Bachelor of Social Work

Mission Statement

The Bachelor of Social Work program at Azusa Pacific University seeks to develop competent generalist social work practitioners who can apply knowledge based in scientific inquiry, professional values, and skills of social work, while ethically integrating a Christian perspective, to enhance the well-being of diverse individuals, families, groups, organizations, and communities in the context of their environment toward advancing social justice and human rights locally and globally.

Program Values

The undergraduate social work program is grounded in the profession’s history and commitment to racial, social, economic, and environmental justice; affirmation of diversity; and the university’s commitment to advancing God’s work in the world by being of service, advancing human rights, validating the importance of human relationships, demonstrating integrity, and promoting the dignity and worth of all people. The program is committed to excellence in its teaching and scholarship based on scientific inquiry, to the integration of Christian faith in learning and practice, and to the facilitation of community within the department, with students, and within the greater environment.

BSW Program Goals

1. Equip students with generalist knowledge, values, and skills toward employment in social work practice with diverse individuals, families, groups, organizations, and communities within a global context.

2. Enhance application of knowledge through a learning environment that builds on a liberal arts foundation and promotes critical thinking, scientific inquiry, and preparation for social change through the advancement of racial, social, economic, and environmental justice.

3. Foster professional development and identity through applied learning experiences.

4. Prepare social workers who engage in ethical practice, including an understanding of ethical integration of a Christian worldview.

5. Provide a curriculum that affirms lifelong learning and is preparatory to graduate-level education, including the pursuit of an advanced-standing graduate social work degree.

6. Engage in ongoing scholarship responsive to social work goals and needs.

In their courses, BSW students learn the knowledge, values, and skills to help them engage, assess, provide intervention, and evaluate their direct practice with individuals, groups, families, organizations, and communities. Additionally, students are encouraged to think critically, become aware of their affective reactions, exercise good judgment, and use self-reflection as part of their professional development. During their senior year, students complete a supervised 400-hour internship at a community-based agency where they apply the knowledge and skills learned in the classroom to professional environments and client groups to gain experience.

Career Opportunities

Social workers provide services to individuals, families, groups, organizations, and communities. Social workers can apply their training and experience in a variety of practice areas, including:

<table>
<thead>
<tr>
<th>Addictions Prevention and Treatment</th>
<th>Homeless Individual/Families Assistance</th>
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<tbody>
<tr>
<td>Adoption and Foster Care</td>
<td>Hospice and Palliative Care</td>
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<tr>
<td>Advocacy Consulting and Planning</td>
<td>Housing Assistance</td>
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<td>Charter/Alternative School Programs</td>
<td>In-home Services</td>
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<td>Child Abuse and Neglect</td>
<td>International Social Work</td>
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<td>Child Welfare Services</td>
<td>Law/Courts/Community</td>
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<tr>
<td>Criminal Justice</td>
<td>Medical Social Work</td>
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<td>Crisis Intervention</td>
<td>Mental Health Counseling</td>
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<td>Community Mental Health</td>
<td>Military Social Work</td>
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<td>Community Planning and Advocacy</td>
<td>Parent Education</td>
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<td>Delinquent/At-risk Youth</td>
<td>Police Work</td>
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<td>Developmental Disabilities</td>
<td>Political Planning and Lobbying</td>
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<tr>
<td>Disaster Relief</td>
<td>Prisons and Probation</td>
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</table>
Accreditation

The undergraduate program in the Department of Social Work has been nationally accredited since 1982 by the Council on Social Work Education (http://www.cswe.org/).

Advising and Admission

Advising

Any student interested in social work is encouraged to contact the BSW program for more information about the major—contact us at bsw@apu.edu or (626) 857-2410. Students who wish to major in social work should declare “Social Work Interest” as their intended major as soon as possible through the Undergraduate Enrollment Services Center (https://www.apu.edu/undergraduate-enrollment-services/academic/changetomajors/) in order to begin academic and professional planning. Upon declaring “Social Work Interest” as a major, students are assigned an academic success coach by the Academic Success Center (https://www.apu.edu/academic-success/). Students meet with their assigned coach to create an initial multiyear academic plan. Once admitted to the social work major, a BSW faculty-mentor advisor is assigned by the BSW program for academic and professional advising. While the BSW faculty-mentor advisor is the primary contact person within the program, students are encouraged to utilize all BSW faculty office hours as needed for professional development. Students are strongly encouraged to meet with their academic success coach (as “Social Work Interest”) or BSW faculty-mentor advisor (as “Social Work Major”) prior to registration each semester.

Students later apply to the major (see Admission to the Program section below). Upon full admission to the program, student status is changed from “Social Work Interest” to “Social Work” by the Undergraduate Enrollment Services Center (https://www.apu.edu/undergraduate-enrollment-services/).

Procedure

1. Contact the BSW program to schedule an appointment, if necessary, to discuss social work as a choice of major.
2. Declare “Social Work Interest” as a major through the Undergraduate Enrollment Services Center (https://www.apu.edu/undergraduate-enrollment-services/).
4. Read the BSW Student Handbook in its entirety.
5. Meet with an assigned academic success coach to develop a multiyear academic plan and confirm the choice of major.
6. Meet with your academic success coach and/or BSW faculty-mentor advisor for academic advising prior to registration each semester.

Note: Advisors assist in planning, but students are responsible to come prepared for advising and be knowledgeable regarding university requirements.

Admission to the Program

Students are considered “Social Work Interest” by the registrar until formally accepted into the program. Prior to formal acceptance into the program, students should begin advising within the BSW program and can begin taking entry-level social work courses and the General Education courses that apply to social work, as outlined in the university catalog.

The BSW program reviews applications in the fall and spring semesters for currently enrolled students. Application deadlines are March 7 (fall admission) and November 7 (spring admission). Late applications may be considered on a case-by-case basis depending on the number of accepted students.

Transfer social work applicants planning to enter APU at the junior level (45 or more units) must submit the BSW Application for Admission (https://formstack.apu.edu/forms/bsw_program_application/) in order to be considered for full acceptance into the social work program. Submit your application to the BSW program at the same time you submit your university application. Students transferring in prior to their junior year (less than 45 units) begin the major as “Social Work Interest,” and submit applications prior to their junior year after starting at the university. Transfer students should seek academic advising through the Academic Success Center (https://www.apu.edu/academic-success/) and within the BSW program as soon as possible to begin planning coursework.

Students may be admitted fully, or on provisional status, or denied admission. If a student is admitted on provisional status, a plan for attaining full admission is provided by the BSW admissions committee. If this plan is not met in full, the student is not allowed to continue in the program and will receive notice that provisional status was not met. If denied admission, the student may initiate an appeal procedure, as outlined in the BSW Student Handbook.
University-Admitted APU Students

Students admitted to the university and interested in pursuing the social work major should submit their BSW Application for Admission (https://formstack.apu.edu/forms/bsw_program_application/) directly to the BSW program. Applications are reviewed by the Social Work Advising and Admissions Committee, composed of social work faculty, and are considered based on academic and personal readiness for the program.

Admission Requirements

1. A 2.5 overall GPA
2. Completion of or enrollment in SOCW 250 Introduction to Social Work (full acceptance requires completion of this course with a C or better).
3. Acknowledgment of the ability to adhere to the National Association of Social Workers Code of Ethics (https://www.socialworkers.org/About/Ethics/Code-of-Ethics/).
4. Acknowledgment of the ability to meet BSW Technical Standards and maintain professional behavior consistent with the Student Code of Conduct, both of which are outlined in the BSW Student Handbook (PDF) (https://www.apu.edu/live_data/files/242/bswstudenthb1112.pdf).
5. Submission of a personal statement providing responses to the following:
   a. What influenced your choice of social work as a profession? Include when and how you became interested in the field of social work.
   b. What personal, volunteer, and/or employment experiences have you had, and/or what characteristics do you possess, that will contribute to your work as a professional in the field of social work?
   c. Social workers practice with diverse people groups in diverse settings. What groups and/or settings may challenge you because of either your personal values, attitudes, and/or experiences? How will you handle this?
   d. Social work often involves assisting individuals, families, groups, and communities in problem-solving. Give a brief description of a problem you have encountered in an employment or volunteer situation and how you resolved it. If you have neither employment nor volunteer experience, you may discuss a personal challenge that you faced.
   e. The profession of social work has identified 12 Grand Challenges (http://grandchallengesforsocialwork.org/grand-challenges-initiative/12-challenges/) that reflect the purpose and mission of the social work field. Referencing the challenges, select one or more of them that align with your personal and professional interests. Utilizing the challenge(s) selected, respond to the following:
      • Discuss how your professional goals align with the efforts of the challenge(s) selected. Why is the challenge selected important and how does it connect to your interest in the social work profession?
      • Discuss the significance of the challenge(s) selected based on your personal faith beliefs or values. For example, why should people who identify as Christians be concerned with the challenge selected?

Procedure

1. Completion of or enrollment in SOCW 250 Introduction to Social Work (full acceptance requires completion of the course with a C or better)
   a. Note: transfer students with more than 45 units can apply prior to completing SOCW 250 Introduction to Social Work.
2. Complete all sections of the application, including complete responses to the personal statement questions.
3. Submit an unofficial APU transcript, or transcript of coursework completed elsewhere if a transfer.
4. Submit completed application to the BSW program for review by March 7 (fall admission) or November 7 (spring admission). Late applications and transfer students are evaluated on a case-by-case basis and as space allows.
5. Submit additional materials and/or interview with the BSW program director at the request of the Admissions Committee.
6. Students are notified by email within three weeks of the BSW admissions committee’s decision.

Evaluation Criteria for Personal Statements

Admission decisions for the BSW program are based upon a review of academic performance, completion of SOCW 250 as a prerequisite with a C or better, relevant work or volunteer experience, quality of written personal statement, and relevant experience as indicated in the résumé submission. This review is completed by the BSW admissions committee, composed of BSW faculty. If needed, a student may be asked to complete a formal interview with the BSW program director and/or submit letters of reference that can support the student’s readiness for a career in social work. The admissions committee may seek additional information from the social work faculty, the applicant, or other formal sources. The committee focuses on academic achievement as well as criteria that demonstrate a commitment to social work values, beginning understanding of the social work profession, professional attitude and behavior, emotional maturity, and ability to express oneself clearly—orally and in writing.

Following review by the committee, the applicant is notified of the committee’s decision by email using the contact information provided by the applicant. Committee options include full admission, provisional admission with terms outlined, and denial of admission.

Admissions Appeals Process

Any student who is dissatisfied with a decision for admission may request an in-person or video conference review with the admissions committee, in which they can supply further verbal and written evidence in regard to the committee’s actions. The committee then provides a written response by email to the student within one week of the review. If the student is still in disagreement, he/she may appeal to the dean of the School of Behavioral and Applied Sciences.
Requirements

Coursework for the social work major (https://www.apu.edu/bas/programs/bsw/) provides foundational social work knowledge that spans the micro-mezzo-macro practice continuum and covers subject content including practice skills, human rights and social justice, community transformation and leadership, child welfare, and aging.

A total of 69 units is required for the major, and a minimum 2.5 grade-point average (GPA) is required in all major courses, including specified General Education courses. Students must pass all required courses with a C or higher, and must maintain a 2.5 GPA to remain in the major.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Units</th>
</tr>
</thead>
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<tr>
<td></td>
<td>Specified General Education Requirements</td>
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<tr>
<td>PSYC 110</td>
<td>General Psychology ¹</td>
<td></td>
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<tr>
<td>SOC 120</td>
<td>Introduction to Sociology ¹</td>
<td></td>
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<tr>
<td>SOCW 275</td>
<td>Social Justice Foundations for Human Rights ²</td>
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<td>Biology Requirement</td>
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<tr>
<td>BIOL 101</td>
<td>Biology and Society ⁴</td>
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<td>BIOL 151</td>
<td>General Biology I ⁴</td>
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<td>MATH 130</td>
<td>Introduction to Statistics ⁵</td>
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<tr>
<td>SOCW 250</td>
<td>Introduction to Social Work ⁶</td>
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<tr>
<td>SOCW 251</td>
<td>Social Welfare Policy and Service</td>
<td>3</td>
</tr>
<tr>
<td>SOCW 310</td>
<td>Human Behavior and the Social Environment I</td>
<td>3</td>
</tr>
<tr>
<td>SOCW 311</td>
<td>Human Behavior and the Social Environment II</td>
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<tr>
<td>SOCW 332</td>
<td>Social Work Practice with Individuals and Families</td>
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<tr>
<td>SOCW 333</td>
<td>Social Work Practice with Communities and Organizations ⁷</td>
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<td>SOCW 350</td>
<td>Aging: Implications for Policy and Practice</td>
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<td>SOCW 351</td>
<td>Child Welfare</td>
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<td>SOCW 360</td>
<td>Social Work Practice with Groups</td>
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<td>SOCW 466</td>
<td>Field Internship I</td>
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<tr>
<td>SOCW 468</td>
<td>Field Internship II</td>
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<td>SOCW 467</td>
<td>Senior Practicum Seminar I ⁷, ⁸</td>
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<td>SOCW 469</td>
<td>Senior Practicum Seminar II ⁷</td>
<td>3</td>
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<tr>
<td>SOCW 478</td>
<td>Social Work Research Methods ⁷</td>
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<td>SOCW 479</td>
<td>Writing 3: Social Work Research Project ⁹</td>
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<td></td>
<td>Social Work Electives ¹₀</td>
<td>6</td>
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Select one of the following:

- SOCW 380 Understanding International Social Problems and Services through Study Abroad
- SOCW 400 Fundraising, Grant Writing, and Fiscal Decision Making
- SOCW 411 Intimate Relationship Violence: Assessment and Intervention
- SOCW 415 Substance Use Disorders: Assessment and Intervention
- SOCW 420 Suffering: Theological and Practical Perspectives on Disabilities
- SOCW 425 Introduction to International Development
- SOCW 430 Introduction to Nonprofit Management
- SOCW 440 Social Work and Law
- SOCW 497 Readings in Social Work
- SOCW 543 Fundraising, Grant Writing, and Fiscal Decision Making
- SOCW 560 Social Work Practice in Healthcare Settings
- SOCW 570 International Social Work Policy and Practice

Select another course from the above group or one of the following:

- ETHN 355 The Asian American Experience
- ETHN 356 The African American Experience
- ETHN 357 The Chicano(a)/Latino(a) Experience
- GLBL 355 Principles and Practice of Community Engagement (available only through study away) ⁶
MINC 456  Ministry Organization and Administration
MINY 400  Christian Values and Human Sexuality
PADM 350  Theory and Practice of Public Administration
PSYC 360  Abnormal Psychology
PSYC 410  Psychology of Exceptional Children
PSYC 430  Intervention Strategies with Children
PSYC 432  Psychosocial Interventions in Pediatric Health Care
PSYC 450  Counseling Theory
SOC 358  Human Diversity
SOC 405  The Sociology of Gender
SOC 425  Social Movements
SOC 455  Crime and Delinquency
SOC 464  Social Stratification
PHIL 301  Practical Ethics
PHIL 330  Ethics

Total Units 69

1 Meets the General Education Social Sciences requirement.
2 Meets the General Education Intercultural Competence requirement.
3 Students interested in meeting the social work major’s biology requirement at another university must ensure that the course has been articulated by the biology department or obtain prior approval from their advisor to ensure that the course they plan to take covers the required content necessary to satisfy the social work curriculum.
4 Meets the General Education Natural Sciences requirement.
5 Meets the General Education Quantitative Literacy requirement.
6 Meets the General Education Civic Knowledge and Engagement requirement.
7 Only social work majors may register for these courses.
8 Meets the General Education Integrative and Applied Learning requirement.
9 Meets the General Education Writing 3 requirement.
10 Two electives (6 units) are required for completion of the social work major; one must be taken from courses offered within the department, and the second may be taken from either group of approved courses.

Suggested Plan of Study

A minimum of 120 units is needed to graduate. This includes units toward General Education, major, and/or minor requirements.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Units</th>
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<tbody>
<tr>
<td>Year I</td>
<td></td>
<td></td>
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<tr>
<td>Fall</td>
<td></td>
<td></td>
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<tr>
<td>GE 100</td>
<td>First-Year Seminar (required first term)</td>
<td>3</td>
</tr>
<tr>
<td>MIN 108</td>
<td>Christian Life, Faith, and Ministry</td>
<td>3</td>
</tr>
<tr>
<td>WRIT 110</td>
<td>Writing 1: The Art and Craft of Writing</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 110</td>
<td>General Psychology</td>
<td>3</td>
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<tr>
<td>SOCW 250</td>
<td>Introduction to Social Work</td>
<td>3</td>
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<tr>
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<tr>
<td>Spring</td>
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<tr>
<td>UBB 100</td>
<td>Introduction to Biblical Literature: Exodus/Deuteronomy</td>
<td>3</td>
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<tr>
<td>PHIL 100</td>
<td>Introduction to Philosophy</td>
<td>3</td>
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<tr>
<td>Writing 2</td>
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<td>BIOL 101</td>
<td>Biology and Society</td>
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<td>SOC 120</td>
<td>Introduction to Sociology</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Units</td>
<td>16</td>
</tr>
<tr>
<td>Year II</td>
<td></td>
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<tr>
<td>Fall</td>
<td></td>
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<tr>
<td>UBB 230</td>
<td>Luke/Acts</td>
<td>3</td>
</tr>
</tbody>
</table>

1 Meets the General Education Social Sciences requirement.
2 Meets the General Education Intercultural Competence requirement.
3 Students interested in meeting the social work major’s biology requirement at another university must ensure that the course has been articulated by the biology department or obtain prior approval from their advisor to ensure that the course they plan to take covers the required content necessary to satisfy the social work curriculum.
4 Meets the General Education Natural Sciences requirement.
5 Meets the General Education Quantitative Literacy requirement.
6 Meets the General Education Civic Knowledge and Engagement requirement.
7 Only social work majors may register for these courses.
8 Meets the General Education Integrative and Applied Learning requirement.
9 Meets the General Education Writing 3 requirement.
10 Two electives (6 units) are required for completion of the social work major; one must be taken from courses offered within the department, and the second may be taken from either group of approved courses.
Ancient and Modern Languages I 1 3  
Fine Arts 3  
SOCW 275 Social Justice Foundations for Human Rights 3  
SOCW 310 Human Behavior and the Social Environment I 3  

| Units | 15 |

**Spring**  
Upper-Division Bible 3  
Ancient and Modern Languages II 1 3  
COMM 111 Public Communication 3  
SOCW 251 Social Welfare Policy and Service 3  
SOCW 311 Human Behavior and the Social Environment II 3  

| Units | 15 |

**Year III**  
**Fall**  
Theology 3  
Literature 3  
MATH 130 Introduction to Statistics 3  
SOCW 332 Social Work Practice with Individuals and Families 3  
SOCW 351 Child Welfare 3  

| Units | 15 |

**Spring**  
History 3  
Personal Wellness 1  
SOCW 333 Social Work Practice with Communities and Organizations 3  
SOCW 350 Aging: Implications for Policy and Practice 3  
SOCW 360 Social Work Practice with Groups 3  
Minor or Elective Units 3  

| Units | 16 |

**Year IV**  
**Fall**  
SOCW 466 Field Internship I 4  
SOCW 467 Senior Practicum Seminar I 3  
SOCW 478 Social Work Research Methods 3  
Social Work Elective (1 of 2) 3  
Minor or Elective Units 3  

| Units | 16 |

**Spring**  
SOCW 468 Field Internship II 4  
SOCW 469 Senior Practicum Seminar II 3  
SOCW 479 Writing 3: Social Work Research Project 3  
Social Work Elective (2 of 2) 3  

| Units | 13 |

Total Units 121  

1 Ancient and Modern Languages is a proficiency requirement, that may be met by taking OPIc, SAT, AP, CLEP, or FLATS test score, or completion of an APU language course numbered 102 or higher. 

**Field Internships**  
Field education is a required component of the BSW curriculum. The field application and placement process occurs during the term prior to the onset of field internships. Students complete a 400-hour internship with a focus on applying and integrating generalist professional social work knowledge, values, and skills in a supervised community agency setting. Students are concurrently enrolled in field seminar during field internship terms.
credit is not given for life experiences or for previous or current work experience. Students are required to obtain their own malpractice insurance prior to entering their field internship. Information regarding insurance is available through the BSW program. Students are responsible for ensuring they have reliable transportation to and from field internship agencies.

Field education faculty select field internship sites using strict criteria consistent with accreditation standards set forth by the Council on Social Work Education (https://www.cswe.org/), including the congruence of field agency mission and goals with professional social work ethics and standards. Field agencies must also provide student supervision consistent with accreditation requirements.

Additional information regarding field education can be found in the Field Education Manual (https://www.apu.edu/bas/programs/bsw/fieldeducation/).

Transfer of Credits
If you are applying to APU and would like to transfer course credit from another institution, review the Transfer Application Requirements (https://www.apu.edu/undergraduate-admissions/requirements/transfer/) and check with your admissions counselor (https://www.apu.edu/undergraduate-admissions/counselors/) in the Office of Undergraduate Admissions. You may also want to review the APU General Education Guidelines (https://www.apu.edu/undergraduate-admissions/requirements/transfer/generaleducation/) and Course-to-Course Articulation (https://www.apu.edu/undergraduate-admissions/requirements/transfer/articulation/) to get an idea of how your coursework will transfer to APU.

Students transferring from CSWE-accredited undergraduate social work programs may submit to their admissions counselor a list of social work courses completed within the last five years for evaluation for transfer of credits. This request will be further submitted to the BSW program director by the Undergraduate Enrollment Services Center for social work course credit review. Each course will be evaluated by the department on a case-by-case basis for compatibility with program requirements. This process includes a comparison of syllabi from transfer institutions to ensure course content equivalency to APU required courses. General Education requirements for the major will be assessed by the Undergraduate Enrollment Services Center (https://www.apu.edu/undergraduate-enrollment-services/). Students who leave the BSW program must reapply for admission to the BSW program if the absence is two years or more. Course credit is not given for life experiences or for previous or current work experience.

Students interested in meeting the social work biology requirement at another university are strongly encouraged to obtain prior approval from their advisor to ensure that the course they plan on taking covers the required content necessary to satisfy the social work requirement. Students may also consult with the Undergraduate Enrollment Services Center regarding the transferability of biology courses.

Social Work Student Conduct Code
In addition to maintaining academic standards, students must demonstrate professional expectations and adherence to the Department of Social Work conduct code. Violation of the code may result in probation or termination from the program. Additionally, students are provided professional development feedback through the use of Professionalism Rubrics scored in each BSW course. These rubrics encompass faculty feedback relevant to in-class and service-learning observation. Rubrics are used to give guidance to students relevant to demeanor, use of reflection, appropriate use of technology, use of supervision/consultation, critical thinking, and collegiality. Students who present concerns in these areas may be referred to the BSW program director for remediation. The BSW Student Handbook (PDF) (https://www.apu.edu/live_data/files/242/bswstudenthb1112.pdf) can be referred to for the full description of the conduct code and appeals process.

Student Participation and Feedback
The BSW program invites and welcomes student participation and feedback as we work together to deliver a high-quality program that prepares generalist social work practitioners. Students are invited to participate in Club Social Work, to participate in or organize other interest groups, and to participate in student government.

Students are highly encouraged to talk with faculty if there are questions or concerns regarding classes. Field faculty are available to discuss issues related to field internships. The BSW program coordinator and/or the BSW program director are available to discuss such issues as medical leave, leave of absence, academic planning, and study away/independent study options. If students feel that issues have not been resolved through these channels, they are encouraged to make an appointment to speak with the department chair.

It is the student’s responsibility to provide accurate feedback on strengths and challenges in the program through various feedback mechanisms, including but not limited to: communication with the Club Social Work faculty liaison student officer, course evaluations, exit surveys, and alumni surveys. Student feedback is critical to helping the BSW program undergo ongoing evaluation and curricular improvements. A full description of student rights and responsibilities can be found in the Undergraduate Academic Policies and Procedures (http://catalog.apu.edu/policies-procedures/undergraduate/), including processes for filing a grievance, academic integrity, and grade change policies.

Program Learning Outcomes

Program Learning Outcomes

Students who successfully complete this program shall be able to:

1. Demonstrate ethical and professional behavior.
2. Engage in diversity and differences in practice.
3. Advance human rights and social, economic and environmental justice.
4. Engage in practice-informed research and research-informed practice.
5. Engage in policy practice.
6. Engage with individuals, families, groups, organizations, and communities.
7. Assess individuals, families, groups, organizations, and communities.
8. Intervene with individuals, families, groups, organizations, and communities.
9. Evaluate practice with individuals, families, groups, organizations, and communities.
10. Critically analyze how Christian beliefs and values can be ethically integrated in professional social work practice.

Program Competencies/Learning Outcomes
Students will demonstrate these competencies (CSWE, 2015):

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

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

**Competency 2: Engage Diversity and Difference in Practice**
Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including, social, economic, political, and cultural exclusions, may recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate or create privilege and power. Social workers:

- apply and communicate an understanding of the importance of diversity and difference in shaping the experiences in practice at the micro, mezzo, and macro levels;
- present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**
Social workers understand that every person regardless of position in society has fundamental rights such as freedom, safety, privacy, and an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive, environmental, economic, social and cultural human rights are protected. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- engage in practices that advance social, economic, and environmental justice.

**Competency 4: Engage in Practice-Informed Research and Research-Informed Practice**
Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multidisciplinary sources and multiple ways of knowing. They also understand the process for translating research:
• use practice experience and theory to inform scientific inquiry and research;
• apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
• use and translate research evidence to inform and improve practice, policy, and service delivery.

**Competency 5: Engage in Policy Practice**

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

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

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

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

• apply knowledge to human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
• use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

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

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

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional and interorganizational collaboration. Social workers:

• critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the interventions with clients and constituencies;
• use interprofessio nal collaboration as appropriate to achieve beneficial practice outcomes; and
• facilitate effective transitions and endings that advance mutually agreed-on goals.
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

- select and use appropriate method for evaluation of outcomes;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluations of outcomes;
- critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Competency 10: Critically Analyze How Christian Beliefs and Values Can be Ethically Integrated in Professional Social Work Practice

Social workers understand the role of spirituality and faith as part of a holistic approach to social practice and in understanding human behavior and the social environment. Social workers apply ethical principles in the integration of faith in practice, mindful of their own beliefs and impact on the helping relationship. Social workers recognize that faith communities are part of the cultural context of individuals, families, and communities, and provide protective as well as risk factors in the process of change. In this context, social workers articulate how Christian beliefs and values can be ethically integrated in professional social work practice. They:

- demonstrate self-awareness of their own worldview, as it relates to a Christian worldview;
- articulate how a Christian worldview is integrated into social work practice; and
- critically analyze how Christian, spiritual, or religious traditions assist or hinder the helping process.