

**STEMPEL COLLEGE OF PUBLIC HEALTH & SOCIAL WORK**

**SCHOOL OF SOCIAL  
WORK**

**GRADUATE PROGRAM HANDBOOK**

**Master of Social Work**



**FLORIDA  
INTERNATIONAL  
UNIVERSITY**

**Modesto A. Maidique Campus  
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<http://stempel.fiu.edu/academics/social-work/>

Revised October 2016

## TABLE OF CONTENTS

MSW PROGRAM MISSION STATEMENT		
Administration		
Faculty Holding University Administrative Appointments		
Administrative Staff		
Faculty		
I.	FLORIDA INTERNATIONAL UNIVERSITY	1
II.	ROBERT STEMPEL COLLEGE OF PUBLIC HEALTH & SOCIAL WORK	1
III.	SCHOOL OF SOCIAL WORK	1
IV.	SOCIAL WORK AS A PROFESSION	2
V.	GRADUATE SOCIAL WORK PROGRAM	2
VI.	MSW PROGRAM GOALS	3
VII.	CORE COMPETENCIES AND CORRESPONDING PRACTICE BEHAVIORS – MSW FOUNDATION YEAR	3
VIII.	CORE COMPETENCIES AND CORRESPONDING PRACTICE BEHAVIORS – MSW ADVANCED CONCENTRATION	6
IX.	APPLICATION PROCESS	9
	A. General Admissions Procedures and Deadlines	9
	B. MSW Standard Two-Year Program (60 credit hours) Requirements	10
	C. MSW Advanced Standing Status – (33 credit hours as of fall, 2014)	10
	D. Personal Narrative Statement	11
	E. References	12
X.	ADMISSIONS PROCESS	12
	A. Admission Decision	12
	B. Transfer Credits	12
	C. Admission Prerequisite Courses	13
	D. Financial Aid	14
	E. Disability Services	14
	F. Advisement	15
XI.	PROGRAM OF STUDY	15
XII.	FIELD EDUCATION	16
	A. Foundation Year	16
	B. Advanced Concentration Year	17
	1. Field Practicum II	17
	2. Field Practicum III	17
	C. Practice Co-requisites	17
	D. Field Seminar	18
	E. Agency Placements	18
	F. Matching Process	18
	G. Application Due Dates	19
	H. Student Expectations	19
	I. Evaluation	19
XIII.	OUTCOME MEASURES	20
	Capstone Presentation	20
XIV.	GRADUATE CERTIFICATE AND DUAL DEGREE PROGRAMS	22

A.	Graduate Certificate in Social Work Practice with the Elderly	22
B.	Graduate Certificate in Addictions	22
C.	Graduate Certificate in Child Welfare	23
D.	Dual Degree Program – JD/MSW	24
XV.	COURSE DESCRIPTIONS	25
XVI.	STUDENT ORGANIZATIONS	32
XVII.	CRITERIA FOR EVALUATION OF ACADEMIC AND PROFESSIONAL PERFORMANCE	32
A.	Academic Performance	32
B.	Non-Academic Performance	33
C.	Procedures for Student Review and Termination	34
XVIII.	ACADEMIC AND PROFESSIONAL PERFORMANCE GRIEVANCE PROCEDURE	37
XIX.	CAREER PLANNING	39
XX.	APPENDICES	40
	APPENDIX A Social Work Student Contract	40
	APPENDIX B MSW 1 <sup>st</sup> Year Student Exit Survey Generalist/Foundation Competencies/Practice Behaviors	41
	APPENDIX C MSW 2 <sup>nd</sup> Year Student Exit Survey Advanced Clinical Competencies/Practice Behaviors	45
	APPENDIX D Contact Numbers	51
	APPENDIX E Master of Social Work – 2 year/60 Credit – Program Plan	52
	APPENDIX F Master of Social Work – Advanced Standing (33 Credits)	54



## **MSW PROGRAM MISSION STATEMENT**

Rooted in the values and ethics of the social work profession, the mission of the graduate social work program at Florida International University is to prepare students for advanced clinical social work practice with an emphasis on individuals and families. As an integral partner of the South Florida community, the program is dedicated to educating its students to promote human and social well-being and to contribute to refining and advancing social work practice through research-based practice and collaborative engagement in diverse urban settings.

### **Administration**

**Mary Helen Hayden, Ed.D, LCSW, DCSW**  
Director and MSW Coordinator  
Florida International University

**Jennifer Abeloff, MSW, MS**  
Associate Director and BSSW Coordinator  
Washington University in St. Louis

**Richard Beaulaurier, Ph.D., MSW**  
PhD Coordinator and Associate Professor  
University of Southern California

### **Faculty Holding University Administrative Appointments**

**Andres G. Gil, Ph.D., MSW**  
Professor and Vice President for Research  
University of Miami

**Rosa Jones, DSW, LCSW**  
Founding Professor and Vice-President Emeritus for Student Affairs  
Howard University

### **Administrative Staff**

**Maria Gutierrez**  
Office Manager

**Irene Martinez**  
Program Assistant

**Zenaida Pirri**  
Administrative  
Assistant

**Gladys Ramos**  
Program Assistant

### **Students Services and Alumni Affairs**

**Kelly Sydnor, MSW**  
Graduate Advisor  
Florida International University

**Sheila Jenkins-Boone, LCSW**  
Academic Advisor - Undergraduate

Barry University

**Faculty**

**Shanna Burke, Ph.D., MSW**  
Assistant Professor  
Simmons College

**Shimon Cohen, MSW, LCSW**  
Visiting Clinical Instructor  
BSSW Field Education Coordinator  
Columbia University

**Mario De La Rosa, Ph.D., MSW**  
Professor, Director CRUSADA  
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**Beatrice Farnsworth, MSW, LCSW**  
Clinical Instructor and Green Family  
Foundation Neighborhood HELP™  
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**Nicole Fava, Ph.D., MSW**  
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Visiting Clinical Instructor  
Title IV-E Child Welfare Coordinator  
Fordham University

**Victoria Gray, MSW, LCSW**  
Clinical Instructor  
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**Hui Huang, Ph.D., MSW**  
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**Elise Linder, MSW, LCSW**  
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**Mark Macgowan, Ph.D., LCSW**  
Associate Dean and Professor  
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**Paul Stuart, Ph.D., MSW**  
Professor  
University of Wisconsin

**Barbara Thomlison, Ph.D., MSW**  
Professor  
University of Toronto

**Ray Thomlison, Ph.D., MSW**  
Professor  
University of Toronto

**Eric Wagner, Ph.D.**  
Professor, Director FIU-BRIDGE  
University of Pittsburgh

**Stephen E. Wong, Ph.D., MSW**  
Associate Professor

## **I. FLORIDA INTERNATIONAL UNIVERSITY**

Florida International University is a comprehensive, multi-campus urban research institution which is committed to providing both excellence and access to all qualified students desiring to pursue higher education. The University was established by the Florida State Legislature on June 22, 1965. It is a member Institution of the State University System of Florida. Classes began at the University Park Campus on September 19, 1972, with an initial enrollment of almost 6,000 upper-level undergraduate and graduate students. The Biscayne Bay Campus in North Miami opened in 1977. In July 1981, the Legislature funded the University to become a four-year institution and in August, 1981, the first freshman class was admitted. In 2014, the enrollment grew to over 54,000 students.

## **II. ROBERT STEMPEL COLLEGE OF PUBLIC HEALTH & SOCIAL WORK**

The School of Social Work is housed within the Robert Stempel College of Public Health & Social Work (RSCPHSW), accredited by the Council on Education for Public Health (CEPH). The Robert Stempel College of Public Health & Social Work is unique among the nation's accredited schools of public health in its interdisciplinary structure which combines the five major disciplines of public health in partnership with the disciplines of nutrition, dietetics and social work. This special blend of disciplines and programs afford students with the opportunity to better explore and understand the interrelatedness of social, biological, environmental and cultural determinates of health and well-being. The RSCPHSW strongly strives to reflect the diversity of the greater community so as to maximize its understanding and effectiveness in providing cross-cultural health and mental health services in today's heterogeneous mix of cultures and languages. All students in the College are required to be grounded in basic public health knowledge.

## **III. SCHOOL OF SOCIAL WORK**

The Social Work Program was established in 1972, when the University began offering academic programs. The School offers undergraduate and graduate studies leading to the bachelor's (BSSW) and master's (MSW) degrees in Social Work and also offers a Doctor of Philosophy (Ph.D.) in Social Welfare. The BSSW program was one of the first degree program offerings in the University. The BSSW program has been accredited since July, 1974, by the Council on Social Work Education (CSWE). The MSW degree program has been offered since August, 1981 and received full accreditation status in April, 1986 by CSWE. The School is located on the Modesto A. Maidique Campus.

The School of Social Work offers programs of professional study which prepare graduates to work effectively in complex human service organizations. These organizations may be

located in governmental and voluntary settings within the community, regional, state, and

national systems. Emphasis is placed on achieving a comprehensive, developmental, and community-oriented understanding of problems, issues, alternatives, and needs of an urban society faced with rapidly changing social, political, economic and cultural conditions.

Many graduate schools of social work give advanced standing to students with a bachelor's degree in the field. At FIU, qualified students with a BSSW degree may enter the graduate program with advanced standing and complete their MSW program of study with a minimum of 30 credit semester hours of concentration courses in addition to the course in public health (PHC 6500 - Foundations of Public Health Practice). (For admissions criteria for the master's degree offered by the FIU School of Social Work see the Graduate Program Handbook.)

The program received full unconditional reaccreditation from the Council on Social Work Education, the national accrediting body, in the spring of 2008. The educational policy statement of the Council on Social Work Education can be accessed at [www.cswe.org](http://www.cswe.org).

#### **IV. SOCIAL WORK AS A PROFESSION**

Social work is an action-oriented profession which challenges many thoughtful people who are sensitive to the complex problems facing individuals and communities in modern society. The social work student seeks to acquire both knowledge about man and society and skills in helping people use their own resources - individual, familial, community - in meeting their needs.

Social workers are employed in a wide variety of public and voluntary community agencies - welfare departments, family and children's agencies, group-serving agencies, hospitals, courts, community-development programs, housing authorities, etc.

#### **V. GRADUATE SOCIAL WORK PROGRAM**

The profession of social work requires a high degree of knowledge and dedication. The desire and ability to work effectively with people and to help solve social problems demands a scientific understanding of society and human behavior, skills in social work practice, and identification with the values of the profession.

The School of Social Work at Florida International University offers an integrated program that leads to the degree of Master of Social Work (MSW). The program is designed to give the student professional education for the advanced practice of social work. All students will be required to acquire or to possess the core competencies in the areas of professional study considered essential in social work education: professional identity, ethics, critical thinking, diversity, social economic justice, human behavior and the social environment, policy practice, research, societal contexts, and practice including engagement, assessment, interventions, and evaluations with individuals, families, groups, organizations and communities. The knowledge

acquired in the professional courses will be applied in supervised field experiences in social service agencies.

The program offers a concentration in advanced clinical practice. Students complete a field practicum program that supports practice in the concentration. With the help of faculty, students will develop an individualized program of study most likely to meet their educational needs, advanced practice behaviors, and contribute to their professional objectives. The Master of Social Work program at Florida International University is accredited by the Council on Social Work Education (CSWE) and received full unconditional reaccreditation in the fall of 2008. The program provides a curriculum that meets the current educational requirements for clinical licensure in Florida.

The School also offers several graduate certificate programs and students have the option of pursuing a certificate while in the MSW program. Please note that some certificate programs do require additional coursework. At present, these include graduate certificates in Addictions and Social Work Practice with the Elderly. In addition, a joint degree with the FIU College of Law is offered. For further information, please contact our graduate advisor at (305) 348-5841.

## **VI. MSW PROGRAM GOALS**

The focus of graduate social work education is the preparation of graduates for advanced professional practice in an area concentration. These goals reflect the intent of CSWE's Educational Policy.

The goals of the MSW Program are to educate graduates to:

- A. Provide curriculum for advanced clinical practice that builds on the foundation offered in the first year (or BSW program).
- B. Educate students to identify as professional social workers including the incorporation of its values and ethics and contribute to refining and advancing social work practice through research-based practice and collaborative engagement.
- C. Educate students to synthesize and apply a broad range of interdisciplinary evidence-based knowledge and skills.
- D. Educate advanced clinical practice students to engage, assess, intervene, and evaluate individuals within group, family, and ecological contexts in order to promote human and social well-being.
- E. Prepare students to use critical thinking to engage in self-reflection and discriminate and differentially apply advanced clinical social work skills and knowledge in their practice.
- F. Prepare students to apply knowledge and skills of human behavior and the social environment to work with diverse and multi-cultural populations in urban settings with an emphasis on South Florida.

## **VII. CORE COMPETENCIES AND CORRESPONDING AND PRACTICE BEHAVIORS – MSW FOUNDATION YEAR**

The core practice competencies are designed in the 2008 Educational Policy and Accreditation Standards (EPAS) by the Council on Social Work Education (CSWE). CSWE has operationalized these competencies for generalist practice by identifying 41 practice behaviors.

***Educational Policy 2.1.1 - Identify as a professional social worker and conduct oneself accordingly.***

**Practice Behaviors (PB):**

1. Advocate for client access to the services of social work;
2. Practice personal reflection and self-correction to assure continual professional development;
3. Attend to professional roles and boundaries;
4. Demonstrate professional demeanor in behavior, appearance, and communication;
5. Engage in career-long learning; and
6. Use supervision and consultation.

***Educational Policy 2.1.2 - Apply social work ethical principles to guide professional practice.***

**Practice Behaviors:**

7. Recognize and manage personal values in a way that allows professional values to guide practice;
8. Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;
9. Tolerate ambiguity in resolving ethical conflicts; and
10. Apply strategies of ethical reasoning to arrive at principled decisions.

***Educational Policy 2.1.3 - Apply critical thinking to inform and communicate professional judgments.***

**Practice Behaviors:**

11. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;
12. Analyze models of assessment, prevention, intervention, and evaluation; and
13. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

***Educational Policy 2.1.4 - Engage diversity and difference in practice.***

**Practice Behaviors:**

14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate or create or enhance privilege or power;
15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
16. Recognize and communicate their understanding of the importance of difference in shaping life experiences; and
17. View themselves as learners and engage those with whom they work as informants.

***Educational Policy 2.1.5 - Advance human rights and social and economic justice.***

**Practice Behaviors:**

18. Understand the forms and mechanisms of oppression and discrimination;
19. Advocate for human rights and social and economic justice; and
20. Engage in practices that advance social and economic justice.

***Educational Policy 2.1.6 - Engage in research-informed practice and practice-informed research.***

**Practice Behaviors:**

21. Use practice experience to inform scientific inquiry; and
22. Use research evidence to inform practice.

***Educational Policy 2.1.7 - Apply knowledge of human behavior and the social environment.***

**Practice Behaviors:**

23. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and
24. Critique and apply knowledge to understand person and environment.

***Educational Policy 2.1.8 - Engage in policy practice to advance social and economic well-being and to deliver effective social work services.***

**Practice Behaviors:**

25. Analyze, formulate, and advocate for policies that advance social well-being; and
26. Collaborate with colleagues and clients for effective policy action.

***Educational Policy 2.1.9 - Respond to contexts that shape practice.***

**Practice Behaviors:**

27. Continuously discover, appraise, and attend to changing locales, populations, scientific

and technological developments, and emerging societal trends to provide relevant services; and

28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

***Educational Policy 2.1.10(a)-(d) - Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities***

***Educational Policy 2.1.10(a) - Engagement***

**Practice Behaviors:**

29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities;
30. Use empathy and other interpersonal skills; and
31. Develop a mutually agreed-on focus of work and desired outcomes.

***Educational Policy 2.1.10(b) - Assessment***

**Practice Behaviors:**

32. Collect, organize, and interpret client data;
33. Assess client strengths and limitations;
34. Develop mutually agreed-on intervention goals and objectives; and
35. Select appropriate intervention strategies.

***Educational Policy 2.1.10(c) - Intervention***

**Practice Behaviors:**

36. Initiate actions to achieve organizational goals;
37. Implement prevention interventions that enhance client capacities;
38. Help clients resolve problems;
39. Negotiate, mediate, and advocate for clients; and
40. Facilitate transitions and endings.

***Educational Policy 2.1.10(d) - Evaluation***

**Practice Behaviors:**

41. Critically analyze, monitor, and evaluate interventions.

**VIII. CORE COMPETENCIES AND CORRESPONDING PRACTICE BEHAVIORS –  
MSW ADVANCED CONCENTRATION**

The core practice competencies are designed in the 2008 Educational Policy and Accreditation Standards (EPAS) by the Council on Social Work Education (CSWE). This graduate program has chosen to operationalize these competencies for advanced clinical practice with 30 practice behaviors.

***Educational Policy 2.1.1 - Identify as a professional social worker and conduct oneself accordingly***

**Practice Behaviors:**

42. Understand and identify professional strengths, limitations, and challenges.

***Educational Policy 2.1.2 - Apply social work ethical principles to guide professional practice***

**Practice Behaviors:**

43. Apply ethical decision making skills to issues specific to clinical social work; and
44. Recognize and manage personal biases as they affect the therapeutic relations in the service of the clients' well-being.

***Educational Policy 2.1.3 - Apply critical thinking to inform and communicate professional judgments***

**Practice Behaviors:**

45. Engage in reflective practice;
46. Identify and articulate clients' strengths and vulnerabilities;
47. Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations; and
48. Communicate professional judgment to other social workers and/or professionals from other disciplines, in both verbal and written formats.

***Educational Policy 2.1.4 - Engage diversity and difference in practice***

**Practice Behaviors:**

49. Research and apply knowledge of diverse populations to enhance client well-being, and
50. Work effectively with diverse populations.

***Educational Policy 2.1.5 - Advance human rights and social and economic justice***

**Practice Behaviors:**

51. Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention.

***Educational Policy 2.1.6 - Engage in research-informed practice and practice-informed research***

**Practice Behaviors:**

52. Use the evidence-based practice process in clinical assessment and intervention with clients; and
53. Use research methodology to evaluate clinical practice effectiveness and/or outcomes.

***Educational Policy 2.1.7 - Apply knowledge of human behavior and the social environment***

**Practice Behaviors:**

54. Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice; and
55. Use bio-psychosocial spiritual theories and diagnostic classification systems in formulation of comprehensive assessments.

***Educational Policy 2.1.8 - Engage in policy practice to advance social and economic well-being and to deliver effective social work services***

**Practice Behaviors:**

56. Advocate with and inform administrators and legislators to influence policies that affect clients and services; and
57. Communicate to stakeholders the implication of policies and policy change in the lives of clients.

***Educational Policy 2.1.9 - Respond to contexts that shape practice***

**Practice Behaviors:**

58. Assess the quality of clients' interactions within their social contexts; and
59. Develop intervention plans to accomplish systemic change.

***Educational Policy 2.1.10 - Engage, assess, intervene, and evaluate with individuals, families, groups, organizations and communities***

***Educational Policy 2.1.10(a) - Engagement***

**Practice Behaviors:**

60. Develop culturally responsive therapeutic relationship;
61. Establish a relationally based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes; and
62. Attend to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the therapeutic alliance.

***Educational Policy 2.1.10(b) - Assessment***

**Practice Behaviors:**

63. Use multidimensional bio-psychosocial spiritual assessment tools;
64. Assess clients' readiness for change;
65. Assess clients' coping strategies to reinforce and improve adaption to life situations, circumstances, and events;
66. Select and modify appropriate intervention strategies based on continuous clinical assessment; and
67. Use differential diagnosis.

***Educational Policy 2.1.10(c) - Intervention***

**Practice Behaviors:**

68. Critically evaluate, select, and apply best practices and evidenced-based interventions;
69. Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed; and
70. Collaborate with other professionals to coordinate treatment intervention.

***Educational Policy 2.1.10(d) - Evaluation***

**Practice Behaviors:**

71. Use clinical evaluations to develop best practice interventions for a range of bio-psychosocial spiritual conditions.

**IX. APPLICATION PROCESS**

The following are the application materials you must complete and return to the University and the MSW Admissions Committee in order to have your qualifications reviewed for potential entry into the graduate program in social work.

**A. General Admissions Procedures and Deadlines**

Applicants are responsible for making sure that all required documents are on file at the University and the School of Social Work. Only those applicant folders that are complete will be reviewed. Applicant folders are considered complete when the following documents have been completed and received by the School of Social Work:

1. School of Social Work Application to the Master of Social Work (MSW) Program
2. Personal Narrative Statement
3. Three Letters of Reference
4. Last Field Placement Evaluation (Advanced Standing applicants only)

AND received by University Graduate Admissions:

1. Online Graduate Admissions Application at [www.gradschool.fiu.edu](http://www.gradschool.fiu.edu)

2. Official transcript from all institutions

**NOTE: International Students please refer to University Graduate Admissions deadlines**

The GRE is no longer required. (Use the foregoing as a checklist to ensure all documents are complete before submission)

The two-year MSW Program admits for fall and spring. The deadlines are:

Fall semester: June 1

Spring semester: October 1

The Advanced Standing status admits for fall, spring and summer. The deadlines are:

Fall semester: June 1

Spring semester: October 1

Summer semester: March 1

**B. MSW Standard Two-Year Program (60 credit hours) Requirements**

Applicants desiring to pursue the MSW degree must meet the following requirements for full admission to the program:

1. Baccalaureate degree from a regionally accredited college or university with a “B” average (3.0 on a four-point scale) in the last two years of baccalaureate studies.
2. Completion of twelve (12) semester credit hours of college-level courses in the social and behavioral sciences, a three (3) credit college-level statistics course, and a three (3) credit college-level course in biology (including coverage of human biology) with a minimum grade of ‘C’. (See Section X. ADMISSIONS PROCESS).
3. All Foreign students must submit a TOEFL score of 550 or higher (paper-based) or a score of 80 or higher (internet-based), or IELTS score of 6.5, unless they hold a degree from an English speaking university (see the university catalog).

**NOTE:** Applicants to the Graduate Program are required to meet the minimum standards set forth by Florida International University and the FIU School of Social Work Graduate Program.

It is possible for an applicant who fails to meet the specified Graduate Admission Requirements to appeal the admission decision and to be considered for conditional admission to the two-year program. Students with conditional admission are not eligible for the MSW with advanced standing status.

**C. MSW Advanced Standing Status Requirements – (33 credit hours as of fall, 2014)**

Applicants who have a Bachelor of Social Work (BSW) or Bachelor of Science in Social Work (BSSW) degree granted by an undergraduate program accredited by the Council on Social Work Education (CSWE) and who have an upper division 3.25

grade point average or above, may apply for admission to the MSW program with advanced standing status. However, the BSW/BSSW degree must have been obtained within the last five years prior to application to the graduate program in order to be eligible for advanced standing status. In addition to the previously stated requirements for the regular MSW program, advanced standing applicants must also have successfully completed an appropriate undergraduate field practicum and provide a copy of the final field evaluation. All students admitted to the MSW Program with advanced standing status must have a “B” or better from their BSSW course work. Admitted advanced standing students with BSSW grades lower than a “B” will be required to complete the equivalent graduate courses in the first term of the MSW program. Conditional admission is not applicable to advanced standing applicants. Advanced standing applicants cannot transfer credits.

#### **D. Personal Narrative Statement**

The personal narrative, being an integral part of the application packet, is considered by the Admissions Committee to be a particularly important factor in making admission recommendations. Applicants are encouraged to view the narrative as an opportunity to communicate to the Admissions Committee members on those issues which the applicant views as important or pertinent in the social work field. Your personal narrative is confidential in its use by the School. The committee would like to know what there is about your background and experience that leads you to want to be a professional social worker.

Include in the statement information about your personal philosophy, value system, and personal experiences relevant to professional social work. In addition, the committee is interested in your view of the profession of social work and how you see yourself using your graduate social work education in the future.

Please respond to the following questions:

1. What do you see as the basic purpose(s) of the social work profession and the function(s) of social workers?
2. Which current social problem(s) present(s) the greatest concern to you? What view do you have about the way in which such problem(s) could be prevented or ameliorated?
3. How early or recent family, peer group, educational, extended travel, work (volunteer or employed), community, or research experience contributed significantly to your motivation for, and/or understanding of, the field of social work?
4. What can you assess as your strengths and weaknesses in relationship to the education and practice of social work? What unique interest or educational need, if any, do you have?
5. At this point in time, why is graduate education in social work the best way for you to realize your goals? What are your future goals if you become a professional social worker?
6. Is the School of Social Work graduate program’s concentration central to your interest?

7. Feel free to add other information you believe relevant.

NOTE: this personal statement should be presented on separate 8 1/2" x 11" pages. It should be typed (double-spaced) and at least six to eight pages in length. Send your statement to: School of Social Work, MSW Admissions Committee, Modesto A. Maidique Campus, AHC5 - 576, 11200 S.W. 8th Street Miami, FL 33199.

#### **E. References**

Please provide each of your references with a recommendation request form available on the website <http://stempel.fiu.edu/academics/social-work/areas-of-study/ms-of-social-work/apply/>. All referents should know you well and be able to evaluate your aptitude for the social work profession. At minimum, one letter should be from an academic source: (past or present) academic advisor or professor. Other reference letters should be from an immediate supervisor (past or present) from any voluntary and/or human service experience, or human service professional. We suggest that you urge your referents to return their material promptly as your application is not considered complete until all materials are received. These letters must be received in a sealed envelope directly from the referent.

### **X. ADMISSIONS PROCESS**

#### **A. Admission Decision**

Initial evaluation of admission requests will be undertaken only when your graduate application and School of Social Work application are received. Assessment of intellectual capacity will be based mainly on your transcripts and academic references. Other areas, such as motivation, knowledge of the field, personal qualifications, communication ability, etc., will be determined by a review of your work experience, references, the personal narrative statement and possibly an admissions interview. Applicants will receive notification about admissions decisions as soon as they are processed.

1. **Full Admission:** Status granted only when all requirements are met and the applicant demonstrates a capacity for promising professional career in social work.
2. **Provisional Admission:** Status granted for one semester when an applicant who has demonstrated the capacity for a promising career in social work appears to meet the admission requirements but is missing an official transcript. Students must submit proof of this missing documentation by the end of their first semester, otherwise risk being dismissed from the program.
3. **Conditional Admission:** Status requires the student to earn a 3.0 GPA upon completion of their first 9 graduate credits within one year of being admitted, i.e., within 3 consecutive semesters. This status is for applicants who are not admissible under normal standards but for whom there is evidence to indicate that

the student could succeed in the program under certain conditions. If the condition is not met, student will be dismissed from the program.

4. **Denied:** Decision is reached when any one of the requirements is not met and the applicant has not demonstrated capacity for a promising career in social work.

## **B. Transfer Credits**

Transfer Credits are defined as credits taken at other accredited universities or colleges that can be accepted and applied toward the minimum number of credit hours required for a social work degree. In accordance with school policy, transfer credits will only be awarded for courses completed within five years prior to the application for transfer. A minimum grade of “B” is required for a course eligible for transfer.

In addition to the College and University policies governing transfer credit, the following regulations apply:

1. A maximum of twelve (12) semester hours of courses taken in a CSWE accredited Master of Social Work program in which the applicant was fully admitted may be transferred towards courses in the first year of the program only.
2. Students with advanced standing status will not be awarded transfer credits.

Transfer credit is subject to evaluation by sequence chairs who may identify “deficiency” areas in relation to our own curricular emphasis and make recommendations for additional work where indicated. All transfer credit decisions are subject to the approval of the Director.

Students requesting transfer credit should submit a formal petition to the MSW Coordinator. The petition should include an official transcript of the student’s record, a catalog description and the syllabus of each course for which credit is requested. Other official information may be substituted if it provides sufficient data for evaluation. The petition must be submitted at least one month prior to the semester in which the course is scheduled to be taken.

**No credit will be awarded for life experience or previous work experience.**

## **C. Admission Prerequisite Courses**

1. Human Biology (minimum grade: ‘C’) – a biology course with human content such as:

Florida Community Colleges and Universities:

APB/BSC 1005 - General Biology

BSC 1085 - Human Anatomy and Physiology I

BSC 2085 - Human Anatomy and Physiology II

Florida International University (FIU):

PCB 2099 - Foundations of Human Physiology

BSC 2023- Human Biology  
BSC 1010- General Biology

2. Statistics (minimum grade: 'C') – a basic course in statistical methods such as:

Florida Community Colleges and Universities:

STA 2023 – Statistical Methods

STA 2122 - Statistical Methods for the Behavioral and Social Science

Florida International University:

STA 1013 -Statistics for Social Services

STA 2122 - Intro to Statistics (please refer to University catalog)

3. Social Science Requirements (minimum grade: 'C') – 12 semester hours in any of the social and behavioral sciences such as:

Psychology

Sociology

Anthropology

Economics

Political Science

4. Test Information

Test of English as a Foreign Language (TOEFL): <http://www.toefl.org>

For test dates and pre-test instruction information contact:

<http://www.fiu.edu/~testing>

#### **D. Financial Aid**

Financial Aid is available through the Robert Stempel College of Public Health and Social Work. Financial Aid available includes tuition and fee waivers (non-resident waivers), graduate assistantships, grant supported stipends and scholarships. Financial Aid available through the University includes Federal and State aid. An applicant wishing to apply for student financial aid from the State of Florida must complete a Free Application for Federal Student Aid (FAFSA) by the appropriate deadline. Additional information about financial aid, student loans or college work-study can be obtained from the Financial Aid Office:

Florida International University

Office of Financial Aid

Room PC 125

Miami, FL 33199

(305)348-7272

<http://finaid.fiu.edu/>

#### **E. Disability Services**

The School of Social Work complies with the Americans with Disabilities Act, the 1973 Rehabilitation Act, Section 504 and the Florida Equity Act in providing auxiliary aids and services to persons with disabilities.

The Disability Resource Center provides assistance to students having physical, visual, hearing, speech, learning, psychological, chronic, and temporary disabilities. Students must request services at least five days prior to the beginning of each semester in order for the Disability Services Office to assess student's needs and coordinate appropriate services and accommodations. Students with disabilities should also contact each course instructor at the beginning of the semester to facilitate a smooth provision of accommodation.

The School of Social Work is dedicated to providing the highest quality of education to all students and will provide accommodations needed for special access for persons with disability. For further information, contact the Disability Resource Center, Room GC 190 Miami, FL 33199: <http://drc.fiu.edu/>

#### **F. Advisement**

Courses in the graduate program are sequenced with some courses having pre-admission requirements and/or other social work prerequisites. Therefore, it is important that applicants plan their entry into either the standard two-year or Advanced Standing status courses with the graduate advisor and/or assigned faculty advisor. Also keep in mind that required courses are not offered every semester.

Applicants whose folders are not complete may enroll in required first year courses only with the approval of the MSW Coordinator. Enrollment as a non-degree-seeking student can be counted toward a degree up to twelve credits only.

### **XI. PROGRAM OF STUDY**

Please review carefully the information prior to making any changes in your program of study. **If you have any questions, please contact your faculty advisor or the graduate advisor.** The MSW two-year program begins in the fall and spring and advanced standing status begins in the fall, spring or summer semesters.

#### **Keep in mind that:**

- Most courses are not offered every semester.
- Many courses have pre- and/or co- requisite requirements and failure to meet these requirements could result in an administrative drop from the course (See Section XV Course Description Section).
- Electives can be taken during any semester of study
- Second year (concentration 6000 level) courses cannot be taken by two-year students until all first year requirements are complete (except for electives and Public Health course).

<b>Courses</b>
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<b>Foundation Year – 1<sup>st</sup> Year</b>	
SOW 5105*	Human Behavior & Social Environment I
SOW 5235	Social Welfare Policy & Services I
SOW 5324*	Theory & Practice with Groups
SOW 5342*	Theory & Practice with Individuals & Families
SOW 5344	Theory & Practice with Communities & Organizations
SOW 5379L*	Interviewing Skills Lab
SOW 5404*	Social Work Research Methodology
SOW 5532*	Field Practicum I
SOW 5629*	Social Work Practice with Diverse Populations
<b>Advanced Clinical Year – 2<sup>nd</sup> Year</b>	
SOW 6125*	Human Behavior & Social Environment II - Psychopathology
SOW 6236*	Social Welfare Policy & Services II
SOW 6351*	Clinical Intervention in Couple & Family Social Work Practice
SOW 6425*	Clinical Assessment and Intervention Planning
SOW 6435*	Evaluating Empirically Based Social Work Practice
SOW 6533*	Field Practicum II
SOW 6534*	Field Practicum III
<b>Public Health</b>	
PHC 6500	Foundations of Public Health Practice
<b>Clinical Electives</b>	
SOW XXXX	Clinical Elective
SOW XXXX	Clinical Elective

\* Indicates Pre- and/or Co-requisite courses required

## **XII. FIELD EDUCATION**

A cornerstone of professional social work education is the inclusion of both academic coursework and actual practice experience. Through field education, graduate students are provided educationally directed opportunities to translate theory into effective social work practice.

For more than forty years, Florida International University School of Social Work has worked closely with the professional social work community to develop quality field instruction in Dade, Monroe, Broward, and Palm Beach counties. Over 200 experienced clinical social workers serve as field instructors for students and work closely with the faculty to develop the field component of students' professional education. All field practicum sites are selected through a prescribed process of site evaluation and contractual agreement between the agency and Florida International University.

Field Practicum I provides a foundation in generalist perspective social work skills in working with individuals and families, groups, and organizations and communities. The Advanced Field Practica build upon the foundation and provide opportunities to develop advanced clinical practice skills in assessment and intervention planning within multiple contexts based upon evidence-based practice.

#### **A. Foundation Year**

During the first field practicum, the student is required to complete a total of 344 hours in the semester. A student is eligible for Field Practicum I (SOW 5532) once fully admitted to the program, upon maintenance of a cumulative GPA of 3.0, and successful completion (a grade of “B” or better) of the following required course work:

SOW 5105 - Human Behavior and the Social Environment  
SOW 5235 - Social Welfare Policy and Services I  
SOW 5342 - Social Work Practice with Individuals and Families  
SOW 5344 - Social Work Practice with Communities and Organizations  
SOW 5379L - Interviewing Skills Lab  
SOW 5404 - Social Work Research Methodology

#### **B. Advanced Concentration Year**

The advanced field practicum requires the student to complete a total of 576 hours. The advanced field component is organized in two practica: Field Practicum II (SOW 6533) and Field Practicum III (6534), which consist of two semesters of 288 each at the same agency.

##### **1. Field Practicum II (SOW 6533)**

A student is eligible for Field Practicum II upon attainment of:

A passing grade in Field Practicum I (SOW 5532), maintenance of a cumulative GPA of 3.0, and successful completion (a grade of “B” or better) of all first year (foundation) required courses.

- OR -

A BSW/BSSW degree and admission to the MSW Program with Advanced Standing status.

##### **2. Field Practicum III (SOW 6534)**

A student is eligible for Field Practicum III (SOW 6534) upon attainment of a passing grade in Field Practicum II (SOW 6533), maintenance of a cumulative GPA of 3.0, and successful completion (a grade of “B” or better) of the following required courses:

SOW 6125 - Human Behavior and the Social Environment II - Psychopathology  
SOW 6236 - Social Welfare Policy and Services II  
SOW 6435 - Evaluating Empirically Based Practice  
SOW 6425 - Clinical Assessment and Intervention Planning

### C. Practice Co-requisites

A specific clinical practice class must accompany each Field Practicum:

Field Practicum	Clinical Practice Class
SOW 5532 - Field Practicum I	SOW 5324 - Theory and Practice with Groups
SOW 6533 - Field Practicum II	SOW 6425 - Clinical Assessment and Intervention Planning
SOW 6534 - Field Practicum III	SOW 6351 - Clinical Intervention in Couple and Family Social Work Practice

### D. Field Seminar

The field seminar is an essential component of each field practicum and provides the student with an opportunity to integrate, analyze, and evaluate practicum learning experiences. The seminars are scheduled bi-weekly throughout the field practicum. One grade, Pass/Fail, is given for both the field practicum and seminar. The MSW III Seminar includes a licensure preparation course, occurring on weeks when the seminar is not meeting as well as with half-day workshops.

### E. Agency Placements

Placements are available to work in a variety of settings: schools, hospitals, clinics, courts, residential treatment centers. Opportunities are offered to work with diverse client populations: persons with mental and medical illness, developmental disabilities, and substance abuse problems, as well as victims of abuse and other traumas. Supervision is provided by field instructors who have a minimum of two-year postmasters' experience and have completed a 16-hour clinical supervision training course developed by the Florida Field Consortium and approved by the School.

### F. Matching Process

The placement process is a collaborative effort between Florida International University, the School of Social Work, the agency, and the student. The School of Social Work is committed to finding the best possible placement according to the student's individual interests or needs. Each application for field placement is reviewed by a field coordinator, who will meet with the student before making an assignment to an agency. After the agency selection is determined, students arrange a pre-placement interview with a designated person in the field agency to learn about the agency and the educational experiences offered. **Note: Students are not permitted to make arrangements for their own placement.**

Specific scheduling of the weekly requirement of hours is coordinated between the student and the agency field instructor. The goal is to maximize the student's involvement in the provision of clinical services. Evening and weekend field placements are extremely limited and are granted only as an exception in extreme circumstances for

MSW II/ MSW III Advance Clinical students. The School of Social Work is under no obligation to provide such placements. Consequently, practicum placement cannot be guaranteed even for MSW II/MSW III students who require evening and weekend placements and all students must have at least eight (8) weekday, daytime hours available per week during their practicum experience. MSW II/MSW III students may not be placed in agencies where they have worked under any circumstances. While the School of Social Work believes all alternatives should be explored for foundation MSW students, if the employment setting can offer a viable educational opportunity that meet certain conditions, it is possible for first year MSW students to complete their practicum in their place of employment with the permission of the MSW Coordinator. This option is limited to first year students only.

**Evening and weekend placements are not available for MSW I placements.**

#### **G. Application Due Dates**

The dates for submission of the application for the Field Practica are:

Fall Semester: May 5

Spring Semester: September 5

Winter Semester: January 5

Applications must be submitted by the due date to permit time for agency interviews and the matching process.

Note: Students admitted into the Full-Time MSW program with advanced standing status after the field application date for their semester of entry are asked to contact the Office of Field Education at 305-348-3881 to discuss placement options.

#### **H. Student Expectations**

Students enrolled in the School of Social Work must adhere to standards of conduct that reflect upon the University, the school, the social work profession, and themselves. They are expected to behave appropriately, respect others' rights and privileges, and to abide by the rules and regulations of the University, the School, and the community.

Students are expected to:

1. Enter the field practicum with a readiness to learn and to become involved in all appropriate aspects of the field practicum.
2. Be sensitive to the norms and climate of the agency and conduct themselves in a manner appropriate to the setting.
3. Communicate openly with the Field Instructor on all matters pertaining to the field education experience.
4. Observe and respect the unique importance of the individuals, families, groups, and communities to be served by the agency in accordance with social work principles of confidentiality.

#### **I. Evaluation**

Each student should be actively involved in the educational process necessary to attain required social work skills. Therefore, students must continually assess their learning needs, strengths, and problems as reflected in a formal Learning Contract. This continuous assessment provides a foundation for both the student and the Field Instructor for the development of supervisory conferences and a successful field education experience.

While the field education experience serves many purposes, a major function of the field experience is to serve as an evaluation tool for the student's suitability for a career in the social work profession. The evaluation begins on the first day of placement, and should be an ongoing, shared appraisal of performance so that written evaluations reflect material previously discussed between the student and field instructor.

A passing grade in field practicum is required for continuation in the program. Field courses cannot be repeated.

Detailed information about the field education program, is available in the field manual online at <http://stempel.fiu.edu/academics/social-work/practicum/index.html>.

### **XIII. OUTCOME MEASURES**

In order to provide a comprehensive and continuous program assessment, the School has adopted an assessment model with a focus on student learning outcomes. Direct measures for the MSW program include the Final Field Evaluations, Case Panel Presentations, and Licensing exam results while the indirect measures include Student Exit Surveys and Alumni Surveys. In regards to the direct measures, the Field Evaluations and exit surveys are directly linked to the competencies and practice behaviors. In addition, students are required to make a Clinical Case PowerPoint Presentation to a three-person panel consisting of two faculty and one field instructor. The presentation is made as part of the final capstone course (SOW 6534 - Field Practicum III) and a rubric assessment tool is used for evaluation and feedback to the students. Results of the national licensing exam are the third direct measure of outcomes for the graduate program.

#### **Capstone Presentation**

During their second year field seminars, students are prepared for the capstone presentation they will be making at the end of their last field practicum. These presentations are primarily clinical in nature and students work with their field instructors in selecting an appropriate client for the task. Students are required to present their capstone presentation to their field instructor and/or agency staff as well.

The capstone assignment is a practicum related learning experience designed to assist the student to critically analyze, synthesize, and apply the knowledge and skills of advanced clinical social work to a case situation. The students are asked to present a clinical case situation from their current clinical placement to a three person panel of two faculty members and one field

instructor. Using a PowerPoint presentation, students have twenty (20) minutes to provide panel members with an overview of an in-depth psychosocial assessment and treatment plan of a case from their placement. This includes areas of strengths and support for the client, risk factors, coping skills and any issues related to at-risk, underserved, vulnerable populations. The assignment also includes a discussion of the guiding theoretical framework for the assessment, an intervention plan, an analysis of evidence-based methodologies informing their choice of intervention strategies, and a discussion of the evaluation process for the intervention strategy and the intervention's overall effectiveness with the case. In addition, students describe one social policy that impacts service delivery at their agency and what changes they recommend should be made to this policy in order to enhance service delivery. Finally, students must identify at least two lessons they learned from the case that will inform their future clinical social work practice.

An additional ten (10) minutes is allotted for questions by the panel. Students provide the panel with copies of the assessment and treatment plan and a hard copy of the actual presentation. Panel members utilize an assessment rubric to score the students materials and presentations. These scores are later sent to the students along with comments from the panel members. The presentation is scheduled towards the end of their final field semester.

The assessment rubric evaluates the presentation on six dimensions/items: (a) organization and presentation, (b) professional communication, (c) quality of contents and evidence of accomplishment, (d) critical thought or analysis and scholarship: human behavior, evidence-supported interventions, (e) critical thought or analysis and scholarship: social policy, and (f) professional growth, self-awareness and self-reflection, and use of supervision. The rubric contains a three-point scale for each of the dimensions. A score of one indicates below satisfactory performance, a score of two indicates satisfactory performance, and a score of three indicates excellent performance. The scores for each of the six items are totaled and the final total score provides the faculty with a reflection of the students' readiness for clinical social work practice. A passing score requires that the student receive a minimum of twelve points and no score below two on more than one dimension for their presentation. A total score of less than 12 and/or more than a score of two on more than one dimension represents a below satisfactory score and a demonstration of little evidence of readiness for clinical social work practice. A total score of 12 to 14.99 and no score less than two on any one dimension represents a satisfactory score indicating that there is substantial evidence of satisfactory readiness for clinical social work practice. A total score of 15 to 16.5 and no score less than two on any dimension represents an above satisfactory to excellent score indicating that there is convincing evidence of superior readiness for clinical social work practice. A total score of 16.5 to 18 and no score less than two on any dimension represents an exceptional score indicating that there is convincing evidence of superior readiness for advanced clinical social work practice in every dimension.

Values and ethics are at the forefront of this presentation in that students are expected to uphold confidentiality in their presentation. They are also expected to demonstrate professional values and ethics in their assessment, intervention and evaluation of their case. Through this final capstone presentation, students integrate classroom knowledge and skills with those of the field.

## **XIV. GRADUATE CERTIFICATE AND DUAL DEGREE PROGRAMS**

Certificate programs are offered as options to students in the graduate program. Coursework may be started as part of the MSW program of study, but in some instances may require additional credits (courses).

All students wanting to obtain a graduate certificate must complete the application form required by the Graduate Admissions Office ([http://gradschool.fiu.edu/documents/Certificate\\_Application.pdf](http://gradschool.fiu.edu/documents/Certificate_Application.pdf)), have the Director sign it, and then return it to the Graduate Admissions Office along with the applications fee.

### **A. Graduate Certificate in Social Work Practice with the Elderly**

This certificate of specialization with the elderly will provide Advanced Clinical Social Work Practice for MSW students, and social work professionals interested in working with the elderly. The specific objectives of the proposed certificate are to:

1. Provide generalist and advanced clinical social work practice for MSW students specializing in working with the elderly.
2. Provide advanced clinical social work practice continuing education for MSW professionals wishing to embark in work with elderly populations.
3. Respond to the need expressed by local social work agencies that the School of Social Work continue to provide specialization in social work practice with the elderly given the demographic characteristic and needs of the South Florida community.

### **Required Courses**

SOW 6236 - Social Welfare Policy and Services II (3)

SOW 6534 - Field Practicum III (in an Elderly/Aging Setting) (6)

#### **And**

Select two from the following courses:

SOW 5641 - Understanding the Process of Aging (3)

SOW 6359 - Social Work Treatment with Families and the Elderly (3)

SOW 6646 - Social Work Practice with the Elderly (3)

SOW 5605 - Medical Social Work (3)

SOW 5805c - Counseling the Elderly (3)

### **B. Graduate Certificate in Addictions**

The social work certificate in addictions provides specialized clinical training for social work students and professionals working in the addictions field. The specific objectives of the proposed certificate are to:

1. Provide generalist and advanced clinical social work practice for MSW students specializing in addictions.

2. Provide advanced clinical social work practice for continuing education for professionals working in the field of addictions.
3. Respond to the needs expressed by local social service agencies that the School of Social Work provide specialization in social work practice with addictions given the characteristics and needs of the South Florida community.

The State of Florida requires that for professionals to practice in the field of addiction, they must be certified or licensed. This certificate meets all of the educational coursework requirements laid out by the State of Florida for certification through the Florida Certification Board for the Certified Addiction Professional (CAP).

The Certified Addiction Professional (CAP) designation is a professional substance abuse credential for those persons who are assessing, developing, and providing substance abuse treatment services and plans.

Certified Addiction Professionals primarily focus on counseling those addicted to drugs and alcohol or abusing a substance. Their role in the treatment of addiction is a primary one and they are often saving lives.

### **Required Courses**

1. SOW 5105 - Human Behavior and the Social Environment I or BSSW equivalent (3)
2. SOW 6125 - Human Behavior and the Social Environment II – Psychopathology (3)
3. SOW 5324 - Theory and Practice with Groups or BSSW equivalent (3)
4. SOW 5342 - Social Work Practice with Individuals & Families or BSSW equivalent (3)
5. SOW 5629 - Social Work Practice with Diverse Populations or BSSW equivalent (3)
6. SOW 6351 - Clinical Intervention in Couple and Family Social Work Practice (3)
7. SOW 6435 - Evaluating Empirically Based Social Work Practice (3)

### **Required Electives**

1. SOW 5710 - Current Issues in Addiction Practices (3)
2. SOW 6114 - Assessment and Treatment of Addiction & Related Problems (3)
3. SOW 6711 - Prevention of Addiction & Related Problems (3)

**Total credits required: 30**

### **C. Graduate Certificate in Child Welfare (*beginning in spring 2017*)**

The Graduate Certificate in Child Welfare Practice provides MSW students with advanced clinical training in child protection and child welfare services. Students will be prepared to work with neglected and abused children, their families, and the social services organizations that serve them.

- a. Students will receive the necessary knowledge and skills to effectively assess and intervene with vulnerable children and families.
- b. Students will receive direct practice experience with an agency in the child welfare field.
- c. Students will receive a Certificate in Child Welfare Practice (Application required).

**Program Requirements**

- a. Students eligible for this program must be fully admitted into the Social Work MSW program.
- b. Student must complete required application.
- c. Student must inform the Office of Field Education of participation in the Graduate Child Welfare Certificate.

**Required Courses**

- a. SOW 5240 – Advanced Interventions in Child Maltreatment (3)
- b. SOW 5241 – Advanced Child Welfare Policy and Practice (3)
- c. Two consecutive field internships in a child welfare agency (SOW 6533 and SOW 6534 – 9 credits total). Students must inform the Office of Field Education of participation in the child welfare certificate.
- d. SOW 6425 – Clinical Assessment and Intervention Planning (3)

**D. Dual Degree Program – JD/MSW**

- 1. Candidates for the program must meet the entrance requirements for and be accepted by both the College of Law and the School of Social Work. Both schools must be informed by the student at the time of application to the second school that the student intends to pursue the joint degree.
- 2. The joint degree program is not open to students who have already earned one of the two degrees.
- 3. For law students, enrollment in the M.S.W. program is required no later than the completion of 63 credit hours in the J.D. program. For M.S.W. students, enrollment in the J.D. program is required no later than the completion of 30 credit hours in the M.S.W. program.
- 4. A student must satisfy the curriculum requirements for each degree before either degree is awarded. The School of Social Work will allow 6 credit hours of approved law courses to be credited toward both the M.S.W. and J.D. degrees. These 6 credit hours of law classes will be in lieu of Social Work electives and must be selected from an accepted list of law classes *and* approved by the Director of the School. Students should be aware that taking the 6 credits of law classes rather than 6 credits of clinical electives may be an obstacle to clinical licensure in Florida and other states.

Law students may receive 9 hours of credit toward the satisfaction of the J.D. degree for courses taken in the M.S.W. curriculum upon completion of the M.S.W. degree curriculum with a grade point average of 3.0 or higher.

5. A full-time law student enrolled in the joint degree program may spend the first year in either the College of Law or the School of Social Work. A part-time law student enrolled in the joint degree program may begin the student's studies in either the College of Law or the School of Social Work, but must take the first three semesters of law study consecutively. Students admitted to one school but electing to begin study in the other school under the joint degree program may enter the second school thereafter without once again qualifying for admission so long as they have notified the second school before the end of the first week of the first semester in the second school and are in good academic standing when studies commence in the second school.
6. A student enrolled in the joint degree program will not receive either degree until the student has satisfied all of the requirements for both degrees, or until the student has satisfied the requirements of one of the degrees as if the student had not been a joint degree candidate.

## **XV. COURSE DESCRIPTIONS**

**SOW 5105 - Human Behavior and the Social Environment I (3).** Study of individuals and families with emphasis on the analysis of biopsychosocio-cultural factors (including racial/ethnic and gender variables) affecting human development and social functioning through the life cycle. Prerequisites: 12 semester hours of college-level courses in the social and behavioral sciences and one college-level course in biology (including coverage of human biology).

**SOW 5109\*- Crises in the Lives of Women (3).** An overview of special experiences in the lives of women which might lead women to seek professional assistance. Topics include pregnancy, domestic violence, rape, abortion, childbirth, sex discrimination, AIDS, climacteric, widowhood. Prerequisites: Senior or graduate standing.

**SOW 5155\*- Social Work Practice with Sexual Problems (3).** Skills applicable to sex-related concerns encountered in social work practice. Presents theories of the etiology of common sexual problems and explores treatment intervention modalities. Prerequisites: Graduate or senior level practice course or permission of the instructor.

**SOW 5235 - Social Welfare Policy and Services I (3).** This course analyzes major social welfare policies and programs in the United States, their emergence, development, contemporary operations and how they shaped the development of the Social Work profession.

**SOW 5240\* - Advanced Interventions in Child Maltreatment (3).** This course will examine best practices in the health, mental health, and socio-emotional development of children and adolescents within the child welfare system. Prerequisites: SOW 5105 - Human Behavior and the Social Environment I and SOW 5342 - Social Work Practice with Individuals and Families or advanced standing status.

**SOW 5241\* - Advanced Child Welfare Policy and Practice (3).** This course will explore professional practice and policy issues in child welfare, with emphasis on intervention in child maltreatment. Prerequisites: SOW 5105 - Human Behavior and the Social Environment I and SOW 5235 - Social Welfare Policy and Services I or advanced standing status.

**SOW 5324 - Theory and Practice with Groups (3).** Study and application of biopsychosocial, cultural dimensions, theories, techniques and intervention strategies for social work group practice. Prerequisite: SOW 5342 - Social Work Practice with Individuals and Families. Corequisite: SOW 5532 - Field Practicum I.

**SOW 5342 - Social Work Practice with Individuals and Families (3).** This course is an overview of social work practice with individuals and families placing emphasis on professional values, interviewing skills, assessment, intervention, and outcome evaluation, all within a cross-cultural perspective. Pre/Corequisite: SOW 5105- Human Behavior and the Social Environment I. Corequisite: SOW 5379L - Interviewing Skills Lab.

**SOW 5344 - Theory and Practice with Communities and Organizations (3).** Study and application of biopsychosocio-cultural dimensions, theories, techniques and intervention strategies for communities and organizations. Focuses on empowerment of populations at risk and promotion of social and economic justice.

**SOW 5354\*- Crisis Intervention in Social Work Practice (3).** This course examines the etiology, structure, theory, and application of crisis intervention in social work practice. It provides assessment criteria for assignment to this form of treatment and techniques for intervention. Prerequisites: Senior or graduate level practice course, or permission of the instructor.

**SOW 5365\*- Behavior Therapy in Social Work Practice (3).** Overview of the principles, clinical foundations, and applications of socio-behavioral approaches relevant to social work practice. Emphasis on behavioral change methods and problem solving in assessment, intervention, and evaluation.

**SOW 5379L - Interviewing Skills Lab (2).** Competency based course providing graduate students with basic interviewing skills for social work practice. Emphasis is on acquisition of interviewing behavior rather than theory. Corequisite: SOW 5342 - Social Work Practice with Individuals and Families.

**SOW 5404 - Social Work Research Methodology (3).** This course provides information on the principles and methods of basic social work research. The ethical conduct of

research is taught within the context of social work purposes and values. The formulation of problems for study that address the social needs of diverse population groups is emphasized. Prerequisite: Statistics.

**SOW 5455\*- Writing and Managing Grants for Social Service Programs (3).** Prepare students to write, develop and manage grants for social services programs. Develop knowledge of grant sources, the grant making, writing and management of grant funded social welfare services. Prerequisite: SOW 5344 - Theory and Practice with Communities and Organizations.

**SOW 5532 - Field Practicum I (4).** The first masters level field practicum and seminars that provide students with the opportunity to apply and integrate generalist social work knowledge and skills. Prerequisites: SOW 5105 - Human Behavior and the Social Environment I, SOW 5235 - Social Welfare Policy and Services I, SOW 5342 - Social Work Practice with Individuals and Families, SOW 5404 - Social Work Research Methodology, SOW 5379L - Interviewing Skills Lab, Pre/Co-Requisite: SOW 5629 - Social Work Practice with Diverse Populations, SOW 5344 - Theory and Practice with Communities and Organizations. Corequisite: SOW 5324 - Theory and Practice with Groups.

**SOW 5541\*- Advance Standing Seminar (2).** This course examines the integration of academic knowledge and social work skills that develop the profession's critical thinking foundation. Prerequisites or Corequisites: SOW 5324 -Theory and Practice with Groups and SOW 6125 - Human Behavior and the Social Environment II-Psychopathology.

**SOW 5605\*- Medical Social Work (3).** Principles of medical social work practice in hospitals and communities. Focuses on the social worker as part of the health care team, with basic knowledge of medical problems of patients and their families. Prerequisites: Graduate or senior standing.

**SOW 5607\*- Social Work Practice and Psychopharmacology (3).** Social work practice, research, and policy in relation to psychotropic drugs including effectiveness and limitations of main drug classes and ethical, professional, legal, scientific and cultural issues. Prerequisites: Graduate or senior standing.

**SOW 5614\*- Social Work Practice with Persons Affected by Domestic Violence (3).** Course prepares students to appropriately identify, assess, and intervene with persons affected by domestic violence utilizing assessment and intervention strategies in practice. Prerequisites: Graduate or Senior standing with the permission of the instructor.

**SOW 5621\*- Social Work with Refugees, Immigrants, and Migrants (3).** Provides skills and knowledge responsive to the needs of immigrants and refugees and addresses influences of cultural, ethnic, gender, age, and class differences in acculturation and service delivery. Prerequisites: Graduate or Senior standing with the permission of the instructor.

**SOW 5624\*- Feminist Therapy in Social Work (3).** Reviews basic principles of feminist therapy and focuses on the application of feminist therapy in clinical social work practice. Prerequisites: Graduate standing or permission of the instructor.

**SOW 5629 - Social Work Practice with Diverse Populations (3).** Prepares students for responsive practice with diverse populations, with emphasis on South Florida. Includes knowledge and skills in interviewing, assessment interventions, termination, and follow-up. Prerequisite: SOW 5342 - Social Work Practice with Individuals and Families.

**SOW 5635\*- School Social Work Practice (3).** Designed to assist students in developing knowledge and skills necessary for effective social work practice in school settings. Promotes understanding of social work practice to improve the functioning of children. Prerequisites: Graduate or permission of instructor.

**SOW 5640\*- Foundations in Gerontology for Health Professions (3).** Implications for health professions of the biological, cross-cultural, physiological, psychological, social, and societal contexts of aging.

**SOW 5641\*- Understanding the Process of Aging (3).** Study of the physical, psychosocial, and cultural factors affecting human development in late life, from a social work perspective. Prerequisites: Graduate or senior standing and permission of the instructor.

**SOW 5672\*- Animal Assisted Treatment for Social Work (3).** An introduction to the human animal bond and animal assisted treatment. There will be illustrations of programs using small animals, horses, and dolphins. Prerequisites: Graduate or permission of instructor.

**SOW 5710\*- Current Issues in Addiction Practices (3).** An overview of chemical dependency in the social service delivery system including policy and program approaches, client assessment, treatment techniques and prevention issues. Prerequisites: Graduate or Senior standing.

**SOW 5805C\*- Counseling the Elderly (3).** Applied gerontological knowledge to counseling skills required for independent as well as frail elderly clients. Course focuses on long and short term interventions in a range of practice settings. Prerequisites: Graduate or senior standing.

**SOW 5905\*- Individual Study (1-3).** Individually selected program of advanced supervised study related to specific issues in social work and social welfare. Prerequisite: Permission of the instructor.

**SOW 5932\*- Seminar in Social Work (3).** An exploration of various critical issues of concern to the social work profession. Prerequisites: Graduate or senior standing.

**SOW 6114C\*- Assessment and Treatment of Addiction and Related Problems (3).** Course provides increased understanding of treatment for addictive disorders including assessment, therapeutic techniques and supportive aftercare as well as community consultation and referral skills. Prerequisite: SOW 5710 - Current Issues in Addiction Practices.

**SOW 6125 - Human Behavior and the Social Environment II-Psychopathology (3).** Study of the psychosocial aspects of client problems, including psychopathology, frequently encountered by social workers in direct practice with attention to differential treatment issues. Prerequisite: SOW 5105 - Human Behavior and the Social Environment I and 2nd year or advanced standing status.

**SOW 6236 - Social Welfare Policy and Services II (3).** This course offers students the opportunity to gain in depth knowledge about social welfare policy-making processes and their impact on the social service delivery system. Prerequisite: SOW 5235 - Social Welfare Policy and 2nd year or advanced standing.

**SOW 6243\*- Child and Family Social Policy Issues (3).** A comprehensive overview of the range of children and family policies, programs and issues in the U.S.A. in the context of comparing residual and institutional approaches to social service delivery, and policy implications for use of each approach.

**SOW 6245\*- Social Welfare Policies and Services to the Elderly (3).** The content of the course will center around the federal/state policies affecting the quality of life of the older person. Among the areas to be considered are an overview of the situation of the aged, specific public and private social welfare policies, including the origin of policy making, and problems involved in the process of implementation of social welfare policies for the elderly.

**SOW 6281\*- Legal Aspects of Social Work Practice (3).** Introduction to legal aspects of social work practice including client and agency rights, malpractice issues, legal research, and practice interaction with legal counsel, legal services, and the courts.

**SOW 6351 - Clinical Intervention in Couple and Family Social Work Practice (3).** This course will provide students with an understanding and application of the major models of social work intervention in working with marriages and families, with critical analysis skills in assessing functioning across the life span and in implementing intervention techniques. The influence of cultural/ethnic differences and how these may affect family relationships and functioning will be assessed. Prerequisite: SOW 6533 - Field Practicum II and SOW 6425 - Clinical Assessment and Intervention Planning. Corequisite: SOW 6534 - Field Practicum III.

**SOW 6359\*- Social Work Treatment with Families of the Elderly (3).** Preventive and treatment approaches in social work practice with families of the elderly. Focus on aging family as client-system; knowledge, skills needed for a range of interventions are provided.

**SOW 6372\*- Supervision, Consultation and Staff Development (3).** Key aspects of the social services supervisory situation are explored. This course emphasizes supervisory competence, issues facing supervisor and supervise. Also explores consultation and staff development.

**SOW 6386\*- Social Program Planning and Development (3).** Theory and practice of social program planning and development for organizations and communities. Social services to families, children and elderly, especially service needs for which programs do not exist will receive special emphasis.

**SOW 6387\*- Social Services Management Skills (3).** Learning units in which students practice and demonstrate, through simulation and participation, skills in major aspects of social services management.

**SOW 6425 - Clinical Assessment and Intervention Planning (3).** Critical analysis of assessment models, the current issues, skills of assessment and intervention planning, including the evidence basis of assessment practice. Prerequisite: SOW 5324 - Theory and Practice with Groups and SOW 5532 - Field Practicum I or Advanced Standing. Co-requisite: SOW 6533 - Field Practicum II.

**SOW 6435 - Evaluating Empirically Based Social Work Practice (3).** This course focuses on research designs and measurements for evaluating social work practice building on empirically-based approaches. Prerequisites: Admission to concentration or permission of the instructor.

**SOW 6436\*- Empirically-Based Practice in Social Work (3).** Advanced utilization of intervention effectiveness research results and techniques in social work practice with individuals, families and groups. Prerequisites: SOW 6435 - Evaluating Empirically Based Social Work Practice and an advanced practice course.

**SOW 6533 - Field Practicum II (3).** The first part of two masters-level advanced field practicum courses and integrative seminars that provide students with the opportunity to apply and integrate advanced clinical knowledge and skills. Prerequisites: A BSW/BSSW degree and advanced standing status or satisfactory completion of SOW 5532 - Field Practicum I, SOW 5344 - Theory and Practice with Communities and Organizations, SOW 5629 - Social Work Practice with Diverse Populations, SOW 5324 -Theory and Practice with Groups. Pre/Co-Requisites: SOW 6125 - Human Behavior and the Social Environment II-Psychopathology, SOW 6435 - Evaluating Empirically Based Social Work Practice, SOW 6236 - Social Welfare Policy and Services II. Corequisite: SOW 6425 - Clinical Assessment and Intervention Planning.

**SOW 6534 - Field Practicum III (6).** The second part of two masters-level advanced field practicum courses and seminars that provide students with the opportunity to apply and integrate advanced clinical knowledge and skills. Prerequisites: SOW 6533 - Field Practicum II, SOW 6435 - Evaluating Empirically Based Social Work Practice, SOW 6125 - Human Behavior and the Social Environment II-Psychopathology,

SOW 6236 - Social Welfare Policy and Services II. Corequisite: SOW 6351 - Clinical Intervention in Couple and Family Social Work Practice.

**SOW 6611\*- Advanced Practice with Family Systems (3).** Advanced clinical skills in working with families and couples. Focus will be given to non-traditional change strategies such as family sculpting, family reenactment, family choreography and dramatization. Extensive use of videotaped case simulations, co-therapy, live supervision and peer evaluation models. Prerequisites: SOW 6351 - Clinical Intervention in Couple and Family Social Work Practice or permission of the instructor.

**SOW 6646\*- Social Work Practice with the Elderly (3).** The knowledge and skills necessary for advanced social work practice in social agencies which deal with problems and issues of the aging population in contemporary society.

**SOW 6647\*- Advocacy in Social Work Practice (3).** This course covers skills and knowledge necessary for the practice of advocacy on behalf of individuals and groups, including political, legislative, and organizational perspectives.

**SOW 6649\*- Social Work Practice in Long Term Care and the Elderly (3).** This course focuses on direct practice with the frail elderly and their families within the rapidly changing system of community and institutional long term care.

**SOW 6655\*- Clinical Interventions in Children and Adolescent Social Work Practice (3).** This course will provide students with the opportunity to select, apply and evaluate appropriate intervention strategies in working with children and adolescents. Specific attention to sociocultural, gender and racial differences in understanding development issues and in critically assessing the applicability of practice theories. Prerequisites: SOW 5324 - Theory and Practice with Groups, SOW 5532 - Field Practicum I, or advanced standing program.

**SOW 6656\*- Decision-making in Child Placement (3).** This course will stress decision-making and intervention when substitute care is considered or carried out. Termination of parental rights and the choice of timing and placements of children will be considered.

**SOW 6711\*- Prevention of Addiction and Related Problems (3).** Course provides increased understanding of substance abuse prevention including history and effective approaches as well as skills to reinforce healthy lifestyles and identify early potential problems. Prerequisite: SOW 5710 - Current Issues in Addiction Practices.

**SOW 6914\*- Independent Research (1-6).** Individually selected program of supervised data collection and analysis on specific topics in social work and social welfare. Prerequisites: SOW 5404 - Social Work Research Methodology and permission of the instructor.

\* *Social Work Electives*

## **XVI. STUDENT ORGANIZATIONS**

Social work students are encouraged to participate in the various university organizations. The Student Social Work Association (S.S.W.A.) is the organization open to all social work students. SSWA members participate in university events, co-sponsor community service events with Phi Alpha Honor Society and represent all social work students through participation in the school's curriculum committee and at school's faculty meetings. Phi Alpha Honor Society (Delta Iota Chapter) is a chapter of the National Phi Alpha Honor Society for social work.

Graduate Students are eligible to apply for membership after they have met the following criteria: completed at least (9) credit hours of social work courses, maintain a 3.5 overall GPA, and are a member of S.S.W.A. and earn at least 7 service points per semester (two semester minimum). Active membership at the time of graduation will allow the student to purchase a stole and medallion for graduation. Membership applications and information are available in the School's office. Information can also be obtained from the School's website. The two organizations work closely together in all activities and both of the organizations hold meetings together in the same day.

## **XVII. CRITERIA FOR EVALUATION OF ACADEMIC AND PROFESSIONAL PERFORMANCE**

Students are expected to complete all academic and nonacademic requirements for the Social Work Program in the preparation for professional practice. Issues can arise regarding student academic performance or nonacademic or conduct which may result in a review of the student's situation and continuing progress in the Social Work Program. The guiding principles central to ensuring professional competence by all social work students is adherence to a set of values, principles, and ethical standards set forth by the National Association of Social Workers (NASW), universally accepted by the social work profession and incorporated into the core competencies and practice behaviors.

Some of the possible reasons that would result in initiation of the Student Review and Termination Procedures are:

- A. Academic performance matters, or
- B. Nonacademic performance matters in the classroom, field setting, or other relevant locations.

### **A. Academic Performance**

#### **Criteria for Academic Performance Review**

Inability, unwillingness, or failure to meet academic requirements may result in the initiation of the Student Review and Termination Procedure. The following academic performance issues meet the criteria for Academic Performance Review although are not considered to be inclusive or exhaustive of possible student issues:

1. Plagiarism, cheating, or any form of academic dishonesty or disruption (refer to Code of Student Conduct in Florida International University Student Handbook, NASW Code of Ethics).
2. Failure to maintain a 3.0 GPA (MSW) or 2.75 GPA (BSSW) or beyond one semester of academic probation.
3. Failure to follow course sequencing as scheduled and/or advised, unless other arrangements were made and approved in writing by the appropriate BSSW/MSW Program Coordinator, the MSW Field Coordinator, or the Director of the School.
4. A failing grade for any semester of the field practicum.

## **B. Nonacademic Performance**

Students are expected to demonstrate professional conduct and attitudes in all parts of the Social Work Program. Possible nonacademic performance issues include, but are not limited to conduct that is inconsistent with or a violation of the Code of Ethics of the National Association of Social Workers and/or the University Code of Conduct.

### **Criteria for Nonacademic Review**

Inability, unwillingness, or failure to meet generally accepted professional guidelines of professional conduct, personal integrity, or emotional stability may result in the initiation of the Student Review and Termination Procedure. The following nonacademic performance matters include, but are not limited to, inappropriate or disruptive behavior toward colleagues, faculty, staff, field educators, clients or others within the social work program, university, field placement, or affiliated organizations.

1. Inability, unwillingness, or failure to:
  - a. Respect and/or promote the clients' right to self-determination.
  - b. Provide clients with the opportunity for informed consent.
  - c. Provide services within the boundaries of their competence, utilizing supervisory consultation as guidance.
  - d. Respect human and cultural diversity.
  - e. Respect clients' right to privacy and confidentiality in accordance with professional ethics, Florida statutes, University, or agency policy.
  - f. Treat fellow students, colleagues, supervisors, or Educators with respect.
  - g. Maintain the confidentiality of fellow students, colleagues, supervisors or Educators.
  - h. Use practice skills or interventions that fall within the range of accepted and relevant practice.
  - i. Demonstrate appropriate interpersonal boundaries, self-awareness, self-containment, or self-control, abilities and attributes essential for professional social work practice.
  - j. Report suspected child abuse, family violence, elder abuse, or threatened harm to self or others as required by Florida statute.

2. Entering into a dual relationship with clients or failing to disclose a conflict of interest.
3. Behavior in the classroom or field activities, which causes a disruption in the learning of other students or in the service of clients.
4. Entering into a sexual relationship or sexual activity with clients, whether consensual or forced.
5. Use of disrespectful or derogatory language in written or verbal communication with or about fellow students, colleagues, supervisors, or Educators.
6. Exploitation of clients who lack the capacity to make informed decisions.
7. Not taking adequate steps to address or remedy personal problems, psychosocial distress, substance abuse, or mental health impairment that interfere with practice effectiveness or classroom learning.
8. Unethical or criminal conduct that interferes with competent performance as a social work practitioner or may potentially compromise the safety of others or client services.
9. Private conduct that interferes with the ability to fulfill student responsibilities or that represents dishonesty, fraud, deception, or misrepresentation.
10. Acts or threats of physical violence or verbally abusive behavior toward fellow students, colleagues, supervisors, or Educators; or acts which may threaten the safety of same.
11. Failure to comply with all agency and School of Social Work policies and procedures (e.g., physicals, drug screens, HIV testing, liability insurance, dress and appearance codes, immunizations, fingerprinting, and criminal background checks).

### **C. Procedures for Student Review and Termination**

*Who can initiate a concern about a student?*

A student, client, supervisor, Field Educator, colleague, or faculty member who observes or has knowledge of any of the above academic or nonacademic performance or conduct issues, or any other behaviors which appear to interfere with professional social work education or practice, may bring the issues to the attention of the Director of the School of Social Work.

#### **1. The Process**

- a. The Director will review the issue and may refer it to the Chairperson of the Student Review and Termination Committee for initiation of a Student Review and Termination Committee.
- b. The Student Review and Termination Committee will arrange for a meeting with the student to address the appeal within ten (10) working days of notice by the Director.
- c. Members of the faculty involved with the identified issue may be required to meet with the Student Review and Termination Committee.

- d. The student may choose to bring a personal advocate (not legal representation) to this meeting provided the student notifies the Committee within five working days prior to the meeting of the name of the advocate, and the role to be served by the advocate at the meeting. The student may confer with his/her personal advocate or advisor, verbally or in writing, during the Student Review and Termination Committee meeting but the advocate may not speak for the student or represent the student to the committee.
- e. The Student Review and Termination Committee meeting will convene and present written recommendations based upon their findings to the Director of the School within five working days of this meeting.
- f. Written notification of the Director's decision will be sent to the student within five working days of receipt of the recommendations of the Student Review and Termination Committee. Possible actions by the Director include:
  - A determination that the matter is so egregious as to warrant immediate termination from the Program;
  - Referral of the matter to the MSW Program Coordinator or MSW Field Coordinator to create with the student a plan for remediation of the problem. Rules governing remediation plans include:
    - A time line will be developed for completion of the plan
    - The agreed upon plan will be put into written form and signed by all parties. A copy will be given to all participants and placed in the student's file and given to the Director of the School of Social Work
    - The plan will be monitored and reviewed by the individual designated by the Committee and assessed for progress and completion of requirements
    - If the student does not successfully meet the requirements specified in the plan, the student will be dismissed from the program. The student will be notified of this dismissal in writing by the Director of the School.
    - This procedure does not apply to automatic dismissals for failure to maintain sufficient academic progress
- g. If satisfaction is not achieved at this level, the student may file a formal, written appeal to the Associate Dean of Academic Affairs of the Robert Stempel College of Public Health & Social Work. The complaint must be filed within ten (10) working days of the date the student received the written notification of the Director's decision.
- h. If satisfaction is not achieved at that level, the student may file a formal, written appeal to the FIU Faculty Fellow for Academic Integrity. The complaint must be filed within fifteen (15) business days of the date the student received the written notification of the Associate Dean's decision, or within twenty (20) business days after classes begin in the semester following that in which the complaint arose – whichever is later. Details of the Formal Academic Grievance Procedure as well as the University's policy on grievances regarding professional misconduct are outlined in the Student Handbook.

## **2. Student Review and Termination Committee Membership**

The membership of the Student Review and Termination Committee is determined by the Director of the School of Social Work using the following guidelines:

- a. The Associate Director or designee will serve as the chair to the Committee.
- b. The MSW Field Education Coordinator or designee and a member of the Field Advisory Committee or an agency field instructor will serve on the committee if a field practicum issue is brought to the Committee.
- c. A student representative from the School of Social Work in the second year of the MSW program will serve on the committee
- d. A faculty member from the School of Social Work will serve on the Committee.

## **3. Reinstatement after Termination**

A student whose enrollment in a degree program has been terminated as a result of a recommendation by a Student Review and Termination Committee may request reinstatement in the degree program. The request must be initiated at least one year after the student's termination from the program. To request reinstatement, the student should write a letter to the Director of the School of Social Work, indicating (1) when the student was terminated, (2) the reason(s) for the termination, and (3) the reason(s) why the student believes that she or he should be reinstated to the degree program. The Director will review the request and if at least one year has passed since the student was terminated, refer the request for reinstatement to the MSW Coordinator, who will appoint a Reinstatement Committee to consider the student's request for reinstatement.

The composition of the Reinstatement Committee will be the same as the composition of a Student Review and Termination Committee outlined above. Within ten (10) working days of receiving notice from the Director, the Reinstatement Committee will meet with the student, following the procedures for the Student Review and Termination Committees above. The Committee can recommend reinstatement to the degree program, with or without a remediation plan, or the Committee can deny reinstatement. The Committee will base its recommendation on (1) the student's understanding of the reasons for her or his termination from the program, (2) the steps the student has taken to remediate the problem(s) that resulted in termination, and (3) the Committee's judgment of the student's potential for completing the degree program. Within five (5) working days after the meeting with the student, the committee will make a recommendation to the Director, who may accept or reject the recommendation of the Committee.

The Director's decision may be appealed as outlined in the Student Review and

Termination Procedure Process above (h– i).

## **XVIII. ACADEMIC AND PROFESSIONAL PERFORMANCE GRIEVANCE PROCEDURE**

The Program's grievance procedures follow the model of University's procedures for informal and formal academic grievances for undergraduate students with additional steps at the School level added in the informal procedures as well as the inclusion of professional performance. The process is as follows:

1. Graduate students must attempt to resolve informally an academic or professional grievance as soon as possible. A student must initiate informal resolution procedures by contacting the professor (or administrator as the instructor of record) no later than ten business days after classes begin in the semester following that in which the complaint arose, or the grievance will be deemed untimely. The student must first attempt to resolve the grievance through an informal meeting with the professor. A mutually agreeable resolution shall be formalized through a notation in the student's file, which is initialed by the student and the professor or School Director.
2. If the matter cannot be resolved, or if the professor cannot be reached, the student may make a written appeal to the School's Director within ten days of the failure to resolve the matter informally. The written appeal should include a description of the nature of the issue and a summary of previous resolution efforts. The Director of the School will meet with the student and faculty member in an attempt to resolve the grievance. Possible actions by the Director may include but are not limited to:
  - Referral of the appeal to a designated Student Review and Termination Committee by notifying the Chairperson of the Student Review and Termination Committee;
  - Upholding the decision/grade of the faculty member (student may appeal this decision by progressing to step #6).
3. If the Director refers the appeal to a Student Review and Termination Committee, the Committee will arrange for a meeting with the student to address the appeal within ten working days of notice by the Director. Members of the faculty involved with the identified issue may be requested to meet with the Student Review and Termination Committee.

The student may choose to bring a personal advocate or advisor (not legal representation) to this meeting provided the student notifies the Committee within five (5) working days prior to the meeting of the name of the advocate, and the role to be served by the advocate at the meeting. The student may confer with his/her personal advocate or advisor, orally or in writing, during the Student Review and Termination Committee meeting but his/her personal advocate or advisor may not speak for the student or represent the student to the Committee.

4. The Student Review and Termination Committee meeting will convene and present written recommendations based upon their findings to the Director of the School of Social Work within five working days of the meeting.
5. Written notification of the Director's decision will be sent to the student within ten working days of receipt of the recommendations of the Student Review and Termination Committee. Possible actions by the Director may include but are not limited to:
  - Upholding the decision
  - Remediation of the problem.
6. If satisfaction is not achieved at this level, the student may file a written appeal to the Associate Dean of Academic Affairs of the College. The complaint must be filed within ten (10) working days of the date the student received the written notification of the Director's decision.
7. If satisfaction is not achieved at this level, the student may file a formal, written appeal to the FIU Faculty Fellow for Academic Integrity. The complaint must be filed within 15 business days of the date the student received the written notification of the Associate Dean's decision, or within 20 business days after classes begin in the semester following that in which the complaint arose – whichever is later. Details of the Formal Academic Grievance Procedure are outlined in the *FIU Student Handbook*.

*If the issue is field related, the following informal resolution procedure should be followed (replaces step #1 above):*

- Any problem or issue related to student performance in the field practicum should first be discussed in a meeting with the student, field liaison, and/or field instructor (depending on who raises the concern and the identified problem).
- If the problem is unresolved at this level, the MSW Field Coordinator should be contacted, who may consult with the student, liaison, and field instructor. The MSW Field Coordinator will notify the student of the resultant decision in writing within ten working days. If the BSSW Field Coordinator is also the liaison for this particular student, the Associate Director will review all of the information, including the written evaluation by the field instructor, and proceed with notification as detailed above.
- If the problem remains unresolved at this level, the student should refer back to #2 above.

**Students are referred to the *FIU Student Handbook* for details of the Formal Academic Grievance Procedure and the University's policy on issues related to professional misconduct. It is the student's responsibility to obtain a free copy of the handbook from the Office of Student Government or check the policy at <http://gradschool.fiu.edu/current-student-academic-grievance.shtml>**

**Students are encouraged to become thoroughly familiar with their rights &**

**responsibilities within the University.**

## **XIX. CAREER PLANNING**

Faculty members are eager to help the student in developing career goals and plans. The student's advisor is also available for discussion of long-range plans or immediate job opportunities.

FIU Career Services Office maintains a file of job openings. This office also offers assistance in resume writing and critique, practice interviews in addition to other services to move your career forward. Students are welcome to consult this office at any time.

The bulletin boards in the social work program areas display information about social work jobs. Advisors in the school may also provide information about openings.

The NASW News, published by the National Association of Social Workers, usually includes several pages of advertisements about job openings in various parts of the country. Students are encouraged to join NASW.

## APPENDIX A

### Social Work Student Contract

“The primary mission of the social work profession is to enhance human wellbeing and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty.” (NASW Code of Ethics, 2008)

As a social work student, I agree:

1. To adhere to the mission of the social work profession that is rooted in a set of core values including:
  - a. Service to others,
  - b. Promotion of social justice,
  - c. Respect for the dignity and worth of all persons,
  - d. Recognition of the central importance of human relationships,
  - e. Behavior reflecting trustworthiness, and
  - f. Development and enhancement of professional expertise.
2. To understand and adhere to the Code of Ethics of the National Association of Social Workers.
3. To be actively involved in professional social work development through assessment of my academic and personal aptitude and performance.
4. To act professionally and ethically, to maintain confidentiality and to give priority to rights and needs of clients over my own.
5. To be sensitive to individual diversity, including differences in race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability, treating each person in a caring and respectful manner.

I understand that if my professional development is not deemed satisfactory by social work faculty and/or myself, either party has the right and responsibility to request reassessment of my suitability for entry into the social work profession.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Academic Level (BSSW or MSW)

\_\_\_\_\_  
Panther ID

\_\_\_\_\_

Date

## APPENDIX B

### MSW 1<sup>st</sup> Year Student Exit Survey Generalist/Foundation Competencies/Practice Behaviors

Using the following rating scale, please circle the number that best indicates **how well you believe you met** each of the MSW program's advanced clinical competencies/practice behaviors.

Rating Scale:

**1=Unacceptable 2=Below Satisfactory 3= Satisfactory 4= Above Satisfactory 5=Exceptional**

Rating Definitions:

1. **Unacceptable:** Intern's performance of practice behavior has not met the expectations and shows no evidence of being able to do so in the near future.
2. **Below Satisfactory:** Intern's performance of practice behavior has not yet met the expectations; there is evidence that the student will be able to do so in the near future.
3. **Satisfactory:** Intern's performance of practice behavior meets expectations.
4. **Above Satisfactory:** Intern's performance of practice behavior has exceeded expectations.
5. **Exceptional:** Intern excels in this practice behavior.

A. I would rate the admission process for social work education as:

1                      2                      3                      4                      5

B. I would rate the quality of advising I have received as:

1                      2                      3                      4                      5

C. I would rate the quality of my field practicum as:

1                      2                      3                      4                      5

D. I would rate the quality of my field supervision as:

1                      2                      3                      4                      5

E. I would rate the overall quality of my social work education as:

1                      2                      3                      4                      5

**F. Please write any comments here that would further elaborate on your ratings above:**

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**Competency: 2.1.1 – Identify as a professional social worker and conduct oneself accordingly.**

1. Advocate for client access to the service of social work.

1            2            3            4            5

2. Practice personal reflection and self-correction to assure continual professional development.

1            2            3            4            5

3. Attend to professional roles and boundaries.

1            2            3            4            5

4. Demonstrate professional demeanor in behavior, appearance, and communication.

1            2            3            4            5

5. Engage in career-long learning.

1            2            3            4            5

6. Use supervision and consultation.

1            2            3            4            5

**Competency: 2.1.2 – Apply social work ethical principles to guide professional practice.**

7. Recognize and manage personal values in a way that allows professional values to guide practice.

1                      2                      3                      4                      5

8. Make ethical decisions by applying standards of the NASW Code of Ethics.

1                      2                      3                      4                      5

9. Tolerate ambiguity in resolving ethical conflicts.

1                      2                      3                      4                      5

10. Apply strategies of ethical reasoning to arrive at principled decisions.

1                      2                      3                      4                      5

**Competency: 2.1.3 – Apply critical thinking to inform and communicate professional judgments.**

11. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.

1                      2                      3                      4                      5

12. Analyze models of assessment, prevention, intervention, and evaluation.

1                      2                      3                      4                      5

13. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues.

1                      2                      3                      4                      5

**Competency: 2.1.4 – Engage diversity and difference in practice.**

14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.

1                      2                      3                      4                      5

15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.

1                      2                      3                      4                      5

16. Recognize and communicate your understanding of the importance of difference in shaping life's experiences.

1                      2                      3                      4                      5

17. View yourself as a learner and engage those with whom you work as informants.

1                      2                      3                      4                      5

**Competency: 2.1.5 – Advance human rights and social and economic justice.**

18. Understand the forms and mechanisms of oppression and discrimination.

1                      2                      3                      4                      5

19. Advocate for human rights and social and economic.

1                      2                      3                      4                      5

20. Engage in practices that advance social and economic justice.

1                      2                      3                      4                      5

**Competency: 2.1.6 – Engage in research-informed practice and practice-informed research.**

21. Use practice experience to inform scientific inquiry.

1                      2                      3                      4                      5

22. Use research evidence to inform practice.

1                      2                      3                      4                      5

**Competency: 2.1.7 – Apply knowledge of human behavior and the social environment.**

23. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.

1            2            3            4            5  
24. Critique and apply knowledge to understand person and environment.

1            2            3            4            5

**Competency: 2.1.8 – Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

25. Analyze, formulate, and advocate for policies that advance social well-being.

1            2            3            4            5

26. Collaborate with colleagues and clients for effective policy action.

1            2            3            4            5

**Competency: 2.1.9 – Respond to contexts that shape practice.**

27. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.

1            2            3            4            5

28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

1            2            3            4            5

**Competency: 2.1.10 – Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

Engagement

29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.

1            2            3            4            5

30. Use empathy and other interpersonal skills.

1            2            3            4            5

31. Develop a mutually agreed-on focus of work and desired outcomes.

1            2            3            4            5

Assessment

32. Collect, organize, and interpret client data.

1                    2                    3                    4                    5

33. Assess client strengths and limitations.

1                    2                    3                    4                    5

34. Develop mutually agreed-on intervention goals and objectives.

1                    2                    3                    4                    5

35. Select appropriate intervention strategies.

1                    2                    3                    4                    5

Intervention

36. Initiate actions to achieve organizational goals.

1                    2                    3                    4                    5

37. Implement prevention interventions that enhance client capacities.

1                    2                    3                    4                    5

38. Help clients resolve problems.

1                    2                    3                    4                    5

39. Negotiate, mediate, and advocate for clients.

1                    2                    3                    4                    5

40. Facilitate transitions and endings.

1                    2                    3                    4                    5

Evaluation

41. Critically analyze, monitor, and evaluate interventions.

1                    2                    3                    4                    5

**Please add any additional comments that you believe may assist us in assessing the program's outcomes.**

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**Thank you**

## APPENDIX C

### School of Social Work

#### MSW 2<sup>nd</sup> Year Student Exit Survey Advanced Clinical Competencies/Practice Behaviors

Using the following rating scale, please circle the number that best indicates **how well you believe you met** each of the MSW program's advanced clinical competencies/practice behaviors.

Rating Scale:

**1=Unacceptable    2=Below Satisfactory    3= Satisfactory    4= Above Satisfactory    5=Exceptional**

Rating Definitions:

1. **Unacceptable:** Student's performance of practice behavior has not met the expectations and shows no evidence of being able to do so in the near future.
2. **Below Satisfactory:** Student's performance of practice behavior has not yet met the expectations; there is evidence that the student will be able to do so in the near future.
3. **Satisfactory:** Student's performance of practice behavior meets expectations.
4. **Above Satisfactory:** Student's performance of practice behavior has exceeded expectations.
5. **Exceptional:** Student excels in this practice behavior.

A. I would rate the admission process for social work education as:

1                      2                      3                      4                      5

B. I would rate the quality of advising I have received as:

1                      2                      3                      4                      5

C. I would rate the quality of my field practicum as:

1                      2                      3                      4                      5

D. I would rate the quality of my field supervision as:

1                      2                      3                      4                      5

E. I would rate the overall quality of my social work education as:

1                      2                      3                      4                      5

F. **Please write any comments here that would further elaborate on your ratings above:**

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**Competency: 2.1.1 – Identify as a professional social worker and conduct oneself accordingly.**

42. Understand and identify professional strengths, limitations, and challenges.

1                      2                      3                      4                      5

**Competency: 2.1.2 – Apply social work ethical principles to guide professional practice.**

43. Apply ethical decision-making skills to issues specific to clinical social work.

1                      2                      3                      4                      5

44. Recognize and manage personal biases as they affect the therapeutic relationship in the service of the clients' well-being.

1                      2                      3                      4                      5

**Competency: 2.1.3 – Apply critical thinking to inform and communicate professional judgments.**

45. Engage in reflective practice.

1                      2                      3                      4                      5

46. Identify and articulate clients' strengths and vulnerabilities.

1                      2                      3                      4                      5

47. Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations.

1                      2                      3                      4                      5

48. Communicate professional judgments to other social workers and/or professionals from other disciplines, in both verbal and written formats.

1                      2                      3                      4                      5

**Competency: 2.1.4 – Engage diversity and difference in practice.**

49. Research and apply knowledge of diverse populations to enhance client well-being.

1                      2                      3                      4                      5

50. Work effectively with diverse populations.

1                      2                      3                      4                      5

**Competency: 2.1.5 – Advance human rights and social and economic justice.**

51. Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention.

1                      2                      3                      4                      5

**Competency: 2.1.6 – Engage in research-informed practice and practice-informed research.**

52. Use the evidence-based practice process in clinical assessment and intervention with clients.

1                      2                      3                      4                      5

53. Use research methodology to evaluate clinical practice effectiveness and/or outcomes.

1                      2                      3                      4                      5

**Competency: 2.1.7 – Apply knowledge of human behavior and the social environment.**

54. Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice.

2                    2                    3                    4                    5

55. Use bio-psycho-social theories and diagnostic classification systems in formulation of comprehensive assessments.

1                    2                    3                    4                    5

**Competency: 2.1.8 – Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

56. Advocate with and inform administrators and legislators to influence policies that affect clients and service.

1                    2                    3                    4                    5

57. Communicate to stakeholders the implication of policies and policy change in the lives of clients.

1                    2                    3                    4                    5

**Competency: 2.1.9 – Respond to contexts that shape practice.**

58. Assess the quality of clients' interactions within their social contexts.

1                    2                    3                    4                    5

59. Develop intervention plans to accomplish systemic change

1                    2                    3                    4                    5

**Competency: 2.1.10 – Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

Engagement

60. Develop a culturally responsive therapeutic relationship.

1                    2                    3                    4                    5

61. Establish a relationally based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes.

1                      2                      3                      4                      5

62. Attend to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the therapeutic alliance.

1                      2                      3                      4                      5

Assessment

63. Use multidimensional bio-psycho-social assessment tools.

1                      2                      3                      4                      5

64. Assess clients' readiness for change.

1                      2                      3                      4                      5

65. Assess clients' coping strategies to reinforce and improve adaptation to life situations, circumstances, and events.

1                      2                      3                      4                      5

66. Select and modify appropriate intervention strategies based on continuous clinical assessment.

1                      2                      3                      4                      5

67. Use differential diagnosis.

1                      2                      3                      4                      5

Intervention

68. Critically evaluate, select, and apply best practices and evidence-based interventions.

1                      2                      3                      4                      5

69. Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed.

1                      2                      3                      4                      5

70. Collaborate with other professionals to coordinate treatment interventions.

1                      2                      3                      4                      5

Evaluation

71. Use clinical evaluation of the process and/or outcomes to develop best practice interventions for a range of bio-psycho-social conditions.

1                      2                      3                      4                      5

**Please add any additional comments that you believe may assist us in assessing the program's outcomes.**

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**Thank you!**

**APPENDIX D**  
**Contact Numbers**

Career Services	(305) 348 - 2423
Disability Resource Center	(305) 348 - 3532
Financial Aid	(305) 348 - 7272
Graduate Admissions	(305) 348 - 7442
Health and Wellness Center	(305) 348 - 2688
International Student and Scholar Services	(305) 348 - 2421
Office of Field Education	(305) 348 - 3881
Office of the Registrar	(305) 348 - 2320
School of Social Work Graduate Advisor	(305) 348 - 5841
School of Social Work Website	<a href="http://stempel.fiu.edu">http://stempel.fiu.edu</a>
Social Work Admissions	(305) 348 - 5887
University Graduate School	(305) 348 - 2455

## APPENDIX E

Florida International University – School of Social Work  
 Master of Social Work – 2 year/60 Credit – Program Plan

**All new students are required to see the social work advisor before registering for classes.  
 For course descriptions, see University Catalog: <http://catalog.fiu.edu/> .**

Foundation Year		
Block I	Block II	
<p><b>SOW 5105 3cr <u>Human Behavior and the Social Environment I</u></b>                      Pre-req: BSC 2023 – Human Biology (Acceptable substitutions: BSC 1005, BSC 1010, BSC 2010, BSC 2085, BSC 2086, PCB 2099)</p> <p><b>SOW 5235 3cr <u>Social Welfare Policy and Services I</u></b>                      Pre-req: No Pre-Req</p> <p><b>SOW 5342 3cr <u>Social Work Practice with Individuals and Families</u></b>                      Pre/Co-req: SOW 5105 – Human Behavior and the Social Environment I                      Co-req: SOW 5379L – Interviewing Skills Lab</p> <p><b>SOW 5379L 2cr <u>Interviewing Skills Lab</u></b>                      Co-req: SOW 5342 – Social Work Practice with Individuals and Families</p> <p><b>SOW 5404 3cr <u>Social Work Research Methodology</u></b>                      Pre-req: STA 20122 – or – STA 2023 – Statistics</p>	<p><b>SOW 5344 3cr <u>Theory and Practice with Communities &amp; Organizations</u></b>                      Pre-req: No Pre-Req</p> <p><b>SOW 5629 3cr <u>Social Work Practice with Diverse Populations</u></b>                      Pre-req: SOW 5342 – Social Work Practice with Individuals &amp; Families</p> <p><b>SOW 5324 3cr <u>Theory and Practice with Groups</u></b>                      Pre-req: SOW 5342 – Social Work Practice with Individuals and Families                      Co-req: SOW 5532 – Field Practicum I</p> <p><b>SOW 5532 4cr <u>Field Practicum I – MSW I* (**)</u></b>                      Pre-reqs: Block I                      Co-req: SOW 5324 – Social Work Practice with Groups                      Pre/Co-reqs: SOW 5344 – Social Work Practice with Communities &amp; Organizations;                      SOW 5629 – Social Work Practice with Diverse Populations</p>	<p>Before applying to field, all students must have a minimum GPA of 3.00 <b>and</b>, have completed each course in blocks I &amp; II with final grade of ‘B’ or better. Please see advisor for clarification as no exemptions are allowed.</p> <p>* Clinical Fee - \$100</p> <p>** <b>Summer, evening, and weekend placements are not available for MSW I placements. Students may not be placed in an agency in which they are currently employed.</b></p>

**Advanced Clinical Year**

**Block III**

**SOW 6125 3cr Human Behavior and the Social Environment II - Psychopathology**  
 Pre-reqs: SOW 5105 – Human Behavior and the Social Environment I; 2<sup>nd</sup> year or Advanced Standing status; All Foundation Year Courses

**SOW 6236 3cr Social Welfare Policy & Services II**  
 Pre-reqs: SOW 5235 – Social Welfare Policy and Services I; 2<sup>nd</sup> year or Advanced Standing status; All Foundation Year Courses

**SOW 6435 3cr Evaluating Empirically Based Social Work Practice**  
 Pre-reqs: Admission to concentration or permission of the instructor; All Foundation Year Courses

**SOW 6425 3cr Clinical Assessment and Intervention Planning**  
 Pre-reqs: SOW 5324 – Theory and Practice with Groups;  
 SOW 5532 – Field Practicum I; or Advanced Standing  
 All Foundation Year Courses  
 Co-req: SOW 6533 – Field Practicum II

**SOW 6533 3cr Field Practicum II – MSW II \*\* (\*\*\*)**  
 Pre-reqs: A BSW/BSSW degree and Advanced Standing status or satisfactory completion of Block II  
 Co-req: SOW 6425 – Clinical Assessment and Intervention Planning  
 Pre/ Co-reqs: SOW 6125 – Human Behavior and the Social Environment II;  
 SOW 6236 – Social Work Policy and Services II;  
 SOW 6435 – Evaluating Empirically Based Social Work Practice

**Block IV**

**SOW 6351 3cr Clinical Intervention in Couple and Family Social Work Practice**  
 Pre-reqs: SOW 6425 – Clinical Assessment and Intervention Planning  
 SOW 6533 – Field Practicum II  
 Co-req: SOW 6534 – Field Practicum III

**SOW 6534 6cr Field Practicum III - MSW III \*\*\*\***  
 Pre-reqs: Block III  
 Co-req: SOW 6351 – Clinical Intervention in Couple & Family Social Work Practice

**CAN BE TAKEN AT ANYTIME DURING THE PROGRAM**

<b>SOW XXXX</b>	3cr	Clinical Social Work Elective
<b>SOW XXXX</b>	3cr	Clinical Social Work Elective
<b>PHC 6500</b>	3cr	Foundations of Public Health Practice

**Total Credits: 9**

**Practicum Application deadlines:**

**September 5 - Spring**  
**January 5 - Summer**  
**May 5 - Fall**

**Office of Field Education:**  
[http://stempel.fiu.edu/academics/social\\_work/practicum/index.html](http://stempel.fiu.edu/academics/social_work/practicum/index.html)

To continue into MSW II and MSW III Practicums, students must have maintained the minimum 3.00 GPA requirement and received a 'B' or better in all core classes.

\*\* Clinical Fee - \$100  
 \*\*\* Clinical Fee - \$200

**\*\*\*Evening and weekend placements are extremely limited and cannot be guaranteed. Students may not be placed in an agency in which they are currently employed.**

## APPENDIX F

Florida International University – School of Social Work  
 Master of Social Work – Advanced Standing (33 Credits)

**All new students are required to see the social work advisor before registering for classes.**  
**For course descriptions, see University Catalog: <http://catalog.fiu.edu/>.**

Advanced Clinical Year													
Block I	Block II												
<p><b>SOW 6125 3cr Human Behavior and the Social Environment II - Psychopathology</b>                      Pre-reqs: SOW 5105 – Human Behavior and the Social Environment I; 2<sup>nd</sup> year or Advanced Standing status</p> <p><b>SOW 6236 3cr Social Welfare Policy and Services II</b>                      Pre-reqs: SOW 5235 – Social Welfare Policy and Services I; 2<sup>nd</sup> year or Advanced Standing status</p> <p><b>SOW 6435 3cr Evaluating Empirically Based Social Work Practice</b>                      Pre-reqs: Admission to concentration or permission of the instructor</p> <p><b>SOW 6425 3cr Clinical Assessment and Intervention Planning</b>                      Pre-reqs: SOW 5324 – Theory and Practice with Groups;                      SOW 5532 – Field Practicum I or Advanced Standing                      Co-req: SOW 6533 – Field Practicum II</p> <p><b>SOW 6533 3cr Field Practicum II – MSW II * (**)</b>                      Pre-reqs: A BSW/BSSW degree and Advanced Standing status or satisfactory completion of SOW 5532, SOW 5344, SOW 5629, and SOW 5324                      Co-req: SOW 6425 – Clinical Assessment and Intervention Planning                      Pre/ Co-reqs: SOW 6125 – Human Behavior and the Social Environment II;                      SOW 6236 – Social Work Policy and Services II;                      SOW 6435 – Evaluating Empirically Based Social Work Practice</p>	<p><b>SOW 6351 3cr Clinical Interventions in Couple and Family Social Work Practice</b>                      Pre-reqs: Advanced Clinical Year Block I                      Co-req: SOW 6534 – Field Practicum III</p> <p><b>SOW 6534 6cr Field Practicum III - MSW III ***</b>                      Pre-reqs: Advanced Clinical Year Block I                      Co-req: SOW 6351 – Clinical Interventions in Couple &amp; Family Social Work Practice</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p style="text-align: center;"><b>Electives: CAN BE TAKEN AT ANYTIME DURING THE PROGRAM</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"><b>SOW XXXX</b></td> <td style="width: 10%;">3cr</td> <td>Clinical Social Work Elective</td> </tr> <tr> <td><b>SOW XXXX</b></td> <td>3cr</td> <td>Clinical Social Work Elective</td> </tr> <tr> <td><b>PHC 6500</b></td> <td>3cr</td> <td>Foundations of Public Health Practice</td> </tr> <tr> <td colspan="3"><b>Total Credits: 6</b></td> </tr> </table> </div> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Practicum Application deadlines:</b>                      September 5 - Spring                      January 5 - Summer                      May 5 - Fall</p> <p><b>Office of Field Education:</b>  <a href="http://stempel.fiu.edu/academics/social-work/practicum/index.html">http://stempel.fiu.edu/academics/social-work/practicum/index.html</a></p> </div>	<b>SOW XXXX</b>	3cr	Clinical Social Work Elective	<b>SOW XXXX</b>	3cr	Clinical Social Work Elective	<b>PHC 6500</b>	3cr	Foundations of Public Health Practice	<b>Total Credits: 6</b>		
<b>SOW XXXX</b>	3cr	Clinical Social Work Elective											
<b>SOW XXXX</b>	3cr	Clinical Social Work Elective											
<b>PHC 6500</b>	3cr	Foundations of Public Health Practice											
<b>Total Credits: 6</b>													
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> <p>To continue into MSW II and MSW III Practicums, students must have maintained the minimum 3.00 GPA requirement <b>and</b> received a 'B' or better in all core classes.</p> <p>* Clinical Fee - \$100                      *** Clinical Fee - \$200</p> <p><b>**Evening and weekend placements are extremely limited and cannot be guaranteed. Students may <u>not</u> be placed in an agency in which they are currently employed</b></p> </div>													

Effective Fall 2010: All students admitted to the MSW Program with advanced standing status must have a “B” or better from their BSSW coursework. Admitted advanced standing students with BSSW grades lower than a ‘B’ will be required to complete the equivalent graduate courses in the first term of the MSW program. The course equivalencies are as followed:

IF Earned a ‘B-‘ or less in BSSW Course		Must retake MSW Equivalent	
SOW 3113	The Social Environment and Human Behavior I (or equivalent)	SOW 5105	Human Behavior and the Social Environment I <i>(Course is the pre-req to SOW 6125 HSBE II)</i>
SOW 3100	The Social Environment and Human Behavior II (or equivalent)		
SOW 3232	Social Welfare Policy & Services I (or equivalent)	SOW 5235	Social Welfare Policy and Services I <i>(Course is the pre-req to SOW 6236 Policy II)</i>
SOW 3233	Social Welfare Policy & Services II (or equivalent)		
SOW 3203	Introduction to Social Work (or equivalent)	SOW 5342	Social Wok Practice with Individuals and Families
SOW 3313	Social Work Practice with Families and Individuals (or equivalent)	SOW 5342	Social Work Practice with Individuals and Families <i>(Course is the pre-req to SOW 6425 Clinical Assessment and Intervention Planning)</i>
SOW 3350	Interviewing Techniques Lab (or equivalent)	SOW 5379L	Interviewing Skills Lab <i>(Course is the pre-req to SOW 6425 Clinical Assessment and Intervention Planning)</i>
SOW 3403	Social Work Research (or equivalent)	SOW 5404	Social Work Research Methodology <i>(Course is pre-req to SOW 6435 – Evaluating Empirically Based Social Work Practice)</i>
SOW 3620	Social Work & Human Diversity (or equivalent)	SOW 5629	Social Work Practice with Diverse Populations <i>(Course is pre-req to SOW 6425 Clinical Assessment and Intervention Planning)</i>
SOW 4322	Social Work Practice with Groups (or equivalent)	SOW 5324	Theory and Practice with Groups <i>(Course is pre-req to SOW 6425 Clinical Assessment and Intervention Planning)</i>
SOW 4332	Social Work Practice with Communities and Organizations (or equivalent)	SOW 5344	Theory and Practice with Communities and Organizations <i>(Course is pre-req to SOW 6425 Clinical Assessment and Intervention Planning)</i>