MASTER OF SOCIAL WORK

MASTER OF SOCIAL WORK DEGREES

OVERVIEW
Concordia University Wisconsin offers the Master of Social Work (MSW) program. The MSW is a two-year graduate program. Advanced standing is available to those with a Bachelor of Social Work. The program is available for full-time and part-time students.

MISSION STATEMENT
The mission of Concordia University Master of Social Work (MSW) program is to provide a Christian environment that prepares MSW professionals to assume leadership roles in an increasingly diverse and global society. To prepare students to be advanced generalist social workers who embrace Christian values, and support resiliency and strengthen individuals, families, groups, organizations, and communities, and advocate for social and economic justice.

ACCREDITATION
MSW programs are accredited by the Council on Social Work Education (CSWE). The CUW-MSW program is working with CSWE toward full accreditation. The program has been granted Candidacy by CSWE, and is in good standing. Full accreditation is anticipated in February 2020. Accreditation is retroactive to the first class who graduated in August, 2018.

GENERAL ACADEMIC INFORMATION
The Master of Social Work program is designed to prepare students for professional practice with individuals, families, groups, organizations, and communities. The MSW is a competency based degree that emphasizes the significant contribution of knowledge, values, skills, and the importance of cognitive/affective responses to practice situations. The MSW degree is a highly sought after professional degree and recognized nationally and internationally for the quality of professional practice.

Social work practitioners are found in every aspect of practice. They are licensed in every state. Social workers provide critical services at multiple levels of practice and in inter-professional settings. The Advanced Generalist Specialization prepares social workers for practice at all levels of practice. Advanced Generalist Social Workers are employed in hundreds of positions requiring the special knowledge base of the profession.

Advanced Generalist Social Work practitioners work with those who have mental health issues, domestic violence, child abuse, family problems and many others. They work in the criminal justice system as probation officers, juvenile justice social workers, court social workers, and many others positions. Social workers work in community agencies to develop programs, write grants, organize and manage community endeavors to better society. Social work practitioners are prepared for administration as CEOs, administrators, supervisors, political advocates, politicians, and many other macro level jobs.

FIELDWORK EXPERIENCES
The MSW degree requires two field placements supervised by experienced MSW practitioners. The program has contracts with more than 80 agencies willing to provide supervised experience for MSW interns. The Department of Social Work plans for and places students in agencies supporting the student’s specified area of interest.

TRANSFER OF CREDIT
The department will accept up to 6 transfer credits, of previous graduate level coursework, into the MSW program based on the following criteria:

1. Coursework must have been completed within five years prior to admission to the program (or be approved by the MSW faculty committee).
2. Courses transferred must be comparable in scope and subject matter to courses offered by the Social Work department. The student will need to provide a course description and the course syllabus for any course transfer requests.
3. An earned grade of 3.0 (B) is required for all courses transferred.
4. All transfer credits must be certified by the Registrar and approved for the degree by the Chair of Social Work.
5. No more than 6 credits may be transferred.

ENTRANCE REQUIREMENTS
- Bachelor’s degree from an accredited college/university.
- BSW from CSWE accredited Social Work program, if applying for advanced standing. (within 7 years)
- Minimum undergraduate GPA of 3.00 for full acceptance.

HOW TO APPLY
- Application form available at: www.cuw.edu/apply
- Non-refundable $50 application fee
- One page essay, using APA format, describing your reason for obtaining a Master of Social Work Degree
- Current resume, including your education, employment, volunteer and community involvement, and any military experience
- Three professional letters of recommendation that address your potential for success in the program and profession
- All official transcripts leading to your bachelor’s degree
- Completed criminal background check through the agency specified by CUW
- Contact Elizabeth Talbot with any further inquiries. 262.243.4272 Elizabeth.talbot@cuw.edu

COST
Students pay a semester-based tuition which is posted on the Concordia University Wisconsin website.

PROFESSIONAL MEMBERSHIP

FINANCIAL AID
Federal student loans are available to graduate students seeking degrees who are US citizens or permanent residents. Students may apply online at www.fafsa.gov. Concordia’s school code is 003842. Students are eligible for Federal Student loans and Graduate PLUS loans to cover the cost of tuition, books, fees, transportation, and living expenses.
SOCIAL WORK COMPETENCIES
The Curriculum is based on the following competencies:

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

   • Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics as appropriate to context.
   • Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.
   • Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.
   • Use technology ethically and appropriately to facilitate practice outcomes.
   • Use supervision and consultation to guide professional judgment and behavior.

Advanced Behaviors
Advanced Generalist Social Workers recognize the importance of life-long learning to enhance and strengthen skills that will provide ethical and responsible social work services in a continuously changing and dynamic social environments. Advanced Generalist Social Workers utilize their professional affiliations to create life-long learning opportunities for themselves and their constituents. They utilize decision-making frameworks and concept maps that provide an organized structure for the selection and application of theories and perspectives. They seek opportunities for inter-professional discussions that will impact the provision of services for individuals, families, communities, and organizations. They strategically use supervision and consultation to address ethics in practice. They appraise the intersection between Christianity and the NASW Code of Ethics and demonstrate the integration of the Code of Ethics with Christian values when interacting with constituents and agency clients.

2. Engage Diversity and Difference in Practice
Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sexual orientation, and tribal sovereign status. Social workers understand that as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:
   • Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.
   • Present themselves as learners and engage clients and constituencies as experts of their own experiences, and
   • Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

Advanced Behaviors
Advanced Generalist Social Workers seek opportunities to strengthen knowledge and support services to an increasingly diverse and global society. They exercise leadership in the development of necessary alliances to advocate effectively for change with underserved at risk populations and other groups. They employ/model a conscious use of self, self-regulation, self-monitoring, and self-correction in practice situations.

3. Advance Human Rights and Social, Economic, and Environmental Justice
Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social Workers:
   • Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.
   • Engage in practices that advance social, economic, and environmental justice.

Advanced Behaviors
Advanced Generalists Social Workers incorporate an understanding of regional and global interconnections of oppression and applies this understanding to social work practice. They engage in community collaborations that foster social and economic justice and social change. They analyze the consequences of social and economic injustice for constituent groups. They take action to promote humane and responsive social institutions, social policies, programs, and practice.

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

- Use practice experience and theory to inform scientific inquiry and research
- Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings, and
- Use and translate research evidence to inform and improve practice, policy, and service delivery.

Advanced Behaviors
Advanced Generalist Social Workers use evidence-based research findings to inform and improve social work practice. They design, implement, and interpret social work research. They articulate how research findings can improve social service delivery.

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

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- Assess how social welfare and economic policies impact the delivery of and access to social services.
- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

Advanced Behaviors
Advanced Generalist Social Workers apply techniques of effective leadership with agencies, colleagues, and client systems for political action and policy changes to advance social wellbeing through effective service. They evaluate the intended and unintended impact of social policies and develop mechanisms that identify resources for clients. They articulate the impact of policies on service delivery and conduct assessments and evaluations on the implementation of policy. They identify gaps in policies at varied levels such as agency policies, public policies and regulations. They provide leadership for colleagues, client systems, and agencies for effective policy action.

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

- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.
- Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

Advanced Behaviors
Advanced Generalist Social Workers use appropriate assessments and intervention strategies that are grounded in human behavior theories and conceptual frameworks. They critique and apply the knowledge base of the profession to help them understand the person in the environment. They engage in relationship building activities in varied client systems and evaluate the clients’ perception of the quality of the relationship. They employ culturally responsive engagement skills.

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

- Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.
- Develop mutually agreed on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
- Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Advanced Behaviors
Advanced Generalist Social Workers interface with complex problems in systems of all sizes, assessing, intervening, and evaluating at multiple levels of practice. They evaluate the multi-systemic dimensions of client problems. Use client system approaches, they design interventions that affect change at multiple systemic levels of practice. They identify the range of legalities and / or legal risks that may exist for a client or client system that may be considering accessing social services.

8. Intervene with Individuals, Families, Groups, Organizations, and Communities
Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers use evidence-informed research to support competence. They evaluate the impact of intentional and unintentional system intervention processes, evaluating for effectiveness and cultural competence. Social workers critically analyze multiple client system intervention processes, evaluating for effectiveness and cultural competence. They evaluate the impact of intentional and unintentional practice approaches. They use evidence based research to support methods of intervention in one's own practice. They review, analyze and evaluate the effectiveness of one's own practice.

**CURRICULUM**

**66 credits**

**Generalist Year** 27 credits

**Specialization Year** 39 credits

**Advanced Standing Year** 39 credits

**Prerequisites**

- Statistics (completed within 7 years - Math 205 or comparable)
- Life Span Development (Non - BSW students only)

**Generalist Year**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSW 600</td>
<td>Adv Human Behavior Social Env</td>
<td>3</td>
</tr>
<tr>
<td>MSW 610</td>
<td>Gen Pract I: Individ &amp; Fam</td>
<td>3</td>
</tr>
<tr>
<td>MSW 615</td>
<td>Generalist Practice II: Groups, Organizations &amp; Communities</td>
<td>3</td>
</tr>
<tr>
<td>MSW 620</td>
<td>Social Policy &amp; Advocacy</td>
<td>3</td>
</tr>
<tr>
<td>MSW 650</td>
<td>Research Methodologies</td>
<td>3</td>
</tr>
<tr>
<td>MSW 670</td>
<td>Advanced Field Education I</td>
<td>3</td>
</tr>
<tr>
<td>MSW 675</td>
<td>Advanced Field Education II</td>
<td>3</td>
</tr>
<tr>
<td>MSW 680</td>
<td>Advanced Field Seminar I</td>
<td>3</td>
</tr>
<tr>
<td>MSW 685</td>
<td>Advanced Field Seminar II</td>
<td>3</td>
</tr>
</tbody>
</table>

**Specialization Year Total Credits** 27 credits

**Second Year Graduate Students & Advanced Standing**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSW 700</td>
<td>Administration &amp; Supervision with Groups, Organizations &amp; Communities</td>
<td>3</td>
</tr>
<tr>
<td>MSW 710</td>
<td>Advanced Practice: Individuals &amp; Families</td>
<td>3</td>
</tr>
<tr>
<td>MSW 715</td>
<td>Adv Pract: Diverse &amp; Vulnerable Pop</td>
<td>3</td>
</tr>
<tr>
<td>MSW 750</td>
<td>Research Project I</td>
<td>3</td>
</tr>
<tr>
<td>MSW 752</td>
<td>Research Project II</td>
<td>3</td>
</tr>
<tr>
<td>MSW 754</td>
<td>Research Project III</td>
<td>3</td>
</tr>
<tr>
<td>MSW 770</td>
<td>Advanced Field Education III</td>
<td>3</td>
</tr>
<tr>
<td>MSW 775</td>
<td>Advanced Field Education IV</td>
<td>3</td>
</tr>
<tr>
<td>MSW 780</td>
<td>Advanced Field Seminar III</td>
<td>3</td>
</tr>
<tr>
<td>MSW 785</td>
<td>Advanced Field Seminar IV</td>
<td>3</td>
</tr>
<tr>
<td>MSW 790</td>
<td>SW Ethics &amp; Christianity</td>
<td>3</td>
</tr>
</tbody>
</table>

**Second Year Graduate Student & Advanced Standing**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSW 600</td>
<td>Adv Human Behavior Social Env</td>
<td>3</td>
</tr>
<tr>
<td>MSW 610</td>
<td>Gen Pract I: Individ &amp; Fam</td>
<td>3</td>
</tr>
<tr>
<td>MSW 615</td>
<td>Generalist Practice II: Groups, Organizations &amp; Communities</td>
<td>3</td>
</tr>
<tr>
<td>MSW 620</td>
<td>Social Policy &amp; Advocacy</td>
<td>3</td>
</tr>
<tr>
<td>MSW 650</td>
<td>Research Methodologies</td>
<td>3</td>
</tr>
<tr>
<td>MSW 670</td>
<td>Advanced Field Education I</td>
<td>3</td>
</tr>
<tr>
<td>MSW 675</td>
<td>Advanced Field Education II</td>
<td>3</td>
</tr>
<tr>
<td>MSW 680</td>
<td>Advanced Field Seminar I</td>
<td>3</td>
</tr>
<tr>
<td>MSW 685</td>
<td>Advanced Field Seminar II</td>
<td>3</td>
</tr>
</tbody>
</table>

**Total Program Credits** 66