



**University of New Hampshire Department of Social Work
MSW Student Handbook**

University of New Hampshire College of Health and Human Services
Department of Social Work
55 College Road,
Petee Hall, Durham, New Hampshire 03824-3599
(603) 862-1799 phone
(603) 862-4374 fax

<https://chhs.unh.edu/social-work>

Anti-Oppressive Practice

The UNH Social Work Department strives to operate from an Anti-Oppressive Lens and promote Anti-Oppressive Practice (AOP) in both the classroom and in internship placements. Anti-Oppressive Practice (AOP) is one of the central social justice-oriented approaches in social work. It recognizes the structural origins of oppression and promotes social transformation by utilizing critical theories including feminist, Marxist, postmodernist, indigenous, poststructuralist, anti-colonial, and anti-racist theories, among others (Baines, 2011). More information can be found here:

[Anti-Oppressive Practice \(AOP\) — Critically Infused Social Work
\(criticallyinfusedsw.com\)](http://criticallyinfusedsw.com)

UNH Department of Social Work MSW Student Handbook

2024-2025

TABLE OF CONTENTS

Introduction	6
Notice of Non-Discrimination	6
UNH Graduate Social Work Program	6
<u>Department of Social Work Mission Statement</u>	6
<u>MSW Program Goals</u>	7
Admission Policies and Procedures	7
<u>Introduction</u>	7
<u>Criteria And Process of Student Admission</u>	8
<u>Transfer of Credit</u>	10
<u>No Credit for Life or Work Experience</u>	11
<u>Advanced Standing</u>	11
MSW Degree Requirements	12
Sequential Outline of Required Courses	12
<u>Program Options</u>	13
MSW DURHAM PROGRAM: TWO-YEAR COURSE OF STUDY	15
MSW DURHAM PROGRAM: FOUR-YEAR COURSE OF STUDY	15
MSW DURHAM PROGRAM: THREE-YEAR COURSE OF STUDY	17
MSW DURHAM ADVANCED STANDING PROGRAM:	18
FULL-TIME COURSE OF STUDY	18
MSW DURHAM PROGRAM ADVANCED STANDING:	19
MSW ONLINE PROGRAM: FULL-TIME COURSE OF STUDY	20
MSW ONLINE PROGRAM: PART-TIME COURSE OF STUDY	21
MSW ONLINE ADVANCED STANDING PROGRAM	22
UNH SOCIAL WORK / RECREATION MANAGEMENT & POLICY INTEGRATED DUAL DEGREE MSW/MS CURRICULUM	23
<u>Independent Study</u>	24
<u>Electives</u>	24
<u>Filing Your Intent to Graduate</u>	25
MSW Internship Program	25
<u>Introduction</u>	25
<u>Internship Practicum Structure and Hours</u>	25

<u>Internship and Practice Co-Requisites Policy</u>	25
MSW Master’s Thesis Option	28
Student Advisement	29
<u>Overview</u>	29
<u>Professional Social Work Advising</u>	30
<u>Faculty Advising / Liaison</u>	30
<u>Academic And Internship Performance</u>	30
<u>Student Rights and Grievance Procedure</u>	32
<u>Student Representation</u>	32
<u>Students with Special Learning Needs</u>	32
<u>Assessment of Student Satisfaction</u>	32
<u>Student Grievance Procedure</u>	33
<u>Department Academic Standards Committee</u>	34
<u>Professional Competency and Ethical Behavior Issues</u>	35
<u>Termination Procedure</u>	36
<u>Continuous Registration</u>	37
<u>Time Limit</u>	37
<u>Leave Of Absence</u>	37
<u>Withdrawal</u>	38
<u>Administrative Separation for Reasons of Health-Related Behaviors</u>	38
<u>Readmission</u>	40
<u>Change In Degree</u>	40
Student Organizations	40
Student Financial Aid	41
Student Funding Opportunities	41
Leadership Education in Neurodevelopmental/Related Disabilities Program.....	41
Title IV-E Grant	42
Graduate Assistantship	42
Graduate Certificates	42
Child Welfare Graduate Certificate.....	42
Intellectual And Developmental Disabilities Graduate Certificate	43
Substance Use Disorders Graduate Certificate.....	43

MSW School Of Social Work Graduate Certificate Coming Soon!	44
Department Scholarships	44
Sharyn Zunz Travel Scholarship	44
Robert Jolley Scholarship	45
Non-Application Scholarships – Nominated by Department	45
Dr. L. Rene Bergeron Scholarship.....	45
Core Program Faculty	46
Core Program Staff	49
Appendices	50
Appendix A: SW 992 Independent Study Contract	51
Appendix B: Advanced Standing MSW Advising Guide	53
Appendix C: Master of Social Work Advising Guide.....	56
Appendix D: Professional Licensing Information.....	59
Appendix E: SW 899 Thesis Project Contract.....	60
Appendix F: Social Work Core Competencies.....	62

Introduction

The purpose of this MSW Student Handbook is to provide students with an overview of relevant program policies, procedures and resources. It is a supplementary document to the [Bulletin of the University of New Hampshire Graduate School Catalog](#). Students should carefully read the more general policies and procedures outlined in the Graduate Bulletin in addition to the information contained in this handbook. Copies of the Graduate Bulletin can be obtained from the Graduate School office in Thompson Hall, or online at www.gradschool.unh.edu. Students should contact their advisor for additional information regarding MSW program policies and procedures. The M.S.W. program features an advanced generalist concentration. The four Fields of Practice are (1) Addictions; (2) Children, Youth, and Families; (3) Disability; (4) Health and Mental health; and students may also create a self-designed field of practice. A student may complete a Field of Practice if he/she completes two electives from a given FOP or may elect to take three electives from multiple fields of practice.

Notice of Non-Discrimination

The University of New Hampshire is a public institution with a long-standing commitment to equal opportunity for all. The Department of Social Work abides by all university policies regarding non-discrimination. All policies, including discrimination and discriminatory harassment policy, are posted on the [Affirmative Action and Equity Office website](#).

Department of Social Work Mission Statement

The UNH Department of Social Work is committed to the pursuit of social justice and dismantling systems of oppression through education, scholarship, research, and community outreach that foster the ongoing development of critical consciousness and steadfast engagement in reflective practice.

MSW Program Goals

The MSW Program provides a quality educational experience that prepares graduates for Advanced Generalist practice consistent with the social work profession's purposes. The goals of the MSW Program are listed below.

- The primary goal of the MSW Program is to provide quality education to prepare graduates for Advanced Generalist practice consistent with the purposes of the social work profession.
- To develop knowledge and skills for effective advanced intervention with client systems of various sizes and types.
- To prepare graduates to practice independently with diverse populations.
- To prepare graduates to analyze and apply knowledge about the social contexts of social work practice the changing nature of these contexts, the behavior of organizations, and the dynamics of change.
- To instill in graduates the values and ethics that guide professional social workers in their practice.
- To prepare graduates to evaluate and apply research findings and conduct evaluations of their own and other system's practice.
- To prepare graduates for their responsibility to continue their professional growth and development.

Admission Policies and Procedures

Introduction

The Department of Social Work is part of the University of New Hampshire's College of Health and Human Services and as such is governed by University regulations regarding admissions, financial aid, reporting and recording procedures, non-discrimination policies and student affairs. This section addresses admission procedures, including criteria and process of admission, transfer of credit and course waivers, proficiency examinations and advanced standing requirements. The student advising process is described, including students' rights and responsibilities, grievance procedures, and student organizations available for student participation.

Criteria And Process of Student Admission

The Department of Social Work admits students to the MSW program through the Graduate School of the University. The Department has an Admission Committee comprised of the Admission Coordinator, and other social work faculty ensuring compliance with admissions policies.

Admission to the program is limited to graduates of accredited colleges and universities. Every student admitted must have earned a baccalaureate degree. No exceptions are made to this requirement. The MSW program, in compliance with CSWE Accreditation Standards, does not grant social work course credit for life experience or previous work experience. Students must have completed a broad liberal arts based academic program that includes study in the humanities, social sciences, math and sciences. The liberal arts background of students is determined by review of applicants' transcripts for undergraduate course work in these areas. In order to satisfy the requirement for a liberal arts perspective, students must complete undergraduate course work in at least six of the following eight areas: English composition and writing, mathematics, science, historical perspectives, fine arts, foreign cultures, social science, and philosophical perspectives and literature. The content areas are based on the general education standards of the University of New Hampshire, a program designed to provide a broad-based liberal education for UNH students. The Admission Coordinator documents compliance on the Liberal Arts evaluation form. Students who are otherwise appropriate MSW candidates, but who do not meet this standard may be admitted provisionally pending completion of the requisite liberal arts coursework. All liberal arts courses must be completed prior to or during the first year in the MSW program.

Admission standards, criteria, processes and procedures are described both in the Graduate School catalog (accessible online at: <https://catalog.unh.edu/graduate/>) and through the Social Work Department web site (at: <https://chhs.unh.edu/social-work>). Information sessions are scheduled throughout the academic year to afford prospective applicants the opportunity to learn more about the program and admission requirements and procedures. Student recruitment focuses on social service agencies and schools and colleges in the New England area.

The application process seeks to determine if applicants have the potential for professional social work education, the personal and intellectual qualities necessary to complete the curriculum and the potential to graduate prepared for advanced practice in the profession. Scores from standardized tests, such as the Graduate

Record Examination, are not required but may be submitted to augment a prospective student's application.

Letters of reference are considered along with a personal statement regarding the applicant's motivation for and interest in the social work profession. Reference letters from friends, family, and other personal contacts or providers will not be accepted. Applications are evaluated in four areas: academic record and transcript, letters of reference, personal statement addressing interest and motivation for the profession, and extent and quality of social work or human service experience. Significant volunteer and/or work experience in the profession is strongly recommended. The Admission Coordinator may request additional references and/or an interview for purposes of clarifying course work and grades, work history, motivation or any other point that raises questions about the fit between a student and the MSW program.

The Graduate School requires a grade point average of 3.0 or higher, on a 4.0 scale, is required. Applicants with a lower GPA may be considered if there is other documentation of a high level of academic ability (a strong academic record in the junior and/or senior year, or strong grades in postgraduate course work prior to matriculation). This allows applicants who did not perform well in early years of academic study to be considered for admission based on significant improvement over time or recent successfully completed graduate course work. "Provisional" or

"conditional" admission status and requisite expectations are described in letters of admission.

Students are admitted to the program in fall for Durham and the deadline for receiving applications for the next academic year is April. In person Advanced Standing application deadline is December 15. In the Online program, students are admitted each fall, spring, and summer for the 28 months program while the deadline for the online Advanced Standing program is March 1. Once applications are complete and have been routed from the graduate school office, they are distributed for faculty review and evaluation and then an additional review is conducted by the Admission Coordinator. A numerical rating system for evaluating applicants is used. This system uses a four-point scale to evaluate each of the four areas considered for review: academic record, reference letters, personal statement (evaluated for both content and writing abilities), and social work-related volunteer or work experience. The Graduate School is notified of the Department's

admission decision, then conducts a final application review and sends applicants letters of acceptance or denial.

Transfer of Credit

A maximum of 12 credits taken by a student prior to matriculation (internal and external combined) may be applied to a degree program. Transfer credit forms are available in the UNH Graduate School forms webpage (<https://www.gradschool.unh.edu/fp.php>). Please note that it is the student's responsibility to complete the Transfer of Credit forms. For courses taken external to UNH, students may request that a maximum of two courses, for up to 8 credit hours completed on the campus of an accredited institution authorized to grant graduate degrees, be transferred to count toward their graduate program. All courses presented for transfer must have been completed with a grade of B or better and must have been taken for graduate credit. Courses cannot be transferred for credit if used in earning another degree. Transfer of credits must be recommended by the program faculty and approved by the dean of the Graduate School. Students taking courses at another university for transfer after enrolling at UNH should obtain approval of their advisor and graduate dean prior to enrolling in the course.

For courses taken internally at UNH, a maximum of 12 credits completed by a non-degree student in UNH graduate courses (800- or 900-level) at UNH may, upon approval of the dean of the Graduate School and with faculty advisor and MSW Coordinator signatures, be applied to a student's degree program. Each program's faculty retains discretion regarding the maximum number of graduate credits that will be recommended for approval (not exceeding 12).

Courses accepted in transfer from outside institutions meet elective requirements. Internal (UNH) transfer credits are most often granted for students who have taken MSW courses as a non-matriculated student prior to formal admission. Only masters level courses successfully completed with a grade of B or better within the last five years are eligible for transfer.

Students may request a course waiver for required courses taken in another accredited MSW program.

Students may be required to present syllabi, texts, assignments, and written course work related to the courses(s) for which a waiver is requested. Decisions are based on the similarity between the course presented for transfer and an existing UNH MSW course.

No Credit for Life or Work Experience

As dictated by CSWE accreditation requirements, the MSW Program does not grant academic credit, course waivers, or internship practicum credit for life experience or previous work experience. Previous work or internship experience is evaluated and may strengthen a candidate's application for admission to the MSW program, but students may not receive academic credit for that experience.

Advanced Standing

Duplication and redundancy of content mastered in an accredited BSW Program is avoided by offering advanced standing status to students who have earned a BSW degree within five years prior to application to the program. Applicants eligible for advanced standing must meet all regular standards for admission and must have a minimum 3.2 cumulative grade point average or a 3.3 GPA in their social work major. Advanced standing applicants are asked to submit a letter of reference from the undergraduate internship coordinator and/or internship supervisor and demonstrate successful performance in the internship practicum. Advanced Standing is also considered for an MSW applicant who has successfully completed one full year (inclusive of an internship placement) of a two-year MSW Program from another accredited MSW Program.

Individual course work is compared to ensure that each student completes all of the required components of the UNH MSW foundation (first) year course work. Including the summer coursework, Advanced Standing students complete a minimum of thirty-five (35) credits to graduate from the MSW program. The deadline to apply for Durham Advanced Standing is December 15 of the year prior to admission. The deadline to apply for online Advanced Standing is March 1.

Generally, students admitted to the program with Advanced Standing complete the full concentration (second) year course work. In the event students have not completed an undergraduate or graduate course equivalent to SW 926, Policy II, they are required to complete that course in lieu of one elective. In addition, students accepted for Advanced Standing are required to complete an intensive summer internship and practice class, SW 900 Advanced Standing Seminar (known as the Bridge course), prior to entry into the concentration year internship placement and practice classes. For full time students in Durham, this occurs the summer of their admission to the

program. For the Online Advanced Standing option, the program will start in August and the Bridge course (SW 900) will begin in January. For extended time students, the course work must be completed between the two academic years in the program, i.e. as they plan on entering the Concentration Year internship placement and practice classes.

International students or others who have completed social work degree programs abroad may request a review of their work through the CSWE International Social Work Degree Recognition and Evaluation Service.

MSW Degree Requirements

An MSW candidate must complete 62 credit hours of 800- or 900-level courses including two, semester long internships, comprising a total of 1,240 hours. Grades below the B- level in a graded course or a "fail" in a credit/fail course are considered failing grades for the purposes of determining academic standing. Repeating a course does not remove the original failing grade from the record. Graduate students receiving failing grades in 9 or more credits, received either in two courses or in one course taken twice, will be dismissed from the MSW program.

Sequential Outline of Required Courses

The department offers multiple program structures: a two-year full time, and an extended-time program option in Durham, both a face to face in Durham and an online advanced standing program, and a 28-month online program with extended time options. Internship placements are required during both years of the full- time program. Two semester long internship placements are required for all students. Both internships are to be taken concurrently with required practice and internship seminar courses, except for dual degree MSW/MS students and students completing an approved summer block placement (in 2nd year only).

Generic Foundation Year courses, including a generalist first-year placement constitute the first full- time year in the program. During the second, Concentration Year, students enroll in practice and elective courses as well as an internship placement in Advanced Generalist social work practice. Students may select electives in a specific areas of practice. MSW

electives will primarily focus on four areas of practice: (1) Health and mental health; (2) Addictions and substance abuse; (3) Children, youth, and families, (4) Disabilities; and students may also create a self-designed area of practice. A student may complete an area of Practice if they complete two electives from a given FOP or may elect to take three electives from multiple areas of practice.

All students must take Practice and Internship courses together except for students who engage in block placements with advanced permission and **only during the second year**. A student may not take a practice course without enrolling in the concurrent internship course (co-requisite) and a student may not be in an internship without being in the concurrent practice course (co-requisite). Part time students must complete one academic year of coursework prior to entering an internship placement.

Program Options

The **Durham program** offers the traditional model where students take required courses during the weekday and/or evenings on the UNH campus. A full-time student would take five courses per semester. An extended time student would take at least two per semester. Classes are during a typical 14-week academic semester period. The **Online program** model is 28 months long for full time with extended time options, the advanced standing program is 16 months. The class schedule is based on Eterms, eight-week long classes and five Eterms a year. Students take two courses at a time for the full-time track and 1 class at a time for an extended time track.

M.S.W./M.S. Program: The Departments of Social Work and Recreation Management and Policy (RMP) at the University of New Hampshire also offer an integrated dual degree program in Social Work and Recreation Administration. In two and a half years, students complete two graduate degrees, a Master's in Social Work (M.S.W.) and a Master's in Science (M.S.) in RMP (Recreation Administration Concentration) to prepare them for a career in the profession of adventure therapy. Students take classes simultaneously in both social work and RMP. For the degree they are required to complete a specialized research project on a topic of their choice, supervised by faculty in RMP and social work. Students complete two internships at social service agencies, one during their first year of study and a second specialized internship with a focus on wilderness and adventure therapy during the

summer after their second year of the program. This specialized block placement internship concentrates on the utilization and application of adventure therapy in an agency setting. For more information on the dual degree program visit <https://chhs.unh.edu/social-work/program/msmsw/social-work-recreation-management-policy-dual-degree> or contact Anita Tucker at anita.tucker@unh.edu.

J.D/M.S.W. Program: The Department of Social Work and the School of Law at the University of New Hampshire (UNH) offer a dual degree resulting in the JD/MSW. In four years, students are able to complete two graduate degrees, a Masters in Social Work (M.S.W.) and a Juris Doctorate (JD) to prepare them for a career in law and social work. Students will complete 2 internships during the MSW program and will complete law internships during summers. This degree is designed for students who wish to pursue a career requiring knowledge of the law and social work. In particular, this degree will prepare students for careers that address social justice issues such as immigration, gender bias and discrimination, and domestic/sexual violence, to name a few. For additional information regarding this dual degree and for current course of study outlines, please visit <https://chhs.unh.edu/social-work/program/mswjd/social-work-juris-doctor-dual-degree>.

MSW DURHAM PROGRAM: TWO-YEAR COURSE OF STUDY

MSW COURSE GUIDE

Durham Program



Social Work

20 Required Courses for Program Completion

Year 1, Fall		Year 1, Spring	
SW 820: Social Welfare Policy I	SW 830: Social Work Practice I	SW 831: Social Work Practice II: Practice in Small Groups and Community Organizations	SW 851: Human Behavior & the Social Environment II
SW 840: Implications of Race, Culture, and Oppression for Social Work Practice	SW 850: Human Behavior & the Social Environment I	SW 926: Social Welfare Policy II	SW 860: Research Methods in Social Work
SW 880: Internship I		SW 881: Internship II	

Year 2, Fall		Year 2, Spring	
SW 931: Advanced General Practice III: Clinical Assessment and Intervention	SW 952: Human Behavior & the Social Environment III	SW 931: Advanced Generalist Practice IV: Community and Administrative Practice	SW 965: Program and Practice Evaluation
SW 962: Data Analysis and Statistics	Elective 1	Elective 2	Elective 3
SW 982: Internship III		SW 983: Internship IV	

MSW DURHAM PROGRAM: FOUR-YEAR COURSE OF STUDY

Year 1, Fall Semester		Year 1, Spring Semester	
SW 820 Policy I	SW 850 HBSE I	SW 860 Research I	SW 851 HBSE II
Year 2, Fall Semester		Year 2, Spring Semester	
SW 830 Practice I	SW 840 RCO	SW 831 Practice II	SW 926 Policy II
SW 880 Internship I		SW 881 Internship II	
Year 3, Fall Semester		Year 3, Spring Semester	
SW 952 HBSE III	SW 962 Research II	Elective #2	SW 965 Research III
Elective #1			
Year 4, Fall Semester		Year 4, Spring Semester	
SW 930 Practice III	Elective #3		SW 931 Practice IV
SW 982 Internship III		SW 983 Internship IV	

MSW DURHAM PROGRAM: THREE-YEAR COURSE OF STUDY

Year 1, Fall Semester		Year 1, Spring Semester	
SW 840 RCO	SW 850 HBSE I	SW 860 Research I	SW 851 HBSE II
SW 820 Policy I		SW 926 Policy II	

Year 2, Fall Semester		Year 2, Spring Semester	
SW 830 Practice I	SW 962 Research II	SW 831 Practice II	SW 965 Research III
		Elective #1	
SW 880 Internship I		SW 881 Internship II	

Year 3, Fall Semester		Year 3, Spring Semester	
SW 952 HBSE III	SW 930 Practice III	Elective #3	SW 931 Practice IV
Elective #2			
SW 982 Internship III		SW 983 Internship IV	

**MSW DURHAM ADVANCED STANDING PROGRAM:
FULL-TIME COURSE OF STUDY**

Summer, Year 1	
SW 900 Advanced Standing Seminar	

Year 1, Fall Semester		Year 1, Spring Semester	
SW 840 RCO	SW 930 Practice III	SW 926 Policy II*	SW 931 Practice IV
SW 952 HBSE III	SW 962 Research II	SW 965 Research III	Elective
SW 982 Internship III		SW 983 Internship IV	

MSW DURHAM PROGRAM ADVANCED STANDING:

Year 1, Fall Semester		Year 1, Spring Semester	
SW 840 RCO	SW 952 HBSE III	SW 926 Policy II *	SW 965 Research III
SW 962 Research II		Elective	

Summer, Year 2
SW 900 Advanced Standing Seminar

Year 2, Fall Semester		Year 2, Spring Semester	
SW 930 Practice III	SW 982 Internship III	SW 931 Practice IV	SW 983 Internship IV

MSW ONLINE PROGRAM: FULL-TIME COURSE OF STUDY

Year 1, Fall		Year 1, Spring		Year 1, Summer
Term 1	Term 2	Term 3	Term 4	Term 5
SW 820: Policy I	SW 840: RCO	SW 851: HBSE II	SW 830: Practice I	Elective #1
SW 850: HBSE I	SW 860: Research	SW 926: Policy II	SW 880: Internship I	SW 880: Internship I

Year 2, Fall		Year 2, Spring		Year 2, Summer
Term 1	Term 2	Term 3	Term 4	Term 5
SW 831: <u>Prac II</u>	SW 952: HBSE III	Elective #2	SW 930: <u>Prac III</u>	SW 965: Eval
SW 881: Internship II	SW 881: Internship II	SW 962: Statistics	SW 982: Internship III	SW 982: Internship III

Year 3, Fall	
Term 1	Term 2
SW 931: Practice IV	Elective #3
SW 983: Internship IV	SW 983: Internship IV

MSW ONLINE PROGRAM: PART-TIME COURSE OF STUDY

Year 1, Spring		Year 1, Summer	Year 2, Fall	
Term 3	Term 4	Term 5	Term 1	Term 2
SW 820: Policy I OR	SW 840: RCO OR	SW 851: HBSE II OR	SW 851: HBSE II OR	Elective #1
SW 850: HBSE I	SW 860: Research	SW 926: Policy II	SW 926: Policy II	

Year 2, Spring		Year 2, Summer	Year 3, Fall	
Term 3	Term 4	Term 5	Term 1	Term 2
SW 851: HBSE II OR	SW 830: Practice	Elective #2	SW 831: Practice II	SW 952: HBSE III
SW 926: Policy II	SW 880: Internship I (first half)	SW 880: Internship I (2 nd half)	SW 881: Internship II (1 st half)	SW 881: Internship II (2 nd half)

Year 3, Spring		Year 3, Summer	Year 4, Fall	
Term 3	Term 4	Term 5	Term 1	Term 2
Elective #2 or #3	SW 930: Practice III	SW 965: Program Eval	SW 931: Practice IV	Elective #3 (if not taken)
SW 962: Statistics (AS section)	SW 982: Internship III (1 st half)	SW 982: Internship III (2 nd half)	SW 983: Internship IV (1 st half)	SW 983: Internship IV (2 nd half)

MSW ONLINE ADVANCED STANDING PROGRAM

ONLINE MSW COURSE GUIDE Fall Advanced Standing



Social Work

11 Required Courses for Program Completion

Year 1, Fall		Year 1, Spring		Year 1, Summer
Term 1	Term 2	Term 3	Term 4	Term 5
SW 840: Implications of Race, Culture, and Oppression for Social Work Practice	SW 952: Human Behavior and the Social Environment III	SW 900: Advanced Standing Practice and Field Seminar	SW 930: Advanced General Practice III: Clinical Assessment and Intervention	
SW 926: Social Welfare Policy II	SW 962: Data Analysis and Statistics	Elective #1	SW 982: Internship III	SW 982: Internship III

Year 2, Fall	
Term 1	Term 2
SW 931: Advanced Generalist Practice IV: Community and Administrative Practice	SW 965: Program and Practice Evaluation
SW 983: Internship IV	SW 983: Internship IV

REMINDERS:

- Practice courses are co-requisites of Internship courses and must be taken together.
- SW 962 must be taken prior to SW 965.
- Electives may be taken online or on-campus and may be taken at any point in program.

UNH SOCIAL WORK / RECREATION MANAGEMENT & POLICY INTEGRATED DUAL DEGREE MSW/MS CURRICULUM 2024 Matriculation

Fall Year 1		Credit	Spring Year 1			
SW 880 Internship I		3	SW 881 Internship II		3	
SW 850 Human Behavior in Social Environment (HBSE) I		3	SW 851 HBSE II		3	
SW 830 Social Work Practice I		3	SW 831 Social Work Practice II		3	
SW 820 Social Welfare Policy I		3	RMP 868 Theories of Youth Development		3	
RMP 800 Concepts of Recreation and Leisure		3	RMP 992 Research Methods in RMP		3	
Total		15	Total		15	
Fall Year 2		Credit	Spring Year 2			
SW 840 Race, Culture, and Oppression		3	SW 931 Social Work Practice IV		3	
SW 952 HBSE III		3	SW 865 Adventure Therapy Facilitation		3	
SW 930 Social Work Practice III		3	RMP 912 Non Profit Admin & Leadership/Elective		3	
SW 962 Data Analysis and Statistics		3	RMP 876 Human Dimensions of Natural Environments		3	
RMP Elective		3	RMP 806 Recreational Admin. and Org. Behavior		3	
Total		15	Total		15	
Summer Year 2		Credit	Fall Year 3			
SW 982 Internship III		4	SW 926 - Policy II (online)		3	
SW 983 Internship IV		4	SW 895/897 Special/Advanced Topics in SW		3	
			RMP 820 Adaptive Sport Facilitation for Recreation Therapy		3	
			RMP Elective		3	
Total		8	Total		12	
					Program Credit Total	80

RMP Graduate Electives:

RMP 811	Recreation Resource Management	3
RMP 840	TR Service Delivery in Community Settings	3
RMP 850	Aging, Advocacy, and Active Learning	3
RMP 868	Theories of Youth Development	3
RMP 872	Law & Public Policy in Recreation Services	3
RMP 912	Non Profit Administration and Leadership (Online)	3
RMP 924	Fund Development and Grant Writing (Online)	3
RMP 963	Graduate Internship (2 Credit)	2
RMP 970	Teaching Practicum	3
RMP 980	Independent Study	var

Graduate elective courses can also be taken in other graduate programs with approval of the academic advisor

Independent Study

Independent study courses provide students a way to pursue a particular body of knowledge unavailable in the general curriculum. Twenty-four completed credits in MSW coursework are a prerequisite. Independent study courses (SW 992) may be taken for 1-3 credits per semester with a limit of 6 credits. They are graded with a letter grade and credit hours for an independent study are determined based on the work plan put forth in the Independent Study Contract (Appendix A). The Independent Study Contract must be submitted to the MSW Program Coordinator for approval prior to the start of the relevant semester. The proposal must include the name of the faculty sponsor, whose permission the student must secure before submitting the proposal to the

student's advisor, and then the MSW program coordinator. Students may not take independent study courses in place of core curriculum. Students must register for SW 992 before the end of the UNH Add/Drop period.

Electives

As noted in the Graduate Catalog, a significant portion of the MSW curriculum is required. Students will, however, be able to complete three elective courses. At least one of these courses must be taken from among the Department of Social Work course offerings. Students may also transfer a limited number of elective credits provided that the courses taken at other institutions or in other departments are graduate level, related to the MSW curriculum, completed within five years, and with a grade of "B" or better. Face to face students must take core courses (non-electives) in the program they are admitted to. All students do have a choice to take electives across programs. However, if a Durham student wishes to take an online elective, they will need permission from the department administrator as limited spaces are available. No exceptions will be made for core courses.

As noted above, electives will primarily reflect four Areas of Practice: (1) Addictions; (2) Children, Youth, and Families; (3) Disability; (4) Health and Mental health. Students may also create a self-designed area of practice. A student may complete an area of Practice if he/she completes two electives from a given FOP or may elect to take three electives from multiple areas of practice.

Filing Your Intent to Graduate

Your intent to graduate should be filed for the semester that you will finish your degree requirements. This semester may or may not correspond with the May ceremony. Students should wait until their official graduation date (whether that is September 1st, December 31st, or May) before they start using the MSW notation. This is to protect the student. Both the registrar's office and the National Clearinghouse of Graduates won't be able to verify a degree until after the graduation date. Please visit the UNH Graduate School to learn more about filing your intent to graduate:

<http://www.gradschool.unh.edu/graduation.php#intent>

MSW Internship Program

Introduction

The most important objective of the internship program is to prepare students for competent social work practice. The internship program enhances learning by providing opportunities for students to integrate and apply theories, research, values, methods and practice skills acquired throughout the curriculum to the reality of work with individuals, families, groups and communities. Both the internship and concomitant seminar stress the importance of learning to recognize and respect the dignity and worth of diverse client systems regardless of race, color, gender identity, age, creed, ethnic or national origin, disability, political or sexual orientation.

Internship Practicum Structure and Hours

Internship instruction is concurrent with classroom work. During the Foundation year, internship placement students are required to spend two days per week in the placement. In the second internship placement, students spend three days each week in the placement. Students should read the UNH MSW Internship Education Manual available online for structure, policies and procedures regarding Internship Education. <https://chhs.unh.edu/social-work/program/msw/social-work>

Internship and Practice Co-Requisites Policy

Yearlong Course Policy: Internships consist of an entire academic year of internship placement and two academic courses. These academic courses are

considered a yearlong course – both semesters must be successfully completed in order to receive full credit for either. This applies to SW 880/881 and SW 982/983. Students will not receive a grade until the end of the entire internship year.

Internship courses are graded Credit/Fail. The Internship Seminar Instructor assigns grades based on input from the Internship Supervisor and the Faculty Internship Liaison/Advisor, and on work in Internship Seminar. The internship supervisor will submit evaluations twice a year - a Mid-Year Evaluation with a grade noted as "Satisfactory", "Marginal Progress" or "Fail", and a Final Evaluation with a grade noted as "Satisfactory" or "Fail". This feedback will contribute to the final grade assigned by the seminar instructor.

Co-Requisite Policy: All students must take Practice and Internship courses at the same time. An exception to this policy is made for summer block students, **in the 2nd internship year only**. A student may not take a practice course without enrolling in the concurrent internship course (co-requisite) and a student may not be in an internship without being in the concurrent practice course (co-requisite). Part time students must complete one academic year of coursework prior to entering an internship placement.

As noted above, Internship Course I (in course catalog as SW 880) and Practice I (SW 830) are co- requisites, as are Internship Course II (in course catalog as SW 881) and Practice II (SW 831). Students should be aware of several important applications of the above policy.

- If a student fails their first semester internship (SW 880 (Internship I)), then they must withdraw from SW 830, if not already completed. The student would then be required to re-take both SW 880 (Internship I) and SW 830 (Practice 1) the following academic period (and therefore begin a new year in internship placement). Similarly, if a student withdraws from SW 880, then they must withdraw from SW 830.
- If a student fails their second semester internship SW 881 (Internship II), then they must withdraw from SW 831 (Practice II). The student would then be required to repeat the entire year of Internship (SW 880 and SW 881) and would take SW 831 (Practice II) again the following academic term. The student would not be required to repeat Practice I. Similarly, if the student withdraws from SW 881 (Internship II), then they must withdraw from SW 831 (Practice II), and as above, must repeat the entire year of Internship

(SW 880 & 881). In this circumstance, the student would not be required to repeat SW 830, (Practice I).

- If a student fails SW 830 (Practice I), they must withdraw from SW 880 (Internship I). The student would then be required to re-take both SW 880 (Internship I) and SW 830 (Practice I) the following academic year. If a student withdraws from SW 830 (Practice I), they must withdraw from SW 880 (Internship I) as well.
- If a student fails SW 831 (Practice II), they would be required to re-take SW 831 (Practice II) the following year. Since SW 831 (Practice II) is a prerequisite for SW 930 (Practice III), the student would need to pass SW 831 (Practice II) prior to entering SW 930 (Practice III) or SW 982 (Internship III) and could not progress in the program. This, in most cases, will mean that the student will require an additional year in the program. Due to the co-requisite policy for Internship & Practic ecourses, the student would also need to re-take SW 880 & 881 (Internship I & II).
- The policies noted above operate in a similar way for the second internship year and the relevant courses: SW 982/983 and SW 930 & 931.
- Please note that if a student withdraws from SW 880 or SW 881 (Internship I or II), at any point in their course term(s), they will still be required to repeat the entire year if they decide to return.
- In any of the above circumstances, the Internship Director maintains the right to determine the student's readiness to resume the internship program.

Again, students should read the [UNH MSW Internship Education Manual](#) available online for structure, policies and procedures regarding Internship Education.

MSW Master's Thesis Option

Aim: To provide MSW students the opportunity to explore specific research topics of interest over their last year of study. Prepare students for doctoral study, if desired.

Pre-requisites:

1. Students must maintain good academic standing in their first year in the MSW program (3.0 or higher) to pursue.
2. Students must declare their intention to pursue the thesis option the semester before the beginning of their second-year course work (30 credit hours if it is a part-time student) by notifying the MSW Program Coordinator in writing.
3. Students must find and confirm a Thesis Chair the semester before the beginning of their second- year course work (30 credit hours if it is a part-time student);
 - a. Thesis Committee will be comprised of two active members (Chair and Member), plus an additional reader to give a subjective view of the paper.
 - b. Thesis Chair must be a full time SW faculty member and a member of the Graduate Faculty at UNH.
 - c. Second and third members may be faculty outside of SW as long as they are also members of the Graduate Faculty (This is what is stated on the Grad School site <https://cola.unh.edu/sites/default/files/english-thesis-and-dissertation-manual-grad-school.pdf>). The faculty has the right to refuse to be a part of the thesis as well as require a writing sample.
4. Students must obtain a copy of the *Theses and Dissertation Manual* from the Graduate School website and review for all requirements for completion of a thesis.

Completing the Thesis

5. In the fall of their final year, the student must present their thesis proposal formally to their committee by October 1st, make all requested changes to the proposal, and receive written acceptance from the committee to proceed with thesis.
6. Students must complete a minimum of 6-credit hours ideally over two consecutive semesters of SW 899 Master's Thesis. Students can complete a maximum of 10-credit hours of SW 899 and they have 6 years to complete the thesis. However, students must maintain continuous enrollment in the Graduate School until the thesis is

complete. If this is not possible, students must consult the *Theses and Dissertation Manual* for policies related to enrollment.

7. Students will aim to present their research in the Spring semester at the Graduate Research Conference.
8. Students will formally present and defend their thesis to their committee when completed and in order to fulfill the requirements of the thesis.
9. Students will follow the guidelines put forth by the graduate school *Theses and Dissertation Manual* surrounding due dates of the final thesis and publication guidelines for the thesis

Student Advisement

Overview

Departmental advising is an ongoing process beginning at the time a student is accepted into the Program. Students are required to make contact with their faculty advisor early in their MSW career. The advising guide is a single-page chart of completed and projected course work in the program (Appendix B). It is the basis for ongoing advising with the student's academic advisor.

Although it is ultimately the students' responsibility to ensure they have met all necessary requirements for graduation, advisors work closely with students to monitor progress. Faculty advisors also may serve as internship liaisons for academic advisees. In addition, advisors are available to discuss career issues with students. In short, advising responsibilities include:

1. regular meetings with advisees;
2. planning and scheduling both required and elective courses with students;
3. review of the student's internship placement progress and preliminary consideration of internship placement possibilities, which may best meet a student's educational and career goals;
4. discussion about social work as a career and particular interests or concerns students may wish to raise;
5. evaluating and, when appropriate, referring students for help with academic or personal problems including disability-related concerns;
6. availability to discuss post graduate plans including employment and career options;
7. review students' completion of MSW requirements and provide online certification of completion to the graduate school.

Professional Social Work Advising

Core faculty members in the Department provide all formal advising. All of these advisors have earned the MSW. Since all faculty advisors are core faculty, each is a regular participant in Department faculty and curriculum meetings. In addition, the Department Chair, Graduate Coordinator and Internship Coordinator communicate regularly with faculty advisors to review departmental guidelines, advising procedures and expectations of students and advisors. Through these means, advisors are kept current and knowledgeable about the program.

Faculty Advising / Liaison

In preparation for entrance into the internship practicum, the Internship Coordinator meets with students to review the internship placement process and application. After receipt of the internship application and consultation with the faculty advisor, the Internship Coordinator plans an appropriate internship placement with the student. Once a placement has been selected, the student visits and then consults with the Internship Coordinator for a decision about suitability. During the internship placement, the internship coordinator and internship liaison carry primary responsibility for internship advising. In some circumstances, the internship

liaison is also the student's academic advisor; in other cases, the student has an additional faculty member who serves as academic advisor only. The internship liaison serves as a link between the department and the agency. *Please see the MSW Internship Education Policy Manual for a more in-depth description of internship liaison responsibilities.*

Academic And Internship Performance

Criteria for evaluating student academic performance are described in each course syllabus. This includes class attendance and participation, written assignments in and out of the classroom, research or position papers, in-class individual and group presentations, examinations and simulation performance. Letter grades for each course are assigned according to standards described annually in the Graduate Catalog and in the [UNH Student Rights, Rules & Responsibilities](#).

The Internship Supervisor, Internship Liaison, Internship Seminar Instructor and the Internship Coordinator monitor internship performance regularly during the semester. Required recordings, journals and other assignments provide additional, written documentation of the quality of a student's work.

Once each semester, the Internship Liaison visits the internship site either face-to-face or through video conferencing to evaluate student progress with the student and Internship Supervisor. Additional visits and/or meetings may be scheduled should there be a concern about student progress in the internship. A written evaluation is completed by the Internship Supervisor at the end of each semester (copy included in the Internship Manual) and becomes a part of the student's record. During supervisor orientation sessions, the evaluation form and format are discussed in detail with supervisors. Supervisors are encouraged to make use of the evaluation throughout the semester during regular supervisory meetings so that written end-of-term evaluations contain no surprises.

When an internship supervisor notes "Marginal Progress" in the first semester internship evaluation, the responsible Internship Coordinator will schedule a meeting to address the concerns noted in the Internship Evaluation. The following individuals will be asked to participate in this meeting: (1) the responsible Internship Coordinator, (2) the MSW Program Coordinator, (3) the Internship Supervisor, and (4) the Internship Liaison. This meeting(s) must take place prior to the third week of the second semester. During this meeting a specific plan of action will be determined. This plan is known as an Improvement Plan and should include: (1) the development of a specific contract that describes remedial activities; (2) scheduling another internship liaison visit early in the second semester, (3) identifying follow up plans, and (4) discussion with agency/supervisor about changes expected in order for the student to pass during the second semester.

POLICY ON INCOMPLETES

In view of the high expectations of the MSW Program, and the importance of sequenced coursework over the course of the curriculum, the Department will apply the following policy to determine when students may register for successive courses while carrying unresolved incompletes.

1. Students carrying two or more incompletes will not be permitted to enroll in additional courses in the MSW Program.
2. Students carrying an incomplete who wish to register for a higher-level course in the same sequence (e.g., HB/SE, practice, research) must resolve the incomplete prior to the last day to register for the relevant semester. The same policy applies to courses with prerequisites.

Student Rights and Grievance Procedure

Within the College of Health and Human Services, the Department of Social Work's policies and practices concerning students' rights and responsibilities are in full compliance with University and CSWE standards. The rights of the individual to pursue learning and to express his or her view responsibly are of paramount importance in an academic environment. Students have the right to participate in institutional governance and policy formation as defined by the appropriate University governing bodies.

Student Representation

Student representation on various committees is an integral part of the Department's continued commitment to solicit student input on policies and other academic affairs. Each year students are selected as representatives to Department Faculty Meetings, Department Advisory Council and Internship Advisory Committee. Student representation is also sought for other Department committees. Student representation provides a valuable perspective and students are encouraged to be actively involved in all committee activities.

Students with Special Learning Needs

Students who have physical, emotional or learning disabilities should self-refer to the University's Student Accessibility Services (SAS) office (<https://www.unh.edu/studentaccessibility>). In addition to offering assistance with academic concerns, SAS may arrange transportation or other necessary accommodations for students with documented disabilities. Contracts signed by the student, course faculty and SAS representative ensure that student special needs are met.

Assessment of Student Satisfaction

Assessment of student satisfaction is accomplished through a number of channels, both formally and informally. Students are given an opportunity to rate their satisfaction with coursework and the course instructor through an anonymous course evaluation. A composite of these evaluations for all social work courses is available to students at the library reference desk.

Students are assigned faculty advisors upon enrolling in the program. The purpose of student advisement is to orient students to the curriculum, the campus and support services. Faculty advisors meet with their advisees individually upon request to discuss various issues related to student concerns, class performance, professional development and selection of electives. This relationship provides regular feedback of students' level of involvement and satisfaction with the program. Full-time students are reassigned to new faculty advisors each year, while every attempt is made to keep part-time students with a single faculty advisor until their first internship placement.

Financial aid matters are referred to the Office of Financial Aid (<https://www.unh.edu/financialaid/>); housing questions to the University Housing Office (www.unh.edu/housing/) and students in personal crisis are referred to the University Counseling Center (<https://www.unh.edu/pacs/>) the University Chaplain's office or other resources.

In addition to serving as academic advisors, faculty and departmental administration support an open-door policy for student questions and concerns. Many students take advantage of the Department's informal atmosphere by simply stopping by to discuss matters that concern them.

Student Grievance Procedure

Students in the MSW Program have access to University grievance and complaint procedures that may be used to resolve issues related to student complaints about academic issues, faculty or peer conduct, or student development. The process for academic and non-academic grievances is described in the UNH *Student Rights, Rules and Responsibilities*. Students, as well as other members of the community, are encouraged to resolve conflicts informally before pursuing grievance or complaint procedures. When informal means do not resolve an issue, students may pursue grievance and complaint procedures in accordance with Department and University policy.

If you have an issue in relation to your class, please speak directly to your professor and resolve it together. If you need to work through the issue further and do not feel resolved, then you go to your advisor, Program Coordinator, Director and then the Chair of the Department.

[The goal is to always work directly with the issue and have difficult conversations before escalating.](#)

The Department Policies and Academic Standards Committee provides Departmental review and decision-making for student or faculty grievances prior to involvement with university procedures. The Department is committed to due process for students.

The University has established special procedures to address concerns related to sexual harassment. Students having a concern related to a faculty or staff member or an individual in an internship agency are encouraged to seek resolution with the individual(s) involved and are encouraged to contact their faculty advisor, the Internship Coordinator, and/or Department Chair as appropriate. If there is not a satisfactory resolution, students may contact either the Dean and/or Civil Rights & Equity Office. If the matter is not resolved at this level, final appeal may be made to the Provost and Vice President for Academic Affairs. (See *Student Rights, Rules and*

Responsibilities, ("Sexual Misconduct, p 83). This information is published and disseminated annually to the University community in the form of a student handbook, *Student Rights, Rules and Responsibilities*.

Department Academic Standards Committee

The role of the Social Work Department Academic Standards Committee is to review and make decisions regarding all requests for variance in social work academic or student affairs policy made by either faculty or students. It also serves as the Department Appeals committee for student grievances or in cases of termination of social work student status for professional incompetence, unprofessional conduct and/or ethical misconduct.

Membership: The Academic Standards Committee is comprised of the MSW Program Coordinator, the BSSW Program Coordinator, one Internship Coordinator, one additional department faculty members, one BSSW student and one MSW student. The faculty advisor (or other faculty member of the student's choosing) may be present in a non-voting capacity to present the student's petition.

Petition Process: MSW students requesting an exception to academic or student affairs policy or filing a complaint or grievance must complete a petition stating their request or concern with accompanying rationale. The Petition for Exception to Academic Policy form is available from the UNH Graduate School forms web page ([frm_pet_exp_ap](#)). All petitions must include a statement from the student's advisor including the advisor's recommendation. When the petition involves a decision of the faculty advisor, petitions should be presented to the MSW program coordinator. During the academic year, the committee makes every effort possible to meet within two

weeks of receiving the petition. Students or faculty are informed in writing about the outcome of their petition with a copy of the decision placed in the student's academic file. For any variance in policy, it is the student's responsibility to work with the academic advisor, (or another faculty member of their choice in case of program termination) to prepare a complete petition including all supporting documentation. Petitions must be legible and submitted in a timely manner – within 2 weeks of the notification of the failing grade.

Professional Competency and Ethical Behavior Issues

Students enrolled in the social work program are expected to maintain academic integrity, professional conduct and adhere to the ethical standards delineated in the [NASW Code of Ethics](#) and the [University of New Hampshire Student Rights and Responsibilities Handbook](#).

Beyond mastering a body of knowledge, a social worker must possess professional attitudes, skills and ethical principles. A clear understanding of behavioral standards that demonstrate a commitment to the dignity and worth of all members of the Department, University and greater community is considered essential. Since the NASW Code of Ethics applies to students as well as professionals, every new student is provided a copy of the Code at new student orientation. Additional copies of the Code of Ethics are available in the Social Work Department office or [online](#). Upon review of the Code, students sign a statement agreeing to abide by the principles outlined in the Code of Ethics. The statement must be signed by the third week of the semester the student begins the program. These signed statements are kept on file in the student's record.

The UNH Student Rights, Rules and Responsibilities Handbook (<https://www.unh.edu/dean-of-students/sites/default/files/media/2021-08/21-22-srrr-final.pdf>) clearly outlines community behavioral expectations and students are responsible for knowing and adhering to its contents, including rules covering plagiarism, cheating and academic dishonesty.

Behavioral violations of the codes of conduct contained in the NASW Code of Ethics or the Student Rights, Rules and Responsibilities Handbook may be grounds for termination. If it is determined that a student is not living up to appropriate academic or professional standards, faculty will make every effort to resolve the issue quickly and directly with the student and may

recommend remedial actions, such as taking time off from studies, postponing upper-level coursework, repeating a course, or seeking professional counseling. However, when informal discussion between faculty and student is unproductive, faculty may recommend a student be terminated from the program.

Criteria for termination include, but are not limited to, the following:

1. Failure to meet generally accepted standards of professional and student conduct, personal integrity or emotional stability required for professional practice as outlined by the NASW Code of Ethics and/or UNH's Student Rights, Rules and Responsibilities Handbook.
2. Persistent inappropriate or unprofessional behavior toward clients, colleagues, faculty or staff at the University or in the internship.
3. Consistent failure to demonstrate the effective interpersonal skills necessary for forming professional relationships (e.g., boundary violation, discriminatory attitudes or violating a client's right to self-determination, failure to comply with internship placement policies or process etc.)
4. Consistent with the Americans with Disability Act (ADA), being unwilling to seek appropriate advice/counseling to address impairments that interfere with the students' ability to function. Also, consistent with ADA, the Department reserves the right to refuse to place students in internship work if their physical or mental health status suggests such action is warranted to safeguard clients, agencies, the student him/herself, other students, faculty or staff.

Termination Procedure

Once a student is accepted into the program, it is expected that academic and professional standards will be maintained. In addition to mastering a body of knowledge, a social worker must possess professional attitudes, skills, and ethical principles. Occasionally, students may not be living up to academic or professional standards. Based on faculty review and recommendation, remedial action, including counseling out of the program, may be considered. Initially, it is the Faculty Advisor's role to address the nature and causes of problematic performance with a student. With any decision or recommended sanction, the student has a right to appeal the decision in accordance with the procedures designated in the MSW Student Handbook and/or [Student Rights, Rules and Responsibilities](#). Academic Policies Section, (p. 37). The appeal should be completed within 2 weeks of the notification of the failing grade.

University policies, procedures, and structures for handling both academic and nonacademic concerns are extensive. Informal discussion and third-party mediation are recommended as first steps in dealing with disputes or conflicts. The formal, structured judicial system includes due process, a right to co-representation, time frames for written notice and response, and several levels of appeal.

Continuous Registration

Unless a leave of absence is granted, graduate students are required to maintain continuous enrollment each semester until their degree is formally awarded. Continuing enrollment may be maintained by registering for course credits, research or Continuing Enrollment (GRAD 800).

Time Limit

All graduate work for any master's degree must be **completed within four years** from the date of matriculation (enrollment) in the program. Progress toward the degree will be carefully monitored by the faculty advisor and the Graduate School to ensure that adequate advancement is made toward program completion and that any stipulations noted at the time of admission are removed.

Leave Of Absence

Students who, because of extenuating circumstances, are unable to pursue their graduate program may request a leave of absence for a maximum of one calendar year. Such circumstances may include medical reasons, military obligation, family emergencies, or hardship. The procedure for an approved leave of absence requires that students submit a request, available at <https://unh.app.box.com/v/leaveofabsence> along with appropriate documentation, prior to the term for which the leave is requested. The dean of the Graduate School, upon recommendation of the student's adviser and graduate program coordinator, will review the request. If the request for a leave is granted, the time limit for completion of the student's program will be extended appropriately. Students on an approved leave of absence are exempt from paying the continuing enrollment fee. Graduate students who do not return from a leave of absence in the allotted time frame will have their degree status discontinued.

Withdrawal

A student may withdraw from the Graduate School during any semester by obtaining a withdrawal form from the Graduate School. This form should be signed by the student's adviser and the dean of the Graduate School. Students who formally withdraw are required to apply for readmission if they subsequently desire to resume their academic program. Students who are applying for readmission are required to pay an application fee plus, if readmitted, any accumulated continuing enrollment fees for the period during which they have been inactive. Students are not guaranteed readmission and may be evaluated in competition with current applicants to the program.

Administrative Separation for Reasons of Health-Related Behaviors

The Dean of Students, or the Associate Dean of the Graduate School, or designee, in consultation with Health Services, and/or Counseling Center, Student Accessibility Services, Behavioral Intervention Team, and Civil Rights and Equity Office (ADA Compliance) may temporarily separate a student for reasons relating to seriously impaired mental/physical health when such student's health-related behaviors (1) pose a significant risk of substantial harm to health, safety or property of him or herself or other members; of the University community, (2) and/or when the student's health-related behaviors significantly disrupt the ability of other University community members to fulfill the University's mission.

Examples of such behaviors include but are not limited to (a) continuing disruptive behaviors after being told by a University official to stop (b) behaviors that indicate the student may be out of touch with reality or unaware of the consequences or effects of their behaviors, (c) threat of or harm to self or others.

Administrative withdrawal is not intended to be a substitute for other procedures as found in the Code of Conduct or Academic Policies. Such action may not be used as a means of excluding qualified students with disabilities. The Dean of Students, or the Associate Dean of the Graduate School or designee shall provide the student with a written statement of reasons for the temporary separation and invite the student to meet.

The purpose of this meeting shall be to provide the student with an opportunity to challenge the separation and request reconsideration. The Dean of Students, or the Associate Dean of the Graduate School or designee may require documentation of readiness to return from a licensed attending medical authority and/or licensed mental health clinician and consult with the appropriate University official(s) before lifting the separation. The student may be accompanied at the meeting by a member of the University community.

The student must schedule a meeting within ten (10) calendar days of receiving the written statement. If the student fails to request a meeting with the Dean of Students, or the Associate Dean of the Graduate School within ten (10) calendar days of beginning the temporary separation, or if the temporary separation is upheld either at the meeting and the student fails to appeal, or upheld upon appeal, the temporary separation shall be changed to an administrative withdrawal.

Within three (3) calendar days of the conclusion of this meeting the Dean of Students, or the Associate Dean of the Graduate School shall send a letter to the student, informing him/her of the outcome. The student may appeal the determination to the vice president for student and academic services, the Dean of the Graduate

School, or his/her designee. The appeal request must be received by the Vice President for student and academic services by no later than five calendar days after the student receives the letter from the Dean of Students, or the Associate Dean of the Graduate School.

Students who withdraw for health reasons, whether voluntarily or are separated by administrative action, must apply for readmission through the Graduate School. Readmission shall be contingent upon receipt by the

appropriate director(s) or their agents, of documentation regarding readiness to return from a licensed attending medical authority, and/or licensed mental health clinician; to the extent the withdrawal was for a condition that requires ongoing treatment, readmission may also be contingent upon documentation of the prescribed treatment course and the plan for implementation thereof. Readmission may also include a personal interview with either the vice president or dean of the Graduate School or his/her designee.

For graduate students, the Dean of the Graduate School will make the final decision based on the information received, in consultation with the appropriate University official(s). (*University Senate, April 26, 1976, updated by the dean of students, June 2009.*)

Readmission

Students who withdraw, who have their degree status discontinued, or whose time limit has expired and subsequently desire to resume their academic program are required to apply for readmission. Readmission forms are available at <https://unh.app.box.com/v/application-readmissio>. Students who are applying for readmission are required to pay an application fee plus, if readmitted, any accumulated continuing enrollment fees for the period during which they have been inactive. Students are not guaranteed readmission and may be evaluated in competition with current applicants to the program.

Change In Degree

Students who wish to pursue a degree program other than the one for which admission was originally granted must complete the appropriate application for a change in degree. These forms are available at <https://gradschool.unh.edu/academics/forms-policies>. The dean of the Graduate School will notify the student of the decision after consulting with the appropriate departments.

Student Organizations

Graduate students are an integral part of the University community. The Graduate School and the Graduate Student Organization (GSO) of the

University work in concert to provide graduate students with access to facilities and organizations that meet their diverse needs and interests. The GSO's goal is to foster the continual improvement of graduate student life at UNH; to establish and maintain an effective means of communication between graduate students, faculty and administration; and to make possible graduate student participation in the decision-making process for establishing policies and setting priorities.

The MSW student organization at UNH is the GSSW (Graduate Students of Social Work). MSW students are the primary participants but by university policy the organization is open to all UNH students. A member of the Department faculty serves as advisor to the organization.

Student Financial Aid

There are several forms of financial assistance available to graduate students through the Graduate School and the Department of Social Work. To be eligible for any assistance, the student must first be admitted to a graduate degree program. The Graduate School administers several fellowship and scholarship programs.

Work- study, loans and other financial awards are handled through the UNH Financial Aid Office. Ongoing efforts will continue in order to provide support for students otherwise unable to take advantage of graduate education. Please visit the UNH Financial Aid Website at <https://www.unh.edu/financialaid> for further information or call (603) 862-3600.

Student Funding Opportunities

The Social Work Department provides support in the form of graduate assistantships and assistantships on grant related projects to a limited number of MSW students. Past student assistants have assisted faculty with tasks such as data collection and entry, statistical analysis, literature reviews, and classroom teaching. See more information below about these opportunities.

Leadership Education in Neurodevelopmental/Related Disabilities Program

LEND Trainees from a wide variety of professional disciplines engage in 300 hours of training related to interdisciplinary, family-centered, culturally competent systems of care for children and youth with developmental disabilities and their families. **Deadline December 1** <https://iod.unh.edu/projects/nh-me-lend>

Title IV-E Grant

The New Hampshire Department of Health and Human Services/Division for Children, Youth and Families (NH-DCYF) and the UNH Department of Social Work are collaborating to offer Social Work students an opportunity to focus their education and future employment in the area of Child Welfare. Benefits include full in-state tuition, a stipend of \$3000, access to Child Welfare training resources and employment with DCYF. Per DCYF policy, DCYF employees are not eligible for the Title IV-E grant. **Deadline: March 1** <https://chhs.unh.edu/social-work/child-welfare-partnerships-training/title-iv-e-project>

Graduate Assistantship

The Social Work Department offers 8 half-assistants a year to second year MSW students for one academic year. Each graduate assistant will be awarded a stipend of approximately about \$9,000, 50% waiver on tuition for the academic year, a 50% waiver for the technology fee, and a 50% waiver for the student health insurance! Students must be a full-time student next academic year in order to be considered. * You can't accept this assistantship if you are receiving funding from LEND, IVE, TIPP or HRSA. **Deadline is December 1.**

Graduate Certificates

Child Welfare Graduate Certificate

Why get a graduate certificate in Child Welfare?

Whether you're an experienced social worker or are looking to work toward a graduate-level degree, our child welfare certificate program will help you advance your career while also giving you tools to improve the quality of life for children and families vulnerable to abuse and neglect. You'll receive an introduction to the history, research and practice of child welfare services and will choose an area of focus, such as school social work, addiction, partner violence, family therapy, mental health, research or law. Online courses cover topics such as mental health, spirituality and suicide.

Why study Child Welfare at UNH?

This certificate program will allow you to acquire expertise in child welfare efficiently and affordably. You may complete the program in as little as one year, and it costs less than a two-year master's degree. Many courses are offered at

times that give working students flexibility in scheduling. If you're considering continuing your studies, credits may be applied toward a graduate degree at UNH. Mentorship is provided by nationally recognized faculty, and we offer opportunities for teaching and research through the Child Study and Development Center.

<https://catalog.unh.edu/graduate/programs-study/social-work/child-welfare-certificate/>

Intellectual And Developmental Disabilities Graduate Certificate

Why get a graduate certificate in Intellectual and Developmental Disabilities?

This interdisciplinary program promotes a collaborative, holistic approach to providing services for those with intellectual and developmental disabilities. You'll develop the professional skills you need to advocate for and practice with children and families, exploring topics such as public policy, evidence-based care, family and community resources, mental health, and autism spectrum disorders. A graduate certificate in intellectual and developmental disabilities is a great way to prepare for a career move into a leadership role, or to take a step toward completing a master's degree.

Why get a graduate certificate in Intellectual and Developmental Disabilities at UNH?

This program will allow you to take graduate-level courses at a leading public university while also giving you the option to apply credit toward a graduate degree. You'll work with a diverse range of faculty with expertise in fields including communication sciences and disorders, education, human development and family services, occupational therapy and social work. Additionally, you'll be able to work with staff and faculty associated with the Institute on Disability, which has a collaborative relationship with the New Hampshire Leadership Education in Neurodevelopmental and Related Disabilities (NH-LEND) training program. You will also benefit from training opportunities in many community-based clinical settings throughout New Hampshire.

<https://catalog.unh.edu/graduate/programs-study/social-work/intellectual-developmental-disabilities-certificate/>

Substance Use Disorders Graduate Certificate

Why get a graduate certificate in Substance Use Disorders?

The substance use disorders (SUD) graduate certificate helps students meet a staggering need in today's society. You'll develop the competencies aligned with the core functions and practice dimensions of addiction counseling as outlined by the New

Hampshire Board of Licensing for Alcohol and Other Drug Use Professionals, including intake, assessment, treatment planning, case management, referral, crisis intervention, record keeping and individual, group and family counseling. You'll learn the etiology of addictions, policy analysis, research, best practices, system theory and strengths perspective. This certification program fosters understanding of drug and alcohol abuse, providing you with the skills needed to treat your clients.

Why choose UNH for your degree?

At UNH you will be supported by a productive faculty as you advance your career. Social work faculty members serve as evaluators on many community-based projects in health and human service agencies in the area. The program welcomes graduate students, students and professionals from a variety of backgrounds. Courses are offered at the UNH Durham as well as at the Manchester campus during evenings and weekends, with one course available online. The student-run organization Graduate Students of Social Work (G.S.S.W.) promotes professional growth and development by providing a voice for our colleagues and leadership in the community.

<https://catalog.unh.edu/graduate/programs-study/social-work/substance-use-disorders-certificate/>

MSW School Of Social Work Graduate Certificate Coming Soon!

The School Social Work program is a new program that has a student stipend in the department and is in development. For more information, please contact Katie.Godhsall@unh.edu.

Department Scholarships

Sharyn Zunz Travel Scholarship

The purpose of the Sharyn Zunz Scholarship Fund is to provide meritorious scholarship support to undergraduate and graduate students majoring in Social Work and participating in an international or domestic academic study and travel program through the University. Recipients must demonstrate financial need and be in good academic standing. The spring and summer scholarship provides \$1200-1700 in funding to 1-2 students twice a year. **Deadline October 1**

Robert Jolley Scholarship

The Robert Jolley Scholarship is to provide need-based scholarship support to students majoring in Social Work. Preference would be given to juniors, seniors, and graduate students who have a demonstrated interest in the international aspects of social work. This does not get awarded until the next academic year.

This scholarship is for one academic year in the amount of \$1000 (+) depending on the year. **Deadline December 1**

Non-Application Scholarships – Nominated by Department

Dr. L. Rene Bergeron Scholarship

This scholarship was created in memory of long time Social Work Department faculty member, Rene Bergeron.

This scholarship provides need-based meritorious scholarship support for undergraduate or graduate students studying Social Work in the College of Health and Human Services. Preference for Junior or Senior undergraduates and Master of Social Work graduate students with a demonstrated interest in working with the elderly.

Gretchen Bean

Clinical Associate Professor and Undergraduate Program Coordinator; Arts Master in Social Service Administration (MSW Accredited), University of Chicago, Pettee Hall, Room 241, (603) 862-4551; gretchen.bean@unh.edu.

Kelsey Boucher

Clinical Associate Professor and BSW Internship Coordinator; MSW, University of New Hampshire; Pettee Hall, Room 304, (603) 862-5482; kelsey.boucher@unh.edu.

Kathryne Brewer

Associate Professor; PhD, Columbia University; MSW, Fordham University, Pettee Hall, Room 119a, (603) 862- 2972; kathryne.brewer@unh.edu.

Trish Cox

Clinical Associate Professor and MSW Program Director; MSW, University of New Hampshire; M.S. Ed, Bank Street College; Pettee Hall, Room 308, (603) 862-1853; trish.cox@unh.edu.

Christie Davis

Clinical Assistant Professor; MSW Admissions Coordinator; and Child Welfare Program Director; MSW, University of New Hampshire; Pettee Hall, Room 223, (603) 862-2704; christie.davis@unh.edu.

John Dejoie

Senior Lecturer; MSW, Simmons College School of Social Work; Pettee Hall, Room 318, (603) 862-1697; john.dejoie@unh.edu.

Ngozi Enelamah

Assistant Professor; PhD, MSW, Boston College; Ed.M, Harvard University; MBA, University of Lagos; Pettee Hall, Room 317, (603) 862-0724; ngozi.enelamah@unh.edu.

Katie Godshall

Clinical Assistant Professor; DSW, MSW, Tulane School of Social Work; Pettee Hall, Room 227, (603) 862-0770; kathryn.godshall@unh.edu.

Chung Hyeon Jeong

Assistant Professor; PhD, University of Southern California; Pettee Hall, Room 243, (603) 862- 1968; chung.jeong@unh.edu.

BoRin Kim

Associate Professor; PhD, MSW, University of Michigan; Pettee Hall, Room 316, (603) 862- 2704; borin.kim@unh.edu.

Ke Li

Postdoctoral Diversity & Innovation Scholar; PhD, University of Pittsburgh; Pettee Hall, Room 225, (603) 862-0274; Ke.Li@unh.edu.

R. William Lusenhop

Clinical Associate Professor; PhD, Smith College, MSW, Heller School and Social Policy and Management, PhD, Room 229, 603-862-5257; rwilliam.lusenhop@unh.edu.

Katie McCoy

Clinical Assistant Professor; Graduate Coordinator (Durham) and Online Advanced Standing Coordinator MSW, Boston College; Pettee Hall Room 231, (603) 862-0553; katie.mccoy@unh.edu.

Lee Pozzi Rush

Clinical Associate Professor and MSW Internship Director; MSW, Boston College; Pettee Hall, Room 239 (603) 862-5025; lee.rush@unh.edu.

Patrick Shannon

Associate Professor and Department Chair; PhD, Virginia Commonwealth University; MSW, State University of New York, Buffalo; Pettee Hall, Room 220A, (603) 862-5016; patrick.shannon@unh.edu.

Sherri Simmons-Horton

Assistant Professor; PhD, Prairie View A&M University; MSW, University of Houston; Pettee Hall, Room 119b, (603) 862-3826; sherri.simmons-horton@unh.edu.

Anita Tucker

Professor and Associate Chair, Dual Degree in Social Work and RMP Co-Coordinator, OBH Center Associate Director, PhD, Boston College; MSW, University of Michigan; Pettee Hall, Room 119c, (603) 862- 2965; anita.tucker@unh.edu.

Meredith Young

Clinical Assistant Professor, SUD Coordinator. MSW, University of New Hampshire Pettee Hall (603) 862-3256; meredith.young@unh.edu

Melissa Wells

Professor, PhD, University of New Hampshire; MSW, University of Minnesota; Pettee Hall, Room 311, (603) 862-0076; melissa.wells@unh.edu

Core Program Staff

Emilie Cilley, BA, Senior Program Support Assistant and Department Administrator

emilie.cilley@unh.edu

(603) 862-0215

Sarah Mantegari, MBA, Administrative Assistant III and Online MSW Program Assistant

sarah.mantegari@unh.edu

(603) 862-5411

Lindsey Mogren, MSW, LICSW, Internship Coordinator

lindsey.mogren@unh.edu

(603) 862-3216

Marney Kelley, BA, Internship Administrative Assistant

marney.kelley@unh.edu

(603) 862-2179

Appendices

Appendix A: SW 992 Independent Study Contract

**This contract is for doing an INDEPENDENT STUDY with _____,
(Faculty sponsor)**

UNH Department of Social Work.

STUDENT NAME: _____

ADDRESS: _____

PHONE: _____

EMAIL: _____

Number of credits requested: _____

Note: You must register for SW 992 before the end of the UNH Add/Drop period.

The following agreement has been made:

The Independent Study which I propose is attached to this form. The proposal includes:

- 1) a description of the following: focus, problem, and issue.
- 2) the method of gathering data about the focus (required readings, face-to-face interviews, etc.)
- 3) a possible reference list
- 4) how I plan to demonstrate accomplishment of the proposal (a paper, booklet, photographs, hours in an agency, etc) i.e., the final project
- 5) the due dates for required readings and final product
- 6) style of procedure for sponsor advising: regular meetings? independent, but "on-call" conferences?

NOTE: Changes in this contract must be negotiated with the Faculty Sponsor and agreed to by the student's academic advisor. Independent Studies may be taken for 1-3 credits per semester. A total of 6 credits of Independent Study is the limit for MSW students. Twenty-four credits in MSW course work is a prerequisite.

This form, signed by the Faculty Sponsor and Academic Advisor, must be turned into the MSW Program Coordinator before the start of the relevant semester.

Faculty	Sponsor:	Date: _____	
_____		Date: _____	Date: _____
Student	Advisor:	_____	

MSW	Coordinator:		

Appendix B: Advanced Standing MSW Advising Guide

Student Name:

Advisor:

Entrance Date:

Course Number	Course Title	Complete	Semester Completed
SW 900	Advanced Standing Seminar 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 952	Human Behavior and Social Environment III 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 926	Social Welfare Policy II* 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 840	Race, Culture, and Oppression		

	3 CREDITS		
--	-----------	--	--

Course Number	Course Title	Complete	Semester Completed
SW 962	Data Analysis and Statistics 3 CREDITS		
SW 965	Program and Practice Evaluation 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 930	Social Work Practice III 3 CREDITS		
SW 931	Social Work Practice IV 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 982	Internship III 4 CREDITS		
SW 983	Internship IV		

	4 CREDITS		
--	-----------	--	--

Course Number	Course Title	Complete	Semester Completed

*If you took Policy II as an undergrad (for example, SW 625), you take an elective instead of SW 926).

Appendix C: Master of Social Work Advising Guide

Student Name:

Advisor:

Entrance Date:

Course Number	Course Title	Complete	Semester Completed
SW 850	Human Behavior and Social Environment I 3 CREDITS		
SW 851	Human Behavior and Social Environment II 3 CREDITS		
SW 952	Human Behavior and Social Environment III 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 820	Social Welfare Policy I 3 CREDITS		
SW 926	Social Welfare Policy II 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 840	Race, Culture, and Oppression 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 860	Research Methods in Social Work 3 CREDITS		
SW 962	Data Analysis and Statistics 3 CREDITS		
SW 965	Program and Practice Evaluation 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 830	Social Work Practice I 3 CREDITS		
SW 831	Social Work Practice II 3 CREDITS		
SW 930	Social Work Practice III 3 CREDITS		
SW 931	Social Work Practice IV 3 CREDITS		

Course Number	Course Title	Complete	Semester Completed
SW 880	Internship I 3 CREDITS		
SW 881	Internship II 3 CREDITS		
SW 982	Internship III		

	4 CREDITS		
SW 983	Internship IV 4 CREDITS		

Course Number	Course Title	Complete	Semester Completed

Appendix D: Professional Licensing Information

Professional Licensing
Information, available at:
[http://www.socialworkers.org/na
sw/ethics/boards.asp](http://www.socialworkers.org/na
sw/ethics/boards.asp)

New Hampshire

Board of Mental
Health Practice
49 Donovan St.
Concord, NH 03301
(603) 271-6762
[www.state.nh.us/mh
pb](http://www.state.nh.us/mh
pb)

Maine

State Board of Social
Work Licensure
35 State House
Station Augusta,
ME 04333
(207) 624-8603
[www.maineprofessionalre
g.org](http://www.maineprofessionalre
g.org)

Vermont

Office of the
Secretary of State,
Licensing & Reg. 109
State St.
Montpelier, VT
05609-
1106
(802) 828-2191
www.sec.state.vt.us

Massachusetts

Division of
Registration 100
Cambridge Street
Boston, MA 02202
(617) 727-3073
[www.state.ma.us/reg/bo
ards/sw](http://www.state.ma.us/reg/bo
ards/sw)

**This contract is for doing a Thesis Project with _____,
(Faculty sponsor)**

UNH Department of Social Work.

STUDENT NAME: _____

ADDRESS: _____

PHONE: _____

EMAIL: _____

Number of credits requested: _____

Note: You must register for SW 899 before the end of the UNH Add/Drop period.

The following agreement has been made:

The Thesis Project Study which I propose is attached to this form. The proposal includes:

- 1) a description of the following: focus, problem, and issue.
- 2) the method of gathering data about the focus (required readings, face-to-face interviews, etc.)
- 3) a possible reference list
- 4) how I plan to demonstrate accomplishment of the proposal (a paper for publication, a thesis document, a presentation to social work faculty) i.e., the final project
- 5) the due dates for required readings and final product
- 6) style of procedure for sponsor advising: regular meetings/ "on-call" conferences?

NOTE: Changes in this contract must be negotiated with the Faculty Sponsor and agreed to by the student's academic advisor. Thesis studies must be....taken for 6 credits. Twenty-four credits in MSW course work is a prerequisite.

This form, signed by the Faculty Sponsor and Academic Advisor, must be turned into the MSW Program Coordinator before the start of the relevant semester.

Faculty

Sponsor:

Date: _____

Student

Advisor:

Date: _____

Date: _____

MSW

Coordinator:

Appendix F: Social Work Core Competencies

From Council on Social Work Education (CSWE); Educational Policy & Academic Standards (EPAS) 2015

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization,

and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

Competency 4: Engage In Practice-informed Research and Research-informed Practice

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

Competency 5: Engage in Policy Practice

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation..

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.