

MARIST COLLEGE SCHOOL OF SOCIAL AND BEHAVIORAL SCIENCES

**SOCIAL WORK PROGRAM HANDBOOK**

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## WELCOME TO THE SOCIAL WORK PROGRAM

The Marist College Social Work Program Faculty is pleased to know that you are interested in working with people and studying to become a professional social worker. The Program Handbook provides you with the essential information you will need to successfully progress through the program and achieve your goal of earning a Bachelor of Science degree in social work.

Please read this Handbook thoroughly as you prepare for each new step in the Program. Your faculty advisor and the Program Director are always available to answer your questions and to assist you in your progress through the Program.

Social Work is a wonderful career- ask any faculty! However, as this Handbook explains it is not for everyone. It will take commitment and hard work to meet the challenges of the Program and professional social work practice.

The Social Work faculty is here to support you in your commitment to succeed.

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## **THE SOCIAL WORK PROFESSION**

The Social Work profession is legitimated by public and private auspices to provide for the development, provision and evaluation of social services. It is the primary and largest profession of all the allied service professions. Its mission is to enhance human well-being particularly for those who are most vulnerable, oppressed and those living in poverty. Core to the mission are the values of service, social justice, dignity and worth of the person, importance of human relationship, integrity and competence.

The profession provides a broad range of services to individuals, families, groups, organizations and communities from the unique perspective of the interaction between the person and the environment. Professional social workers provide direct services and also work with social, political, and economic systems to design and implement social policies, services and resources that promote social justice and social change.

The profession protects the public by regulating itself through its professional organization the National Association of Social Workers (NASW). The NASW promulgates a Code of Ethics that is used to review members alleged of violating the Code. The NASW disciplines members when allegations are founded. The NASW also works with the higher education community to develop relevant academic preparation for professional practice and with governmental bodies to develop and monitor licensing processes.

## **SOCIAL WORK EDUCATION**

The purpose of social work education is to prepare effective and competent social work practitioners who identify with the mission, philosophy and history of the profession. Social work education integrates knowledge, values and skills necessary for competent practice in contemporary society. Social work education also prepares professionals to evaluate practice effectiveness and to contribute new knowledge for practice.

Policies and standards for social work education are developed, implemented and monitored by the Council on Social Work Education (CSWE). This organization represents both practitioners and educators. A regular and systematic process assures that accredited social work education programs comply with educational policies and standards.

Professional social work education is provided at the undergraduate level and results in the bachelor degree in social work (BSW). At this level education programs prepare graduates for professional generalist social work practice. Graduate social work education leads to the master's degree in social work (MSW) and prepares students for professional generalist practice and additionally for an area of specialization.

## **ASSESSING YOURSELF FOR SOCIAL WORK**

Most professional social workers work in a broad range of human service settings. Social workers are found in public and private agencies that serve people representing diverse cultures and social and economic status. Schools, hospitals, substance abuse services, mental health agencies, services for older adults, youth programs, child welfare agencies, criminal justice services, homeless shelters, services for victims of domestic violence, health care programs all employ social workers. Sometimes social workers provide direct service such as counseling and case management. Other times social workers develop and implement policies that direct the delivery of services. Many social workers are involved with individual or case advocacy on behalf of groups, organizations or communities. Some social workers are administrators and provide leadership for service delivery and for the profession. Increasingly, social workers are being elected to political office. All social workers contribute in some way to creating a more just society. Can you see yourself working in any of these settings providing a range of services?

To be an effective professional social worker requires educational preparation and a particular set of personal qualities and values. Some of the qualities a social worker must possess are the ability and willingness to express concern and caring; to be non-judgmental; belief in the worth and dignity of all people; respect for differences; commitment to social justice; and an attitude of hopefulness and acceptance. Do you see these qualities in your own behavior?

The educational program for social work practice begins with a broad liberal arts foundation to assist students in understanding what it means to be a human being and to find their place in time and locale. Academic preparation continues with a mastery of the social sciences and specific knowledge, values and skills for practice. Critical thinking is essential for effective practice and practice evaluation. All practice involves research both to understand what has been tested and to develop and test practice innovations. The educational process includes traditional classroom based study and concurrent field education experiences. Are you prepared for challenging academic work that you test in the field as you learn?

The BSW program is demanding and robust, necessitating one to continuously examine and reflect upon their suitability, as well as their readiness for the program and the profession both academically and personally. Self-assessment and self-reflection will be encouraged throughout the program.

### **SOCIAL WORK EDUCATION AT MARIST**

The Social Work Program at Marist leads to the bachelor's degree in social work (BSW). It prepares students for professional generalist social work practice. The program was originally accredited by the Council on Social Work Education (CSWE) in 1981 and has successfully met the accreditation standards at each of the regular and subsequent accreditation reviews.

The BSW is the first level of professional practice. Graduates are eligible for membership in the National Association of Social Work (NASW). Graduates of CSWE accredited BSW programs with excellent academic records and positive field evaluations may apply for advanced standing for the master's degree in social work at the graduate programs of their choice. Advanced standing students generally are required to complete only one year (about 36 credits) to receive the master's degree. In this way, the generalist foundation curriculum required of both BSW and MSW programs is not duplicated.

Continuing through this Handbook will provide a full view of the social work program at Marist beginning with a presentation of the Program's mission, goals and objectives.

### **Mission and Program Goals**

The Marist College Social Work Program is dedicated to preparing competent generalist social work practitioners committed to life-long learning to promote the well-being of all people and their communities, both locally and globally. Through an integrated curriculum design grounded in the knowledge, values, and skills of the profession, the program provides opportunities to advance human rights and social, economic, and environmental justice. The diverse human service community of the Hudson River Valley enriches student development through strong collaborative professional partnership with the intention of developing future leaders and a more inclusive society.

The program identifies the following program goals:

1. Students will demonstrate critical self-reflection as the foundation for competent generalist practice.
2. Students will apply research evidence to advance practice with individuals, families, groups, organizations and community toward a more just society.
3. Students will demonstrate entry-level mastery of the core competencies as they complete the multi-dimensional field education program.

### **Key Ideas Identified in Mission Statement:**

1. Prepares graduates for baccalaureate level generalist practice.
2. Curriculum is grounded in purposes, history, and values of profession.
3. Curriculum includes contemporary knowledge, research, practice skills, technology leading social work education today.
4. A dynamic, interactive, comprehensive program enables students to integrate and apply social work KVS.
5. Social Work education and practice for the purpose of enhancing human well-being and the social context.

## **SOCIAL WORK PROGRAM COMPETENCIES**

Program Competencies evolve from the Mission and Goals. These Competencies correlate with the EP 3.0 Foundation Program Objectives outlining that graduates of CSWE accredited baccalaureate programs demonstrate the ability to do the following. Social Work Program Competencies (SWPC) correlate with course objectives in the sociology and social work courses required for the BSW degree and that fulfill the requirements of the Educational Policy Foundation Curriculum. The Marist College BSW Program has a curriculum which is grounded in the profession's purpose and values, informed by the Program's context and is driven by the mission of the institution. The BSW Program curriculum prepares its graduates for entry level generalist practice through the mastery of the core competencies and associated practice behaviors as recommended by the Council on Social Work Education (CSWE). The Council on Social Work Education adopted the most recent version of the Educational Policy and Accreditation Standards (EPAS) in April 2015 for accreditation of baccalaureate and master's level social work programs. The Marist College BSW Program has been working to transition to competency based social work education since May 2008. The goal of competency based education is to assure that students can successfully integrate and apply the competencies in practice with individuals, families, groups, organizations, and communities. Competencies are measurable practice behaviors that are comprised of social work knowledge, values, and skills. CSWE outlines 10 core competencies which provide the intellectual framework for the program's professional curriculum and design. The total social work curriculum provides opportunities for students to master all 10 core competencies.

The following is an outline of the Social Work Program Competencies and related practice behaviors that students are expected to achieve:

### **Social Work Program 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 in 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 inter-professional teams. Social workers recognize the importance of life-long 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 regulations, 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.

## **Social Work Program 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 oppress, marginalize, alienate, or create privilege and power. Social workers:

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

## **Social Work Program Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, 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 structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, 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.

## **Social Work Program 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 multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

- 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.

## **Social Work Program 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 structures 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 settings at the 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;
- apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

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

Social workers understand that engagement 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 to facilitate engagement with 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 professionals as appropriate. Social workers:

- apply knowledge of 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.

### **Social Work 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 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.

## **Social Work 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 inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational 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 interventions with clients and constituencies;
- use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- facilitate effective transitions and endings that advance mutually agreed-on goals.

## **Social Work 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 methods for evaluation of outcomes;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation 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.

## **Marist College Social Work Program Definition of Generalist Practice**

The Marist College Social Work Program defines generalist practice as:

- Requiring a holistic understanding of the interface of personal troubles and social justice concerns based on a range of theories and methods for improving the well-being of people and society;
- The application of critical thinking skills to implement the planned change process and
- The use of growth and change processes that empower, strengthen, and humanize, and value individuals, families, groups, organizations and communities.

### **PROGRAM OF STUDY**

The Program of Study which follows this introduction is the visual display of the total curriculum required to earn the BSW. It includes the liberal arts perspective and the professional foundation. It also includes the Marist Core/Liberal Studies requirements. The Program of Study is organized in the appropriate sequence that supports student mastery of introductory material prior to exposure to advanced material.

The Marist Core/Liberal Studies requirements generally provide the broad perspective needed for social work education. All students are required to take a First Year Seminar, Writing for College, and Technology for the 21<sup>st</sup> Century. Several additional specific liberal studies courses are also required. Referred to as “related field requirements”, they are Topics in Biology (BIOL 101L) or Human Biology (BIOL 237L); Introduction to Psychology (PSYC 101L); American National Government (POSC 110L); and (ECON 150L) Social Issues of Economics.

**MARIST COLLEGE  
SOCIAL WORK PROGRAM OF STUDY**

*FALL*

*SPRING*

**FRESHMAN**

SOC 101	Intro to Sociology	3	CMPT 103	Technology for the 21st Century	3
BIOL 101*	Topics in Biology OR		PSYCH	Intro to Psychology	3
BIOL 237*	Human Biology	3	101*	History	3
FYS	First Year Seminar	4	C/LS	Philosophical Perspectives	3
ENG 120	Writing for College	4	PHIL 101	General Elective	3
CREDITS		14	CREDITS		15

**SOPHOMORE**

SOCW					
230	Intro to Social Work	3	C/LS	Fine Arts	3
ECON					
150#	Economics of Social Issues	3	SOC 336	Social Inequality	3
POSC					
110#	American National Government	3	C/LS	Pathway/Distribution	3
C/LS	Math	3	C/LS	Literature	3
C/LS	Pathway/Distribution	3		General Elective	3
CREDITS		15	CREDITS		15

**JUNIOR**

SOCW					
330	Social Service Theory & Practice	3	SOCW 382	Junior Field Education	1
SOCW					
345	Human Behavior in the Social Environment	3	SOCW 383	Social Work Methods I	3
SOC 440	Social Theory	3	SOCW 395	Social Work w/Diverse Populations	3
	General Elective	3	SOCW 344	Social Welfare Policy & Analysis	3
C/LS	Pathway Distribution	3	C/LS	Pathway Distribution	3
CREDITS		15	CREDITS		13

**SENIOR**

SOC 480	Social Research Methods	3	SOCW 478	Senior Integrative Seminar	3
SOCW					
475	Social Work Methods II	3	SOC 341	Social Change	3
SOCW					
483	Practicum in Social Work II	4	SOC 483	Practicum in Social Work II	4
PHIL 300	Ethics Or Rest	3		General Elective	3
SOCW	Required Social Work Elective			Social Work/Sociology Elective	3
	General Elective	3		Recommended	
CREDITS		16	CREDITS		16

\*These courses are prerequisites for SOCW 345 Human Behavior in the Social Environment.

#These courses are prerequisites for SOCW 344 Social Welfare Policy and Analysis

As of March 2017

The professional foundation is provided through all the sociology (SOC) and social work (SOCW) courses identified in the Program of Study. These courses include content in social work values and ethics, diversity, populations at risk and social and economic justice, human behavior and the social environment, social welfare policy and services, social work practice, research and field practicum.

### **POLICY OF NONDISCRIMINATION**

To ensure quality the Program has standards and expectations. However, these standards and expectations are not designed to be exclusionary to any particular individual or groups. The Program is committed to accessibility and inclusion consistent with social work principles and the policies of Marist College.

It is the policy of Marist College to recruit, employ, promote and compensate all employees and applicants for employment without regard to race, religion, sex, age, color, disability, national origin, veteran or marital status, or sexual orientation. This standard applies to all applicants and to the operation and support of all its educational programs and activities.

The Social Work Program complies with this policy and in addition, will not discriminate on the basis of gender, class, ethnicity or family structure. This policy applies in all areas of the Program's operations and activities.

If concerns arise in any of these areas, assistance may be sought from the Office of Human Resources, the Dean of the School of Social and Behavioral Sciences, or the Program Director.

### **DECLARING SOCIAL WORK AS A MAJOR**

#### **Entry Thresholds**

Students may consider a major in social work at several different points. They may come to Marist as freshmen interested in majoring in social work. They may consider social work as a major sometime during the freshman or sophomore year. Some students may transfer to Marist specifically to enter the Social Work Program.

*Incoming Freshmen:* The Program Director and all Program faculty meet with the incoming Freshmen who have declared social work as a major during Freshmen Orientation, held in the first week of the academic year. Information about the Program is provided. Students meet their faculty adviser and review their Fall registration. The Program Director meets individually with each student to review the requirements of the program of study, the timely completion of a 4 year plan of study, including ideal times to study abroad. Students are provided with an admission questionnaire, which they complete and return at a later date and review with the Program Director at that time. Student program files are maintained in a central file in the Program Director's office. Students are encouraged to meet regularly with their advisor to clarify their interest in social work and to clarify program expectations in preparation for the various thresholds throughout the Program.

Change of Majors: Enrolled students interested in majoring in social work must meet with the Program Director. The Program Director will assess the student's interest in social work as well as review their academic preparation. A tentative degree completion plan is outlined so the student can see what will be required including a projected date of completion. The Director provides the student with material to review, including an admission questionnaire, before a follow-up appointment is held. At the follow-up appointment the Director determines the students' readiness for the major and clarifies any other questions concerning the major. At this point the student is asked if they have a faculty in mind to serve as their advisor, and if not, Academic Advisement will assign a social work faculty. At this point, the student is initially admitted into the program.

Transfer Students: All transfer students interested in majoring in social work are referred to the Program Director for an interview. The same procedures are followed as described for change of major students. The Program Director is responsible for evaluating any course work that will be used to fulfill any requirements for the major.

### **Transfer Credit Policy**

The Social Work Program welcomes students transferring from other institutions. Credits earned at other schools will be reviewed carefully to determine their equivalency with requirements for the social work degree. The goal is to avoid duplication of prior work and to maintain program integrity. The following principles will be followed:

1. The Program maintains articulation agreements with regional community colleges.
2. Consistent with college policy, only those courses with a C or better can be considered for transfer credit to fulfill major requirements.
3. Credits earned for prior field education experience cannot substitute for Junior or Senior field work courses: SOCW 383N Social Work Methods I, SOCW 482N and SOCW 483N Practicum in Social Work I and II.
4. Life experience credit is not used to fulfill required social work courses in the professional foundation curriculum.
5. Transfer students are expected to attend one or more orientation sessions.

### **Advisement**

All social work majors have a social work faculty advisor. The advisor is a mentor and advocate assisting the student in successfully completing the social work degree program. The advisor is also able to assist students in clarifying career goals, preparing for employment and/or preparing for graduate school. Students are encouraged to make full use of their faculty advisor. The advisement process can be an important tool for maintaining good standing in the Program. The Policy on Good Standing and Probation or Termination from the Social Work Program explains the role of the student and the advisor if good standing is not maintained. Freshmen and sophomore students are especially encouraged to begin working closely with their advisor even before they begin the upper level major courses to ensure that they will successfully proceed through the program.

## **THRESHOLDS FOR CONTINUING IN THE SOCIAL WORK MAJOR**

Students are able to declare a major in social work up to the Second semester of the sophomore year. Students are fully immersed in the Social Work Program in the first semester of the junior, after they have completed the prerequisite courses. All junior social work majors are required to attend an orientation in the fall of the junior year. At this meeting the criteria for admission to the Junior and Senior Sequences are discussed. Students are provided with a copy of the NASW Code of Ethics and sign a statement that they will adhere to the standards of the NASW Code of Ethics and the policies of the Program. Students are assessed each semester, including the senior year when they are in placement, for their goodness of fit for the Program and the profession academically and non-academically.

### **Admission to the Senior Sequence and Senior Field Education**

All junior social work majors are required to attend a planning meeting scheduled for them in February. At this meeting the criteria for admission to the Senior Sequence are reviewed. Expectations for the Senior Sequence are discussed. Students are required to complete an admission packet that includes an academic verification form, a self-assessment, a personal commitment statement, which includes a signed statement agreeing to comply with the NASW Code of Ethics, and a Senior Field Education Information Form. In addition, students have a joint interview with the Program Director and Director of Field Education. Acceptance to the Senior Sequence and Senior Field Education is pending until the Coordinator of Field Education and the Program Director have assessed the non-academic behavior of the students and their suitability for moving forward and spring semester grades are reviewed. Students will receive a letter confirming their standing in the Program in the summer and, if admitted, the finalization of their placement.

Students may be admitted to the Senior Sequence in good standing or with conditions. Conditions must be correctable in a timely manner and must not interfere with the appropriate fulfillment of the Senior Sequence or Senior Field Practicum. A current copy of the Senior Sequence Admission Packet is maintained in the Social Work Program Policies and Procedures Manual located in the Social Work Library (DY 382). Students are welcome to review it.

## **FIELD EDUCATION PROGRAM**

Field education occurs across the curriculum beginning with Introduction to Social Work (SOCW 230L) and culminating with the Senior Level Field Practicum (SOCW 482N and 483N). The various field education experiences require increasing application of Social Work knowledge, values, and skills.

In *Introduction to Social Work* (SOCW 230L) students are required to interview a professional social worker practicing in a local agency. The assignment requires students to analyze what they learn from the interview in relationship to course material. There is the opportunity to observe the application of social work knowledge, values and skills. Students also have an opportunity to learn more about a specific field of practice, client system, and social problem.

In *Social Service Theory and Practice* (SOCW 330L) students are required to do an agency assessment. On the basis of the observation students identify a social issue and report on the agency's response to this issue. Students learn more about the organization and delivery of human services including constraints and limitations. Students also complete a minimum of 30 hours of service learning in conjunction with this

course.

In *Junior Field Education: Preparation for Practice* (SOCW382N) students are putting their new social work skills into action through videotaped role plays. The creation of a safe environments, supports students to learn how to provide constructive feedback to their peers, using an observation checklist. Additionally, each student reviews their video with the Field Education Coordinator.

*Social Work Practicum I and II* (SOCW 482N and 483N) are the Senior Level Field Education courses. This field education is a continuous experience from September through the end of the second semester in May. Field Education occurs concurrently with other Senior Sequence courses. Placement days are Monday and Wednesday, 9:00 a.m. to 5:00 p.m. during the fall and spring semesters. A mini-block placement is required from January 2 through the opening of the spring semester in the third week of January. Students must maintain a C or better in all first semester senior sequence classes in order to enter the block placement and second semester senior sequences classes, including Field Practicum II. The annual field education calendar provides for the achievement of 450 hours of placement. Students interested in pursuing the MSW are strongly encouraged to complete more than the minimum required 400 hours required by the Council on Social Work Education.

### **Policy for Employment-Based Field Education Placement**

To maximize student learning, the Social Work Program develops field education placements that will provide students with unique experiences, different from previous volunteer or work experiences. A proposal for placement in a student's place of employment will be considered only when the agency and student are able to create and support an educationally based field education learning experience. Students employed at an approved field education agency must meet the same educational requirements. Employment-based field education students will carry out their fieldwork responsibilities in a social work role clearly defined and known to agency clients. The employment-based field education agency must assure that educational time will be protected, and that they will cooperate with the Coordinator of Field Education so that the educational and learning objectives of the field education experience will be accomplished. Employment-based field education placement, the exception, requires the following:

1. The field education agency must be approved by the Coordinator of Field Education. The Director of Field Education must provide a written statement of approval, which includes the expectations for the Program, students, and the agency. A contract will be signed by the agency representative, the student, and the Coordinator of Field Education before placement can begin.
2. The field education agency must provide the student with unique learning activities that are different from their current employment.
3. The student's agency field instructor must meet the requirements of a field instructor and cannot be the employment supervisor.
4. The student's field placement must be in a different program or department than their employment assignment.
5. Field education hours are separate and distinct from hours of employment.

6. Student must be employed by the agency for a minimum of 60 days prior to the beginning of the field education placement.
7. The focus of the field education placement must be on the student's learning and educational objectives.

Only students admitted to the Senior Sequence are assigned to field placements by the Coordinator of Field Education. Students in placement are assigned to a Field Education faculty member who oversees the placement by making visits to the agency to meet with the Agency Field Instructor and student; meeting with the student on campus; monitoring the student's assignments and assigning the field grade. A Field Education Seminar is held weekly by the Field Education Coordinator and/or Field Liaison to review, analyze and evaluate the field education experience and to further integrate field and classroom learning.

### **POLICY ON GOOD STANDING AND PROBATION OR TERMINATION FROM THE SOCIAL WORK PROGRAM**

Professional Social Work practice requires mastery of social work knowledge, identification with social work values, and the ability to apply social work skills. In addition, personal characteristics of a successful helping person include maturity, creativity, capacity to observe self, desire to help, courage, and sensitivity (Johnson & Yanca, 2010). Professional social work practice also requires that students demonstrate ethical behaviors; timely completion of assignments in courses and in internships; reliable attendance and participation in courses and internships; timely and appropriate professional communication with faculty and field instructors; and demonstration of social work values and behaviors in faculty, peer, client, and agency relationships. The Social Work Program, therefore, is designed to assist students in mastering social work knowledge, values and skills and in development of individual characteristics essential to professional social work practice.

As members of the profession of Social Work, faculty members accept their responsibility to prepare students for graduation and entrance into the profession. Only those students, who maintain the academic qualifications established by the Program and the behaviors appropriate for professional practice as outlined in the NASW Code of Ethics, will remain in good standing. Faculty understands that the achievement of this professional status is a developmental process for students and the Program is designed to assist students in maintaining good standing and successful completion of the Program.

#### **GOOD STANDING:**

**To be in good standing and move forward in the Program,** students must meet and maintain the expectations as outlined below. Please note that no exceptions are made to the requirement of maintaining a C or better in all social work and sociology courses in order to move forward in the Program

#### **ACADEMIC:**

1. 2.0 overall GPA--this represents the minimum standard for graduation
- 2.5 or better is recommended to demonstrate more than basic achievement
- 3.0 or better is recommended for graduate school application

2. C or better grade in each Sociology and Social Work Course that is required for the major, and,
  - a. completion of **ALL** assignments in each required sociology and social work course for the major
  - b. submission of work on time as defines by the faculty member and in accordance with APA format requirements outlined in the Program Format for Papers and Presentations
  - c. engagement as an active learner including frequent participation in class (including field education seminars), in group work and group assignments, and in on-line discussions.
3. *Social Work Practicum I and II* (SOCW 482N and 483N) Senior Level Field Education courses. The traditional field education is a continuous experience from September through the end of the second semester in May. Field Education occurs concurrently with other Senior Sequence courses. All students must maintain a C or better in all senior sequence classes, including SOC 480, SOCW475 and SOCW482, in order for students to enter the block placement and their second semester senior sequence classes. Students with an incomplete in SOC 480, SOCW475 or SOCW482 or any other required social work or sociology course, must have this resolved with a C or better by the start of block placement in order to move ahead in the program.
4. BSW programs that are accredited by the Council on Social Work Education (CSWE) require students to complete a minimum of 400 hours of supervised field education. The Marist College BSW Field Education curriculum requires that students attend field placement during the agency's regular business hours each week of the semester all day Monday and Wednesday for the entire 15 week fall and spring semesters. The weekly time may vary depending on whether the agency workday is 8 or 7 ½ hours. Additionally, all students complete a two-week Block Placement in January which begins soon after the 1st of the year and extends to the Friday before Martin Luther King day. Students generally complete 450 hours, more than the CSWE required 400 hours of supervised field placement.
5. Students receive a grade for class participation and attendance. Students are expected to demonstrate responsible behavior in the classroom setting. Responsible behavior includes and is not limited to demonstrating values consistent with the profession of social work, attending class regularly, handing assignments in on time, communicating with faculty regarding deviation from the attendance requirements, working cooperatively and respectfully with other students and faculty, and making use of faculty for support so that students can effectively manage program requirements. Students are expected to demonstrate academic and nonacademic behaviors consistent with the NASW Code of Ethics and the Marist College Code of Conduct (p. 20).
6. Students who earn below a C in a Social Work or Sociology course have the opportunity to repeat this course **one time and one time only**. If a student fails the same course a second time, they will be terminated from the program. The student's advisor and Program Director will assist the student to make another academic plan. It should be noted that repeating a course will most likely prevent the student from moving ahead in the curriculum sequence with the cohort they entered the Program. To be in good standing and move forward in the Program, students must meet and maintain the expectations as outlined above. Please note that no exceptions are made to the requirement of maintaining a C or better in all required social work and sociology courses in order to move forward in the Program.

7. Students must adhere to the academic honesty policy as outlined in the Marist College Catalog and Marist College Student Handbook.

### **NON-ACADEMIC:**

Students are expected to apply the ethics and values outlined in the NASW Code of Ethics in all forms of communication: face to face, digital, and in writing. Students are expected to demonstrate responsible behavior, relationships, and values consistent with the profession of social work in interactions with colleagues, faculty, in field practicum, and in the community. Additionally, faculty welcome students to ask for faculty and/or professional assistance and make use of it, and to maintain cognitive, mental, and emotional stability commensurate with successfully meeting and completing the Program requirements.

Students receive a grade for class participation and attendance. Students are expected to demonstrate responsible behavior in the classroom setting. Responsible behavior includes and is not limited to demonstrating values consistent with the profession of social work, attending class regularly, handing assignments in on time, communicating with faculty regarding deviation from the attendance requirements, working cooperatively and respectfully with other students and faculty, and making use of faculty for support so that students can effectively manage program requirements. Students are expected to demonstrate academic and nonacademic behaviors consistent with the NASW Code of Ethics and the Marist College Code of Conduct.

Students are expected to:

1. uphold the NASW Code of Ethics
2. uphold the Marist College Code of Student Conduct as outlined in the Marist College Student Handbook
3. attend classes regularly, fulfilling specific attendance requirements in each course
4. communicate promptly with faculty regarding any deviation from attendance policy
5. take initiative and ask for help from faculty regarding academic issues
6. work cooperatively and respectfully with other students
7. demonstrate self-reflection and increased self-awareness and capacity for evaluating one's academic and non-academic performance
8. be willing to self-disclose appropriately and consistently with professional social work expectations
9. maintain appropriate, professional dress, behavior, relationships, and values in field practicum as part of the field education requirements
10. seek appropriate help when impaired as it is specifically defined and outlined in the NASW Code of Ethics
11. recognize and address issues and challenges that impede their ability to demonstrate responsible and respectful behavior to self and others
12. demonstrate respectful and appropriate behavior in all communications- face to face, written, electronic, and social media

#### “4.05 Impairment

(a) Social workers should not allow their own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interest of people for whom they have a professional responsibility.

(b) Social workers whose personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties interfere with their professional judgment and performance should immediately

seek consultation and take appropriate remedial action by seeking professional help, making adjustments in workload, terminating practice, or taking any other steps necessary to protect clients and others (2008, p. 23)

(c) ” **PROBATION:** Students who fail to maintain good standing for academic and/or non-academic behavior will be placed on a Plan of Correction and Probation.

1. Prior to formalizing a plan of correction, an individual faculty member who observes non-compliant behavior must meet with the student to discuss the noncompliant behavior.
2. The student has the opportunity to correct the behavior.
3. If the noncompliant behavior continues, the faculty member refers the students to the Program director.
4. The Program Director meets with the student to determine whether their noncompliance jeopardizes their good standing.
5. Prior to determination, the Program Director will consult with the faculty.
6. The Program Director makes a determination and notifies the students.
7. If probation is initiated, a plan of correction is developed.

#### ***Process for Correction of Probationary Status:***

When problems develop the following process is used to work toward correction. If problems are not resolved termination from the Program is necessary.

- 1 Identification of specific academic or nonacademic behavioral problems.
- 2 Development of a plan of correction. The plan includes a method for evaluation and a timeline for its completion.
- 3 The program Director designs and monitors the plan of correction.
- 4 The student follows the plan, seeking assistance as necessary.
- 5 The student and Program Director evaluate the students’ progress.
  - a. If the problem is corrected, the student returns to good standing and is notified in writing by the Program Director.
  - b. If the problem is not corrected but significant progress is noted, the student is given additional time to correct the problem and the plan of correction and timeline, if appropriate, is adjusted by the Program Director in writing.
  - c. If significant progress is not made, the Program Director initiates the termination process.

#### **TERMINATION FROM THE PROGRAM:**

The process for termination from the Program begins when there is an unsatisfactory outcome of the plan for correction.

1. Unsatisfactory outcome of the plan of correction: If the problem is not corrected and significant progress is not noted, the student is required to meet with the Program Director who will determine with the student his/her commitment to the major and his/her capacity to continue in the Program.
  - a. If the student indicates that she/he is not interested in continuing in the Program, the Program

Director will refer the student to his/her adviser who will make every effort to assist the student in finding another major and/or taking steps necessary to remain in school.

- b. If the student indicates that they do want to continue in the Program, he/she will be asked how he/she will resolve the problem in order to return to good standing and in what timeframe. The Program Director will present the plan to the faculty for review and action.

2. Faculty Action for Continuance or Termination: The Faculty will review the student's plan.

- a. If the faculty determines for continuance, the student must correct the problem within the agreed timeframe in order to return to good standing. If this does not occur, the student will be terminated from the Program.
- b. If the faculty does not accept the plan as adequate to return to good standing in an appropriate time, the student will be terminated from the Program.
- c. Whenever a student is terminated from the Program, the faculty advisor or the Program Director will provide assistance to the student to change their major and/or continue their education.

### 3. Appeal

Students always have the right to appeal the decision of the Faculty through established college-wide channels; however, continuance in the social work major is ultimately the decision of the Social Work Program faculty.

### Termination of Field Placement

Some incidents of student conduct related to field may warrant a review of academic performance and conduct issues (described in this handbook), as well as immediate termination from a field placement. Prior to termination the Coordinator of Field Education and the agency field instructor, and the field liaison are in close contact to remediate the issues.

If attempts to resolve the problem fail, a student may be asked to leave the placement. In the case of this occurrence, at the discretion of the Coordinator of Field Education, there are a few possible outcomes:

- a) The student may be placed in a different agency and students will be asked to repeat the hours from the beginning.
- b) The student may receive an "F" in their current field practicum and be dismissed from the program.

## **SOCIAL WORK ASSOCIATION**

The social work majors have organized a student group chartered as a club by the Marist Student Government. The Association sponsors events for the majors and the whole student body. The purpose of the Association is to promote social work on campus and in the community. The group sponsors speakers to discuss critical social issues and to explain what social workers do to respond to these social issues. The Social Association carries out service projects, sometimes collaborating with other clubs. It also raises funds to finance its activities. The Association co-hosts with the faculty an annual reception to honor the Junior and Senior Agency Field Instructors. This is a key event open to all social work majors.

## **SOCIAL WORK LIBRARY**

Dyson 382 is designated as the Social Work Library. Here students will find a variety of useful information

related to the Program and to social work practice. There is a collection of books, journals, and pamphlets on social work, sociology and related fields. There are also current copies of the NASW News, the NASW New York State Chapter and Hudson Valley Division newsletters. Applications to join NASW are also available. Current catalogs and admission information on all the MSW programs in the country are on file. Essential information about the Social Work Program is also available in the Social Work Program Policies and Procedures Notebook, which includes copies of the Social Work Student Handbook and the Social Work Field Instruction Manual. Some employment information is available. There is a sign out procedure for borrowing materials.

The Social Work Library is also a communication center. There is workspace for small meetings or individual study and a computer is available for student use. In the hallway outside the Social Work Library is the Program bulletin board. This large board is used by students and faculty to post information about relevant educational and professional activities, graduate school information and summer and permanent positions. Students are encouraged to make use of this facility. The Program Director will assist students in making use of the Library.

## **CAREER PLANNING**

Social Work students are strongly encouraged to make full use of the wide range of services provided by the Center for Career Services. In addition, faculty advisers can assist students in learning about career paths in social work practice and closely related fields. Information about available positions are posted on the Program bulletin board as well as filed in the Social Work Library.

The Social Work Program and the Social Work Association host several events during the year to provide students with opportunities to learn more about the range of social work career options. At these meetings strategies specific to a successful social work job search are discussed. We have developed a Four- Year Plan for Social Work Students. Please review this and bring to your advisement sessions with your academic advisor.

### **Four-Year College and Career Plan**

#### **First Year: Explore, Explore, Explore**

##### Fall Semester

- Meet with Program Director to review Program curriculum, provides Social Work Program Handbook and Admission Questionnaire
- Discuss Abroad opportunities
- Complete Admission Questionnaire and make a time to meet with Program Director to review admission questionnaire
- Meet with your Advisor to discuss major- is it right for you?
- Attend the Club Fair
- Join the Social Work Association and any other club related to your study/career interests
- Register with Career Services and take some aptitude tests
- Attend the Social Work Meet and Greet to connect with faculty and upper class majors
- Attend the Majors Fair- explore majors that connect with your interests and skills
- Attend a campus lecture related to your interests
- Visit the Wellness Center to learn about services offered to students

- Develop an electronic folder to maintain all career related materials and activities
- Meet with your advisor to register for spring courses and discuss Pathways

### Spring Semester

- Check your Degree Works Audit
- Meet with your advisor- assess your academic progress; what's working and where do you need to improve
- Attend a Social Work Student/Faculty Forum
- Attend at least one leadership development activity
- Attend an activity or lecture offered by the center for Multicultural Affairs
- Consider a leadership role in the Social Work Association or another club you are involved
- Meet with your advisor to register for fall classes
- Declare a Pathway
- Explore minor possibilities
- Explore study abroad options with your advisor
- Meet with MIP to explore abroad options and begin application process
- Attend the Social Work Panel night to learn about the social work fields of practice and employment opportunities
- Complete "Self-efficacy/Readiness Assessment" for joining the social work major and profession
- Meet with Career Services to prepare for summer job or internship
- Update electronic folder with all related career materials and activities
- Meet with your advisor to review the "Self-efficacy/Readiness Assessment" and discuss strengths and areas for improvement

### **Second Year: Research, Research, and Research**

#### Fall Semester

- Check your Degree Works Audit
- Meet with your Advisor- determine if and when you will study abroad; how this abroad experience will enhance your employability and/or graduate school application
- Attend a Social Work Association meeting and volunteer event
- Connect to Alumni network and identify at least three people who work in areas of your interest and skills
- Meet with Career Services to identify contacts and professionals in your areas of interest and how to connect with them; prepare questions
- Attend the Social Work program "Meet and Greet" to connect with faculty and upper class majors
- Attend a lecture or event offered through another campus program, such as Women's Studies, Environmental Studies, Multicultural Center, or Liberal Arts
- Attend a leadership workshop
- Meet with your advisor to register for Spring classes
- Begin to explore career paths, graduate programs, and awards such as the Fulbright
- Meet with your advisor to discuss Spring attachment abroad programs relevant to your major and career interests
- Attend a Social Work Association event
- Update your electronic folder with all your related career materials and activities

- Meet with your advisor to review the “Self-efficacy/Readiness Assessment “and discuss strengths and areas for improvement

### Spring Semester

- Check your Degree Works Audit
- Meet with your advisor to discuss whether or not graduate study is important to your career goals; research academic and other prerequisites and make a plan to achieve them
- Meet with your advisor to discuss required and elective field work and internships; how this will enhance your employability and graduate school application
- Take a resume writing workshop
- Expand your leadership roles in campus clubs and associations
- Attend Social Work Student/Faculty Forum
- Meet with your Advisor to review your degree completion plan and determine what to do during the summer to enhance career readiness
- Explore internship opportunities for the summer with your Advisor
- Complete “Self-efficacy/Readiness Assessment” for joining the social work major and profession
- Attend the Social Work Panel night to learn about the social work fields of practice and employment opportunities
- Meet with your advisor to review the “Self-efficacy/Readiness Assessment “and discuss strengths and areas for improvement

### **Third Year: Connect, Connect, And Connect**

#### Fall Semester

- Check your Degree Works Audit
- Join the National Association of Social Workers (ask for this membership as a holiday, Christmas, or birthday present!)
- Interview a social worker in a field of practice you are interested in and one you are not so interested in
- Attend the Social Work Program’s “Meet and Greet” to connect with faculty and students in the program
- Arrange to shadow a social worker for a day
- Develop a list of references for career and/or graduate school applications and develop a plan to keep them informed of your progress
- Collect evaluations, reports and letters that verify internship or other volunteer work completed and add to your electronic folder
- Meet with your advisor to discuss potential graduate schools, employers, contacts
- Meet with Career Services to confirm and expand your list of possible graduate schools, employers and other contacts
- Connect with identified potential contacts
- Go to the Council on Social Work Education site and review accredited programs that fit your criteria
- Participate in career building events such as career fairs, college fairs, resume writing, interviewing
- Attend Graduate School Fair

- Participate in a Social Work Association meeting and volunteer event
- Meet with the Director of Field Education for the BSW Program to review field placement opportunities
- Check your Degree Works Audit
- Meet with your advisor to register for classes and review your plan of study
- Attend Junior Sequence Planning meeting to apply for Junior Internship
- Meet with your advisor to review the “Self-efficacy/Readiness Assessment “and discuss strengths and areas for improvement

#### Spring Semester

- Check your Degree Works Audit
- Meet with your advisor, other faculty, or career services to discuss possible internship opportunities for the summer to build your resume for employment and graduate school
- Meet with your advisor to register for classes for fall and discuss career opportunities
- Update your resume and have it reviewed by career services or other professionals
- Update electronic folder with all career related materials and activities
- Expand your leadership roles in campus clubs and associations- run for officer of a club you are involved with
- Attend the Social Work Program Student/Faculty Forum to network and connect with students, faculty, and invited professionals
- Attend the Social Work Association “Panel Night” to connect with social work professionals in the community and learn about their careers
- Attend Senior Sequence Planning meeting and complete application for entry into the Senior sequence
- Begin to consider a professional wardrobe for senior field practicum
- Complete “Self-efficacy/Readiness Assessment” for joining the social work major and profession
- Meet with your advisor to review the “Self-efficacy/Readiness Assessment “and discuss strengths and areas for improvement

#### **Fourth Year: Seal the Deal**

##### Fall Semester

- Check your Degree Works Audit
- Meet with your Advisor to assess degree completion program is on track
- Attend Social Work Faculty- Graduate School Information Session
- Attend Skype with alumni
- Attend the Social Work Program Graduate School Information Session- several colleges in attendance
- Attend career fairs
- Attend Graduate School Fair on campus
- Attend graduate school information sessions at the campus
- Meet with Advisor to discuss and confirm graduate school applications, timeline, and references
- Complete the “Request for Graduate School Reference”
- Meet with Career Services and/or advisor to confirm a list of potential employers, application processes and timelines
- Develop professional wardrobe

- Practice interview skills; oral and written; social skills- attend workshop; use a mentor
- Join the Senior Year Experience and attend the annual conference
- Attend the New York State Social Work Education Association annual conference
- Update your electronic folder with your career related materials and activities
- Apply for graduation
- Meet with your advisor to review the “Self-efficacy/Readiness Assessment “and discuss strengths and areas for improvement

### Spring Semester

- Check your Degree Works Audit
- Maintain a network of contacts and develop a communication plan to keep them informed
- Meet with Advisor and/or mentor to finalize graduate school application and/or resume; provide references with “Graduate School Reference Request”
- Complete employment applications
- Meet with Career Services
- Attend lecture on campus related to your career, major and/or personal interest
- Attend the National Association of Social Workers/New York State Annual Conference
- Attend Social Work Day at the United Nations
- Assess your electronic folder

## **GRADUATE EDUCATION**

Information about graduate programs for social work is on file in the Social Work Library. There is a listing of all CSWE accredited programs, an annual report about MSW education, and copies of catalogs of almost all the schools in the country. Students are encouraged to use this material to begin their search for graduate school. Faculty advisers are also able to answer many questions about MSW education.

The Social Work Program hosts a meeting every fall for senior social work students interested in applying to graduate school. Here many questions are discussed about who should apply, when to apply, materials needed for the application as well as what to pursue in graduate study. Specific information about the role of faculty references in the application is reviewed. Students are provided with a form to complete to request a faculty reference for graduate school. Forms are also available in the Social Work Library.

In addition, students are encouraged to attend meetings with graduate school representatives who come to campus. On occasion visits may be arranged to attend information sessions at area graduate schools.

## **FACULTY**

**Katharine Dill, Assistant Professor, Fieldwork Coordinator** joined the Social Work Program in August 2016. She is Canadian-born and social work educated. She completed her Bachelor of Work Degree at King’s College, Western University in 1988, Masters of Social Work Degree from University of Toronto in 1993 and Diploma in Social Work Research also from University of Toronto in 2002. She spent 16 years working in the child welfare field as a front-line staff practitioner, supervisor, agency trainer and project manager. She returned to school to complete her doctoral education at the Factor-Inwentash Faculty of Social

Work, University of Toronto in 2004. As an adjunct lecturer, Katharine has taught clinical, organizational and community-based, and research courses in the Masters of Social Work program during and after the completion of her PhD. During her doctoral studies, she also pioneered the development of an on-line social work supervision course for the Faculty's Continuing Education Program from 2005-2007. From 2007-2013, Katharine was the founding Executive Director of Practice and Research Together (PART; [www.partcanada.org](http://www.partcanada.org)): This national membership-based knowledge exchange organization for child welfare organizations promotes the integration of evidence-informed practice. PART is a replication of the world-renowned Research in Practice (RiP) program at Dartington Hall, Totnes, UK. Under Katharine's leadership, the program grew from a concept to a national, thriving organization. In 2013, she accepted the position of assistant professor (lecturer) at Queen's University Belfast, Northern Ireland, U.K. This experience further widened her understanding of social work education, practice and research from an international perspective.. Her current program of research focuses on social work and field education supervision, knowledge mobilization and innovation in social work education.

**Martha Garcia, Assistant Professor** returned to the East Coast to join Marist College. She came from Pacific University's Master in Social Work Program, which she helped implement. Dr. Garcia taught at CUNY School of Law for twelve years in the Clinical Program where she co-developed an innovative interdisciplinary teaching program, training legal interns in the practice of community lawyering, collaboration and client focused legal representation. She has also taught as an adjunct at Hunter College School of Social Work, Hunter College, and Cornell University Extension in New York City. Before acquiring her PhD in 2013 and dedicating herself to academia, she worked as a social worker in a variety of capacities and settings. Ms. Garcia's primary areas of work include: gender violence, trauma and recovery, immigrant rights, culturally relevant and appropriate practices, managing conflict, and interdisciplinary collaboration. She has been program developer, executive director, grants officer, clinician in private practice, clinical supervisor to social workers and an organizational consultant. She brings this experience to her teaching, providing her a wide range of contexts from which to draw to teach the practice of social work.

**Daria Hanssen, Associate Professor of Social Work** joined the faculty in 2001 as an Assistant Professor and Director of the Social Work Program after several years of higher education experiences at Lyndon State College, Lyndonville, VT, State University of New York at New Paltz, as well as Marist College. She received her Ph.D. from Hunter School of Social Work the Graduate Center of City University of New York, the MSW from Florida State University and BA in Social Welfare and Sociology from Florida Atlantic University. Her practice experience has primarily focused on work with children and families in child welfare, mental health and family preservation. In addition to direct service practice, she has served as an administrator, program planner, and consultant to programs serving at-risk children. She has taught a variety of courses across the curriculum in particular Social Service Theory and Practice and Social Research Methods. Research interests include evaluation of practice interventions with children and families.

**Isabel Rose, Associate Professor**, holds a Ph.D. in social welfare from the University of Albany, State University of New York, a MSW from Virginia Commonwealth University, and a BS in sociology, also from

Virginia Commonwealth University. Dr. Rose has worked in the field of social work as a clinical social worker and supervisor, a program administrator, executive administrator, and researcher. She has served people with a variety of needs but her practice area has focused on working with populations experiencing homelessness, severe mental illness, and substance abuse. Her research experience and interests focus on the study of interpersonal violence with a particular interest in intimate partner violence prevention and veterans. She teaches a variety of sociology and social work courses including Introduction to Social Work, Social Work with Diverse Groups, Introduction to Sociology, Social Inequality, and Addictions and Special Populations.