

MSW PROGRAM OPTIONS & DEGREE REQUIREMENTS

Standard Program

The MSW curriculum for the Standard degree (p. 1) option consists of 58 credit hours, which includes credit for generalist practice and specialized internships. The first year of study provides the student with knowledge, skills, and values for generalist social work practice as well as the foundation for advanced or specialized social work practice. Students enroll in internships in the fall and spring of the first (Generalist) year of the standard program and must complete the practicum education application process according to a designated timeline prior to the fall semester. In the second year, the students choose one of two areas of specialized practice, community practice, and clinical practice. The clinical specialization is the best fit for those who are interested in direct practice with individuals, families, and groups. The community specialization best fits those interested in practice with groups, organizations, and communities. After completing a second internship during the final semester, students participate in a one-week capstone seminar before graduating.

Advanced Standing Degree Option

The Advanced Standing degree (p. 2) option may be selected if a student has earned a baccalaureate degree in social work from a program accredited by the Council on Social Work Education and meets other admission criteria. If admitted, the full-time student can complete the MSW degree in 10 months or 30 credit hours of graduate work.

M.Div./MSW Dual Degree Option

The Master of Divinity/Master of Social Work (M.Div./MSW) Dual Degree (<https://catalog.baylor.edu/school-social-work/master-social-work-waco/msw-program-options/dual-degree-mdiv-msw/>) option prepares students to provide leadership and service through congregations, religiously affiliated organizations, and faith communities. For admission to the dual degree option, students must apply and be accepted by the George W. Truett Theological Seminary as well as the Waco campus of the Diana R. Garland School of Social Work.

MTS/MSW Dual Degree Option

The Master of Theological Studies (MTS) and the Master of Social Work (MSW) dual degree (<https://catalog.baylor.edu/school-social-work/master-social-work-waco/msw-program-options/dual-degree-mts-msw/>) provides an interdisciplinary option for students to develop competency in Christian scriptures and theology, global missions, and Baptist identity, as well as in advanced social work practice in congregations and religiously-affiliated organizations. For admission to the dual degree option, students must apply and be accepted by the George W. Truett Theological Seminary as well as the Waco campus of the Diana R. Garland School of Social Work.

MSW/MBA Dual Degree Option

The MSW/MBA dual degree (<https://catalog.baylor.edu/school-social-work/master-social-work-waco/msw-program-options/dual-degree-mba-msw/>) is designed to educate leaders who are prepared to effectively implement financial strategies, transform organizational behavior, and activate marketing strategies to sustain and improve human services organizations. Prospective students will be required to fulfill admission

and application procedures separately for the Waco campus of the Diana R. Garland School of Social Work and the Master of Business Administration programs.

MSW Degree: Part-Time Degree Option

Students may choose to take fewer courses each semester because of life circumstances and extend their time in the program accordingly. Since courses are designed to build on one another, and all courses are not offered every semester, students should seek consultation from the MSW Program Manager in planning their individual program of study. All Internship courses must be completed in the standard fall-spring sequence.

Curriculum Areas

MSW students come to the program with an undergraduate degree based on a strong liberal arts education providing preparation for graduate education that produces social workers who can think critically, analyze alternatives skillfully, communicate well verbally and in writing, appreciate their own culture and of others, and dedicate themselves to lifelong learning that empowers and equips them to make a difference. Social workers share a common set of professional values and ethics and a common set of basic or generalist skills that enable them to work with diverse populations and fill diverse roles in diverse settings. The transmission of these values and ethics to students is a critical aspect of professional socialization. Upon entering the program, MSW students are informed of their responsibility to perform as social work professionals according to the National Association of Social Workers (NASW) Code of Ethics guidelines, including advocacy for human rights and justice. Professional values and ethics are infused throughout the entire MSW curriculum. Before any academic work in the community that involves using social work knowledge, values, and skills, students are required to study the entire NASW Code of Ethics and the applicable state code and commit to practice congruent with those codes. Due to the unique mission of the GSSW program, attention is also given to areas of congruence and conflict with students' own personal values and ethics, as well as those of various faith groups.

Foundation (Generalist) Year First Year in the Standard Degree Option

The foundation year provides a generalist education in social work and is required of every student in the standard degree option (2-Year Degree option).

The generalist curriculum is organized around these five curriculum content areas:

- Human Behavior and the Social Environment (SWO 5351 Human Behavior Theory: Person & Environment and SWO 5320 Human Diversity & Social Justice)
- Social Welfare Policy and Services (SWO 5322 Social Policy For Social Work Practice),
- Social Work Practice (SWO 5361 Social Work Practice with Individuals and Families; SWO 5362 Social Work Practice with Groups; SWO 5363 Social Work Practice with Communities & Organizations)
- Research (SWO 5381 Research for Social Work Practice)
- Practicum Education (SWO 5491 Foundation Internship I and SWO 5492 Foundation Internship II)

Full-time students will take classes during their first semester and have their first internship. Students must earn at least a “B” in Foundation Internship I and Social Work Practice with Individuals & Families to enroll for Foundation Internship II. Required Practicum Education orientation must be completed before enrolling in the internship. Foundation Internship I & II consist of professional preparation for practice in an approved setting, generally 16 hours weekly for 15 weeks, for a minimum of 240 clock hours, and a weekly integrative seminar. Foundation Internship II consists of an additional minimum of 240 clock hours of training practice in the agency. Students will apply the foundations of knowledge, values, and skills they have learned in the standard courses in Foundation Internship I & II. Students must earn at least a B in Foundation Internship II, Social Work Practice with Groups, and Social Work Practice with Communities & Organizations to enroll in practice and internship courses for the specialized year. Students should pay careful attention to requirements for prerequisites and enrollment in courses concurrently, following the appropriate course sequence options on the following pages.

Specialized Year

Second Year of Standard Degree Option

Curriculum Content

The program offers two areas of specialized practice. Students acquire advanced practice skills and knowledge in each specialization that builds on the standard curriculum. Two areas of practice define the program’s specializations: Clinical Practice and Community Practice. Students complete the Advanced Internship in a setting that allows them the opportunity to prepare for practice in these areas. Students are expected to expand their learning further through the use of electives.

Each area of specialized practice consists of a combination of courses taken exclusively with others in the specialization. In addition, students in all specializations will choose to take Organizational Leadership & Management, Social Work Practice & Advocacy with Children & Families, or Health Practice & Policy. All students will enroll in a Capstone course. These combined courses allow students an opportunity to learn from each other and gain exposure to other areas of specialized practice.

Students must have completed all standard requirements before enrolling in the advanced social work practice courses. These courses are designed to provide an intensive experience of applying learning in the standard curriculum and advanced practice methods and principles in the specialization to actual practice situations. Students will learn the skills for advanced practice in their specialization, assess their practice, and establish ongoing professional development.

Students follow a concurrent format for internship and will enroll both semesters in a two-hour seminar course while also completing 16-20 hours weekly for a minimum of 225-275 hours in the fall, and 20-24 hours weekly for a minimum of 275-325 hours in the Spring, for a minimum total of 550 hours across the two semesters. Students must have completed all other pre- or co-requisite coursework before enrolling in the Advanced Internship. Advanced Internship consists of social work preparatory practice in a setting appropriate to the student’s specialization.

During the final weeks of this semester, students engage in a capstone experience, during which they present a practice-oriented workshop to colleagues and professional social workers, including a faculty evaluator.

Brief Description of Master of Social Work Areas of Specialized Practice

Clinical Practice

The clinical practice specialization prepares students for advanced, direct practice with individuals, families, and groups in various clinical settings. Students learn to apply evidence-based practice theories and intervention methods that reflect a person-environment orientation and a strengths perspective. Specific philosophical frameworks include humanism, positivism, and evidence-based methods. The program is based on developing an eclectic method that offers the opportunity to investigate more specific practice models. Some examples include cognitive behavioral therapy, solution-focused therapy, motivational interviewing, narrative approaches, Eye Movement Desensitization and Reprocessing (EMDR), structural family therapy, therapeutic use of play, unified protocol and dialectical behavior therapy. Assessment tools and techniques, especially focusing on the DSM, are critical to the program.

Community Practice

The community practice specialization prepares students for advanced practice with public and/or nonprofit organizations, neighborhoods, communities, congregations, and religiously affiliated agencies. Students learn a variety of professional community practice models that serve to strengthen and enrich communities in local and global settings. Communities are geographic (e.g., neighborhoods) and relational (e.g., ethnic communities). The central models are rooted in professional literature and research, and they include advanced skills in community development, community organizing, and community planning.

The advanced development model is asset-based community development, which recognizes community struggles but responds most centrally to community assets. Asset mapping is a key skill learned when studying this model.

The advanced model of organizing is consensus-based. Consensual organizing is rooted in consensus-building rather than building on potential conflict. Negotiation and facilitation are key skills learned with regard to this model.

The advanced model of planning is emergent-based. While most planning requires a rational approach to planning (e.g. the logic model), the emergent model allows for greater flexibility and adaptability when working in diverse contexts. The engagement of stakeholders is a key skill here.

MSW Degree: Part-Time Degree Option

Students may choose to take fewer courses each semester because of life circumstances and extend their time in the program accordingly. Since courses are designed to build on one another, and all courses are not offered every semester, students should seek consultation from the MSW Program Manager in planning their individual program of study. All Practicum Education courses must be completed in the standard fall-spring sequence.

Advanced Standing Degree Option

The Advanced Standing degree option may be selected if a student has earned a baccalaureate degree in social work from a program accredited by the Council on Social Work Education and meets other admission criteria. If admitted, the full-time student can complete the MSW degree in 10 months or 30 credit hours of graduate work.

Curriculum Content

The program offers two areas of specialized practice. Students acquire advanced practice skills and knowledge in each specialization that builds on the standard curriculum. Two areas of practice define the program's specializations: Clinical Practice and Community Practice. Students complete the Advanced Internship in a setting that allows them the opportunity to prepare for practice in these areas. Students are expected to expand their learning further through the use of electives.

Each area of specialized practice consists of a combination of courses taken exclusively with others in the specialization. In addition, students in all specializations take Organizational Leadership & Management, Social Work Practice & Advocacy with Children & Families, or Health Practice & Policy. All students enroll in a Capstone course. These combined courses allow students an opportunity to learn from each other and gain exposure to other areas of specialized practice.

Students follow a concurrent format for internship and will enroll both semesters in a two-hour seminar course while also completing 16-20 hours weekly for a minimum of 225-275 hours in the fall, and 20-24 hours weekly for a minimum of 275-325 hours in the Spring, for a minimum total of 550 hours across the two semesters. Students must have completed all other pre- or co-requisite coursework before enrolling in the Advanced Internship. Advanced Internship consists of social work preparatory practice in a setting appropriate to the student's specialization.

During the final week of this semester, students engage in a capstone experience, during which they present a practice-oriented workshop to colleagues and professional social workers, including a faculty evaluator.

Brief Description of Master of Social Work Areas of Specialized Practice

Clinical Practice

The clinical practice specialization prepares students for advanced, direct practice with individuals, families, and groups in various clinical settings. Students learn to apply evidence-based practice theories and methods of intervention that reflect a person-environment orientation and a strengths perspective. Specific philosophical frameworks include humanism, positivism, and evidence-based methods. The program is based on the development of an eclectic method that offers the opportunity to investigate more specific practice models. Some examples include cognitive behavioral therapy, solution-focused therapy, motivational interviewing, narrative approaches, Eye Movement Desensitization and Reprocessing (EMDR), structural family therapy, therapeutic use of play, unified protocol, and dialectical behavior therapy. Assessment tools and techniques, especially focusing on DSM-5, are critical to the program.

Community Practice

The community practice specialization prepares students for advanced practice with public and/or nonprofit organizations, neighborhoods, communities, congregations, and religiously affiliated agencies. Students learn a variety of professional community practice models that serve to strengthen and enrich communities in local and global settings. Communities can be defined as geographic (e.g., neighborhoods) and relational (e.g., ethnic communities). The central models are rooted in professional literature and research, and they include advanced skills in community development, community organizing, and community planning.

The advanced development model is asset-based community development, which recognizes community struggles but responds most

centrally to community assets. Asset mapping is a key skill learned when studying this model.

The advanced model of organizing is consensus-based. Consensual organizing is rooted in consensus-building rather than building on potential conflict. Negotiation and facilitation are key skills learned with regard to this model.

The advanced model of planning is emergent-based. While most planning requires a rational approach to planning (e.g., the logic model), the emergent model allows for greater flexibility and adaptability when working in diverse contexts. Engagement of stakeholders is a key skill here.

MSW Degree: Part-Time Degree Option

Students may choose to take fewer courses each semester because of life circumstances and extend their time in the program accordingly. Since courses are designed to build on one another, and all courses are not offered every semester, students should seek consultation from the MSW Program Manager in planning their individual program of study. All Practicum Education courses must be completed in the standard fall-spring sequence.

MSW Degree Requirements - Standard Program

This plan includes a minimum of 58 semester hours, 29 hours in the Generalist year and 29 hours in the Advanced year, including the following:²

Code	Title	Hours
Generalist Year Requirements		
SWO 5320	Human Diversity & Social Justice	3
SWO 5351	Human Behavior Theory: Person & Environment	3
SWO 5361	Social Work Practice with Individuals and Families	3
SWO 5491	Foundation Internship I	4
SWO 5362	Social Work Practice with Groups	3
SWO 5363	Social Work Practice with Communities & Organizations	3
SWO 5322	Social Policy For Social Work Practice	3
SWO 5381	Research for Social Work Practice	3
SWO 5492	Foundation Internship II	4
Advanced Year Requirements		
Select one of the following specializations:		29
<i>Clinical Specialization</i>		
SWO 5338	Clinical Diagnosis in Social Work	
SWO 5370	Clinical Social Work Practice I	
SWO 5382	Clinical Evaluation for Practice Improvement	
SWO 5494	Part I Advanced Internship	
SWO 5380	Clinical Social Work Practice II	
SWO 5490	Part II Advanced Internship	
SWO 5395	Capstone Seminar	
SWO 5323	Organizational Leadership & Management ¹	
or SWO 5376	Health Practice & Policy	
or SWO 5377	Social Work Practice & Advocacy with Children & Families	

SWO elective (3 credits)	
<i>Community Specialization</i>	
SWO 5335	Theoretical Frameworks for Community Social Work Practice
SWO 5375	Community Social Work Practice I
SWO 5384	Program Evaluation for Practice Improvement ¹
SWO 5494	Part I Advanced Internship
SWO 5378	Community Social Work Practice II
SWO 5490	Part II Advanced Internship
SWO 5395	Capstone Seminar
SWO 5323	Organizational Leadership & Management ¹
or SWO 5376	Health Practice & Policy
or SWO 5377	Social Work Practice & Advocacy with Children & Families
SWO elective (3 credits)	
Total Hours	58

¹ A combination of SWO 5323, SWO 5376, SWO 5377, and SWO 5384 can be used towards fulfilling requirements for an MSW Concentration.

² The following optional Concentrations are also available. To pursue a Concentration, talk to your Advisor.
Organizational Leadership - Clinical Practice or Community Practice
Trauma-Informed Practice - Clinical Practice or Community Practice
Diversity Equity and Inclusion - Clinical Practice or Community Practice

Electives: 3 hours

Three (3) hours of Special Topics courses/seminars (SWO 4V80 Special Topics, SWO 5V80 Advanced Special Topics, SWO 5V70 Independent Study in Social Work) and/or other courses as approved by the MSW Program Director may be taken to fulfill the elective requirement for standard and advanced standing degree students. The elective requirement for the Standard and Advanced Standing Students is 3 hours. Electives may be taken in the standard year but are recommended in the advanced year. Note that elective hours can be used to fulfill the requirement for certain concentrations. Please refer to the individual concentration pages for curriculum information.

MSW Degree Requirements - Advanced Standing

This plan includes a minimum of 30 semester hours including the following:²

Code	Title	Hours
<i>Select one of the following specializations:</i>		
<i>Clinical Specialization</i>		
SWO 5123	Introduction to Graduate Studies	1
SWO 5338	Clinical Diagnosis in Social Work	3
SWO 5370	Clinical Social Work Practice I	3
SWO 5382	Clinical Evaluation for Practice Improvement	3
SWO 5494	Part I Advanced Internship	4
SWO 5380	Clinical Social Work Practice II	3
SWO 5490	Part II Advanced Internship	4
SWO 5395	Capstone Seminar	3
SWO 5323	Organizational Leadership & Management ¹	3
or SWO 5376	Health Practice & Policy	

or SWO 5377	Social Work Practice & Advocacy with Children & Families	
SWO elective (3 credits)		
<i>Community Specialization</i>		
SWO 5123	Introduction to Graduate Studies	1
SWO 5335	Theoretical Frameworks for Community Social Work Practice	3
SWO 5375	Community Social Work Practice I	3
SWO 5384	Program Evaluation for Practice Improvement ¹	3
SWO 5494	Part I Advanced Internship	4
SWO 5378	Community Social Work Practice II	3
SWO 5490	Part II Advanced Internship	4
SWO 5395	Capstone Seminar	3
SWO 5323	Organizational Leadership & Management ¹	3
or SWO 5376	Health Practice & Policy	
or SWO 5377	Social Work Practice & Advocacy with Children & Families	

SWO Elective (3 credits)

Electives: 3 hours

Three (3) hours of Special Topics courses/seminars (SWO 4V80 Special Topics, SWO 5V80 Advanced Special Topics, SWO 5V70 Independent Study in Social Work) and/or other courses as approved by the MSW Program Director may be taken to fulfill the elective requirement for standard and advanced standing degree students. The elective requirement for the Standard and Advanced Standing Students is 3 hours. Electives may be taken in the standard year but are recommended in the advanced year. Note that elective hours can be used to fulfill the requirement for certain concentrations. Please refer to the individual concentration pages for curriculum information.

¹ A combination of SWO 5323, SWO 5376, SWO 5377, and SWO 5384 can be used towards fulfilling requirements for an MSW Concentration.

² The following optional Concentrations are also available. To pursue a Concentration, talk to your Student Success Advisor.
Organizational Leadership - Clinical Practice or Community Practice
Trauma-Informed Practice - Clinical Practice or Community Practice
Diversity Equity and Inclusion - Clinical Practice or Community Practice