California State University
SAN MARCOS

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February 11, 2013

TO: Sharon Elise, Professor and Chair, Dept of Sociology
        Academic Programs, UCC, BLP

FROM: Kara Witzke, Associate Professor and Chair, Dept of Kinesiology, Acting Chair HD

RE: MSW P-form review and comments from Sociology (memo dated 2/4/13)

We want to thank Sharon Elise and the Department of Sociology for their careful and thoughtful review of the Master in Social Work P-form. We appreciate that the faculty were largely supportive of the program and understand the value that these graduates will have in service to our local community. The purpose of this letter is to address the lingering concerns that the SOC department has about the MSW. The comments in their memo dated 2/4/13 reflect concerns about: 1) the capacity of the program originators to offer the MSW and the MPH programs, 2) the possible negative impact on the MASP, 3) educational access given the program is to be offered through Extended Learning, and 4) how the curriculum will address structural inequality and the "diversity of diversity." I provide the following comments.

Capacity of the originators to offer the program
The MSW and the MPH degrees are distinct professional programs subject to their own accreditation standards by different accrediting bodies. Faculty typically do not teach in both programs as the accrediting agencies require that faculty have an MSW to teach in the MSW and an MPH to teach in the MPH. The MSW and MPH degree programs will be housed separately in the CEHHS, each under the leadership of their own director/program lead with the appropriate degree. Searches are currently underway for two tenure-track faculty, one to serve as department chair/teaching faculty and one as teaching faculty. The required Field Director position will be hired at the rank of Instructor. All positions (faculty and staff) will be reimbursed to CEHHS by Extended Learning. These positions would not be committed to and hired unless the program is approved. If the unfortunate circumstance were to occur that the program is not approved, the positions would be closed.

Potential negative impact on Sociology and MASP
Though there is significant interest among HD majors for MSW programs, we anticipate that as is the case at other MSW programs, students admitted to the MSW will likely be from various majors, and not just HD, SOC, PSYC, and the behavioral sciences. Our MSW program like many other MSW programs will value the "diversity of diversity" among its students, in terms of age, race/ethnicity, etc. and also the undergraduate majors -- a student could have an undergraduate degree in world languages, history, art, journalism, etc., and still have success in gaining entry into the MSW program. Such student diversity clearly will benefit the MSW program.

A distinguishing feature of the MSW compared to the MASP is that the MSW program is subject to CSWE accreditation and periodic reaffirmation of accreditation, including the assessment of the various Educational Policy and Accreditation Standards (EPAS) Competency Standards and Practice Behaviors

The California State University

Bakersfield | Channel Islands | Chico | Dominguez Hills | East Bay | Fresno | Fullerton | Humboldt | Long Beach | Los Angeles | Maritime Academy
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(see attachments). Further, the MSW degree from a CSWE accredited program is required by the California Board of Behavioral Sciences and the other equivalent state licensing boards for licensure as a clinical social worker, or *Licensed Clinical Social Worker (LCSW) in California.* The intense, structured, and diverse practice settings for the field practicums, with required supervision by experienced MSWs and/or LCSWs, and monitored by Program Field Faculty and other experienced professionals, is also a hallmark of social work education.

It is apparent that a distinct strength of the MASP is in its research focus and preparation of students for doctoral study and/or professional practice in areas that do not require intensive clinical preparation, an MSW degree, or licensing as an LCSW. This in and of itself makes the MASP the clear choice for students desiring more intensive theory/research preparation and/or desire a PhD in Sociology or related field.

To ensure that students are advised accordingly when selecting an undergraduate major, we will make sure that the HD website is clear that it is not the sole path into the MSW and that the MSW website is clear that we encourage students from all majors who qualify for admissions to apply. We will also meet with the entire undergraduate advising team to educate them on the multiple pathways into the MSW and MASP and the distinguishing features of each. We invite SOC to participate in this communication effort.

Educational access

We believe that offering a program through Extended Learning creates a pathway to an MSW that would not otherwise exist. At $475 per academic unit ($28,500) plus $382 administrative fee per semester, the cost to full-time, four-semester students would be approximately $30,028 and approximately $31,556 for part-time, eight-semester (includes 2 summers) students. These costs are more reasonable compared to the alternative neighboring program, USC (Rancho Bernardo campus), which currently charges approximately $89,296 for their full-time, 60 unit program.

Below is a cost comparison for other masters programs at CSUSM:

Total Units	Program	Length	*Total Cost: Tuition	Per Semester	per unit
39	MBA	2	$27,269.00	3369 +254 per unit	$699.21
38	MASP	2	$13,476.00	$3,369.00	$354.63
60	MSW	2	$28,500.00		$475.00
42	MPH	2	$25,200.00		$600.00
		Average 2 year program	$23,611.25		$532.21

All other CSU Masters Programs have a minimum of 30 units and are not comparable

The cost of the program through EL may be a barrier to some students, however there are many avenues to help defray these costs:

The California Social Work Education Center (CalSWEC) housed at the UC Berkeley School of Social Work, provides significant funding to MSW programs and major stipends to MSW students. There are three categories:
1. Child Welfare
2. Mental Health
3. Aging

Historically, most MSW programs in CA receive **significant** CalSWEC Child Welfare funds. Categories 1 and 2 are also known as Title IV-E by County Agencies. At our projected EL costs, Category 1 (CWS) would cover all tuition and fees for any eligible students here, plus provide additional funding to the program. **In various MSW programs, the CalSWEC funding pays for some of the faculty and staff positions.** Category 2 (Mental Health) amounts to around an $18,000 stipend for eligible students; this category is increasing in importance over time. Category 3 (Aging) is undergoing implementation.

The MSW program here will not qualify for CalSWEC funding and stipends until we are at least into Candidacy (projected to be in February 2014 and then retroactive to the fall 2013 first cohort). We are hopeful that this funding will be available on entry for our fall 2014 cohort.

In addition, as the Affordable Health Care Act evolves, we are advised that funding should become available in the social work field. The Hartford Foundation also offers major funding in the Aging area, inclusive of social work education. A federal program called the College Cost Reduction Act of 2007 repays educational loans for working in public service (ten years), such as in nonprofit human services agencies.

Lastly, the following is a list of loan forgiveness programs that are available for post-MSWs who become Licensed Clinical Workers (LCSWs): National Health Service Corps Loan Repayment Program; the state Mental Health Loan Assumption Program (funded by the MHSA); and the state Licensed Mental Health Services Provider Education Program (funded by a portion of the licensing fees collected by the CA Board of Behavioral Sciences [the licensing board that includes LCSWs, and the CA Board of Psychology). Either of our MSW concentrations can lead toward the LCSW, though the Behavioral Health concentration is specifically geared toward the LCSW.

On a more limited basis than above, the National Association of Social Workers (NASW) Foundation has various scholarships. The California Society for Clinical Social Work also has scholarships and there probably are other sources as well.

As a side note, a CSUSM staff person is setting up a CSUSM MSW program Endowed Scholarship in honor of his mother, who was a social worker. He hopes others in the community will also set up similar scholarships to support our students. In addition, Extended Learning is evaluating a scholarship fund established from private donors and foundations to assist self-support students with financial need to apply for various scholarship levels. Extended Learning continues to evaluate other options for scholarships and the opportunity might exist to offer financial aid or veteran scholarships that are built into the overall program budget. Launching the scholarship by year 3 of the program is the option being evaluated.

Structural inequality and the "diversity of diversity"
We wish to address this concern by referring to the CSWE accreditation guidelines that directly informed the development of our program:

- EPAS Competency 2.1.4 "Engage diversity and difference in practice" has four Practice Behaviors that the social work students must be able to demonstrate:
  - Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, create, or enhance privilege and power

- o Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
- o Recognize and communicate their understanding of the importance of difference in shaping life experience
- o View themselves as learners and engage those with whom they work as informants

- EPAS Competency 2.1.5 "Advance human rights and social and economic justice" has three Practice Behaviors:
  - o Understand the forms and mechanisms of oppression and discrimination
  - o Advocate for human rights and social and economic justice
  - o Engage in practices that advance social and economic justice

- EPAS Competency 2.1.8 "Engage in policy practice to advance social and economic well-being and to deliver effective social work services" has two Practice Behaviors:
  - o Analyze, formulate, and advocate for policies that advance social well-being
  - o Collaborate with colleagues for effective policy action

The attached Student Learning Outcome Course Matrices demonstrate that the above EPAS Competency standards and Practice Behaviors are imbedded throughout the required and elective courses. The program and the CSWE will assess in an ongoing manner the efficacy of the program in achieving these SLOs.

Both the Council on Social Work Education, and the National Association of Social Workers (the national professional association for social work) emphasize the necessity for aspiring social workers to develop cultural competencies and to be life-long learners of these and other social work competencies. The NASW Code of Ethics includes these Values: Service, Social Justice, Dignity and Worth of the Person, and Competence.

The program curriculum includes various racial and ethnic communities, not just limited to Latinos and the LGBT community, as well as various other diversities including, but not limited to age, gender, abilities, spirituality, human rights, immigrant status, and SES.

We trust that we have adequately addressed the concerns raised by the Sociology Department and in doing so, have generated some enthusiasm amongst their faculty for the richness of the MSW curriculum and the close intersection it shares with the values of the SOC department. It is certainly our hope that the SOC faculty will find like-minded colleagues in the MSW program with whom to draw mutual support, collaborations, and positive interactions.

Sincerely,

Kara A. Witzke, PhD
Chair, KINE
Acting Chair, HD

Luis Terrazas, MSSW, PhD
Interim Director, MSW

Masters of Social Work

Total Units	School (CSU/California)	Length	*Total Cost: Tuition
63	CSU Chico	2	$ 16,412.00
60	CSU Dominguez Hill	2	$ 12,696.00
60	CSU Fullerton	2	$ 13,476.00
60	CSU Long Beach	2	$ 13,476.00
63	CSU Northridge	2	$ 13,860.00
60	CSU Sacramento	2	$ 10,944.00
60	Humboldt State University	2	$ 12,696.00
60	San Diego State University	2	$ 15,688.00
54	San Jose State University	2	$ 13,476.00
60	UC Berkeley	2	$ 56,940.00
78	Loma Linda University	2	$ 51,480.00
60	USC	2	$ 85,200.00
60	Azusa Pacific University	2	$ 33,600.00
		Average 2 year program	$ 26,918.77

Total Units	School (National)	Length	Cost: Tuition
61	Hawaii Pacific University	2 yrs.	44,835
50	University of Denver	1 or 2 yrs.	40,000
60	Morgan State University	2 yrs.	24,000
71	Boston College	3 or 4 yrs.	63,900
60	New Mexico State University	2 or 3 or 4 yrs.	40,020
60	Arizona State University	2 or 3 yrs.	36,000
60	Millersville University	2 or 4 yrs.	25,200
52	Walla Walla University	2yrs.	27,820
		Average 2 year program	$ 37,721.88
		Average CSU/CA/National	$ 33,819.52

60	***CSU San Marcos Graduate Tuition		$ 13,476.00
60	EL MSW		$ 28,500.00

*Total cost of tuition based on 4 academic semesters including summer term

**Most CSU MSW programs are funding by state support

***Tuition based on Fall 2012 Tuition and Fees

*San Marcos will be the only self support 2 year program

Per Semester	per unit
$ 4,103.00	$ 260.51
$ 3,174.00	$ 211.60
$ 3,369.00	$ 224.60
$ 3,369.00	$ 224.60
$ 3,465.00	$ 220.00
$ 2,736.00	$ 182.40
$ 3,174.00	$ 211.60
$ 3,922.00	$ 261.47
$ 3,369.00	$ 249.56
	$ 949.00
	$ 660.00
	$ 1,420.00
	$ 560.00
	$ 433.49

	per unit
	735
	800
	400
	900
	667
	600
	420
	535
	$ 632.13
	$ 612.26

$ 3,369.00	$ 224.60
	$ 475.00

CSUSM Master of Social Work
Program Learning Outcomes
Based on Council on Social Work Education EPAS 2008 Accreditation Guidelines

Program Learning Outcome	COMMON CORE-YR 1										COMMON-YR 2			CYF CONC			BH CONC			CAPSTONE	
	500	501	510	511	512	520	525	540	541	550	602	642	643	630A	631A	635A	630B	631B	635B	650	69!
1. Understand and are committed to the role of social work as a profession, including its values and ethics.	X		X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
2. Analyze and apply knowledge of human behavior in the context of social environments from a biopsychosocial strengths based perspective using applicable theories and research.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
3. Understand, value, and respect multiculturalism, as well as recognize and apply skills and techniques to be agents of change to issues of racism, sexism, homophobia and other forms of oppression, discrimination, and social and economic injustice at the individual, family, organizational, and governmental levels.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
4. Use practice communication skills necessary for effective social work practice with systems of all sizes.			X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
5. Apply theoretical frameworks that explain individual and family development across the life span, as well as developmental theories that apply to groups, organizations, and communities.		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
6. Apply knowledge and skills of a generalist social work perspective that is contextually and culturally competent.			X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
7. Develop and practice intervention techniques that are effective in advancing social and economic justice.		X			X	X					X	X	X	X		X			X	X	X
8. An ability to analyze social welfare policies for their effectiveness in alleviating social problems			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
9. Utilize advocacy and practice techniques for influencing change and strategies that are consistent with social work values and promote social advancement.			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
10. Apply knowledge and skills of advanced social work practice in the concentrations of Children, Youth and Families, and Behavioral Health.		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
11. An ability to evaluate research findings for their contribution to evidence based social work practice.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
12. Commitment and ability to assess one's own skills and techniques in practice.			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

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	500	501	510	511	512	520	525	540	541	550	602	642	643	630A	631A	635A	630B	631B	635B	650	695
13. Able to function effectively within the structure of organizations and various service delivery systems, and apply skills and knowledge to facilitate change necessary to promote social work values and ethics.			x	x	x			x	x	x	x	x	x	x	x		x	x		x	x
14. Utilize supervision and consultation appropriately.			x	x	x			x	x	x	x	x	x	x	x		x	x		x	x

CSUSM Master of Social Work
Program Learning Outcomes
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Courses
MSW 500   Human Behavior & Social Environment I
MSW 501   Human Behavior & Social Environment II
MSW 510   Generalist Practice I
MSW 511   Generalist Practice II: Individuals, Families, & Groups
MSW 512   Generalist Practice III: Organizations and Communities
MSW 520   Social Welfare Policy
MSW 525   Law and Ethics in Social Work
MSW 540   Field Instruction I
MSW 541   Field Instruction II
MSW 550   Research Methods in Social Work
MSW 602   Human Behavior & Social Environment III
MSW 630A   Advanced Direct Practice I: Individuals/CYF
MSW 630B   Advanced Direct Practice I: Individuals/BH
MSW 631A   Advanced Direct Practice II: Groups & Families/CYF
MSW 631B   Advanced Direct Practice II: Groups & Families/BH
MSW 635A   Advanced Policy: CYF
MSW 635B   Advanced Policy: BH
MSW 642   Advanced Field Instruction I
MSW 643   Advanced Field Instruction II
MSW 650   Advanced Research Methods in Social Work
MSW 655   Social Work Leadership Practice
MSW 661   Social Work in Health Care
MSW 662   Social Work with Older Adults
MSW 667   Addictions: Assessment & Treatment
MSW 670   Cognitive and Brief Therapies
MSW 671   Direct Practice with Military and Veteran Families
MSW 672   Direct Practice with Military Personnel and Veterans
MSW 695   Capstone/Thesis II
MSW 698   Thesis I

CSUSM Master of Social Work
Program Learning Outcomes
Based on Council on Social Work Education EPAS 2008 Accreditation Guidelines

Competency (EP) and corresponding practice behaviors (PB)	COMMON CORE-YR 1										COMMON-YR 2			CYF CONC			BH CONC			CAPSTONE	
	500	501	510	511	512	520	525	540	541	550	602	642	643	630A	631A	635A	630B	631B	635B	650	695
E.P. 2.1.1 Identify as a professional social worker and conduct oneself accordingly																					
PB 1 Advocate for client access to the services of social work							X	X	X				X	X		X	X		X	X	X
PB 2 Practice personal reflection and self-correction to ensure continual professional development				X			X	X	X			X	X								
PB 3 Attend to professional roles and boundaries				X				X	X		X	X	X								
PB 4 Demonstrate professional demeanor in behavior, appearance, and communication				X				X	X			X	X								
PB 5 Engage in career long learning			X	X			X				X	X	X								
PB 6 Use supervision and consultation				X			X	X	X		X	X	X								
E.P. 2.1.2 Apply social work ethical principles to guide professional practice																					
PB 7 Recognize and manage personal values in a way that allows professional values to guide practice	X		X	X	X		X	X	X		X	X	X	X	X		X	X			
PB 8 Make ethical decisions by applying the standards of the NASW Code of Ethics and if applicable the IFSW/ASSW Statement of Principles			X	X	X		X	X	X		X	X	X	X	X		X	X			
PB 9 Tolerate ambiguity in resolving conflicts			X	X	X		X	X	X	X	X	X	X	X	X		X	X			
PB 10 Apply strategies of ethical reasoning to arrive at principled decisions			X	X	X		X	X	X	X	X	X	X	X	X		X	X			
E.P. 2.1.3 Apply critical thinking to inform and communicate professional judgments																					
PB 11 Distinguish, appraise, and integrate multiple sources of knowledge including research-based knowledge and practice wisdom			X	X	X		X	X	X	X	X	X			X	X			X	X	X
PB 12 Analyze models of assessment, prevention, and evaluation			X	X	X					X	X			X			X			X	
PB 13 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues			X	X	X	X	X		X	X	X	X	X	X	X	X	X	X		X	

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	500	501	510	511	512	520	525	540	541	550	602	642	643	630A	631A	635A	630B	631B	635B	650	695
E.P. 2.1.4 Engage diversity and difference in practice																					
PB 14 Recognize the extent to which a culture's structures, and values may oppress, marginalize, alienate, or create, or enhance privilege and power	x	x	x	x	x		x	x	x		x	x	x	x	x	x	x	x			
PB 15 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	x	x	x	x			x	x	x		x	x	x	x	x	x	x	x	x		
PB16 Recognize and communicate their understanding of the importance of difference in shaping life experience	x	x	x	x			x	x	x		x		x	x	x	x	x	x			
PB 17 View themselves as learners and engage those with whom they work as informants	x	x	x				x				x		x	x	x	x	x	x			
E.P. 2.1.5 Advance human rights and social and economic justice																					
PB 18 Understand the forms and mechanisms of oppression and Discrimination		x			x	x					x					x			x		
PB 19 Advocate for human rights and social and economic justice						x	x									x			x		
PB 20 Engage in practices that advance social and economic justice						x	x									x			x		
E.P. 2.1.6 Engage in research-informed practice and practice-informed research																					
PB 21 Use practice experience to inform scientific inquiry			x							x	x						x			x	x
PB 22 Use research evidence to inform practice	x	x	x	x						x	x			x			x	x		x	x
E.P. 2.1.7 Apply knowledge of human behavior in the social environment																					
PB 23 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation	x	x			x						x		x	x	x		x	x			
PB 24 Critique and apply knowledge to understand person and environment	x	x									x		x	x	x		x	x			

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E.P. 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services																					
PB 25 Analyze, formulate, and advocate for policies that advance social well-being						x	x									x		x			
PB 26 Collaborate with colleagues for effective policy action						x	x									x		x			
E.P. 2.1.9 Respond to contexts that shape practice																					
PB 27 Continuously discover, appraise, and attend to changing locales, populations, scientific development, and emerging societal trends to provide relevant services					x	x	x			x	x	x		x	x	x	x				
PB 28 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services						x	x							x	x	x	x				
E.P. 2.1.10 (a)-(d) Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.																					
PB 29 Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities			x	x	x			x	x												
E.P. 2.1.10 (a) Engagement																					
PB 30 Use empathy and other interpersonal skills								x	x		x	x	x		x		x	x			
PB 31 Develop mutually agreed-on focus of work and desired outcomes				x				x	x		x	x	x		x		x	x			
E.P. 2.1.10 (b) Assessment																					
PB 32 Collect, organize, and interpret client data			x	x	x		x			x	x	x	x	x	x		x	x		x	x
PB 33 Assess client strengths and limitations			x	x	x		x	x			x	x	x	x	x		x	x			
PB 34 Develop mutually agreed-on-intervention goals and objectives			x	x	x		x	x			x	x	x	x	x		x	x			
PB 35 Select appropriate intervention strategies			x	x	x		x	x			x	x	x	x	x		x	x			

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EP 2.1.10 (c) Intervention																					
PB 36 Initiate actions to achieve organizational goals			x	x				x	x		x	x		x	x		x	x			
PB 37 Implement prevention interventions that enhance client capacities			x	x				x	x		x	x		x	x		x	x			
PB 38 Help clients resolve problems			x					x	x		x	x		x	x		x	x			
PB 39 Negotiate, mediate, and advocate for clients			x					x	x			x		x	x		x	x			
PB 40 Facilitate transitions and endings			x					x	x			x		x	x		x	x			
E.P. 2.1.10 (d) Evaluation																					
PB 41 Critically analyze, monitor, and evaluate interventions			x					x	x	x	x	x	x	x	x		x	x		x	x

Courses	
MSW 500	Human Behavior & Social Environment I
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