

CALIFORNIA STATE UNIVERSITY, EAST BAY  
COMMITTEE ON ACADEMIC PLANNING AND REVIEW

19-20 CAPR 15  
DATE SUBMITTED: Feb. 11, 2020

**TO:** The Academic Senate  
**FROM:** The Committee on Academic Planning and Review (CAPR)  
**SUBJECT:** 19-20 CAPR 15: CAPR Analysis of Master's in Social Work (MSW) program, Five-Year Program Review  
**PURPOSE:** For Action by the Academic Senate  
**ACTION REQUESTED:** Acceptance of the Five-Year Program Review of the Master's in Social Work (MSW) Program; it is recommended that the program continue without modification.

**BACKGROUND:**

CAPR took an email vote on February 11, 2020 and CAPR members approved the Master's in Social Work (MSW) program Five-Year Review, with one abstention. This recommendation is based on conversations that took place during CAPR meetings with the Interim Chair Sarah Taylor and with the liaisons. The summary of the Five-Year Review is attached to this memo and was approved by Chair Taylor. It is recommended that the program continue without modification.

Following approval of this memo by the Senate, the Provost will review the summary and meet with members of the Master's in Social Work (MSW) program and the CAPR chair at a time mutually agreeable during the Spring 2020 term to devise a five-year plan moving forward. The Provost will then create a Memorandum of Understanding (MOU) with the MSW program and return that MOU to the Senate as an information item as soon as possible (completion of an MOU may require extension into the following Fall semester given scheduling timelines).

## 1.0 BACKGROUND

At its meeting on December 5, 2019, CAPR invited Professor Sarah Taylor to discuss the Master's in Social Work (MSW) Five-Year Review. Following this meeting, the liaisons to the program (Michele Korb) worked with the writer of the 5-year review (Sarah Taylor) to complete the following summary. Dr. Holly Vugia, Dr. Toni Naccarato, Dr. Kristen Gustavson also gave input into this executive summary. Dr. Rose Wong, Associate Professor, on leave AY 2019-20, served previously as Department Chair and contributed to the CSWE Re-affirmation process describe below.

It should be noted that the MSW Program is accredited, and so is not required to produce a standard 5-Year Review. Their accreditation paperwork was used instead, and because of this, the following executive summary did not always fit into the 5-Year Review template.

## 3.0 CAPR ANALYSIS/EXECUTIVE SUMMARY

### OVERVIEW OF THE PROGRAM

As of July 12, 2019, the Program Master's in Social Work (MSW) has achieved the highest honors that an accredited social work program can receive - reaffirmation of the program for eight years from the Council on Social Work Education (CSWE), our external accrediting body. Because we requested a one-time, one-year extension for reaffirmation review to allow us to focus on quarter to semester conversion, our next reaffirmation is scheduled for 2026. This reaffirmation decision is based on the following:

- A three-volume (1253 page) report ("self-study") describing how our program meets the most recent version (2015) of [the Educational Policies and Standards](#) (EPAS) programs. This report includes detailed descriptions of our explicit and implicit curriculum, including assignments, academic and professional advising, faculty scholarship, syllabi for all courses, assessments of student learning, curriculum vitas for all faculty (including part-time faculty), and more. Program assessment is based on student progress in field placements, student achievement in two signature assignments (one in the first year and one in the second year), as well as surveys of alums and faculty.
- Comprehensive (40 page) response to a Letter of Instruction (LOI) from CSWE asking for clarification on several issues noted in the report submitted above. A request for clarification is typical during the reaffirmation process.
- One-day site visit on February 11, 2019, from an external reviewer, William Pederson, MSW of Northern Arizona University. Mr. Pederson met with faculty, administration, students, and community partners during his visit.
- Comprehensive (130 page) updated response to the site visit report and LOI, sent on March 18, 2019.

As we hope is clear from the above list of materials reviewed for our reaffirmation, the review process was extraordinarily detailed and specific. We are proud to have received the longest possible period of reaffirmation from our external accrediting body.

In addition to demonstrating how the MSW program meets the EPAS set by CSWE, we also assess student achievement of the CSUEB ILOs in Diversity and Critical Thinking (see map). This assessment is based on student capstone projects.

The MSW program meets community and workforce needs with federally funded stipend training programs in child welfare, integrated primary care and behavioral health, and medicated assisted treatment of substance abuse disorders. In Fall 2019, we were awarded university funds to build a simulation lab. Our students and faculty benefit from strong partnerships with over 100 internship agencies in counties throughout the broader San Francisco Bay Area. A few of the agencies we currently partner with include Children's Hospital Oakland, East Bay Agency for Children, Lincoln Child Center, and Instituto Familiar de la Raza. Students in the MSW program complete 60 academic units for the degree, including 1080 hours of internship as well as courses in social work practice, policy, and research. In the second year of the program, students engage in a year-long capstone project involving community-based research. Recent student projects have involved a collaboration with a faculty member in the school of Nursing at UCSF to explore the mental health needs of unaccompanied immigrant youth, a pilot evaluation of a Healthy Manhood Group at Emery High School, and a staff survey on cultural humility at Children's Hospital Oakland. Faculty in the MSW program includes five tenured/tenure-track faculty, one 50% FTE faculty member on FERP status, a field director, two full-time field liaisons, a Title IV-E grant coordinator, and lecturers who bring current real-world practice experience to the classroom. Faculty are master teachers, scholars, practitioners, and advocates who are engaged in research and community practice. Faculty specializations include trauma-informed practice, gerontology, race, gender, and inequality, child welfare, disability, medical social work, and school social work. Faculty have accrued a long list of accomplishments in their community, locally and nationally (see, for example, self-study, V1, pages 220-221).

The MSW program takes pride in educating students who represent the diverse communities of the San Francisco Bay Area. The majority of our students have professional social service and lived experiences that inform their perspective, enrich our classroom dialogues, and strengthen their work in the community. Our current cohort of students speak 27 languages. Ten MSW alums have won the university's prestigious 40 under 40 award since it began in 2017. MSW alums who have received this award are recognized as community leaders in health, mental health, child welfare, social justice advocacy, and other social service sectors.

#### PROGRAM ASSESSMENT

As noted above, the MSW program is an accredited program that must adhere to the rigorous standards (EPAS) set by CSWE. Program learning outcomes (self-study, V1, p. 18) and MSW goals (self-study, V1, table, p. 22 and figures starting on p. 24) outlines a clear trajectory for achievement of curricular, assessment and program goals. Competencies for the program

(self-study, V1, p. 28) point to assessment benchmarks for students graduating from the program. Within the PLOs, there is clear attention to diversity and social justice, which reflect the ILOs of CSUEB. Evidence of assessing characteristics such as behaviors, practice, community health, educating individuals, groups, organizations and communities are clearly provided in their reports. Robust field practice for students in the MSW program supported with field liaisons and university mentors. Faculty research informs practice in the program and serves as an important benchmark for revisions to the program's structure and student success. Explicit assessment tools and rubrics for achievement of standards are also provided which are essentially the PLOs.

#### KEY ISSUES AND CONCERNS

A key issue in our field is the workforce demand for social workers. Based on trends such as aging of the behavioral health workforce and unmet need for mental health care, a 2018 report by the Healthforce Center at UCSF projects that by 2028, California will have 28% fewer Master's level licensed clinicians (including social workers, counselors, and marriage and family therapists) than needed.

More specifically for our program, the external reviewer (William Pederson) noted the following issues that have either not yet been fully addressed or may require continued attention to ensure compliance:

- Lack of a male-identified tenured/tenure-track faculty member
- Clarification of procedures around professional advising
- Maintenance of a faculty-to-student (FSR) ratio of 1:12. This is a firm requirement; in our initial self-study, due to an omission, our ratio was reported as 1:12.45. Even this small amount over 1:12 was noted as an area requiring correction. Because of this stringent FSR requirement, we must be vigilant in ensuring we always have enough faculty to meet this standard.
- Clarification about how CSUEB's workload policy supports the achievement of institutional priorities and the program's mission and goals.

#### PROGRAM'S VISION FOR THE NEXT FIVE YEARS

Now that quarter to semester conversion and re-affirmation have been completed, our department looks forward to developing a bold five year-plan this spring. Given the workforce demand for social workers and the issues raised by our external reviewer, many of our ideas seek to help us expand our program to meet the demand while ensuring that we continue to offer a high-quality program that meets accreditation standards.

We are formally beginning the five-year planning process at our faculty retreat on February 7, 2020. Unfortunately, we were unable to delay submission of this report until after the retreat. We have had informal discussions in the department regarding the following potential next steps:

- Faculty hiring to strengthen our ability to meet workforce and student demands, including a focus on race, gender, inequality, and/or immigration.
- Re-establishment of a part-time MSW program
- Development of a BSW program

- Development of a PPSC program
- Development of clinical certificate/CEU programs for our alums and the broader social work community
- Exploration of international partnerships, for example, with Kadi Sarva University in Gujarat, India. This university has expressed an interest in partnering with us as they develop their social work program. Thomas Tyner of the CSUEB International Programs Office has been in contact with representatives from this university.

#### STEPS IN ACHIEVEMENT OF PLANS FOR THE NEXT FIVE YEARS:

Specific steps will be further explicated following our department retreat in February 2020.

#### CAPR RECOMMENDATION(S) FOR CONTINUATION OF THE PROGRAM

Given the potential next steps described above, CAPR and the Department of Social Work recommend the program for “Continuation without Modification.”

The next review for MSW will be the academic year 2026-2027 in their next accreditation cycle.