

PROPOSAL FOR A NEW DEGREE PROGRAM (Part 1: Proposal)

1. Date of Proposal Submission: 05/31/2024

Full program name and level: Master of Social Work

Degree nomenclature (e.g., MBA, BS): MSW

CIP Code: 44.0701

2. Learning Outcomes:

Succinctly list at least four (4) but no more than seven (7) of the most prominent student learning outcomes of the program.

Graduates of AUM's MSW program should be able to:

- i. Make ethical decisions incorporating knowledge of trauma, social work codes of ethics, models of ethical decision making, and relevant laws, policies, and regulations.
- ii. Apply a trauma-responsive social justice-focused advanced clinical perspective to advance social, racial, economic, and environmental justice for all.
- iii. Engage in anti-racist, diverse, equitable, and inclusive trauma-responsive social justice-focused advanced clinical practices with cultural and intellectual humility.
- iv. Engage in trauma-responsive social justice-focused advanced research, evaluation, and assessment to inform practice and policy.
- v. Advocate for trauma-responsive social justice-focused policies, regulations, rules, and treaties that promote racial, social, economic, and environmental justice for all.
- vi. Apply trauma-responsive social justice-focused advanced clinical knowledge, values, and skills to **engage, assess, intervene, and evaluate practice** with individuals, families, and groups.

3. Employment Outcomes and Program Demand

Please describe how the proposed program prepares graduates to seek employment in the occupations ([SOC codes](#)) identified within the NISP. Note: you may also indicate any updates to those codes here.

SOC 1 (required): 21-1023.00: Mental Health and Substance Abuse Social Workers-- graduates of our MSW program are prepared to serve at entry level clinical positions in mental health and substance misuse treatment. Based on the State of Alabama personnel website, an MSW is required for a position as a Mental Health Social Worker.

SOC 2: 21-1021.00: Child, Family, and School Social Workers—graduates of our MSW program are prepared to serve at advanced levels in child and adult protection, foster care and adoption, and school social work. Based on the State of Alabama personnel website, an MSW is required for a position as a Senior Social Worker.

SOC 3: 21-1022.00: Healthcare Social Workers-- graduates of our MSW program are prepared to serve at entry and advanced levels in healthcare/medical social work. A review of job advertisements in Alabama indicates that an MSW is generally required for a position as a Medical Social Worker.

Please explain whether further education/ training is required for graduates of the proposed program to gain entry-level employment in the occupations you have selected.

No additional training or education is needed for graduates of the MSW program to gain entry-level employment in the occupations noted above. Graduates will need to pass appropriate licensure exam.

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, you should discuss alignment with Alabama’s Statewide or Regional Lists of In-Demand Occupations (available at <https://ache.edu/Instruction.aspx> under “Policy/Guidance”) or with emerging industries as identified by Alabama’s [Innovation Commission](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

Alabama has prioritized expansion of the number of social workers in the state. According to ACHE, there is a growing demand for social workers in the state that is not being met by already-existing social work programs (2022). From 2018-2028, demand for human and social services workers will grow, with estimated increases of nearly 3% for child and family workers and almost 11% for health care social workers (Bureau of Labor Statistics, 2022). Nationally, the demand for social workers is expected to grow by at least 9% over the next ten years (Bureau of Labor Statistics, 2022). Our proposed trauma-responsive social justice-focused advanced clinical social work practice MSW will educate social workers to respond effectively with individuals, families, and groups experiencing mental health, substance misuse, and/or trauma. Our graduates will be eligible for licensure and employment.

It is also worth mentioning the recently signed Alabama House Bill 56, which could increase the demand for clinical social workers in a field where Alabama already has a documented worker shortage. The Bill, which AUM faculty member, Dr. Susan Cashwell, consulted on, was signed by Governor Kay Ivey on May 3, 2023. The Bill amends section 34-30-3 of the State Code of Alabama and strengthens the role of Alabama’s clinical social workers. Clinical social

workers are now able to diagnose patients with mental health disorders. In support of the Bill, two Alabama Legislators were quoted as follows: “There is a limited number of social workers in our state”—Linda Coleman Madison, Alabama State Senator; “There is a huge need for social workers in our state: geriatric, veterans, in the schools, and working with mental health”—Will Barfoot, Alabama State Senator. AUM’s proposed program is well-positioned to take advantage of the recently passed bill with its focus on trauma-responsive social justice-focused clinical social work practice.

References

Alabama Commission on Higher Education. (2022). *Social Work Educators’ Workgroup*. Montgomery: Alabama State University.

Alabama Public Radio. (2023) *Recent state legislation could counteract Alabama’s mental health worker shortage*. <https://www.apr.org/news/2023-06-12/recent-state-legislation-could-counteract-alabamas-mental-health-worker-shortage>

Alabama Today. *Legislature passes bill allowing social workers to diagnose mental illness*. (2023) <https://altoday.com/archives/51150-legislature-passes-bill-allowing-social-workers-to-diagnose-mental-illness>

Bureau of Labor Statistics, US Department of Labor. (2022). *Department of Labor, Occupational Outlook Handbook, Social Workers*. <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>.

Please describe how you will determine whether graduates are successful in obtaining relevant employment or pursuing further study.

We intend to maintain contact with our graduates by involving them in our alumni association, advisory board, continuing education, various campus events, and eventually engaging them as field supervisors. We will ask for personal email and mailing addresses prior to graduation and, at a minimum, send an annual email to request updated contact information, information on employment, licensure, and additional studies.

Briefly describe evidence of student demand for the program, including enrollments in related coursework at your institution if applicable. If a survey of student interest was conducted, please briefly describe the survey instrument, number and percentage of respondents, and summary of results.

On January 30, 2023, AUM emailed all current social work students (pre-Social Work students, majors and minors) and sociology majors, a link to an online, anonymous demand survey. We also emailed the link to all members of our BSW Advisory Board, current field supervisors, and to the directors of twenty county Department of Human Resources child protection offices. All recipients were also

asked to forward the link to anyone they know who might be interested in pursuing an MSW. A flier with a link to the questionnaire was also distributed to 30 BSW students who attended a licensure exam training held on the AUM campus.

The questionnaire was comprised of six questions, the first being a screen for whether the respondent already has an MSW. If no, they are directed to five close-ended questions that ask when they expect to pursue an MSW, the preferred format (i.e., in-person, hybrid, asynchronous, or synchronous), their preferred hours/days (i.e., weekdays, evenings, weekends) and their current educational status (i.e., has a BSW, has a bachelor's degree in another field, or expects to graduate with a BSW in 2023, 2024, 2025, 2026 or later). Using a Likert-type scale, respondents were also asked to rate the importance of 11 factors (e.g., cost, program format, program hours) in selecting an MSW program.

Between January 31st and March 31st, we received 50 responses to the demand survey, 45 of which were usable as the other five only answered the first question. The majority of respondents indicated they expect to begin an MSW in the Fall 2024 semester or later. A plurality of respondents (43%) indicated a preference for a hybrid program with a mix of in-person and online classes, followed by asynchronous online (35%), synchronous online (15%) and in-person (<1%). Of the 24 respondents who indicated they preferred hybrid, synchronous online, or in-person classes, 49% indicated they preferred daytime weekday classes, while 42% indicated they preferred weekday evening classes. Of the 11 factors that might impact their decision of which program to attend, participants ranked the program's licensure pass rate as the most important factors (\bar{x} =4.21), reputation of program or university (\bar{x} =4.08), cost of program (\bar{x} =4.02), and time and days the program is available (\bar{x} =4.02). Availability of childcare was the lowest rated factor (\bar{x} =3.04).

In addition to the results from the demand survey, the rapid growth of AUM's BSW program also indicates there is a demand. In the past three years, we have grown from 28 pre-Social Work students to over 100 students. This number includes pre-Social Work students, majors, and minors. This growth indicates there is demand for our BSW program and expectations are that the demand would continue to our proposed MSW program.

	Fall 2020*	Spring 2021	Spring 2022	Spring 2023	Spring 2024
Pre-majors	28	51	47	62	57
Majors	0	0	33	55	45
Minors	0	0	0	3	7
Total	28	51	80	120	109

*Admitted for Candidacy in Fall 2020 with majors officially starting Fall 2021

Also, in April 2023 a social work faculty member facilitated a meeting with eight of our BSW students who are expected to graduate in December 2023. Of those eight students, all stated they expect to pursue an MSW. All but one student expressed an interest in going directly into an MSW program. Similar to survey respondents, the

group was divided between online and in-person. However, when the facilitator indicated that AUM's proposed MSW program would be a two-semester program for students that already have a BSW, all indicated that benefit trumped any other variable, such as modality.

Based on the results of the demand survey and feedback from current BSW students, the program will identify additional ways to create more hybrid and/or online course options.

4. Specific Rationale (Strengths) for Program

What is the specific rationale for recommending approval of this proposal? List 3-5 strengths of the proposed program.

- a) According to ACHE, there is a growing demand for social workers in the state that is not being met by already-existing social work programs (2022). The state has prioritized the expansion of the number of social workers in the state. The Alabama Department of Labor indicates that from 2018-2028, demand for human and social services workers will grow, with estimated increases of nearly 3% for child and family workers and almost 11% for health care social workers (Bureau of Labor Statistics, 2022). Nationally, the demand for social workers is expected to grow by at least 9% over the next ten years (Bureau of Labor Statistics, 2022). In 2021, Alabama's social work programs graduated 492 BSW students and 584 MSW students (Alabama Commission on Higher Education, 2022). In the same year, there were 995 social work job openings in state, barely enough to meet current demand and inadequate for the expected growing demand. In addition, there is only one other MSW program in west-central Alabama from the Mississippi state line to Montgomery, and southwest between Montgomery and Mobile, including the city of Mobile itself. AUM is geographically situated to serve this region. The new MSW program aims to address these needs.
- b) We are proposing a trauma-responsive program that will educate social workers to respond to people impacted by trauma. There are no MSW programs in Alabama that specialize in trauma responsive social work practice. Experiences of trauma are widespread, with most adults experiencing one or more adverse events in childhood that could lead to trauma (Center for Disease Control, 2021). The impact of trauma is costly to individuals and society because individuals who experience four or more adverse childhood events are 4 to 12 times more at risk for "alcoholism, drug abuse, depression and suicide attempts" (Felitti et al., 1998, p. 245). "It has become evident that addressing trauma requires ... **effective trauma-specific assessment and treatment**... provided in an organizational or community context that is trauma-informed, that is, based on the knowledge and understanding of trauma and its far-reaching implications" (Substance Abuse and Mental Health Services Administration (SAMHSA), 2014, p. 2, emphasis added). With Alabama residents/citizens experiencing an increase in drug overdoses (Alabama Department of Mental Health, 2021) and suicidal

thoughts (Alabama Department of Public Health, 2022), a trauma-responsive perspective is needed to improve mental health response in the state.

- c) We are proposing ***an evening program*** so working students may still pursue graduate education. There are two other MSW programs that allow students to complete the degree with evening-only courses—Alabama A & M and the University of Alabama at Birmingham. However, working students in the region from which students interested in our program will come are unlikely to have time to drive to Birmingham or Huntsville to attend a program. As the capital city, many of the state’s social welfare institutions are located here, providing a potential pool of applicants for the program, namely state workers with bachelor’s degrees who would like to obtain an MSW.

University	Modality	Time	MSW accreditation	BSW accreditation
Alabama A&M	In-person, hybrid, Online	Evening & day*	1996	1979
Alabama State	Online, in-person	Evening & day*	2015	1987
Auburn University	In-person	Afternoon, evening*	2017	1978
Jacksonville State University	Hybrid, blended	Afternoon, evening*	2017	1988
Troy University	Online with hyflex	n/a	2013	1987
University of Alabama (Tuscaloosa)	“primarily” online (in-person skills labs on Saturdays)	n/a	1969	1974
University of Alabama (Birmingham)	In-person	Day & evening*	2016	1977
University of North Alabama	online	n/a	2020 (pending)	1974

*cannot complete 100% in evening

References

Alabama Commission on Higher Education. (2022). *Social Work Educators’ Workgroup*. Montgomery: Alabama State University

Alabama Department of Mental Health (2021). *Opioid Deaths Increased in Alabama in 2020*. <https://mh.alabama.gov/opioid-overdose-deaths-increase-in-2020-state-agencies-combine-efforts-to-reverse-the-crisis/>

Alabama Department of Public Health. (2022). *Mental Health and Substance Abuse*. <https://www.alabamapublichealth.gov/healthrankings/mental-health-and-substance-abuse.html>

Bureau of Labor Statistics. (2022). *Department of Labor, Occupational Outlook Handbook, Social Workers*. <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>.

Center for Disease Control. (2021). *About the CDC-Kaiser ACE Study*. <https://www.cdc.gov/violenceprevention/aces/about.html>

Felitti, V.J., Anda, R.F., Nordenberg, D., Williamson, D.F., Spitz, A.M., Edwards, V., Koss, M.P., Marks, J.S. (1998). Relationship of childhood abuse and household dysfunction to many of the leading causes of death in adults: The Adverse Childhood Experiences (ACE) Study. *American Journal of Preventative Medicine*, 14(4). 245-258.

Substance Abuse and Mental Health Services Administration (SAMHSA). (2014). *SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach*. <https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4884.pdf>

Please list any external entities that have supplied letters of support attesting to the program's strengths and attach letters with the proposal.

5. Program Resource Requirements

A. Faculty. Please provide or attach a brief summary of primary and support faculty that includes their qualifications specific to the program proposal. Note: Institutions must maintain and have current and additional primary and support faculty curriculum vitae available upon ACHE request for as long as the program is active, but you do not need to submit CVs with this proposal.

Director of MSW Program

Lacey Sloan, MSSW, Ph.D. Dr. Sloan is an Associate Professor of Social Work at AUM and is currently teaching in our BSW program. Pending ACHE approval of our proposed program, her duties will transfer to full-time within the MSW program. Dr. Sloan received her BSW from the University of Mississippi and her MSSW and Ph.D. in Social Work from The University of Texas at Austin. Her three intertwining areas of scholarship are sexual rights and gender-based violence, social work education and practice in Islamic contexts, and environmental justice. Using local and Indigenous knowledge, since 2001 she facilitated the development and/or initial accreditation of three new MSW programs (University of Southern Maine, College of Staten Island CUNY, and Zayed University, located in the United Arab Emirates), three new BSW programs (College of Staten Island CUNY, UNICEF-Somalia, and Qatar University), and a diploma and a certificate program in Social Work (UNICEF-Somalia). Currently, she serves as a Fulbright Specialist for the Mawaddah

Women’s Society in the Kingdom of Saudi Arabia training staff on domestic violence and human trafficking for new domestic violence programs in the country. She is a co-author of the *CSWE Statement of Accountability and Reconciliation for Harms Done to Indigenous and Tribal Peoples*, and the *Teaching Guide: Repairing Harms Done to Indigenous and Tribal Peoples*.

Director of MSW Field Education

Kashera Robinson, DSW, LICSW (AL). Dr. Robinson has accepted a position at AUM to begin July 1, 2023. She will begin teaching in the BSW program and pending approval of our proposed MSW program, her duties will transfer to full-time within the MSW program beginning by July 1, 2024. Dr. Robinson received her DSW in April 2023 from Barry University. She has an MSW from the University of Alabama and BSW from Alabama State University. Dr. Robinson worked as a school social work in the Atlanta area for almost 20 years, often serving as a field supervisor for undergraduate and graduate social work students from local universities. She has also worked as a social work adjunct instructor at several universities. Her area of scholarship is connected to school social work, especially during the COVID pandemic.

Please provide faculty counts for the proposed program:

Status	Faculty Type	
	Primary	Support
Current Full-Time	1	
Current Part-Time		
Additional Full-Time (to be hired)	3	
Additional Part-Time (to be hired)		

Note: Annual compensation costs for additional faculty to be hired should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3. Salary/benefits for current faculty should not be included.

Briefly describe the qualifications of any new faculty to be hired:

All new faculty will be required to have a doctoral degree in Social Work or closely related field, an MSW awarded by a Council on Social Work Education (CSWE) accredited program, and at least two years of post-MSW degree social work practice experience. Licensure in Alabama will be expected.

B. Staff. Will the program require dedicated staff? Yes No

If so, indicate the number or percentage of FTEs:

0.5 FTE Administrative Associate

Note: Annual compensation costs for staff to be hired should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3.

C. Equipment. Will any special equipment be needed specifically for this program?

Yes No

If yes, please list. Their cost should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3.

D. Facilities. Will any new facilities be required specifically for the program?

Yes No

If yes, please list. Only new facilities need be listed. Their cost should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3.

E. Library. Will additional library resources be required to support the program?

Yes No

Please provide a brief description of the current status of the library collections supporting the proposed program.

An assessment was conducted, which examined AUM's holdings in Social Work titles in comparison with regional peer institutions, all of which have accredited programs. These schools were selected because a) they are within the southern region, and b) their curriculum is similar to AUM's. This assessment was undertaken by analyzing the holdings of the libraries of the peer institutions of Alabama A&M University, Alabama State University, Jacksonville State University, Troy University, the University of Montevallo, the University of North Alabama, and the University of South Alabama, using the OCLC worldwide catalog. The assessment involved a key word search in for each institutions holdings on materials relating to group social work and counseling. The results of the data are provided in the table below.

Comparison of AUM Library Holdings Against Peer Group

University	# Titles Held	Percentage Held by AUM
Subject Area: Group Counselling		
Auburn University at Montgomery Library	79	-
Alabama A&M University	95	83.10%

Alabama State University	104	75.90%
Jacksonville State University	175	45.10%
University of North Alabama	96	82.20%
University of Montevallo	154	51.20%
Troy University	267	29.50%
University of South Alabama	180	43.80%
Total	Avg. = 153	51.60%
Subject Area: Group Social Work		
Auburn University at Montgomery Library	71	-
Alabama A&M University	175	40.50%
Alabama State University	152	46.70%
Jacksonville State University	203	34.90%
Troy University	238	29.80%
University of Montevallo	191	37.10%
University of North Alabama	88	80.60%
University of South Alabama	200	35.50%
Average of Peer Group	Avg. = 178	39.80%
Total Average of Peer Group	AUM Avg. 75 / 166	45.10%

The AUM Library holds 90.10% of the average holdings of the group, above the minimum goal of 75% of the peer group holdings for graduate courses. The Library provides access to the following 50 journals that can support the proposed MSW.

Journal	Coverage	Print/Database
American Psychologist	1946-present	PsycArticles
Analyses of Social Issues & Public Policy	2001- 1 year ago	SocIndex Art Therapy:
Journal of the American Art Therapy Assoc.	2008- 18 months ago	CINAHL
Bioethics	1998- 1 year ago	Academic Search
BMC Psychiatry	2001-present	Academic Search
British Journal of Social Work	1996-present	Oxford

Child Development	1930- 1 year ago	SocIndex
Child Welfare	1965-present	SocIndex
Christian Higher Education	2002- 18 months ago	Academic Search
Counselling Psychology Quarterly	1990- 18 months ago	Academic Search
Crisis: J. of Crisis Interv. & Suicide Prevention	1995-present	PsycArticles
Critical Care Nurse	2002-present	CINAHL
European Journal of Psychotraumatology	2010-present	Academic Search
European Journal of Teacher Education	1998- 18 months ago	Academic Search
Family Process	2000- 1 year ago	SocIndex
Generations	1990-present	SocIndex
Humboldt Journal of Social Relations	2010-present	SocIndex
International Journal of Play Therapy	1992-present	PsycArticles
International Journal of Psychology	1975- 1 year ago	Academic Search
J. for Social Action in Counseling & Psychology	2011-present	SocIndex
Journal for Specialists in Group Work	2002- 18 months ago	SocIndex
Journal for the Scientific Study of Religion	1961- 1 year ago	SocIndex
Journal of Applied Behavior Analysis	2015-present	Wiley
J. of Community & Applied Social Psychology	1991- 1 year ago	Academic Search
Journal of Community Practice	2000- 18 months ago	SocIndex
Journal of Contemporary Rhetoric	2011-present	Comm & Mass Media
Journal of Cultural Diversity	1998-present	Nursing & Allied Health
Journal of Diversity in Higher Education	2008-present	PsycArticles
Journal of Feminist Family Therapy	2000- 18 months ago	SocIndex
Journal of Higher Education	2003- 1 year ago	Academic Search
Journal of Latinx Psychology	2012-present	PsycArticles
Journal of Marital & Family Therapy	2006- 1 year ago	SocIndex
J. of Multicultural Counseling & Development	1990- 1 year ago	SocIndex
Journal of Social Work Education	1990- 18 months ago	SocIndex
Journal of Social Work Practice	1999- 18 months ago	SocIndex
Journal of Trauma Nursing	2000-present	Ovid Nursing
NUML Journal of Critical Inquiry	2011-present	Comm & Mass Media
Omega: Journal of Death & Dying	2003-present	SocIndex
Psych. Trauma: Theory, Res., Pract., & Policy	2008-present	PsycArticles
Psychology, Public Policy, and Law	1995-present	PsycArticles
Psychotherapy	1963-present	PsycArticles
Sex Education	2001- 18 months ago	Academic Search
Social Work	1956- 1 year ago	SocIndex
Social Work Research	1996-present	Oxford
Teaching in Higher Education	1996- 18 months ago	Academic Search
Theory into Practice	1975- 18 months ago	Academic Search
Training & Ed. in Professional Psychology	2006-present	PsycArticles
Traumatology	1995-present	PsycArticles
Whitireia Nursing & Health Journal	2013-present	CINAHL

While the AUM Library's collections are sufficient to support the proposed MSW, the Provost has approved, after consultation program faculty, the Dean of the College of Liberal Arts and Social Sciences, and the Dean of the Library, for funds in the amount of \$8,439.48 to be spent on works to improve the current collection. Note: this is not reflected in the above library assessment.

If yes, please briefly describe how any deficiencies will be remedied, and include the cost in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table.

Funds to provide for additional library resources have already been approved by the Provost's Office. See above. The cost is included in the first-year expenses in the table in Part 3.

F. Assistantships/Fellowships. Will you offer any assistantships specifically for this program?

Yes No

If "Yes", how many assistantships will be offered?

One in the first year and three beginning in the second year.

The expenses associated with any *new* assistantships should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3.

The cost of new assistantships is included in the table in Part 3.

G. Other. Please explain any other costs to be incurred with program implementation, including lab start-up expenses or specialized accreditation costs. Be sure to note these on the NEW ACADEMIC DEGREE PROGRAM SUMMARY table in Part 3.

CSWE accreditation costs:

- Year 1: \$10,000 application fee
- Years 2, 3, and 4: \$5,000/year Commissioner visit fee (\$15,000 total)
- Years 2, 3, and 4: \$2,500/year Commissioner visitor expenses (\$7,500 total)
- Years 1-7: \$3,750/year membership fee (\$26,250 total)

PROPOSAL FOR A NEW DEGREE PROGRAM (Part 2: Course Info)

Name of Proposed Program: AUM Master of Social Work

FULL TWO-YEAR PROGRAM (applicants without Bachelor of Social Work)

Program Completion Requirements: (Enter a credit hour value for all applicable components, write N/A if not applicable)

Credit hours required in program courses	<u>54</u>
Credit hours in general education or core curriculum	<u>n/a</u>
Credit hours required in support courses	<u>n/a</u>
Credit hours in required or free electives	<u>6</u>
Credit hours in required research	<u>3</u>
Total credit hours required for completion	<u>63</u>

Maximum number of credits that can be transferred in from another institution and applied to the program: 12 credit hours

Intended program duration in semesters for full-time students: 4

Intended program duration in semesters for part-time students: 8

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, through structured [work-based learning](#) with an employer partner, or through alignment with nationally recognized industry standards? If yes, please explain how these components fit with the required coursework.

Yes. Per CSWE accreditation standards for an MSW program, all students complete three field internships (300 hours each) with approved community organizations for a total of 900 hours. These internships will be supervised practice with a supervisor who holds a minimum of an MSW and has a minimum of two years post-masters social work experience. Students will complete one internship and its accompanying seminar (SOWK 6714 and 6754) in the second semester of their foundation year. In their advanced practice year, they will have an internship each semester. These internships (SOWK 6814 and 6914) will be at the same agency and are also accompanied by respective seminars (SOWK 6854 and 6954) that provide opportunities for students to examine their field internship in the context of their social work courses. We will have a field education director that identifies and maintains field internships with properly qualified field instructors.

Does the program include any options/concentrations? If yes, please give an overview of the options, and identify the courses for each in the table below.

No

Please indicate any prior education or work experience required for acceptance into the program:

A bachelor's degree from an accredited university.

Describe any other special admissions or curricular requirements for the program:

Please see requirements for Advanced Standing program below.

Please complete the table below indicating all coursework for the proposed program, identifying any new courses developed for the program, along with courses associated with each option as applicable. Include the course number, and number of credits. Coursework listed should total the number of hours required to complete the program.

Course Number and Title	Number of Credit Hours	* If New Course
SOWK 6100 Social Work in Context: History, Ethics and Policy	3	*
SOWK 6110 Advancing Human Rights & Racial, Social, Economic & Environmental Justice	3	*
SOWK 6120 Social Work 1: Practice with Individuals & Families	3	*
SOWK 6130 Social Work Practice 2: Group Work	3	*
SOWK 6140 Human Development and Behavior	3	*
SOWK 6150 Social Work Practice 3: Policy Practice	3	*
SOWK 6160 Social Work Practice 4: Organizations & Communities	3	*
SOWK 6170 Social Work Research for Social Justice	3	*
SOWK 6180 Social Work Practice and Domestic Violence	3	*
SOWK 6714 Field Internship I: Foundation Year	3	*
SOWK 6754 Field Seminar I: Foundation Year	1	*
SOWK 6200 Perspectives on Trauma and Social Justice	3	*
SOWK 6210 Advanced Clinical Practice I: Assessment & Diagnosis	3	*
SOWK 6220 Advanced Clinical Practice II: Individuals & Families	3	*
SOWK 6230 Advanced Clinical Practice III: Crisis Intervention	3	*
SOWK 6240 Advanced Clinical Practice III: Groups	3	*
SOWK 6250 Advanced Clinical Practice V: Substance Use and Misuse	3	*
SOWK 6260 Creating Trauma-Responsive Social Justice-Focused Organizations	3	*

SOWK 6280 Social Work Practice with Military and First Responders	3	*
SOWK 6814 Advanced Practice Field Internship I	3	*
SOWK 6854 Advanced Practice Field Seminar I	1	*
SOWK 6914 Advanced Practice Field Internship II	3	*
SOWK 6954 Advanced Practice Field Seminar II	1	*
1 st year elective (e.g., SOWK 6180 Social Work Practice and Family Violence)	3	*
2 nd year elective (e.g., SOWK 6280 Social Work Practice with Military and First Responders)	3	*
Total hours	63	

ADVANCED STANDING ONE-YEAR PROGRAM (applicants with a Bachelor of Social Work from a program accredited by CSWE or international equivalent.)

Program Completion Requirements: (Enter a credit hour value for all applicable components, write N/A if not applicable)

Credit hours required in program courses	<u>29</u>
Credit hours in general education or core curriculum	<u>n/a</u>
Credit hours required in support courses	<u>n/a</u>
Credit hours in required or free electives	<u>3</u>
Credit hours in required research	<u>0</u>
Total credit hours required for completion	<u>32</u>

Maximum number of credits that can be transferred in from another institution and applied to the program: 6 credit hours

Intended program duration in semesters for full-time students: 2

Intended program duration in semesters for part-time students: 4

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, through structured [work-based learning](#) with an employer partner, or through alignment with nationally recognized industry standards? If yes, please explain how these components fit with the required coursework.

Yes. Per CSWE accreditation standards for an MSW program, all students complete two field internships (300 hours each) with approved community organizations for a total of 600 hours. These internships will be supervised practice with a supervisor who holds a minimum of an MSW and has a minimum of two years post-masters social work experience. Students will complete these internships (SOWK 6814 and 6914) at the same agency. Both internships are

accompanied by seminars (SOWK 6854 and 6954) that provide opportunities for students to examine their field internship in the context of their social work courses. We will have a field education director that identifies and maintains field internships with properly qualified field instructors.

Does the program include any options/concentrations? If yes, please give an overview of the options, and identify the courses for each in the table below.

No

Please indicate any prior education or work experience required for acceptance into the program:

A BSW from a program accredited by CSWE, or international equivalent.

Describe any other special admissions or curricular requirements for the program:

Applicants with a BSW from a CSWE accredited program may not repeat content mastered in their undergraduate programs. Therefore, they enter the program as “Advanced Standing” students and begin with the second-year courses.

Please complete the table below indicating all coursework for the proposed program, identifying any new courses developed for the program, along with courses associated with each option as applicable. Include the course number, and number of credits. Coursework listed should total the number of hours required to complete the program.

Course Number and Title	Number of Credit Hours	* If New Course
SOWK 6200 Perspectives on Trauma and Social Justice	3	*
SOWK 6210 Advanced Clinical Practice I: Assessment & Diagnosis	3	*
SOWK 6220 Advanced Clinical Practice II: Individuals & Families	3	*
SOWK 6230 Advanced Clinical Practice III: Crisis Intervention	3	*
SOWK 6240 Advanced Clinical Practice III: Groups	3	*
SOWK 6250 Advanced Clinical Practice V: Substance Use and Misuse	3	*
SOWK 6260 Creating Trauma-Responsive Social Justice-Focused Organizations	3	*
SOWK 6814 Advanced Practice Field Internship I	3	*
SOWK 6854 Advanced Practice Field Seminar I	1	*

SOWK 6914 Advanced Practice Field Internship II	3	*
SOWK 6954 Advanced Practice Field Seminar II	1	*
Elective (e.g., SOWK 6180 Social Work Practice and Family Violence, SOWK 6280 Social Work Practice with Military and First Responders)	3	*
Total hours	32	

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION: Auburn University at Montgomery

PROGRAM: Social Work

Select Level: Master's

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	100,320	285,120	285,120	285,120	285,120	285,120	285,120	1811040
STAFF		23760	23760	23760	23760	23760	23760	142560
EQUIPMENT								0
FACILITIES								0
LIBRARY	8,439.48							0
ASSISTANTSHIPS								0
OTHER	24,722	30,062	50,835	52,256.30	45,747.60	45,747.60	45,747.60	295118.1
TOTAL	125042	338942	359715	361136.3	354627.6	354627.6	354627.6	2248718.1

***NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								0
EXTRAMURAL								0
TUITION	134540	454832	482608	494760	494760	494760	494760	3051020
TOTAL	134540	454832	482608	494760	494760	494760	494760	3051020

ENROLLMENT PROJECTIONS

Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	20	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	20	30	30	30	30	30	28.33333333
PART-TIME HEADCOUNT	Year 1 - No data reporting required	4	6	10	10	10	10	8.333333333
TOTAL HEADCOUNT	Year 1 - No data reporting required	24	36	40	40	40	40	36.66666667
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	24	24	24	24	24	24	24

DEGREE COMPLETION PROJECTIONS

Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	20	24	24	24	24	23.2