



University Council

January 18, 2019

UNIVERSITY CURRICULUM COMMITTEE – 2018-2019

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Dear Colleagues:

The attached proposal from the School of Social Work to offer the existing Master of Social Work (M.S.W.) as an online program will be an agenda item for the January 25, 2019, Full University Curriculum Committee meeting.

Sincerely,

John Maerz, Chair

University Curriculum Committee

cc: Interim Provost Libby V. Morris  
Dr. Rahul Shrivastav

## Proposal for an External Degree

### The University of Georgia

**Institution:** University of Georgia

**Date:** 6/10/2018

**College/School/Division:** School of Social Work

**Department:** School of Social Work

**Degree:** Masters of Social Work (M.S.W.)

**Major:** Social Work

**CIP Code:** 44070100

**Proposed Start Date:** Fall 2019

The proposal for an External Degree must include a brief narrative that address the following points:

#### 1. Assessment

This document presents a proposal for a fully online version of the extant Master of Social Work (M.S.W.) degree program offered through the School of Social Work. We will be applying to make this an e-rate program.

Over the next two decades, between 2010 and 2030, Georgia's population is projected to grow by an additional 4.6 million people (OPB, 2010). This growth is an increase of 46%, from 10.1 to 14.7 million people by the year 2030. U.S. Census estimates place Georgia as the 9th largest state in the nation, and yet on a per capita basis, the state ranks 39th in physician supply and 47th in supply of mental and behavioral health providers (Health Resources and Services Administration, 2004). While the population is growing, diversifying, and aging, there is an increasing need for social work services, but current workforce capacity is not adequate to meet this need generally, particularly in those areas considered Medically Underserved. A recent State of Georgia workforce report indicated that only 10% of social workers are practicing in Medically Underserved Areas (MUAs), and of the 159 counties in the state of Georgia, only 13 are not classified as MUAs. Given these circumstances, according to the Bureau of Labor Statistics, employment of social workers is expected to grow 12% between 2014-2024, a rate faster than the average for most professions, and in the healthcare sector, employment for social workers is expected to grow 19% during this same period (<http://www.bls.gov/ooh/community-and-social-service/social-workers.htm#tab-6>). More locally, the state of Georgia projects a 19.7% increase in social work jobs through the year 2022, and even greater rate of growth relative to the workforce nationally. For instance, trends such as the rapidly aging population, rise in health care utilization rates of older adults due to multiple chronic conditions, a changing health care environment, the growth of social work careers, and retirement-related attrition in the social work profession will require an estimated 114,100 gerontological social workers by 2022 [17, 36-38]. If unmet, a deficit could weaken the healthcare workforce, especially with other

medical and allied health fields facing similar challenges (e.g., an estimated 36,000 geriatricians are needed by 2030[17]).

The M.S.W. program of the University of Georgia's (UGA's) School of Social Work prepares graduate students for advanced practice in a variety of areas. Through our three concentrations, Micro, Macro, and Combined, we strive to develop future social work leaders who are well prepared to meet the persistent and emerging challenges facing people of Georgia, the nation, and the world. Our aim is that our graduates, informed by a culturally sensitive and competent perspective, carry their firm commitment to social and economic justice into practice, with a sustained commitment to employing the core values and ethical standards of both the School and the profession. As a School of Social Work at the flagship land and sea grant institution in the state of Georgia, it is critical that we make our M.S.W. program available to the most diverse body of students and reach those prospective students in parts of the state where distance may prohibit access to a UGA M.S.W. education on the Athens or Gwinnett campus. This extended reach will also then create greater likelihood of increased workforce capacity in the 146 MUAs in the state.

Selected master's-level coursework in the M.S.W. program has been offered in a hybrid format for the past three years in our Gwinnett extended-time program. This format enabled greater flexibility and increased access to the many non-traditional students interested in pursuing a career in social work. A fully online M.S.W. program option then, will allow the School of Social Work to further extend its reach. Articulated in our Strategic Plan, the University of Georgia School of Social Work (SSW) aspires to be a global leader in innovative transdisciplinary approaches to achieving social and environmental justice and promoting mental and physical health and well-being. In order to more fully move toward this vision, the SSW recognizes its need to build its virtual/online learning presence. The UGA Office of Online Learning commissioned a feasibility study, which determined that an online M.S.W. program would be "highly feasible." There is currently only one online M.S.W. program in the state. This proposed online program will be similar to our current part-time Gwinnett program, which allows students to take up to 9 credit hours per semester and complete the program in a minimum of 3 years.

## **2. Admission Requirements**

Prospective students for the online M.S.W. program must hold a baccalaureate degree from an accredited college or university. Admissions requirements include:

- Completion of online M.S.W. Application
- Completion of Graduate School Application
- One official copy of transcripts from all institutions- minimum undergraduate (and prior graduate) GPA of 3.0
- Three letters of recommendation
- For international students, official TOEFL or IELTS scores
- Graduate Record Exam (GRE) or the Millers Analogies Test (MAT)
- Current Resume

- The completion of a personal narrative describing the applicant's passion for social work, understanding of contemporary social problems, and career aspirations.

Admissions are competitive, thus meeting the minimum requirements does not ensure admission. All completed files are evaluated by M.S.W. program faculty that consist of 24 tenure-track faculty and 2 clinical faculty. Admissions are evaluated holistically, and recommendations for admissions are based on a composite of the above-mentioned admission requirements.

### 3. Program Content

The academic standards for the proposed online M.S.W. degree are the same as those for the Gwinnett degree program. Students are expected to engage fully with the curriculum and to complete the program of study outlined for the Gwinnett extended-time program. Some of the courses in the program have previously been offered in an online format, but will be reevaluated with the guidance of a dedicated instructional designer. Because the accredited M.S.W. program has a Field Practicum requirement, students enrolled in the online M.S.W. program will need to complete their required field hours in agency settings in their locations. In order to support this process, the Field Education office will work in conjunction with our alumni in identified areas of the state to establish field placement sites and to secure necessary Memoranda of Understanding. Also, the School of Social Work will utilize qualified alumni in identified regions of the state to serve as Field Instructors, and others in some cases as Field Liaisons. Technological resources such as Skype, Adobe Meeting, Zoom, and our current Learning Management system will be utilized in conjunction with face-to-face visits as a means of completing field visits. Students will be admitted by cohorts of 20. The overall target number of cohorts will be determined over time based on ongoing evaluation related to capacity, resources, and continuous curricular assessment. Students who successfully complete the degree will do so in eight consecutive semesters, beginning in the fall and finishing in the spring of the third year. Below is an outline of the three-year online program of study

#### Year One

Fall	Spring	Summer
SOWK 7112, Human Behavior in the Social Environment (3 hours)	SOWK 7117, Foundation Social Work Practice with Communities and Organizations (3 hours)	Elective (3 hours)
SOWK 7114, Foundation Social Work Practice with Individuals and Families (3 hours)	SOWK 7121, Social Welfare Policies, Programs, and Issues (3 hours)	Elective (3 hours)
SOWK 7118, Power, Oppression, Social Justice, Evidence-Informed Practice, Advocacy, and Diversity (3 hours)	SOWK 7126, Social Work Research Methods (3 hours)	
Total Semester Hours: 9	Total Semester Hours: 9	Total Semester Hours: 6

## Year Two

<b>Fall</b>	<b>Spring</b>	<b>Summer</b>
SOWK 7116, Social Work with Groups (3 hours)	SOWK 7125, Foundation Social Work Field Education (3 hours)	Elective (3 hours)
SOWK 7115, Introduction to the Social Work Profession and Field Education (3 hours)	SOWK 7212, Assessment and Psychopathology (3 hours)	Elective (3 hours)
Total Semester Hours: 6	Total Semester Hours: 6	Total Semester Hours: 6

## Year Three

<b>Fall</b>	<b>Spring</b>
SOWK 7214, Advanced Social Work Practice with Individuals (3 hours)	SOWK 7225, Advanced Social Work Field Education (5 hours)
SOWK 7225, Advanced Social Work Field Education (5 hours)	SOWK 7226, Evaluation of Professional Practice (3 hours)
	SOWK 7500 Capstone (2 hours)
Total Semester Hours: 8	Total Semester Hours: 10

### 4. Student Support Services

Students in the online M.S.W. program will access some student support services through a designated staff member in the UGA Office of Online Learning. In addition, students enrolled in the online program will work with an academic advisor in the School of Social Work. The academic advisor will be responsible for the following: advising students about the program of study, courses to be taken each semester, responding to students' needs regarding courses, how to register via Athena, and addressing any registration flags. The advising will happen virtually in the following mediums: email, skype, telephone, and/or face-to-face.

Students will also be assigned an M.S.W. faculty member who will serve as a professional advisor/mentor. The faculty professional advisor will provide students with mentorship related to career developments, licensure requirements/exams, professional communication, participation in professional conferences, and scholarly paper submissions, if desired by the student.

All students will be required to have functioning computers with the latest version of a compatible web browser, a web cam, microphone, and a high-speed internet connection. These requirements are essential because all of the academic content and a majority of the advising will occur in a virtual format. Students who do not respond to communications from their advisor or course instructors will experience similar consequences to students who neglect to complete required activities in a face-to-face class and will be addressed on a case-by-case basis.

### 5. Resident Requirements

The residency requirement will be satisfied through two consecutive semesters of nine credit hours (18 total hours) of online coursework.

All enrolled students pursuing graduate degrees at the University of Georgia must maintain continuous enrollment from matriculation until the completion of all degree requirements.

### **6. Program Management**

The overall coordination of the online M.S.W. program will be the responsibility of an online M.S.W. Program Coordinator who will function as a member of the SSW's administrative team. The pilot run of the program will be housed at the Gwinnett Campus. The online M.S.W. Program Coordinator, in collaboration with the M.S.W. Program Director and the M.S.W. faculty, will continue to evaluate the quality and feasibility of the online program. All courses will be taught by full-time and part-time faculty in the School of Social Work or by faculty from other programs wherein equivalent electives are offered in an online medium.

### **7. Library and Laboratory Resources**

There are no laboratory requirements for the online M.S.W. program; however, there is a Field Practicum Component. Students will be required to have two practicum experiences. The Foundation practicum will occur in the fall semester of the second year. Students will be required to spend 16 hours per week at an approved practicum site for the entirety of the semester. The Concentration Practicum will occur during the fall and spring semesters of the third year for 24 hours per week. The Field Education Office will be responsible for securing appropriate placements for the online students. As it pertains to library access, students will have access to GIL, Galileo, and all other electronic resources available through the UGA library system. Students will also have access to the reference librarian assigned to provide support to the School of Social Work.

### **8. Budget**

The proposed budget is divided into three tables. The first table is based on the plan to admit a 20-student cohort per year beginning in each of those years. For each cohort, credit hours per academic year (meaning the number of course credits students are required to complete in that year) are multiplied by the number of students. That number is then multiplied by the \$395 base tuition rate plus an e-rate of \$275 to arrive at the total gross revenue. The second table outlines the projected expenses for the program. The third table outlines the net revenue for the School of Social Work.

#### **Online MSW Program – Projected Budget**

<b>Projected Gross Revenue Online MSW Program</b>					
	2020	2021	2022	2023	2024
Cohort 1: Credit Hours	24	18	18		
Cohort 1: Number of Students	20	20	20		

Cohort 1: Total Credit Hours	480	360	360		
Cohort 2: Credit Hours		24	18	18	
Cohort 2: Number of Students		20	20	20	
Cohort 2: Total Credit Hours		480	360	360	
Cohort 3: Credit Hours			24	18	18
Cohort 3: Number of Students			20	20	20
Cohort 3: Total Credit Hours			480	360	360
Cohort 4: Credit Hours				24	18
Cohort 4 Number of Students				20	20
Cohort 4: Total Credit Hours				480	360
Cohort 5: Credit Hours					24
Cohort 5: Number of Students					20
Cohort 5: Total Credit Hours					480
Total Projected Annual Gross Revenue	\$321,600	\$562,800	\$804,000	\$804,000	\$ 804,000

Note: This projected revenue is calculated based on a \$395 base tuition rate and a \$275 e-rate, and enrollment of a 20-person cohort each year.

<b>Projected Expenses Online MSW Program</b>		
<b>Item</b>	<b>Amount</b>	<b>Total</b>
<b>2019</b>		
Instructional Designer	\$60,00	

Instructional Designer fringe	\$21,000	
Technology	\$10,000	
Marketing	\$7,500	
		\$98,500
<b>2020</b>		
Program Coordinator	\$67,000	
Program Coordinator fringe	\$23,450	
Support Staff (part-time)	\$20,000	
Support Staff fringe	\$7,000	
Instruction	8 courses @ \$4,500 per course = \$36,000	
Technology	\$5,000	
Marketing	\$2,500	
		\$160,950
<b>2021</b>		
Program Coordinator	\$67,000	
Program Coordinator fringe	\$23,450	
Field Coordinator (half-time)	\$33,500	
Field Coordinator fringe	\$11,725	
Support Staff (part-time)	\$20,000	
Support Staff fringe	\$7,000	
Instruction	14 courses @ \$4,500 per course = \$63,000	
Technology	\$5,000	
Marketing	\$2,500	
		\$233,175
<b>2022</b>		
Program Coordinator	\$67,000	
Program Coordinator fringe	\$23,450	
Field Coordinator (full-time)	\$67,000	
Field Coordinator fringe	\$23,450	
Support Staff (part-time)	\$20,000	
Support Staff fringe	\$7,000	
Instruction	17 courses @ \$4,500 per course = \$76,500	
Technology	\$5,000	
Marketing	\$2,500	
		\$291,900
<b>2023</b>		
Program Coordinator	\$67,000	
Program Coordinator fringe	\$23,450	
Field Coordinator (full-time)	\$67,000	
Field Coordinator fringe	\$23,450	
Support Staff (part-time)	\$20,000	



Support Staff fringe	\$7,000	
Instruction	17 courses @ \$4,500 per course = \$76, 500	
Technology	\$5,000	
Marketing	\$2,500	
		\$291,900
<b>2024</b>		
Program Coordinator	\$67,000	
Program Coordinator fringe	\$23,450	
Field Coordinator (full-time)	\$67,000	
Field Coordinator fringe	\$23,450	
Support Staff (part-time)	\$20,000	
Support Staff fringe	\$7,000	
Instruction	17 courses @ \$4,500 per course = \$76, 500	
Technology	\$5,000	
Marketing	\$2,500	
		\$291,900

<b>Net Revenue for the School of Social Work</b>						
Year	2019	2020	2021	2022	2023	2024
Grant Total Revenues		\$321,600	\$562,800	\$804,000	\$804,000	\$804,000
Grand Total Costs	\$98,500	\$160,950	\$233,175	\$291,900	\$291,900	\$291,900
Projected Surplus/Deficit	(-\$98,500)	\$160,650	\$329,625	\$512,900	\$512, 900	\$512, 900

**9. Program Costs Assessed to Students**

This program is proposing to charge an e-rate of \$275. Otherwise, there are no other costs beyond those normally associated with the program.

## Approvals on File

**Proposal:** Offer the existing Masters of Social Work (M.S.W.) as an online program

**College:** School of Social Work

**Proposed Effective Term:** Fall 2019

School/College:

- School of Social Work Associate Dean, Dr. Shari Miller, 6/21/2018

Graduate School:

- Graduate School Dean, Dr. Suzanne Barbour, 10/19/2018