



NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): Missouri Southern State University

Program Title: Social Work

Degree/Certificate: Bachelor of Social Work (B.S.W)

Options: None

Delivery Site(s): MSSU Campus – 3950 E. Newman Rd., Joplin, MO

CIP Classification: 44.0701

*CIP code can be cross-referenced with programs offered in your region on MDHE's program inventory highered.mo.gov/ProgramInventory/search.jsp

Implementation Date: Fall2015

Cooperative Partners: None

*If this is a collaborative program, form CL must be included with this proposal

AUTHORIZATION:

Dr. Alan Marble, President

Name/Title of Institutional Officer

A handwritten signature in black ink, appearing to read "Alan D. Marble".

Signature

9-24-14

Date

Dr. Crystal Lemmons, Assistant VPAA

Person to Contact for More Information

(417) 625-9592

Telephone

Duplication and Collaboration

There are seven public universities in Missouri that offer an accredited Bachelor of Social Work degree. The majority of these programs reside in the central area of Missouri (University of Missouri - Columbia, Lincoln University, University of Central Missouri), and eastern Missouri (University of Missouri – St. Louis and Southeast Missouri State University). One school is located in northwestern Missouri (Missouri Western) and one in southwestern Missouri (Missouri State University).

The program geographically closest to Missouri Southern is Missouri State at 71 miles away. The establishment of a program at Missouri Southern will not be a duplication as the student population served by Missouri Southern is demographically different from students at Missouri State. A majority of our students are first generation college students who are primary bread winners or nontraditional students who are unable or unwilling to relocate or commute to Springfield for their education; they are more likely to go to a closer neighboring school in Kansas for a social work degree. We also attract students from the bordering states of Kansas, Oklahoma, and to a lesser degree, Arkansas. Those students choose Missouri Southern due to the close proximity of our campus to their hometowns.

The greatest indication of lack of duplication is that graduates of the B.S.W. program at Missouri State typically do not seek employment in the nine county southwest Missouri area served by Missouri Southern. The majority of social workers at the entry level do not currently have a social work degree but a related area. A B.S.W. program at Missouri Southern would serve the employment needs of human service agencies that are currently not being met by providing qualified employees.



STUDENT ENROLLMENT PROJECTIONS

Year	1	2	3	4	5
Full Time	10	20	30	40	50
Part Time	10	10	10	10	5
Total	20	30	40	50	55

Please provide a rationale regarding how student enrollment projections were calculated:

The University Admissions Office receives an average of three requests a week inquiring into a social work degree; many choose not to attend Missouri Southern but elect schools out of state due to the lack of the degree. Others eventually come to Missouri Southern as majors in other areas but then seek employment in social work related fields upon graduation. The most recent graduate employment report for graduates from 2012-13 show that of responding Missouri Southern graduates, 26 students took employment in social work related positions, nine of those with the State of Missouri. We can also document students electing to transfer from Missouri Southern to Pittsburg State University in Kansas to study in their B.S.W. program once they realize a graduate degree in social work requires one-half the time to complete if a student has a B.S.W. versus any other undergraduate degree. It is evident that the need for appropriately qualified graduates is not being adequately met in Southwest Missouri. A conservative assumption is that this program will capture one-half of these students the first year and grow quickly as the program becomes available. It is also expected that this program will allow us to recruit students to the degree program from our eleven feeder community colleges. Finally a B.S.W. degree will facilitate student admission to Missouri State University's M.S.W. program in Joplin so this should also serve as an attraction for students to enroll in the B.S.W. program and support the graduate program of a sister state university.



Provide a **rationale** for proposing this program, including **evidence of market demand and societal need supported by research**:

Market Demand: According to the Missouri Department of Economic Development, Missouri Economic Research and Information Center (retrieved June 10, 2014) the State of Missouri expects to see an increase in job availability between 2010 -2020 ranging from 12.9% for Social and Human Service Assistants to 23% for Healthcare Social Workers. The national job outlook from 2012-2022 shows a faster than average employment growth rate of 19%. "Employment growth will be driven by increased demand for health care and social services, but will vary by specialty. Employment of child, family, and school social workers is projected to grow 15 percent from 2012 to 2022, faster than the average for all occupations. Child and family social workers will be needed to work with families to strengthen parenting skills, prevent child abuse, and identify alternative homes for children who are unable to live with their biological families. In schools, more social workers will be needed due to rising student enrollments. Employment of healthcare social workers is projected to grow 27 percent from 2012 to 2022, much faster than the average for all occupations. As baby boomers age, they and their families will require help from social workers to find care, increasing the need for healthcare social workers. Employment of mental health and substance abuse social workers is projected to grow 23 percent from 2012 to 2022, much faster than the average for all occupations. Employment will grow as more people seek treatment for mental illness and substance use disorders. In addition, drug offenders are increasingly being sent to treatment programs rather than to jail. As a result, use of substance abuse treatment programs is expected to grow, increasing demand for these specialists." (Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2014-15 Edition, Social Workers).



PROGRAM STRUCTURE

A. Total credits required for graduation: 124

B. Residency requirements, if any: The following minimum requirements must be in residence at Missouri Southern: (1) 30 of the last 36 hours counted toward the degree; (2) one-half of the credit both required for the major and in the major department (Courses required for the major but not offered in the major department are not included); (3) one-half of the upper division credit both required for the major and the major department.

C. General education: Total credits: 46-47

Courses (specific courses OR distribution area and credits):

Course Number	Credits	Course Title
	6	Written Communication
	3	Oral Communication
	3	Mathematics
	8-9	Life and Physical Sciences
	12	Social and Behavioral Sciences
	6	Humanities and Fine Arts
	2	Health and Wellness
	3	University Experience
	3	International Requirement
Total	46-47	

D. Major requirements: Total credits: 44

Course Number	Credits	Course Title
SOC 231	3	Introduction to Social Work
SW 300	3	Social Welfare Policy
SW 310	3	Human Behavior I (Micro)
SW 320	3	Human Behavior II (Mezzo/Macro)
SW 370	3	Social Diversity
SW 410	3	Social Work Practice I (Micro – Individuals)
SW 420	3	Social Work Practice II (Mezzo – Groups and Families)
SW 430	3	Social Work Practice III (Macro – Organizations and Communities)
SW 480	4	Field Experience I
SW 485	4	Field Experience II
SOC 401	3	Social Science Research Methods
SOC 305	3	Social Statistics
ELEC. OPTIONS		
SOC 406	3	Sociology of Child Abuse
COMM 215	3	Interpersonal Communication
COMM 305	3	Intercultural Communication
COMM 308	3	Gender Communication
CJAD 460	3	Cultural Diversity and Racial Disparity

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E. Free elective credits:

33-34

(Sum of C, D, and E should equal A.)

F. Requirements for thesis, internship or other capstone experience:

All students will be required to complete two courses in field work/practicum equaling 400 hours in the field. This course will also require a 1 hour seminar each week while enrolled in the field work courses.

G. Any unique features such as interdepartmental cooperation:

This program will have nine hours of required courses in sociology and 6 hours of electives from related areas.



PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Institution Name Missouri Southern State University
Program Name Bachelor of Science in Social Work (B.S.W.)
Date 9/18/14

(Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Quantification of performance goals should be included wherever possible.)

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.
Students will need to apply for admission to the program the semester before their junior year. Student acceptance into the program will require the University general education be completed prior to beginning the program and a minimum cumulative gpa of 2.5 and 2.5 in all pre-major class will be required.
- Characteristics of a specific population to be served, if applicable.
No applicable.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.
The Council for Social Work Education (CSWE) requires there be a minimum of 2 faculty for a new BSW program. The program director is to receive a 25% course reassigned time for program administration and the field director is to receive a 25% course reassigned time for field administration. Any additional hires will teach 100% of their load.
- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.
It is estimated that a minimum of 80% of credit hours will be assigned to full-time faculty but the goal is 100%.
- Expectations for professional activities, special student contact, teaching/learning innovation.



The courses are designed to facilitate student interaction with other students and faculty, however, student organization activities will be created to afford students the opportunity to network with practicing social workers in the community. The curriculum will require student practicums which will enhance student educational opportunities. Students will also be given the opportunity to attend and participate in professional organizational activities at the regional, state, and national level.

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.
Fifty-two FTE students are estimated to be in the program at the end of five years.
- Percent of full time and part time enrollment by the end of five years.
Ninety percent of the students will be full-time and 10% will be part-time at the end of five years.

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.
Ten graduates per annum are expected at three years after implementation and twenty graduates per annum are expected five years after implementation.
- Special skills specific to the program.
PROGRAM GOALS
 1. To prepare a diverse student population for generalist social work practice with client systems of various sizes and types. (Competencies 2, 3, 4, 5, 7, 8, 10).
 2. To provide a flexible educational program that increases the students understanding of variables that affect the person within the environment, the community, and the global perspective. (Competencies 1, 2, 3, 4, 5, 7, 8, 10)
 3. To develop analytical skills and critical thinking that will encourage active participation in the development, evaluation and improvement of evidence-based social work knowledge and skills. (Competencies 2, 3, 6, 9)
 4. To prepare graduates to foster their commitment to lifelong learning and development of social work knowledge, values, and skills, which will empower them and their clients to achieve well-being. (Competencies 1, 2, 3, 4, 5, 6, 8, 9, 10)CORE COMPETENCIES
 1. Identify as a professional social worker and conduct oneself accordingly.
 2. Apply social work ethical principles to guide professional practice.
 3. Apply critical thinking to inform and communicate professional judgments.

4. Engage diversity and difference in practice.
 5. Advance human rights and social and economic justice.
 6. Engage in research-informed practice and practice-informed research.
 7. Apply knowledge of human behavior and the social environment.
 8. Engage in Policy practice to advance social and economic well-being and to deliver effective social work services.
 9. Respond to contexts that shape practice.
 10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.
- Proportion of students who will achieve licensing, certification, or registration.
This is not possible to ascertain at this point in time. Graduates with a BSW degree can be licensed social workers in the State of Missouri, as well as in all adjoining states. Although licensure is not required for the majority of BSW employment positions, increasingly health care and mental health care settings are asking new employees to be licensed. Once the BSW degree is obtained, the students need to take the bachelor's level licensure exam in order to be a Licensed Bachelor Social Worker (LBSW). The exam in Missouri is the national exam utilized by all states that license social workers at the bachelor's level. Although not every graduate will need the license, alumni surveys will include questions regarding licensure to determine the percent of graduates participating.
 - Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.
The University will use the ACAT exam for social work. This exam gives a national assessment of the percent of students scoring above the 50th percentile. The goal is for 80 percent of students to gain a score of over the 50 percentile during the first five years, increasing to 85 percent within the first eight years and 90 percent by year ten..
 - Placement rates in related fields, in other fields, unemployed.
Ninety percent of graduates are expected to be employed in the field. Ten percent are expected to be employed in related field or in other fields.
 - Transfer rates, continuous study.
Ten percent of the students are expected to continue their studies within two years of degree completion, most while employed in the field. Within five years of graduation it is expected fifteen percent will have resumed their studies at a graduate level.

5. Program Accreditation

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- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. **If there are no plans to seek specialized accreditation, please provide a rationale.**

The program will immediately pursue accreditation from the Council on Social Work Education (CSWE). The program accreditation should take approximately three to four years, dependent on the CSWE calendar.

6. Alumni and Employer Survey

- Expected satisfaction rates for alumni, *including timing and method of surveys*. Surveys will be conducted electronically one year after graduation. Expected satisfaction rates are average scores of 3.75 on a five-point scale.
- Expected satisfaction rates for employers, including timing and method of surveys. Surveys will be conducted electronically 12 to 14 months after graduation. Expected satisfaction rates are average scores of 3.5 on a five-point scale.

7. Institutional Characteristics

- Characteristics demonstrating why your institution is particularly well-equipped to support the program.

Missouri Southern is particularly well suited to offer this degree as our institution is the primary degree granting university in a community that is the economic, medical, social and service center for approximately 300,000 people in a nine county area. The majority of social workers in the public, medical and not-for-profit agencies are graduates of our university with degrees in related fields but not social work. The demand is significant and is largely unmet at the current time. The creation of this degree program will allow us to include the surrounding service providers to insure we offer the best program designed to meet the practical needs of the stakeholders in southwest Missouri.