.

One of the unique partnerships the School of Social Work has developed has been with the Indiana Department of Child Services. Through the Title IVE partnership program undergraduate students can apply for the state sponsored stipend covering tuition and academic expenses associated with completion of the BSW degree in return for a two year commitment of employment post degree completion. The goal of the program is to professionalize and stabilize the entry level work force of the Department of Child Services whose mission is to protect children from abuse and neglect. While numerous BSW students have been prepared for entry level positions within the Department of Child Services in other regional areas of the state, these students have taken positions primarily in county offices not in northwest Indiana where there remains considerable need for professionally trained child protection workers. A BSW program on the IU Northwest campus will offer social work students the opportunity to participate in the DCS partnership program and ultimately provide BSW level child welfare workers for the northwest regional offices.

The advantage of the BSW degree being offered on the IU Northwest campus lies in making the program accessible to northwest Indiana residents who cannot afford to relocate for the degree. Other advantages include:

- Increased job opportunities in social services for residents of northwest Indiana
- Improved quality of social services available to northwest Indiana residents
- Additional students and increased credit hour production on the IU Northwest campus
- An additional professional degree option for students on the IU Northwest campus
- Increased opportunities for double majors with psychology, sociology, criminal justice, political science and public affairs possible
- Increased number of community college human services associate degree graduates pursuing a four year degree
- Increased service learning opportunities for the University and community through BSW field (internship) experiences in northwest Indiana
- Increased opportunities for interdisciplinary collaboration with other disciplines within the College of Health and Human Services and with other academic programs
- An undergraduate bridge to IU Northwest's Master in Social Work program and other MSW programs throughout the state and nationally

Needs assessment data and the requests for a BSW program that the Division of Social Work has received in the past and in the last year, letters of support from IU Northwest Chancellor, Bruce Bergland and IUN Vice Chancellor of Academic Affairs, David Malik for the BSW program all verify this continued long standing need for BSWs in northwest Indiana.

C. Program Rationale

1. Institutional Factors

Relationship of the BSW Degree to the Missions of IU Northwest Mission and the College of Health and Human Services and the IU School of Social Work:

The offering of the BSW degree is consistent with the mission of Indiana University Northwest that states:

The mission of Indiana University Northwest, a regional campus of Indiana University, is to provide a high quality and relevant education to the citizens of northwest Indiana, the most diverse and industrialized area of the state. The institution strives to create a community dedicated to the pursuit of knowledge and intellectual development, leading to undergraduate and selected graduate degrees in the liberal arts, sciences, and professional disciplines. The campus is strongly dedicated to the value of education, lifelong learning, diversity, celebration of cultures and opportunity for all, as well as to participating in the sustainable economic development of the region and of the state. Indiana University Northwest is committed to the health and well being of the communities it serves.

A BSW program will extend IU Northwest's mission to serve the regional community by providing entry-level social work professionals for employment in the social service delivery system in northwest Indiana. Providing job opportunities in the growing human service and health sectors and professionalizing the human services workforce, BSW graduates will contribute to the health and well-being of the region's residents. In addition, IU Northwest, the IU School of Social Work, and the social work profession itself value and celebrate diversity and seek to enhance opportunity for everyone. An integral part of BSW education focuses upon preparing culturally competent practitioners who appreciate diversity and can provide culturally sensitive social services.

The Division of Social Work on the IU Northwest campus is housed within the College of Health and Human Services. The BSW degree is directly related to the mission of the College of Health and Human Services which reads:

The mission of the College of Health and Human Services at Indiana University Northwest is to provide a unique and quality interdisciplinary education that prepares ethical and competent leaders and practitioners in health policy, practice, and human services. We are committed to improving the quality of life in the diverse, multicultural communities we serve and to addressing the changing health and human service needs of the region, state, and nation. The College is dedicated to life-long learning and to innovation and creativity in teaching, research, and service. The vision of the College of Health and Human Services at Indiana University Northwest is to be recognized as a national leader and resource in innovative collaborative health and human services education that continues to grow and evolve to meet the needs of the communities we serve.

An undergraduate social work degree program will contribute to the mission of the College by strengthening interdisciplinary education within the college providing additional opportunities for student and faculty collaboration with medical, nursing, and allied health programs. Increasing the number of trained social work professionals in Northwest Indiana that have the knowledge and skills to work within interdisciplinary teams is crucial to the growing health care and social services sector in the region.

The Chancellor of IU Northwest and the Dean of the College of Health and Human Services as well as the Dean and the Faculty Senate of the IU School of Social Work agree that a Bachelor of Social Work degree program is appropriate to their respective missions and to the needs of the northwest Indiana community.

Planning Process.

Offering the undergraduate social work degree first appeared in IU Northwest's educational service plan in 2006. In 2008 a new director was hired with the understanding that she would facilitate development of the BSW program on the IU Northwest campus. In 2008 the university's strategic plan called for increasing the overall campus enrollment to 6000 students by 2013. The goal the College of Health and Human Services has focused upon creating two new undergraduate programs by 2013 in support of the university's enrollment target. One of these is the undergraduate majors is the bachelor of social work.

In 2008, IU Northwest Division of Social Work conducted a survey of regional nonprofit organizations to determine their current and future use of BSW graduates in their organizations. Agencies were also asked whether IU Northwest should offer the BSW degree and why. Nearly 90% of the agencies responded positively to IU Northwest offering a BSW program. The overwhelming reason given is that organizations, and the clients they serve, need professionally trained staff.

The Division of Social Work has regularly received phone and email inquiries for some time regarding the availability of a BSW program on the IU Northwest campus. These inquiries have come from local agency employers, students seeking to transfer from another accredited BSW program or from Ivy Tech Community College's human services program. Since September of 2009 25 individuals desiring to earn a BSW degree have inquired about earning the undergraduate social work degree at IU Northwest.

As a result of these planning activities, in the spring, 2010 semester the introductory social work course (S141) is being offered on the IUN campus. The course was added to the schedule late in the fall semester after most students had already registered for their spring classes. Fourteen traditional and nontraditional students registered for the course despite minimal advanced notice and advertising. This suggests as the Division of Social Work has suspected that strong student interest in the degree exists. Only two of these students had inquired about a BSW degree prior to the course being offered.

Impact of BSW program on IUN campus. Offering the BSW degree will provide significant benefits to the IUN campus and community. The initial impact will be an increase in the number of students attending IUN for instruction. The BSW major provides students with an affordable degree that is not currently accessible to residents in northwest Indiana. In addition, because the BSW degree is based on a strong liberal arts foundation, the program affords students the opportunity to pursue minors and double majors in related social science programs such as criminal justice, psychology, sociology, and public affairs.

The BSW program will prepare additional students for graduate programs on the IU Northwest campus especially the MSW program currently offered at IUN. Students will also be prepared for other IUN graduate degree programs such as the masters in public affairs in SPEA or drug and alcohol counseling in the psychology department.

The BSW program will also provide opportunities for additional faculty research. Both current and new faculty who will be hired to implement this program will bring their investigative perspectives and strengths to the IU Division of Social Work and the campus as a whole. Moreover, expanded opportunities for collaborative research with faculty from the system-wide IU community will also be enhanced.

An additional benefit of the BSW program is, that as with any new program, the interest and concerns of new students expands the focus and service to the educational and social community. For example, it is anticipated that BSW students will form a club or student organization that will infuse the

larger institutional community with principals of social justice and community service. The work and interest of BSW students will also improve relationships with community human service organizations and expand field internship sites for both BSW and MSW students.

Expanded utilization of existing resources. IU Northwest currently offers an exceptional number of resources to its students. Some of these include student support services such as a reading and writing center, computer information systems, student life and athletics. Another resource, the child care center at IUN, offers a much needed support for students and is not yet operating at full capacity. The addition of students through the BSW program will increase the utilization of these and other IU Northwest resources.

As mentioned earlier under Section B 6., Learning Resources, the Division of Social Work has access to multiple resources within the College including office space, conference rooms, computer lab facilities, and videoconferencing. The IU state-wide system has invested in advanced technological systems. This resource provides greater access to a larger student population to improve learning, communication, and career development. BSW students will expand the use of these technologies.

2. Student Demand. Enrollment projections for the program have been developed based upon inquiries from current and prospective students in the 2009-10 academic year. Since September, 2009 a total of 25 students have inquired about earning a BSW degree either by directly contacting the Division of Social Work. Nine of these students were currently enrolled in Ivy Tech Community College, three were enrolled in other four year institutions and wanted to transfer to IU Northwest for the BSW degree, and three were not attending any academic institution but were interested in earning a BSW degree. The remaining ten students were currently enrolled at IU Northwest. Two of these students had not declared a major, and eight had declared other majors but wanted to change. Of the eight students that had declared other majors, two of these had wanted the social work major, but it was not available when they were selecting a major. These figures suggest a strong initial interest in the degree especially since the major has not been advertised either on campus or in the community. These inquiries either came from people who were looking for a social work degree program or had heard by word of mouth that the Division was considering offering the undergraduate degree. The number of current Ivy Tech students who have also inquired about the program suggests there will be a strong interest from students enrolled in the human services associate degree program at the community college as well as from some other four year institutions without the degree.

Enrollment projections were also calculated based upon interest generated by offering S141, Introduction to Social Work, Spring, 2010. Despite minimal advertising of the course which was added to the spring schedule very late after most students had already registered, thirteen students enrolled in the course. These students were surveyed at mid point in the semester about their interest in the major. Ten of the thirteen students indicated they planned to pursue the BSW degree should it become available and that they hoped to be able to take one or two additional social work courses in the fall of 2010. Of the remaining three students, one was undecided about the major, one was completing another degree at the end of the semester, and a third student was not interested.

The first two social work courses should serve as electives for other related majors. Education and nursing students for instance may take S 141 because they know they could be working with social workers professionally in the future. The junior and senior courses will be restricted to those in the major because of the number of prerequisites and because these courses are restricted to majors by accreditation standards.

Program enrollment and completion data. Table 1 shows enrollment projections. It is estimated

that the first year (2010-11) 360 credit hours will be generated and that this will more than double by 2011-12 (915 credit hours) with steady increases over the next three years. The program is expected to start out with 15 majors the first year and attain 50 majors within the first five years. While some on campus transfers are anticipated, the majority of majors are expected to be incoming freshmen seeking the BSW program and students transferring from other four year academic institutions and Ivy Tech Community College.

3. Transferability. Except in unusual circumstances students complete BSW degrees within the program where initially admitted. Since the BSW curriculum is uniform across BSW programs within the IU School of Social Work, the transfer of credit is a seamless process with no loss of credits provided the student has earned a minimum of a C grade and maintained the required 2.5 gpa in the major. Should a student transfer to another BSW program accredited by the Council on Social Work Education within Indiana (Ball State University, Valparaiso University, Indiana State University, Southern Indiana University), uniform accreditation standards facilitate ease in the transfer of credits for required and elective courses with the exception of field courses taken near graduation. BSW programs require internship courses be completed within their own program since this is where final program competencies are demonstrated.

4. Access to graduate and professional programs. While the BSW degree prepares students for generalist social work practice, it also prepares students for graduate education. The BSW program will facilitate a smoother transition for undergraduate social work majors into the IU Northwest's MSW program with applicants more fully prepared for this advanced study. The Division of Social Work's own graduate program requires a 3.0 gpa, as well as BSW faculty and field supervisor references, a writing sample that supports graduate education, and a professional career goal supported by the MSW degree. In addition, undergraduates who apply and are accepted for admission to the MSW program within five years of earning the BSW degree qualify for advanced standing admission and take only 45 of the required 60 credit hours to earn the MSW degree.

Freshmen desirous of pursuing professional social work education will often seek a program that affords them the opportunity for both undergraduate and graduate education since additional professional opportunities exist for those with the graduate degrees. Social workers with graduate degrees assume intensive clinical, supervisory and administrative positions. Once a social worker with an MSW degree becomes licensed, their services can be reimbursed by third party payers and the state (Medicare and Medicaid). Such reimbursement potential increases the demand for the graduate level social work practitioner.

BSW graduates are also prepared for other graduate degrees offered on the IUN campus such as the master's degree in public affairs in SPEA and the master's degree in drug and alcohol counseling in the psychology department. Both micro and macro practice coursework in the undergraduate degree serve as excellent preparation for graduate courses of study such as these. In addition, the strong emphasis upon ethics, diversity, and critical thinking infused within the BSW curriculum provide those students seeking these related graduate degrees with an excellent foundation.

5. Demand and employment factors: Demand and employment analysis:

Geographic Region to Be Served and Review of Literature.

Local Increased Need for Social Services. IU Northwest is strategically located in the northwest region of Indiana and draws students from seven counties: Lake, Porter, La Porte, Jasper, Newton, Pulaski and Starke. The largest and most urban of these is Lake County home to 438,748 residents and to the IU Northwest campus. The other more rural six counties have a total population of 356,916. The poverty level in all seven counties has grown as can be seen from the increase in food stamp applications since 2007 as reported by the U.S. Department of Agriculture:

<u>County</u>	<u>% of Population on Food Stamps</u>	<u>Increased % in Food Stamp Applications Since 2007</u>
Lake	17%	14%
Porter	7%	28%
La Porte	15%	31%
Jasper	9%	41%
Newton	11%	39%
Pulaski	11%	36%
Starke	18%	46%

United States Department of Agriculture, November, 2009

Tied to the increased level of poverty is the loss of jobs in the manufacturing sector. These job losses have been exacerbated by the recent downturn in the economy. A 41% decrease in incomes in Lake, Porter and La Porte counties was reported in 2007 and a 41% increase in the demand for nonprofit services over the last three years (Center on Philanthropy and the School of Public and Environmental Affairs at Indiana University).

Shortage of Professionally Trained Social Workers. The U.S. Bureau of Labor Statistics projects a 22% nationwide increase in the need for social workers through 2016. The most pressing manpower needs are for the 24% anticipated increase for medical and public health social workers and the 30% anticipated increase for mental health and substance abuse social workers.

Using the U.S. Bureau of Labor Statistics (BLS) data, the Center for Health Workforce Studies has projected a 35% increased need for social workers working in a range of health care settings. Recognizing the overall 28.8 % projected rate of growth for all health care occupations, the state of Indiana and Indiana University have in recent years committed to investing in healthcare education programs as part of the long term strategy to promote the state's economic growth. This strategy is supported in Gary alone where more residents are now employed in the health care and social assistance sectors than in manufacturing.

Potential Employers. The BSW program housed within the College of Health and Human Services will further support the state's strategic planning around economic growth and development. BSW level social workers are employed in positions that address the human suffering and the emotional aspects of diseases such as alcohol abuse, disability, mental illness, drug abuse, Alzheimer's, obesity, diabetes, cancer, HIV infection, and chronic pain. These medical conditions have a direct bearing on individuals and their families, and also on the economic well being of northwest Indiana and the state. Social workers practicing in healthcare provide outreach for prevention, help individuals and their families adapt to their circumstances, provide grief counseling and act as a liaison between individuals and their medical team, helping patients make informed decisions about their care.

At the same time the health care and social assistance sectors are becoming more important to the region's economy with increased job opportunities. The US Census Bureau estimates 18% of the jobs in Gary and 12% of the jobs in East Chicago and Hammond are in healthcare and social assistance.

There are many human service agencies/organizations in the counties IU Northwest serves. These agencies address a range of social problems including domestic violence, elder care, mental health, job training, drug and alcohol abuse, disability and mobility issues, homelessness, refugee needs, and basic family needs and stability. When surveyed in 2007 nonprofit organizations described a 41% increase in the demand for services as reported in the *Nonprofit Employment Series Report #3* prepared by Indiana University's the Center on Philanthropy and the School of Public and Environmental Affairs as part of the Johns Hopkins Nonprofit Economic Data Project.

Nationally, an increased need for social workers is being driven by the increasingly larger number of older adults needing social services. The National Association of Social Workers Center for Workforce Studies estimates that nine percent or 30,000 licensed social workers currently specialize in gerontology. This year alone the National Institute on Aging has estimated that 60,000 to 70,000 social workers are needed.

With social work a growing profession in general, a variety of agencies/organizations in northwest Indiana will continue to look for qualified applicants to fill entry-level positions. Managed care and other fiscal constraints have increased the demand for BSW social workers in many agencies providing case management and referral services. Furthermore, the Center on Philanthropy and the School of Public and Environmental Affairs at Indiana University ascertained that between 2004 and 2005 nonprofit employment in the metropolitan areas of Gary/Northwest grew by 2.3% and La Porte County by 2.1%. This rate of growth was higher than the overall state growth rate of 0.8 % during the same period of time. Such growth has resulted in both the urban and the more rural areas of northwest Indiana struggling to meet social work manpower needs.

Independent Needs Analysis. Social work manpower needs are supported by a survey of 45 regional social service agencies conducted by IU Northwest's Division of Social Work in 2008. Of those agencies 89% said yes, IU Northwest should offer a BSW program because (in order of frequency):

- The social work skills that BSW professionals bring are greatly needed;
- Valparaiso University, the only university granting an accredited BSW degree in Northwest Indiana, is prohibitively expensive and less easily accessible;
- A BSW program would serve as a bridge to the IU Northwest MSW program and more graduate level social workers are needed in the area;
- The BSW program would further support IU Northwest's commitment to both the local/Gary community and northwest Indiana.

The survey also revealed that 78% of the agencies indicated BSW's were needed in their service community because the number of clients in need of services (especially case management/ coordination related services) is increasing. Professionally trained social workers bring the skills and knowledge needed to provide these services. Only 57% of the agencies surveyed currently employed BSWs which suggests a strong need with a less than adequate supply of entry level social workers to fill the demand. Also, 84% of the agencies surveyed expressed a willingness to serve as internship sites for a BSW program should the major be instituted at IU Northwest. Those agencies that indicated no need for BSW employees (17%) reported the greater need was for more MSWs because of licensing and funding requirements. A BSW program would increase the number of individuals pursuing the MSW degree earlier in their career.

Program Experience. There are currently no BSW programs being offered in the northwest Indiana geographic region with similar characteristics to this proposed program. However, IU has offered a BSW degree program for many years on the Indianapolis, Bloomington and Richmond campuses. The BSW programs on these campuses provide BSW level professionals in areas other than northwest Indiana where the need for BSW professionals remains largely unmet.

Expert Opinion. In their publication “Indiana Nonprofits Scope and Community Dimensions” (2006), The Center on Philanthropy at Indiana University and School of Public and Environmental Affairs project continued growth in health services and child welfare. They report that policy changes in health and safety regulations and legislation are impacting client eligibility requirements, contractual procurement policies, and permanency planning. These major changes will increase staffing needs for the foreseeable future.

This Center also reports that nonprofits in Northwest Indiana are reporting major challenges in recruiting and retaining staff. They report that 13% of nonprofits cannot recruit and retain professionally trained employees. In addition, 11% of organizations had difficulty recruiting appropriate board members and managing staff relations. The increase in employment opportunities in the health and child welfare system magnifies the future need of professionally trained social workers. This is supported by the U.S. Bureau of Labor Statistics, (2006-07). Many of the occupations projected to grow the fastest in the economy are concentrated in the health care industry. Wage and salary employment in the health care industry is projected to increase 27 percent through 2014, compared with 14 percent for all industries combined.

Another area of growth in human services is related to the growing aging population. The Bureau of Labor Statistics, in their publication, Occupational Outlook Handbook, 2010-11, report that social work employment is projected to grow faster than the average for all occupations. About 54 percent of jobs are in healthcare and social assistance industries, and 31 percent work for government. Job prospects are expected to be favorable, particularly for social workers who specialize in the aging population or work in rural areas.

6. Regional, state, and national factors.

Comparable state and regional programs. The BSW program is currently offered on the IUPUI, IUB and IUE campuses. These dispersed sites are consistent with the School of Social Work’s goal of providing access to professional social work education to Indiana residents denied the opportunity to pursue such education due to geographical and financial constraints. The social work programs throughout the system employ delivery formats designed to meet the needs of a given region. The IU Northwest MSW program was developed and designed with the intent of offering a part time evening program for individuals working full time unable to relocate for graduate school. The proposed BSW degree program would further extend access to both traditional and nontraditional commuter students seeking professional education in keeping with the needs and interests of northwest Indiana residents.

Valparaiso University, located in Porter County, offers the only accredited BSW program in northwest Indiana. This private, religious based institution is “by design a residential university” and requires students to live on campus. While some students are permitted to commute to campus, their numbers are relatively small. Attracting students from across the country, many of the Valparaiso University graduates upon graduation do not seek employment in northwest Indiana. Also, Valparaiso

University's \$28,320 year tuition and fees is prohibitive for many living in northwest Indiana desirous of pursuing the undergraduate social work degree.

The social work baccalaureate program will not duplicate efforts of other local campuses as there are no other CSWE accredited state undergraduate programs in the area. The closest accredited public program is located in Muncie at Ball State University. This leaves the heavily populated northwest Indiana area without a BSW program. The number of local residents from the area returning to northwest Indiana after completing a BSW degree in Muncie, Richmond, Indianapolis, or Bloomington is small and does not address local manpower needs.

Accredited BSW programs are found in Northern Illinois with the closest program located at Governor State University. Indiana students attending an Illinois public institution are required to pay out of state tuition, making cost a prohibitive factor for most northwest Indiana residents.

In addition, the growth in recent years of associate degree programs in human services offered by Ivy Tech Community College in East Chicago, Gary, Michigan City and Valparaiso have created a need for an accredited BSW degree completion program. Job opportunities for individuals with only the two-year human services degree are limited. In most cases two-year degreed graduates cannot afford to relocate to a public institution out of the area (Bloomington, Indianapolis, Richmond, or Muncie) to pursue the four-year degree. Nor can they afford the tuition costs at Valparaiso University, the only private four-year institution offering the BSW degree in the area. A BSW degree at IU Northwest will expand the educational opportunities for Ivy Tech graduates in northwest Indiana.

External agencies. The BSW program's curriculum and program policies have been shaped by the national social work accreditation standards established by the Council on Social Work Education (CSWE). These standards were last revised in 2008 and have established the core competencies which guide curricular development and implementation. CSWE requires programs to demonstrate that they have the resources needed to deliver the curriculum and do not establish mandates regarding equipment and facilities. Faculty student ratios of 1:25 are required.

In addition to CSWE, the National Association of Social Workers (NASW) sets national standards for ethical social work practice across various practice areas based upon a core set of values. The NASW *Code of Ethics* guides professional behavior in terms of consumers, colleagues, and nonprofit agencies employing social workers. All social work courses cover content on social work values and ethics to ensure graduates are competent practitioners who can engage in complex ethical decision making. Students during the field experience must demonstrate adherence to the NASW *Code of Ethics*.

Lastly, the BSW curriculum prepares students to sit for the state licensing exam (LSW) upon completion of two years of supervised practice experience post graduation. Curricular content focuses upon licensure preparation and includes content on how to use supervision for professional development. Licensing examinations are developed and maintained by the Association of Social Work Boards across the country and in some Canadian provinces. The Indiana Professional Licensing Agency uses the examinations developed by ASWB in its licensing of social workers.

D. Program Implementation and Evaluation

The program will be implemented over the next two years with the first graduating class anticipated in 2012. Ongoing recruitment of students will occur with incoming freshmen and transfer students at all on campus admissions events and on the Ivy Tech Community College campuses as well.

All BSW programs within the IU School of Social Work assess student outcomes using standardized instruments as part of the system-wide program's assessment plan. In the BSW program the assessment process is dynamic, ongoing, and non-linear and involves as many stakeholders as possible (e.g., faculty, students, practitioners, field instructors, and graduates).

The BSW program's educational goals and objectives focus upon ten core competencies listed below each of which has identified behavioral indicators. Multiple measures assess student mastery of these ten competencies. Outcome data is used for purposes of ongoing program development and revision.

1. Identify as a professional social worker and conduct oneself accordingly.
2. Apply social work ethical principles to guide professional practice.
3. Apply critical thinking to inform and communicate professional judgments
4. Engage diversity and difference in practice
5. Advance human rights and social and economic justice
6. Engage in research-informed practice and practice-informed research
7. Apply knowledge of human behavior and the social environment.
8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services
9. Respond to contexts that shape practice
10. Respond to contexts that shape practice
11. Engage with individuals, families, groups, organizations, and communities
12. Intervene with individuals, families, groups, organizations, and communities
13. Evaluate with individuals, families, groups, organizations, and communities.

The BSW assessment plan incorporates the following instruments and methods:

- Implementation of Course Objectives. Each semester instructors will assess the way that course objectives are met via student performance on key course activities and products.
- Baccalaureate Education Assessment Project (BEAP). BEAP is a series of instruments that assess BSW education outcomes from entrance into the program to two years after graduation. This nationally developed set of outcome measures allows for national comparisons across BSW programs. The BEAP includes Entrance, Exit and Alumni Surveys.
- BSW Field Instructor Survey. This is administered to agencies that sponsor BSW students for their senior internship experience. It is used to evaluate the academic preparation of BSW students prior to the internship experience.
- Student Course Evaluations.
- This end-of-semester course evaluation instrument is used to understand students' perceptions of their learning experience in individual courses. The instrument contains twenty-two common items and the course learning objectives. The common item scale aims at gathering data about students' perceptions as to their own efforts and instructor's performance.
- Field (Internship) Evaluations. To ensure achievement of field course objectives and to inform the BSW program of students' achievement of social work competencies, field instructors

evaluate the student demonstration of core competencies at mid point and at the end of the field (internship) experience.

E. Tabular Information:

Table 1 summarizes enrollment and completion data. Graduates are expected to number fifteen within the second year of program operation, and twenty-five by the fifth year. Based upon potential student inquiries regarding the BSW program during the fall of 2009 and the early spring of 2010, it is estimated that a minimum of 60% of those pursuing the BSW degree will be new to the campus. Another 15% of the majors are expected to be incoming freshmen or those who have not decided upon a major. The remaining 10% are expected to be enrolled in other programs on the IUN campus that have decided to change majors.