

EXECUTIVE SUMMARY

Item Name: Addendum to the 2017-2018 Academic Strategic Plan for Northern Arizona (NAU)

- Action Item
- Committee Recommendation to Full Board
- First Read of Proposed Policy Change
- Information or Discussion Item

Issue: Northern Arizona University asks the committee to review and recommend for board approval the addendum to the 2017-2018 Academic Strategic Plan.

Enterprise Strategic Plan

- Empower Student Success and Learning
- Advance Educational Attainment within Arizona
- Create New Knowledge
- Impact Arizona
- Compliance
- Real property purchase/sale/lease
- Other:

Statutory/Policy Requirements

ABOR Policy 2-223.A – the Academic Strategic Plan

Background/History of Previous Board Action

This is a request for a new graduate program, building on an existing undergraduate program.

Discussion

Request:

This addendum includes a request for one new academic program— Master of Social Work (MSW).

The Master of Social Work degree (MSW) is the graduate degree that provides advanced knowledge and skills for increased effectiveness as a professional social worker. The MSW is

Contact Information:

Daniel Kain, Provost

928-523-7122

daniel.kain@nau.edu

Shelley McGrath, ABOR

602-229-2529

shelley.mcgrath@azregents.edu

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the most marketable, most transferable and most requested degree by social service employers.

The mission of Northern Arizona University Social Work Program, grounded in the history, purpose, and values of the profession, is to educate competent generalist (BSW) and advanced generalist (MSW) social workers for practice with diverse populations and multi-level social systems in local, regional and global contexts.

The generalist and advanced generalist (MSW) practice for which we educate is based on social work knowledge, values, and skills; it is geared to practice with rural and Indigenous populations of the Southwest. Social Work practice is focused on addressing poverty, behavioral health, aging/disability through direct services and by promoting resilience of families and communities. The proposed program will prepare graduates especially to serve vulnerable and underserved populations locally, regionally, and globally.

The program will admit the first cohort of students in Fall 2018. The MSW will apply for accreditation by the Council on Social Work Education (CSWE), building on existing accreditation for a BSW degree. CSWE program outcomes include a detailed curriculum plan that maps learning outcomes and assessments to courses and the capstone internship. Accreditation requires that the program demonstrate (through assessments) that graduates attain specified competencies.

Market need:

According to the Bureau of Labor Statistics, overall employment of social workers is projected to grow 12 percent from 2014 to 2024, faster than the average for all occupations.

Employment of healthcare, mental health, and substance abuse social workers is projected to grow 19 percent from 2014 to 2024, much faster than the average for all occupations.

Bachelor's in Social Work (BSW) completions grew in Arizona by an annualized rate of 21.4 percent providing a significant pipeline of students for this advanced degree option. Degree completions of the MSW increased in the Southwest region between 2011 and 2015, and the field represents a relatively high volume area, with 4,736 master's completions in the region in 2015 (up from just over 3,000 in 2011). NAU engaged additional expertise in reviewing program expansion opportunities, particularly related to online program competitiveness and market need. This review included recommendations to expand the BSW program and add an MSW online option.

Program Assessment

Learning/Program outcomes:

Goals:

1. To prepare competent Advanced Generalist social workers with the knowledge, values, and skills for engaging in individual, family, group, organization, and community planned change processes with diverse rural, vulnerable, disenfranchised, and underserved populations locally, regionally, and globally.

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2. To promote identification with the profession, continued professional development, and development of knowledge and skills for Advanced Generalist social work practice.
3. To provide service to the community and promote human development, individual and community resilience.

Competencies are mapped to courses, signature assignments and required practica. The plan for assessment utilizes a combination of course embedded signature assignments aligned with program competencies and a comprehensive capstone evaluation of candidate performance in the required field practicum. Capstone assessments are conducted by faculty and field supervisors for the professional placement. Assessments, based on the required competencies from CSWE, will measure the extent to which students:

- Evidence proficiencies of practice with Individuals, Families, Groups, Organizations, and Communities
- Utilize insights about multiple client systems, human development, and behavioral health for assessment of Individuals, Families, Groups, Organizations, and Communities
- Demonstrate capacity for evaluation of interventions with Individuals, Families, Groups, Organizations, and Communities
- Demonstrate Ethical and Professional Behavior
- Effectively engage Diversity and Difference in Practice
- Engage in Practice-informed Research and Research-informed Practice
- Apply knowledge and analytic skills in Policy Practice

Program quality will be evaluated through analysis and review of aggregated and individual assessment data, supplemented by alumni and employer surveys. Faculty assess performance of the curriculum on an ongoing basis. Formal action plans for curriculum improvements, as well as implementation actions, are reported to the Council on Social Work Education, as required for accreditation.

Master of Social Work DRAFT Assessment Plan

Master of Social Work Assessment Map – Foundation Year

	SWG 540	SWG 521	SWG 520	SWG 555	SWG 527	SWG 522	SWG 523	SWG 595	SWG 508
Evidence proficiencies of practice with Individuals, Families, Groups, Organizations, and Communities	Developmental stages journal assignment	Process recording Field agency report Case assessment		Systematic research review Literature review	Assessment assignment	Process recording	Macro project Community needs assessment		Learning contract/field assignments
Utilize insights about multiple client systems	Developmental stages journal assignment	Process recording	Policy assignment		Assessment assignment	Process recording			Learning contract/field assignments
Demonstrate capacity for evaluation of interventions with Individuals, Families, Groups, Organizations, and Communities	Developmental stages journal assignment	Process recording Case assessment		Systematic research review Literature review	Assessment assignment	Process recording			Learning contract/field assignments

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Demonstrate Ethical and Professional Behavior		Process recording			Assessment assignment	Process recording			Learning contract/field assignments
Effectively engage Diversity and Difference in Practice	Developmental stages journal assignment	Process recording				Process recording		Critical incident analysis	Learning contract/field assignments
Engage in Practice-informed Research and Research-informed Practice	Developmental stages journal assignment			Systematic research review Literature review					Learning contract/field assignments
Apply knowledge and analytic skills in Policy Practice			Agency policy "scape" assignment	Systematic research review				Current issue project	Learning contract/field assignments

Master of Social Work Assessment Map – Concentration Year

	SWG 620	SWG 621	SWG 622	SWG 623	SWG 650	SWG 608
Evidence proficiencies of practice with Individuals, Families, Groups, Organizations, and Communities	Program/practice paper	Applied project	Clinical assessment assignment	Program development assignment	Paper/quizzes	Learning contract/field assignments
Utilize insights about multiple client systems	Program/practice paper	Applied project	Clinical assessment assignment	Program development assignment	Paper/quizzes	Learning contract/field assignments
Demonstrate capacity for evaluation of interventions with Individuals, Families, Groups, Organizations, and Communities	Program/practice paper	Applied project	Clinical assessment assignment	Program development assignment	Paper/quizzes	Learning contract/field assignments
Demonstrate Ethical and Professional Behavior	Program/practice paper	Applied project	Clinical assessment assignment	Program development assignment	Paper/quizzes	Learning contract/field assignments
Effectively engage Diversity and Difference in Practice	Program/practice paper	Applied project	Clinical assessment assignment	Program development assignment	Paper/quizzes	Learning contract/field assignments
Engage in Practice-informed Research and Research-informed Practice	Program/practice paper	Applied project		Program development assignment	Paper/quizzes	Learning contract/field assignments
Apply knowledge and analytic skills in Policy Practice	Program/practice paper	Applied project		Field supervisor interview	Paper/quizzes	Learning contract/field assignments

Requested Action

Northern Arizona University asks the committee to review and recommend for board approval the addendum to the 2017-2018 Academic Strategic Plan.

Northern Arizona University Addendum to the 2017-2018 Strategic Plan
ACADEMIC PROGRAMS

Table 1 - Proposed New Programs

Name of Proposed Degree (degree type and major)	College/School (location)	Program Fee Required? (Yes or No)	Additional State Funds Required? (Yes or No)	Brief Description/Justification and list 3-5 program outcomes (max 150 words)	Projected 3rd Year Enrollment & Implementation Date
Master of Social Work (M.S.W.)	College of Social and Behavioral Sciences (Flagstaff Campus and online)	Yes	No	<p>Description: (max 150 words) The Master of Social Work degree (MSW) is the graduate degree that provides advanced knowledge and skills for increased effectiveness as a professional social worker. The MSW is the most marketable, most transferable and most requested degree by social service employers.</p> <p>The mission of Northern Arizona University's Social Work Program, grounded in the history, purpose, and values of the profession, is to educate competent generalist (BSW) and advanced generalist (MSW) social workers for practice with diverse populations and multi-level social systems in local, regional and global contexts.</p> <p>The generalist and advanced generalist (MSW) practice for which we educate is based on social work knowledge, values, and skills; geared to practice with rural and Indigenous populations of the Southwest; and, focused on addressing poverty and oppression; providing leadership in promoting human rights; and service with vulnerable and underserved populations locally, regionally, and globally.</p>	<p>Projected 3rd Year Enrollment: 125</p> <p>Implementation date: August 2018</p>

				<p>Market need: (max 150 words) According to the Bureau of Labor Statistics, employment of social workers is projected to grow 12 percent from 2014 to 2024, faster than the average for all occupations. Employment of healthcare, mental health, and substance abuse social workers is projected to grow 19 percent from 2014 to 2024.</p> <p>Bachelor in Social Work (BSW) completions grew in Arizona by an annualized rate of 21.4 percent, providing a significant pipeline into the MSW. Degree completions of the MSW increased in the Southwest region between 2011 and 2015, and the field represents a relatively high volume area, with 4,736 master's completions in the region in 2015 (increase of over 1700 since 2011). Neither the current nor the projected workforce is saturated. There is only one other online MSW option in Arizona and five in the southwest. NAU's institutional and program brand will allow us to be successful in this arena.</p> <p>Learning/Program outcomes: (max 150 words) Goals:</p> <ol style="list-style-type: none"> 1. Prepare competent Advanced Generalist social workers as described above. 2. Promote identification with the profession. 3. Provide service to the community and promote human development, individual and community resilience. <p>Assessment Plan: Competencies are mapped to courses, signature assignments and required practica. The capstone practicum incorporates all competencies. Assessments will measure the extent to which students:</p>	
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				<ul style="list-style-type: none"> • Evidence proficiencies of practice with Individuals, Families, Groups, Organizations, and Communities • Utilize insights about multiple client systems • Demonstrate capacity for evaluation of interventions with Individuals, Families, Groups, Organizations, and Communities • Demonstrate Ethical and Professional Behavior • Effectively engage Diversity and Difference in Practice • Engage in Practice-informed Research and Research-informed Practice • Apply knowledge and analytic skills in Policy Practice <p>Program quality will be evaluated through analysis and review of aggregated and individual assessment data, supplemented by alumni and employer surveys. Also, the Council on Social Work accreditation requires formal action plans for curriculum improvements.</p>	
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