



Social Work Spring 2023 Orientation



10:00 AM – 10:10 AM | **School of Social Work Overview**

Dr. Mary Helen Hayden, Director, School of Social Work

10 AM – 10:20 AM | **An Introduction to Professional Communication**

Ms. Jennifer Abeloff, Associate Director, School of Social Work

10:20 AM – 10:30 AM | **Becoming Part of an Ethical Community**

Ms. Victoria Gray, Clinical Instructor, School of Social Work

10:30 AM – 10:40 AM | **Honor Pledge / Pinning Ceremony**

Mr. Huston Ochoa, PhD Student, SSWA President

Program Breakout Sessions

10:50 AM – Noon | **Bachelor (BSSW) – OVERVIEW OF BSSW Program**

Ms. Jennifer Abeloff, Associate Director, School of Social Work

Ms. Sheila Jenkins-Boone, Academic Advisor II, School of Social Work

Ms. Nicole Neufeld, Visiting Clinical Professor, School of Social Work

10:50 AM – Noon | **Master (MSW) – OVERVIEW OF MSW PROGRAM**

Ms. Kelly Sydnor, Coordinator, Student/Academic Services, School of Social Work

Ms. Elise Linder, Clinical Instructor, MSW Field Coordinator, School of Social Work

School of Social Work Overview



FIU

School of Social Work

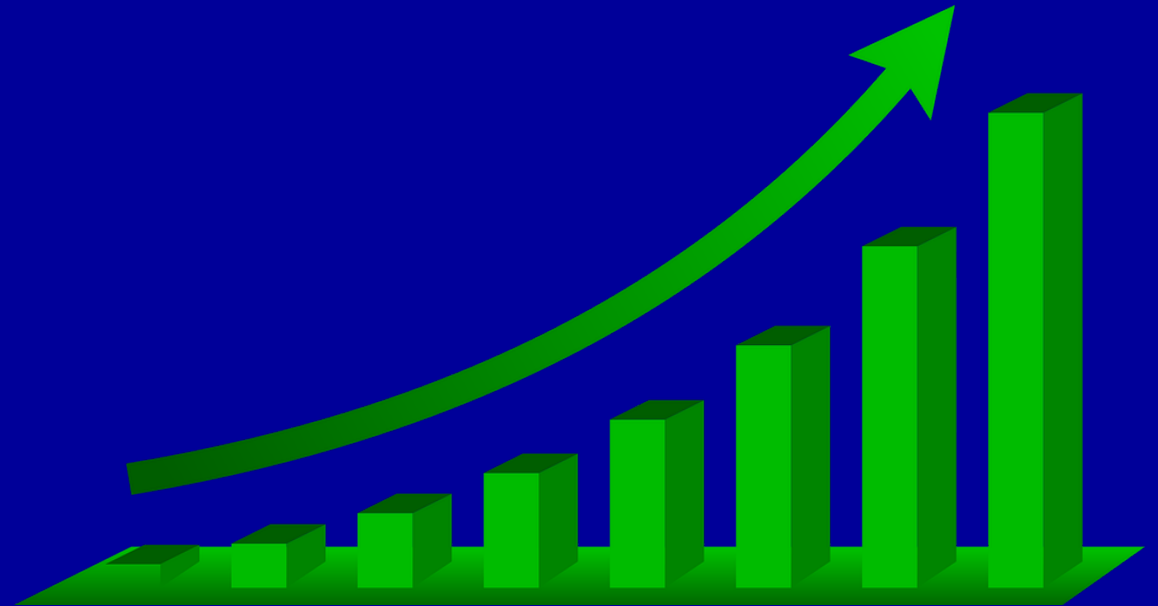
Mission Statement



The School of Social Work empowers future social workers and prepares them to work with individuals, families, groups, organizations, and communities to eliminate social and economic inequities and reach their full potential. The school generates partnerships and collaborates with social work professionals. The goal is to facilitate the advancement of social work leaders within diverse and multicultural communities. We are committed to innovative research, teaching, and service that promotes inclusive and culturally responsive solutions to advance social justice.

Employability

- Employment of social workers is projected to grow 9 percent from 2021 to 2031, much faster than the average for all occupations (US Occupational Outlook)
- South Florida community has strong needs in social services
- Social workers comprise the majority of professionals providing mental health services in the United States
- High rates of job obtainment in BSSW, MSW, and PhD programs



Programs

- Bachelor of Science in Social Work (BSSW)
- Master's of Social Work (MSW)
- Ph.D. in Social Welfare

Focuses include:

Cultural Humility, Intersectionality, Anti-Racist/Anti-Oppressive Practices, Health Disparities, Trauma-Informed Practice, Social Justice/Advocacy, Evidence-Informed Practices



Recognitions



- Graduate Program Ranked #49 Among Public Universities (2022 *US News & World Report*)
- Graduate Program Ranked #2 in Florida (2022 *US News & World Report*)
- Best Bachelor's Social Work Degrees in Florida – Ranked #2 (2020, [SocialWorkDegree.org](https://socialworkdegree.org))
- Exceed State Metrics for Retention, Graduation, Employment & Continuing Education

The Faculty

“We are committed to innovative research, teaching, and service ...”

21 Full-Time Faculty Members

- Scholarship (2021 – 2022)
Publications: 63
Presentations: 70
- External Funding (2022 – 2023)
\$ 14,000, 000 +
- Community Engagement
Faculty on boards of 10 different organizations
Community-engaged research

Research/Training

- Center for Research on U. S. Latino HIV/AIDS and Drug Abuse (CRUSADA)
 - Directed by Dr. Mario De La Rosa
- Community-Based Research Institute (CBRI)
 - Directed by Dr. Eric Wagner



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Program Accreditation



- BSSW & MSW Accredited by the Council on Social Work Education (CSWE)
- 2016 – Full, Unconditional Reaffirmation of Accreditation

Curriculum



- BSSW – Generalist Practice
 - 9 Generalist Core Competencies
 - 20 Generalist Behaviors
- MSW – Specialized Advanced Clinical Practice
 - 9 Core Competencies
 - 1st year – 20 Generalist Behaviors
 - 2nd year – 29 Specialized/Advanced Clinical Practice Behaviors
- Courses in Human Behavior & the Social Environment, Policy, Research, Practice and Field
- PhD – Focus on Research, University Teaching & Leadership in Social Work & Social Welfare
- Foundation in Public Health

Certificate Programs

- Child Welfare Certificate (BSSW)
- Graduate Certificate in Addictions (MSW)
- Graduate Certificate in Social Work Practice with the Elderly (MSW)
- Graduate Certificate in Child Welfare (MSW)



Combined Degrees

- MSW/JD
- MSW/MPH



Field Education



- Field Practicum (2021 - 2022)
 - Total: 347 placements 102,230 clock hours
 - Affiliations with over 180 agencies serving Dade, Broward, Monroe, & Palm Beach Counties
- Over 475 qualified field instructors
- NeighborhoodHELP™
- Behavioral Health Workforce Education and Training (BHWET) Fellowship
- Mental Health Service Professionals (Project DIG) Fellowship with M-DCPS

Students



2022-2023

- BSSW – 179
- MSW – 178
- Ph.D. - 18

Student Engagement

- Student Social Work Association & Phi Alpha Honor Society
 - People First Dance
 - LEAD Day in Tallahassee
 - SoBe Food Rescue
 - Camillus House Collection
 - Professional Panel
 - Signature Events
- Phi Alpha Honor Society –National Service Award
14 Consecutive Years



Student Engagement Continued



Peer Groups for Social Work Students

- Social Work Student Community Group (vgray@fiu.edu)
- Black Social Work Student Voices Group (ksydnor@fiu.edu)
- LGBTQIA+ Pride Social Work Student Group (abeloffj@fiu.edu)
- Hispanic Social Work Student Group (vgray@fiu.edu)

Student Advisors to the Office of Field Education (sowpracticum@fiu.edu)

Student Participation on the School's Diversity Equity, Inclusion and Justice Committee (DEIJ)

More Opportunities Coming for Student Involvement....

Assessment of Outcomes

- Strong Outcome Measures for BSSW and MSW Programs (Final Field Evaluations, Exit Surveys, Portfolio/Capstone)
- Our Measures Serve as Model for other University Programs
- Outcome Data Provides Data for Decisions on Programs/Curriculum



Final Thoughts



“Ignoring your passion is like dying a slow death...Passion whispers to you through your feelings, beckoning you toward your highest good. Pay attention to what makes you feel energized, connected, stimulated-what gives you your juice. Do what you love, give it back in the form of service, and you will do more than succeed. You will triumph.”

Oprah Winfrey

An Introduction to Professional Communication



FIU

The background features a large white circle in the center, which is partially overlaid by a dark blue shape at the bottom and a light blue shape on the left. The right side of the image is a solid light pink color.

AN INTRODUCTION TO PROFESSIONAL COMMUNICATION

Prof. Jennifer Abeloff

WHY?

- Casual vs. Professional
- Social Media
- Good impression
- Reputation
- Be heard



TYPES OF COMMUNICATION



Oral (face-to-face, phone, zoom, voicemail, voice messaging)



Written (instant messaging, text, note-writing, social media posts, emails, group chats)

WHO?

- Professors
- Staff at FIU
- Supervisor at internship
- Staff at internship
- Colleagues (fellow students/interns)
- Social work networks
- When in doubt...



ADDRESSING PEOPLE PROFESSIONALLY

In all forms of communication:

- Use the most formal title to address individuals unless they tell you otherwise.
- With a client, you should ask how they want to be addressed.

Always address your professors and instructors as Professor Last Name or Dr. Last Name unless they tell you otherwise.

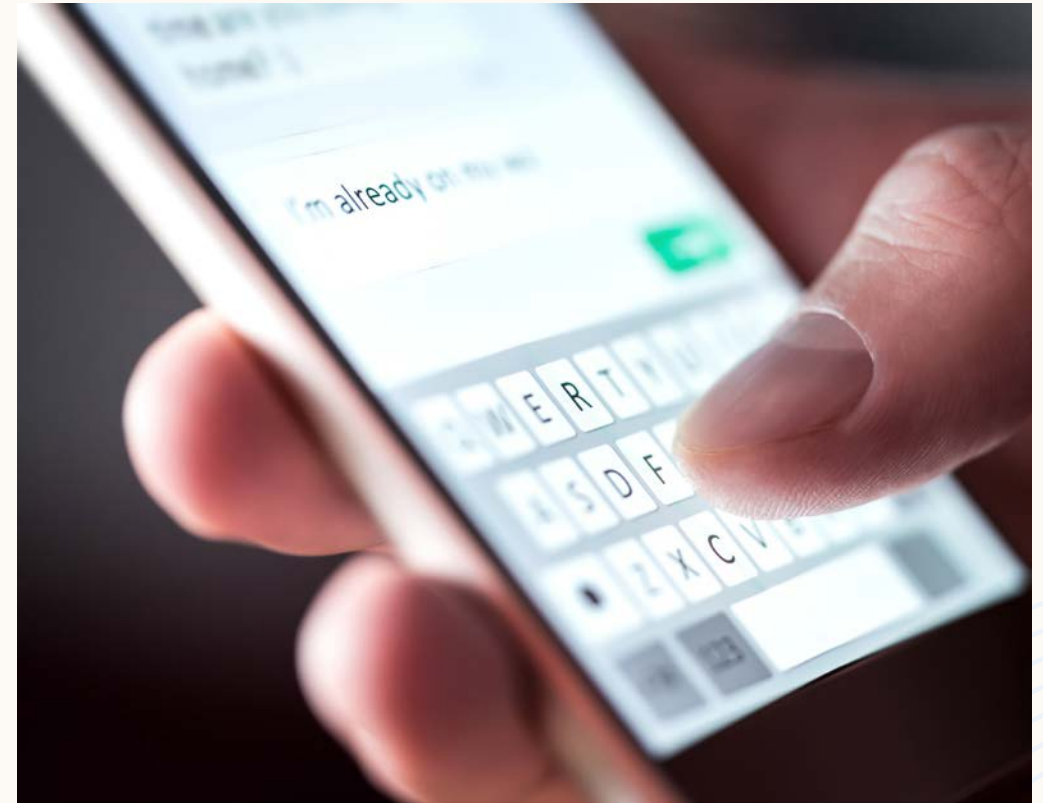
Do not address professors, supervisors, and staff at FIU or in agencies with their first names unless they tell you to do so.

TEXTING ETIQUETTE

Only text someone in a professional context (professor, supervisor, field instructor, internship staff) if they give you permission to do so.

If given permission:

- Ask if they prefer text or emails
- Limit texting to during work/daytime hours unless otherwise instructed
- Know when it is more appropriate to make a phone call or email:
 - ✓ Nothing confidential
 - ✓ Anything complex or delicate
- If you need to call or meet, send a short text inquiring as to the best time to talk.
- Remain professional
 - ✓ Your words can live forever in a screenshot.
 - ✓ No emojis
 - ✓ Avoid abbreviations
 - ✓ Spelling and punctuation count



PROFESSIONAL EMAILS

27

Different from Texting

- Relevant subject line
- The right cc and bcc recipients (use sparingly)
- Concise and clear
- Correct name & title
- Conclusion/closing statement
- Courteous signature
- Spelling and grammar

EMAIL ETIQUETTE

Starting an email:

- Hello, Dr. X....Dear Dr. X....Good morning/afternoon/evening, Dr. X
- I hope this email finds you well; I hope your week is going smoothly.

Stating the need:

- I am emailing you to....
- I am hoping to get your input on....

Closing the email:

- Thank you for your time.
- I appreciate your assistance.

Signature:

- Sincerely, Warmly, Best, Regards,
Your Name

EMAIL ETIQUETTE

Replying to an email:

- Hello, Professor Y; Good morning/afternoon/evening, Professor Y; Dear Professor Y
- It is great to hear from you.
- Thank you for your email.
- Thank you for the quick response.
- I appreciate the update.
- State any further response
- Closing and signature same guidelines as new email

Following up on a sent email:

- Greeting as above
- Just checking in...
- I wanted to follow-up with you...
- I wanted to get back to you...
- Closing and signature same guidelines as new email

GROUP CHATS

If stated purpose is about classes, group projects, internship, student clubs---all professional interactions:

- Be thoughtful and careful with your words (a screenshot will last forever)
- Use only for the specific purpose (avoid jokes, memes etc.)
- Avoid any comments that may be hurtful to others
- Be inclusive
- Be responsive
- The NASW Code of Ethics applies to interactions with colleagues
- If issues, avoid trying resolve in group chat. Instead, use zoom or in person.

SUMMARY

- Be aware of your audience and context
- Err on the side of formality
- Be polite and thoughtful
- Follow the NASW Code of Ethics

Becoming Part of an Ethical Community



Ethical Community

General Orientation

Presented by Victoria Gray, LCSW

What Is An Ethical Community?

- Students and faculty intentionally committed to upholding FIU's Student Conduct and Honor Code, School of Social Work's policies and procedures, the National Association of Social Work (NASW) Code of Ethics and the Council on Social Work Education(CSWE) competencies.
- Main virtues being:
 - Integrity
 - Respect
 - Honesty

Why Ethical Communities Matter

- Behavior in one area impacts behavior in other areas.
- You are the present and the future.

“The time is always right to do what is right.”

Martin Luther King, Jr.

FIU's Culture of Academic Integrity

*"FIU is committed to the CORE values:
Responsibility, Truth, Freedom, Respect and Excellence.*

- *It is the Responsibility of all students, faculty and administration to conduct all academic and scholarly activities in Truth which means the honest pursuit, generation, dissemination and application of knowledge.*
- *Freedom of thought and expression allows us to show concern and act on issues related to Academic Integrity with Respect for the diversity and dignity of all individuals.*
- *Together these core values form the foundation for Academic Integrity at FIU which brings Excellence in intellectual, personal and operational endeavors."*

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

FIU's Standards of Student Conduct

- *“Undergraduate, Graduate, and Professional Students at FIU are expected to adhere to the highest standards of integrity in every aspect of their lives. Honesty in academic matters is part of this obligation. Academic integrity is the adherence to those special values regarding life and work in an academic community.”*

(<https://studentaffairs.fiu.edu/get-support/student-conduct-and-conflict-resolution/student-conduct-and-honor-code/index.php>)

Social Work as an Ethical Profession

- “Social work is a professional and academic discipline committed to the pursuit of social welfare, social change and social justice.
- The field works towards research and practice to improve the quality of life and to the development of the potential of each individual, group and community of a society. “

(Taken directly from NASW website, www.socialworkers.org)

NASW's Code of Ethics: Social Work Core Values (6)

1. Service
2. Social justice
3. Dignity and worth of the person
4. Importance of human relationships
5. Integrity
6. Competence

Ethical Community: Becoming a Member

- Choose and commit
 - FIU's Student Conduct and Honor Code
 - School of Social Work Policies and Procedures
 - NASW's Code of Ethics
 - CSWE's Competencies

*Welcome
and
Congratulations!*



References

- CSWE Core Competencies. Retrieved from <http://www.cswe.org>
- Florida International University, Academic Integrity: A Culture of Academic Integrity at FIU. <http://integrity.fiu.edu/>
- *Florida International University, Student Conduct and Honor Code.* <https://studentaffairs.fiu.edu/get-support/student-conduct-and-conflict-resolution/student-conduct-and-honor-code/index.php>
- McCabe, D., Butterfield, K., & Trevino, L. 2012. *Cheating In College: Why Students Do It and What Educators Can Do About It.* Maryland. John Hopkins University Press.
- NASW Code of Ethics. Retrieved from <https://www.socialworkers.org/about/ethics/code-of-ethics>
- School of Social Work, Masters Program Handbook. Retrieved from <https://stempel.fiu.edu/wp-content/uploads/sites/75/2019/03/MSW-Program-Handbook-01.2019.pdf>
- School of Social Work Undergraduate Student Handbook. Retrieved from https://stempel.fiu.edu/wp-content/uploads/sites/75/2018/01/School-of-Social-Work_BSSW-Handbook-2018.pdf

Honor Pledge



I understand that as a social work student in FIU's School of Social Work, I am a member of an ethical community. Therefore, I pledge:

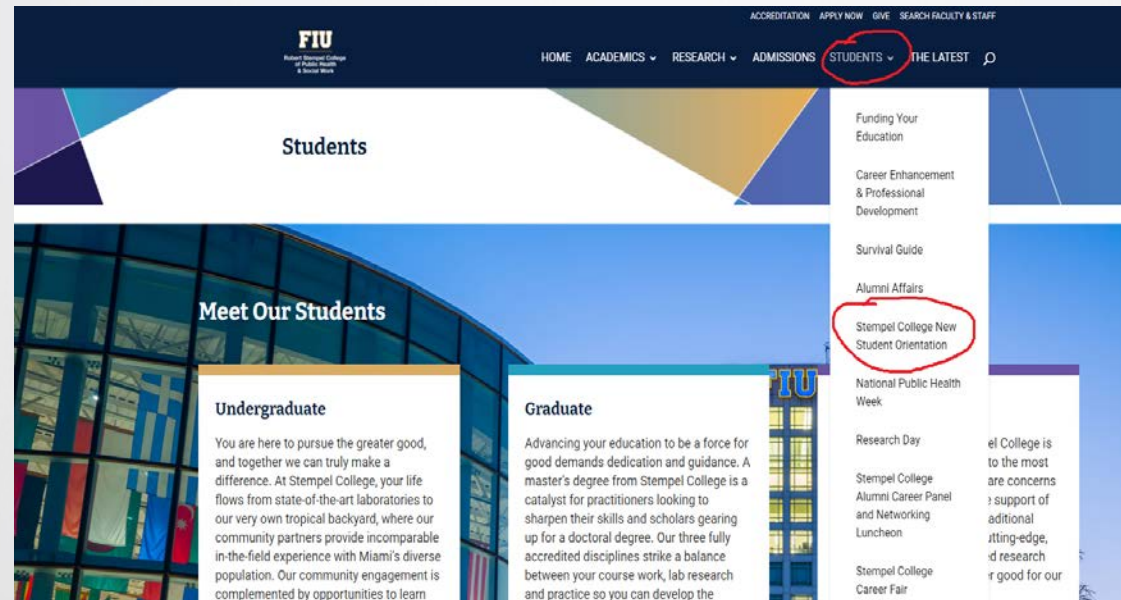
1. To adhere to the mission of the social work profession that is rooted in a set of core values including:
 - a. Service to others,
 - b. Promotion of social, economic, racial, and environmental justice,
 - c. Respect for the dignity and worth of all persons,
 - d. Recognition of the central importance of human relationships,
 - e. Behavior reflecting trustworthiness, and
 - f. Development and enhancement of professional competence and expertise.
2. To adhere to the National Association of Social Workers [Code of Ethics](#) and [Standards and Indicators for Cultural Competence in Social Work Practice](#).
3. To be actively involved in professional social work development through assessment of my academic and personal aptitude and performance.
4. To learn and demonstrate the skills, abilities, and knowledge of the nine competencies set forth by the [Council on Social Work Education \(CSWE EPAS, 2022\)](#) in classes and fieldwork
5. To be inclusive and respectful of individual diversity, including differences and intersectional ties of “age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status” (CSWE, 2022).
6. To adhere to the [FIU Student Conduct and Honor Code](#).



Documents

Your orientation documents can be found here:

<https://stempel.fiu.edu/stempel-college-new-student-orientation/>





Program Breakout Sessions

Bachelors (BSSW):

GL100B

Masters (MSW):

GL100