

Master of Social Work

Courses

SOCW 511, Introduction to the Social Work Profession, 2 Units

Content focuses on the history, identity, values, ethics, scope of practice, and knowledge base of the social work profession. Students explore ways their own backgrounds and beliefs are likely to influence professional activities, and examine the specific relationship of faith perspectives to social welfare policy and practice. Attention is given to developing professional writing and critical thinking skills.

Prerequisite: Admission to MSW program

SOCW 512, Social Welfare Policy and Policy Practice, 3 Units

The course provides an introduction to American social welfare policies, offers a historical overview of political influences on social work practice, and presents different models for political advocacy. Content focuses on political and client advocacy with attention to the relevance of professional ethical standards and faith perspectives to policy practice.

Prerequisite: Admission to MSW program

SOCW 513, Micro-theory and Human Development, 3 Units

Content will focus on theories that inform micro-level social work practice with individuals and families using a bio-psychosocial and spiritual framework. Human development across the life course is addressed with psychosocial theory's life stages to assist with the contextualization and integration of theories to meet the needs of diverse populations in practice.

Prerequisite: Admission to MSW program

SOCW 514, Practice I - Interviewing and Assessment, 3 Units

This course begins a two-course sequence that provides the foundation for social work practice with individuals and families. Content includes legal and ethical practice, stages of the helping process, interviewing and assessment skills with adults, children, and families, clinical assessment and diagnosis using the DSM, and strategies for critically analyzing and sharing assessment information.

Prerequisite: Admission to MSW program

SOCW 515, Field Seminar I, 1 Unit

Field seminars meet in conjunction with field coursework and provide students opportunities to discuss practice situations, professional development issues, the relationship of field to classroom learning, and skills necessary for effective practice. Generalist foundation year field seminars (I and II) focus on beginning generalist social work practice skills, understanding agency and community context, and professional ethics.

Prerequisite: Admission to the Social Work program;

Corequisite: SOCW 516

SOCW 516, Field I, 3 Units

The purpose of field internship is to provide a professional setting for students to practice generalist foundation social work skills and to provide an opportunity for the integration of knowledge, skills, values, and ethical faith integration in practice. Students complete a minimum of 480 hours by the end of semester I and semester II at an approved and designated social welfare agency.

Prerequisite: Admission to the Social Work program;

Corequisite: SOCW 515

SOCW 521, Introductory Research Methods, 2 Units

Content will introduce critical evaluation of social work research and evidence informed social work practice, along with how research can ethically be used to improve practice at individual and agency levels. Concepts include: problem identification, hypothesis formulation, measurement, sampling, qualitative and quantitative research designs, data collection methods, data analysis, and program evaluation. Students will explore how science, scholarship, and the politics of knowledge development can facilitate the mission of social work.

Prerequisite: Statistics course

SOCW 522, Diversity and Social Justice, 3 Units

Content will focus on diverse populations in American society and ways historical and contemporary patterns of oppression and discrimination may influence social work practice. Specific attention is given to self-awareness and to professional commitments to marginalized groups and processes of advocacy, coalition-building, and other ways of developing effective alliances to promote social justice.

Prerequisite: Admission to MSW program

SOCW 523, Macro-theory and Communities/Organizations, 3 Units

Content will focus on macro-level theories and social work practice with organizations and communities. Models of practice that include comprehensive assessment, integrating an understanding of various forms and mechanisms of discrimination and oppression and their relevance to macro-level interventions, will be examined. Social work with organizations and communities embraces efforts to protect human and civil rights for the advancement of social and economic justice.

Prerequisite: SOCW 513

SOCW 524, Practice II - Intervention and Evaluation, 3 Units

This course ends a two-course sequence that provides the foundation for social work practice with individuals and families. Content includes goal-setting and contracting, planning and implementing change strategies, utilizing evidence-based practice research, interdisciplinary collaboration, advocacy, resource development, and practice evaluation.

Prerequisite: SOCW 514

SOCW 525, Field Seminar II, 1 Unit

Field seminars meet in conjunction with field coursework and provide students opportunities to discuss practice situations, professional development issues, the relationship of field to classroom learning, and skills necessary for effective practice. Generalist foundation year field seminars (I and II) focus on beginning generalist social work practice skills, knowledge and use of self, and professional ethics.

Prerequisite: SOCW 514, SOCW 515, and SOCW 516;

Corequisite: SOCW 526

SOCW 526, Field II, 3 Units

The purpose of field internship is to provide a professional setting for students to practice generalist foundation practice skills and to provide an opportunity for the integration of knowledge, skills, values, and ethical faith integration in practice. Students complete a minimum of 480 hours by the end of semester I and semester II at an approved and designated social welfare agency.

Prerequisite: Admission to MSW program, SOCW 515, and SOCW 516;

Corequisite: SOCW 525

SOCW 527, Research for Evidence-Informed Practice, 2 Units

The content of this course prepares students to critically evaluate social work research and evidence-informed social work practice, along with the ethical use of research methods to improve clinical practice. Concepts include problem identification, hypothesis formulation, measurement, sampling, qualitative and quantitative research designs, data collection methods, data analysis, and outcomes evaluation. Students explore how science, scholarship, and the politics of knowledge development can facilitate the mission of social work.

Prerequisite: Statistics course

SOCW 528, Research for Data Driven Change, 2 Units

This course will introduce critical evaluation of social work research and its ethical application towards data-driven decision-making within community practice settings. Concepts include: problem identification, hypothesis formulation, measurement, sampling, research design, data collection methods, data analysis, and program evaluation. Students will explore how science, scholarship, and the politics of knowledge development can facilitate the mission of social work.

Prerequisite: Statistics course

SOCW 529, Human Rights and Sustainable Development Policy, 2 Units

Content will focus on the relevance of human rights and sustainable development policy to macro-level social work practice in the U.S. and abroad. Topics will include advancement of human rights for social, economic and environmental justice and sustainable development strategies for poverty alleviation, universal education, public health, sanitation and housing, food security, access to clean water, population control and climate change. Analysis of existing global social policies will apply existing political, ideological, religious, cultural, age, and gender frameworks to explain current conditions and future trends. Secular and Christian perspectives will be explored.

Prerequisite: SOCW 522 and SOCW 523

SOCW 530, Organizing for Community Change, 3 Units

This course expands foundation year macro-level practice content to enhance theoretical understanding and develop skills in the promotion of community, organizational, and policy change to enhance social well-being and advance social justice. Special attention is focused on collaborative efforts, coalition building and participatory methods to facilitate sustainable change. Additional topics include assessment of social service delivery systems, advocacy, and professional ethics in macro practice. The importance of engaging diverse communities, recognition of underrepresented and underserved populations, and utilizing cultural humility in practice are emphasized.

Prerequisite: SOCW 523

SOCW 531, Human Rights and Sustainable Development, 2 Units

Content will focus on the relevance of human rights and sustainable development to macro-level social work practice in the U.S. and abroad. Topics will include advancement of human rights and economic justice, poverty alleviation, politics, religion, culture, age, gender, and public health conditions on human rights and development-related activities. Secular and Christian perspectives will be explored.

Prerequisite: SOCW 522 and SOCW 523

SOCW 532, Advanced Community Practice, 3 Units

This course expands foundation year macro-level practice content to include community entrance, engagement, participatory action research, and collaborative strategies to advance policies and programs supporting community interests and desired resources. Additional topics include empowerment, development of cultural competence, identification of oppressive cultural structures, globalization, and professional ethics. Engaging diverse communities and cultural humility are emphasized.

Prerequisite: SOCW 523

SOCW 533, Organizational Behavior and Management, 3 Units

This course provides an overview of organizational behavior and effective management practices within the social service sector. Topics include: human resource/legal/ethical issues; employee diversity; organizational culture; conflict resolution; group behavior; employee training/development; hiring practices; employee motivation; budgeting; and managing organizational change. Emphasis is placed on professional written and verbal communication.

Prerequisite: SOCW 523

SOCW 534, Field Seminar III, 1 Unit

Field Seminar III focuses on presentation and discussion of student experiences in specialization field internships. Specific emphasis is placed on demonstration and evaluation of advanced practice skills, interventions, supervision use, cultural responsiveness, professional ethics, and faith integration issues addressed in coursework.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526;

Corequisite: SOCW 527 and SOCW 539 (clinical specialization) or SOCW 528 and SOCW 535 (community leadership and program administration specialization)

SOCW 535, Field III - Community Leadership and Program Administration, 3 Units

The purpose of field internship is to provide a setting for students to develop advanced community practice skills and an opportunity for the ethical integration of knowledge, skills, values, and faith in social work. Students complete a minimum of 480 hours (600 hours for Advanced Standing students) by the end of semester I and semester II at an approved and designated agency.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526;

Corequisites: SOCW 528, SOCW 534

SOCW 536, Adult Behavioral Health and Diagnosis, 3 Units

This course begins a two-semester advanced clinical practice sequence focusing on adult behavioral health. Content includes advanced application of the Diagnostic and Statistical Manual for Mental Disorders (DSM-5); symptoms, diagnoses, and treatment strategies associated with psychiatric conditions; brain functioning and chemistry; psychotropic medications; and managed care expectations. Cultural and faith perspectives are integrated throughout the course using clinical best practices.

Prerequisite: SOCW 514 and SOCW 524

SOCW 537, Child and Adolescent Behavioral Health and Diagnosis, 3 Units

This course focuses on behavioral health issues experienced by children and adolescents, and discussion of the effects of trauma on social and emotional development. Diagnostic issues affecting children and related treatment interventions are explored in the contexts of child welfare, school-based behavioral health, and healthcare settings. Research-informed approaches are taught, to improve functioning and well-being of children and adolescents. Laws impacting work with minors and families, as well as ethical issues for social work practitioners, are presented. Course content meets California education requirements in the area of child abuse assessment for LCSW licensure.

Prerequisite: SOCW 513, SOCW 514, and SOCW 524

SOCW 538, Clinical Practice with Groups, 2 Units

This course presents different theoretical approaches and treatment strategies associated with clinical social work practice with groups. Topics include group development stages, professional ethics in practice with groups, leadership principles, diversity issues, and evaluation methods.

Prerequisite: SOCW 513

SOCW 539, Field III-Clinical Practice, 3 Units

The purpose of field internship in the clinical specialization year is to provide a setting for students to develop advanced practice skills and an opportunity for the integration of knowledge, skills, and social work values as applied to clinical practice across the life span continuum. Students complete a minimum of 480 hours (or 600 hours for Advanced Standing students) by the end of fall and spring semesters at an approved and designated agency.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526;

Corequisites: SOCW 527, SOCW 534

SOCW 540, Educational Policy, 3 Units

This course introduces policies and legislation that impact delivery of school social work services in the United States education system. Landmark local, state, and federal policies are presented for analysis and application to the public school setting, critical for gaining an understanding of the challenges for school social work practice. Historical and current perspectives including racism, equality, and access to public education are discussed.

Prerequisite: Completion of generalist foundation curriculum; admission to the PPS program (required for students seeking the PPSC).

SOCW 541, Capstone Leadership Project, 3 Units

This course prepares students for professional leadership roles in social work settings and supports completion of their capstone leadership projects. Content integrates development of leadership skills, self reflection, professional use of self, interprofessional practice, use of research to inform practice, and knowledge of program context to implement sustainable change in organizations. Professional ethics and decision making, which influence the leadership role in social work, are examined.

Prerequisite: All generalist foundation courses and completion of first semester of specialization courses.

Corequisites: SOCW 544; and SOCW 545 or SOCW 548

SOCW 542, International Social Work Policy and Practice, 2 Units

Content will focus on international social work practice at multiple systems levels. Topics will include comparison of United States' and international social welfare policy, differing theoretical and religious perspectives, neo-liberal economic development policies, globalization, and issues immigrants and other marginalized groups. Practice content will address poverty alleviation, conflict and post-conflict reconstruction, displacement and forced migration concerns.

Prerequisite: SOCW 522, SOCW 523, SOCW 531, SOCW 532

SOCW 543, Fundraising, Grant Writing, and Fiscal Decision Making, 3 Units

This course prepares students for potential fundraising, grant writing, program design and evaluation, and fiscal decision-making responsibilities in human services organizations. Students assess local agencies and analyze funding resources, strategies, skills, and decision-making processes. Assignments focus on grant writing, developing fundraising strategies, and applying knowledge of ethical management and fiscal practices.

SOCW 544, Field Seminar IV, 1 Unit

Field Seminar IV focuses on presentation and discussion of students experiences in specialization year field internships and preparation for masters-level social work employment and licensure. Specific emphasis is placed on critical thinking and communication of professional judgments, integration of theory, assessment, intervention, and evaluation, as well as professional development issues.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526, SOCW 534, SOCW 535 or SOCW 539;

Corequisite: SOCW 541; and SOCW 545 or SOCW 548

SOCW 545, Field IV - Community Leadership and Program Administration, 3 Units

Field internship provides a setting for students to utilize advanced community practice skills and an opportunity for the ethical integration of knowledge, skills, values, and faith in social work. Students complete a minimum of 480 hours (600 hours for Advanced Standing students) by the end of semester I and semester II at an approved and designated agency.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526, SOCW 534, and SOCW 535;

Corequisite: SOCW 541, SOCW 544

SOCW 546, Family Therapy in Context, 3 Units

This course focuses on family practice contexts and theories of child welfare and family therapy. Content includes social worker roles and scope of practice in child welfare practice, and current approaches to assisting families in the child welfare system. Also included is the demonstration and practice of family therapy, application of theory, and assessment and intervention on diverse family systems. Course material also addresses legal and ethical problem solving related to contemporary professional ethics and statutes and regulations related to family law.

Prerequisite: SOCW 513, SOCW 523

SOCW 547, Health and Behavioral Health Policy, 2 Units

This course explores American social welfare policies relevant to health and behavioral health care. Course content includes the historical and social contexts of health and behavioral health care, and the roles of the public and private sectors in shaping contemporary trends and issues, particularly among vulnerable communities. Topics include healthcare reform, integrated care, access/treatment disparities, advocacy and policy reform, and the recovery model.

Prerequisite: SOCW 512

SOCW 548, Field IV - Clinical Practice, 3 Units

Field internship in the clinical specialization year provides a setting for students to develop advanced practice skills, and an opportunity for the integration of knowledge, skills, and social work values as applied to clinical practice across the life span. Students complete a minimum of 480 hours (or 600 hours for Advanced Standing students) by the end of fall and spring semesters at an approved, designated agency.

Prerequisite: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526, SOCW 534, and SOCW 539;

Corequisites: SOCW 541 and SOCW 544

SOCW 550, Advanced Standing: Intermediate Praxis, 3 Units

Content focuses on theory/practice integration in professional social work. Students apply different worldviews and micro- and macro-level theories to case examples drawn from professional social work, and identify implications for intervention and evaluation. Models of practice involving diverse communities and social welfare organizations are explored.

Prerequisite: Admission to advanced standing MSW program;

Corequisite: SOCW 551

SOCW 551, Advanced Standing: Social Work Ethics and Practice, 3 Units

This advanced-standing course provides overviews of the legal and ethical practice standards in social work, and addresses the skills required for effective engagement, assessment, intervention, and evaluation with individuals, families and groups. Assignments focus on social work practice skill development, application of documentation standards, use of evidence-informed practice methods, and integration of legal and ethical issues impacting practice.

Prerequisite: Completion of BSW degree; statistics course with a grade of C or higher.

SOCW 552, Program Planning and Evaluation, 3 Units

Systematic program planning with a focus on outcomes is a critical component in operating effective human service programs. Over the course of this semester, you will become familiar with program design and program evaluation methodologies, and the tools most commonly used to assess human service programs. Additional topics will include identification and use of performance measures, the roles of evaluators and stakeholders, the influence of the political environment, technology applications, and applicable ethics related to program design and evaluation. At the completion of this course you will be prepared to design and implement programs and conduct outcome evaluations to ensure program efficiency and effectiveness for clients, staff and external funding sources.

Prerequisite: Completion of generalist foundation coursework

SOCW 553, Field V Clinical: School Social Work, 3 Units

The PPSC school social work field internship provides a setting for students to develop advanced clinical practice skills in preparation for practice in school settings, and an opportunity for the ethical integration of knowledge, skills, values, and faith in social work. Students accrue field hours at an approved and designated school site in the fall and spring semesters of their specialization year; a total of 600 hours (450 in school social work and 150 in child welfare and attendance) is required by the end of the spring semester. This is the first of a two-semester course sequence with SOCW 555.

Prerequisite: MSW Students: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, & SOCW 526. Post-MSW Students: MSW from a CSWE-accredited program, and acceptance into the APU PPSC program.

Corequisites: MSW students: SOCW 527, SOCW 554

SOCW 554, Field Seminar V Clinical: School Social Work, 1 Unit

This seminar course focuses on discussion of student experiences in the PPSC school social work field internships. Emphasis is on demonstration and evaluation of advanced practice skills, interventions, supervision use, cultural responsiveness, professional ethics, and faith integration issues addressed in the PPSC field experience. This is the first of a two-semester course sequence with SOCW 556.

Prerequisite: MSW Students: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, & SOCW 526. Post-MSW Students: MSW from a CSWE-accredited program, and acceptance into the APU PPSC program.

Corequisites: MSW students: SOCW 527, SOCW 553

SOCW 555, Field VI Clinical: School Social Work, 3 Units

The PPSC school social work field internship provides a setting for students to develop advanced clinical practice skills in preparation for practice in school settings, and an opportunity for the ethical integration of knowledge, skills, values, and faith in social work. Students accrue field hours at an approved and designated school site in the fall and spring semesters of their specialization year; a total of 600 hours (450 in school social work and 150 in child welfare and attendance) is required by the end of the spring semester. This is the second of a two-semester course sequence with SOCW 553.

Prerequisite: MSW students: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526, SOCW 553, and SOCW 554; Post-MSW students: MSW degree from a CSWE-accredited program, and acceptance into the APU PPSC program.

Corequisite: SOCW 556

SOCW 556, Field Seminar VI Clinical: School Social Work, 1 Unit

This seminar course focuses on discussion of student experiences in the PPSC school social work field internship. Emphasis is on demonstration and evaluation of advanced practice skills, interventions, supervision and consultation, cultural responsiveness, professional ethics, and faith integration issues that occur in the field internship experience. This is the second of a two-semester course sequence with SOCW 554.

Prerequisite: MSW students: SOCW 514, SOCW 515, SOCW 516, SOCW 524, SOCW 525, SOCW 526, SOCW 553, SOCW 554. For Post-MSW students: MSW degree from a CSWE-accredited program, and acceptance into APU PPSC program.

Corequisite: For all students: SOCW 541, SOCW 555

SOCW 560, Social Work Practice in Healthcare Settings, 3 Units

This elective course offers an introduction to social work practice in healthcare settings, with a focus on the specific knowledge and skills essential for effective intervention. Students critically analyze the U.S. healthcare system as compared to international models, and apply clinical skills and relevant laws to interdisciplinary practice while understanding the context of the political, societal, and economic influences that impact service delivery and available resources. The course also articulates how a Christian worldview relates to ethical social work practice within the field of health care.

SOCW 561, Treatment of Substance Use Disorders, 3 Units

This course describes substance use disorders from a biopsychosocial-cultural-spiritual perspective, emphasizing assessment and intervention skills, processes, and evidence-informed research relevant to treatment using the recovery model. Diversity issues involving policy and practice are explored. Course content meets California Board of Behavioral Sciences precicensure requirement in the area of alcohol and other substance abuse assessment.

SOCW 562, Urban Social Welfare, 3 Units

Course integrates on-site experiential learning with classroom education focused on urban issues of homelessness, gang involvement, and immigration. Students engage in weekly on-site learning activities in high-need areas of Los Angeles and Orange County. Content includes theological and sociological perspectives on urban issues as well as urban social work practice. Elective

SOCW 563, School Social Work, 3 Units

This course uses an ecological perspective in teaching the practice of social work in schools. Topics include the historical, theoretical, legal, research, policy, and practice issues relevant to the delivery of school social work services; the roles and tasks performed by social workers in public schools; school social work practice models; and the professional code of ethics. The purpose of this course is to develop the knowledge, skills, and abilities necessary for successful and competent practice with students, families, schools, and communities.

Prerequisite: Completion of generalist foundation curriculum; admission to the PPS program (required for students seeking the PPSC).

SOCW 564, Social Work and the Bible: Christian Perspectives on Service and Professional Practice, 3 Units

This course focuses on theological and social work perspectives on the relevance of the Bible to professional practice activities. Content addresses diverse Christian perspectives on social welfare policies and faith integration in different practice environments. Distinctions between professional social work, Christian counseling, and missionary activity are explored. Elective

SOCW 565, Clinical Spanish Practice, 3 Units

This course prepares students to utilize clinical practice skills in the Spanish language, including assessment, engagement, intervention, and evaluation of services with individuals, groups, and communities. Content covers diversity issues such as cultural competence and understanding of the Latino/ a culture and its intragroup differences, and equipping students to confront biases, myths, and stereotypes in the client-practitioner therapeutic relationship. Course is conducted primarily in Spanish.

Prerequisite: SOCW 514 and SOCW 524

SOCW 566, Social Work, Health, and Aging, 3 Units

This course explores concepts, social policies, resources, and interventions related to social work practice with the older adult population. Content integrates themes of diversity, ageism, empowerment, and faith, as well as community-based and cross-cultural competence. Content includes a focus on biopsychosocial assessment, with emphasis on functional and cognitive status, integrated healthcare practice, interdisciplinary practice, and end-of-life care. This course meets California Board of Behavioral Sciences requirements for clinical social work licensure.

SOCW 567, Couples Therapy, 3 Units

This course is an overview of current theories, methods, and psychological instruments used in couples therapy interventions. Content includes detection, assessment, and intervention strategies for spousal or partner abuse, meeting California requirements for training in the area of domestic and family violence for MFT and LCSW licensure. Students apply course material to role-play scenarios during class time. Attention is given to issues of ethnic diversity, blended families, and faith integration.

Prerequisite: Completion of generalist foundation coursework or admission into the Advanced Standing program.

SOCW 568, Military Social Work, 3 Units

This course helps students understand the unique and complex needs of active-duty service members, veterans, and family members of military personnel, presenting knowledge and skills essential to effective clinical social work practice with these populations. Topics include military culture, ethical issues, diversity, faith integration, trauma, assessment, family issues, reintegration, domestic violence, substance use, homelessness, suicide, building resiliency, and evidence-informed interventions for use in interprofessional settings.

SOCW 569, Human Sexuality and Sex Therapy, 3 Units

This course reviews human sexuality as a basis for sex therapy and clinical social work involving sexuality issues. Students examine and evaluate biological, psychological, social, moral, and faith perspectives on sexual development and functioning. In addition, students survey literature on sexual dysfunction, and learn treatment strategies utilized in various social work contexts and systems of marital and sex therapy. This course meets California Board of Behavioral Sciences requirements for clinical social work licensure.

SOCW 570, International Social Work Policy and Practice, 3 Units

Content focuses on international social work practice at multiple systems levels. Topics include comparison of U.S. and international social welfare policies; different theoretical, economic, cultural, ideological, and religious perspectives; neoliberal economic development policies; issues involving immigrants and other marginalized groups; and the impact of globalization and climate change on rapid urbanization and population growth. Practice content addresses poverty alleviation, conflict and postconflict reconstruction, and displacement and forced migration concerns.

Prerequisite: SOCW 522 and SOCW 523

SOCW 595, Special Topics, 1-6 Units

Special topics courses offer graduate-level content that is typically scheduled in an intensive format. These courses include a wide range of specialized topics relevant to professional social workers. The unit values of these courses range from 1-6 depending upon the specific contact hours and coursework load. Note: Elective offerings vary year to year.

SOCW 599, Readings in Social Work, 1-3 Units

Students enroll in this course to pursue independent study of professional interests/activities. Students explore topics in greater depth than in regular course offerings and/or initiate individual projects. Readings and assignments are based on learning contracts developed in consultation with a sponsoring faculty member and approved by the MSW program director. Additional fees required.