

The University of West Florida
REQUEST TO OFFER A NEW DEGREE PROGRAM
Bachelor's and Master's Degrees*
(Cover Page)

College Requesting Program: College of Professional Studies

Department Requesting Program: Social Work

Academic Specialty or Field: Social Work


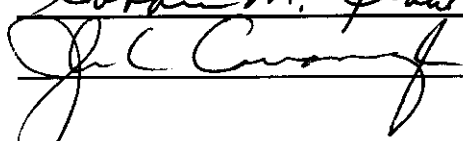
Name of Program Requested: Master of Social Work

Proposed Implementation Date: Fall 2008

Proposed Classification of Instruction Program (CIP) Code: 44.0701

The submission of this proposal constitutes a commitment by the Division of Academic Affairs, the appropriate College, and the Department that, if the proposal is approved, the necessary financial commitment and the criteria for establishing new programs have been met prior to the initiation of the program.

Approved for Submission to the UWF Board of Trustees:

 Provost, Date 2/19/07
 President, Date 2/22/07

Indicate the dollar amounts appearing as totals for the first and fifth years of implementation as shown in the appropriate summary columns in New Program Table Three. Provide headcount and FTE estimates of majors for years 1 through 5. Headcount and FTE estimates should be identical to those in New Program Table One.

	Projected Total Estimated Costs (from Table Three)	Student HDCT / FTE (from Table One)
First Year of Implementation	\$ <u>815,651.70</u>	<u>15</u> / <u>14.1</u>
Second Year of Implementation		<u>30</u> / <u>28.2</u>
Third Year of Implementation		<u>30</u> / <u>28.2</u>
Fourth Year of Implementation		<u>60</u> / <u>56.4</u>
Fifth Year of Implementation	\$ <u>904,266.90</u>	<u>60</u> / <u>56.4</u>

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Note: This outline and the questions pertaining to each section must be reproduced within the body of the proposal in order to ensure that all sections have been satisfactorily addressed.

I. PROGRAM DESCRIPTION

Describe the degree program under consideration, including its level, and emphases (including tracks or specializations).

The program under description is the Master's of Social Work Degree (MSW). The MSW degree prepares students for advanced social work practice. Professionals with a master's degree in social work are prepared for work in a wide variety of social agencies, government programs, private programs, and when clinically licensed, in private therapy practice.

The MSW degree program is a 60 semester hour graduate level course of study to be completed over two academic years. The program will also have a one year advanced standing option available for students who enter the program with a BSW degree from a CSWE accredited undergraduate program. Students qualified for the advanced standing program must have completed the undergraduate degree within the last five years and have an outstanding undergraduate record.

The Program has one specialization which prepares graduates for ethical, competent social work practice. The program focus is on community based clinical social work practice with an emphasis on Families in Communities.

The foundation year is 30 hours and includes a professional core of 24 hours, one elective and 450 hours of field education in a community agency including an integrative seminar. The advanced year is 30 semester hours, including 15 hours of professional core courses, three electives and 600 hours of agency based field education including an integrative field education seminar.

II. INSTITUTIONAL MISSION

Is the proposed program listed on the current List of Proposed New Degree Programs for Exploration, Planning, and Implementation? How do the goals of the proposed program relate to the UWF mission statement as contained in the Partnership Strategic Plan? (See Appendix A)

The MSW program is listed on the current List of New Degree Programs for Exploration, Planning, and Implementation.

The Department of Social Work's proposed MSW program will foster the university strategic plan by designing the MSW program as a learning environment which utilizes the latest in educational technology and is based in current evidenced based practice models. Our focus on basic learning principles of critical thinking, professional values, and ethics, are specifically designed to promote a learning and living environment where students are socialized into the social work profession. These principles speak directly to the university strategic effort.

Social work accreditation standards direct MSW programs to focus on issues of diversity and inclusion. The profession of social work is proud of its history of reaching out to all people and is bound to do so by its accreditation standards and the values of the profession. The university goal of attracting a diverse student body has long been a social work goal.

The MSW program will hold as a focus the preparation of practitioners committed to professional practice aimed at improving the lives of disadvantaged people. Departmental research, teaching, and advocacy efforts designed to influence public policy decisions and direct interventions with individuals, families and groups all relate directly to the university goal of providing solutions to educational, cultural, economic, and environmental concerns.

III. PLANNING PROCESS AND TIMETABLE

Describe the planning process leading up to submission of this proposal. Include a chronology of activities, listing UWF personnel directly involved and any external individuals who participated in planning. Provide a timetable of events for the implementation of the proposed program.

The University of West Florida has had an accredited BSW program since 1974 and enjoys excellent relationships with the professional social work programs in the area, utilizing over eighty agency based field education sites. The university and the professional community have long discussed and made plans for the development of an MSW program in the community.

In 2002 the chair of the department of social work conducted a community needs assessment and found strong support for UWF to pursue the MSW degree (See Appendix B). In addition, she completed some preliminary documents related to the development of the degree. In order to offer the MSW degree at UWF the department needs to have the approval of the university Board of Trustees and the profession's accrediting body, the Council on Social Work Education (CSWE).

In 2003 after the elimination of the Florida Board of Regents, the idea of developing the MSW degree was again considered and explored. In June of 2004 the Academic and Student Affairs Committee of the UWF Board of Trustees granted approval for planning the Master's of Social Work degree. At that point a time table for the entire process was developed.

The social work chair continued to work on the required documents. She utilized a faculty committee and also hired a consultant to assist in the process. In 2004 the chair retired from the university and turned the process over to the faculty. Dr. Diane Scott assumed much of the responsibility for coordinating the work. She did an excellent job including developing an outline of the entire program, completing course syllabi for the courses, and submitting the material to the appropriate university committees for approval.

In December 2005 much of the work on the MSW program was put on hold while the department searched for a new chair. Even with the delay in the process, the work required to submit the program through university channels and then to the Board of Trustees has continued. Documents have been submitted to the university Curriculum Change Request (CCR) Committee. The approval process begins with a September 1st deadline to the CCR. If all proceeds as planned the Board of Trustees will have the program for their approval at their 1st 2007 meeting in March.

Dr. Glenn E. Rohrer, the new department chair, has contacted the University of West Florida's Council on Social Work Education's accreditation specialist Dr. Judith Bremner and has begun to work with her in the preparation of documents. The Dean of the College of Professional Services Dr. Don Chu and the university administration have consistently been supportive of the development of the MSW degree. As the process has continued since the 2004 approval to plan decision, the dean has appropriated funds for the various fees related to the accreditation of the program and the department is ready to begin the accreditation process.

Timetable of Events for the Implementation of the Program

2006

August 15-Complete CCR's
August 30-Approval COPS Dean.
September 15- Submit Pre-Candidacy Eligibility application to CSWE
October 1-Academic Committee of Faculty Senate
November –Complete CSWE Benchmark I.

2007

February-Approval by Faculty Senate
February- pre-candidacy visit
February-Approval Provost's Office, submit legislation to General Assembly
March-Approval by Board of Trustees
March-CSWE Commissioner Visit, Candidacy
August- CSWE Benchmark II

2008

March-Program Self Study Due to CSWE
 August-Commissioner III Visit
 August-Admit Class

IV. ASSESSMENT OF NEED AND DEMAND

A. What national, state, or local data support the need for more people to be prepared in this program at this level? (This may include national, state, or local plans or reports that support the need for this program; demand for the proposed program which has emanated from a perceived need by agencies or industries in Northwest Florida; and summaries of prospective student inquiries.) Indicate potential employment options for graduates of the program. If similar programs exist in the Northwest Florida region, provide data that support the need for an additional program.

Social Work has consistently been listed as one of the top ten growth occupations in the country. A recent study by the Florida Agency for Workforce Innovation of regional needs, which was published in the *Pensacola News Journal*, lists social work as the 8th fastest growing occupation (See Appendix C).

The MSW degree prepares graduates to work in twelve different fields of practice: Health Care, Mental Health Care, Children and Family Services, Child Welfare Services, Gerontology, Criminal Justice, Rehabilitative Services, Developmental Disabilities Services, School Social Work, Military Family Services including (Health Care Services and Mental Health Services), Substance Abuse Treatment and Community Development. In all fields of practice the independent professional level of practice requires the MSW and many fields of practice require licensed practitioners. Licensure in social work requires the MSW plus two years post masters experience with supervision, and passing a national examination. Each of these areas of practice has a significant presence in our region and represents excellent employment opportunities for our graduates.

National and Regional Labor projections indicate a strong need for MSW graduates. National Projection Statistics are reported by the United States Bureau of Labor Statistics and State projections are developed by the Labor Information Sections of each State Employment Security Agency. The following projections cover the period 2002 through 2012. These statistics clearly document the need for trained professionals in the positions traditionally filled by Social Workers. Each Category is reported by our Region and Nationally.

Percent Increased Need for Social Workers 2002 through 2012

State	Child, Family & School Social Workers	Social & Community Service Managers	Substance Abuse & Behavioral Disorder	Social & Human Services Assistants	Mental Health & Substance Abuse Social Workers	Mental Health Workers
Florida	27%	34%	20%	38%	39%	26%
Alabama	27%	21%	24%	37%	18%	25%
Georgia	23%	32%	24%	51%	60%	21%
Nationally	23%	28%	24%	49%	35%	27%

These projections clearly document the need for MSW level social workers both nationally and regionally.

See Appendix D for additional data including predicted growth of jobs in region served.

The University of West Florida is the only social work program west of Panama City Florida, east of New Orleans, south of Tuscaloosa, Alabama, and Hattiesburg, Mississippi. Currently residents of the geographic area who wish to pursue the Master of Social Work degree must relocate to one of these areas or complete an on-line program offered by Florida State University. The University of West Florida program is designed to meet the needs of Pensacola, Florida, and the surrounding counties, including those in south Alabama (total population approximately 650,000) who wish to attend a full-time program within their home community.

- B. Use UWF Table One A (baccalaureate) or UWF Table One B (graduate) to indicate the number of students (headcount and FTE) you expect to major in the proposed program during each of the first 5 years of implementation, categorizing them according to their primary sources. In the narrative following Table One, the rationale for enrollment projections should be provided and the estimated headcount to FTE ratio explained. If, initially, students within the institution are expected to change majors to enroll in the proposed program, describe the shifts from disciplines that will likely occur. (See Attached Table One B)**

UWF TABLE ONE B

NUMBER OF ANTICIPATED MAJORS FROM POTENTIAL SOURCES

GRADUATE DEGREE PROGRAM

NAME OF PROGRAM: Master's of Social Work

CIP CODE: 44.0701

ACADEMIC YEAR	YEAR 1		YEAR 2		YEAR 3		YEAR 4		YEAR 5	
	08 09	09 10	10 11	11 12	12 13					

Source of Students (Non-Duplicative Count in Any Given Year)	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
Individuals drawn from agencies/ industries in your service area (e.g., older returning students)	5	4.7	10	9.4	10	9.4	20	18.8	20	18.8
Students who transfer from other graduate programs within the university	0	0	0	0	0	0	0	0	0	0
Individuals who have recently graduated from preceding degree programs at this university	5	4.7	10	9.4	10	9.4	20	18.8	20	18.8
Individuals who graduated from preceding degree programs at other SUS universities	5	4.7	10	9.4	10	9.4	20	18.8	20	18.8
Individuals who graduated from preceding degree programs at non-SUS Florida colleges and universities	0	0	0	0	0	0	0	0	0	0
Additional in-state residents	0	0	0	0	0	0	0	0	0	0
Additional out-of-state residents	0	0	0	0	0	0	0	0	0	0
Additional foreign residents	0	0	0	0	0	0	0	0	0	0
Other (Explain)	0	0	0	0	0	0	0	0	0	0
TOTAL	15	14.1	30	28.2	30	28.2	60	56.4	60	56.4

Note: HC = Headcount of students in this major
 FTE = Annualized Full-Time-Equivalent students taking courses offered by this major. Annualized FTE's are calculated at 32 credit hours for graduate courses.

Enrollment projections are based on our own social work graduates coming into the graduate program. This count takes into consideration both students who have graduated from the program in years past and new graduates coming straight into the program. Some projections include students who are working in the field of social work but who hold undergraduate degrees in other majors.

There is no intent on this program drawing students from other graduate programs within the university. The FTE ratio is based on students completing either the advanced standing program of 30 hours or the full program of 60 hours and using the graduate FTE figure of 32 hours.

C. For all programs, indicate what steps will be taken to recruit and achieve a diverse student body in this program.

The social work profession as a whole has a commitment to diversity in regard to students, faculty and community. Accreditation standards of all social work programs include very specific requirements relating to diversity. Our efforts in recruiting a diverse undergraduate student body have been highly successful and we intend to continue those efforts with our graduate program. The MSW program is fully committed to recruiting and maintaining a diverse student body. We intend to specifically reach out to historically minority colleges in our recruitment efforts. We will hold “Discovery Day” events related all aspects of the program, application procedures, required testing, etc. Our goal is to provide applicants with all the information needed to be successful applicants and to successfully complete the program.

V. CURRICULUM

A. For all programs, provide expected specific learning outcomes, a sequenced course of study, and list the total number of credit hours for the degree. Degree programs in the science and technology disciplines must discuss how industry-driven competencies were identified and incorporated into the curriculum. For bachelor's programs, also indicate the number of credit hours for the major coursework, the number of credit hours required as prerequisites to the major (if applicable), and the number of hours available for electives.

The Specific Program Learning outcomes for the MSW Program Are:

Outcome: The MSW program graduate will understand and apply a social work advanced clinical-community perspective of Families in Communities to practice.

Measure: Students will demonstrate understanding of social work theory and demonstrate practice skills in their field placement. Agency field evaluations will address these competencies.

Outcome: The MSW graduate will understand community based social work practice and apply strategies and skills of social change that advance social and economic justice for vulnerable, oppressed, and at-risk populations.

Measure: Students will complete Applied Research and Social Work Practice with Families in Communities courses that demonstrate understanding of community based practice theory and apply the associate skills to a social problem. Agency Field evaluations will also address these competencies.

The following is a table which places the entire curriculum in sequence.

2 Year Full-Time Program		Advanced Standing	Part-Time Program	
Fall Semester Year 1				
Course	Cred hrs		Course	Cred hrs
Social Work Practice with Indiv	3			
HBSE I	3		HBSE I	3
Research Foundations	3		Research Foundations	3
HBSE II (HBOC)	3			
Social Welfare Policy	3		Social Welfare Policy	3
	15			9

Spring Semester Year 1					
Course	Cred hrs			Course	Cred hrs
Social Work Practice with Families	3				
Human Diversity and Social Justice	3			Human Diversity and Social Justice	3
Social Work Practice with Groups	3			Social Work Practice with groups	3
***Elective (or summer)	3				
Field w/ seminar (450 hrs)	3				
	15				6
Summer Semester Year 1					
Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
***Elective	3	***Elective	3	***Elective	3
***Elective	3	Integrative Practice Seminar	6		
			6		3

2 Year Full-Time Program		Advanced Standing		Part-Time Program	
Fall Semester Year 2					
Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
Theories and Models of SW Practice	3	Theories and Models of SW Practice	3	Theories and Models of SW Practice	3
Ethics in Contemporary SW Issues	3	Ethics in Contemporary SW Issues	3		
Evaluation of SW Practice	3	Evaluation of SW Practice	3		
Psychopathology	3	Psychopathology	3	Psychopathology	3
Field w/ seminar (300 hrs)	3	Field w/ seminar (300 hrs)	3		
	15		15		6
Spring Semester Year 2					
Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
Social Work Practice with Families in Communities	3	Social Work Practice with Families in Communities	3	Social Work Practice with Families in Communities	3
Applied Research	3	Applied Research	3		
***Elective (or summer)	3	***Elective (or summer)	3		

Elective	3	Elective	3	Elective	3
Field w/ seminar (300 hrs)	3	Field w/ seminar (300 hrs)	3		
	15				
<i>Total for graduation</i>	<i>~60~</i>	<i>Total for graduation</i>	<i>~36~</i>		6

Summer Semester Year 2

Course	Cred hrs	Course	Cred hrs	Cred hrs	Cred hrs
				Field w/ seminar (450 hrs)	3
					3
2 Year Full-Time Program		Advanced Standing		Part-time Program	

Fall Semester Year 3

Begin 2nd Cohort

Course	Cred hrs	Course	Cred hrs
Social Work Practice with Indiv	3	Social Work Practice with Indiv	3
HBSE I	3		
Research Foundations	3		
HBSE II (HBOC)	3	HBSE II (HBOC)	3
Social Welfare Policy	3		
	15		6

Spring Semester Year 3

Course	Cred hrs	Course	Cred hrs
Social Work Practice with Families	3	Social Work Practice with Families	3
Human Diversity and Social Justice	3		
Theories and Models of SW Practice	3		
***Elective (or summer)	3	***Elective (or summer)	3
Field w/ seminar (400 hrs)	3		
	15		6

Summer Semester Year 3

Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
***Elective	3	***Elective	3		
***Elective	3	Integrative Practice Seminar	6	Field w/ seminar (300 hrs)	3
			6		3

2 Year Full-Time Program	Advanced Standing	Part-Time Program
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Fall Semester Year 4					
Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
Social Work Practice with groups	3	Social Work Practice with groups	3		
Ethics in Contemporary SW Issues	3	Ethics in Contemporary SW Issues	3	Ethics in Contemporary SW Issues	3
Evaluation of SW Practice	3	Evaluation of SW Practice	3	Evaluation of SW Practice	3
Psychopathology	3	Psychopathology	3		
Field w/ seminar (300 hrs)	3	Field w/ seminar (300 hrs)	3		
	15		15		6
Spring Semester Year 4					
Course	Cred hrs	Course	Cred hrs	Course	Cred hrs
Social Work Practice with Families in Communities	3	Social Work Practice with Families in Communities	3		
Applied Research	3	Applied Research	3	Applied Research	3
***Elective (or summer)	3	***Elective (or summer)	3		
Elective	3	Elective	3		
Field w/ seminar (300 hrs)	3	Field w/ seminar (300 hrs)	3	Field w/ seminar (300)	3
	15		15		6
<i>Total for graduation</i>	<i>~60~</i>	<i>Total for graduation</i>	<i>~36~</i>	<i>Total for graduation</i>	<i>~60~</i>

B. For bachelor's programs, if the total number of credit hours exceeds 120, provide a justification for an exception to the FBOG policy of a 120 maximum.

Does Not Apply

C. Provide a one or two sentence description of each required or elective course.

Social Work Practice with Individuals—Prepares students for social work practice with individuals. Students learn social work theory and intervention models for micro level practice to implement with clients to enhance problem solving skills and improve functioning. Theory is applied to various client situations along with interviewing, assessment, and intervention techniques that are consistent with the code of ethics, professional values and knowledge base in social work.

Human Behavior in the Social Environment I & II—Provides an understanding of social functioning throughout all phases of the life cycle by examining the interaction between the biological deterrents of growth and development and various systems of our social environment. Focus is on the interrelatedness and effects of individuals, families and groups and of genetic, emotional and societal systems and values that foster or impede social functioning.

The second of two foundation level graduate HBSE courses which introduces the future social work practitioner to the concept of “change agent” within organizations, institutions and communities. Familiarizes students with the academic concepts of macro assessment and

community organization through planned change processes. Emphasis is placed on the social worker's role as a change agent, strategies and models for community organizing, and ethical responsibility to the client, organization, community, and the profession. With increasingly scarce resources to draw upon, social workers should undertake planned change efforts with human service agencies and communities to help disadvantaged populations that are designed, implemented and evaluated to assure that they meet basic human needs and support the development of human strengths.

Research Foundations—The first of two courses that address the use of research methodology in the evaluation of social work practice and program evaluation. Introduces scientific strategies used to evaluate social work practice and theory. Different strategies cover the range from participant and observational technique to controlled experimentation. Ethical dilemmas involved in social work practice research are also covered. Offered concurrently with SOW 4403; graduate students will be assigned additional work designed to meet appropriate graduate level learning outcomes.

Social Welfare Policy—Examines social work as a policy-based profession and social welfare policy as a central concern to the profession. Addresses policy practice roles such as planner, administrator, policy analyst, and program evaluator. Includes improvement of human services delivery systems through the application of problem solving, critical thinking, and other necessary skills. Offered concurrently with SOW 4232; graduate students will be assigned additional work designed to meet appropriate graduate level learning outcomes.

Families and Treatment—This course is designed with a definition and understanding of contemporary family forms and family function, both normative and in crisis, and introduces modalities for assisting troubled families. This course also addresses such issues as: the impact of the family life cycle, strategies and goals of family treatment, single-parent families, gay and lesbian families, and families with chronically and terminally ill members.

Human Diversity and Social Justice—Examines the impact of social, economic and political environments on diverse populations specifically race, gender, age, ethnicity, culture, class, sexual orientation, religion, and physical and mental ability. Integrates the key elements of the profession of social work through the filter/lens of social, political and economic justice, including: the history and philosophical foundations of social welfare, community organization and social action strategies and tactics, cultural and group differences and oppression, economic systems, social policies, and the impact of these key areas on professional practice. Offered concurrently with SOW 4233; graduate students will be assigned additional work designed to meet appropriate graduate level learning outcomes.

Social Work Practice with Groups—Introduces the knowledge base, values and skills necessary for working with groups at the beginning professional level. Develops the knowledge base, values, principles and practice skills needed to work with diverse populations within various types of groups. Stages of groups and activities will be explored that can enhance the group process and its purpose towards achieving its objectives.

Theories and Models of Social Work Practice—Theoretical foundations and practice techniques which underlie social work practice. Course critically examines the theoretical bases, underlying assumptions, and empirical status of different models with specific emphasis on how they address socio-cultural issues with diverse populations and align with the values of the social work profession.

Evaluation of Social Work Practice—The second of two required courses in the Social Work Practice in Research sequence in the foundation curriculum. Builds on the knowledge and skills acquired in the preceding course. Students will make the critical transformation from the classroom to the practice setting by acquiring the knowledge and skills necessary to effectively evaluate their own practice. Practice evaluation using single subject design and program evaluation that is grounded in social science and social work research literature. Particular attention will be paid to the ethical issues of conducting research, especially with oppressed and vulnerable populations. Students will be expected to complete a single subject design with a client and an evaluation of a small program or aspect of a larger program

Psychopathology—Patterns of human behavior and psychosocial functioning commonly conceptualized as psychopathology. Addresses such concepts as function, mental health, mental illness, normality and abnormality. Prevalent categories of psychiatric disorders are considered as to their labeling process, differentiating characteristics, explanatory theories and relevance for social work practice. The content assumes that the student has some background in human development over the life span and in the significance of social environments.

Foundation Year Field Instruction And Integrative Seminar I—Integrates foundation curriculum social work course content and field education experiences in order for students to function as Generalist social work practitioners. Agency-based case examples and seminar discussions provide an opportunity to gain professional and peer feedback to increase critical thinking skills regarding the application of social work knowledge and skills to the solution of client system problems. Issues related to social work values and ethics, diversity, social and economic justice, populations at risk, human behavior and the social environment, social welfare policy and services, practice, and research are examined within the context of the student's field education experiences. Students complete 450 hours of agency-based field education. Graded on a satisfactory/Unsatisfactory basis only. Permission is required.

Social Work Practice with Families in Communities—Prepares students for advanced practice that strengthens family systems and their functioning within the larger social system. Macro level problems are considered from a global perspective as well as in context of local community partnerships and regional perspectives. Describes man-made and natural disasters and their impact on families within the larger ecological context of community.

Applied Research—An applied course that builds off of the research techniques and/or methodological models that have been taught in foundation courses. Students will plan, design and conduct a research project in conjunction with the student's field placement. Critical thinking and skills in analysis will be emphasized throughout the course and research ethics will be reinforced. Special emphasis is on the conduct and use of empirical research in applied settings. Students will apply the appropriate use of sampling strategies, scales of measurement, data analysis techniques (including the use of computer technologies), and procedures for disseminating findings.

Prevention and Intervention Strategies for Children Ages 0-5 and Their Families—Provides systems approach to effectively working with children ages 0-5 and their families. A comprehensive overview of developmental, psychological, sociological and legal issues is presented as well as effective prevention and intervention strategies. Utilizes lecture, guest speakers, videos and in class activities. Students will be exposed to Generalist practice methods designed to empower people and improve the lives of children 0-5 and their families. Offered concurrently with SOW 4XXX (Prevention and Intervention Strategies for Children Ages 0-5 and Their Families); graduate students will be assigned additional work designed to meet appropriate graduate level learning outcomes.

Advanced Year Field Instruction and Integrative Seminar I—Assists social work graduate students in integrating theoretical models and concepts with practical experience gained in concurrent field education. Integrates skills and knowledge acquired through the entire social work curriculum. Provides opportunities for sharing clinical cases to assist the student with integrating the clinical concentration with practice experience. Discussion and role-play provide the opportunity for professional and peer feedback. Critical thinking skills are applied to clinical practice at an advanced level in a variety of settings and with a wide range of client populations. Attention will be directed to practice issues surrounding vulnerable and diverse populations. Graded on a satisfactory/Unsatisfactory basis only.

Advanced Year Field Instruction and Integrative Seminar II—This is the second of two advanced master's level field internship and integrative seminars. Assists social work graduate students in integrating theoretical models and concepts with practical experience gained in concurrent field education. Integrates skills and knowledge acquired through the entire social work curriculum. Provides opportunities for sharing clinical cases to assist the student with integrating the clinical concentration with practice experience. Discussion and role-play provide

the opportunity for professional and peer feedback. Critical thinking skills are applied to clinical practice at an advanced level in a variety of settings and with a wide range of client populations. Attention will be directed to practice issues surrounding vulnerable and diverse populations. Graded on a Satisfactory/Unsatisfactory basis only.

There are also 15 hours of electives including topics such as:

- Advanced Child Welfare
- Crisis Intervention
- Domestic Violence
- Dimensions of Death and Dying
- Substance Abuse Treatment
- Substance Abuse and the Elderly
- Elderly Issues Intervention Strategies
- Families and Family Treatment
- Forensic Social Work
- Grant Writing and Contract Administration
- Medical Social Work
- School Social Work
- Supervision
- Ethics in Contemporary Social Work Issues
- Play Therapy

- D. For bachelor's programs, list any prerequisites, and provide assurance that they are the same as the standardized prerequisites for other such degree programs within the FBOG. If they are not, provide a rationale for a request for exception to the policy of standardized prerequisites.**

Does Not Apply

- E. For bachelor's programs, if the Department intends to seek formal Limited Access status for the proposed program, provide a rationale which includes an analysis of diversity issues with respect to such a designation.**

Does Not Apply

VI. UWF CAPABILITY

- A. How does the proposed program specifically relate to existing UWF strengths such as programs of distinction, other academic programs, and/or institutes and centers?**

The MSW program is a professional degree program which is a terminal degree in the field and represents an advanced independent level of social work practice. With additional supervision post master's and successfully completing a national examination, graduates can be clinically licensed by the state. This degree prepares graduates for professional roles in at least twelve areas of practice where there is significant need for such graduates.

This degree provides professional social workers for work in the community. In that regard it relates well to the university Nursing Program, Business Administration Programs, Psychology Program and numerous Specialist Programs in Education.

- B. If there have been program reviews, accreditation visits, or internal reviews in the discipline pertinent to the proposed program, or related disciplines, provide all the**

recommendations and summarize progress toward implementing the recommendations.

The UWF undergraduate social work program has been accredited since 1974. The program was re-accredited in 2002 for ten years. The site visitors were impressed with the program, especially the community support and involvement and the overall support of the university and found no deficiencies or points of concern.

The MSW has undergone extensive internal reviews in relation to the development of the curriculum, the organizing of course outlines and development of CCR's. The MSW program will undergo an exhaustive evaluation by The Council on Social Work Education including preparation of documentation and several accreditation team site visits prior to full accreditation. At this time the review process for the MSW is just beginning and no recommendations are yet available.

- C. Describe briefly the anticipated delivery system for the proposed program as it may relate to resources e.g., traditional delivery on main campus; traditional delivery at branches or centers; or nontraditional instruction such as instructional technology (distance learning), self-paced instruction, and external degrees. Include an analysis of the feasibility of providing all or a portion of the proposed program through distance learning technologies. Include an assessment of the UWF's technological capabilities as well as the potential for delivery of the proposed program through collaboration with other universities or community colleges. Cite specific queries made of other institutions with respect to the feasibility of utilizing distance learning technologies for this degree program.**

The MSW program will be delivered utilizing traditional delivery methods on campus, combined with nontraditional instruction (distance education, closed circuit TV, and blended in class/on line methods). The undergraduate program has created a model which has utilized all available methods. This model has worked well in social work education and we plan to utilize those methods in the graduate program. It is our intent to remain involved with developing technological methodologies for delivery of courses and to fully utilize these as they become available.

It is our intention to utilize distance education as an integral part of the delivery of the program but not the entire program. Much of graduate social work education involves learning to work with individuals, groups and families which requires face to face learning of techniques in the classroom. The faculty believes that some of the process of becoming a professional social worker involves direct interaction that does not lend itself to pure distance education methods. We plan to use both pure distance education and blended distance education for most of the program.

The technological capabilities of the university have been excellent in delivering the BSW program in its current format. We do not anticipate needing to collaborate with other institutions regarding distance learning technologies for this degree program.

- D. Assessment of Current and Anticipated Faculty (See Table Two below)**

- 1. Use UWF Table Two to provide information about each existing faculty member who is expected to participate in the proposed program by the fifth year. If the proposal is for a graduate degree, append to the table the number of master's theses directed, number of doctoral dissertations directed, and the number and type of professional publications for each faculty member.**
- 2. Also, use UWF Table Two to indicate whether additional faculty will be needed to initiate the program, their faculty code (i.e., one of five unofficial budget classifications as explained on the table), their areas of specialization, their proposed ranks, and when they would be hired.**

Provide in narrative the rationale for this plan; if there is no need for additional faculty, explain.

- Use UWF Table Two to estimate each existing and additional faculty member's workload (in percent person-years) that would be devoted to the proposed program by the 5th year of implementation, assuming that the program is approved. (Note: this total will carry over to UWF Table Three's fifth year summary of faculty positions.) (See Attached Table Two)

UWF TABLE TWO

FACULTY PARTICIPATION IN PROPOSED DEGREE PROGRAM BY FIFTH YEAR

Faculty CODE (see below)	Faculty Name or "New Hire"	Academic Discipline/Specialty	Rank	(For Existing Faculty Only)		Initial Date for Participation in Proposed Program	5th Year Workload in Proposed Program (portion of Person-year)
				Contract Status (tenure?)	Highest Degree Granted		
A	Goltermann	SOW	Associate Professor	Tenure	PhD	Fall 08	.75
A	Doelker	SOW	Full Professor	Tenure	EdD	Fall 08	.75
A	Beecham	SOW	Associate Professor	Tenure	PhD	Fall 08	.75
A	Albury	SOW	Instructor	Non-Tenure	MSW	Fall 08	.25
A	Scott	SOW	Assistant Professor	Non-Tenure	PhD	Fall 08	.75
A	Sansone	SOW	Assistant Professor	Tenure	PhD	Fall 08	.75

Faculty CODE	Corresponding Faculty Position Category in TABLE 3 for the Fifth Year	Proposed Source of Funding for Faculty	TOTAL 5th Year Workload by Budget Classification
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A	Current General Revenue	Existing Faculty -- Regular Line	4
B	Current General Revenue	New Faculty -- To Be Hired on Existing Vacant Line	

C	New General Revenue	New Faculty -- To Be Hired on a New Line	
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D	Contracts & Grants	Existing Faculty -- Funded on Contracts & Grants	
E	Contracts & Grants	New Faculty -- To Be Hired on Contracts & Grants	

Overall Total for 5th Year			4
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E. Assessment of Current and Anticipated Resources

- 1. In narrative form, assess current facilities and resources available for the proposed program in the following categories:**
 - a. Library volumes (Provide the total number of volumes available in this discipline and related fields.)**

The following information was prepared by by Helen Wigerson, with assistance from Dan North, Acquisitions Librarian, and Lynn Shay, Serials Librarian

General Information:

The University of West Florida Libraries includes three physical facilities: the John C. Pace Library (aka the Main Library) and the Curriculum Materials Library on the Pensacola campus and a branch library at the Emerald Coast Campus in Fort Walton Beach. Hours of access for the various facilities vary from 88.5 hours per week at the main library to 69 hours per week at the Emerald Coast Library.

Total library staff number 16 professional librarians and 30 support staff. Each academic discipline is assigned a Reference librarian to serve as a discipline specialist, providing library instruction and specific reference assistance for the students and faculty in that discipline. The Reference liaison for the Social Work program is Dr. Douglas Low who has responsibility for a number of the social sciences including Criminal Justice, Political Science and Psychology as well as Social Work.

Researchers access the library collections of the University of West Florida through the library's website (<http://library.uwf.edu/>). Computers are located in all library facilities, and users with Internet connections may access the system from whatever computer is convenient to them. The online catalog provides access to electronic indexing and abstracting databases, including many which provide full-text journal articles and/or reference data. In addition, the library has access to full-text journals available from multiple providers including ScienceDirect (Elsevier), SpringerLink (Springer/Kluwer), Wiley Interscience Press, and Cambridge University Press. Over 40,000 full-text electronic books are available as well. Using their Nautilus or Argonet identification numbers, students and faculty may access all electronic resources at any time from any place.

Funding:

Funding for the UWF Libraries has remained steady during the past five years. As a member of the State University System of Florida library consortium, UWF students and faculty enjoy access to a plethora of electronic resources which UWF, on its own, would otherwise be unable to afford.

Section E Table 1: Library Materials Expenditures: 2001/02 to 2005/06

	2001-02	2002/03	2003/04	2004/05	2005/06
Books	\$429,765	\$352,807	\$277,547	\$432,280	\$372,223
Serials	759,486	729,133	727,025	700,515	\$801,736
Processing	140,750	118,060	114,090	107,205	\$126,041
Total	\$1,330,001	\$1,200,000	\$1,118,762	\$1,240,000	\$1,300,000

Using a formula developed by the University Library Committee, allocations for library expenditures are assigned to each college. The formula considers number of faculty, number of majors, number of degree programs, credit hours generated, and cost of materials for that discipline. The college deans then allocate available funds to their respective departments. Book and media purchases may be made from the departmental allocation. In addition, each department is held accountable, against these funds, for the cost of print or electronic single-title serial subscriptions specifically related to that department. If a title is included in an electronic package such as ScienceDirect (Elsevier), the cost is assigned to the Electronic Resources component of the budget. During the period from FY02 – FY06, the library shifted a significant number of its journal and reference indexing and database subscriptions from print to electronic formats, enhancing access by students regardless of the campus on which they take most of their classes. Those expenditures are included under "Electronic Resources" in Section E Table 2.

Section E Table 2: Library Materials Expenditures, Social Work: 2001/02 to 2005/06

	2001-2002	2002-03	2003-04	2004-05	2005-06
<i>Books</i>					
<i>Social Work direct</i>	\$3,730	\$4,438	\$2,555	\$7,429	\$8,020
<i>Library Interdisciplinary (Est.)</i>	\$10,000	\$4,000	\$3,500	\$3,500	\$3,000
<i>Reference (Est.)</i>	\$2,500	\$2,500	\$2,000	\$3,000	\$2,000
Total Books	\$16,230	\$10,938	\$8,055	\$13,929	\$13,020
<i>Serials</i>					
<i>Social Work Sciences direct</i>	\$7,257	\$9,353	\$11,035	\$8,793	\$9,521
<i>Library Interdisciplinary (Est.)</i>	\$500	\$500	\$500	\$400	\$400
<i>Reference (Est.)</i>	\$4,500	\$4,000	\$3,500	\$3,000	\$3,500
Total Serials	\$12,257	\$13,853	\$15,035	\$12,193	\$13,421
<i>Electronic Resources</i>					
<i>Social Work Abstracts</i>	\$1,473	\$2,434	\$2,123	\$2,229	\$1,750
<i>Other electronic resources</i>	\$6,550	\$5,800	\$3,300	\$9,200	\$14,350
Total Electronics	\$8,023	\$8,234	\$5,423	\$11,429	\$16,100
TOTAL	\$36,510	\$33,025	\$28,513	\$37,551	\$42,541
% of Total Materials Budget	2.7%	2.8%	2.5%	3.0%	3.3%

Collections:

In general, UWF library collections are quite good for an institution the size and age of UWF with the selections available being particularly well-suited to the current curriculum. In the past five years, the library has been making the transition from print format to electronic format for those collections which are appropriate. Total library holdings as of June 30, 2006:

- 710,560 volumes (includes both book and bound journal volumes)
- 41,640 electronic book titles
- 5,122 current serial subscriptions (see format types below)
 - 1,849 current print serial subscriptions (single format)
 - 1,914 current electronic serial subscriptions (single format)
 - 1,290 current print and electronic serial subscriptions (both formats)

Books: Attached is a sheet outlining the numbers and age of the book collection that supports the Social Work curriculum. Analysis of holdings in relevant Library of Congress classifications (e.g., HM, HN, HQ, HV, etc.) indicate that UWF holds approximately 31,770 physical titles and 3,356 electronic titles with 21% of the collection having copyright dates within the most recent six years (2000-2006).

Faculty has primary responsibility for ordering materials needed to support their courses. In addition, the Acquisitions Librarian and the Reference Librarian serving as a liaison with the department order materials that they feel are relevant and appropriate for the collection.

Journals: Also attached are two lists of journals relevant to Social Work. One provides a snapshot of major titles available through subscription, full-text electronic journal packages, and aggregators such as *Social Sciences Full-Text* (WilsonWeb). The other list includes only those titles for which the library pays for a print or electronic subscription. Blue highlighting indicates those titles which appear twice because, during the three-year period shown, the library transitioned from a print to an electronic subscription.

In addition, the library has access to all full-text electronic journals available through *ScienceDirect* (Elsevier), Wiley Interscience, Oxford University Press, Cambridge University Press, Blackwell, and Springer. These electronic journal packages are made available through a state-wide public university consortium, the Florida Center for Library Automation, greatly enhancing access for UWF students since the costs are spread among the eleven state university libraries. UWF pays approximately 4% of the total cost and those expenditures are included in Table 2 (above) as part of the "Electronic Resources" costs.

Students may access the journal literature through one of several indexing and abstracting resources. These include *Social Work Abstracts*, *Wilson Social Sciences Full-Text*, *Social Services Abstracts* and *Sociological Abstracts* (through *Cambridge Scientific Abstracts*), *PsycInfo*, *AgeLine* (AARP), and *MedLine*. If the index does not provide full-text journal access, a utility (SFX) aids the researcher in determining whether full-text access might be available. This greatly enhances access for the researcher working from home or office.

Access:

Because the Library recognizes that it cannot own everything that researchers need, it is an active participant in multiple resource-sharing networks which provide electronic transmission of interlibrary loan requests for books and journal articles, including OCLC (Online College Library Consortium) which provides access to over 15,000,000 items world-wide. UWF's library actively partners with all of the State University System libraries in Florida, with the Florida community college libraries, and with 1,300 other libraries in the South and Southeast. The library uses commercial document delivery providers to quickly provide journal articles for UWF researchers when necessary. These include Copyright Clearance Center and the British Research Institute (BRI). The library also uses Ariel, a scanning and electronic transmission system which is used for receiving or sending journal articles or book chapters rapidly from one location to another. When received as an electronic file, journal articles can be provided direct to the requestor via e-mail.

Services:

In an attempt to help library users navigate their way through the maze of print and electronic resources, the library provides a unique guide which coordinates access to both print and electronic resources, including a selective listing of the "best resources" available on the Internet for that discipline. The service is known as *ELi* or the *Electronic Library*. There are *ELi* pages for Social Work, Social Policy, and Sociology, along with others which may have relevance to the program.

The Social Work *ELi* page <http://library.uwf.edu/eli/Social/Socialwork.shtml> provides research strategies for users, guiding them to print resources for the discipline, as well as providing descriptions of, and links to, relevant databases, gateways, and Internet sites. Since *ELi* can be accessed via the Internet, users may use the pages from any location.

The library has also been responsive to the needs of clients who prefer to work at home. In addition to being able to access databases and materials in full-text online, clients may also take advantage of all online library services:

- read electronic reserves of course-required readings (the library takes care of copyright issues)
- request Interlibrary Loan
- request Intercampus Loan (to/from the Emerald Coast Campus library)
- renew books
- submit a reference question for response
- request priority cataloging of an item which is on order
- suggest the purchase of a particular book or journal
- request that an item be recalled for use

In conclusion, current library collections and services appear to be adequate to address the information needs of students and faculty in the Social Work program. The library to date has had adequate funding to purchase materials which have been requested by the faculty, and the state-wide university consortium has made it possible for UWF to provide extensive access to journal literature. As with all academic libraries, the UWF library continues to face challenges such as how to

- leverage stagnant or diminishing dollars to assure access to the information resources of greatest benefit for students and faculty
- create effective teaching tools to develop information literacy competencies in students
- preserve and archive electronic content
- assure access for students and faculty regardless of geographic location

- b. **Serials (Provide the total number available in this discipline and related fields, and list those major journals which are available at UWF.)**

Social Work Journal Access: UWF Libraries 2006

Number of Serial Subscriptions in Social Work and related fields	
in Social Work	36
in Sociology	17
in Psychology	38
TOTAL	91

Major Social Work titles to which UWF subscribes	Format
Administration in Social Work	Print/Electronic
Affilia: journal of women and social work	Electronic
Child Welfare	Print
Families in Society	Electronic
Health and Social Work	Print/Electronic
International Social Work	Electronic
Journal of Community Practice	Print/Electronic
Journal of Health & Social Policy	Print/Electronic
Journal of Social Policy	Electronic
Journal of Sociology and Social Welfare	Print
Poverty & Race	Print
Research on Social Work Practice	Electronic
Social Services Review	Print
Social Work	Print
Social Work in Health Care	Print/Electronic
Social Work with Groups	Print/Electronic

Sample of Medical Technology Titles Available via ScienceDirect, SpringerLink, Wiley Interscience, and ProQuest Nursing	
British Journal of Social Work	Electronic
Child and Adolescent Social Work Journal	Electronic
Children in Society	Electronic
Children and Youth Services Review	Electronic
Clinical Social Work Journal	Electronic
Cultural Diversity and Ethnic Minority Psychology	Electronic
Drug and Alcohol Dependence	Electronic
Families, Systems and Health	Electronic
Journal of Adolescence	Electronic
Journal of Community Health	Electronic
Journal of Family and Economic Issues	Electronic
Social Choice & Welfare	Electronic
Social Science Research	Electronic
Urban Review	Electronic

Sample Titles for which UWF has Electronic Full Text Journal Access (in addition to ScienceDirect, Springer and Wiley Interscience)	
Addiction	
Child Abuse Review	

Children & Schools	
Family Process	
Family Relations	
Journal of Housing and Community Development	
Journal of Marital and Family Therapy	
Journal of Public Health	
Journal of Social Work Education	
Journal of Social Work Research and Evaluation	
Policy and Practice of Public Human Services	
Public Welfare	
Reclaiming Children and Youth	
Smith College Studies in Social Work	
Social Work Research	

Abstracting and Indexing Services	Full text articles available?
Social Work Abstracts	no
Social Sciences Full Text	yes
Social Services Abstracts	no
Sociological Abstracts	no
Cinahl	no
PubMed	yes
Expanded Academic Index	yes
PAIS	no
PsycInfo	no
PsycARTICLES	yes
ScienceDirect	yes

c. Describe classroom, teaching laboratory, research laboratory, office, and any other type of space that is necessary and currently available for the proposed program.

It is anticipated that five courses will be taught during Fall and Spring semester which will necessitate the scheduling of classroom space and time. These needs can be met through the normal scheduling process already in place at the university. Required space for faculty and staff will not change substantially with anticipated faculty retirements opening up office space for new faculty and adjunct positions.

d. Equipment

There are no additional major equipment requirements at this time.

e. Fellowships, scholarships, and graduate assistantships (List the number and amount allocated to the academic unit in question for the past year.)

The Social Work Department provides approximately \$5,600 in scholarships yearly through a gift endowment and approximately \$1,000 yearly in scholarships for books through the bookstore.

Below are two tables indicating the amount of scholarships, fellowships, and assistantships allocated and used during the academic year 2005/2006 for the BSW program. Social Work has been an undergraduate program only and it is anticipated that the MSW program

will receive a relative share of scholarship/assistantship funding based upon graduate enrollment in the future.

Scholarship Table 2005-2006 Scholarships Awarded		
Scholarship	Num Distributed	Amount
Gift Endowment	4	\$3,200
UWF Bookstore	2	\$500

f. Internship sites
The Department of Social Work has contracts with the following internship sites in NW Florida and Southern Alabama. It is anticipated that these same sites will be used as MSW placements:
Internship Placement Sites

- | | |
|---|--|
| Andalusia Regional Hospital | Guardian Ad Litem |
| Arbors at Pensacola | Haven of Our Lady of Peace, Inc |
| ARC Escambia | Head Start |
| Area Agency on Aging | Healthy Families, DCF |
| Baptist Hospital Resource Management | Horizon Health Care |
| Big Brothers Big Sister of NW Florida | Hospice of NW Florida |
| Bridgeway Center | Jackson Hospital |
| Broadview Assisted Living at Pensacola | Lakeview Center, Inc |
| Catholic Charities | Loaves & Fishes |
| Child Advocacy Center | Lutheran Services Hope House Counseling & Shelter Services |
| Child Victim Rapid Response Program | Mobile County DHR |
| Children's Home Society | Mobile County Schools |
| Children's Medical Services | NASW Florida |
| Christian Counseling Center of Baptist Hospital | Naval Hospital Pensacola, Code 37 Social Services Dept. |
| Covenant Hospice Inpatient/Palliative Care | Navy-Marine Corps Relief Society |
| Covenant Hospice Milton | NW Florida Area Agency on Aging |
| Covenant Hospice Pensacola | NWFL Comprehensive Services for Children/Families |
| Department of Children & Families | OASIS-Okaloosa Aids Support and Info Services |
| Department of Juvenile Justice | Okaloosa County Sheriff's Office-Victim Assistance Program |
| Director of Social Services Mercy Medical E.A.S.E. | Okaloosa School District |
| Elder Services of Okaloosa County | Pace Center for Girls |
| Escambia County Council on Aging | Pensacola Health Care |
| Escambia County Workforce Program | Renal Care Group of Fort Walton Beach |
| Escarosa Center Hurricane Ivan Temp Jobs Program. | Rosewood Manor |
| F.R.A.M.E. Escambia County School Title 1 Program | Sacred Heart Home Health |
| Families Count | Sacred Heart Hospital of the Emerald Coast |
| Families First Network | Shelter House |
| Family Advocacy Center 16 th Medical Group (AFSOC) | Southeastern Vocational Services |
| Family Advocacy Program | Trauma Intervention Program, Inc |
| Family Resource Program | Twelve Oaks |
| Favor House Batterer's Intervention Program | University Health Care |
| First Call for Help | USA Medical Center |
| Fort Walton Beach Medical Center Psychiatric Unit | West Florida Community Care Center (WFCCC) |
| | West Florida Hospital Memory Clinic |

2. **Describe additional facilities and resources required for the initiation of the proposed program (e.g., library volumes, serials, space, assistantships, specialized equipment, other expenses, OPS time, etc.). If a new capital expenditure for instructional or research space is required, indicate where this item appears on UWF's capital outlay priority list. The provision of new resources will need to be reflected in the budget table (UWF Table Three), and the source of funding indicated. UWF Table Three requires the display of Instruction and Research (I&R) costs only, unless expected enrollment in the new program is high enough to impact non I&R costs, such as library staffing, university support, and student services.**

There are not any additional facilities or resources needed for the initiation of the MSW program.

VII. ASSESSMENT OF IMPACT ON PROGRAMS CURRENTLY OFFERED

A. Budget

1. **Assuming no special appropriation or UWF allocation for initiation of the program, how would resources within the College and Department be shifted to support the new program?**

Resources allocated for 2006-07 will be adequate to support the existing BSW program and the addition of the new program. It is the full intent of the faculty to continue our high quality current BSW program which has been accredited since 1972. We plan to encourage many of our excellent BSW students to continue their education by entering the graduate program. We are not asking for new faculty to begin the graduate program. We have adequate travel and supply funds for the number of faculty we have. We do plan to hire additional adjunct faculty to teach specific courses where a current practitioner would be able to provide our students with the most recent concepts utilized in social work practice. Our budget includes the fees for accreditation which was planned in advance by the university.

2. **Use UWF Table Three to display dollar estimates of both current and new resources for the proposed program for the first through the fifth years of the program. In narrative form, identify the source of both current and any new resources to be devoted to the proposed program. (See Table 3 Below)**

Sources of current funds are the current state allocations for the program which will cover the costs of the 10 faculty members in the department. Once the graduate program is operational we will seek additional grants and contracts which will supplement the program. The additional graduate FTE's generated from the program will merit increased revenue and faculty lines for the department

UWF TABLE THREE
**COSTS FOR
 PROPOSED
 PROGRAM**

FIRST YEAR				FIFTH YEAR			
GENERAL REVENUE		CONTRACTS		GENERAL REVENUE		CONTRACTS	
CURRENT	NEW	& GRANTS	SUMMARY	CURRENT	NEW	& GRANTS	SUMMARY

INSTRUCTION & RESEARCH

POSITIONS (FTE)

FACULTY	4	0	0	4	4	0	0	4
A&P	0	0	0	0	0	0	0	0
USPS	1	0	0	1	1	0	0	1
TOTAL	5	0	0	5	5	0	0	5

SALARY RATE

FACULTY	551,417	0	0	551,417	606,558.70	0	0	606,558.70
A&P	0	0	0	0	0	0	0	0
USPS	26,392	0	0	26,392	29,031.20	0	0	29,031.20
TOTAL	577,809	0	0	577,809	635,589.90	0	0	635,589.90

I&R

SALARIES & BENEFITS	751,151.70	0	0	751,151.70	826,266.87	0	0	826,266.87
OTHER PERSONNEL SERVICES	40,000	0	0	40,000	44,000	0	0	44,000
EXPENSES	20,000	0	0	20,000	25,000	0	0	25,000
EQUIPMENT	1,500	0	0	1,500	3,000	0	0	3,000
TECHNOLOGY	2,000	0	0	2,000	4,000	0	0	4,000
LEARNING RESOURCES	1,000	0	0	1,000	2,000	0	0	2,000
SPECIAL	0	0	0	0	0	0	0	0
TOTAL I&R	815,651.70	0	0	815,651.70	904,266.90	0	0	904,266.90

NON-I&R

OTHER ACTIVITIES

LIBRARY STAFFING	00	0	0	0	0	0	0	0
UNIV SUPPORT	00	0	0	0	0	0	0	0
FINANCIAL AID	00	0	0	0	0	0	0	0
STUDENT SVCS	00	0	0	0	0	0	0	0
TOTAL OTHER ACTIVITIES	00	0	0	0	0	0	0	0

SUMMARY

815,651.70	0	0	815,651.70	904,266.90	0	0	904,266.90
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- 3. Describe what steps have been taken to obtain information regarding resources available outside the institution (businesses, industrial organizations, governmental entities, etc.). Delineate the external resources that appear to be available to support the proposed program.**

Resources available outside the institution in the field of social work are limited. The department has a Title IV-E grant specifically related to the training of social workers to work in public agencies. At this time that grant brings in \$147,000 to train undergraduate students. With the addition of the graduate program we expect that program to increase. Title IV-E is designed primarily for the training of graduate level workers.

With the development of a graduate program we will be eligible for additional public and private grants and contracts related to mental health, substance abuse, child welfare and other specialty areas where graduate student training and delivery of services are required. The university office of sponsored programs works with us on our current Title IV-E project and will keep us informed regarding additional sources of funds. We will seek such funding.

- B. Describe any other projected impacts on related programs, such as prerequisites, required courses in other departments, etc.**

We expect that there will be no impact on other programs related to this degree. We have several electives built into the program, some of which might be taken in other disciplines with approval of the instructor involved. We have also met with the Master's of Administration program which offers a specialty in non profit management and they are very open to having our students take their courses. We plan to explore a dual program degree with that department once our MSW program is in place.

VIII. COMMUNITY COLLEGE ARTICULATION

For undergraduate programs, describe in detail plans for articulation with area community colleges.

Does not apply

- IX. ASSESSMENT OF APPLICABLE ACCREDITATION STANDARDS List the accreditation agencies and learned societies that would be concerned with the proposed program. Does the department or program anticipate seeking accreditation from any of these agencies? If so, indicate when accreditation will be sought. If the proposed program is at the graduate level, and a corresponding undergraduate program is already in existence, is the undergraduate program accredited? If not, why?**

The MSW program will seek accreditation from the Council on Social Work Education (CSWE). The Council on Social Work Education's Commission on Accreditation (COA) is responsible for developing accreditation standards that define competent preparation and ensuring that social work programs meet them. In accordance with the requirements of the Council's recognition body, the Council for Higher Education Accreditation, the CSWE Office of Social Work Accreditation and Educational Excellence (OSWAE) administers a multi step accreditation process that involves program self-studies, site visits, and COA reviews. The process generally takes approximately three years.

Currently, the BSW program is accredited through CSWE with a reaccreditation date of 2012.

X. PRODUCTIVITY

Provide evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service. Such evidence may include trends over time for average course-load, FTE productivity, student headcounts in major or service courses, degrees granted, external funding attracted; as well as qualitative indicators of excellence.

The Department of Social Work is a productive faculty. Community and professional service and scholarship are valued and important factors to the social work program.

In the area of service, our faculty actively participates in 16 different national and state professional organizations by holding responsible positions and chairing important educational conferences. Recently our faculty has served the profession by chairing the National Association of Directors of Bachelors Social Work Program educational conference, by serving on the board of the Florida Association of Family Mediators, and by serving as the Clinical Consultant to the Department of Veteran's Affairs, Learning Center In Birmingham, Alabama. In addition, the faculty are currently serving on 17 community organization boards. Included in this group are Hope Child Care Center, Habitat for Humanity, Catholic Social Services and many others.

The Student Social Work Organization, guided by their faculty advisor, Paula Rappe, have devoted hundreds of hours to community service. Among these many activities the organization recently raised \$250.00 for the Heart Fund, collected 420 pounds of food for Manna Food Bank, collected toys the Toys For Tots Campaign, collected used cell phones for victims of domestic violence and collected hygiene items for the Escambia AIDS Services & Education group.

In the area of scholarship, the faculty have produced 15 published journal articles, one book, one primer (in Japanese), one book chapter, and seven paper presentations at both regional, national and international conferences during the last five years. Several faculty members are regular reviewers for various publishers.

The department is actively involved in grants and contracts. Over the last several years the department has consistently brought in over \$100,000.00 annually, the majority from the Title IV-E federal grant for training of social work students who will work in public positions.

The social work department takes great pride in its teaching efforts. Currently there are over 200 social work majors and numerous minors. We have recently developed a dual major in social work and criminal justice. Our faculty regularly receives excellent evaluations of their teaching. The faculty has been highly innovative in utilizing the latest technology in the classroom, utilizing on-line and blended models of instruction.

Qualitative Indicators of Excellence-The department conducts a standardized assessment of student social work practice skills called the "Baccalaureate Education Assessment Project Social Work Values Inventory." This instrument was developed by the Baccalaureate Social Workers Program Directors Association and is designed to demonstrate the students' level of application of social work values taught in the program. The most recent scores on this nationally normed instrument demonstrate that our students have clearly learned and can demonstrate their knowledge in relation to professional values of the social work profession.

XI. HISTORY

Provide a history page at the end of the proposal document to display approvals at each level (see page 19 of this document).

Proposed New Programs - History: (This page is to be included at the end of the proposal document to display approvals at each level.)

Approved to Explore and Plan:

Dean Janet Pilcher Date 04/07/04
Faculty Senate Pat Wentz Date 05/14/04
Provost Wesley Little Date 05/19/04
President John C. Cavanaugh Date 05/20/04
BOT A&SA Committee Roy W. Smith Date 06/17/04

Approved to Implement:

Dean [Signature] Date 2/16/07
Faculty Senate Jay Gould Date 2/19/07
Provost Sandra M. Flann Date 2/19/07
President [Signature] Date 2/22/07
BOT A&SA Committee Roy W. Smith Date 3/20/07
BOT [Signature] Date 3/20/07

FBOE Reporting and Approvals:

Bachelor's and Master's Programs Reported to the FBOE: _____

Specialist and Doctoral Programs Submitted to FBOG: _____

Specialist and Doctoral Programs Approved by FBOG: _____

Licensure Programs approved by Legislature: _____

Implementation and Reporting:

Term Implemented: _____

One-Year Report Presented to Board of Trustees: _____

Three-Year Report Presented to Board of Trustees: _____

Five-Year Program Review Presented to Board of Trustees: _____

*Note: The Florida Board of Governors uses a different format for requests to implement new specialist and doctoral degree programs. Contact the Associate Vice President for Academic Affairs for forms to use for specialist and doctoral degree programs.

APPENDIX A

Strategic Planning—New Academic Programs

**Dynamic List of Proposed New Degree Programs
for Exploration, Planning, and Implementation**

(As of May 11, 2005)

Dynamic List of Proposed New Degree Programs for Exploration, Planning, and Implementation

Item #	Degree Level	Program Title and CIP Code	College	Dean's Priority Code: High Medium Low	Authorized By the UWF Board of Trustees A&SA* To Explore	Anticipated Date of Plan Presentation to BOT A&SA* Committee for Approval	Date Recommended by the UWF Board of Trustees A&SA* To Implement	Date Authorized by the UWF Board of Trustees To Implement
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Programs Authorized by the BOT A&SA* Committee to Explore								
Programs Recommended by the A&SA* Committee to Implement								
(formal requests to implement will be presented to BOT A&SA Committee when appropriate)								
And Programs Authorized by the BOT to Implement								
1	BA	Maritime Studies 45.9999	CAS		6/6/2002	11/2002	11/2002	11/2002
2	BA	Hospitality, Recreation, and Tourism Studies 52.0901	CoPS		6/6/2002	2/21/2003	2/21/2003	2/21/2003
3	BA	Economics 45.0601	CAS/CoB		6/17/2004	2/1/2004	2/25/2005	2/25/2005
4	BS	Oceanography 40.0607	CAS		6/19/2003	2/2004	2/2004	2/20/2004
5	BSBA	Real Estate 52.1501	CoB		6/17/2004			
6	BSCE	Computer Engineering 14.0901	CAS		11/5/2004	11/5/2004		
7	BSEE	Electrical Engineering 14.1001	CAS		11/5/2004	11/5/2004		
8	BSHS	Health Sciences 51.0000	CAS		6/19/2003	11/2004	2/25/2005	2/25/2005
9	MA	Anthropology 45.0201	CAS		6/6/2002	11/2002	11/2002	11/2002
10	MA	Heritage Studies 30.1201	CAS		6/6/2002	On hold - see note below		
11	MS	Environmental Science 03.0104	CAS		6/19/2003	2/2004	2/2004	2/20/2004
12	M.Ed.	Reading 13.1315	CoPS		2/20/2004	2/2004	2/2004	2/20/2004
13	M.Ed.	College Student Personnel 13.1102	CoPS		--	--	2/25/2005	2/25/2005
14	MPH	Public Health 51.2201	CAS		6/19/2003	11/2004	2/25/2005	2/25/2005
15	MSA	Master of Science in Administration 30.9999	CoPS		11/7/2003	2/2004	2/2004	2/20/2004
16	MSW	Social Work 44.0701	CoPS		6/17/2004			
Programs Under Consideration by the Deans - Information Only								
(formal requests to explore will be presented to BOT A&SA Committee when appropriate)								
1	BS	Applied Technology 15.9900	CAS	Low				
2	BA	Foreign Languages 16.XXXX	CAS	High				
3	BA	Liberal Arts and Sciences 24.0101	CAS	High				
4	BA	Music, General 50.0901	CAS	Medium				
5	BSBA	International Business Management 52.1101	CoB	Medium				
6	MA	Liberal Arts and Sciences 24.0101	CAS	High				
7	MS	Environmental Chemistry 40.0510	CAS	Medium				
8	MS	Business Technology 52.1206 or 52.1207	COB	Medium				
9	MA	Interdisciplinary Social Sciences 45.0101	CAS	Medium				
Note: The "MA in Heritage Studies" program proposal is on hold pending experience with a "heritage studies" track in the MA in Public History Program.								
Academic Affairs--Carl Backman								
Updated 05/11/05					*A&SA = Academic and Student Affairs			
Academic Programs - Dynamic List								

Appendix B
Survey of Interest in MSW Program

The following is a summary of MSW program interest completed by the social work faculty during the spring semester 2005. Subjects included both current students and program graduates.

Do your career plans include returning to school to obtain a graduate degree in social work (MSW)?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	57	31.84	31.84	31.84
Yes	122	68.16	68.16	100.00
Total	179	100.00	100.00	

Would you pursue the MSW degree if the courses were offered at the Pensacola campus?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	49	27.37	27.37	27.37
Yes	130	72.63	72.63	100.00
Total	179	100.00	100.00	

Would you pursue the MSW degree if the courses were offered at the Fort Walton Beach campus?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	111	62.01	62.01	62.01
Yes	68	37.99	37.99	100.00
Total	179	100.00	100.00	

Do you have a bachelor's degree in social work (BSW) or are you currently enrolled in a BSW program?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	60	33.52	33.52	33.52
Yes	119	66.48	66.48	100.00
Total	179	100.00	100.00	

Would you enroll in the MSW program as a full or part time student?

	Frequency	Percent	Valid Percent	Cumulative Percent
Part-time	69	38.55	38.55	38.55
Full-time	79	44.13	44.13	82.68
No Response	31	17.32	17.32	100.00
Total	179	100.00	100.00	

Appendix C
Agency Workforce for Innovation Chart

Fastest-growing occupations

Computer support specialist is projected to be the fastest-growing occupation in the two-county area, averaging 7.47 percent annually through 2009. It's also the top-pay occupation, at \$17.18 per hour, among ten fastest-growing, ranked by annual percentage change. Average for the ten occupations is \$12.56 per hour.

OCCUPATION	EMPLOYMENT		ANNUAL PERCENT CHANGE	AVERAGE ANNUAL OPENINGS	AVERAGE WAGE
	2001	Projected 2009			
1. Computer support specialist	475	759	7.47 %	39	\$17.18
2. Telephone/Cable TV installer/repair	228	348	6.58	21	15.60
3. Paralegal	278	404	5.67	18	15.37
4. Home health aide	306	432	5.15	20	7.71
5. Medical assistant	479	664	4.83	34	8.96
6. Animal caretaker (except farm)	298	413	4.82	18	7.62
7. Brick mason	318	432	4.48	20	15.39
8. Social worker	241	327	4.46	14	15.58
9. Electrical/electronic assembler	314	424	4.38	20	10.25
10. Bill and account collector	341	455	4.18	22	11.90

Source: Florida Agency for Workforce Innovation, Office of Workforce Information Services, Labor Statistics

Appendix D
Predicted Growth on Jobs in Region Served

Community and Social Services Occupations - Montgomery, AL

Occ. code	Occupational title	Est. empl.	Mean wage	Entry wage	Exp. wage
21-0000	COMMUNITY AND SOCIAL SERVICES OCCUPATIONS				
21-9099	All Other Counselors, Social and Religious Workers		9.74	7.37	10.92
21-1021	Child, Family, and School Social Workers	160	16.12	9.52	19.42
21-2011	Clergy	30	16.74	9.42	20.4
21-1012	Educational, Vocational, and School Counselors	210	18.4	13.6	20.81
21-1091	Health Educators	70	14.76	5.99	19.15
21-1022	Medical and Public Health Social Workers	130	16.12	12.06	18.15
21-1014	Mental Health Counselors		17.89	13.72	19.98
21-1023	Mental Health and Substance Abuse Social Workers		13.13	7.84	15.78
21-1015	Rehabilitation Counselors	50	19.09	11.58	22.84
21-1093	Social and Human Service Assistants	260	12.07	7.46	14.37
21-1011	Substance Abuse and Behavioral Disorder Counselors	60	12.95	9.65	14.6

source: <http://www2.dir.state.al.us/>

Florida Occupational Wages Fort Walton Beach MSA

OES Code	Occupation Title	(2001 hourly wages in dollars)	WAGE			
			Mean	Median	Entry*	Exp.**
27305	Social Workers, Except Medical And Psychiatric:		13.97	12.76	9.92	16.76
27302	Social Workers, Medical And Psychiatric:		17.27	12.78	9.34	24.41

Florida Occupational Wages Panama City MSA

OES Code	Occupation Title	(2001 hourly wages in dollars)	WAGE			
			Mean	Median	Entry*	Exp.**
27305	Social Workers, Except Medical And Psychiatric:		14.64	14.54	10.05	17.62
27302	Social Workers, Medical And Psychiatric:		15.00	12.24	9.65	18.51

Florida Occupational Wages Pensacola MSA

OES Code	Occupation Title	(2001 hourly wages in dollars)	WAGE			
			Mean	Median	Entry*	Exp.**
27305	Social Workers, Except Medical And Psychiatric:		14.74	14.14	10.35	17.12
27302	Social Workers, Medical And Psychiatric:		15.58	14.73	12.14	17.75

Florida Occupational Wages Northwest Balance of State

OES Code	Occupation Title	(2001 hourly wages in dollars)	WAGE			
			Mean	Median	Entry*	Exp.**
27305	Social Workers, Except Medical And Psychiatric:		14.90	14.67	10.92	17.12
27302	Social Workers, Medical And Psychiatric:		19.53	12.83	10.18	18.90

FLORIDA JOBS

by Industry

Workforce Region 1 - Escambia and Santa Rosa Counties

INDUSTRY CODE	EMPLOYMENT TITLE	ANNUAL CHANGE			
		2001	2009	TOTAL	PERCENT
83	Social Services	4987	6022	129	2.59

Workforce Region 1 - Escambia and Santa Rosa Counties

Fastest Growing Industries

INDUSTRY RANK	EMPLOYMENT CODE	ANNUAL CHANGE TITLE	2001	2009	TOTAL	PERCENT
			4987	6022	129	2.59
12	83	Social Services	4987	6022	129	2.59

Workforce Region 1 - Escambia and Santa Rosa Counties

Industries gaining the most jobs

INDUSTRY RANK	EMPLOYMENT CODE	ANNUAL CHANGE TITLE	2001	2009	TOTAL	PERCENT
			4987	6022	129	2.59
8	83	Social Services	4987	6022	129	2.59

Workforce Region 1 - Escambia and Santa Rosa Counties

Occupations within industry OCCUPATION CODE	ANNUAL EMPLOYMENT TITLE	AVERAGE ANNUAL OPENINGS		EDUCATION		AVERAG GROWTH	TRAINING SEPARATI	TOTAL	WAGE	CODE*
		PERCEN	DUE TO	DUE TO						
		2001	2009	CHANGE						
27000	Social Scientists, Recreation, Religion	2,708	3,241	2.46	67	48	115	NA	NA	
27100	Social Scientists	467	506	1.04	5	9	14	NA	3	
27102	Economist	4	4	0.00	0	0	0	27.16	5	
27105	Urban and Regional Planner	47	52	1.33	1	1	2	17.32	3	
27108	Psychologist	385	423	1.23	5	7	12	24.92	3	
27199	All Other Social Scientists	30	27	-1.25	0	1	1	23.91	3	
27200	Social, Recreation, Religious Workers	1,658	2,032	2.82	47	30	77	NA	NA	
27302	Social Worker, Medical and Psychiatric	241	327	4.46	11	3	14	15.58	3	
27305	Social Worker, Exc. Medical and Psychiatr	482	584	2.65	13	6	19	14.74	5	
27307	Residential Counselor	519	627	2.60	14	11	25	8.55	5	
27308	Human Services Worker	260	322	2.98	8	6	14	12.41	10	
27311	Recreation Worker	158	172	1.11	2	4	6	11.21	5	
27501	Religious Workers	583	703	2.57	15	9	24	NA	NA	
27502	Clergy	133	156	2.16	3	2	5	12.90	1	
27505	Director, Religious Activities/Education	396	486	2.84	11	6	17	11.20	5	
27599	All Other Religious Workers	55	61	1.36	1	1	2	10.87	5	

Workforce Region 1 - Escambia and Santa Rosa Counties

Fastest Growing Occupations

OCCUPATION RANK	ANNUAL	AVERAGE ANNUAL OPENINGS	EDUCATION		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATION	TOTAL	WAGE	CODE*
	EMPLOYMENT CODE	PERCENT TITLE	DUE TO 2001	DUE TO 2009						
8	27302	Social Worker, Medical and	241	327	4.46	11	3	14	15.58	3
30	27505	Director, Religious Exc. Medical and	396	486	2.84	11	6	17	11.20	5
34	27305	Psychiatric	482	584	2.65	13	6	19	14.74	5
37	27307	Residential Counselor	519	627	2.60	14	11	25	8.55	5

Workforce Region 1 - Escambia and Santa Rosa Counties

Occupations Gaining Most Jobs

OCCUPATION RANK	ANNUAL	AVERAGE ANNUAL OPENINGS	EDUCATION		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATION	TOTAL	WAGE	CODE*
	EMPLOYMENT CODE	PERCENT TITLE	DUE TO 2001	DUE TO 2009						
45	27307	Residential Coun	s519	627	2.60	14	11	25	8.55	5

FLORIDA JOBS

by Industry

Workforce Region 2 - Okaloosa and Walton Counties

INDUSTRY CODE	EMPLOYMENT	ANNUAL CHANGE			
	TITLE	2001	2009	TOTAL	PERCENT
83	Social Services	1,924	2,419	62	3.22

Workforce Region 2 - Okaloosa and Walton Counties

Fastest Growing Industries

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
6	83	Social Services	1,924	2,419	62	3.22

Workforce Region 2 - Okaloosa and Walton Counties

Industries gaining the most jobs

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
9	83	Social Services	1,924	2,419	62	3.22

Workforce Region 2 - Okaloosa and Walton Counties

Occupations within industry

ANNUAL OCCUPATION CODE	AVERAGE ANNUAL OPENINGS EMPLOYMENT	EDUCATION PERCENT	ANNUAL CHANGE				AVERAGE & TRAINING SEPARATIONS	TOTAL	WAGE	CODE*
			DUE TO		GROWTH					
			2001	2009		CHANGE				
27000	Social Scientists, Recreation, Religion	1,352	1,716	3.37	46	25	71	NA	NA	
27100	Social Scientists	241	267	1.35	3	5	8	NA	3	
27102	Economist	98	121	2.93	3	2	5	24.96	5	
27105	Urban and Regional Planner	13	14	0.96	0	0	0	23.04	3	
27108	Psychologist	49	55	1.53	1	1	2	26.11	3	
27199	All Other Social Scientists	81	77	-0.62	-1	2	2	24.21	3	
27200	Social, Recreation, Religious Workers	883	1,169	4.05	36	16	52	NA	NA	
27302	Social Worker, Medical and Psychiatric	113	155	4.65	5	1	6	17.27	3	
27305	Social Worker, Exc. Medical and Psychiatric	199	268	4.33	9	2	11	13.97	5	
27307	Residential Counselor	210	283	4.35	9	4	13	9.00	5	
27308	Human Services Worker	166	232	4.97	8	4	12	11.60	10	
27311	Recreation Worker	194	231	2.38	5	5	10	8.43	5	
27501	Religious Workers	228	280	2.85	7	4	11	NA	NA	
27502	Clergy	153	182	2.37	4	3	7	14.78	1	
27505	Director, Religious Activities/Education	75	98	3.83	3	1	4	8.43	5	

Workforce Region 2 - Okaloosa and Walton
 Counties
 Fastest growing occupations

ANNUAL OCCUPATION RANK	AVERAGE ANNUAL OPENINGS EMPLOYMENT CODE	EDUCATION PERCENT TITLE	DUE		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATI	TOTAL	WAGE	CODE*
			TO 2001	TO 2009						
10	27308	Human Services Worker	166	232	4.97	8	4	12	11.60	10
13	27302	Social Worker, Medical and Psychiatric	113	155	4.65	5	1	6	17.27	3
17	27307	Residential Counselor	210	283	4.35	9	4	13	9.00	5
18	27305	Social Worker, Exc. Medical and Psychiatric	199	268	4.33	9	2	11	13.97	5

Workforce Region 2 - Okaloosa and Walton
 Counties
 Occupations gaining the most new jobs

ANNUAL OCCUPATION RANK	AVERAGE ANNUAL OPENINGS EMPLOYMENT CODE	EDUCATION PERCENT TITLE	DUE		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATI	TOTAL	WAGE	CODE*
			TO 2001	TO 2009						
44	27305	Social Worker, Exc. Medical	a199	268	4.33	9	2	11	13.97	5
45	27307	Residential Counselor	210	283	4.35	9	4	13	9.00	5

FLORIDA JOBS

by Industry

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

INDUSTRY CODE	EMPLOYMENT	ANNUAL CHANGE			
	TITLE	2001	2009	TOTAL	PERCENT
83	Social Services	804	996	24	2.99

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Fastest growing industries

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
7	83	Social Services	804	996	24	2.99

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Industries gaining the most new jobs

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
4	83	Social Services	804	996	24	2.99

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Occupations within industry

OCCUPATION CODE	EMPLOYMENT TITLE	PERCENT 2001	ANNUAL				AVERAGE & TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*
			AVERAGE ANNUAL OPENINGS	EDUCATION	DUE TO	CHANGE					
			2009	2009	CHANGE	PERCENT					
27000	Social Scientists, Recreation, Religion	1,244	1,320	0.76	10	26	36	NA	NA		
27100	Social Scientists	223	205	-1.01	-2	4	4	NA	3		
27105	Urban and Regional Planner	3	3	0.00	0	0	0	17.75	3		
27108	Psychologist	198	179	-1.20	-2	4	4	19.37	3		
27199	All Other Social Scientists	21	23	1.19	0	0	0	23.11	3		
27200	Social, Recreation, Religious Workers	910	978	0.93	9	20	29	NA	NA		
27302	Social Worker, Medical and Psychiatric	32	38	2.34	1	0	1	19.53	3		
27305	Social Worker, Exc. Medical and Psychiatric	231	277	2.49	6	3	9	14.90	5		
27307	Residential Counselor	171	165	-0.44	-1	4	4	11.46	5		
27308	Human Services Worker	450	468	0.50	2	12	14	10.71	10		
27311	Recreation Worker	27	30	1.39	0	1	1	11.98	5		
27501	Religious Workers	111	137	2.93	3	2	5	NA	NA		
27502	Clergy	56	65	2.01	1	1	2	16.25	1		
27505	Director, Religious Activities/Education	44	58	3.98	2	1	3	NA	5		
27599	All Other Religious Workers	12	14	2.08	0	0	0	19.10	5		

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Fastest growing occupations

OCCUPATION RANK	EMPLOYMENT CODE	PERCENT TITLE	ANNUAL				AVERAGE & TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*
			AVERAGE ANNUAL OPENINGS	EDUCATION	DUE TO	CHANGE					
			2009	2009	CHANGE	PERCENT					
3	27305	Social Worker, Exc. Medical and Psychiatric	231	277	2.49	6	3	9	14.90	5	

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties
Occupations gaining the most new jobs

ANNUAL OCCUPATION RANK	AVERAGE ANNUAL OPENINGS		EDUCATION								
	EMPLOYMENT CODE	PERCENT TITLE	DUE TO		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*	
			2001	2009							
14	27305	Social Worker, Exc. Medical and Psychiatric	231	277	2.49	6	3	9	14.90	5	
36	27308	Human Services Worker	450	468	0.50	2	12	14	10.71	10	
37	27505	Director, Religious Activities/Education	44	58	3.98	2	1	3	NA	5	

Workforce Region 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties
Declining or Slow Growth Occupations

ANNUAL OCCUPATION RANK	AVERAGE ANNUAL OPENINGS		EDUCATION								
	EMPLOYMENT CODE	PERCENT TITLE	DUE TO		AVERAGE CHANGE	& TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*	
			2001	2009							
10	27307	Residential Counselor	171	165	-0.44	-1	4	4	11.46	5	
33	27311	Recreation Worker	27	30	1.39	0	1	1	11.98	5	

FLORIDA JOBS

by Industry

Workforce Region 4 - Bay, Franklin, and Gulf Counties

INDUSTRY CODE	EMPLOYMENT	ANNUAL CHANGE			
	TITLE	2001	2009	TOTAL	PERCENT
83	Social Services	1,481	1,822	43	2.88

Workforce Region 4 - Bay, Franklin, and Gulf Counties

Fastest Growing Industries

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
7	83	Social Services	804	996	24	2.99

Workforce Region 4 - Bay, Franklin, and Gulf Counties

Industries gaining the most new jobs

INDUSTRY RANK	EMPLOYMENT	ANNUAL CHANGE				
	CODE	TITLE	2001	2009	TOTAL	PERCENT
4	83	Social Services	804	996	24	2.99

Workforce Region 4 - Bay, Franklin, and Gulf Counties

Occupations within the industry

OCCUPATION CODE	EMPLOYMENT TITLE	PERCENT 2001	EDUCATION		DUE TO 2009	DUE TO CHANGE	AVERAGE GROWTH	& TRAINING SEPARATIONS	TOTAL	WAGE	CODE*
			AVERAGE ANNUAL OPENINGS	PERCENT							
27200	Social, Recreation, Religious Workers	773			980	3.35	26	13	39	NA	NA
27302	Social Worker, Medical and Psychiatric	265			356	4.29	11	3	14	15.00	3
27305	Social Worker, Exc. Medical and Psychiatric	199			241	2.64	5	2	7	14.64	5
27307	Residential Counselor	49			59	2.55	1	1	2	8.81	5
27308	Human Services Worker	157			206	3.90	6	4	10	11.67	10
27311	Recreation Worker	103			118	1.82	2	3	5	9.10	5
27501	Religious Workers	136			166	2.76	4	3	7	NA	NA
27502	Clergy	48			57	2.34	1	1	2	25.56	1
27505	Director, Religious Activities/Education	45			59	3.89	2	1	3	6.00	5
27599	All Other Religious Workers	42			50	2.38	1	1	2	7.26	5

Workforce Region 4 - Bay, Franklin, and Gulf Counties

Fastest growing occupations

OCCUPATION RANK	EMPLOYMENT CODE	PERCENT TITLE	EDUCATION		DUE TO 2001	DUE TO 2009	AVERAGE CHANGE	& TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*
			AVERAGE ANNUAL OPENINGS	PERCENT								
8	27302	Social Worker, Medical and Psychiatric			265	356	4.29	11	3	14	15.00	3
11	27308	Human Services Worker			157	206	3.90	6	4	10	11.67	10
31	27305	Social Worker, Exc. Medical and Psychiatric			199	241	2.64	5	2	7	14.64	5

Workforce Region 4 - Bay, Franklin, and Gulf Counties

Occupations gaining the most new jobs

OCCUPATION RANK	EMPLOYMENT CODE	PERCENT TITLE	EDUCATION		DUE TO 2001	DUE TO 2009	AVERAGE CHANGE	& TRAINING GROWTH	SEPARATIONS	TOTAL	WAGE	CODE*
			AVERAGE ANNUAL OPENINGS	PERCENT								
31	27302	Social Worker, Medical and Psychiatric			265	356	4.29	11	3	14	15.00	3
50	27308	Human Services Worker			157	206	3.90	6	4	10	11.67	10

Appendix E
Student Learning Outcomes

Specific Program Learning outcomes for the MSW Program Are:

Outcome: The MSW program graduate will understand and apply a social work advanced clinical-community perspective of Families in Communities to practice.

Measure: Students will demonstrate understanding of social work theory and demonstrate practice skills in their field placement. Agency field evaluations will address these competencies.

Outcome: The MSW graduate will understand community based social work practice and apply strategies and skills of social change that advance social and economic justice for vulnerable, oppressed, and at-risk populations.

Measure: Students will complete Applied Research and Social Work Practice with Families in Communities courses that demonstrate understanding of community based practice theory and apply the associate skills to a social problem. Agency Field evaluations will also address these competencies.