



The University of Texas at Austin School of Social Work

MSSW HANDBOOK

Degrees offered:

MSSW dual degrees with

Master of Arts in Latin American Studies

Master of Business Administration

Doctor of Jurisprudence

Master of Public Affairs

Master of Divinity with the Austin Presbyterian Theological Seminary

Master of Public Health with University of Texas School of Public Health

Concentrations offered:

Administration and Policy Practice

Clinical

THE UNIVERSITY OF TEXAS AT AUSTIN

School of Social Work

405 W 25th Street

Stop D3500

Austin, TX 78705

512.471.5457

FAX: 512.471.9600

E-Mail: utssw@lists.cc.utexas.edu

World Wide Web: <http://www.utexas.edu/ssw>

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William Inboden, Executive Vice President and Provost

Lydia Contreras, Vice Provost for Faculty Diversity

Sarah Ades, Dean of the Graduate School and Senior Vice Provost for Graduate and Postdoctoral Studies

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SCHOOL OF SOCIAL WORK

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Allan H. Cole, Ph.D., Dean

Rebecca Gomez, Ph.D., LCSW, Associate Dean

Stacey Jordan, Assistant Dean for Administration and Planning

Andrea Montgomery, LMSW-AP, Director of Academic Initiatives

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Tanya Voss, MSSW, Assistant Dean for Global Engagement

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Esther Calzada, Ph.D., Associate Dean for Research

Carol Lewis, Ph.D., Associate Director, Office of the Associate Dean for Research

Academic Affairs MSSW Program

Joan Asseff, LCSW-S, Assistant Dean for Master's Programs

Mary Beer, Assistant Dean for Practicum Education

Marian Mahaffey, LMSW-AP, Graduate Program Administrator

Eden Blesener, Practicum Education Associate

Lorena Sánchez, Director of Graduate Admissions

Megan Randolph, Admissions Assistant

Dante Vargas, Senior Program Coordinator, Recruitment and Community Engagement

The MSSW Program Handbook is for informational purposes only and is not an official publication of The University of Texas at Austin. For official rules, regulations, and degree requirements, please refer to the Graduate Catalog and the General Information Bulletin of The University, which can be purchased at any University-area bookstore, or from the Main Building Information Desk.

SCHOOL OF SOCIAL WORK MISSION STATEMENT

Through excellence in professional education, research, and service, the University of Texas at Austin School of Social Work provides national leadership to promote social justice, alleviate critical social problems, and enhance human well-being.

CORE VALUES

We believe professional ethics and integrity are at the core of social work, and the values, principles, and standards that are set forth in the NASW Code of Ethics should guide, as applicable, the conduct of our faculty, staff and students;

We believe we should adhere to the highest standards of excellence in all our teaching, research, scholarship, and service activities;

We believe we should work to promote social justice and social change, and should strive to end discrimination, oppression, poverty, and other forms of social injustice;

We believe that the attainment of our mission requires a high regard for the worth of each person and our collective potential, and that the dissemination of knowledge is enhanced by the presence of cultural and ethnic diversity in our classrooms;

We believe that, in order to enhance the social work knowledge base, the attainment of our mission requires critical thinking, professional development, and meaningful scholarship. As we improve our ability to transmit this knowledge to students and others effectively, we are better able to alleviate suffering and to promote social justice in the communities we serve.

A Welcome from Dean Cole

Dear MSSW Students,

Welcome to graduate education in social work, and especially to the Steve Hicks School (SHS) and The University of Texas at Austin.

We have been eager for you to arrive because we expect that your presence in the SHS will inform our mission, enrich our community, and help advance the social work profession. Most importantly, what you bring to this community as well as what you experience and learn while you are here, will affect positive change, locally, nationally, and globally.

You are now a part of one of the finest social work programs in the country with a demonstrated record of excellence. Our esteemed faculty, staff, and students represent the highest standards in and commitments toward values of justice, accessibility, and human flourishing, whether in service to innovative research, teaching, learning, service, or the public good. Your joining us will help us build on these strengths to advance further our mission and work.

In what will be a relatively brief educational stay here, I urge you to be open to new ideas and ways of thinking, to new ways of learning and contributing. I encourage you, too, to hone your intellectual, critical, and creative pursuits, but also to nurture relationships, experience new things, and, importantly, have fun. As you do so, know that the SHS faculty and staff, your peers, and I stand ready to support and encourage you along a journey that promises to be full of excitement and opportunities for growth.

Welcome to The University of Texas at Austin, to the Steve Hicks School, and the start of a wonderful and, perhaps, life-changing adventure.

I am eager to see you flourish, at the SHS and beyond!

Sincerely,

A handwritten signature in cursive script that reads "Allan Cole".

Allan Cole Dean

Bert Kruger Smith Centennial Professor in Social Work

TABLE OF CONTENTS

HELPFUL PHONE NUMBERS	6
WHO'S WHO IN THE UT SCHOOL OF SOCIAL WORK	7
MSSW PROGRAM CURRICULUM	8
ACADEMIC POLICIES AND PROCEDURES	33
GENERAL INFORMATION	44
STANDARDS FOR SOCIAL WORK EDUCATION	48
STUDENT RIGHTS AND RESPONSIBILITIES	63
CSWE EDUCATIONAL POLICY AND ACCREDITATION STANDARDS	76
CODE OF ETHICS	79
FACULTY LIST	86

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Helpful Phone Numbers

SCHOOL OF SOCIAL WORK

Academic Affairs	471-5457
DiNitto Center for Career Services	232-7362
Social Work Council	471-9839

University Operator	471-3434
General Information & Referral Service	475-7348
Counseling & Mental Health Center	471-3515
Services for Students with Disabilities	471-6259
Financial Aid	471-6282
Graduate and International Admissions Center	475-7398
International Office	471-1211
Parking & Traffic	471-PARK
Police (UTPD)	471-4441
Recreational Sports Information	471-1155
Registrar	475-7575
Special Tuition Billing	471-4473
Student Accounting and Special Billing (Tuition & Fee Billing)	475-7777
Student Health Center	475-4955
Texas Union Information Desk	475-6636
TEX (Registration)	475-7656
TEX (Other Services)	475-7575

Who's Who in the School of Social Work

You Should See:	For Questions About:
Marian Mahaffey, LMSW-AP Graduate Program Administrator 471-2935, marianmahaffey@mail.utexas.edu	<ul style="list-style-type: none"> • Academic advising each semester • Approval to take electives or other course work outside the School of Social Work • Registration & add/drop procedures • Graduation application • Verification of degree • Phi Alpha
Joan Asseff, LCSW-S Assistant Dean for Master's Programs 471-7231, jasseff@utexas.edu	<ul style="list-style-type: none"> • Development and oversight of the MSSW program, including admissions, programs of work, and degree program modifications • Chairs the MSSW Committee • Accepts and responds to requests, petitions and grievances related to MSSW program policies, procedures, and curriculum issues • Evaluates all requests for transferring course credit from other programs
Concentration Chairs: Robin Smith, LCSW-S, 471-3438, robinsmith@austin.utexas.edu and Anita Guajardo, LCSW-S, anita.guajardo@austin.utexas.edu , <i>Clinical Social Work</i> Diana DiNitto, PhD, 471-9227, ddinitto@mail.utexas.edu and Noel Landuyt, PhD, 471-9831, nlanduyt@austin.utexas.edu , <i>Administration and Policy Practice</i>	<ul style="list-style-type: none"> • Information regarding the Clinical Social Work and Administration and Policy Practice
Mary Beer Assistant Dean for Practicum Education <i>Practicum Office, 471-0510; mary.beer@austin.utexas.edu</i>	<ul style="list-style-type: none"> • Out-of-town practicum placements • Practicum Advising • General and specific Practicum concerns or suggestions
Eden Blesener Practicum Education Associate <i>Practicum Office, 471-6207; ssw-Practicum@austin.utexas.edu</i>	<ul style="list-style-type: none"> • Practicum placement and agency database • Practicum mailings • Manages workshops, fairs, orientation and process meetings
Erin Martinez Director, DiNitto Career Services Center and Alumni Relations 475-8131; erin.martinez@austin.utexas.edu	<ul style="list-style-type: none"> • Career counseling and resume review • Career development workshops • Employment and volunteer postings • Alumni network/relations
Kamar Nassor Assistant Dean for Business Affairs <i>Dean's Office, 471-7258, knassor@austin.utexas.edu</i>	<ul style="list-style-type: none"> • Scholarship/Fellowship Awards • Teaching/Research Assistant appointments • Accounting and budget matters

For concerns relating to specific courses, first consult individually with your instructor.

The MSSW Program Curriculum

General Statement

The MSSW Program embodies the purposes of social work education for professional practice and the intent stated in The University's mission by developing human resources to their highest potential, conducting research and extending knowledge to render public service, and providing continued and advanced education for professional development and intellectual enrichment.

The UT School of Social Work and its faculty contribute as a valuable component of The University by preparing able and diverse students for professional, scholarly, intellectual, and public policy leadership for the state and nation. This is achieved by utilizing teaching, research, the libraries, and other resources of The University and its constituent communities, as well as the climate of intellectual freedom and inquiry, and finally, the administrative and financial support provided to it.

The MSSW Program prepares social work students for advanced professional practice in clinical and administrative social work; develops in students a commitment to critical inquiry and knowledge development; and educates and graduate social work students who have a commitment to leadership in advanced professional practice, promotion of social and economic justice, alleviation of critical social problems, and the enhancement of human well-being.

The goals of the MSSW program are:

1. Graduates will practice professional social work utilizing advanced knowledge and skills in clinical social work or Administration and Policy Practice.
2. Graduates will develop and apply a commitment to critical inquiry and knowledge acquisition and development.
3. Graduates will be able to discuss their understanding of the dynamics of populations at risk and implement social justice strategies to redress inequities and oppression within individual, family, group, community, and organizational contexts.

These goals are achieved through a course of study consisting of a foundation curriculum required of all students, followed by a group of courses in one of two areas of concentration selected by the student: Clinical Social Work or Administration and Policy Practice.

The Master of Science in Social Work (MSSW) Program of the University of Texas at Austin Steve Hicks School of Social Work is fully accredited by the Council on Social Work Education (CSWE). A copy of the CSWE *Educational Policy and Accreditation Standards for Master's Degree Programs in Social Work* is included in this *Handbook*.

Foundation Curriculum

The foundation curriculum provides students with the basic knowledge, skills and values necessary for generalist social work practice and for progression into one of two specialized advanced practice concentrations. In order to achieve its objective, the foundation curriculum provides instruction in

values and ethics; diversity; populations-at-risk and social and economic justice; human behavior and the social environment; social work practice; research; and practicum education.

In their practicum placement, students are placed in social service agencies under the supervision of Masters-level social workers, where they learn generalist practice methods used with a variety of client systems. Each student carries a caseload of clients, facilitates or co-facilitates groups, and completes administration and planning projects. Approximately two full days each week (16 hours) is spent in a practicum placement. Classes are attended the other weekdays.

Building on a liberal arts perspective, the Foundation curriculum will provide students with the knowledge and skills consistent with the values of a generalist social work perspective and provide a foundation for advanced practice in the student's concentration area. In addition, the student's knowledge of and identification with the social work profession is developed--that is, knowing about and appreciating social work's historical development and evolution, the range of modes of professional intervention characteristic of contemporary practice, ethical issues and concerns now confronting practitioners, and the organizational contexts of practice. Throughout the program, regardless of the student's choice of concentration, emphasis is placed on social work's commitment to social and economic justice, respect for human diversity, and the special circumstances of at-risk populations.

Students who complete the professional foundation curriculum will:

1. Apply social work values and ethics consistent with the NASW Code of Ethics;
2. Obtain an understanding and respect for diversity including critically analyzing the interlocking and complex nature of culture and personal identity. Students will be able to utilize knowledge pertaining to diversity that may influence assessment, planning, intervention, and research for effective social work practice with diverse individuals and systems of all sizes;
3. Be knowledgeable in strategies to alleviate human oppression, economic deprivation, and discrimination. Students will demonstrate the skills needed to promote social change, and to be competent in implementing interventions that empower at risk populations to advance individual and collective social and economic justice;
4. Use theoretical frameworks including those supported by empirical evidence to understand individual development and behavior across the life span. Students will also demonstrate an understanding of the interactions among individuals and between individuals and families, groups, organizations, and communities;
5. Understand the relationship between the history of social welfare policy and services and current social work practice and systems; and demonstrate the skills to analyze, research and advocate in policy formulation, and implementation as well as work for necessary changes in social welfare systems;
6. Engage clients in appropriate working relationships that include: problem identification; multidimensional assessment of needs, assets and resources; and the selection,

implementation, and evaluation of empirically based interventions designed to achieve client system goals; Use supervision and consultation appropriate to social work practice.

7. Demonstrate generalist knowledge and skill in effective social work practice with individuals, families, groups, organizations and communities that builds on the strengths, capacities and resources of client systems in relation to their broader environment;
8. Be prepared to take a scientific, evidence-based approach to advance social work practice including critical utilization of qualitative and quantitative research studies to enhance their own professional practice; and the ethical use of single-system and other designs to evaluate practice and programs. They will also understand research issues connected with social justice, human diversity, discrimination, oppression, and at-risk populations;
9. Utilize the foundation practicum experience to identify with the purposes, values and ethics of the social work profession; to begin to integrate empirical and practice-based knowledge; and to develop beginning professional competence.

Foundation Curriculum Courses

For full-time students five of the nine foundation courses are taken in the first semester and four are taken in the second semester. Also, in the second semester students begin study in their area of concentration by taking the first course in the selected concentration. Students continue in the same practicum placement during their first and second semesters.

SW381R Theories and Critical Perspectives of Human Behavior and the Social Environment

Ecological, systems and developmental frameworks are used to examine the influence that context has in shaping individual and family dynamics across the life span. Prerequisite: Graduate standing and consent of instructor or graduate advisor.

SW381S Foundations of Social Justice: Values, Diversity, Power, and Oppression

The history, demographics, and cultures of various disenfranchised groups served by social workers. Prerequisite: Graduate standing and consent of instructor or graduate advisor.

SW381T Dynamics of Organizations and Communities

The organizational and community context within which social services are delivered and the influence of funding, mandates and organizational arrangements on service delivery. Prerequisite: Graduate standing and consent of instructor or graduate advisor.

SW384F Foundations of Social Work Practice I

This course introduces students to social work practice methodology and the professional use of self in generalist practice with individuals, families, groups, organizations, and communities. Taken in conjunction with Practicum I, this course introduces the generalist approach in social work practice to prepare students to work with a variety of client systems, including individuals, families, groups, organizations, and communities.

SW385F Generalist Practicum Instruction I

Practice course based on supervised assignments designed to develop a social work perspective and skill in working with individuals, families, groups, organizations, and communities.

Thirteen to sixteen hours a week (a total of at least 200 hours) in a practicum and a weekly one-hour integrative seminar in the application of theoretical material to practice problems and to special issues.

SW382R Social Policy Analysis and Social Problems

Historical perspective on the development of social problems and the social welfare institutions, programs, and policies that are created in response to those problems including policy analysis.

Prerequisite: Graduate standing in social work, or graduate standing and consent of instructor or graduate advisor.

SW385R Social Work Research Methods

Introductory course designed to develop the student's understanding of the process of research and of the use of scientific method in social work practice. Prerequisite: Graduate standing in social work, or graduate standing or consent of instructor or the graduate advisor.

SW384G Foundations of Social Work Practice II

This course builds upon Generalist Practicum Instruction I by deepening students' knowledge in the application of theory and practice methods for effective and ethical service delivery to individuals, families, groups, organizations, and communities. In the spring semester, this course is taught in conjunction with Generalist Practicum Instruction II.

SW385G Generalist Practicum Instruction II

Continuation of Social Work 385F. Thirteen to sixteen hours a week (a total of at least 200 hours) in a practicum and a weekly one-hour integrative seminar that emphasizes advanced application of theory to practice and to consideration of special issues.

Electives and some required courses may be taken in the Summer, enabling students to lighten their Fall and Spring course load.

Concentration Curriculum

Clinical Social Work Concentration

The Clinical Social Work Concentration offers courses in assessment and diagnosis, advanced social work methods, social policy analysis, and practice evaluation research.

Graduates of the concentration demonstrate the ability to:

1. Strategically apply empirically based theories and knowledge to effectively assess the developmental level of the client (based on biological, sociological, cultural, psychological, and spiritual development across the life span), the influence of the client's social systems (individual, family, group, organizational, and community), and the ways in which those systems promote or deter clients in maintaining or achieving health and well-being.
2. Deliberate about human complexity by using multiple perspectives to analyze client's strengths and problems within the larger community and policy contexts.
3. Prioritize selective target systems for intervention: (intrapersonal), family and community-based networks (interpersonal), and broader societal systems (individual-societal conflicts). Interventions will be based on the knowledge and skills that inform the dynamics of human change from different theoretical perspectives.
4. Use multiple theoretical perspectives that are informed by best practices and empirically-based studies to identify, critique, and apply strengths-based interventions to the problems and unique characteristics of diverse populations.
5. Develop and promote self-awareness including the professional use of self to engage and work with diverse client populations and community systems in addressing ethical dilemmas.
6. Identify and utilize culturally relevant perspectives to define, design, implement and evaluate interventions for effective practice with persons from diverse backgrounds and community contexts.
7. Advocate for practice delivery and policies that promote social and economic justice and equity at multiple levels.
8. Utilize quantitative and qualitative research findings to understand scientific, analytic, and ethical approaches to building practice knowledge; provide high quality services; initiate change; improve practice, policy, and service delivery, and evaluate the social worker's own practice.
9. Demonstrate leadership skills in public speaking, marketing, community networking, resource development, interprofessional and interagency collaboration, mediation, and conflict management to promote strengths based solutions to client system problems.
10. Seek and advance continuing education, the efficacy of innovations in practice delivery, and the effective use of clinical supervision to evaluate treatment integrity and adherence to best practices.

Administration and Policy Practice Concentration

The Administration and Policy Practice (APP) concentration fosters excellence, innovation, and change at the macro-systems level:

- in the communities we serve,
- in the management of organizations that deliver social services, and
- in the policies that affect social and economic wellbeing.

APP graduates may work in community planning, development, and organizing; social service management and program coordination; policy development, analysis, and research.

Six domains provide a basic framework to define the knowledge and skills in the Administration and Policy Practice (APP) concentration. Students may select courses that focus in a specific domain or create a program of work that builds knowledge and skills across multiple domains.

ADVOCACY: develop and defend well-reasoned positions on critical issues in the community; champion systematic interventions that prevent problems, expand opportunities, and enhance quality of life for individuals and communities; and organize and mobilize community resources to advance the cause of social and economic justice.

PROGRAM DEVELOPMENT: apply planning processes, change strategies, and models for community capacity building; critically assess the program's internal and external environment through effective assessment tools; and utilize common assessment methodologies to understand the demographics, resources, needs, and strengths of the community.

EVALUATION: design and conduct community and organizational assessments, program evaluations, and productivity analysis using appropriate scientific methods; and create strategies for community and organizational change based on empirical results.

INFORMATION MANAGEMENT: understand the application of information technology in management and the delivery of human service to improve overall quality of services provided by agency staff and foster ongoing innovations in service provision.

LEADERSHIP AND COMMUNICATION: critically examine effective models of leadership and communication and decision making to (a) inspire, influence, and create change; (b) align individuals, groups, and communities to action; and (c) bridge differences and foster inclusivity.

GOVERNANCE: work with agency staff, board of directors, other governing bodies, and key stakeholders to design, implement and monitor effective policies, procedures, and practices that enhance the effectiveness of the operations, management, and service delivery of organizations and programs.

Sequence of Program

The sequence of MSSW courses and prerequisites represent standard programs of study for full-time and part-time students. The curriculum is structured with the expectation that all students will follow the prescribed sequence of course work. To avoid deviations, which may jeopardize a

student's progress towards the degree, students are required to adhere to the ordering of courses as shown on the appropriate curriculum template. Students experiencing difficulties with following the prescribed sequence of course work should see the Academic Advisor as soon as the problem becomes apparent.

Students must complete all coursework with the possible exception of electives only, before starting their final Practicum placement. Students must receive the appropriate approvals to take electives or other courses offered by a department other than The UT School of Social Work, and to transfer work from another program. A Program of Work Modification petition must be submitted to the Assistant Dean for Master's Programs for consideration of changes or exceptions in course sequencing.

Requirements for Post-BSW, Two, Three-, and Three-and-a-Half-Year Programs

All students on the Post-BSW, two, three-, or three-and-a-half-year programs of study must be enrolled continuously for a minimum of six hours during long semesters. These students must also follow the prescribed course sequence outlined in the curriculum plan, and should not assume that courses will be offered in any other sequence.

Some required courses are offered only during the day. The School will offer required courses during evening hours, but cannot guarantee that the program can be completed only at night or only during the day. Because the program is highly structured and must be completed in sequence, students considering enrollment in the two, three, or three and a half year programs should plan carefully to ensure successful completion.

By following the prescribed sequence of courses, it is possible to complete the program on a part-time or extended basis within three and one half calendar years. The program must be completed in no more than four calendar years to meet the Council on Social Work Education's standards. The final practicum may be completed on an extended-block basis, with students completing 18 hours of Practicum work each week for two semesters (Spring and Summer) rather than 36 hours weekly in one semester.

All students in the Post-BSW, two, three-, or three-and-a-half-year programs who are on financial aid should carefully monitor their course load requirements and consult their Academic Advisor when considering changes in course load.

DISCLAIMER: Curriculum at The University of Texas at Austin is subject to change due to modification in programs of study.

The following programs of work are completed by the majority of MSSW students. Specific dual degree program entry points may require a program of work that will be provided as needed to these students.

The University of Texas at Austin
School of Social Work
MSSW Program

Post-BSW Track 42-Hour Program

The **One-Year Program** for those with a Bachelor in Social Work (Summer Admission)

Students enroll for 6 credit hours in the summer semester, 15 credit hours in the fall and spring semesters, and 6 credit hours in the final summer semester. The 42 credit hour Post BSW Track is completed in 4 semesters. Students must choose their area of concentration right away and any changes in the program of work will be determined through the admission process and individual advising.		
	Clinical Social Work (CSW) Concentration	Administration and Policy Practice (APP) Concentration
Summer 6 Hours Semester 1	<ul style="list-style-type: none"> Foundations of Social Work Practice II – 384G Clinical Assessment & Differential Diagnosis – 393R1 	<ul style="list-style-type: none"> Foundations of Social Work Practice II – 384G Program Evaluation
Fall 15 Hours Semester 2	<ul style="list-style-type: none"> Theories and Methods of Group Intervention – 393R26 Advanced CSW Selective Advanced CSW Selective Advanced CSW Selective Elective 	<ul style="list-style-type: none"> Social Work Leadership in Human Service Systems – 393T16 Advanced Policy Practice OR Financial Management Advanced APP Selective Advanced APP Selective Elective
Spring 15 Hours Semester 3	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U Advanced Practicum Instruction – 394U Elective 	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U Advanced Practicum Instruction – 394U Elective
Summer 6 Hours Semester 4	<ul style="list-style-type: none"> Elective Advanced CSW Selective 	<ul style="list-style-type: none"> Elective Advanced APP Selective

Final Practicum may be extended into the summer semester if switched with the summer elective.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW Program

Post-BSW Track 48-Hour Program

The Two-Year Program (Fall Admission)

Students typically enroll for 12 credit hours each fall and spring semester and complete the 48 credit hour Post BSW Track MSSW degree in two years. [Note: Students with a BSW admitted to the 48-hour Post BSW Track will take <u>all</u> Practicum Instruction courses.] Summers are optional but many students use them to take elective courses.		
	Clinical Social Work (CSW) Concentration	Administration and Policy Practice (APP) Concentration
Fall 12 Hours Semester 1	<ul style="list-style-type: none"> ▪ Theories and Methods of Group Intervention – 393R26 ▪ Generalist Practicum Instruction I – 385F ▪ Elective ▪ Elective 	<ul style="list-style-type: none"> ▪ Program Evaluation ▪ Advanced APP Selective ▪ Generalist Practicum Instruction I – 385F ▪ Elective
Spring 12 Hours Semester 2	<ul style="list-style-type: none"> ▪ Clinical Assessment & Differential Diagnosis – 393R1 ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G ▪ Elective 	<ul style="list-style-type: none"> ▪ Social Work Leadership in Human Service Systems – 393T16 ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G ▪ Elective
Fall 12 Hours Semester 3	<ul style="list-style-type: none"> ▪ Advanced CSW Selective ▪ Advanced CSW Selective ▪ Advanced CSW Selective ▪ Advanced CSW Selective 	<ul style="list-style-type: none"> ▪ Advanced Policy Practice OR Financial Management ▪ Advanced APP Selective ▪ Advanced APP Selective ▪ Elective
Spring 12 Hours Semester 4	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U 	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U ▪

Final Practicum may be extended into the summer semester.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW Program

The **Two-Year** Program (Fall Admission)

Students typically enroll for 15 credit hours each fall and spring semester and complete the 60 credit hour MSSW degree in two years. [Note: Students with a BSW admitted to the 48-hour Post BSW Track will take <u>all</u> Practicum Instruction courses. An individual program of work that waives select courses will be developed.] Summers are optional but many students use them to take elective courses.		
	Clinical Social Work (CSW) Concentration	Administration and Policy Practice (APP) Concentration
Fall 15 Hours Semester 1	<ul style="list-style-type: none"> ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S ▪ Dynamics of Organizations & Communities – 381T ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F 	<ul style="list-style-type: none"> ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S ▪ Dynamics of Organizations & Communities – 381T ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F
Spring 15 Hours Semester 2	<ul style="list-style-type: none"> ▪ Clinical Assessment & Differential Diagnosis – 393R1 ▪ Social Work Research Methods – 385R ▪ Social Policy Analysis & Social Problems – 382R ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G 	<ul style="list-style-type: none"> ▪ Social Work Leadership in Human Service Systems – 393T16 ▪ Social Work Research Methods – 385R ▪ Social Policy Analysis & Social Problems – 382R ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G
Fall 15 Hours Semester 3	<ul style="list-style-type: none"> ▪ Theories and Methods of Group Intervention – 393R26 ▪ Advanced CSW Selective ▪ Advanced CSW Selective ▪ Advanced CSW Selective ▪ Elective 	<ul style="list-style-type: none"> ▪ Program Evaluation ▪ Advanced Policy Practice OR Financial Management ▪ Advanced APP Selective ▪ Advanced APP Selective ▪ Elective
Spring 15 Hours Semester 4	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U ▪ Elective 	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U ▪ Elective

Final Practicum may be extended into the summer semester.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW Program

The Three-Year Program (Fall Admission)

Students typically enroll for 9 credit hours each fall and spring semester, except the final two semesters, and complete the 60 credit hour MSSW degree in three years. Summers are optional but many students use them to take elective courses.		
	Clinical Social Work (CSW) Concentration	Administration and Policy Practice (APP) Concentration
Fall 9 Hours Semester 1	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S Dynamics of Organizations & Communities – 381T 	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S Dynamics of Organizations & Communities – 381T
Spring 9 Hours Semester 2	<ul style="list-style-type: none"> Social Policy Analysis & Social Problems – 382R Social Work Research Methods – 385R Elective 	<ul style="list-style-type: none"> Social Policy Analysis & Social Problems – 382R Social Work Research Methods – 385R Elective
Fall 9 Hours Semester 3	<ul style="list-style-type: none"> Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F Elective 	<ul style="list-style-type: none"> Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F Elective
Spring 9 Hours Semester 4	<ul style="list-style-type: none"> Clinical Assessment & Differential Diagnosis – 393R1 Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G 	<ul style="list-style-type: none"> Social Work Leadership in Human Service Systems – 393T16 Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G
Fall 12 Hours Semester 5	<ul style="list-style-type: none"> Theories and Methods of Group Intervention – 393R26 Advanced CSW Selective Advanced CSW Selective Advanced CSW Selective 	<ul style="list-style-type: none"> Program Evaluation Advanced Policy Practice OR Financial Management Advanced APP Selective Advanced APP Selective
Spring 12 Hours Semester 6	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U Advanced Practicum Instruction – 394U 	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U Advanced Practicum Instruction – 394U

Final Practicum may be extended into the summer semester.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW Program

The Three-and-One-Half-Year Program (Fall Admission)

Students typically enroll for 6 credit hours each fall, spring and summer semester (except semesters 8 and 9) and complete the 60 credit hour MSSW degree in three and one-half years.		
	Clinical Social Work (CSW) Concentration	Administration and Policy Practice (APP) Concentration
Fall 6 Hours Semester 1	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S 	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment– 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S
Spring 6 Hours Semester 2	<ul style="list-style-type: none"> Social Policy Analysis & Social Problems – 382R Elective 	<ul style="list-style-type: none"> Social Policy Analysis & Social Problems – 382R Social Work Leadership in Human Service Systems – 393T16
Summer 6 Hours Semester 3	<ul style="list-style-type: none"> Dynamics of Organizations & Communities – 381T Social Work Research Methods – 385R 	<ul style="list-style-type: none"> Dynamics of Organizations & Communities – 381T Social Work Research Methods – 385R
Fall 6 Hours Semester 4	<ul style="list-style-type: none"> Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F 	<ul style="list-style-type: none"> Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F
Spring 6 Hours Semester 5	<ul style="list-style-type: none"> Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G 	<ul style="list-style-type: none"> Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G
Summer 6 Hours Semester 6	<ul style="list-style-type: none"> Clinical Assessment & Differential Diagnosis – 393R1 Advanced CSW Selective 	<ul style="list-style-type: none"> Program Evaluation Advanced APP Selective
Fall 6 Hours Semester 7	<ul style="list-style-type: none"> Theories and Methods of Group Intervention – 393R26 Advanced CSW Selective 	<ul style="list-style-type: none"> Advanced Policy Practice OR Financial Management Advanced APP Selective
Spring 9 Hours Semester 8	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U 	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U
Summer 3 Hours Semester 9	<ul style="list-style-type: none"> Advanced Practicum Instruction – 394U 	<ul style="list-style-type: none"> Advanced Practicum Instruction – 394U
Fall 6 Hours Semester 10	<ul style="list-style-type: none"> Advanced CSW Selective Elective 	<ul style="list-style-type: none"> Elective Elective

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/M.Div. Dual Degree Program

Post-BSW Track 42-Hour Program (Summer Admission)

	Clinical Social Work (CSW) Concentration & M.Div. graduate courses
Fall 12 Hours Semester 3	<ul style="list-style-type: none"> ▪ Introduction to the Hebrew Scriptures – Bi.102 ▪ Colloquy on Vocation and Ministry – I.100 ▪ Introduction to History of Christianity: Apostolic Era-1650 – TH.100 ▪ Theology: Doctrines and Themes – TH.104
January Term 3 Hours	<ul style="list-style-type: none"> ▪ Various elective options
Spring 12 Hours Semester 4	<ul style="list-style-type: none"> ▪ Introduction to the New Testament – Bi.116 ▪ Elementary Biblical Hebrew – Bi.108 (or other biblical studies requirement) ▪ The Church as a Worshiping Community – CM.122 ▪ Theology: Figures and Movements – TH.106
Summer 3 Hours Semester 5	<ul style="list-style-type: none"> ▪ Elementary New Testament Greek – Bi.120
Fall 15 Hours Semester 6	<ul style="list-style-type: none"> ▪ Introduction to Homiletics – CM.236 ▪ Pastoral Counseling – CM.226 ▪ Introduction to World Religions – TH.204 ▪ Basic course in biblical exegesis ▪ Basic religious education course – CM.220 or CM.222
Spring 15 Hours Semester 7	<ul style="list-style-type: none"> ▪ Ethics – TH.200 or TH.206 or TH.296 ▪ Historical and Contemporary Issues in Mission and Evangelism – CM.230 ▪ Senior MDiv Capstone Seminar ▪ Advanced courses in biblical exegesis and/or studies
Summer 6 Hours Semester 6	<ul style="list-style-type: none"> ▪ Foundations of Social Work Practice II – 384G ▪ Clinical Assessment & Differential Diagnosis – 393R1 OR Advanced APP Selective <p>(Courses taken depend on student's concentration – Clinical or APP)</p>
Fall 15 Hours Semester 7	<ul style="list-style-type: none"> ▪ Advanced Clinical Selective OR SW Leadership in Human Service Systems – <i>either may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> ▪ Theories and Methods of Group Intervention – 393R26 OR Program Evaluation ▪ 3 Advanced CSW Selectives – <i>2 may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> OR 3 Advanced APP Selectives (one of which is either Advanced Policy Practice or Financial Management) <p><i>2 may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> (Courses taken depend on student's concentration – Clinical or APP)</p>
Spring 15 Hours Semester 8	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U ▪ Elective
Summer 6 Hours Semester 9	<ul style="list-style-type: none"> ▪ 2 Electives– <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i>

Total hours completed at UT-SSW after waivers: 36 semester hours

Total hours completed at Austin Seminary after waivers: 56 hours

Total number of required hours: 92 semester hours

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/M.Div. Dual Degree Program

Four-Year Full-time Program

	Social Work & M.Div. graduate courses
Fall 15 Hours Semester 1	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S Dynamics of Organizations & Communities – 381T Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F
Spring 15 Hours Semester 2	<ul style="list-style-type: none"> Clinical Assessment & Differential Diagnosis – 393R1 OR 384S Social Work Leadership in Human Service Systems – 393T16 - <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> (Courses taken depend on student's concentration – Clinical or APP) Social Work Research Methods – 385R Social Policy Analysis & Social Problems – 382R Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G
Fall 12 Hours Semester 3	<ul style="list-style-type: none"> Introduction to the Hebrew Scriptures – Bi.102 Colloquy on Vocation and Ministry – I.100 Introduction to History of Christianity: Apostolic Era-1650 – TH.100 Theology: Doctrines and Themes – TH.104
January Term 3 Hours	<ul style="list-style-type: none"> Various elective options
Spring 12 Hours Semester 4	<ul style="list-style-type: none"> Introduction to the New Testament – Bi.116 Elementary Biblical Hebrew – Bi.108 (or other biblical studies requirement) The Church as a Worshipping Community – CM.122 Theology: Figures and Movements – TH.106
Summer 3 Hours Semester 5	<ul style="list-style-type: none"> Elementary New Testament Greek – Bi.120
Fall 15 Hours Semester 6	<ul style="list-style-type: none"> Introduction to Homiletics – CM.236 Pastoral Counseling – CM.226 Introduction to World Religions – TH.204 Basic course in biblical exegesis Basic religious education course – CM.220 or CM.222
Spring 15 Hours Semester 7	<ul style="list-style-type: none"> Ethics – TH.200 or TH.206 or TH.296 Historical and Contemporary Issues in Mission and Evangelism – CM.230 Senior MDiv Capstone Seminar Advanced courses in biblical exegesis and/or studies
Fall 15 Hours Semester 8	<ul style="list-style-type: none"> Advanced Clinical Selective – <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> OR Program Evaluation Theories and Methods of Group Intervention – 393R26 OR Advanced Policy Practice or Financial Management 2 Advanced CSW Selectives – <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i> OR 2 Advanced APP Selectives - <i>May be waived if fulfilled at Austin Seminary and approved by the MSSW Asst. Dean</i> (Courses taken depend on student's concentration – Clinical or APP) Elective – <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i>
Spring 15 Hours Semester 9	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U Advanced Practicum Instruction – 394U Elective – <i>may be waived if fulfilled at Austin Seminary and approved by the Assistant Dean for Master's Programs</i>

Total hours completed at UT-SSW after waivers: 45 semester hours

Total hours completed at Austin Seminary after waivers: 56 hours

Total number of required hours: 101 semester hours

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work and LBJ School of Public Affairs
MSSW/MPAff Dual Degree Program

3 Year Full-time Program

	Social Work & Business graduate courses
Year 1 – Fall, Social Work, Semester 1	<ul style="list-style-type: none"> ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S ▪ Dynamics of Organizations & Communities – 381T ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F
Year 1, Spring Social Work, Semester 2	<ul style="list-style-type: none"> ▪ Social Work Leadership in Human Service Systems – 393T16 ▪ Social Policy Analysis & Social Problems – 382R ▪ Social Work Research Methods – 385R ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G
Year 2, Fall, Business, Semester 3	<ul style="list-style-type: none"> • Social Work Research Methods – 385R • Social Work Practice II – 383T • Practicum Instruction II – 384S • Financial Accounting – BA 284T • Financial Management – BA 285T • Statistics – BA 286T • Managerial Economics – BA 380S • Marketing Management – BA 281T • Operations Management – BA 280N • Strategic Career Planning – BA 181C • Flexible core elective – chosen from menu of Analyzing Business and Leading People options (2 hours) •
Year 2, Spring Business, Semester 4	<ul style="list-style-type: none"> ▪ Program Evaluation
Year 3 Combined – 12 Hours Semester 2	<ul style="list-style-type: none"> ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective ▪ Program Evaluation
	<ul style="list-style-type: none"> ▪ MBA Elective ▪ Advanced Integrative Capstone (3 hours in SW – spring only) ▪ Advanced Practicum Instruction – 694U (500 hours)

Total hours completed at School of Social Work after waivers: 42 semester hours

Total hours completed at School of Public Affairs after waivers: 33 hours

Total number of required hours: 75 semester hours

***Social Work courses to be waived and taken in the School of Public Affairs – 3 hours of final Practicum, Research, 2 electives and 2 selectives (selectives are advanced courses taken in their concentration)

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work and LBJ School of Public Affairs
MSSW/MPAff Dual Degree Program

Post BSW Track 42 Hour Program – Summer Admission

	Social Work & Business graduate courses
Summer 6 Hours Semester 1	<ul style="list-style-type: none"> ▪ Foundations of Social Work Practice II – 384G ▪ Program Evaluation
Year 1 - Public Affairs	<ul style="list-style-type: none"> ▪ Public Financial Management (3 hours) ▪ Applied Microeconomics for Policy Analysis (3 hours) ▪ Introduction to Empirical Methods (3 hours) ▪ Advanced Empirical Methods (3 hours) ▪ Politics and Process (3 hours) ▪ Public Management (3 hours) ▪ Policy Research Project (6 hours)
Summer 6 Hours	<ul style="list-style-type: none"> ▪ SSW Elective ▪ Advanced APP Selective
Year 2 Combined – 12 Hours Semester 5	<ul style="list-style-type: none"> ▪ Advanced Policy Economics (3 hours in LBJ) ▪ Advanced Topics in Public Policy or Management (3 hours in LBJ) ▪ SW Leadership in Human Service Systems – 393T16 ▪ Advanced Policy Practice or Financial Management
Year 2 Combined – 15 Hours Semester 6	<ul style="list-style-type: none"> ▪ Professional Report (3 hours in LBJ) ▪ Advanced Integrative Capstone (3 hours in SW – spring only) ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U

Total hours completed at UT-SSW after waivers: 30 semester hours

Total hours completed at School of Public Affairs after waivers: 33 hours

Total number of required hours: 63 semester hours

***This is a sample program of work. All Post-BSW programs of work will be determined individually by the Assistant Dean for Master's Programs.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/JD Dual Degree Program

Four-Year Full-time Program

	Social Work & JD graduate courses
Year 1, Fall 15 Hours Semester 1	<ul style="list-style-type: none"> ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S ▪ Dynamics of Organizations & Communities – 381T ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F
Year 1, Spring 15 Hours Semester 2	<ul style="list-style-type: none"> ▪ Clinical Assessment & Differential Diagnosis – 393R1 OR Social Work Leadership in Human Service Systems – 393T16 (Courses taken depend on student's concentration – Clinical or APP) ▪ Social Work Research (3 hours in SW – spring or summer only) ▪ Social Policy Analysis & Social Problems – 382R ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G
Year 2 – Law School	<ul style="list-style-type: none"> ▪ Civil Procedure (4 hours) ▪ Property (4 hours) ▪ Contracts (4 hours) ▪ Torts (4 hours) ▪ Constitutional Law (4 hours) ▪ Legal Research and Writing (2 hours) ▪ Criminal Law (4 hours) ▪ Writing Component (1 hour add to one of the 4 hour courses) ▪ Elective (2, 3, or 4 hours) – <i>one elective must fulfill the law skills requirement</i> ▪
Years 3 & 4 - Combined	<ul style="list-style-type: none"> ▪ Professional Responsibility (3 hours in Law) ▪ Constitutional Law (3 hours in Law) ▪ Writing Seminar (3 hours in Law) ▪ Law Electives (35 hours in Law) - <i>one elective must fulfill the law skills requirement</i> ▪ Advanced Clinical Selective (summer or fall) OR Program Evaluation (summer or fall) ▪ Theories and Methods of Group Intervention – 393R26 (summer or fall) OR Advanced Policy Practice or Financial Management (Courses taken depend on student's concentration – Clinical or APP) ▪ Advanced Integrative Capstone (3 hours in SW – spring only; taken upon completion of all required SW courses) ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U

Total hours completed at School of Social Work after waivers: 48 semester hours

Total hours completed at School of Law after waivers: 74 hours

Total number of required hours: 122 semester hours

***Social Work courses to be waived and taken in the School of Law – 2 electives and 2 selectives (selectives are advanced courses taken in their concentration; selectives must also fulfill the law school skills requirement)

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/JD Dual Degree Program

Post-BSW Track 42-Hour Program (Summer Admission)

	Social Work & JD graduate courses
Summer 6 Hours Semester 1	<ul style="list-style-type: none"> ▪ Foundations of Social Work Practice II – 384G ▪ Clinical Assessment & Differential Diagnosis – 393R1 OR Program Evaluation
Year 1 - Law School	<ul style="list-style-type: none"> ▪ Civil Procedure (4 hours) ▪ Property (4 hours) ▪ Contracts (4 hours) ▪ Torts (4 hours) ▪ Constitutional Law (4 hours) ▪ Legal Research and Writing (2 hours) ▪ Criminal Law (4 hours) ▪ Writing Component (1 hour add to one of the 4 hour courses) ▪ Elective (2, 3, or 4 hours) – <i>one elective must fulfill the law skills requirement</i>
Year 2-3 Combined With summer courses, 64 hours	<ul style="list-style-type: none"> ▪ Professional Responsibility (3 hours in Law) ▪ Constitutional Law (3 hours in Law) ▪ Writing Seminar (3 hours in Law) ▪ Law Electives (35 hours in Law) - <i>one elective must fulfill the law skills requirement</i> ▪ Theories and Methods of Group Intervention – 393R26 (summer or fall) OR SW Leadership in Human Service Systems – 393T16 (spring or fall) ▪ SSW Elective ▪ SSW Selective – <i>summer or fall only</i> ▪ Advanced Clinical Selective (summer or fall) OR Advanced Policy Practice or Financial Management ▪ Advanced Integrative Capstone (3 hours in SW – spring only; taken upon completion of all required SW courses) ▪ Advanced Practicum Instruction – 694U ▪ Advanced Practicum Instruction – 394U

Total hours completed at UT-SSW after waivers: 30 semester hours

Total hours completed at School of Law after waivers: 74 hours

Total number of required hours: 104 semester hours

***This is a sample program of work. All Post-BSW programs of work will be determined individually by the Assistant Dean for Master's Programs.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/MPH Dual Degree Program

Three-Year Full-time Program

	Social Work & MPH graduate courses
Fall Semester 1	<ul style="list-style-type: none"> ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S – <i>Counts as MPH Elective</i> ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F ▪ Social and Behavioral Aspects of Community Health – PHAM 1110 – completed at UTSPH ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R– completed at UT-SSW
Spring Semester 2	<ul style="list-style-type: none"> ▪ Social Work Leadership in Human Service Systems – 393T16 OR Clinical Assessment and Differential Diagnosis – 393R1 ▪ Social Work Research Methods – 385R ▪ Social Policy Analysis & Social Problems – 382R –<i>Counts as MPH Elective</i> ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G
Summer Semester 3	<ul style="list-style-type: none"> ▪ Overview of Environmental Health– PHAM 2110 or Man’s Impact on the Environment—PHWM 2120 – completed at UTSPH
Fall Semester 4	<ul style="list-style-type: none"> ▪ Foundations of Biostatistics – PHA 1690 – completed at UTSPH ▪ Fundamentals of Epidemiology – PHAM 2610 – completed at UTSPH ▪ Introduction to Management and Policy Sciences—PHAM 3715 – completed at UTSPH ▪ Ethics in Public Health—PHAM 5010 – completed at UTSPH ▪ Dynamics of Organizations & Communities – 381T – <i>Counts as MPH Elective</i>
Spring Semester 5	<p>4 courses to be completed at UTSPH</p> <p>The following classes count as Electives for MSSW and fulfill the 2 electives required for MSSW:</p> <ul style="list-style-type: none"> ▪ Introduction to Qualitative Research Methods – PHAM 1118 ▪ Introduction to Program Evaluation – PHAM 1120 ▪ Health Service Delivery and Performance – PHAM 3920 ▪ Intervention Mapping – PHAM 1113 <p>**These are <i>recommended</i> electives for UTSPH. You may substitute UTSPH elective courses with advisor approval.</p>
Summer Semester 6	<ul style="list-style-type: none"> ▪ Health Policy in the United States – PHA 3810 OR Health Policy Analysis – PHA 3815
Fall Semester 7	<ul style="list-style-type: none"> ▪ Program Evaluation ▪ Advanced Policy Practice or Financial Management ▪ 2 APP Selectives ▪ OR Clinical Concentration Students take <ul style="list-style-type: none"> ▪ Theories and Methods of Group Intervention – 393R26 ▪ 3 Advanced Clinical Selectives
Spring Semester 8	<ul style="list-style-type: none"> ▪ Capstone Course ▪ Advanced Practicum Instruction – 694U ▪ MPH Practicum/Internship – PHAM 9997 <i>3 credit hours (counts as SSW Advanced Practicum Instruction– 394U)</i> ▪ MPH Culminating Experience/Thesis PHAM 9998– <i>3 credit hours (Counts as SSW Elective)</i>

Total hours completed at UT-SSW after waivers: 51 semester hours

Total hours completed at UT-SPH after waivers: 37 hours

Total number of required hours: 88 semester hours

Please note: For the Master’s Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/MPH Dual Degree Program

Post-BSW Track 42-Hour Program (Summer Admission)

	Social Work & MPH graduate courses
Summer Semester 1	<ul style="list-style-type: none"> Foundations of Social Work Practice II – 384G Overview of Environmental Health– PHAM 2110 or Man's Impact on the Environment—PHWM 2120 – completed at UTSPH
Fall Semester 2	<ul style="list-style-type: none"> Foundations of Biostatistics – PHA 1690 – completed at UTSPH Fundamentals of Epidemiology – PHAM 2610 – completed at UTSPH Introduction to Management and Policy Sciences—PHAM 3715 – completed at UTSPH Ethics in Public Health—PHAM 5010 – completed at UTSPH
Spring Semester 3	<p>4 courses to be completed at UTSPH</p> <p>The following classes count as Electives for MSSW and fulfill the 2 electives required for MSSW:</p> <ul style="list-style-type: none"> Introduction to Qualitative Research Methods – PHAM 1118 Introduction to Program Evaluation – PHAM 1120 Health Service Delivery and Performance – PHAM 3920 Intervention Mapping – PHAM 1113 **These are <i>recommended</i> electives for UTSPH. You may substitute UTSPH elective courses with advisor approval.
Summer Semester 4	<ul style="list-style-type: none"> Health Policy in the United States – PH 3810 OR Health Policy Analysis – PH 3815 Clinical Assessment and Differential Diagnosis – 393R1
Fall Semester 5	<ul style="list-style-type: none"> Social Work Leadership in Human Service Systems – 393T16 Program Evaluation Advanced Policy Practice or Financial Management 2 APP Selectives OR Clinical Concentration Students take <ul style="list-style-type: none"> Theories and Methods of Group Intervention – 393R26 3 Advanced Clinical Selectives SW elective
Spring Semester 6	<ul style="list-style-type: none"> Capstone Course Advanced Practicum Instruction – 694U MPH Practicum/Internship – PHAM 9997 <i>3 credit hours (counts as SSW Advanced Practicum Instruction – 394U)</i> MPH Culminating Experience/Thesis PHAM 9998– <i>3 credit hours (Counts as SSW Elective)</i>

Total hours completed at UT-SSW after waivers: 30 semester hours

Total hours completed at UT-SPH after waivers: 37 hours

Total number of required hours: 67 semester hours

***This is a sample program of work. All Post-BSW programs of work will be determined individually by the Assistant Dean for Master's Programs.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/LAS Dual Degree Program

3 Year Full-time Program

	Social Work & LAS graduate courses
Fall 15 Hours Semester 1	<ul style="list-style-type: none"> Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S Dynamics of Organizations & Communities – 381T*** Foundations of Social Work Practice I – 384F Generalist Practicum Instruction I – 385F
Spring 15 Hours Semester 2	<ul style="list-style-type: none"> Clinical Assessment & Differential Diagnosis – 393R1 OR 384S Social Work Leadership in Human Service Systems – 393T16 (Courses taken depend on student's concentration – Clinical or APP) Social Work Research Methods – 385R Social Policy Analysis & Social Problems – 382R *** Foundations of Social Work Practice II – 384G Generalist Practicum Instruction II – 385G
Fall 15 Hours Semester 3	<ul style="list-style-type: none"> 9 hours of LAS (including LAS 384: Proseminar: Curr Iss in Lat Amer) 6 hours of SW – selectives or required concentration courses
Spring 9 Hours Semester 4	<ul style="list-style-type: none"> 9 hours of LAS
Summer	<ul style="list-style-type: none"> <i>Practicum research for LAS</i>
Fall 15 Hours Semester 5	<ul style="list-style-type: none"> 9 hours of LAS 6 hours of SW – selectives or required concentration courses
Spring 12 Hours Semester 6	<ul style="list-style-type: none"> Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T Advanced Practicum Instruction – 694U 3 hours of LAS**

Total hours completed at UT-SSW after waivers: 51 semester hours

Total hours completed at LAS after waivers: 30 hours

Total number of required hours: 81 semester hours

***This is a sample program of work. All Post-BSW programs of work will be determined individually by the Assistant Dean for Master's Programs.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work
MSSW/LAS Dual Degree Program

Post BSW Track Program – Summer Admission

	Social Work & LAS graduate courses
Summer 6 Hours Semester 1	<ul style="list-style-type: none"> ▪ Foundations of Social Work Practice II – 384G ▪ Clinical Assessment & Differential Diagnosis – 393R1 OR Program Evaluation (Courses taken depend on student's concentration – Clinical or APP)
Fall 15 Hours Semester 2	<ul style="list-style-type: none"> ▪ 9 hours of LAS (including LAS 384: Proseminar: Curr Iss in Lat Amer) ▪ 6 hours of SW – selectives, electives or required concentration courses
Spring 15 Hours Semester 4	<ul style="list-style-type: none"> ▪ 9 hours of LAS ▪ 6 hours of SW – selectives, electives or required concentration courses
Summer	<ul style="list-style-type: none"> ▪ <i>Practicum research for LAS</i>
Fall 15 Hours Semester 8	<ul style="list-style-type: none"> ▪ 9 hours of LAS ▪ 6 hours of SW – selectives, electives or required concentration courses
Spring 12 Hours Semester 9	<ul style="list-style-type: none"> ▪ Advanced Integrative Capstone in Social Work Knowledge and Practice – 385T ▪ Advanced Practicum Instruction – 694U ▪ 3 hours of LAS**

Total hours completed at UT-SSW after waivers: 33 semester hours

Total hours completed at LAS after waivers: 30 hours

Total number of required hours: 63 semester hours

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work and McCombs School of Business
MSSW/MBA Dual Degree Program

3 Year Full-time Program

	Social Work & Business graduate courses
Year 1 – Fall, Social Work, Semester 1	<ul style="list-style-type: none"> ▪ Theories and Critical Perspectives of Human Behavior and the Social Environment – 381R ▪ Foundations of Social Justice: Values, Diversity, Power and Oppression – 381S ▪ Dynamics of Organizations & Communities – 381T ▪ Foundations of Social Work Practice I – 384F ▪ Generalist Practicum Instruction I – 385F
Year 1, Spring Social Work, Semester 2	<ul style="list-style-type: none"> ▪ Social Work Leadership in Human Service Systems – 393T16 ▪ Social Policy Analysis & Social Problems – 382R ▪ Social Work Research Methods – 385R ▪ Foundations of Social Work Practice II – 384G ▪ Generalist Practicum Instruction II – 385G
Year 2, Fall, Business, Semester 3	<ul style="list-style-type: none"> ▪ Financial Accounting – BA 284T ▪ Financial Management – BA 285T ▪ Statistics – BA 286T ▪ Managerial Economics – BA 380S ▪ Marketing Management – BA 281T ▪ Operations Management – BA 280N ▪ Strategic Career Planning – BA 181C ▪ Flexible core elective – chosen from menu of Analyzing Business and Leading People options (2 hours)
Year 2, Spring Business, Semester 4	<ul style="list-style-type: none"> ▪ Strategic Management – BA 385T ▪ Flexible core electives – 2 courses chosen from menu of Analyzing Business and Leading People options (4 hours) ▪ Choice of 3 elective courses offered in the McCombs School of Business (9 hours)
Year 3 Combined – 12 Hours Semester 2	<ul style="list-style-type: none"> ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective ▪ Program Evaluation
	<ul style="list-style-type: none"> ▪ MBA Elective ▪ Advanced Integrative Capstone (3 hours in SW – spring only) ▪ Advanced Practicum Instruction – 694U (500 hours)

Total hours completed at Steve Hicks School of Social Work after waivers: 42 semester hours

Total hours completed at McCombs School of Business after waivers: 47 hours

Total number of required hours: 89 semester hours

***Social Work courses to be waived and taken in the McCombs School of Business – 3 hours of final Practicum, Financial Management, 2 electives and 2 selectives (selectives are advanced courses taken in their concentration)

***Extended Practicum placements require registration for 694R with 3 hours in spring and 3 hours in summer

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

The University of Texas at Austin
School of Social Work and McCombs School of Business
MSSW/MBA Dual Degree Program

Post BSW Track 42 Hour Program – Summer Admission

	Social Work & Business graduate courses
Summer 1 – Social Work	<ul style="list-style-type: none"> ▪ Foundations of Social Work Practice II – 384G ▪ Program Evaluation
Year 1 – Fall, Business	<ul style="list-style-type: none"> ▪ Financial Accounting – BA 284T ▪ Financial Management – BA 285T ▪ Statistics – BA 286T ▪ Managerial Economics – BA 380S ▪ Marketing Management – BA 281T ▪ Operations Management – BA 280N ▪ Strategic Career Planning – BA 181C ▪ Flexible core elective – chosen from menu of Analyzing Business and Leading People options (2 hours)
Year 1 – Spring, Business	<ul style="list-style-type: none"> ▪ Strategic Management – BA 385T ▪ Flexible core electives – 2 courses chosen from menu of Analyzing Business and Leading People options (4 hours) ▪ Choice of 3 elective courses offered in the McCombs School of Business (9 hours)
Summer 2 – Social Work	<ul style="list-style-type: none"> ▪ Advanced APP Selective ▪ Advanced APP Selective ▪
Year 2 Combined, Fall	<ul style="list-style-type: none"> ▪ SW Leadership in Human Service Systems – 393T16 ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective ▪ MBA Elective
Year 2 Combined, Spring	<ul style="list-style-type: none"> ▪ MBA Elective ▪ Advanced Integrative Capstone (3 hours in SW – spring only) ▪ Advanced Practicum Instruction – 694U (500 hours)
Summer 3 – Social Work	<ul style="list-style-type: none"> ▪ SW Elective

Total hours completed at UT-SSW after waivers: 30 semester hours

Total hours completed at McCombs School of Business after waivers: 47 hours

Total number of required hours: 73 semester hours

***This is a sample program of work. All Post-BSW programs of work will be determined individually by the Assistant Dean for Master's Programs.

Please note: For the Master's Program in The UT School of Social Work, full time for financial aid is considered 12 hours or more.

Academic Policies and Procedures

Academic Advising

The University provides information and academic advice to students in order to assist them in making proper academic decisions. The Dean of each college or school is responsible for providing an effective system of information dissemination and advising that is appropriate to the academic programs of that college or school. Each unit will seek to provide the most current and accurate information and advice possible. The student is responsible for seeking advice, for knowing and meeting the requirements of the degree program of his or her interest, for enrolling in courses appropriate to that degree program, and for taking courses in the proper sequence to ensure orderly and timely progress toward the degree.

Advising and assistance are provided to students in The UT School of Social Work through a combination of resources including:

Faculty Advisors

All new MSSW students are matched with a Faculty Advisor at New Student Orientation based on areas of interest. Professional advising provides information regarding the profession of social work as a career choice. Faculty are a resource to assist students in considering the diverse Practicums of practice available within the profession.

The Graduate Advisor

The Graduate Advisor of The UT School of Social Work is appointed annually by the Vice President and Dean of Graduate Studies, on the recommendation of the Dean of The UT School of Social Work, in consultation with the Graduate Studies Committee. The Graduate Advisor ultimately is responsible to the Graduate School for each student's educational program. The Graduate Advisor meets with all incoming MSSW students at New Student Orientation. The Graduate Advisor's signature of approval is required on all academic advising and graduation materials. The Graduate Advisor's approval to continue in the MSSW program is required in circumstances where a conditional student has not met conditions or a non-conditional student has not met Graduate School standards, such as maintaining a 3.0 grade-point average. The Graduate Advisor must also approve any deviations from prescribed Programs of Work. The Graduate Advisor hears student grievances and advises students of proper procedures.

The Assistant Dean for Master's Programs

The Assistant Dean for Master's Programs is responsible for the development and oversight of the MSSW program, including admissions, programs of work, and degree program modifications. The Assistant Dean for Master's Programs chairs the MSSW Committee and also serves as Assistant Graduate Advisor. The Assistant Dean also accepts and responds to requests, petitions and grievances related to MSSW program policies, procedures and curriculum issues. In addition, the Assistant Dean evaluates all requests for transferring course credit from other programs.

Academic Advisor for MSSW Students

All students should refer to the Office of the Registrar for registration procedures, time slots, and course information.

Advising is required for all MSSW students each semester prior to registration. Any student who is assigned a grade of X (incomplete), a grade of C or below, or who is placed on academic warning status must contact the Academic Advisor before registering for the following semester.

Registration holds are placed on all MSSW student records prior to each registration period. Bars will be lifted only if students have satisfied all requirements to date.

Academic Warning Status and Dismissal

If the overall grade-point average falls below 3.0, the Graduate School places a student on academic warning status. While in warning status, the student may not drop any course or withdraw from The University without the approval of the Graduate Advisor and the graduate dean. In the next semester or summer term in which the student enrolls, the overall grade-point average must be raised to 3.0 or the student is barred from further study.

In The UT School of Social Work, certain circumstances make it possible for a student to be barred from continuation in the MSSW Program. All students receiving a grade of C or below or an X (incomplete) in any semester will have their academic progress in the program reviewed by the Assistant Dean for Master's Programs, who may request MSSW Committee review and action. Students will be notified in writing of adverse decisions regarding their continuation in the program. Students may appeal in writing to the Graduate Advisor for continuation in the program. Faculty may identify, in writing, those students who demonstrate behaviors that raise serious questions about their continuing towards the professional degree in Social Work. Such students' names will be submitted to the Graduate Advisor who will coordinate a review, including appropriate faculty members in such a process. See the section "Standards for Social Work Education" for more information.

Students conditionally admitted by the Graduate School and The UT School of Social Work will be notified of these conditions at the time of admission. If the conditions placed on admission have not been fulfilled within the time specified, the student may be barred from subsequent registration in the Graduate School. Students may appeal in writing to the Graduate Advisor. In consultation with the Assistant Dean for Master's Programs, the Graduate Advisor recommends whether or not a student will be allowed to continue.

Adding and Dropping Courses

Specific deadlines for adding and dropping courses each semester are given in the academic calendar, which can be found in the *Course Schedule* on line through the Office of the Registrar. Adds and drops are handled via ROSE, the online registration system or through the Student Services Office and the Graduate Dean's Office, depending on the time and nature of the transaction. All academic transactions are governed by policies set forth in the *Graduate Catalog* and *Course Schedule*.

Refunds and Academic Penalties

A student may drop a course with the Graduate Advisor's approval through the last class day of a semester or summer term. He or she receives a refund for courses dropped by the twelfth class day of a long-session semester or by the fourth class day of a summer term.

From the thirteenth through the twentieth class day of a long semester, and from the fifth through the tenth class day of a summer term, no refunds are available and the student may drop a course with no academic penalty; the symbol Q is recorded. If the student drops a course after that time, the instructor determines whether the symbol Q or a grade of F should be recorded.

Dropping a Course While in Warning Status

If a student is in warning status due to failure to maintain a grade point average of at least 3.0, he or she may not drop a course without the recommendation of the Graduate Advisor and the approval of the graduate dean. Students should contact the Academic Advisor at 471-2935 before dropping courses.

Payment for Added Courses

Students are required to pay for any additional credit hours added after the registration period by the twelfth class day in a long semester (Fall or Spring) or the fourth class day of a Summer session.

To Add a Course

TIME FRAME	PROCEDURE
BEFORE classes begin	<ul style="list-style-type: none"> • Add via Texas One Stop, per <i>Course Schedule</i>
FIRST 4 class days of a long semester OR FIRST 2 class days of a summer session	<ul style="list-style-type: none"> • Add via Texas One Stop, per <i>Course Schedule</i> • Pay Add Bill by 12th Class Day
5th to 12th class days of a long semester OR 3rd and 4th class days of summer session	<ul style="list-style-type: none"> • Meet with Academic Advisor for approval and processing • Pay Add Bill by 12th Class Day
AFTER the 12th class day of a long semester OR 4th class day of summer session	<ul style="list-style-type: none"> • Meet with Academic Advisor for approval and processing.

To Drop a Course

TIME FRAME	PROCEDURE
BEFORE classes begin	<ul style="list-style-type: none"> • Drop via Texas One Stop, per <i>Course Schedule</i>, during pre-semester add/drop sessions.
FIRST 12 class days of a long semester OR FIRST 2 class days of summer session	<ul style="list-style-type: none"> • Meet with Academic Advisor for approval and processing • Drop via Texas One Stop per <i>Course Schedule</i> • Refund mailed to local address after 12th class day
13th to 20th class day of a long semester OR 5th to 10th class day of summer session	<ul style="list-style-type: none"> • Meet with Academic Advisor for approval and processing • No academic penalty assessed; Q recorded • No refund given after 12th class day
AFTER the 20th class day of a long semester OR 5th to last class day of a summer session	<p style="text-align: center;">Must meet with Academic Advisor</p> <p style="text-align: center;">GRADUATE ADVISOR APPROVAL REQUIRED</p> <p style="text-align: center;">POSSIBLE ACADEMIC PENALTY APPLIES</p>

PLEASE ADHERE TO COURSE SEQUENCING AS OUTLINED IN THE MSSW PROGRAM OF WORK. CONSULT YOUR ACADEMIC ADVISOR WITH QUESTIONS AT 512-471-2935

or

marianmahaffey@mail.utexas.edu

Conference Courses (Independent Study)

Conference Courses provide students with an opportunity to study special topics of interest to members of the social work profession. In all respects, Conference Courses should meet the standards of other courses offered in the program. Guidelines are provided by the Academic Affairs advisors to help students structure conference courses in a manner consistent with the educational standards of the School. Supervised practicum experience as well as research experience may be used as a component of a Conference Course, but all Conference Courses must contain substantial reading and writing components as well as regularly scheduled meetings with the instructor to assist in the integration of course material. Employment cannot be counted as conference course credit. Except under the most extenuating of circumstances, core courses cannot be taken on a conference course basis.

To Register for a Conference Course (SW 395K):

Each student must secure the cooperation of a faculty member of The UT School of Social Work or other department who is willing to be the instructor for the course. The student, in collaboration with the faculty member, must submit an outline for the Conference Course that contains specific information about course content and objectives. Students should obtain a copy of the "Guidelines for SW 395K - Conference Courses" and a Conference Course form from the MSSW Academic Advisor. Students may not register for Conference Courses without the completed conference course outline, including the faculty member's signature. The completed outline should be returned to the MSSW Program Academic Advisor who will register the student. A copy of the outline will be placed in the student's file. Please consult your Academic Advisor for additional information.

Course Load Requirements

Maximum Load

The maximum course load for graduate students is fifteen semester hours in a long semester and nine semester hours in a summer session. The Graduate Advisor must recommend and the Dean of Graduate Studies must approve all requests for heavier course loads. This is permitted only by petition under special circumstances.

Minimum Load

The Graduate School recognizes nine semester hours during a long semester as a minimum full-time course load. Full-time students in The UT School of Social Work are expected to be enrolled for the prescribed fifteen semester hours during each long-session semester. Extended Study students must be enrolled for a minimum of nine semester hours each long-session semester; and part-time students must be enrolled for a minimum of six semester hours each long-session semester. The Graduate Advisor must approve any requests for enrollment under six hours in a long session by part-time students.

Credit / No Credit Policy (Pass / Fail)

It is the policy of The University of Texas Graduate School that no more than 20% of a Graduate Program of Work can be taken on a CREDIT/NO CREDIT basis. Registration for final semester practicum instruction (SW 694U and SW 394U) will be on a CREDIT/NO CREDIT basis only. The student must perform at the grade of C level or better in SW 694U and SW 394U in order to obtain CREDIT. Grade of D level work or lower in SW 694U and SW 394U will be recorded as NO CREDIT. A 3.0 GPA (Grade Point Average) is necessary in order to graduate. Since SW 694U and SW 394U are taken on a Credit/No Credit basis only, these 9 graduate credit hours do not affect or calculate into the semester or cumulative GPA. In addition, electives are the only option for additional course work taken as CREDIT/NO CREDIT. Students in the 42, 48, or 60 hour programs may take one elective CREDIT/NO CREDIT.

Transferring or Waiving Courses in the MSSW Program

Students may transfer graduate course work from an accredited institution with the prior approval of the Assistant Dean for Master's Programs, the Graduate Advisor and the Office of Graduate Studies. The Graduate Studies Committee of The UT School of Social Work provides students with an opportunity to receive a waiver for certain course work they believe they have mastered based upon courses completed at another accredited program. Up to 24 credits may be waived. Waiver credits do not appear on the student's official University record. Students requesting transfers or waivers should submit a transcript to the Assistant Dean for Master's Programs, showing the completed course work, and a syllabus with course description for each course to be considered.

Students may not receive academic credit for life experience, previous volunteer or work experience in social work, or for a course work from a previously conferred degree.

Electives

To satisfy elective requirements, students may take elective course work within the School or with approval, in other University departments. Students are encouraged to use the summer semester and take electives within the School to enrich and extend their learning experience.

Taking Electives Outside of The UT School of Social Work

In order to take an elective course outside of the School and receive proper credit toward the MSSW degree, the student must submit to the Academic Advisor a course description of the graduate elective being considered along with the student's current career objectives. Pre-approvals for registration may be required from other departments.

The student must provide an appropriate rationale for taking a course outside of the department along with current career objectives. Information on electives offered by other departments is provided to students whenever possible. Because some University departments may place restrictions on enrollment, students should begin the approval process prior to the official University advising period each semester. Consult the Course Schedule and your Academic Advisor for listings of courses offered in other departments and any prerequisites they may carry.

Transferring Graduate Electives

Some graduate electives completed at other universities may be counted toward the MSSW degree but ONLY with prior approval from the Assistant Dean for Master's Programs. Students must submit a transcript and syllabus for evaluation of prior electives. Electives MAY NOT be transferred from another institution in the student's graduating semester. Students expecting to participate in an out-of-town final Practicum placement should plan to finish electives prior to or upon completion of the out-of-town placement. Attempts to complete or transfer electives from another institution, in the student's graduation semester, will result in a delay of graduation.

Grading Policy

Grades in courses, both classroom and practicum, are intended to indicate the level of overall performance of the student in the course, both in terms of performance and responsibility in performance. Quality of performance is evaluated with respect to course objectives. While these objectives are collectively determined, it is the singular responsibility of the instructor to evaluate student performance in respect to these standards and thus to determine the grade.

LETTER GRADES - In the Graduate School, credit is given for the grades A, A- B+, B, B-, C+, and C. Credit will not be given of C- or below. If a student earns below a C, the course will need to be retaken. Every semester hour with a grade of C, however, must be balanced by one with a grade of A, because an overall grade point average of at least 3.0 is required for the degree.

Within the overall grade point average, the student must earn a GPA of at least 3.0 in all upper-division and graduate courses in the major and supporting work. High grades in courses outside the major and the supporting work will not serve to bring up these averages. On the other hand, high grades in the major and the supporting work may raise the overall average, provided they are in upper-division or graduate courses.

Grades from other institutions are not included in the grade point average. Only graduate-level courses taken in graduate status for a letter grade at The University of Texas at Austin or reserved for graduate credit are counted in the average; thesis, report, and dissertation courses are not counted.

INCOMPLETE GRADES - The symbol X may be reported in cases where the student has not completed all the assignments in a course before its conclusion. The instructor, with the approval of the Graduate Dean's office, may convert the symbol X into a grade if such conversion is made by the

end of the following long session after the filing of the symbol X. Otherwise, the symbol X converts to a symbol I and remains on the record permanently.

Courses for which the symbol I is recorded, may not be used to fulfill degree requirements and must be repeated for credit.

Students must satisfy all prerequisite incompletes before starting final year coursework and the final practicum placement.

Conditionally admitted students may not take a grade of X, as part of the criteria for achieving “good academic standing” after admission.

Candidates for graduation should not take a grade of X in their final semester, or graduation will be delayed and additional course work in a future semester of graduation will be required.

Improper uses of the symbol X are listed in the *General Information Bulletin*.

PROHIBITION OF EX POST FACTO CREDIT - The Graduate School does not grant ex post facto credit. With the appropriate approval, an upper-division student, a non-degree undergraduate, or a transient summer student may take any graduate course for which he or she has fulfilled the prerequisite. However, credit will not be granted toward a graduate degree; nor may a student who is later admitted to the Graduate School petition for ex post facto credit.

Graduation

Filing for Graduation

In order to graduate, students must:

- Be registered at UT-Austin in the semester in which they will graduate.
- Have successfully completed all required coursework toward the MSSW or dual degree.
- Have no incompletes (Xs).
- Have a 3.0 cumulative graduate GPA or better in all courses.
- Have submitted any transfer course transcripts to The UT School of Social Work prior to the graduating semester.
- File a Program of Work with the graduation application. A Program of Work includes all courses required for the MSSW or dual degree. Must have at least a 3.0 cumulative GPA for courses included in the Program of Work (only courses in which a student earns a grade of C or better may be included in the Program of Work for a graduate degree).
- Not be registered in the graduating semester for transfer course work intended to apply to their program of work.

Failure to properly file may cause a delay of graduation. If a candidate's graduation is postponed for any reason, the degree candidate form must be re-filed. Graduation instructions are posted on the SSW-MSSW listserv periodically, beginning in the fall semester.

It is the student's responsibility to maintain contact with the Academic Advisor to ensure that the appropriate progress is being made toward the degree and that all University and School policies are understood. To avoid program of work and enrollment conflicts as the graduating semester approaches, students are required to meet with the Academic Advisor for academic advising at least once a semester throughout matriculation.

The University holds commencement exercises at the end of the spring semester. In addition, The UT School of Social Work permits students who will graduate in the following summer session to participate in the School's spring commencement exercises. Contact the Dean's Office for additional information regarding commencement exercises.

Time Limits for Completion of the MSSW

The Council on Social Work Education's standard for completing the MSSW degree is four years. Based on the CSWE standard, The UT School of Social Work requires all students to complete the degree in a timely fashion. Continuation beyond four years is approved only in rare and extenuating circumstances. In all cases, all requirements for a master's degree must be completed within one six-year period. Work over six years old can be reinstated only with the permission of the Graduate Dean, upon recommendation of the Graduate Studies Committee.

Withdrawal from The University

Dropping an entire course load constitutes withdrawal from The University. To withdraw from The University, a student must fill out the appropriate forms in the Office of Graduate Studies in the Main Building, (The Tower) Room 101. This is true even if the student is taking only one class and wishes to "drop" it. Students are required to inform the Assistant Dean for Master's Programs in writing of their withdrawal from graduate school. Students are also strongly encouraged to notify their Professors and Graduate Advisor.

Leave of Absence

Students who anticipate being on leave in a long semester (fall or spring) must:

- Complete the Program Confirmation of Leave of Absence form.
- Obtain authorization from The UT School of Social Work Graduate Adviser.

Failure to secure a leave of absence in advance of the semester of which a student will be on leave will result in: 1) non-guarantee of readmission, and 2) a \$50 readmission application fee.

Medical Withdrawal/Course Reduction/Retroactive Withdrawal

Significant medical or mental health problems can affect a student's ability to attend classes or perform academically. In these cases, a student may apply for a course load reduction, a current semester withdrawal, or a retroactive withdrawal for the previous long semester. Students must meet with their Academic Advisor to discuss this course of action. Decisions will be made based on University and Graduate School Policies.

More information on these processes can be found at <http://healthyhorns.utexas.edu/medicalwithdrawals.html>.

Readmission to the School of Social Work

Students must be "continuously registered" for all long semesters (Fall and Spring) until completion of the degree. Students are required to secure a leave of absence for semesters in which they will be on leave. If a student has not taken courses for one long semester or more, application for readmission must be completed and students must have departmental approval to return. The application form for readmission is available from the Graduate & International Admissions Center. At the same time, it is necessary to request consideration for readmission to the SSW in writing. This request should be directed to the SHSSW Office of Admissions. Readmission is not guaranteed and will be granted based on readiness for continued graduate level work in the SHSSW.

General Information

Building

The UT School of Social Work Building, designated "SSW" on campus maps and information directories, is located at the northwest corner of the UT-Austin campus at 405 W. 25th Street.

The building is generally open during the week from about 8 a.m. until 5pm, except for Fridays when it is only open until 4pm. Building hours and access are restricted on weekends and between sessions. Building requires UT ID access.

DiNitto Career Center

The DiNitto Career Center is located in the Academic Affairs Department and is available to assist students and alumni in pursuit of their professional career goals. The center's emphasis is career development throughout a lifetime. The focus of Career Services is on information exchange, through workshops, career development information and electronic resources to assist students, alumni and employers in achieving their mutual goals and expanding options to all social workers.

Services from Career Services:

- * Local and statewide employment and volunteer opportunity postings
- * Weekly employment bulletin via electronic mail available to students and alumni
- * Social work licensure information from Texas and other states
- * Individual career advising; resume and interview critique
- * Career workshops on licensure, job search skills and resume writing

Workshops and Special Events

Each semester Career Services offers workshops on a variety of career development topics such as resume writing, interviewing, professional organizations, social work licensure and applying for graduate school. Many of these events are facilitated by professional social workers from the local community. Watch for dates and times in the weekly email, employment bulletin and on the Career Services web site. Career Services also coordinates an annual Career Fair devoted to exposing students to agency employment and volunteer opportunities. Each year local and statewide agencies participate in this event. To register for the weekly employment bulletin go to the career services web site at <http://www.utexas.edu/ssw/dccs/>.

Graduate Assistant, Teaching Assistant, and Graduate Research Assistant Positions

Students must be taking at least 9 graduate hours in long semesters and 3 graduate hours in the summer semester when they work, have no incompletes (X), and have a GPA of at least 3.0. Conditionally admitted students are not eligible for GA/TA/GRA positions until conditions have been satisfied and lifted. GA/TA/GRA appointments are for one semester at a time and due to budget variations may not always be available.

Opportunities for Student Participation

Students have multiple opportunities to provide feedback regarding policies. Each semester, students are asked to provide specific feedback in course instructor evaluations. Students may be invited to participate as members on the following School committees: MSSW Program Committee, MSSW Clinical Social Work Sub-committee, MSSW Administration and Policy Practice Concentration Sub-committee, Community Partnership Development Committee, and the Office of Global Education Committee. Students are encouraged to contact their Academic Advisor and/or the Assistant Dean for Master's Programs to provide feedback regarding the curriculum or their general academic experience.

The Social Work Council

Comprised of both undergraduate and graduate social work students, the Social Work Council is the active student government of The UT School of Social Work. The Council is part of the Cabinet of College Councils and receives some financial support from the University. Through the Council, students can plan and participate in social, educational and community activities, and serve on many School committees that shape academic policies. The Council's effectiveness and organization are dependent on the membership. In the spring, each class elects its own officers for 1 year terms and class representatives to School committees. Because many final year master's students are in block Practicum placements during the spring semester, first year master's students carry the responsibility for student government during the last half of the year. The purposes of the SWC are to:

- Provide a forum for discussion among students, faculty, and staff.
- Act upon the needs and concerns of any student interested in social work.
- Increase the understanding of and promote the general interest in the profession.
- Organize and support projects that benefit students, The University, and community.

The Social Work Council office is located on the second floor of WWH, 240. Students are encouraged to participate in School and professional activities. Notices of conferences, volunteer activities, and School functions are posted on Student Lounge bulletin boards.

In addition to the Student Council, the School encourages students to become involved in student organizations or to create organizations in their interest areas.

SSW-MSSW Listserv

Important MSSW information is posted on the SSW-MSSW listserv. Students are required to subscribe to the electronic listserv to receive vital information and announcements.

To subscribe to the listserv:

Go to <https://utlists.utexas.edu/sympa/subscribe/ssw-mssw>

Enter your e-mail address and click the submit button.

Follow the directions on the screen.

The Social Work Student Support Fund

Professional Development Fund

The School of Social Work maintains the Professional Development Assistance fund as a resource for students who are presenting at professional conferences. BSW, MSSW, and Ph.D. students currently enrolled and in good standing at The UT School of Social Work may apply. The amount given, up to a maximum of \$300, is at the discretion of the Dean's Office. Funds do not need to be repaid. To apply for professional development assistance, please contact your Academic Advisor. The Academic Advisor will submit the application to the Dean's office for review and approval. The applicant will be notified of a decision.

Student Emergency Fund

The UT School of Social Work maintains the Student Emergency Assistance Fund as a resource for students in emergencies that result in a loss of income or in other situations that might hinder the ability to complete their academic program. The amount given in emergency cases, up to a maximum of \$300, is at the discretion of the Dean's Office. Funds do not need to be repaid. To apply for emergency assistance, please contact your Academic Adviser. The Academic Advisor will submit the application to the Dean's office for review and approval. The applicant will be notified of a decision. Students are strongly encouraged to apply for emergency funding through the Dean of Students office (<http://deanofstudents.utexas.edu/emergency/fundappinfo.php>) prior to applying for Steve Hicks School of Social Work emergency funds.

Standards for Social Work Education

Standards for Social Work Education

Criteria for Evaluating Academic Performance, Policies & Procedures for Review of Academic Performance, and Academic Grievances. 1997, Revised 1998, 1999, 2005, 2011, 2012, 2014, 2015, 2016, 2020.

1.0 Introduction to Standards

2.0 Criteria for Evaluating Academic Performance

2.1 Basic Abilities

2.1.1 Communication skills

2.1.2 Interpersonal skills

2.1.3 Cognitive skills

2.1.4 Physical skills

2.2 Emotional and Mental Abilities

2.2.1 Stress management

2.2.2 Emotional and mental capacities

2.3 Professional Performance Skills

2.3.1 Professional commitment

2.3.2 Professional behavior

2.3.3 Self awareness

2.3.4 Ethical obligations

2.4 Scholastic Performance

2.4.1 Undergraduate students

2.4.2 Graduate students

2.5 Sources of Information

2.6 Accommodations for Disabilities

3.0 Policies & Procedures for Review of Academic Performance

3.1 Performance That May Result In Review and/or Dismissal

3.2 Three Levels of Review

4.0 Academic Grievances

4.1 Procedures for Handling Grievances

4.1.1 Undergraduate students

4.1.2 Graduate students

4.2 Non-Academic Grievances

Standards for Social Work Education

1.0 Introduction

This document sets out Standards for Social Work Education that apply to students enrolled at The UT School of Social Work at the University of Texas at Austin, beginning Summer 1997.

Because of the nature of professional social work practice, The UT School of Social Work has different expectations of students than do non-professional programs. The standards are linked to students' abilities to become effective social work professionals and are provided so that students and faculty can be clear about expectations and procedures to address academic performance concerns. The ultimate goal of the Standards is to help students have a successful experience at The UT School of Social Work.

Since becoming a professional is a gradual process, not all criteria are expected to be met at all times. Persons who teach and supervise students, along with program Assistant/Associate Deans, will assess student academic performance and apply their professional judgment to determine if standards are being met during a student's educational career. Professional judgment is the capacity to assess a situation by applying the values and knowledge of the social work profession, combined with a professional's own experience and practice wisdom. It also represents the application of knowledge, values, and skills to making decisions in a helping process.

All social work students will be provided with and expected to read the Standards for Social Work Education and the National Association of Social Workers (NASW) Code of Ethics. Students will then be asked to sign an acknowledgment that they have read, are aware of the contents of, and will abide by the documents. The form will be kept in students' files.

2.0 Criteria for Evaluating Academic Performance in BSW, MSSW & PhD Programs at The UT School of Social Work

In order to meet its responsibilities to provide quality professional education and to ensure that its graduates are able to function in a broad variety of professional situations, The UT School of Social Work evaluates the academic performance of its students in four general areas: Basic Abilities to Acquire Professional Skills; Mental and Emotional Abilities; Professional Performance Skills, and Scholastic Performance. Meeting the criteria for scholastic achievement is necessary but not sufficient to ensure continued enrollment in a program. Both professional behavior and scholastic performance comprise academic standards.

2.1 Basic Abilities Necessary to Acquire Professional Skills

2.1.1 Communication Skills

Demonstrates sufficient written and oral skills to comprehend information and communicate ideas and feelings.

a) *Written:* Writes clearly, uses correct grammar and spelling, and applies appropriate writing style, including American Psychological Association (APA) referencing, appropriate source citation, and documentation. Demonstrates sufficient skills in written English to understand content presented in the program and to complete adequately all written assignments, as specified by faculty.

b) *Oral:* Communicates effectively and sensitively with other students, faculty, staff, clients, and professionals. Expresses ideas and feelings clearly and demonstrates a willingness and an ability to listen to others. Demonstrates sufficient skills in spoken English to understand content presented in the program, to complete adequately all oral assignments, and to meet the objectives of Practicum placement experiences, as specified by faculty.

2.1.2 Interpersonal Skills

Demonstrates the interpersonal skills needed to relate effectively to other students, faculty, staff, clients, and professionals and to fulfill the ethical obligations of the profession. These include compassion, empathy, altruism, integrity, and demonstration of respect for and consideration of others. Takes appropriate responsibility for own actions and considers the impact of these actions on others.

2.1.3 Cognitive Skills

Exhibits sufficient knowledge of social work and clarity of thinking to process information and apply it to appropriate situations in classroom and Practicum. Demonstrates grounding in relevant social, behavioral and biological science knowledge and research—including knowledge and skills in relationship building, data gathering, assessment, intervention, and evaluation of practice. Exhibits ability to conceptualize and integrate knowledge and apply that knowledge to professional practice.

2.1.4 Physical Skills

Exhibits sufficient motor and sensory abilities to attend and participate in class and practicum placement, with or without accommodations. (See section on *Accommodations for Disabilities* for clarification.)

2.2

Emotional and Mental Abilities Necessary for Performance in the Program and Professional Practice

2.2.1 Stress Management

Demonstrates ability to deal with current life stressors through the use of appropriate coping mechanisms. Handles stress effectively by using appropriate self-care and developing supportive relationships with colleagues, peers, and others.

2.2.2 Emotional and Mental Capacities

Uses sound judgment. Seeks and effectively uses help for medical or emotional problems that interfere with scholastic and professional performance. Engages in counseling or seeks out support and help if personal problems, psychosocial distress, substance abuse, or mental health difficulties do any of the following:

- compromise scholastic and other performance,
- interfere with professional judgment and behavior, or
- jeopardize the best interests of those to whom the social work student has a professional responsibility (as outlined in the current Codes of Ethics by the National Association of Social Workers and the Texas State Board of Social Worker Examiners for Social Work Licensure).

2.3

Professional Performance Skills Necessary for Work with Clients and Professional Practice

2.3.1 Professional Commitment

Exhibits a strong commitment to the goals of social work and to the ethical standards of the profession, as specified in the NASW Code of Ethics and the Code of Conduct for Social Work Licensure in Texas. Demonstrates commitment to the essential values of social work that includes the respect for the dignity and worth of every individual and his/her right to a just share of society's resources (social justice).

2.3.2 Professional Behavior

Exhibits behaviors that are in compliance with program policies, institutional policies, professional ethical standards, and societal laws in classroom, Practicum, and community. Appearance, dress, and general demeanor reflect a professional manner. Shows potential for responsible and accountable behavior by knowing and practicing within the scope of social work, respecting others, being punctual and dependable, prioritizing responsibilities, attending class regularly, observing deadlines, completing assignments on time, keeping appointments or making appropriate arrangements, and accepting supervision and criticism in a positive manner.

Works effectively with others, regardless of level of authority. Advocates for him/herself in an appropriate and responsible manner and uses proper channels for conflict resolution. Shows a

willingness to receive and accept feedback and supervision in a positive manner, as well as use such feedback to enhance professional development.

2.3.3 Self Awareness

Exhibits knowledge of how one's values, attitudes, beliefs, emotions and past experiences affect thinking, behavior and relationships. Accurately assesses one's own strengths, limitations, and suitability for professional practice. Shows awareness of self and how one is perceived by others. Reflects on one's own limitations as they relate to professional capacities. Is willing to examine and change behavior when it interferes in working with clients and other professionals.

2.3.4 Ethical Obligations

Current behavior and classroom performance demonstrate adherence to the ethical expectations and obligations of professional practice, noted in the NASW Code of Ethics and the Code of Conduct for Social Work Licensure in Texas. Ethical behaviors include:

- Adherence to the NASW Code of Ethics and the Code of Conduct for Social Work Licensure in Texas.
- No history of charges and/or convictions of an offense that is contrary to professional practice.
- Systematic evaluation of clients and their situations in an unbiased, factual way. Suspension of personal biases during interactions with others.
- Comprehension of another individual's way of life and values. Empathic communication and support of the client as a basis for a productive professional relationship.
- Appreciation of the value of diversity. Effective and nonjudgmental relation to and work with others who are different from oneself. Appropriate service to all persons in need of assistance, regardless of the person's age, class, race, religious beliefs, gender, disability, sexual orientation, and/or value system. No imposition of personal, religious, sexual, and/or cultural values on clients.
- Demonstration of respect for the rights of others. Commitment to clients' rights to freedom of choice and self-determination.
- Maintenance of confidentiality as it relates to human service, classroom activities, and Practicum placement.
- Demonstration of honesty and integrity by being truthful about background, experiences, and qualifications; doing one's own work; giving credit for the ideas of others; and providing proper citation of source materials.

- Demonstration of clear, appropriate, and culturally sensitive boundaries. Does not sexually harass others; make verbal or physical threats; become involved in sexual relationships with clients, supervisors, or faculty; abuse others in physical, emotional, verbal, or sexual ways; or participate in dual relationships where conflicts of interest may exist.

2.4

Scholastic Performance

2.4.1 Undergraduate Students

Students are considered to be in academic difficulty if their GPA drops below 2.25. Students may be advised to withdraw from the program if their grade point average falls below 2.0 overall or 2.5 in major. Failure to maintain a passing grade in Practicum placement will result in dismissal. A review may be called if a student earns a D or F in any required social work courses. An overall GPA of 2.0 is required for graduation.

Students must complete the prerequisites outlined in their appropriate courses of study, as outlined in the course catalog.

2.4.2 Graduate Students

MSSW students are considered to be in academic difficulty if their GPA drops below 3.0. Students may be advised to withdraw from the program if their grade point average falls below 2.5. Failure to maintain a passing grade in Practicum placement will result in dismissal. A review may be called if a student earns a grade of C or below or X in any required social work course. An overall GPA of 3.0 is required for graduation.

PhD students must maintain a GPA of 3.0 or better and successfully complete a comprehensive examination that demonstrates mastery of the theory and research for the broad subject area in which the student proposes to conduct his or her dissertation research. The comprehensive exam has both a written and an oral component. If performance on either the written or oral exam is judged to be deficient, the student has one additional opportunity to redo the paper and repeat the oral defense. If they fail either the written or oral exam twice, they lose their eligibility to remain in the program.

2.5

Sources of Information for Academic Performance Criteria

Information about students' meeting academic performance criteria in the School of Social Work may include but is not limited to any of the following:

- Feedback or reference letters from faculty, work supervisors, or supervisors of volunteer human service activity or other Practicum experiences
- Feedback from agency-based Practicum instructors

- Observation of classroom, volunteer, or Practicum behaviors
- Performance in oral and written assignments, examinations, social work skills labs, or other appropriate coursework
- Student personal statements or self-assessments
- Interviews with faculty or other professionals
- Taped interview situations (audio or video)
- Feedback from students, staff, university (UT or other colleges and universities), helping professionals, or community
- Feedback from faculty in other social work programs that student may have attended
- Signed confidentiality statements, scholastic honesty statements, contract to adhere to NASW Code of Ethics or the Standards, other contracts between the School and the student

2.6

Accommodations for Disabilities

No otherwise qualified student shall, on the basis of disability, be subjected to discrimination or excluded from participation in The UT School of Social Work. A student with a disability may be protected by the Americans with Disabilities Act (ADA) and be eligible for a reasonable accommodation that will provide an equal opportunity to meet the academic criteria related to professional behavior and scholastic performance.

Any otherwise qualified student with a protected disability who requests a reasonable accommodation must notify the Office of Students with Disabilities and provide documentation as needed. The Office of Students with Disabilities makes recommendations for accommodations. The UT School of Social Work will review academic performance criteria in light of individual student circumstances to explore issues of appropriateness and accommodation. An initial assessment, subsequent plan, use of outside experts (including the Office of Students with Disabilities), and periodic checks between The UT School of Social Work and the student are appropriate courses of action in making accommodations.

3.0

Policies and Procedures For Review Of Academic Performance

Three levels of review can occur at The UT School of Social Work in reviewing student's academic performance. The level of review depends upon the potential severity of the concern. Information disclosed during student meetings with faculty, Assistant/Associate Deans, or school administrators will not be kept confidential if the information raises concerns about professional performance. Faculty and/or Assistant/Associate Deans will share pertinent information with each other for the professional purpose of identifying student issues and enhancing problem solving about the concerns. They will follow university procedures related to student performance issues.

3.1

Performance that May Result in a Review and/or Possible Dismissal from The UT School of Social Work

Student reviews can occur under any of the following circumstances:

- Failure to meet or maintain academic requirements as stated under Scholastic Performance
- Scholastic dishonesty, including cheating, lying, plagiarism, collusion, falsifying academic records, or any act designed to give unfair academic advantage to the student (Faculty must adhere to university guidelines. For complete University policy and procedures, see *General Information Bulletin*, Appendix C, Section 11-802.)
- Behavior judged to be in violation of the current NASW Code of Ethics
- Any threat or attempt to harm oneself or someone else
- Commission of a criminal act that is contrary to professional practice, occurring during the course of study or occurring prior to admission to the School of Social Work and becoming known after admission
- Consistent pattern of unprofessional behavior
- Failure to meet any of the Standards for Social Work Education: Steve Hicks School of Social Work Criteria for Evaluation of Academic Performance

3.2

The Three Levels of Review

Level 1

A Level 1 review involves a faculty member and a student. When a faculty member has concerns about a student enrolled in the social work program meeting any of the academic criteria, whether related to professional behavior or scholastic performance, that faculty member will:

- Discuss those concerns directly with the student and seek to work with the student to resolve the difficulties.
- Apprise the appropriate BSW, MSSW, PhD, and/or Practicum Assistant/ Associate Dean of the concerns in order to identify potential patterns and issues related to the student
- Document dates and content of meetings with students.

If a problem arises in Practicum, the agency-based Practicum instructor will discuss concerns directly with the student and with the faculty liaison. It is the responsibility of the faculty liaison to apprise the appropriate Assistant/ Associate Dean(s) of the concerns.

In many instances, meetings between faculty and students resolve the concerns and do not necessarily lead to further reviews, pursuant to this section.

Level 2

A Level 2 review involves the faculty member, student, and Assistant/ Associate Dean(s). Faculty and Assistant/ Associate Dean(s) will meet with the student when the student is not meeting or following program or university standards, policies, and procedures or when

concerns have not been resolved at Level 1. If a problem arises in Practicum, the agency-based Practicum instructor, faculty liaison, and Assistant Dean for Practicum Education will conduct the review with the student.

In this information gathering process, the Assistant/ Associate Dean will determine the nature of the concern and gather sufficient information to develop a plan to address that concern, if one is needed. No further action may be required, or the student may be asked, in writing, to modify his or her behavior and/or seek appropriate help. This process is designed to assist students in dealing with identified concerns that have an impact on their performance.

The BSW, MSSW, PhD, or Practicum Assistant/ Associate Deans will assess the nature of these concerns with appropriate faculty, consult with the Graduate Adviser (if a graduate student) and with the Senior Associate Dean and/or Dean, maintain documentation, and decide if it is necessary to conduct a more comprehensive review, pursuant to Level 3.

Level 3

A Level 3 review involves the Senior Associate Dean for Academic Affairs (Graduate Adviser), faculty member, student, Assistant/ Associate Dean(s), and faculty who have had direct experience with the student in classroom or Practicum. Generally, this level review is called when problematic patterns are identified with students or when the issues are serious enough to require formal consultation with other faculty and the student. A Level 3 review more often is conducted when concerns have not been resolved in prior reviews; when issues relate to a student not meeting the criteria for academic performance (often involving professional or ethical behaviors); or when the student is being considered for withdrawal or discontinuance in the program.

In most instances, a Level 3 review is sufficient to deal with student performance and is the last decision-making step in the review process at The UT School of Social Work.

When a Level 3 review is called, the Senior Associate Dean for Academic Affairs (Graduate Adviser) and the appropriate Assistant/ Associate Dean(s) will convene a meeting with the appropriate faculty and the student to gather information, determine the nature of the problem (if one is confirmed to exist), and identify alternatives for its remediation. Appropriate faculty to be involved in a review will include but are not limited to those who have direct knowledge of and experience with the student.

The student will be notified in writing of the concerns and meeting date, with sufficient time to prepare for and attend the meeting.

After the review meeting has occurred, the Senior Associate Dean for Academic Affairs (Graduate Adviser) will consult with the Dean of The UT School of Social Work to discuss the problem situation and make recommendations regarding the student. Based on the review, conference with the Dean, and an objective assessment of the information provided, the Senior

Associate Dean for Academic Affairs (Graduate Adviser) will inform the student of the decisions, which can include one or more of the following actions:

- *Continue the student in the program with no conditions.*
In these situations, the concern has been addressed and no further action by the student or program is required.
- *Establish formal conditions for the student's continuance in the program.*
In these situations, specific conditions must be met in order for the student to remain in the program. Action may include establishing goals, a plan, a timeline, and appropriate monitoring; providing mentoring and support; placing the student on probation and monitoring the student during the probationary period; referring the student to counseling and/or advising services; allowing the student to follow a reduced course load or delay entry to the Practicum practicum; or requiring the student to withdraw from the program with the option of reapplying.
- *Consult with and/or refer to the Dean of Students.*
In some instances, depending on the nature of the problem, the University's Office of the Dean of Students may be consulted. Situations which may result in referral to the Office of the Dean of Students include scholastic dishonesty, hazing, racial or sexual harassment, unlawful possession or use of firearms or other weapons on University property, damage or destruction of University property, and/or conduct that endangers the health or safety of any University student, employee, or campus visitor.
- *Counsel the student to change majors/degree programs and/or discontinue the student in the program.*
In some situations, it will be recommended that the student no longer continue in the social work program. The student may be counseled to voluntarily change majors or degree programs and/or the student will be discontinued from the program. In either case, the student will be provided with documentation regarding the specific reasons for their dismissal and the conditions, if any, under which they may re-apply.

In any Level 3 review, there must be clear, concise documentation of the problem areas as well as verification that these concerns have been discussed with the student and attempted to be ameliorated, where appropriate. Students must be notified of the decision in writing within ten business days of the review. It is the responsibility of the Senior Associate Dean for Academic Affairs (Graduate Adviser) to communicate the decision to the student.

4.0 Academic Grievances

Pursuant to the student grievance procedures for undergraduate students provided in the General Information Catalog and for graduate students in the Handbook of Operating Procedures, students enrolled in the Social Work Program have the right to redress grievances related to academic matters, including decisions that are the result of reviews outlined in Section 3.0 of these Standards for Social Work Education. Students are assured freedom from reprisals for bringing a grievance.

4.1 Procedures for Handling Grievances

Procedures for handling grievances at The UT School of Social Work are as follows:

4.1.1 Undergraduate Student Grievances General Information Catalog

<http://registrar.utexas.edu/docs/catalogs/gi/ut-catalog-gi-11-12.pdf>

Academic Related Grievances. Academic grievances involving grade disputes should be discussed with the course instructor. Grade disputes that are not resolved and all other academic grievances of undergraduate students should be submitted in writing to the department chair or other designated administrator of the academic program to which the grievance relates.

Appeals may be directed to the appropriate academic dean, who will render the final decision. A grade will not be changed by the department chair (or other designated administrator) and/or the dean without first consulting with and considering fully the position of the course instructor. The course instructor will be advised by the department chair, other appropriate administrator, or dean of the resolution of the grievance.

Procedures for the resolution of grievances of graduate students are specified in the revised *Handbook of Operating Procedures*, Policy 1.C.2. The dean of the college or school in which a student is enrolled has jurisdiction over the student's program of study, degree requirements, and all other academic matters, including grievances, except as described below. A student pursuing simultaneous majors in two colleges is considered to be enrolled in both colleges and is under the jurisdiction of both deans. Students taking a course in a college or school other than the one(s) in which they are enrolled are subject, so far as the course and academic grievances regarding the course are concerned, to the dean of the college or school in which the course is offered. Procedures for cases of alleged academic dishonesty are given in Appendix C, chapter 11, Student Discipline and Conduct, page 203.

Student Program and Student Activity Related Grievances. Grievances related to nonacademic student programs and activities should be submitted in writing to the dean or

director of the specific student affairs area. Appeals may be directed to the vice president for student affairs, and then to the president for final disposition.

Appendix C of this catalog (pages 161–241) describes the institutional rules on student services and activities and includes provisions for formal hearings. Additional information on these provisions is available from the Office of the Dean of Students.

Disability related grievances. No qualified disabled student shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any academic program or activity at the University of Texas at Austin. Complaints alleging discrimination on the basis of disability should be submitted according to the procedures outlined in the Nondiscrimination Policy, Appendix I, pages 260–265. The policy is in accord with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA).

4.1.2

Graduate Student Grievances Handbook of Operating Procedures

<http://www.utexas.edu/policies/hoppm/01.C.02.html>

1. Adjudicating Grievances of Graduate Students

- a. A graduate student has the right to seek redress of any grievance related to his or her academic affairs.
- b. Every effort should be made to resolve grievances informally between the student and the faculty member most directly involved or, such efforts failing, by the graduate adviser, the chair of the graduate studies committee of the student's degree program, and/or the chair of the department (or the director of the academic program if there is no department). When serious issues cannot be resolved informally, the graduate student will have recourse to the formal grievance procedure as outlined below in Subsections 2-4. It should be noted that the precise procedure to be followed in adjudicating a given grievance will depend on the particular circumstances surrounding the case.

Grade disputes are handled according to departmental review policies by the department offering the course in question. The order of review for grade disputes is the course instructor, graduate adviser, department chair (or the director of the academic program if there is no department), and dean of the college or school offering the course. The decision of the college or school dean is final.

Non-academic grievances submitted to the Graduate School will be referred by the Vice Provost and Dean of Graduate Studies to the appropriate University administrative office, normally the Office of the Dean of Students, the Office of Human Resources, or the college/school dean in which the incident of grievance occurred. Only in cases of multiple points of grievance will the complaint be reviewed by more than one administrative unit of the University.

Grievances related to nonacademic issues and scholastic dishonesty are handled according to the procedures outlined in the General Information Catalog.

c. A graduate student may express a formal grievance through the following procedures with the assurance of timely and thorough consideration. Grievant is assured freedom from reprisals for the filing of their grievances.

d. All complaints must be submitted in writing to the Office of Graduate Studies, which will notify the chair of the graduate studies committee, the department chair (or the director of the academic program if there is no department), and the dean of the college or school that a grievance has been filed and of the procedures for handling the grievance.

e. A student must initiate his or her complaint within six months of the incident that is the subject of the grievance.

2. First Level of Adjudication: Graduate Studies Committee

a. The first level of consideration is the appropriate graduate studies committee. If the chair of the graduate studies committee, having received formal notification of the grievance from the Office of Graduate Studies, cannot resolve the matter himself or herself, he or she will convene an ad hoc panel normally consisting of three to five members of the graduate studies committee to review the complaint and render a decision to the graduate studies committee. The student will be granted the right to exclude one person from the panel.

b. After consideration of the student's grievance, including a meeting with the student if requested, the ad hoc panel will report its findings to the graduate studies committee, the student, and the faculty member in writing. A copy of the findings will be retained in the files of the chair of the graduate studies committee. The graduate studies committee will ratify, reverse, or change the decision of the ad hoc panel.

3. Second Level of Adjudication: Office of the Vice Provost and Dean of Graduate Studies

a. If the issues cannot be resolved to the satisfaction of both parties concerned at the level of the graduate studies committee, the grievance and the decisions of the previous review panel and the graduate studies committee will be forwarded to the Vice Provost and Dean of Graduate Studies. The Vice Provost and Dean of Graduate Studies in consultation with the college or school dean(s) may decide the case on his or her own review and authority, or if he or she deems it appropriate, convene an ad hoc committee to review the case and provide advice.

b. The Vice Provost and Dean of Graduate Studies will review the facts of the case, including any recommendations received from an ad hoc committee, and render a ruling. This ruling will be sent to the student, the ad hoc panel, the chair of the graduate studies

committee, the graduate adviser, the department chair, and the college or school dean(s).

4. Third Level of Adjudication: Office of the Executive Vice President and Provost: The decision of the Vice Provost and Dean of Graduate Studies may be appealed in writing to the Executive Vice President and Provost for a final decision.

4.2 Non-Academic Grievances

Student-initiated grievances that are not academic in nature are addressed further in other documents. Students should refer to the University Undergraduate Catalog, University Graduate School Catalog, and University General Information Bulletin for more detailed discussion of specific grievance procedures.

Student Rights and Responsibilities

Student Responsibility

While University faculty and staff members give students academic advice and assistance, each student is expected to take responsibility for his or her education and personal development. The student must know and abide by the academic and disciplinary policies given in The Graduate Catalog and in the General Information Bulletin, including rules governing quantity of work, the standard of work required to continue in The University, warning status and scholastic dismissal, and enforced withdrawal. The student must also know and meet the requirements of his or her degree program; must enroll in courses appropriate to the program; must meet prerequisites and take courses in the proper sequence to ensure orderly and timely progress; and must seek advice about degree requirements and other University policies when necessary.

The student must give correct local and permanent address and telephone numbers to both the Office of the Registrar and The UT School of Social Work Academic Affairs Office. Both offices must be notified immediately of any changes in address or telephone number. Official correspondence is sent to the address last given to the registrar; if the student has moved and failed to correct this address, he or she will not be relieved of responsibility on the grounds that the correspondence was not delivered. Students may update their address and telephone numbers on line.

The student must register by the deadline given in the course schedule, must verify his or her schedule of classes each semester, must see that necessary corrections are made, and must keep documentation of all schedule changes and other transactions.

The Grievance Process

Academic Grievances

http://www.utexas.edu/ogs/student_services/academicgrievance.html

- A graduate student has the right to seek redress of any grievance related to his or her academic affairs.
- If at all possible, students are encouraged to settle grievances at the departmental level. When serious issues cannot be resolved informally and within the department, the graduate student will have recourse to a formal grievance procedure within the Graduate School.
- To begin the formal academic grievance process, a graduate student may file a written grievance with the Graduate School. Academic issues that have been addressed through the formal grievance process include, but are not limited to:
 - program termination
 - changes in supervising committee membership

adherence to program degree requirements

- Students filing grievances are protected from program recrimination.
- Due process in the conduct of a formal grievance may require an extended review period.
- The formal grievance process is outlined in Chapter 1, Section 2d of the Handbook of Operating Procedures.
- Please note: Grade disputes are to be filed with the department offering the course in question, and the dean of the college or school offering the course makes the final decision on an appeal of the departmental ruling. Grievances concerning any form of discrimination are to be filed with the Office of the Dean of Students.

Nonacademic grievances should NOT be submitted to the Graduate School. Nonacademic grievances that are submitted to this office will be referred to the appropriate university administrative office, normally the Office of the Dean of Students, Office of Human Resources, or the dean's office of the college/school in which the incident of grievance occurred.

Handbook of Operating Procedures Formal Grievance Process

<http://www.utexas.edu/policies/hopppm/01.C.02.html>

1. Adjudicating Grievances of Graduate Students

- a. A graduate student has the right to seek redress of any grievance related to his or her academic affairs.
- b. Every effort should be made to resolve grievances informally between the student and the faculty member most directly involved or, such efforts failing, by the graduate adviser, the chair of the graduate studies committee of the student's degree program, and/or the chair of the department (or the director of the academic program if there is no department). When serious issues cannot be resolved informally, the graduate student will have recourse to the formal grievance procedure as outlined below in Subsections 2-4. It should be noted that the precise procedure to be followed in adjudicating a given grievance will depend on the particular circumstances surrounding the case.

Grade disputes are handled according to departmental review policies by the department offering the course in question. The order of review for grade disputes is the course instructor, graduate adviser, department chair (or the director of the academic program if there is no department), and dean of the college or school offering the course. The decision of the college or school dean is final.

Non-academic grievances submitted to the Graduate School will be referred by the Vice Provost and Dean of Graduate Studies to the appropriate University administrative office, normally the Office of the Dean of Students, the Office of Human Resources, or the college/school dean in which the incident of grievance occurred. Only in cases of multiple

points of grievance will the complaint be reviewed by more than one administrative unit of the University.

Grievances related to nonacademic issues and scholastic dishonesty are handled according to the procedures outlined in the General Information Catalog.

c. A graduate student may express a formal grievance through the following procedures with the assurance of timely and thorough consideration. Grievant is assured freedom from reprisals for the filing of their grievances.

d. All complaints must be submitted in writing to the Office of Graduate Studies, which will notify the chair of the graduate studies committee, the department chair (or the director of the academic program if there is no department), and the dean of the college or school that a grievance has been filed and of the procedures for handling the grievance.

e. A student must initiate his or her complaint within six months of the incident that is the subject of the grievance.

2. First Level of Adjudication: Graduate Studies Committee

a. The first level of consideration is the appropriate graduate studies committee. If the chair of the graduate studies committee, having received formal notification of the grievance from the Office of Graduate Studies, cannot resolve the matter himself or herself, he or she will convene an ad hoc panel normally consisting of three to five members of the graduate studies committee to review the complaint and render a decision to the graduate studies committee. The student will be granted the right to exclude one person from the panel.

b. After consideration of the student's grievance, including a meeting with the student if requested, the ad hoc panel will report its findings to the graduate studies committee, the student, and the faculty member in writing. A copy of the findings will be retained in the files of the chair of the graduate studies committee. The graduate studies committee will ratify, reverse, or change the decision of the ad hoc panel.

3. Second Level of Adjudication: Office of the Vice Provost and Dean of Graduate Studies

a. If the issues cannot be resolved to the satisfaction of both parties concerned at the level of the graduate studies committee, the grievance and the decisions of the previous review panel and the graduate studies committee will be forwarded to the Vice Provost and Dean of Graduate Studies. The Vice Provost and Dean of Graduate Studies in consultation with the college or school dean(s) may decide the case on his or her own review and authority, or if he or she deems it appropriate, convene an ad hoc committee to review the case and provide advice.

b. The Vice Provost and Dean of Graduate Studies will review the facts of the case, including any recommendations received from an ad hoc committee, and render a ruling. This ruling will be sent to the student, the ad hoc panel, the chair of the graduate studies committee, the graduate adviser, the department chair, and the college or school dean(s).

4. Third Level of Adjudication: Office of the Executive Vice President and Provost: The decision of the Vice Provost and Dean of Graduate Studies may be appealed in writing to the Executive Vice President and Provost for a final decision.

The University of Texas at Austin Notice of Non-discrimination on the Basis of Gender

UT AUSTIN'S COMMITMENT

The University of Texas at Austin is committed to maintaining a working and learning environment that is free from inappropriate conduct based on gender. As required by Title IX, the University does not discriminate on the basis of sex/gender in its programs and activities, and it encourages any student or employee who thinks that he or she has been subjected to sex discrimination, sexual harassment, sexual assault, interpersonal violence, stalking or sexual misconduct by another student, member of the faculty or staff, campus visitor or contractor, to immediately report the incident to any of the individuals or offices listed below. This policy covers all people (irrespective of gender identity/expression or sexual orientation identity).

DEFINITIONS

Title IX incidents include many types of behaviors. Definitions for Consent, Incapacitation, Interpersonal Violence (Domestic Violence/Dating Violence), Sex Discrimination, Sexual Assault (Rape, Fondling, Incest, Statutory Rape), Sexual Harassment, Sexual Misconduct, and Stalking can be found in the *2015-16 General Information Catalog*, **Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**

<http://catalog.utexas.edu/general-information/appendices/appendix-d/> or the *Handbook of Operating Procedures*, **3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**

<http://www.policies.utexas.edu/policies/sex-discrimination-and-sexual-harassment>

WHERE TO REPORT

Students, employees, campus visitors and contractors may directly report incidents of sex discrimination, sexual harassment (including interpersonal violence) and sexual misconduct to any of the Title IX coordinators listed below.

Institutional Title IX Coordinator
University Compliance Services
1616 Guadalupe Street
2.206 University Administration Building (UTA)
512-232-3992
titleix@austin.utexas.edu

Deputy Title IX Coordinator for **Students**
Director of Student Emergency Services
Office of the Dean of Students
4.104 Student Services Building
512-471-5017
studentemergency@austin.utexas.edu

Division of Campus and Community Engagement
110 Inner Campus Drive
512-471-1849
care@austin.utexas.edu

Anonymous Reporting

You may report such incidents **anonymously** to University Compliance Services by calling 1-877-507-7321 or through the hotline web interface, available at <http://www.reportlineweb.com/utaustin>

Failure to timely report any incident involving sex discrimination, sexual harassment, sexual assault/violence, sexual misconduct, or stalking may diminish accommodations the University can provide.

REFERRAL RESPONSIBILITY

Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy, and who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee.

At the University of Texas at Austin, Responsible Employees include, but are not limited to:

- Administrators
- Academic advisors
- Coaches, and other athletic staff who interact directly with student
- Faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AI's) and teaching assistants (TA's)
- Graduate research assistants
- Resident life directors
- Resident assistants
- All supervisory staff

These persons are responsible for promptly reporting incidents of sex discrimination and sexual harassment that come to his or her attention.

You may report specific complaints, or, when someone is concerned about the conduct of a particular University employee but no specific complaint has been made. Such concerns may be forwarded to the Division of Campus and Community Engagement, or the Office of the Dean of Student for discussion and potential investigation.

Complaints or allegations of **student-on-student** sex discrimination, sexual harassment (including sexual violence) or sexual misconduct will be handled by the **Office of the Dean of Students**.

For more detailed information regarding the procedures for reporting a grievance, see the following policies, as outlined in the *Institutional Rules on Student Services and Activities*, found in the *General Information Catalog* 2015-16:

Appendix C, Chapter 11: Student Discipline and Conduct

<http://catalog.utexas.edu/general-information/appendices/appendix-c/student-discipline-and-conduct/>

Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking

<http://catalog.utexas.edu/general-information/appendices/appendix-d/>

Appendix F: Policy on Consensual Relationships

<http://catalog.utexas.edu/general-information/appendices/appendix-f/>

Appendix I: Nondiscrimination Policy

<http://catalog.utexas.edu/general-information/appendices/appendix-i/>

Appendix J: Prohibition of Campus Violence

<http://catalog.utexas.edu/general-information/appendices/appendix-j/>

Complaints or allegations of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct by **employees, contractors, or visitors** will be handled by the Division of Campus and Community Engagement.

For more detailed information regarding the procedures for reporting a complaint, see the following policies, as outlined in the *Handbook of Operating Procedures*, available at www.policies.utexas.edu/policies

3-3020 Nondiscrimination Policy

<http://www.policies.utexas.edu/policies/nondiscrimination-policy>

3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking

<http://www.policies.utexas.edu/policies/sex-discrimination-and-sexual-harassment>

3-3050 Consensual Relationships

<http://www.policies.utexas.edu/policies/consensual-relationships>

Cases of sexual violence may also be reported to the University of Texas Police Department at (512) 471-4441 (non-emergency), 911 for emergencies, or www.utexas.edu/police/; or to the City of Austin Police Department at (512) 974-5750 (non-emergency) or 911 austintexas.gov/departments/police and other local law enforcement authorities. The Title IX Coordinator or Deputy Title IX Coordinator can assist individuals with contacting these law enforcement agencies and/or can accompany individuals wishing to file a report with one of these agencies.

Complaints of sex discrimination or sexual harassment, including sexual violence, may also be referred to the U.S. Department of Education, Office for Civil Rights. For more information, visit the U.S. Department of Education's website at <http://www.hhs.gov/ocr/civilrights/complaints/index.html>.

USE OF ALCOHOL AND DRUGS

The fact that the student accused of sexual assault was under the influence of drugs or alcohol at the time of the assault will not diminish the student's responsibility for a violation of the *Institutional Rules on Student Services and Activities*, nor shall being under the influence of alcohol or drugs be construed as an invitation to or as implied consent for unwanted sexual advances.

CONFIDENTIALITY

The confidentiality of a complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct, and all documents, correspondence, and notes of interviews and discussions related to the investigation of a complaint will be maintained, on a need-to-know basis, to the extent permitted by law. Documentation related to the resolution of complaints or incidents of sex

discrimination, sexual harassment (including sexual violence) and sexual misconduct will be maintained by the Office of the Dean of Students, and the Division of Campus and Community Engagement as appropriate.

RETALIATION

Students, faculty and staff members are prohibited from retaliating in any way against an individual who has brought a complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct; or against any individual who has participated in an investigation of such complaints. Please note, a student, faculty or staff member who retaliates in any way against an individual who has brought a complaint pursuant to University sexual discrimination, harassment, or misconduct policy or participated in an investigation of such a complaint, is subject to disciplinary action, up to and including dismissal from the University.

FILING OF FALSE COMPLAINTS

Any person who knowingly and intentionally files a false complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct is subject to disciplinary action, up to and including dismissal from the University.

CAMPUS RESOURCES

University Compliance Services (512) 232-7055 <http://www.utexas.edu/compliance/>

- Title IX Coordinator is available to receive your report and answer questions
- Provides a twenty-four hour hotline for anonymous reporting: 1-877-507-7321
- Offers an online reporting mechanism: <http://www.reportlineweb.com/utaustin>

Student Emergency Service (512) 471-5017 <http://deanofstudents.utexas.edu/emergency/>

- Deputy Title IX Coordinator is available to receive your report and answer questions
- May provide limited emergency funds
- Assists with academic or classroom issues
- Provides referrals within the University and in the Austin area when necessary

Division of Campus and Community Engagement (512) 471-1849

<https://community.utexas.edu/care/>

- Deputy Title IX Coordinator is available to receive your report and answer questions
- Investigates claims of discrimination regarding employment matters
- Provides resolution of discrimination problems in the workplace
- Provides educational training and educational initiatives for departments and units
- Provides referrals within the University and in the Austin area when necessary

Student Judicial Services (512) 471-2841 <http://deanofstudents.utexas.edu/sjs>

- Provides student conduct process for the hearing of policy violations
- Provides referrals within the University and in the Austin area when necessary

Title IX Training and Investigations (512) 471-2841 <http://deanofstudents.utexas.edu/sjs>

- Investigates claims of discrimination regarding student matters
- Provides referrals within the University and in the Austin area when necessary
- Provides training to campus community on Title IX related matters

University of Texas Police Department (512) 471-4441 <http://www.utexas.edu/police/>

- Where you file criminal reports (pseudonym is available to victims to shield your identity in the police report)
- Offers crime prevention presentations that include issues related to assault
- Publishes crime statistics information
- Teaches free Rape Aggression Defense (RAD) classes to any female University students, staff members, and faculty members

Counseling and Mental Health Center, Voices Against Violence Program (VAV) (512) 471-3515
<http://cmhc.utexas.edu/>

- Provides advocacy services to give information about safety, legal, housing, academic, and medical options
- Offers individual and group counseling service for survivors of sexual assault, relationship violence, and stalking
- Offers twenty-four hour telephone counseling service at (512) 471-CALL (471-2255)
- Offers interactive peer theatre educational programming that addresses the complex issues surrounding sexual assault on campus
- Provides opportunities for student involvement in programming throughout the academic year
- Provides training that is customized for faculty, staff and/or students
- Manages VAV Survivor Emergency Fund
- Provides Counselors in Residence (CARE) Program - a program with counselors located within the colleges they serve. They are licensed mental health professionals and work with students who have been referred by faculty and staff.

Employee Assistance Program (EAP) (512) 471-3366 <http://www.utexas.edu/hr/eap/>

- EAP provides confidential brief counseling sessions, crisis intervention, and assessment and referral from experienced licensed psychologists and social workers
- If it is after normal business hours and you are in crisis, you can reach the after-hours counseling services at 512-471-3399 to speak to a crisis counselor

Human Resources (512) 471-HRSC or (800) 687-4178 <http://www.utexas.edu/hr/>

- For employee complaints, find your HR Representative
<http://www.utexas.edu/hr/hrpro/lookup/>

Disability and Access (512)-471-6259 <https://community.utexas.edu/disability/>

- Provides support and accommodations for to ensure equal access for all students

University Health Services (512) 471-4955 <http://healthyhorns.utexas.edu/>

- Twenty-four hour Nurse Advice Line: (512) 475-NURS (475-6877)
- Health Promotion Resource Center: (512) 475-8252
- Provides general exams to treat injuries, both internal and external
- Performs testing for sexually transmitted infections after an assault
- Distributes educational and prevention information

Behavior Concerns Advice Line (512) 232-5050 <https://www.utexas.edu/safety/bcal/>

- Allows members of the University community to discuss their concerns about an individual's behavior
- Offers a centralized resource that is available twenty-four hours a day for anyone who is not sure how to help a person he or she is concerned about
- Operates as a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center, the Employee Assistance Program, and The University of Texas Police Department

COMMUNITY RESOURCES

SafePlace (512) 267-SAFE (267-7233) <http://www.safeplace.org/>

- Operates a twenty-four hour hotline
- Provides individuals who have experienced a sexual assault a place to receive the forensic medical exam by a Sexual Assault Nurse Examiner (SANE)
- Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence
- Provides domestic violence shelter services

Austin Police Department 911 <http://www.ci.austin.tx.us/police/>

- 911 calls provides emergency response and takes reports of sexual assaults
- Offers Victim Services counselors at (512) 974-5037

National Sexual Assault Online Hotline <http://www.rainn.org/get-help/national-sexual-assault-online-hotline>

- Provides online crisis support
- the hotline provides live, secure, anonymous crisis support for victims of sexual violence, their friends, and families twenty-four hours a day

For more information about sex discrimination, sexual harassment (including sexual violence), dating violence, domestic violence, stalking, or sexual misconduct, please contact:

Institutional Title IX Coordinator, University Compliance Services, 2.206 University Administration (UTA), 1616 Guadalupe Street, 512-232-3992, titleix@austin.utexas.edu

Sexual Harassment Policy

It is the policy of The University of Texas at Austin to provide an educational and working environment for its students that is free from sex discrimination, sexual harassment, and sexual misconduct by members of the University community, visitors to campus, and by those who have business or educational relationships with the University. Sex discrimination, sexual harassment, and sexual misconduct in any form will not be tolerated and individuals who engage in such conduct will be subject to disciplinary action. The University encourages students, faculty, staff, and visitors to promptly report sex discrimination, sexual harassment, or sexual misconduct.

Sexual Harassment of Students

It is the policy of The University of Texas at Austin to maintain an educational environment free from sexual harassment and intimidation. Sexual harassment is expressly prohibited and offenders are subject to disciplinary action.

"Sexual Harassment" is defined as either unwelcome sexual advances or requests for sexual favors, or other verbal or physical conduct of a sexual nature, by a faculty member or other employee of The University, when:

- (1) submission by a student to such conduct made explicitly or implicitly a condition for academic opportunity or advancement;
- (2) submission to or rejection of such conduct by a student is used as the basis for academic decisions affecting that student; or
- (3) the intended effect or reasonably foreseeable effect of such conduct is to create an intimidating, hostile, or offensive environment for the student.

The Office of the Dean of Students has been given the primary responsibility for responding to questions about and receiving complaints of sexual harassment of students. Students who believe they have been subjected to sexual harassment may contact Legal Services for Students in SSB 3.410H. However, they also may address their questions or complaints to the department chairperson or other University administrative personnel. In such cases, the chairperson or other administrator should immediately contact the Assistant Dean of Students for consultation.

Investigation of a specific complaint of sexual harassment will be initiated upon submission of a written and signed statement by the student to the Assistant Dean of Students, department chairperson, or dean. Investigation and resolution of such complaints will be through the Office of the Executive Vice President and Provost. Confidentiality will be maintained to the extent permitted under the law, and the rights of the individuals involved will be protected. Disagreement with the resolution of the complaint will be handled according to the usual procedures for grievances.

In addition to complying with the above policy dealing with sexual harassment, students and faculty members should conduct themselves in an appropriate manner and should avoid compromising situations involving any romantic or sexual relationship between a faculty member and a student who is enrolled in a course taught by the faculty member or who is otherwise under the supervision of the faculty member.

This policy is not intended, in any way, to discourage the interaction of faculty and students where harassment or a conflict of interest is not a factor; however, the policy is intended to clarify that it is inappropriate for a faculty member to form romantic or sexual relationships with students working under the faculty member's direct supervision.

For more information about sexual harassment, sex discrimination, and sexual misconduct, please contact the Equal Opportunity Services office at 512-471-1849, or visit the EOS Web site at www.utexas.edu/eso. Students with questions should call the Office of the Dean of Students at 512-471-5017, or visit the Student's Guide to Sexual Discrimination, Sexual Harassment, or Sexual Misconduct on the DOS Web site <http://deanofstudents.utexas.edu/sh/>.

Student Ombuds Services

The mission of the Office of the Student Ombuds (OSO) is to provide a neutral, impartial, and confidential environment for students to voice concerns related to life at The University of Texas at Austin and to provide information and assistance to students who have University-related questions or complaints. The OSO functions in an independent and informal manner to help students discover pathways and options for effective problem solving and conflict resolution. The OSO also identifies and provides recommendations to the University regarding systemic issues. More information can be found at <http://www.utexas.edu/students/ombuds>.

*CSWE Educational Policy and Accreditation Standards for
Master's Degree Programs in Social Work Education*

Purpose: Social Work Practice, Education, and Educational Policy and Accreditation Standards

The purpose of the social work profession is to promote human and community well-being. Guided by a person-in-environment framework, a global perspective, respect for human diversity, and knowledge based on scientific inquiry, the purpose of social work is actualized through its quest for social and economic justice, the prevention of conditions that limit human rights, the elimination of poverty, and the enhancement of the quality of life for all persons, locally and globally.

Social work educators serve the profession through their teaching, scholarship, and service. Social work education at the baccalaureate, master's, and doctoral levels shapes the profession's future through the education of competent professionals, the generation of knowledge, the promotion of evidence-informed practice through scientific inquiry, and the exercise of leadership within the professional community. Social work education is advanced by the scholarship of teaching and learning, and scientific inquiry into its multifaceted dimensions, processes, and outcomes.

The Council on Social Work Education (CSWE) uses the Educational Policy and Accreditation Standards (EPAS) to accredit baccalaureate and master's level social work programs. EPAS supports academic excellence by establishing thresholds for professional competence. It permits programs to use traditional and emerging models and methods of curriculum design by balancing requirements that promote comparable outcomes across programs with a level of flexibility that encourages programs to differentiate.

EPAS describe four features of an integrated curriculum design: (1) program mission and goals, (2) explicit curriculum, (3) implicit curriculum, and (4) assessment. The educational policy and the accreditation standards are conceptually linked to each other. Educational Policy describes each curriculum feature. Accreditation standards are derived from the Educational policy and specify the requirements used to develop and maintain an accredited social work program at the baccalaureate (B) or master's (M) level.

Competency Based Education

CSWE has adopted a competency-based education framework for its EPAS. A competency based approach identifies and assesses what students demonstrate in practice. In social work, this approach involves assessing students' ability to demonstrate the competencies identified in the educational policy.

Competency-based education rests on a shared view of the nature of competence in professional practice. Social work competence is the ability to integrate and apply social work knowledge, values, skills, and cognitive and affective processes to practice situations in a culturally responsive, purposeful, intentional, and professional manner to promote human and community well-being. The EPAS recognizes a holistic view of competence; that is, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker's critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations.

Overall professional competence is multidimensional and composed of interrelated competencies. An individual social worker's competence is seen as developmental and dynamic, evolving over time in relation to continuous learning and changes in the social environment and professional knowledge base.

Competency-based education is an outcome-oriented approach to curriculum design. The goal of the outcome-oriented approach is to ensure that students are able to demonstrate the integration and application of the competencies in practice. In the EPAS, social work practice competence consists of nine interrelated competencies and component behaviors that consist of knowledge, values, skills, and cognitive and affective processes.

Using a curriculum design that begins with the outcomes, expressed as the expected competencies, program developers produce the substantive content, pedagogical approaches, and educational activities that provide learning opportunities for students to demonstrate competencies. Assessment of student learning outcomes is an essential component of competency-based education.

Assessment provides evidence that students have demonstrated the level of competence necessary to enter professional practice, which in turn shows that programs are successful in achieving their goals. Assessment information is used to improve the educational program and the methods used to assess student learning outcomes.

Programs assess students' demonstration of competence. Programs use assessment methods to gather data that serve as evidence of student learning outcomes and the demonstration of competence. Because social work practice is complex and multidimensional, the assessment methods used by programs and the data collected may vary by context

Educational Policy and Accreditation Standards: [https://www.cswe.org/getmedia/bb5d8afe-7680-42dc-a332-a6e6103f4998/2022-Educational-Policy-and-Accreditation-Standards-\(EPAS\).pdf](https://www.cswe.org/getmedia/bb5d8afe-7680-42dc-a332-a6e6103f4998/2022-Educational-Policy-and-Accreditation-Standards-(EPAS).pdf)

The Council on Social Work Education's Commission on Accreditation (COA) and Commission on Educational Policy (COEP) are responsible for developing the 2022 Educational Policy and Accreditation Standards (EPAS). The educational policy was developed by COEP and approved by the CSWE Board of Directors on June 3, 2022. The accreditation standards were developed and approved by COA on June 9, 2022, and amended on September 1, 2022

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Social Work Code of Ethics

Code of Ethics of the National Association of Social Workers

Approved by the 1996 NASW Delegate Assembly and revised by the NASW Delegate Assembly in 2021.

Preamble

The primary mission of the social work profession is to enhance human well-being 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. A historic and defining feature of social work is the profession's focus on individual well-being in a social context and the well-being of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

Social workers promote social justice and social change with and on behalf of clients. "Clients" is used inclusively to refer to individuals, families, groups, organizations, and communities. Social workers are sensitive to cultural and ethnic diversity and strive to end discrimination, oppression, poverty, and other forms of social injustice. These activities may be in the form of direct practice, community organizing, supervision, consultation, administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation. Social workers seek to enhance the capacity of people to address their own needs. Social workers also seek to promote the responsiveness of organizations, communities, and other social institutions to individuals' needs and social problems.

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- service
- social justice
- dignity and worth of the person
- importance of human relationships
- integrity
- competence.

This constellation of core values reflects what is unique to the social work profession. Core values, and the principles that flow from them, must be balanced within the context and complexity of the human experience.

Purpose of the *NASW Code of Ethics*

Professional ethics are at the core of social work. The profession has an obligation to articulate its basic values, ethical principles, and ethical standards. The *NASW Code of Ethics* sets forth these values, principles, and standards to guide social workers' conduct. The *Code* is relevant to all social workers and social work students, regardless of their professional functions, the settings in which they work, or the populations they serve.

The *NASW Code of Ethics* serves six purposes:

1. The *Code* identifies core values on which social work's mission is based.
2. The *Code* summarizes broad ethical principles that reflect the profession's core values and establishes a set of specific ethical standards that should be used to guide social work practice.
3. The *Code* is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.
4. The *Code* provides ethical standards to which the general public can hold the social work profession accountable.
5. The *Code* socializes practitioners new to the Practicum to social work's mission, values, ethical principles, and ethical standards.
6. The *Code* articulates standards that the social work profession itself can use to assess whether social workers have engaged in unethical conduct. NASW has formal procedures to adjudicate ethics complaints filed against its members. * In subscribing to this *Code*, social workers are required to cooperate in its implementation, participate in NASW adjudication proceedings, and abide by any NASW disciplinary rulings or sanctions based on it.

The *Code* offers a set of values, principles, and standards to guide decision making and conduct when ethical issues arise. It does not provide a set of rules that prescribe how social workers should act in all situations. Specific applications of the *Code* must take into account the context in which it is being considered and the possibility of conflicts among the *Code*'s values, principles, and standards. Ethical responsibilities flow from all human relationships, from the personal and familial to the social and professional.

Further, the *NASW Code of Ethics* does not specify which values, principles, and standards are most important and ought to outweigh others in instances when they conflict. Reasonable differences of opinion can and do exist among social workers with respect to the ways in which values, ethical principles, and ethical standards should be rank ordered when they conflict. Ethical decision making in a given situation must apply the informed judgment of the individual social worker and should also consider how the issues would be judged in a peer review process where the ethical standards of the profession would be applied.

Ethical decision making is a process. In situations when conflicting obligations arise, social workers may be faced with complex ethical dilemmas that have no simple answers. Social workers should take into consideration all the values, principles, and standards in this *Code* that are relevant to any situation in which ethical judgment is warranted. Social workers' decisions and actions should be consistent with the spirit as well as the letter of this *Code*.

In addition to this *Code*, there are many other sources of information about ethical thinking that may be useful. Social workers should consider ethical theory and principles generally, social work theory and research, laws, regulations, agency policies, and other relevant codes of ethics, recognizing that among codes of ethics social workers should consider the *NASW Code of Ethics* as their primary source. Social workers also should be aware of the impact on ethical decision making of their clients' and their own personal values and cultural and religious beliefs and practices. They should be aware of any conflicts between personal and professional values and deal with them responsibly. For additional guidance social workers should consult the relevant literature on professional ethics and ethical decision making and seek appropriate consultation when faced with ethical dilemmas. This may involve consultation with an agency-based or social work organization's ethics committee, a regulatory body, knowledgeable colleagues, supervisors, or legal counsel. Instances may arise when social workers' ethical obligations conflict with agency policies or relevant laws or regulations. When such conflicts occur, social workers must make a responsible effort to resolve the conflict in a manner that is consistent with the values, principles, and standards expressed in this *Code*. If a reasonable resolution of the conflict does not appear possible, social workers should seek proper consultation before making a decision.

The *NASW Code of Ethics* is to be used by NASW and by individuals, agencies, organizations, and bodies (such as licensing and regulatory boards, professional liability insurance providers, courts of law, agency boards of directors, government agencies, and other professional groups) that choose to adopt it or use it as a frame of reference. Violation of standards in this *Code* does not automatically imply legal liability or violation of the law. Such determination can only be made in the context of legal and judicial proceedings. Alleged violations of the *Code* would be subject to a peer review process. Such processes are generally separate from legal or administrative procedures and insulated from legal review or proceedings to allow the profession to counsel and discipline its own members.

A code of ethics cannot guarantee ethical behavior. Moreover, a code of ethics cannot resolve all ethical issues or disputes or capture the richness and complexity involved in striving to make responsible choices within a moral community. Rather, a code of ethics sets forth values, ethical principles, and ethical standards to which professionals aspire and by which their actions can be judged. Social workers' ethical behavior should result from their personal commitment to engage in ethical practice. The *NASW Code of Ethics* reflects the commitment of all social workers to uphold the profession's values and to act ethically. Principles and standards must be applied by individuals of good character who discern moral questions and, in good faith, seek to make reliable ethical judgments.

With growth in the use of communication technology in various aspects of social work practice, social workers need to be aware of the unique challenges that may arise in relation to the maintenance of confidentiality, informed consent, professional boundaries, professional competence, record keeping, and other ethical considerations. In general, all ethical standards in this *Code of Ethics* are applicable to interactions, relationships, or communications, whether they occur in person or with the use of technology. For the purposes of this *Code*, "technology-assisted social work services" include any social work services that involve the use of computers, mobile or landline

telephones, tablets, video technology, or other electronic or digital technologies; this includes the use of various electronic or digital platforms, such as the Internet, online social media, chat rooms, text messaging, e-mail, and emerging digital applications. Technology-assisted social work services encompass all aspects of social work practice, including psychotherapy; individual, family, or group counseling; community organization; administration; advocacy; mediation; education; supervision; research; evaluation; and other social work services. Social workers should keep apprised of emerging technological developments that may be used in social work practice and how various ethical standards apply to them.

Code of Ethics: <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Highlighted-Revisions-to-the-Code-of-Ethics>

Texas State Board of Social Worker Examiners Code of Conduct

- (a) A social worker must observe and comply with the code of conduct and standards of practice set forth in this subchapter. Any violation of the code of conduct or standards of practice will constitute unethical conduct or conduct that discredits or tends to discredit the profession of social work and is grounds for disciplinary action.
- (1) A social worker shall not refuse to perform any act or service for which the person is licensed solely on the basis of a client's age, gender, race, color, religion, national origin, disability, sexual orientation, or political affiliation.
- (2) A social worker shall truthfully report her or his services, professional credentials and qualifications to clients or potential clients. A social worker shall not advertise or claim a degree from a college or university which is not accredited by the Council on Higher Education Accreditation.
- (3) A social worker shall only offer those services that are within his or her professional competency, and shall provide services within accepted professional standards of practice, appropriate to the client's needs.
- (4) A social worker shall strive to maintain and improve her or his professional knowledge, skills and abilities.
- (5) A social worker shall base all services on an assessment, evaluation or diagnosis of the client.
- (6) A social worker shall provide the client with a clear description of services, schedules, fees and billing at the initiation of services.
- (7) A social worker shall safeguard the client's rights to confidentiality within the limits of the law.
- (8) A social worker shall be responsible for setting and maintaining professional boundaries.
- (9) A social worker shall not have sexual contact with a client or a person who has been a client.
- (10) A social worker shall refrain from providing services while impaired by physical health, mental health, medical condition, or by medication, drugs or alcohol.
- (11) A social worker shall not exploit his or her position of trust with a client or former client.
- (12) A social worker shall evaluate a client's progress on a continuing basis to guide service delivery and will make use of supervision and consultation as indicated by the client's needs.
- (13) A social worker shall refer a client for those services that the social worker is unable to meet, and shall terminate services to a client when continuing to provide services is no longer in the client's best interest.

If you have a question about the professional performance of a social worker licensed by the Texas State Board of Social Worker Examiners call (512) 305-7700 or write to:

BHEC

333 Guadalupe St., Ste. 3-900

Austin, TX 78701

<https://www.bhec.texas.gov/texas-state-board-of-social-worker-examiners/index.html>

800-821-3205(Complaint Hotline)

Last updated August 9, 2021

School of Social Work Faculty List 2026-2027

ASSEFF, Joan	BS and BA, Louisiana State University MSSW, The University of Texas at Austin	Gerontology, treatment of depression and psychosocial problems; social policy and implementation; grief and loss, resiliency and coping skills
BISHOP, Octavious	BSW, The University of Texas at Austin MSSW, The University of Texas at Austin PhD, Walden University	Sport social work, pastoral care and counseling, community ministry, leadership and personal development, advocacy for student-athletes and professional athletes
BLANKENSHIP (Seifert), Abby Elizabeth	BA, University of St. Thomas MA, Western Michigan University PhD, Western Michigan University	Military social work; military and veteran families; community-based participatory research; psychological resilience
BROWN, Mary-Ellen	BS, Spring Hill College MSW, University of South Carolina MPA, Louisiana State University PhD, Louisiana State University	Community-engaged research; health disparities and equity; community development and housing
BUSCH- ARMENDARIZ, Noel	BA, High Point University MSW, University of South Carolina MPA, University of South Carolina PhD, University of South Carolina	Violence against women and children; social and public policy; social justice; international social work education, training and practice; and adoption and child welfare issues
CALZADA, Esther	BA, Duke University PhD, University of Florida	Prevention of behavior disorders especially in young children; family processes in Latino populations; acculturation in Latino populations; models of parent across cultures
CASTRO, Yessenia	BA, University of Southern California MS, Florida State University PhD, Florida State University	Interventions for health risk behaviors; effects of cultural factors, gender, and race/ethnicity on health behavior; Latino health; psychometrics

CHOI, Namkee	BA, Ewha University MA, Ewha University MSW, University of Minnesota PhD, University of California at Berkeley	Gerontology, Social Security and income maintenance, mental health of older persons, evaluation of human service programs
CLAIBORN, Kasey	BS, Texas Tech University MS, Oklahoma State University PhD, Oklahoma State University	Substance use prevention, Cultural adaptation of evidence-based parenting interventions for Latino populations; family therapy and family studies; services for intimate partner violence
COLE, Allan	AB, Davidson College MS-Social Work, Columbia University MDiv & PhD, Princeton Theological Seminary	Anxiety disorders; bereavement; psychosocial development of boys and men; social work and spirituality; organizational leadership
CONWAY, Fiona	BA, New York University MSW, Rutgers, The State University of New Jersey PhD, Rutgers, The State University of New Jersey	Biobehavioral interventions for health risk behaviors; treatments for trauma and stress-related disorders; athlete health; sports social work; violence prevention
CUBBIN, Catherine	Honors Program, Temple University BA, University of Pennsylvania PhD, Johns Hopkins University	Health and Social Policy; social epidemiology; social inequalities in health; socioeconomics
DINITTO, Diana	BA, Barry College, Florida MSW, Florida State University PhD, Florida State University	Social welfare policy; chemical dependency; women's issues; sexual assault
DRIGGERS, Kcie	BA, St. Edwards University MSSW, The University of Texas at Austin	Social work in healthcare; Practicum of aging; interdisciplinary practice
FINGER, Anna	BA, University of Kansas MSSW, The University of Texas at An	Caregivers; organizations serving aging populations
FONG, Rowena Emerita	BA, Wellesley College MSW, University of California at Berkeley EdD, Harvard University	Child and family, Asian children mental health, human development

FRANKLIN, Cynthia	BSW, Texas Woman's University MSSW, University of Texas at Arlington MA, Spalding University PhD, University of Texas at Arlington	School social work; family therapy; clinical practice, assessment and measurement; integration of research and practice
FUENTES- BALDERRAMA, Jaime	Undergraduate degree in Psychology. Universidad Iberoamericana Master's degree in Counseling Psychology, Universidad Iberoamericana PhD, Universidad Iberoamericana	Parenting practices and interventions, research design, psychosocial development and well-being, psychometrics
GAITAN, Renè	BA, California State University San Bernardino MSSW, The University of Texas at Austin	Mental health; trauma informed care; child and family
GOMEZ, Rebecca	BA, Texas State University MSW, Texas State University PhD, The University of Texas at Austin	Child welfare; adolescents; substance use; mental health
GULBAS, Lauren	BA, University of Pennsylvania MA, University of Texas at San Antonio PhD, Southern Methodist University	Anthropology; cultural diversity; Latina adolescents and suicide; qualitative research
HERMAN, Mayan	BSW, University of Pittsburgh MSW, University of Michigan, Ann Arbor	Mental health; bilingual social work; interdisciplinary social work practice
HERNANDEZ, Mercedes	BA, Loyola Marymount University MSW, California State University Long Beach PhD, University of Southern California	Mental health disparities; development of culturally competent evidence-based care for individuals with serious mental illness and their families; Latino mental health
JORDAN, Stacey	BA, Wheaton College MSSW, The University of Texas at Austin	Public education policy, connections between educational research and practice
KLODNICK, Vanessa	BA, Kalamazoo College MSSW, The University of Texas at Austin PhD, The University of Chicago	Community mental health with focus on the transition-to-adulthood for vulnerable and marginalized young people
LINSEISEN, Tammy	BA, The University of Texas at Austin MSSW, The University of Texas at Austin	Children's issues; adoption; Practicum education
LUK, John	BA, University of California, Berkeley M.D., Hahnemann University School of Medicine (Drexel)	Pre-health professions education; medical education; interprofessional education

MAGANA, Sandy	BA, California State University, Sacramento MSW, California State University, San Bernardino PhD, Brandeis University	Cultural context of families who care for persons with disabilities and mental illness, families of children with autism spectrum disorders
MC KEE LOPEZ, Molly	BA, Southwestern University MS, Texas A&M University PhD, Texas A&M University	Research; behavioral health services for children and adolescents; CBT; dissemination of evidence-based practices
McROY, Ruth Emerita	BA, University of Kansas MSW, University of Kansas PhD, The University of Texas at Austin	Interpersonal helping theory and practice; social work practice with Black families; adoption; adolescent pregnancy; foster care; research
MUELLER, Elizabeth	BSFS, Georgetown University MCP, University of California, Berkeley, PhD, University of California, Berkeley,	Community development, housing, poverty, urban politics, qualitative methods
NOEL, Lailea	BA, University of Michigan MA, The University of Chicago PhD, Washington University in St. Louis	Health social work, cancer disparities, patient-provider communication, community-based participatory research, vulnerable populations
PADILLA, Yolanda	BA/BSW, The University of Texas at Austin MSSW, The University of Texas at Austin MA, University of Michigan PhD, University of Michigan	Poverty and public policy; integration of social work and social science; administration and planning
PARRISH, Danielle	BA, California State University, Fresno MSW, California State University, Fresno PhD, The University of Texas at Austin	Increasing impact of research within community settings; substance use prevention/intervention with adult and adolescent women
POSEL, Thea	BA, University of Colorado at Boulder JD, University of Colorado at Boulder	Court advocacy, mitigation, capital punishment defense

RAMIREZ, Jahanett	BA, Amherst College MPH, Columbia University MD, Wake Forest School of Medicine at Winston Salem, NC	Public health, homelessness, social determinants of health
REZNICK, Samantha	BA, Northwestern University PhD, University of Arizona	Early psychosis research; program development/evaluation for underserved populations; mental health
SCHWAB, A. James Emerita	BA, North Texas State University MSSW, The University of Texas at Austin PhD, The University of Texas at Austin	Administration and planning; computer technology and applications
SHORKEY, Clayton Emerita	BA, University of Michigan MSW, University of Michigan PhD, University of Michigan	Interpersonal helping; audio visual media and methods; behavior therapy; Rational Emotive Therapy; child abuse; alcoholism and substance abuse
SIMMONS, Starla	BSW, University of Kansas MSSW, The University of Texas at Austin	Trauma informed practice with people of color; community organizing and advocacy
SLOAN, Sarah	BA, Texas A&M University MSSW, The University of Texas at Austin	Group psychotherapy; LGBTQ issues; grief and loss; leadership and organizational development
SMITH, Robin	BFA, The University of Texas at Austin MSSW, The University of Texas at Austin	Mental health; medical social work
SPENCE, Richard	BA, Oklahoma Baptist University MSSW, University of Texas at Austin PhD, University of Texas at Austin	Substance abuse; needs assessment for AOD services; outcomes assessment and performance management for AOD treatment
VALDEZ, Carmen	BA, Universidad Centroamericana, El Salvador MS, Loyola College in Maryland PhD, The University of Texas at Austin	Community intervention research, population health
VANEGAS, Sandra	BA, University of Rochester MS, University of Texas at Dallas PhD, Loyola University, Chicago	Human behavior; neurodevelopment; disability studies

VELASQUEZ, Mary	BS, University of Houston, Clear Lake MA, University of Houston, Clear Lake PhD, University of Texas Health Science Center	Healthcare, Substance Abuse
VON STERNBERG, Kirk	BA, University of Houston MSW, University of Houston PhD, University of Texas Health Science Center	Healthcare, Criminal Justice, Substance Abuse
VOSS, Tanya	BA, The University of Texas at Austin MSSW, The University of Texas at Austin	Children and families; juvenile criminal justice; adolescent transition to adulthood; resiliency Practicum education
ZHOU, Yuanjin	BSW, Xiamen University, Xiamen, Fujian, China MA, Xiamen University, Xiamen, Fujian, China PhD, University of Washington at Seattle	Dementia care, older adults, health disparities, integrated health and social services, resilience in caregiving