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DIANA R. GARLAND SCHOOL OF SOCIAL WORK

Master of Social Work Catalog

Master of Social Work Online & Residential Campus Catalog
2022-2023 Bulletin • Volume Number 125
August 2022
Believing • Caring • Serving

Purpose of this Publication

This publication provides a description of those programs and activities of Baylor University which are indicated in the title and text. It is not an offer to make a contract.

The administration and faculty of Baylor University believe that the educational and other programs of Baylor University, including those described herein, are effective and valuable, and that they provide skills and/or understanding in keeping with the subject matter of the program.

The ultimate results of programs offered, however, in terms of achievement, employment, professional licensing, or other measure, are also dependent on factors outside the programs, such as the personality and energy of the students, governmental or institutional regulations, and market conditions. Therefore, except as specifically stated herein, Baylor University makes no representation or contract that following a particular course or curriculum will result in specific achievement, employment or qualification for employment, admission to degree programs, or licensing for particular professions or occupations.

It is sometimes necessary or appropriate to change the programs offered. Baylor University retains the right to terminate or change any and all aspects of its educational and other programs at any time without prior notice.

Notice of Nondiscriminatory Policy

Baylor University complies with all applicable federal and state nondiscrimination laws, and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, gender, age, disability or veteran status in either employment or the provision of services. The University is governed by a predominantly Baptist Board of Regents and is operated within the Christian-oriented aims and ideals of Baptists. Baylor is also affiliated with the Baptist General Convention of Texas, a cooperative association of autonomous Texas Baptist churches. As a religiously-controlled institution of higher education, Baylor University is exempted from compliance with some provisions of certain civil rights laws, including some provisions of Title IX of the Education Amendments of 1972.

Equal Access to University Educational Programs

Baylor University provides equal access to all University educational programs to every qualified student. However, if any student requires special personal services or equipment, the student will be responsible for the expenses thereof. This policy includes the expense of providing personal tutors, personal attendants, medical technicians, and so forth. The Office of Access and Learning Accommodation (OALA) will assist such a student in communicating with the proper community or

governmental agency to secure any available financial assistance to meet his or her needs.

Directory Information

Directory information is that information that is customarily made public without the written consent of the student. However, under the provisions of the Family Educational Rights and Privacy Act of 1974, a student may ask Baylor University not to disclose directory information by making written notice to the Office of the Registrar. Requests for nondisclosure will be honored by the university until notified in writing that information should no longer be withheld. **Directory information includes: name, address, telephone number, e-mail address, dates of attendance, level and classification, university ID card photograph, previous institution(s) attended, field(s) of study, awards, scholarships, honors, degree(s) conferred and date(s), full-time/part-time status, earned hours, expected graduation date or degree candidacy, thesis and dissertation titles and advisors, past and present participation in officially recognized sports and activities, physical factors of athletes (e.g. age, height, weight), and date and place of birth.**

Legal Notice

If you are applying for admission to a program that may prepare you for an occupational license and/or if you later decide to change to such a program, Texas law requires that Baylor notify you of your potential ineligibility to obtain a license due to prior criminal convictions. For more information visit <https://www.baylor.edu/admissions/index.php?id=948617> (<https://www.baylor.edu/admissions/?id=948617>).

Student Aid Information

Financial aid programs available to undergraduate students include academic and need-based scholarships, grants, Federal Work-Study, federal educational loans, and alternative loans through various private lenders. Students interested in consideration for financial aid should complete the Free Application for Federal Student Aid (FAFSA) online at www.studentaid.gov (<http://fafsa.gov>). Incoming students interested in consideration for university need-based scholarships should complete the CSS Profile online at www.cssprofile.org (<https://cssprofile.collegeboard.org/?excmpid=vt-00231>) during their incoming year. Visit the Student Financial Aid Office website at www.baylor.edu/sfs (<https://www.baylor.edu/sfs/>) for additional information regarding the financial aid application process.

The provisions of this catalog do not constitute a contract, expressed or implied, between Baylor University and any applicant, student, student's family, faculty, or staff member. Baylor University reserves the right to withdraw courses at any time, or change fees, tuition, rules, calendar, curricula, degree programs, degree requirements, graduation procedures, and any other requirement affecting students. Changes will become effective at the time the proper authorities so determine, and the changes will apply to both prospective students and those already enrolled. This catalog is a general information publication only and it is not intended to nor does it contain all regulations that relate to students.

General Information

- Baylor University Mission Statement (p. 3)
- Board of Regents (p. 3)
- University Administration (p. 3)

Baylor University Mission Statement

The mission of Baylor University is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

Chartered in 1845 by the Republic of Texas and affiliated with the Baptist General Convention of Texas, Baylor is both the state’s oldest institution of higher learning and the world’s largest Baptist university. Established to be a servant of the church and of society, Baylor seeks to fulfill its calling through excellence in teaching and research, in scholarship and publication, and in service to the community, both local and global. The vision of its founders and the ongoing commitment of generations of students and scholars are reflected in the motto inscribed on the Baylor seal: *Pro Ecclesia, Pro Texana* -- For Church, For Texas.

Pro Ecclesia. Baylor is founded on the belief that God’s nature is made known through both revealed and discovered truth. Thus, the University derives its understanding of God, humanity, and nature from many sources: the person and work of Jesus Christ, the biblical record, and Christian history and tradition, as well as scholarly and artistic endeavors. In its service to the church, Baylor’s pursuit of knowledge is strengthened by the conviction that truth has its ultimate source in God and by a Baptist heritage that champions religious liberty and freedom of conscience. Without imposing religious conformity, Baylor expects the members of its community to support its mission. Affirming the value of intellectually informed faith and religiously informed education, the University seeks to provide an environment that fosters spiritual maturity, strength of character, and moral virtue.

Pro Texana. Integral to its commitment to God and to the church is Baylor’s commitment to society. Whereas that society in the mid 1800s was limited to Texas, today Baylor’s sphere of influence is indeed the world. The University remains dedicated to the traditional responsibilities of higher education – dissemination of knowledge, transmission of culture, search for new knowledge, and application of knowledge -- while recognizing the global proportions these responsibilities have assumed. Moreover, within the context of an ethnically and culturally diverse community, Baylor strives to develop responsible citizens, educated leaders, dedicated scholars, and skilled professionals who are sensitive to the needs of a pluralistic society. To those ends, Baylor provides expanded opportunities for civic education and for church and community service at home and abroad.

Pro Ecclesia, Pro Texana. Baylor University is committed to excellence at the undergraduate, graduate, and professional levels. Within the undergraduate programs, the University seeks to familiarize students with the principal bodies of knowledge, cultural viewpoints, belief systems, and aesthetic perspectives that affect the world in which they live. Within the graduate and the professional programs, the University provides advanced educational opportunities to develop ethical and capable scholars and practitioners who contribute to their academic disciplines, professional fields, and society. Baylor encourages all of its students to cultivate their capacity to think critically, to assess information from a Christian perspective, to arrive at informed and reasoned conclusions, and to become lifelong learners. Beyond the intellectual life, the University pursues the social, physical, ethical, and spiritual development of each student.

Aware of its responsibility as the largest Baptist educational institution in the world and as a member of the international community of higher learning, Baylor promotes exemplary teaching, encourages innovative and original research, and supports professional excellence in various

specialized disciplines. Advancing the frontiers of knowledge while cultivating a Christian world-view, Baylor holds fast to its original commitment -- to build a university that is *Pro Ecclesia, Pro Texana*.

Board of Regents

- Jay A. Brown
- Tyler C. Cooper
- Diane D. Dillard
- Sarah Gahm
- Kristina "Krissy" Doerner Guidi
- Larry P. Heard
- Michael P. Heiskell
- Paula R. Hurd
- Neal Jeffrey
- Mark E. Lovvorn
- Katie Jo Lunningham
- Rene Maciel
- Jill Manning
- William "Bill" E. Mearse
- Michael McFarland
- Melissa Purdy Mines
- Alicia D.H. Monroe
- B. Todd Patterson
- Randolph "Randy" L. Pullin
- Todd A. Reppert
- Mark Rountree
- Manny Ruiz
- David M. Slover
- Kim Stevens
- Julie Hermansen Turner
- Dennis R. Wiles
- Don Willett

Honoris Causa Regents

- Faith Cederholm Beaty
- Sarah L. Dolan
- Sher Isada
- Ally Perkins
- Mark V. Petersen
- Brian Raines

Regents as of May 31, 2022

University Administration

General Administration President's Council

Name	Title
Linda A. Livingstone, B.S., M.B.A., Ph.D.	President
Nancy W. Brickhouse, B.S., M.A., Ph.D.	Vice President and Provost
Jason D. Cook, B.A.	Vice President for Marketing and Communications and Chief Marketing Officer
Brett Dalton, B.B.A., M.B.A.	Chief Business Officer
Robyn L. Driskell, B.A., M.A., Ph.D.	Vice President and Chief Compliance and Risk Officer

Malcolm Foley, B.A., M.Div.	Special Advisor to the President for Equity & Campus Engagement
Cheryl Gochis, B.A., M.A.	Vice President for Human Resources and Chief Human Resources Officer
Tiffany Hogue, B.A., J.D.	Chief of Staff to the President
Christopher W. Holmes, B.A., J.D.	General Counselor and Chief Legal Officer and Corporate Secretary
Kevin P. Jackson, A.A., B.A., M.A., Ph.D.	Vice President for Student Life
Kristy J. Orr, B.A., LL.D., J.D.	Board Professional
Mack Rhoades, IV, B.S., M.S.	Vice President and Director of Intercollegiate Athletics
David P. Rosselli, B.A., M.A.	Vice President for University Advancement

Academic Deans & Vice Provosts

Deans

Name	Title
Jeffrey Archer, MLIS	Dean, University Libraries
Sheri L. Dragoo, B.S., M.S., Ph.D.	Interim Dean, Robbins College of Health and Human Sciences
Linda Plank, R.N., NEW-BC, Ph.D.	Dean, Louise Herrington School of Nursing
Douglas V. Henry, B.A., M.A., Ph.D.	Dean, Honors College
J. Larry Lyon, B.A., M.A., Ph.D.	Dean, Graduate School
Sandeep Mazumder, B.A., M.A., M.A., Ph.D.	Dean, Hankamer School of Business
Shanna Hagan-Burke, B.A., M.A., Ph.D.	Dean, School of Education
Gary Mortensen, B.M.E., M.M., D.M.A.	Dean, School of Music
Lee C. Nordt, B.S., M.S., Ph.D.	Dean, College of Arts and Sciences
Dennis L. O'Neal, B.S., M.S., Ph.D.	Dean, School of Engineering and Computer Science
Jon Singletary, B.A., M.Div., M.S.W., Ph.D.	Dean, Diana R. Garland School of Social Work
Todd D. Still, B.A., M.Div., Ph.D.	Dean, George W. Truett Theological Seminary
Bradley J.B. Toben, B.A., J.D., LL.M.	Dean, School of Law

Vice Provosts

Name	Title
Lori Baker, B.A., M.A., Ph.D.	Vice Provost for Faculty Development and Diversity
James M. Bennighof, B.M., M.A., Ph.D.	Vice Provost for Faculty Affairs
Gary R. Carini, M.P.A., M.A., Ph.D.	Vice Provost for Institutional Research and Professional Education
Kevin Chambliss, B.S., Ph.D.	Vice Provost for Research
Jeffrey S. Hamilton, B.A., M.A., Ph.D.	Vice Provost for Global Engagement

J. Wesley Null, B.S.Ed., M.S.Ed., Ph.D.	Vice Provost for Undergraduate Education & Institutional Effectiveness
Lisa Rhiney, B.A., M.B.A., C.P.A.	Vice Provost for Administration and Operations

Student Life Officers

Name	Title
Burt Bureson, B.A., M.Div., D.Min.	University Chaplain
Sharra Hynes, B.Med., M.M.E., Ph.D.	Associate Vice President for Student Life and Dean for Student Learning and Engagement
James G. Marsh, Ph.D.	Dean for Student Health and Wellness and Executive Director for Counseling Services
Bethany McCraw, B.S., M.S., B.S.Ed., M.S.Ed.	Associate Dean for Student Conduct Administration
Elizabeth D. Palacios, B.A., M.S.Ed., Ph.D.	Dean for Student Development

Campus Safety

Name	Title
Mark Childers, B.S., M.S.	Associate Vice President - Public Safety and Security
John Kolinek, B.S.	Chief of Police

Garland School of Social Work General Information

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Message From the Dean

The best social workers have chosen their profession because they are motivated by a deep sense of calling to serve others. We will honor and help you explore your sense of calling and equip you to step into that call on your life through the professional practice of social work. Our curriculum is rigorous because we want to prepare you for the demands of professional practice wherever your calling will take you. The passion of your life deserves nothing less.

The Diana R. Garland School of Social Work offers an educational experience we are proud to compare to any public or private university.

We prepare students for the broad and exciting fields of social work practice in both public and private settings. In addition, the School leads the nation in the field of church social work and in research that informs professional knowledge and skills for addressing religion and spirituality in all social work practice fields. Baylor's Garland School of Social Work alumni are all over the nation and world, serving directly and leading others to care for the most vulnerable and broken, as well as to change social structures that will lead to greater justice and opportunity.

If you want to be a confident social worker, a social worker effective at building strong communities and families, a social worker those in need will trust with their lives and futures, a social worker equipped to succeed no matter where your calling takes you – you belong at Baylor.

With joy at the hope of working with you,

Jon, Dean

GSSW Mission, Goals, and Philosophy

Introduction

Social work has been a part of the University's curriculum since the first course was taught in the Department of Sociology in 1936. The first full-time faculty member with an MSW was hired in 1962. In 1969, the Department launched a complete baccalaureate social work program to prepare students for the beginning level of social work practice. A feasibility study conducted during academic year 1997-98 documented the significant needs which Baylor University could address in its graduate social work program. Based on that study, the Baylor Board of Regents approved a Master's of Social Work degree and the School of Social Work was established in January 1999. The program was moved from within the department of Sociology, Anthropology, Social Work and Gerontology to become a separate department in the College of Arts and Sciences. In September 2004, the School of Social Work was granted independent status, effective June 2005. In June 2013, the PhD in Social Work was launched with the first cohort of students. In May 2015, the name of Baylor University's School of Social Work was changed to the Diana R. Garland School of Social Work in honor of the School's first dean. That same year an extension campus of the Garland School of Social Work was opened in Houston, TX. In May 2019, the School began to offer a fully online campus for students seeking to gain their MSW through Baylor from across the United States.

The Garland School of Social Work at Baylor University gives shape and direction to the faith-based social services not only of Baptists but, more broadly, of other denominations and religious organizations. Through its baccalaureate and graduate programs, the Garland School of Social Work prepares professional social workers for building healthy communities, and provides effective leadership in social service, social action, and advocacy for social justice in many settings, including religious organizations and faith communities.

Mission

The mission of the Diana R. Garland School of Social Work at Baylor University is to prepare social workers in a Christian context for worldwide service and leadership.

Goals

1. To produce Alumni who are
 - influencing (through service and leadership) the social welfare of people, families, and communities globally;
 - ethically integrating religious faith with social work practice;
 - culturally responsive and competent; and
 - effective in creating healthy organizations
2. To produce Research by the School and its alumni that
 - provides resources and models for excellence in professional social work practice that contributes to social justice and the wellbeing of persons, families, and communities; and
 - provides resources and models that are respectful, faithful, and effective for communities of faith and religiously-affiliated organizations.

MSW Mission Statement

The mission of the Baylor University Garland School of Social Work's Master of Social Work Program is to prepare advanced social workers in a Christian context for worldwide service and leadership.

MSW Program Goals

Students completing the MSW Foundation year programs will be able, at an advanced level, to

1. apply generalist social work knowledge and skills in practice using a strengths-oriented, ecological systems perspective that demonstrates respect for human diversity and cultures;
2. use critical thinking skills in applying knowledge and ethical principles to social work practice and in evaluating scientific inquiry including practice-based research;
3. demonstrate a developing social work identity that includes self-awareness, professional use of self, use of supervision and consultation, and an appreciation of the profession's values and history;
4. use conceptual frameworks to understand development and behavior across the life course, and the interactions among individuals, families, groups, organizations, communities, and larger systems;
5. understand the forms and mechanisms of privilege and oppression, and apply strategies of advocacy and social change that advance social and economic justice globally; and
6. demonstrate skills and knowledge for social work practice that are spiritually informed and that recognize religious contexts.

Students completing the specialized year will be able to practice the Foundation Goals at an advanced level and, in addition, within one's area of specialization, they will be able to

1. discover, compare, apply and evaluate conceptual perspectives, models, and research that guide advanced practice;
2. demonstrate competence in advanced practice skills and the evaluation of advanced practice skills;
3. demonstrate competence in both working autonomously and working collaboratively; and
4. know, evaluate, integrate and use literature in decision-making in advanced practice.

Accreditations and Memberships

Baylor University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, masters, and doctoral degrees. Questions about the accreditation of Baylor University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, by calling (404)679-4500, or by using information available on SACSCOC's website (<https://sacscoc.org/>).

In addition, the University and its schools and departments are accredited by, and/or hold membership in, the following organizations:

General

- The Association of Texas Colleges and Universities
- The Association of American Colleges and Universities
- The American Council on Education
- The Southern University Conference
- The American Council of Learned Societies
- The Texas Council of Church-Related Colleges
- The Association of Southern Baptist Colleges and Schools
- The Lilly Fellows National Network of Church-Related Colleges and Universities
- The American Association of University Women
- The American Society of Allied Health Professions

The Graduate School

- The Council of Graduate Schools
- The Association of Texas Graduate Schools
- The Conference of Southern Graduate Schools
- The Midwestern Association of Graduate Schools

College of Arts and Sciences

- Council of Colleges of Arts and Sciences
- Phi Beta Kappa

Hankamer School of Business

- AACSB International – The Association to Advance Collegiate Schools of Business
- Beta Gamma Sigma

School of Education

- The American Association of Colleges for Teacher Education
- Program Accreditation by the State Board for Educator Certification
- Kappa Delta Pi

School of Engineering and Computer Science

- Computer Science: The B.S.C.S. degree is accredited by the Computing Accrediting Commission (CAC) of the Accreditation Board for Engineering and Technology (ABET)
- Engineering: Electrical and Computer Engineering, Engineering, and Mechanical Engineering programs accredited by the Engineering

Accreditation Commission (EAC) of the Accreditation Board for Engineering and Technology (ABET)

Robbins College of Health and Human Sciences

- Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association
- Council on Education for Public Health
- Commission on Accreditation of AT Education
- American Kinesiology Association
- National Academy of Kinesiology
- Eta Sigma Gamma
- Society for Public Health Education-American Association for Health Education

School of Law

- The Association of American Law Schools
- Accredited by the American Bar Association

School of Music

- The National Association of Schools of Music
- The Texas Association of Music Schools
- Pi Kappa Lambda

Louise Herrington School of Nursing

- Accredited by the Commission on Collegiate Nursing Education and the Texas State Board of Nurse Examiners
- The Southern Regional Educational Board, Council on Collegiate Education for Nursing
- The American Association of Colleges of Nursing

Diana R. Garland School of Social Work

- Council on Social Work Education

George W. Truett Theological Seminary

- The Association of Theological Schools

Garland School of Social Work Full-Time Faculty

Jon E. Singletary, Ph.D., Dean and Professor of Social Work, Diana R. Garland Endowed Professor in Child and Family Services. (2003) B.A., Baylor U.; M.Div., Baptist Theological Seminary at Richmond; M.S.W., Virginia Commonwealth U.; Ph.D., *ibid*.

Holly K. Oxhandler, Ph.D., LMSW, Associate Professor of Social Work and Associate Dean for Research and Faculty Development. (2014) B.S., U. of Houston; M.S.W., *ibid*; Ph.D., *ibid*.

Melody York Zuniga, M.S.W., LMSW, Senior Lecturer of Social Work and Associate Dean of Academic Affairs (2009) B.A., Baylor U.; M.S.W., *ibid*.

Christen Argueta, M.S.W., LCSW, Senior Lecturer of Social Work and MSW Online Program Director (2016)

B.S., Baylor U.; M.S.W., *ibid*.

Carrie Arroyo, M.S.W., LCSW, Senior Lecturer of Social Work (2011)
B.S.W., U. of Texas at Austin; M.S.W., U. of Pennsylvania.

Stephanie Boddie, Ph.D., Assistant Professor of Church and Community Ministries (2017)
B.A., Johns Hopkins Univ.; M.S.W., U. of Pennsylvania; Ph.D., *ibid*.

Carolyn Cole, M.S.W., LMSW, Lecturer of Social Work and Associate Director of Field Education (2016)
B.A., Baylor U.; M.S.W., *ibid*.

Jennifer S. Dickey, Ph.D., M.S.W., LMSW, Senior Lecturer of Social Work and Endowed Chair in Global Leadership (2012)
B.S.W., Baylor U.; M.S.W., *ibid*.

Juan Carlos Esparza Ochoa, Ph.D., Research Assistant Professor for the School of Social Work and Institute for Studies of Religion, and Director of the Program on Religion and Latin American Studies (2018)
B.A., Colegio Máximo de Cristo Rey de la Compañía de Jesús; B.A., Universidad del Valle de Atemajac; M.A., Universidad de Guadalajara; M.A., Centro de Investigaciones Pedagógicas y Sociales; Ph.D., University of Texas at Austin

Kerri K. Fisher, M.S.S.W., LCSW, Senior Lecturer of Social Work (2015)
B.A., Howard Payne University; M.S.S.W., Univ. of Texas

M. LeAnn Gardner, M.S.W., M.Div., LISW-CP, Lecturer of Social Work and Associate Field Director-Online (2018)
B.A., Samford Univ.; M.S.W., Baylor U.; M.Div., *ibid*.

Luci Ramos Hoppe, M.S.W., LMSW, Senior Lecturer of Social Work and BSW Program Director (2016)
B.A., Baylor U.; M.S.W., *ibid*.

Brianna P. Lemmons, Ph.D., Assistant Professor of Social Work (2018)
B.A., Spelman College; M.S.W., Howard University; Ph.D., *ibid*.

Whitney L. Luce, M.S.W., LMSW, Senior Lecturer of Social Work and Director of Field Education (2014)
B.S.W. Baylor U.; M.S.W., *ibid*.

Elissa Madden, Ph.D., LMSW, Associate Professor of Social Work (2016)
B.A., Baylor U.; M.S.W., *ibid*, Ph.D., University of Texas

Jocelyn McGee, Ph.D., Assistant Professor of Social Work (2018)
B.A., Baylor Univ.; M.S., *ibid*.; Ph.D., Fuller Theological Seminary

Sung Seek Moon, Ph.D., M.S.W., M.A., M.Div., Professor of Social Work and Carl and Martha Lindner Endowed Chair for Global Studies. (2019)
B.A., Korea Baptist Theological University; M.Div., *ibid*; M.A., New Orleans Baptist Theological Seminary; M.S.W., Univ. of South Carolina; Ph.D., University of Georgia

Dennis R. Myers, Ph.D., Professor of Social Work and Danny & Lenn Prince Endowed Chair for the Residential Care of Older Adults (1981)
B.A., Baylor U.; M.S.S.W., U. of Texas; Ph.D., *ibid*.

Danielle Parrish, Ph.D., Professor of Social Work. (2018)
B.A., California State University Fresno; M.S.W., *ibid*.; Ph.D., University of Texas

E. Clay Polson, Ph.D., Associate Professor of Social Work (2014)

B.A., Mississippi College; M. Div., Baylor U.; M.S.W., *ibid*; M.A., *ibid*; Ph.D., *ibid*

Cheryl A. Pooler, D.S.W., M.S.S.W., LCSW, Lecturer (2017)
B.S., Lee University; M.S.S.W., Univ. of Louisville; D.S.W., University of St. Thomas

David K. Pooler, Ph.D., LCSW, Professor of Social Work. (2009)
B.A., Lee College; M.S.S.W., U. of Louisville; Ph.D., *ibid*.

Sarah Dorrell Ritter, M.S.W., LMSW, Lecturer of Social Work and MSW Program Director (2017)
B.A., Baylor U.; M.S.W., Temple University

Robin K. Rogers, Ph.D., Associate Professor of Social Work and Co-Director of the Ph.D. Program (2001)
B.A., Baylor U.; M.R.E., Southern Baptist Theological Seminary; M.S.S.W., U. of Louisville; Ph.D., U. of Pittsburgh.

T. Laine Scales, Ph.D., Professor of Social Work and Co-Director of the Ph.D. Program, Master Teacher (1999)
B.A., Univ. of North Carolina; M.S.W., Southern Baptist Theological Seminary; Ph.D., University of Kentucky

Rebecca Bell Scott, Ph.D., M.S.W., LCSW, Senior Lecturer of Social Work (2009)
B.S., Abilene Christian U.; M.S.W., U. of Washington., Ph.D., Baylor U.

Zainab Suntai, M.S.W., L.M.S.W., Assistant Professor of Social Work (2022)
B.S., DeVry U.; M.S.W., N.Y.U.; Ph.D., University of Alabama

Emma K. Taylor, M.S.W., LCSW, Lecturer of Social Work and Associate Field Director-Online (2019)
B.S.W., Baylor U.; M.S.W., *ibid*.

Gaynor I. Yancey, D.S.W., Professor of Social Work, Master Teacher, Director of the Center for Church and Community Impact, and Lake Family Endowed Chair in Congregational and Community Health. (1999)
B.A., East Texas Baptist U.; M.R.E., Southwestern Baptist Theological Seminary; M.S.W., Temple U.; D.S.W., U. of Pennsylvania.

Qianwei Zhao, Ph.D., M.S.W., Assistant Professor of Social Work (2020)
B.S. Law, Shangdong University of Finance and Economics; M.S.W., University of Pennsylvania; Ph.D., University of Southern California.

Garland School of Social Work Staff

Name	Title
Angela Bailey	Faculty Development and PhD Program Manager
Krista Barrett	Field Education Program Manager
Emily Corntassel	Assistant Director of Admissions
Deborah De Laurell	Academic Affairs and GML Program Manager
Heather Deal	Director of Development
Crystal Diaz-Espinoza	Director of Enrollment, Career & Alumni Services
Annelise Kahler	GML Program Coordinator
Amber George	Grants and Sponsored Programs Manager
Terry Henderson	Financial Manager
Mallory Herridge	Assistant Director of C3I

Jim Heston	Academic Consultant and Instructional Designer
Erin Albin Hill	Coordinator of Research Projects for C3I
Andrea Hix	Assistant to the Dean
Krysta Long	Recruitment and Student Services Program Manager
Carley Lund	Admissions and Student Services Coordinator
Rachel Garcia	BSW Program Manager
Mary Zane Nelson	BEAR Project Coordinator
Suzanne Sellers	Graduate Admissions Coordinator
Morgan Strehlow	MSW Program Manager
Nikki Wilmoth	Director of Marketing and Communications

A Career in Social Work

A career in social work is both challenging and nourishing. From comforting a person who is facing surgery, to finding a home for an abandoned child, to helping communities organize for change — social workers are in the forefront of personal and social change. Wherever people are experiencing problems in living; wherever battles for social and personal justice are being waged — social workers are there.

Because they work with people, social workers need not only a substantial body of knowledge and specialized skills, but also self-discipline and realistic attitudes to ensure meaningful and equitable solutions to individual, family, group, organizational and societal problems. To be an effective social worker, you must be able to confront objectively the harsh realities of life while retaining a basic sense of compassion for others. You must also be motivated to help reduce human suffering and strengthen social ties.

Social work requires an interest in helping people with a wide range of problems in a wide range of settings. They must be committed to social and racial justice, embracing anti-racist practices. Social workers practice in advocacy organizations, facilities for the aged, schools, churches, hospitals and other health facilities, group homes, mental health facilities, prisons, community centers, employee assistance programs, adoption agencies, family services, pre-school settings, public welfare settings, child and adult protective services, residential settings for children, or adults, legislatures, social change organizations, and many other settings.

With such diversity of practice, what binds social workers into a common profession? First, social workers view people and their environment as integrally intertwined and interactive. Therefore, social workers not only work with individuals toward change but also share a commitment to institutional and societal change. As professionals, social workers are devoted to helping people function as well as they can within their environment- or helping advocate for environmental changes. Second, social workers maintain a service commitment to the disadvantaged, vulnerable, and economically deprived segments of the population. Historically, social workers led the fight for child labor laws, voting rights for women, and other progressive milestones. Finally, social workers share a common set of professional values and ethics and a common set of basic or generic skills that enable them to work with diverse populations and fill diverse roles in diverse settings.

All social work education is built on a strong liberal arts base in order to produce social workers who can think critically, analyze alternatives skillfully, communicate well verbally and in writing, appreciate their own

culture and the culture of others, and dedicate themselves to life-long learning. The Council on Social Work Education (CSWE) has set national standards for this specialized education. It is the only accrediting agency for social work education and is so designated by the United States Office of Education and the Council on Post-Secondary Education.

In Texas and most other states, graduation from a school accredited by CSWE is a requirement for licensure as a social worker. Additionally, to be eligible for advanced placement in graduate schools of social work, applicants must have baccalaureate degrees from programs accredited by CSWE. The Baylor University Social Work Program has been affiliated with the Council since 1965. Initial accreditation was granted to the baccalaureate program in 1976 and to the graduate program in 2001. The accreditation of both programs was reaffirmed in 2020.

General Degree & Academic Standing Information

Course Numbering System

The numbers applied to each course indicate level, semester or trimester hours of credit, and departmental codes. Selected courses numbered 4000-4V99 are open to both advanced undergraduates and graduate students. Courses numbered 5000 and above are limited to graduate students. Only doctoral candidates will be permitted to register for 6000-level courses. **Graduate credit will not be conferred for courses numbered below 4000 or for 4000-level courses which do not appear in the Garland School of Social Work MSW Catalog, Graduate School Catalog, or George W. Truett Theological Seminary Catalog.** The first digit in the number indicates the level. The second digit in the number indicates the value of graduate credit hours. Thus, “3” as a second digit indicates three credit hours. Some courses may be taken for a varying number of credits, typically from one to three credit hours. In such cases, instead of a digit for the second place in the course number, the letter “V” is used, and the varying amount of credit is indicated at the right of the course title. The last two digits are reserved for departmental use. Online students must register for the trimester and residential students must register for the semester, no cross-registration is permitted (online students may not register for residential classes and residential students may not register for online classes).

Course Load

The maximum number of credit hours for which a Social Work master’s student may register in a given semester or trimester is eighteen. For residential students, no more than nine MSW course semester hours may be taken in either of the two summer sessions.

Course Availability

Course availability and section instructor are subject to change at any point. Should you need to follow a different plan of study, please consult with your advisor and note that all plans of study will be approved based on current schedules and course prerequisite guidelines.

Grading System

Grades assigned for GSSW graduate students are:

Letter Grade	Grade Points
A	4.00
A-	3.67
B+	3.33

B	3.00
B-	2.67
C+	2.33
C	2.00
C-	1.67
D+	1.33
D	1.00
D-	0.67
F	0.0

Grades of C-, D, D-, or F will impact the grade point average (GPA) but will not apply toward the total number of hours required for program completion. Required courses in the MSW program must be completed with a grade of C or higher to meet the degree requirements. If a grade of C-, D+, D, D- or F is made in a required course, the student must repeat the same course and make a grade of C or better to meet the degree requirements for graduation. Courses taken at Baylor may be repeated where the grade received is C or lower, or in courses where a B is required and not met. When a course is repeated, students' transcripts will reflect both grades and both will be included in the overall grade point average. A student will have a maximum of two attempts at any one course, a class with a grade or a W notation counts as an attempt.

Please note: Field seminar courses and the following practice skills courses require a grade of **B or higher** to meet the degree requirements (listed in order of degree plan): 5561, 5362, 5491, 5492, 5463, 5494, 5490, 5379, 5375, 5376, 5377, 5378. Students earning a grade of B- or lower in one of these courses must repeat the course and earn a B or higher. **Residential students** who do not make a minimum of a C in 5221 should cancel their fall semester. While grades are not entered until the end of the fall semester, if a minimum grade is not met in 5221, students will not be allowed to continue onto the Spring semester. Students who do not meet the minimum grade requirements of this course may be terminated from the program at the discretion of the Associate Dean for Academic Affairs.

The grade of "I," incomplete, may be given at the discretion of the faculty member when unforeseen circumstances arise that prohibit students from completing assignments toward the end of the trimester/semester, only after the withdrawal period has ended and when the completed portion of the course work is of passing quality. The faculty member will determine a new deadline for finishing the course requirements that will be no later than the end of the following semester or trimester. If the work is not completed and a final grade is not submitted by that deadline, then the "I" will be changed to a grade of "F." It is the student's responsibility to complete the course requirements and to see that the incomplete grade is removed from the record in the trimester or semester following the "I". Professors may request an extension (up to six months) or the grade automatically changes to "F." An extension must be initiated by the instructor and approved by the Associate Dean for Academic Affairs. A student may not graduate with an "I" incomplete on their transcript.

Students who receive one or more incomplete grades during a trimester or semester may have their schedule for the following trimester or semester reduced by the number of hours of "incomplete" received. **Please note** a grade of "I" for any course that is a pre-requisite or co-requisite for subsequent courses may delay the student's course of study.

Social Work Graduate Grade Change Policy

Changes to grades may be initiated by the instructor of the class and must be approved by the Associate Dean for Academic Affairs. Changes to grades may only be initiated by an instructor when the original grade resulted from an error or when the original grade was Incomplete. Changes resulting from an error may only be made within one calendar year of the original date that the grade was due and may not occur once the degree to which the course was applied has been conferred. Beyond changes to grades for those reasons, changes may occur when initiated by the Provost based on the finding of a violation of academic integrity or when a grade is successfully appealed through the appropriate process(es); the one-year time limit does not apply to these changes.

Course Repeat Policy

A student may repeat a course for which his or her highest earned grade is a C- or below. A student may also repeat a course, for which they need to earn a higher grade in order to fulfill a course requirement for the MSW degree. Courses may not be repeated in which the student earned a grade of B or higher. A student will have a maximum of two attempts at any one course, where a class with a grade or a W notation counts as an attempt. Courses attempted at the Garland School of Social Work, which includes courses for which a student received a W notation, may not be repeated at another institution for transfer. All grades earned at the Garland School of Social Work will be calculated in the semester or trimester and cumulative grade point averages. Failure to earn the required minimum grade for a course after two attempts will result in dismissal from the program.

Audit

A student may audit a course with the written permission of the Associate Dean for Academic Affairs. Only lecture courses may be audited. Audit enrollment is subject to the instructor's willingness to have nonparticipating students.

Audited courses may not exclude a student seeking credit, may not be repeated at a later date for credit, may not be changed in status after the registration period, and are not considered part of the course load.

Policy on Course Waivers and Academic Credit

The program does not waive course requirements of the professional foundation areas or for the field internship. No academic credit is given for previous work or life experiences.

Time Limitation

The maximum time limit for the master's degree is five years from the time the student first matriculates in the master's program. Exceptions to the five-year limit will be made by the Associate Dean for Academic Affairs only after a careful review of the extenuating circumstances on a case-by-case basis.

Graduation Eligibility

To qualify for a master's degree, students must have a minimum overall grade point average of 3.0 and must complete the following requirements:

1. Satisfactory completion of the required credit hours.
2. Successful completion of internship requirements. See Field Education Manual downloadable from the Field Education (<https://>

socialwork.web.baylor.edu/admissions/field-education/msw-students/) website.

3. Successful presentation and defense of the Capstone project. Students must receive a grade of "B" or better in the final advanced practice and internship courses in order to be eligible for graduation.
4. Personal and professional conduct congruent with the National Association of Social Workers' Code of Ethics, the State Licensing Board Code of Conduct, and with the rules and regulations established by Baylor University as outlined in *Baylor University Student Policies and Procedures*, including the Baylor University Honor System, General Expectations of Baylor Students, and other policies documented therein.

Filing for Graduation

Students file for graduation with the GSSW the semester or term before the degree is expected to be conferred. Students pursuing joint degree options must file for graduation in both programs or schools.

Posthumously Awarded Degrees

A student in their final year who has successfully completed 75% of the Standard Program degree requirement or who has completed 50% of the Advanced Standing degree requirement who is enrolled in good standing, making satisfactory academic progress, meeting all minimum grade point average requirements for their degree program, and dies before completing their degree may be awarded the degree posthumously upon the recommendation of the Garland School Dean and with the approval of the Executive Vice President and Provost.

Academic Standing & Continuation in the Program

Students are expected to earn a grade point average of 3.0 for each semester in which they are enrolled. Failure to earn this grade point average in a semester may result in dismissal from the program. Failure to earn a 3.0-grade point average in a student's final semester may result in not being permitted to graduate.

Probation

Students who do not earn the required 3.0-grade point average for a semester may, at the discretion of the Associate Dean for Academic Affairs, enroll in a subsequent semester on a probationary status. Students are automatically removed from probation upon completion of one semester and a minimum of 6 semester hours of graduate-level coursework if a semester and overall 3.0-grade point average are attained. Failure to attain a 3.0-grade point average will result in the notification of dismissal. The graduate program is not required to hear student appeals of this decision. If, after completion of the one-semester and the sixth semester-hour credit, the student's overall grade point average is still below 3.0, the student will receive notification of degree termination from the graduate program. Students receiving financial assistance must maintain an overall grade point average of 3.0 to avoid loss of financial assistance. Courses taken for elective credit may be included in the computation of the grade point average.

Professional Conduct

The Garland School of Social Work expects that all students will conduct themselves in a manner fitting their professional identity as Baylor University students and developing social work professionals. This includes personal conduct towards faculty, staff, peers, and colleagues both on and off-campus. Failure to display professional conduct may result in disciplinary action, including dismissal from the graduate

program. Students should refer to the Academic and Professional Development section of the catalog for further details.

Grievance and Appeal Procedures

Any student who believes a GSSW faculty member has treated them unfairly with respect to a course for which the student was registered may complain of such alleged unfair treatment involving students' academic work. This protocol is established for the application of the *University Academic Appeals Policy and Procedure* in the context of the Garland School of Social Work. This includes grades, assignments, field instruction, and alleged violations of professional behavior. Please note: Matters related to alleged violations of the University Honor Code will be handled through the processes identified in the Baylor University Honor Code. Matters related to discrimination will be handled in coordination with the Equity, Civil Rights, and Title IX Office (<https://www.baylor.edu/equity/>) through the processes identified in the university's Title IX and Civil Rights policies.

1. *Conference with Faculty Member.* The student shall present the faculty member with a written statement that details the circumstances giving rise to the complaint. An effort should be made to resolve the matter with the faculty member.
2. *Appeal to Directors of Field Education.* If the situation involves a matter that pertains to field instruction, the student may appeal to the director of the appropriate field program. A written statement that details the circumstances giving rise to the complaint and a narrative of the effort to resolve the situation with field education must be provided to the Director prior to the meeting. If appropriate, the field faculty member will also provide the Director with a written description of her/his view of the situation including efforts to resolve the issue. If the situation is not resolved to the student's satisfaction within 30 days, they may appeal to the Associate Dean for Academic Affairs.
3. *Appeal to Associate Dean for Academic Affairs.* If the situation is not resolved to the student's satisfaction, the student may appeal to the Associate Dean for Academic Affairs. A written statement that details the circumstances giving rise to the complaint and a narrative of the effort to resolve the situation with the faculty member must be provided to the Associate Dean prior to the meeting. The faculty member will also provide the Associate Dean with a description of her/his view of the situation including efforts to resolve the issue. If the faculty member involved in the complaint is the Associate Dean, the student may appeal directly to the Dean of the School. If the faculty member involved is the Dean, the student may appeal directly to the Provost of the University.
4. *Appeal to the Dean of the School.* If the situation is not resolved to the student's satisfaction within 30 days, or if the student is not satisfied with the findings of the Academic and Professional Development Committee, they may appeal to the Dean of the School (or to the Executive Vice President and Provost if the complaint is against the Dean). The student must provide the Dean with a written statement that details the circumstances giving rise to the complaint and a narrative of efforts to resolve the conflict with the faculty, Associate Dean, or field director. The Associate Dean will provide the Dean with a description of their views of the situation, including efforts to resolve the issue.
5. *Appeal to the Executive Vice President and Provost or his or her designee.* If the complaint is not satisfactorily resolved by the Dean of the school, then the student shall have the right to appeal such matter to the Executive Vice President and Provost, who after review may refer such matter to the University academic appeals

committee. (see University Academic Appeals Policy and Procedure (<https://www.baylor.edu/risk/doc.php/342467.pdf>) for details on the academic appeals committee).

Academic and Professional Development Evaluation and Committee Process

Decisions Related to Continuation/Discontinuation in the Social Work Program

In order to continue in their academic program, students must meet the academic and professional standards of the Program and the social work profession. Professional standards are incorporated into the Program as an academic matter. Compliance with both academic and professional standards, including the NASW Code of Ethics, is subject to review in accordance with this evaluation process.

In order to identify and engage students in need of support in meeting academic and professional standards, the GSSW has established the Academic and Professional Development (APD) Committee to assist the Associate Dean for Academic Affairs in resolving academic and professional development concerns as needed. The Chair of the ad hoc APD Committee will be appointed by the dean or the dean's designee. The committee consists of the APD Chair, the student's mentor (if appropriate), and one other faculty member appointed by the APD Chair. If the APD Chair holds a potential adjudicative role in the appeals process, the Dean of the Garland School of Social Work will appoint another member of the faculty to serve as chair. If the mentor holds a potential adjudicative role in the appeals process, the APD Chair will appoint an interim mentor for the duration of the process. After the matter is resolved, the APD Chair will reassign the student to the student's previous mentor.

The functions of APD are to

1. facilitate student development in thinking critically, acting ethically, and practicing effectively within the established standards of social work practice;
2. protect potential clients and agencies from sub-standard and unethical practice;
3. evaluate students requiring support to meet academic and professional standards;
4. develop supportive strategies for achieving academic and/or professional standards whenever possible; and
5. recommend to the Associate Dean for Academic Affairs and/or Dean of the Garland School of Social Work decisions regarding continuation in or termination from the Program.

The APD Committee does not assume a classroom or field faculty member's responsibility for critical evaluation and decision-making in assigning grades. All matters related to course grades are addressed through the Grading, Course Repeat, Continuation, and Probation policies specified in this catalog.

When problems occur that may be serious enough to necessitate judgments regarding continuation or termination from the Social Work Program, the APD Evaluation Process may be enacted. Criteria used to identify these problems include:

1. Behavior in violation of standards of social work practice established by social work values, the NASW Code of Ethics, the Texas Board of Social Worker Examiners Code of Ethics, and the Student Code of Conduct of the Garland School of Social Work.

2. Academic integrity violations include cheating, lying, plagiarism, falsifying process recordings, or any other form of client documentation.
3. Other university policy violations (i.e. Student Code of Conduct, Title IX Policy, Civil Rights Policy, etc).
4. Indication of an inability to effectively apply the knowledge, ability, and skills of the profession.
5. Indication of an inability to develop the appropriate knowledge and interpersonal skills necessary for effective social work practice.

The APD Committee may request assessments by professionals outside the program as deemed necessary. Students are also subject to Baylor University's Honor Code, academic and discipline policies, as outlined in *Baylor University Student Policies and Procedures*, and the general degree requirements found in this catalog or *Baylor University Undergraduate Catalog*. Participation in the APD Committee process does not abridge the student's rights to use the University appeals process.

Academic and Professional Development Evaluation and Committee Procedures

The following procedures are to be followed in making referrals to APD Committee and by all parties involved in the APD process:

1. Referrals to the APD Committee can be made only by Associate Dean for Academic Affairs. In unusual situations, referrals may be made by the Dean of the Garland School of Social Work following the procedures set out for the Associate Dean.
2. When a field director or faculty member identifies an issue that threatens the student's progress in the program, they will submit a letter to the Associate Dean for Academic Affairs and the student, detailing the concern(s), the steps taken to date, and, if possible, suggesting potential remedies. The Associate Dean for Academic Affairs may make a referral to the APD Committee without a referral from a faculty member.
3. Within two weeks of receiving the letter from the field director or faculty member, the Associate Dean for Academic Affairs will communicate in writing, to the student, and to the referring faculty member, their decision to (1) determine no further action is required, (2) take action to resolve the issue, or (3) at any point refer the situation to the APD Committee. If the Associate Dean chooses to take action to resolve the issue, the next steps and expectations will be provided in writing to both the student and the referring field director/faculty member. If the Associate Dean chooses to refer to the APD, the Associate Dean for Academic Affairs will submit a letter to the Dean of the Garland School of Social Work, with a copy to the student, detailing the concern(s) and any action she or he has taken on the situation. This letter should make clear the specific issue(s) the Associate Dean for Academic Affairs wishes the APD Committee to address, steps already taken, and possible remedies as the Associate Dean sees them. The original letter from the faculty member and any additional documentation should be included with this letter.
4. Within two weeks of receiving the referral, the Chair of the Academic and Professional Development Committee will be appointed by the dean, and the APD Chair will appoint members to the APD and call a meeting of the committee. At that time the committee will hear the faculty member(s), the student, and anyone else they deem necessary. The committee may meet as many times as necessary, but a final decision should be made in two weeks or less from the date of the first meeting. The committee may request an extension

of this time, up to 15 days, from the Dean of the Garland School of Social Work. The Dean of the Garland School of Social Work will assign appropriate staffing to the committee.

5. The APD Committee will use its professional judgment to recommend an appropriate course of action to the Associate Dean for Academic Affairs. This action may include: (A) a developmental plan with input from the student, the faculty member(s), and other appropriate persons to resolve the issues within a specific time limit; (B) a referral to any other university committee for resolution; (C) a recommendation to the Associate Dean for Academic Affairs that the student be terminated from the program. A copy of the APD Committee's decision will be sent to the student, the Associate Dean for Academic Affairs, the Dean of the Garland School of Social Work, and placed in the student's Garland School of Social Work file.
6. If the Associate Dean or APD Committee recommends a developmental plan, it shall include the consequences of failure to follow the plan. The Associate Dean for Academic Affairs is responsible for monitoring the plan but may delegate this responsibility to the mentor or other faculty member. When the terms of the plan have been met, the Associate Dean for Academic Affairs will notify the APD Chair, and the Dean of the Garland School of Social Work, and place documentation in the student's folder. If the terms of the plan are not met, the Associate Dean for Academic Affairs is responsible for imposing the agreed-upon consequences.
7. The student may appeal the decision of the Associate Dean or APD Committee following the Garland School of Social Work Grievance and Appeal Procedures, beginning with step number 4 – Appeal to the Dean of the Garland School of Social Work.

Student Policies, Rights & Responsibilities

Student Code of Conduct

The mission of the Garland School of Social Work focuses on the education and preparation of students for professional social work practice. Students are expected to practice upholding the major themes of the School: community building, strengths perspective, and the ethical integration of faith and practice. In addition to Baylor University's student code of conduct policies, students are expected to uphold the core values and ethical standards of the social work profession. These values and ethical principles are identified and discussed in the Council on Social Work Education standards, in the NASW Code of Ethics, and in the Texas State licensing standards (or comparable licensing standards in other states). As a part of the requirement for graduate entry into the program and for all practice in the community, students are asked to read and sign the following Student Code of Conduct derived from the NASW Code of Ethics and the Texas State Licensing Board regulations. (Numbers at the end of each item refer to the applicable section of the NASW Code of Ethics.)

1. Social work students are expected to uphold the values, ethics, and standards of the profession. (5.01)
2. Social work students are expected to treat their peers, faculty, and staff with dignity and respect (2.01A), and avoid unwarranted negative criticism and demeaning comments of these colleagues (2.01B).
3. Social work students should strive to enhance their competence and recognize the need for continuous professional growth (4.01).
4. Social work students should not practice, condone, facilitate, or collaborate with any form of discrimination against persons (4.02).
5. Social work students should not participate in, condone, or facilitate any type of dishonesty, fraud, or deception (4.04).
6. Social work students whose personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties interfere with their abilities to meet classroom and field practice requirements are expected to take appropriate remedial action and show documented evidence of the success of that action (4.05).
7. Social work students should not permit their private conduct to interfere with their classroom or field practice responsibilities (4.03).
8. Social work students engaged in research are expected to protect the confidentiality of human subjects, obtain voluntary informed consent, and inform participants of their right to withdraw from the study (5.02).
9. Social work students should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed (4.08).

Standards of Practice

Prior to any academic work in the community that involves the use of social work knowledge, values, and skills, students are asked to review the entire NASW Code of Ethics and the applicable state code. The following are excerpts or summarized points from some of the major standards for practice in the community as delineated in the NASW Code of Ethics.

Please note: If at any time during your classroom or field internship experiences, you find yourself in a situation in which you have questions about a potential ethical concern, please contact your MSW Program Director, Associate Dean for Academic Affairs, field instructor, faculty liaison, or the Director of Field Education in your program.

- Commitment to Clients (1.01)
 - A social worker's primary responsibility is to promote the well-being of clients.
- Self-Determination (1.02)
 - Social workers respect and promote the right of clients to self-determination and assist clients in their efforts to identify and clarify their goals.
- Competence (1.04)
 - Social workers should provide services and represent themselves as competent only within the boundaries of their education. It is important to inform your clients that you are a student.
- Cultural Competence (1.05)
 - Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.
- Conflicts of Interest (1.06)
 - (a) Social workers should be alert to and avoid conflicts of interest that interfere with the exercise of professional discretion and impartial judgment.
 - (b) Social workers should not take unfair advantage of any professional relationship.

- (c) Social workers should not engage in dual or multiple relationships with clients or former clients in which there are risks of exploitation or potential harm to the client.
- Privacy and Confidentiality (1.07)
 - Social workers should protect the confidentiality of all information obtained in the course of professional service, except for compelling professional reasons.
- Sexual Relationships (1.09)
 - Social workers should under no circumstances engage in sexual activities, inappropriate sexual communication, or sexual conduct with current or former clients, whether such conduct is consensual or forced.
- Physical Contact (1.10)
 - Social workers should not engage in physical contact with clients when there is a possibility of psychological harm to the clients as a result of the contact (such as cradling or caressing clients).
- Derogatory Language (1.12)
 - Social workers should use accurate and respectful language in all communications to and about clients.
- Ethical Responsibility to Colleagues (2.01 & 2.07)
 - Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views and obligations of colleagues.
- Social workers should cooperate with social work colleagues and with colleagues of other professions when such cooperation serves the well-being of clients. (2.03 & 2.05)
- Social workers should avoid engaging in sexual relationships with colleagues when there is a potential conflict of interest. (2.06)

Social Media Policy

The use of technology and social media is an ever-growing and ever-changing platform for connection, information, and communication. The National Association of Social Workers released an updated Code of Ethics in 2021 which continued to address important ethical considerations in the use of technology in social work practice. The Garland School of Social Work's Field Education office recognizes the benefits of individuals and organizations maintaining an active online presence. However, as a professional-in-training, your online persona should be managed as carefully as you would mind your actions, speech, and dress in the workplace.

Professional social workers must be mindful of social media use because the information shared on social media platforms can be used by clients, other professionals, and the general public to shape opinions about you and social workers as a whole. Maintaining primary social work values like client privacy and confidentiality is of utmost importance, and upholding one's reputation is critical to competent, successful practice.

Social workers' professional behavior is guided by the *NASW Code of Ethics*, the State Code of Conduct, and the policies and practices of their employing organizations. Students in the Garland School of Social Work are expected to model ethical and professional standards of behavior as they conduct themselves in any public forum, whether it be online or off. Students are also expected to abide by all policies of Baylor University, the Garland School of Social Work, and the Field Education manual in addition to the legal and ethical responsibilities of the social work profession.

Student Rights and Responsibilities

The rights of social work students include, but are not limited to:

- Right to participate in shaping the development of plans, programs, and policies that affect the quality of the Garland School of Social Work's curriculum.
- Right to learn in an environment that promotes individual and career development.
- Right to learn in a diverse community that provides exposure to a wide range of viewpoints.

The responsibilities of social work students include, but are not limited to:

- Accountability for their own learning.
- Expectation to perform as a social work professional according to the guidelines of the NASW Code of Ethics.
- Expectation to be an active agent in the process of continuously improving the Garland School of Social Work's academic program.

It is the student's responsibility to become informed and to observe all regulations and procedures concerning degree completion required by the graduate program to which they are admitted. This includes attention to all internal deadlines (degree completion, registration, graduation, etc.), and satisfying registration throughout degree completion and financial settlement procedures.

The school policy conforms to the Student Right to *Due Process* Policy and Procedures as outlined in *Baylor University Student Policies and Procedures*.

Attendance Policy

Students are expected to attend all scheduled course meetings (both asynchronous and synchronous) and complete all assigned work. Attendance and completion of your asynchronous modules and assignments are essential to your success in the program. Any incomplete work reduces your learning opportunities, will negatively impact your grade, and will negatively affect the interactive process with other students. Please see your individual course syllabi for more detailed information.

If extraordinary circumstances prevent attendance or the timely completion of assignments (including asynchronous material), the student should consult the course faculty to inquire about options that may exist. The decision to allow alternatives is at the full discretion of the faculty member. Please consult the syllabus for each course to determine the specific attendance expectations for both synchronous and asynchronous sessions.

Office of Access and Learning Accommodation (OALA)

Any student with a documented disability needing accommodations should contact the Office of Access and Learning Accommodation. Any student who needs learning accommodation should inform the professor immediately at the beginning of the term. The student is responsible for obtaining appropriate documentation and information regarding needed accommodations from the Baylor University Office of Access and Learning Accommodation (OALA) and providing it to the professor early in the term. You can visit their website at www.baylor.edu/oala (<https://www.baylor.edu/oala/>). To contact the OALA office directly, email OALA@Baylor.edu or phone (254) 710-3605.

Health Insurance

Upon admission, all domestic graduate students; including Waco and Online MSW students, enrolled in 3 credit hours or more, will need to provide proof of active insurance and/or enroll in Baylor's health insurance plan. All students will be charged for the student health insurance plan through Blue Cross Blue Shield of Texas upon registering for classes, or at the beginning of the annual open enrollment period (whichever is later). Enrollment in the insurance plan will be pending further action from the student. Failure to opt-out of Baylor's plan and failure to provide proof of private insurance will result in an automatic enrollment and charge for Baylor's health insurance plan through Academic Health Partners. Students will then receive an email from Academic Health Plans (AHP) with instructions on how to activate or waive Baylor's insurance. Domestic students who wish to purchase Baylor's plan should complete the enrollment process as soon as possible. Students are not covered by the plan until the enrollment process is complete. Domestic students who have alternative health insurance may waive Baylor's plan during the open enrollment period. The waiver process must be completed before the close of the open enrollment period. Students who do not waive by the deadline will be automatically enrolled at the close of the enrollment period and will be responsible for the cost of the premium. Continuing students will need to re-enroll or waive the insurance each year. Per federal policy, international students will be automatically enrolled through Health Services at Baylor. Details about the plan, open enrollment period, and resources for help can be found through the **AHP website**.

For additional questions, contact the Baylor Health Service Insurance Claims Coordinator:

Lisa Bland: 254-710-1493 or Email: **Lisa Bland**

Change of Address and Telephone Number

It is frequently a matter of great importance to students for University officials to be able to locate them quickly. For this reason, students are asked to file a notice of change of student local or student home address and telephone number with the University promptly, and not later than ten days thereafter in any case. Address changes may be made through BearWeb. For assistance, contact the Office of the Registrar at registrar@baylor.edu or (254) 710-1181. Failure to receive University notices because of an incorrect address provided by the student will not relieve the student of responsibility for responding to the notice.

Student/Program Communication and Notification

It is the student's responsibility to keep a current address, Baylor University email address, and phone number on file with the office of the Garland School of Social Work and through Bear Web. The School will record the postal address, phone number, and email address at the time of initial admission. Any changes in contact information from that point forward must be initiated by the student. All students are required to obtain and monitor a Baylor email account. This contact information will be used to inform students of upcoming events and any unforeseen circumstances such as the emergency cancellation of classes. Additionally, faculty are managing courses through Canvas or 2BU, Baylor's learning management systems, which can send notifications to student emails.

The Garland School of Social Work faculty and staff communicate with students through a variety of methods:

- Email - Faculty use email to communicate with students concerning class assignments, activities, and appointments. All students are required to obtain, monitor and use a Baylor email address.
- Canvas or 2BU – Canvas and 2BU are Baylor University's learning management systems. It is the electronic source for course-related information such as syllabi and course schedules. Please check your course listings to make sure each course you are taking is listed and check each course for details, announcements, and information from your faculty relevant to that course. In addition, the MSW program hosts an orientation course for the online and residential campuses.
- Website/Electronic Bulletin Boards - The School maintains a webpage within the main Baylor University website, which provides information to current and prospective students, including job announcements for current and graduating students. Electronic bulletin boards (Canvas & 2BU) also may be utilized by faculty to post classroom and other important information. Students should check these information sources frequently.
- Other Methods - Other methods of communicating school information to students include updates at student organization meetings, graduate brown bag lunch meetings, baccalaureate meetings of the majors, announcements in classes, standard mail, and email. "*The Voice*" is a school newsletter that is emailed weekly to students.

Students should check their Baylor e-mail daily. This method of communication, along with the "*The Voice*" serve as primary channels of information for the baccalaureate and graduate programs about program updates and changes.

Campus Safety

Baylor considers personal safety on campus a top priority. Access to the Garland School of Social Work is limited to normal working hours and not available to students on the evenings and weekends in order to protect their safety. Doors are to remain locked at all times and are accessible to students with an ID card. Under no circumstances should locked doors be propped open or should students stay in the building after normal working hours. The campus library is available for studying and small group meetings after hours and on weekends.

The Baylor Department of Public Safety provides additional 24-hour security and works in close alliance with the Waco Police Department to create a safe environment for the university community.

In the event of an emergency in the Garland School of Social Work, contact the Waco Police Department, calling 911.

Baylor's Crime Prevention and Security Report is provided annually to all students and is available at <http://www.baylor.edu/DPS> (<http://www.baylor.edu/DPS/>).

Social Work Student Safety in Field Sites

Students in the Garland School of Social Work engage in educationally-directed practice in the community. Policies and guidelines to ensure student social work safety may be found in your program's *Field Manual*. Students are responsible for reading and following the social worker safety guidelines when engaged in educational placement activities and to assess agency safety using tools provided by the program.

Cancellations, Drops, and University Withdrawals

Fall and Spring Semesters

The information in this section is described using fall and spring semester term calendars.

Trimesters and Summer Terms

The information in this section is described using fall and spring semester term calendars but is also relevant to other Quarters, Trimesters, OMBAs and Summer calendars using equivalent dates. For dates, deadlines, and other pertinent details to those terms, please see the "Academic Calendar" section for their respective dates.

Definitions of Cancellations, Drops, and University Withdrawals

- Cancellation – Cancelling (removing) all classes prior to the 1st day of classes.
- Drop – Dropping one or more, but not all, classes from a student's schedule from the 1st day classes through the 50th class day in a semester (or equivalent).
 - Drops from the 1st class day through the 12th class day in a semester (or equivalent) are removed from the student's transcript.
 - Drops after the 12th class through the 50th class in a semester (or equivalent) will result in a "W" (Withdrawal) notation for the class(es) on the student's transcript.
 - A drop after the 50th class day in a semester (or equivalent) is not allowed except by appeal to the student's academic dean.
- University Withdrawal – Officially discontinuing all classes for which a student is registered on or after the 1st day of classes through the 50th class day in a semester (or equivalent). A university withdrawal after the 50th class day in a semester (or equivalent) is not allowed except by appeal to latewithdraw@baylor.edu.

Cancellations

Cancellation describes when a student has decided not to attend a semester (or equivalent) and drops all their classes for that semester (or equivalent) prior to the 1st class day. Cancelling classes is not allowed on the 1st day of classes and thereafter. See the "Academic Calendar" section for deadlines. All classes must be cancelled in BearWeb prior to 1st class day. For a quicker reversal of other fees (Parking Permits, Meal Plans, Health Insurance, etc.) and other information about refunds, contact Student Accounts to ensure account activity is correct.

Academic Effects of Cancellations

- Cancelled classes do not appear on the official academic transcript.

Financial Effects of Cancellations

- Requests for the cancellation of related fees and refunds must be made in writing by the student via email inquiry at www.baylor.edu/sfs/contactus (<http://www.baylor.edu/sfs/contactus/>).
- Cancellation requests must be received prior to the 1st class day of the term. For cancellations, all tuition, fees, and meal plans will be refunded at 100 percent.
- Late cancellation requests received on the 1st class day or after are subject to a late cancellation fee if non-attendance has been verified. (\$150 during first week and \$300 thereafter).

Dropping Classes

Dropping one or more, but not all, classes from a student's schedule through the 50th class day of the semester. (To discontinue all classes from the term, see University Withdrawal.) See "Academic Calendar" for deadlines for all terms.

A student has the option to drop a class prior to or during a semester (or equivalent). Prior to dropping a class, a student should review, "Before you Drop a Course." https://www.baylor.edu/university_advisement (https://www.baylor.edu/university_advisement/)

Academic Effects of Drops

- Through the 50th class day, drops can be processed in BearWeb. Beginning on the 13th class day of the semester (or equivalent), the student must obtain Advisor approval notation to drop in BearWeb.
- A drop through the 12th class day of the semester (or equivalent) results in the course being removed from the official academic transcript.
- After the 12th and through the 50th class day (or equivalent), a drop in one or more classes requires a professional advisor approval and results in a "W" notation on the official academic transcript. There are no drops after the 50th class day during the semesters (or equivalent) except by appeal to the student's academic dean.
- Failure to drop a class will result in the instructor posting the grade the student has earned at the end of the term (i.e., an "F").
- Prior to dropping a class, a student is expected to attend class regularly.
- A student dropping a nursing class for any reason will be dropped from all corequisite classes that are linked to the class.

Financial Effects of Drops

- Beginning with the 13th class day for fall and spring terms (3rd class day for summer), a Change of Course fee will be assessed for all schedule changes.
- Refunds for dropped classes (tuition and lab/course fees) during the fall and spring terms include the following policies:
 - Because of the flat-rate tuition, there is no refund adjustment for a student who drops classes unless the billable hours are reduced below 12 as the result of a dropped class.
 - Refunds for dropped classes (tuition and lab/course fees) during the semester (or equivalent) will be processed according to the following refund schedule:

Term	Semester	Trimester	Full Summer	Summer 1 & 2	Minimester
Prior to the end of	5th class day - 100%	Week 1 - 100%	3rd class day - 100%	2nd class day - 100%	1st class day - 100%
Prior to the end of	10th class day - 75%	Week 2 - 75%	7th class day - 75%	4th class day - 75%	2nd class day - 75%
Prior to the end of	15th class day - 50%	Week 3 - 0%	11th class day - 50%	6th class day - 50%	3rd class day - 50%
Prior to the end of	20th class day - 25%		14th class day - 25%	7th class day - 25%	4th class day - 25%
Prior to the end of	21st class day - 0%		15th class day - 0%	8th class day - 0%	5th class day - 0%

An extensive refund schedule for all terms can be found at www.baylor.edu/sfs/droprefunds (<http://www.baylor.edu/sfs/droprefunds/>).

To determine how a refund is calculated, multiply the number of hours the student will drop by the applicable percentage rate above based on the day of the drop. This calculation will determine the number of hours to subtract from the number of enrolled hours. The student is financially liable for the remaining enrolled hours plus the determined percentage of dropped hours.

For example, if a student enrolled in 9 hours drops a 3-hour class prior to the 15th class day, multiply the 3 dropped hours by 50% (1.5 hours), subtract the 1.5 hours from the original 9 hours, and the student is left with 7.5 billable hours. If the student is enrolled in a graduate program that offers the flat-rate tuition plan, there will be no tuition adjustment unless the billable hours are reduced below 12 as a result of a dropped class.

Changes in the number of enrolled hours can affect financial aid eligibility. A student should contact the Baylor One Stop for information about how dropping a class might affect his or her financial aid award package.

University Withdrawal

University Withdrawal describes officially discontinuing participation in all classes for which a student is registered on or after the 1st class day of the term. A student cannot withdraw from the university after the 50th class day of a semester (or equivalent). Beginning the 1st class day of each term, a student will not be able to drop all courses from their class schedule on BearWeb, but they will be able to submit a University Withdrawal Form (<https://www.baylor.edu/successcenter/?id=871527>).

Students who want to understand fully the implications of this action may schedule a withdrawal conversation with the Center for Academic Success & Engagement.

To withdraw officially from the University, a student must submit the online Withdrawal Form. Students who are unable to use the electronic form, by exception, can declare their intent to withdraw verbally by calling their designated official per the list below.

Program	Exit Conversation
Main Campus (Waco)	Center for Academic Success & Engagement
Post-Bacc Accelerated BSN (Dallas)	Associate Dean

A student who withdraws prior to the 12th class day in their first semester (or equivalent) at the University will be subject to readmission to the University for future semesters. Please contact your admissions office.

While Baylor University is not an attendance-taking institution, upon confirmation by a student's instructors of non-attendance, the University reserves the right to cancel or withdraw the student for that term with an effective date matching the last known date of academic attendance or engagement.

Withdrawal Conversation

For a nursing student on the Dallas campus, an exit conversation with their Associate Dean is required immediately after submitting a University Withdrawal.

Program	Exit Conversation
Nursing (Dallas)	Required
Main Campus (Waco)	Not required

Academic Effects of a University Withdrawal

- The University Withdrawal effective date is established by the date on which a student submits the mandatory University Withdrawal Form (<https://www.baylor.edu/successcenter/?id=871527>) (or in exceptional cases declares their official intent to withdraw to their designated official verbally).
- Contact with the Center for Academic Success and Engagement can be initiated in person (west basement of Sid Richardson during regular business hours), by telephone (254-710-8696), or by emailing case@baylor.edu.
- When a student withdraws from the University, the assigned "W" is based upon the effective date of the University Withdrawal. Please see the "Academic Calendar" section for the respective dates.
- The required University Withdrawal Form (<https://www.baylor.edu/successcenter/?id=871527>) and additional information is available online at www.baylor.edu/case (<http://www.baylor.edu/case/>).
- Any other procedure will lead to failure in all classes for which the student is registered. Under no circumstances does notification to instructors or dropping classes constitute an official University Withdrawal.

Financial Effects of a University Withdrawal

- If the student fails to contact the Center for Academic Success and Engagement and simply stops attending, then the following policies apply:
 - Tuition, fees, meal plans and other applicable charges will not be adjusted on the student's account.
 - Financial aid credits, however, may be reversed as required by federal regulations.
 - Refunds of tuition, fees, or other charges are applied to any outstanding balance owed to the University.
 - Any credit balance remaining after all processing is complete will be sent by direct deposit (if bank account is designated in BearWeb) or mailed to the student at his/her home address listed in BearWeb.
 - Refunds of tuition and required fees (Chapel Fee, Laboratory/Course Fees, Administrative Fee and Applied Music Fee) are based on the effective University Withdrawal date and are prorated on a per diem scale based on the total number of calendar days in that payment period.
 - There are no refunds for University Withdrawals that occur after 60 percent of the payment period has passed. A payment period is defined as the total number of calendar days in the semester (from the published 1st class day through the published last day of finals) excluding the five-calendar day Thanksgiving break and the nine-calendar day spring break.
 - To obtain a calendar schedule of refund percentages, please visit the Student Financial Services website www.baylor.edu/

sfs/contactus (<http://www.baylor.edu/sfs/contactus/>) or call 254-710-2311.

- Unless specifically noted, other fees are considered non-refundable.
- Unused Dining Dollars are refunded upon University Withdrawal.
- Meal plan refunds are calculated pro rata based on the University Withdrawal effective date.

An administrative charge equal to one week of the meal charge for the student's respective meal plan will be assessed.

- Block meal plans are not prorated and will not be credited upon withdrawal.
- A student receiving scholarships or other financial aid should contact the Baylor One Stop office to discuss the financial implications of a University Withdrawal.
- Financial aid recipients are not eligible for a refund until all of the financial aid programs are reimbursed in accordance with federal, state, and University requirements. To obtain information about the return of financial aid funds, contact the Baylor One Stop at www.baylor.edu/sfs/contactus (<http://www.baylor.edu/sfs/contactus/>) or at 254-710-2611.
- A student residing in campus housing must contact the Campus Living & Learning office to obtain information about any applicable housing adjustments and penalties. Campus Living & Learning can be reached at Living@baylor.edu or by calling 254-710-3642. Additional information is available online at <https://www.baylor.edu/cll/>. A student must follow the proper check-out procedure outlined in the Guide to Community Living and must vacate campus housing within 48 hours of the University Withdrawal effective date.

Appeals for Exception to University Withdrawal and Return Policy

Students are not permitted to withdraw after the 50th class day of the semester or the last day for a University Withdrawal in any other term. It is critical that students follow these deadlines. Exceptions to this policy may be granted when extraordinary circumstances (e.g., medical or health emergencies) have impacted academic performance, have limited the ability to submit a timely withdrawal request, or make recording a grade of "Incomplete" inappropriate. Consideration of a subsequent appeal for exception to this policy, regardless of the outcome of the first, would be extraordinarily unlikely. Further information about requesting this exception may be found at: www.baylor.edu/case (<http://www.baylor.edu/case/>). The deadline for submitting a withdrawal exception must be made no later than the day before the next term begins.

A student receiving an approved appeal for an exception to the University Withdrawal deadline may not re-enroll during the subsequent full semester. For example, if the student seeks the withdrawal exception at the end of the spring semester, he or she will not be eligible to return until the following spring semester. The student must apply for reactivation when he or she is prepared to re-enroll. Procedures for reactivation may be found at: <https://www.baylor.edu/registrar/studentreactivation> (<https://www.baylor.edu/registrar/studentreactivation/>), and further detail about returning after a withdrawal exception may be found at: www.baylor.edu/case (<http://www.baylor.edu/successcenter/>).

Dropping an Audited Class

A student who drops an audited class by the fifth (5th) class day (fall/spring) is eligible for a full refund. No refund for an audited class is given after the fifth (5th) class day. Full refunds also apply to a student who drops an audited class by the third (3rd) class day for the full summer session, by the second (2nd) class day for the summer I and II, and the first (1st) class day for the Minimester. No refunds are given after the designated class drop date.

Right to Withhold Transcripts and/or Block Registration

Baylor University may withhold the issuance of a transcript record and/or block the registration of any current or prior student if the student has certain outstanding obligations to the University. Please see <https://www.baylor.edu/risk/doc.php/342480.pdf> for the complete transcript and registration hold policy.

Professional Student Organizations Student Chapters of Professional and Academic Organizations

Phi Alpha Honor Society

Phi Alpha is the National Honor Society for Social Work students. The Eta Sigma Chapter of Phi Alpha was chartered at Baylor University in 1998. The purpose of Phi Alpha is to promote a closer bond among students of social work and to foster humanitarian goals and ideals. Phi Alpha proudly encourages high standards of education for social workers and invites into membership those who have attained excellence in scholarship and achievements in social work. To be eligible for membership you must satisfy the following requirements:

Graduate Students

- Be enrolled in the MSW program at Baylor University
- Have completed at least 37.5% of the total hours/credits required for the social work graduate degree (Standard – 22.5 hours out of 60; Advanced Standing – 12 hours out of 32)
- Rank in the top 35% of the MSW program

Invitations are sent to those students who qualify. The membership fee is \$30. There is an induction ceremony where students can participate and is considered the annual membership meeting. There are opportunities for Phi Alpha members to help in the community, as well as within the School, in the role of ambassadors for School of Social Work events.

Social Work Student Association

The School encourages social work students to participate in the Garland School of Social Work Student Association. The purpose of the organization is to provide an opportunity through which students can participate in the governance of the School, coordinate their interests, connect with their colleagues and act cooperatively on behalf of all social work students and those they serve. The Social Work Student Association is divided by undergraduate and graduate students (with separate associations for our Waco and Online campuses) and each has its own faculty advisor. Students will be sent information on how to get involved at the beginning of the fall trimester/semester. All students are welcomed and encouraged to participate.

National Association of Social Workers

"The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world.

NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound social policies.” (NASW brochure. For more information, visit the NASW website at: www.naswdc.org (<http://www.naswdc.org/>)). By joining NASW, student members receive the information, contacts, and resources needed for launching a successful social work career, with savings on a regular membership.

Student Representation on School Committees

Student representatives on school committees are identified and recruited by members of the Student Development Committee. All students will receive notification of these opportunities through email and the VOICE newsletter, with an opportunity to apply for consideration. Responsibilities include regular attendance and communication from students to committee and from committee to students. Student representatives who are unable to fulfill their responsibilities should resign to the Student Development Committee Chair so that they might be replaced.

Professional Mentorship

The Garland School of Social Work offers students the optional resource of being assigned a faculty mentor. The role of the faculty mentor is to provide professional advice as students begin designing their social work career paths. Mentors¹ within the GSSW will act as:

- Professional Advisors – Sharing knowledge on the profession of social work as well as on areas of personal expertise.
- Supporters – Supporting the student’s intellectual and professional development.
- Consultants – Assisting students through the development of their educational program of work.
- Sponsors – Assisting students in engaging with faculty on projects that may lead to publications or conference presentations.
- Models – Faculty will engage with the student in a way that provides an example of responsible, ethical, and balanced communication.

The above definition of Mentor is modified from mentoring resources provided by Duke University.

The *Faculty Mentor Request Form* will open at the beginning of the Fall and Spring terms and must be submitted by the deadline as communicated by the MSW Program Manager for the term in which the student is requesting the mentorship. Mentors will be assigned for Fall and Spring terms only. Mentor assignments will be made for a single term and can be considered for extension upon student request.

State Licensing Examination

For more information or resources regarding social work licensing, students can contact their advanced year field liaison, Baylor University Career and Professional Development Center (<https://www.baylor.edu/careercenter/>), the Garland School of Social Work Career Services office, and visit <http://www.aswb.org/>. Students are responsible for visiting the ASWB site and any state licensing resources to receive up-to-date information on licensing requirements and processes for the state in which they intend to practice social work. Students are also responsible for reviewing licensing disclosure information for the state in which they wish to practice, students can find licensure disclosure information here: <https://www.baylor.edu/professionaleducation/>

[index.php?id=973188](https://www.baylor.edu/professionaleducation/?id=973188) (<https://www.baylor.edu/professionaleducation/?id=973188>).

Courses of Instruction

Social Work (SWO)

Foundation Year Courses

SWO 5221 Introduction to the Profession (2)

Pre-requisite(s): Admission to Master of Social Work program
History and development of the social work profession, social work values and ethics, foundations of knowledge, and fields of practice with systems of all sizes.

SWO 5561 Professional Practice with Individuals and Families (5)

Pre-requisite(s): A minimum grade of C or concurrent enrollment in SWO 5221; or a minimum grade of C in SWO 5122
Knowledge, values, and skills needed for working with individuals and families.

SWO 5362 Professional Practice with Groups (3)

Pre-requisite(s): A minimum grade of B or concurrent enrollment in SWO 5561
Knowledge, values, and skills needed for working with groups.

SWO 5463 Professional Practice with Communities and Organizations (4)

Pre-requisite(s): A minimum grade of B or better in both SWO 5362 and 5561
Knowledge, values, and skills needed for working with communities and organizations.

SWO 5322 Social Policy For Social Work Practice (3)

Pre-requisite(s): SWO 5221 or 5122
Introduces the historical context of social policy and services in the United States, the analysis of current developments, and how social workers influence social welfare policy and provide social services.

SWO 5491 Foundation Internship I (4)

Pre-requisite(s): A minimum grade of C in SWO 5122 or a minimum grade of C or concurrent enrollment in SWO 5221; and a minimum grade of B or concurrent enrollment in both SWO 5362 and SWO 5561
Orientation and introduction to field internship, at least 240 hours of applied learning in the field, and an integrative seminar.

SWO 5381 Research for Social Work Practice (3)

Pre-requisite(s): A minimum grade of C in SWO 5221 or a minimum grade of C in SWO 5122
Critical evaluation and use of research and conducting research in one’s own professional practice.

SWO 5V80 Advanced Special Topics (1-3)

Pre-requisite(s): Graduate student
Provides advanced instruction in areas of social work knowledge, values, and/or skills that are not available in the standard social work graduate curriculum. Special topics in social work. Course may be repeated up to six times with different topic of study, not to exceed a maximum of six semester hours.

SWO 5492 Foundation Internship II (4)

Pre-requisite(s): B or higher in SWO 5362, 5491, and 5561; and credit or concurrent enrollment in SWO 5463, 5381, and 5322
Additional 240 hours of field experience; continuation of SWO 5491. Includes more sophisticated social work practice opportunities and expectations.

Specialization Year Courses

SWO 5337 Advanced Clinical Theories and Models (3)

Pre-requisite(s): credit or concurrent enrollment in SWO 5492 with a grade of B or better, or SWO 4492 with a grade of B or better

Prepares students learn and apply developmental, sociological, psychological, and therapeutic theories to the needs of individuals, families, groups, and communities. The course explores advanced clinical theories and empirically informed and emerging models for practice.

SWO 5379 Advanced Clinical Practice: Individuals, Families, and Groups (3)

Pre-requisite(s): Credit or concurrent enrollment in SWO 5337

Prepares students with specialized knowledge and skills for advanced clinical practice within a broad array of practice contexts. Uses social work knowledge, skills, and values to prepare students to assess and intervene at the levels of individual, family, and group with some discussion of organizational and community practice. The course provides an overview of major theoretical clinical practice models.

SWO 5335 Frameworks and Perspectives for Community Practice (3)

Pre-requisite(s): Credit or concurrent enrollment in SWO 5492 with a grade of B or better, or SWO 4492 with a grade of B or better
Guides advanced practice social workers in the evaluation and selection of frameworks for community change. Emphasizes values, professional role, and cultural influences on how change is envisioned, enacted, and evaluated.

SWO 5375 Advanced Practice I: Community Practice (3)

Pre-requisite(s): Credit or concurrent enrollment in SWO 5335

Prepares advanced practice social workers to promote community problem-solving and development. Emphasizes community assets; leadership development; and change strategy selection, enactment, and evaluation. Focuses on congregations and religiously affiliated organizations as agents of community change.

SWO 5494 Part I Advanced Internship (4)

Pre-requisite(s): credit or concurrent enrollment in SWO 5492 with a grade of B or better, or 4492 with a grade of B or better; and credit or concurrent enrollment in SWO 5337 or 5335; and credit or concurrent enrollment in SWO 5379 or 5375

Introduction and first of two semesters of the advanced internship in a specified area of specialization

SWO 5323 Administrative Practice in Social Work (3)

Pre-requisite(s): SWO 5322; or a grade of B or better in SWO 4492

Administrative Practice in Social Work prepares students to perform managerial functions in public, nonprofit, and faith-based human service organizations with particular emphasis on those with programs designed to improve human wellness. Specific attention is given to the topics of leadership, human resources, fund raising, organization development, structure and governance, resource management, and efforts to link human service organizations in an integrated community-wide service delivery system.

SWO 5377 Advanced Clinical Practice: Children and Families (3)

Pre-requisite(s): B or better in SWO 5379 or concurrent enrollment

Emphasizes application of theory, models, and skills in contexts of practice with children and families. Includes instruction on models and theories and the impact of crisis and trauma on the family. Exposes students to a variety of themes in child and family practice such as grief, levels of need, strengths, and collaborative work. A grade of B or better must be received in this course in order to complete requirements for the master's degree.

SWO 5378 Advanced Practice II: Community Practice (3)

Pre-requisite(s): B or better in SWO 5375

Continuation of 5375. Prepares advanced practice social workers to promote community problem-solving and development. Emphasizes community assets; leadership development; and change strategy selection, enactment, and evaluation. Focuses on congregations and religiously affiliated organizations as agents of community change. A grade of B or better must be received in this course in order to complete requirements for the master's degree.

SWO 5282 Evaluation of Practice I (2)

Pre-requisite(s): Credit or concurrent enrollment in SWO 4492 with a grade of B or better; and credit or concurrent enrollment in either SWO 5375 or 5379

Selection and implementation of outcome-based evaluation of practice protocols to inform intervention decisions by advanced practice social workers.

SWO 5490 Part II Advanced Internship (4)

Pre-requisite(s): Credit in 5335 or 5337; a minimum grade of B in SWO 5494; and a minimum grade of B in SWO 5375 or 5379; and credit or concurrent enrollment in SWO 5376, 5377, or 5378; and credit or concurrent enrollment in SWO 5323

Second of two semesters of the advanced internship in a specified area of specialization

SWO 5376 Advanced Clinical Practice: Health Settings (3)

Pre-requisite(s): B or better in SWO 5379 or concurrent enrollment

Prepares students with specialized application of theory, models, and skills for advanced clinical practice within health practice contexts. Uses social work knowledge, skills, and values to prepare students to assess and intervene at the levels of individual, family, and group in health care settings. A grade of B or better must be received in this course in order to complete requirements for the master's degree.

SWO 5V80 Advanced Special Topics (1-3)

Pre-requisite(s): Graduate student

Provides advanced instruction in areas of social work knowledge, values, and/or skills that are not available in the standard social work graduate curriculum. Special topics in social work. Course may be repeated up to six times with different topic of study, not to exceed a maximum of six semester hours.

SWO 5283 Evaluation of Practice II (2)

Pre-requisite(s): SWO 5282

Selection and implementation of outcome-based program evaluation protocols to inform intervention decisions by advanced practice social workers.

SWO 5298 Capstone (2)

Pre-requisite(s): Credit or concurrent enrollment in SWO 5490 or 5790, and credit or concurrent enrollment in SWO 5283

Integrative seminar to demonstrate readiness to practice social work at an advanced level in the student's area of specialization. A grade of B or better must be received in this course in order to complete requirements for the master's degree.

Master of Social Work: Waco Campus

- Admission (p. 20)
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Admission

Admission to the Garland School of Social Work residential graduate program is conducted by formal application. Students will be admitted regardless of race, color, national or ethnic origin, gender, age, veteran status, or disability. Applicants are expected to complete the degree at the campus to which they were admitted. An application packet will be considered complete when the following materials have been received:

1. A completed online application and application fee
2. Official transcripts from all undergraduate and graduate institutions attended¹
3. Recommendations: Three letters of recommendation. **Standard applicants** at least one of the three letters of recommendation must be from an academic professor who has direct knowledge of your academic work. **Advanced standing applicants** at least two of the three letters of recommendation must be from an academic professor who has direct knowledge of your academic work. Of these two academic references, one must be the undergraduate program director, the director of field education, or the field instructor.
4. A completed online GSSW Financial Aid Form
5. Proof of completed Free Application for Federal Student Aid (FAFSA) or CSS Financial Aid Profile (for international student only)
6. Final field evaluation (for advanced standing applicants only)

¹ A file will be considered complete for review purposes with unofficial transcripts. If admitted, official transcripts will be required prior to enrolling in classes.

The letter of admission constitutes the University's official notification of an admission decision. Admitted students will have a maximum of one year from the date of admission within which to enroll but must indicate their decision to enroll or defer by the deposit deadline of the year in which they apply. Attempts to enroll after the one-year period will require completion of another application. For accurate dates and deposit amounts, students should contact the GSSW Admissions Office. The University reserves the right to refuse admission to any applicant whose previous academic record and/or readiness for graduate study in social work is deemed unsatisfactory. Applicants who are not admitted into the residential program may reapply for the next academic year.

Admitted students must submit the health form and be cleared by Baylor University Health Services before registering for classes.

General Requirements

1. The program requires that all applicants have either a bachelor's degree from a regionally accredited institution in the United States or proof of equivalent education at an international institution of higher learning.
2. Applicants are expected to have a record of undergraduate study and experience that is predictive of success in graduate study. A minimum admissible grade point average is not specified, as the Garland School conducts a holistic review process.
3. Baccalaureate coursework that demonstrates a strong liberal arts background.
4. International students are expected to satisfy the following additional admissions requirements:

- A. If the applicant does not have a degree conferred by a U.S.-accredited higher education institution, or if the official language of their country, or region of their country, is not English, they are required to attain a minimum of 550 on the paper-based, or 213 on the computer-based, TOEFL Essentials, or 6.5 on the International English Language Testing System (IELTS), or the equivalency of these scores on other English proficiency assessments approved by the Garland School of Social Work.
 - B. TOEFL and IELTS scores are valid for *two* years. After that time, the applicant must retake the test and submit the new scores to the Garland School of Social Work. For information about TOEFL, go to www.ets.org (<http://www.ets.org>), for IELTS, go to www.ielts.org (<http://www.ielts.org>).
 - C. When all of the preceding requirements have been received and satisfied, and after the applicant has been accepted by a degree program, the international student must complete the Visa Authorization form and the Confirmation of Financial Resources form. For more information regarding these forms and how to obtain an I-20, which is required for an F-1 (student) visa, contact the International Student and Scholar Services office at (254) 710-1461, or see their website at www.baylor.edu/globalengagement/ (<http://www.baylor.edu/globalengagement/>).
5. Credit for elective courses transferred from other graduate (non-social work) program. A maximum of six (6) semester hours toward the Standard MSW degree option and a maximum of three (3) semester hours toward the Advanced Standing option taken for non-social work graduate credit in other approved graduate programs may be considered for elective credit. A petition for transfer credit must fulfill the conditions listed below:
 - A. The work must have been performed while the student was enrolled in good standing as a graduate student.
 - B. The school from which they are transferred must be accredited by a regional accreditation agency.
 - C. No earned grade for transfer is less than a "B-".
 - D. Petition for transfer of credit occurs after enrollment in the graduate program.
 - E. Transfer credit will not be calculated into GPA unless it is taken at Baylor University
 - F. A petition of transfer from another University request must be completed and submitted in writing to the MSW Program Director.
 6. While past professional experiences may strengthen an application, no academic credit will be given for life experiences.

Transfer Applicants

A transfer applicant is defined as any student applying to the MSW program who is currently enrolled in an accredited social work program as a standard student, or has been within one calendar year of the time of submitting a completed application. Students who are enrolled in or have completed credit in their advanced year at another university's accredited social work program are not eligible to apply to Baylor's MSW program. In addition to completing all general admissions requirements, transfer applicants must provide:

1. A letter of good standing on official university letterhead from the MSW program director of any MSW program you have attended.
2. If applicants have completed any hours in an MSW field placement, they must provide a letter of good standing on official university letterhead from the director of field education.

3. Syllabi and/or course description for any courses you wish to be considered for transfer credit
4. Transfer applicants must provide an addendum to the application answering the following:
 - a. Why do you want to transfer to the Garland School of Social Work?
 - b. What do you hope to gain from being a student at the Garland School of Social Work?
 - c. What will you contribute to the Garland School as a graduate social work student?

For any applicants who want to transfer courses from their previous accredited social work program,

1. Associate Dean for Academic Affairs (based upon a review of syllabi) may approve up to 12 hours of course work for inclusion into the MSW standard degree requirements.
2. The Associate Dean for Academic Affairs may approve the transfer of up to 6 additional transfer credit hours that qualify as elective credit.
3. No credit will be given toward required MSW courses unless the following conditions apply:
 - a. The courses were taken in a graduate program accredited by the Council on Social Work Education.
 - b. A course description and syllabus are provided by the student, and the Associate Dean for Academic Affairs judges the courses to be an appropriate substitution for a specific course in the graduate program.
4. For any requests to transfer credit for MSW required coursework, the Associate Dean will consider the conditions listed below:
 - a. The work must have been done while the student was enrolled in good standing as a graduate student.
 - b. The work must have been done within five years prior to the award of the master's degree from Baylor.
 - c. The school from which the credits are transferred must be accredited by a regional accreditation agency.
 - d. No earned grade for transfer is less than a "B."
 - e. None of the transfer coursework consists of extension or workshop courses.
5. The Associate Dean for Academic Affairs will make decisions about the acceptance of transfer credit for any required MSW course.

Advanced Standing Admissions

Students who are granted admission to the combined Garland School of Social Work BSW/MSW program are admitted into the MSW program upon successful completion of the BSW from Baylor University with at least a 3.0 overall GPA, a B in every social work course, and the recommendation of the Field Education office.

Students who have earned a baccalaureate degree in social work from another program accredited by the Council on Social Work Education must apply for admission into the Advanced Standing program at Baylor University. Applicants to the Garland School of Social Work Advanced Standing program with a degree from an international social work program must provide evidence through CSWE's International Social Work Degree Recognition and Evaluation Service that the program from which they have graduated or anticipate graduating is recognized/approved/certified by CSWE.

Advanced Standing applicants must have completed their baccalaureate degrees from a CSWE accredited program no more than 5 years prior to

submitting their application. Admission to the Advanced Standing will be based on the following, in addition to the standard graduate social work application:

- An overall grade point average of 2.7 or higher on a 4.0 scale, a grade point average of 3.0 or higher in all social work coursework, and a minimum grade of B in all practice and field courses
- A copy of a final Field Evaluation from baccalaureate social work field experience(s) documenting satisfactory generalist practice experience and skills in the internship (While prospective students may be admitted conditionally based on their performance in the field at the time of their application, full admission is contingent upon receipt of final field evaluation).

While the Baylor University health form is not considered in the application process, it must be completed prior to registration if admitted to the program.

Registration and Enrollment Classifications

Graduate: Any person holding a bachelor's degree who has been admitted to the Garland School of Social Work graduate program and who is taking coursework to be credited toward a graduate degree. Graduate students are expected to maintain continuous registration.

Post Baccalaureate: Any person holding a bachelor's degree who is taking coursework and has not been admitted to a graduate program. Post baccalaureate registration is handled through the undergraduate Admissions Office. Before the student can register for a graduate course, permission must be granted by the Associate Dean for Academic Affairs. After the student has been admitted to the graduate program, they may then petition to transfer 6 hours of the graduate level work taken as a post baccalaureate student into their graduate program.

Undergraduate Senior: An undergraduate senior may enroll in graduate coursework (including 5000-level courses and 4000-level courses approved for graduate credit and which the student intends to apply either toward graduate credit or toward undergraduate degree requirements), subject to the following conditions:

1. The student must have grade point averages, both overall and in the major field, of at least 3.0.
2. The student may enroll in no more than one graduate course in one semester.
3. The course load (combined undergraduate and graduate coursework) may not exceed fifteen credit hours in one semester.
4. The student must have taken and successfully completed all prerequisites for the graduate course(s).
5. The student may include no more than six credit hours of graduate credit within the total credit hours for the undergraduate degree.
6. The student will assume the responsibilities of a graduate student in a graduate course. Permission to take graduate coursework requires the student to file a petition to be approved by the professor(s) of the course(s) and the Associate Dean for Academic Affairs. Accompanying the petition must be a copy of the student's transcript so that the graduate program can calculate grade point averages. On the petition, the student indicates whether the graduate coursework is to apply toward undergraduate degree requirements or toward graduate degree requirements, should the student later be admitted into a graduate program for which the coursework is relevant. Final

approval of the petition must be obtained before the student can register for any graduate coursework.

Procedures

1. Registration information is located on Baylor's Office of the Registrar Enrolling for Classes (<https://www.baylor.edu/registrar/?id=84545>) webpage.
2. All students are expected to register for a minimum of one credit hour in each semester. This practice is institutionally referred to as "continuous registration."
3. All students should refer to the official University calendar for dates set for the semester of graduation.

It is the graduate student's responsibility to honor all conditions and procedures associated with timely registration.

Financial Costs

Although the exact cost of attending Baylor University will vary according to personal habits, tastes, and financial resources, there are some fees that all students pay. For an estimate of the 2022-23 expenses for one semester including tuition, fees, room, and meals, please visit the student financial services (<https://catalog.baylor.edu/school-social-work/master-social-work-waco/financial-costs/www.baylor.edu/sfs/>) website. You can also see, SWO Graduate Tuition & Fees found here: <http://www.baylor.edu/sfs/index.php?id=936921> (<http://www.baylor.edu/sfs/?id=936921>). Cost of Attendance (COA) is an estimate of the total cost to attend Baylor University and includes not only direct costs as outlined above but also indirect costs. Direct costs are those billed by Baylor: tuition, fees, and on-campus room and meals for students who live on campus. Indirect Costs are books, supplies, transportation, and personal expenses. For those students who live off campus or with a parent, indirect costs include room and meals. For COA information and a link to Financial Aid Estimator Tools (<https://www.baylor.edu/estimator/>), please visit <https://www.baylor.edu/sfs/index.php?id=937153> (<https://www.baylor.edu/sfs/?id=937153>).

Payment of Accounts

A student's registration for a semester is not finalized (financially settled) until all expenses are paid or acceptable payment arrangements are made and the student has confirmed their intent to attend for the term billed. The complete Payment of Accounts policy can be found at www.baylor.edu/student_policies/financial (http://www.baylor.edu/student_policies/financial/). For additional information about financial settlement, please visit www.baylor.edu/sfs/financialsettlement (<http://www.baylor.edu/sfs/financialsettlement/>).

Students who are recipients of scholarships from religious institutions, foundations, corporations, individuals, or other organizations outside the University should complete the online Outside Scholarship Report form at www1.baylor.edu/OSRF (<http://www1.baylor.edu/OSRF/>) for each outside scholarship so that the award can be reflected in the student's financial aid award package. Organizations should send scholarship checks to:

Cashier's Office
One Bear Place #97048
Waco, TX 76798-7048.

For questions about outside scholarships, please email Outside_Awards@baylor.edu. If you have questions about tuition, fees, or financial settlement that are not covered here, visit the Student Financial

Services website at www.baylor.edu/sfs (<http://www.baylor.edu/sfs/>), email the Cashier's Office at Cashiers_Office@baylor.edu, or call (254) 710-2311.

Financial Aid Priority Dates

Students must complete the Free Application for Federal Student Aid (FAFSA-www.fafsa.gov (<http://www.fafsa.gov/>)) by the deadlines (see Financial Aid Timeline (<https://www.baylor.edu/sfs/?id=937092>) for specific dates) to receive priority and ensure the availability of funding by the time payment is due. Students who file the FAFSA after the deadline should be prepared to pay their semester bill from their own resources by the due date. If eligible for aid, the student may be reimbursed after aid has been credited to the student account. For more information, visit the Student Financial Services website at www.baylor.edu/sfs (<http://www.baylor.edu/sfs/>).

Financial Obligations

Students are individually responsible for their financial obligations to Baylor University. Charges to their student account are payable when due. Upon graduation or University Withdrawal, unpaid student account balances are subject to referral to a collection agency and disclosure to credit bureaus.

Financial Resources

The Garland School of Social Work has several sources of financial award based on student qualifications, financial need, and vocational goals. Scholarships are being added continuously with the growth of the program.

The Director for Enrollment & Alumni Services and Associate Dean for Academic Affairs, in consultation from the Scholarship Committees, decides how these scholarships will be allocated. Criteria for awards include:

1. Admission to the program
2. Completion of the GSSW Financial Aid Form
3. Completion of the Free Application for Federal Student Aid (FAFSA) or Financial Aid Profile (for international student only)
4. Preference for full-time students
5. Financial need
6. Documented support for the mission of the school
7. Academic merit
8. Documented service to the Garland School of Social Work and/or community
9. Stated expectations of the particular scholarship funds

Students entering or enrolled in the Garland School of Social Work may apply for non-GSSW related financial assistance through the Office of Academic Scholarships and Financial Aid. A comprehensive program of financial aid is available that includes both merit-based and need-based scholarships, as well as grants, loans, and part-time employment. Financial aid information and applications may be obtained from:

Baylor University
Student Financial Aid Office
One Bear Place #97028
Waco, TX 76798-7028
254-710-2611 or 1-800-Baylor-U

Grant-Related Funding

The School periodically has stipend awards for students that are funded by grants and other sources. Information for how to apply for these opportunities will be sent out by email and/or via the VOICE, as appropriate.

Funded Field Internships

Students in field internships occasionally receive funding through the agency or through a grant in the School. See the *Field Manual* for eligibility, application, and internships at place of work.

Stipends/Scholarships/Tuition Remission

The School provides:

1. Stipends-payment based upon work provided to faculty and/or staff. Stipends are available with varying compensation levels depending upon the nature of the service and the amount of time required of students;
2. Scholarships-payment based upon meeting eligibility criteria of the benefactor(s) with no work requirement and;
3. Tuition remission funding credited directly to student's account to offset the costs of tuition. Tuition remission covers the tuition charge only. Required fees must be paid by the student with the Cashier's Office prior to financial settlement deadlines.

Information on financial assistance may be obtained from the Associate Dean for Academic Affairs. **Students receiving financial assistance must maintain an overall grade point average of 3.0 to avoid discontinuation of School financial support.**

Graduate Assistant Stipends

Eligible students may choose to apply for a Graduate Assistant position upon admission to the program. For deadlines and procedures please contact the Garland School of Social Work Admissions office. Students who receive a position will be matched with a faculty or staff member and may work up to 15 hours per week during the academic semesters. More details on number of hours available to work will be given if a student is awarded a position. Graduate Assistant stipends are paid biweekly based on the number of hours the student works. If students do not fulfill the requirements set out by their supervisors, they may be terminated from their graduate assistant positions. Mandatory training will be provided to graduation assistants at the beginning of the academic year. Duties may include research, writing, grading, assisting professors with courses, administrative support, and other duties as assigned.

Although the specific responsibilities will vary by the stipend requirements, the number of hours of assistance required by the supervisor will typically not exceed 10-15 hours per week in order to protect graduate students from excessive commitments away from their own research, practice, and study. Graduate assistants are responsible for complying with all reporting and documenting requirements issued by the Baylor payroll office, the MSW Program Director, the MSW Program Manager and by the Associate Dean. Graduate assistant assignments should not exceed the numbers of hours specified by the appointment. Consultation with the supervisor, MSW Program Director, is encouraged if a graduate student has concerns regarding excessive, unexpected, or other use of time which interferes with the student's course work.

Additional (non-GSSW) Financial Assistance Resources

Agency-Based Assistance Programs

Some social service agencies offer tuition assistance for their employees. The social service agency provides employment for the student and pays a portion or all of the employee's tuition, in exchange for

1. the student's current employment and/or
2. the student's commitment to work for the agency for a specified period of time after graduation.

Information about these programs is available from the social service agencies themselves and is not managed by the Garland School of Social Work.

Loans

Loan plans available to graduate students. Information concerning eligibility and applying for these loans and other types of financial aid can be obtained from:

Student Financial Aid Office
Baylor University
One Bear Place #97028
Waco, TX 76798-7028
254.710.2611

and on their webpage <https://www.baylor.edu/sfs/index.php?id=966155> (<https://www.baylor.edu/sfs/?id=966155>).

Policy for Financial Award Recipients

Recipients for awards and levels of financial allocation from the Garland School will be determined by the Associate Dean for Academic Affairs or his/her designee, based upon recommendations of the scholarship committee. The scholarship committee will periodically review the student financial assistance program and make recommendations to the Associate Dean for Academic Affairs for enhancement of the program. Students who complete the GSSW Financial Aid form and receive financial awards earn the allocated funds contingent upon: satisfactory academic and professional progress, class attendance, continued enrollment in the prescribed coursework, and certification of eligibility by the Student Financial Aid Office. Awardees will follow the procedure of the University Development Office in expressing appreciation for awards. Eligibility to receive funding will be granted on a semester-by-semester basis. Failure to comply with the terms of the award will result in the student returning all or a portion of the award, consistent with the policies of the Student Financial Aid Office.

MSW Curriculum and Degree Plans Standard Program

The MSW curriculum for the Standard degree option (p. 24) consists of 60 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 field 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 is the best fit for 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. 26) 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 29 credit hours of graduate work.

M.Div./MSW Joint Degree Option

The Master of Divinity/Master of Social Work (M.Div./MSW) Joint Degree (p. 27) option prepares students to provide leadership and service through congregations, religiously affiliated organizations, and faith communities. For admission to the joint 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 Joint Degree Option

The Master of Theological Studies (MTS) and the Master of Social Work (MSW) joint degree (p. 29) 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 joint 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 Joint Degree Option

The MSW/MBA joint degree (p. 30) 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 separately fulfill admission and application procedures for both 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 Field Education 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 that 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 guidelines of the National Association of Social Workers (NASW) Code of Ethics, including advocacy for human rights and justice. Professional values and ethics are infused throughout the entire MSW curriculum. Prior to any academic work in the community that involves the use of social work knowledge, values, and skills, students are required to study the entire NASW Code of Ethics and the applicable state code and make a commitment 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.

Master of Social Work - Standard Standard Program

The MSW curriculum for the Standard degree option consists of 60 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 field 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 is the best fit for 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.

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

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

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

- Human Behavior and the Social Environment (SWO 5561 Professional Practice with Individuals and Families and SWO 5463 Professional Practice with Communities and Organizations)
- Social Welfare Policy and Services (SWO 5221 Introduction to the Profession; SWO 5322 Social Policy For Social Work Practice),
- Social Work Practice (SWO 5561 Professional Practice with Individuals and Families; SWO 5362 Professional Practice with Groups; SWO 5463 Professional Practice with Communities and Organizations)
- Research (SWO 5381 Research for Social Work Practice)
- Field Practicum (SWO 5491 Foundation Internship I and SWO 5492 Foundation Internship II)

Students begin the generalist year with a fall pre-term class, SWO 5221 Introduction to the Profession. During their first full-time semester, students will take classes and have their first Field Internship. Students

must earn at least a “B” in Foundation Internship I, Practice with Individuals & Families and Practice with Groups in order to enroll for Foundation Internship II. Required Field 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 in addition to 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 and Practice with Communities & Organizations in order 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. In each specialization, students acquire advanced practice skills and knowledge that build on the standard curriculum. The program’s areas of specialized practice are defined by fields of practice: Clinical Practice and Community Practice. Students complete the Advanced Internship in a setting that allows them the opportunity for preparation for practice in these areas. Students are expected to expand their learning further by 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 the Administrative Practice in Social Work, a Capstone course and the Evaluation of Practice courses. These combined courses allow students an opportunity to learn from each other and gain exposure to the 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 the area of their specialization and to assess their own 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 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 a variety of 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, and dialectical behavior therapy. Assessment tools and techniques, especially focusing on DSM-5, are critical to the program.

Common professional opportunities for social workers in clinical practice include practice in health settings and practice with children and families. Students in the clinical practice specialization will take a practice course focused on health settings (SWO 5376 Advanced Clinical Practice: Health Settings) and/or children and families (SWO 5377 Advanced Clinical Practice: Children and Families). Students must take one of these options but may also take the other as an elective if they wish to do so and enrollment allows.

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 both 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 model of development 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 the 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

Field Education courses must be completed in the standard fall-spring sequence.

MSW Standard Degree Plan

Minimum 60 semester hours including the following:

Generalist Year: 28 hours (not including 3 hours of elective credit)

Course	Title	Hours
Year 1		
Fall Pre-Term		
SWO 5221	Introduction to the Profession	2
		Hours
		2
Fall Semester		
SWO 5561	Professional Practice with Individuals and Families	5
SWO 5362	Professional Practice with Groups	3
SWO 5491	Foundation Internship I	4
		Hours
		12
Spring Semester		
SWO 5381	Research for Social Work Practice	3
SWO 5463	Professional Practice with Communities and Organizations	4
SWO 5322	Social Policy For Social Work Practice	3
SWO 5492	Foundation Internship II	4
		Hours
		14
		Total Hours
		28

Electives: 6 hours

Six (6) 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 degree students. The elective requirement for Standard Students is 6 hours.

Course Requirements: Clinical Practice

Code	Title	Hours
Fall Semester		
SWO 5337	Advanced Clinical Theories and Models	3
SWO 5379	Advanced Clinical Practice: Individuals, Families, and Groups	3
SWO 5323	Administrative Practice in Social Work	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
Spring Semester		
SWO 5377	Advanced Clinical Practice: Children and Families	3
or SWO 5376	Advanced Clinical Practice: Health Settings	
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
		Total Hours
		26

Please note, that this does not include the required elective credits.

Course Requirements: Community Practice

Code	Title	Hours
Fall Semester		
SWO 5335	Frameworks and Perspectives for Community Practice	3
SWO 5375	Advanced Practice I: Community Practice	3
SWO 5323	Administrative Practice in Social Work	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
Spring Semester		
SWO 5378	Advanced Practice II: Community Practice	3
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
		Total Hours
		26

Please note, that this does not include the required elective credits.

Master of Social Work - Advanced Standing 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 29 credit hours of graduate work.

Curriculum Content

The program offers two areas of specialized practice. In each specialization, students acquire advanced practice skills and knowledge that build on the standard curriculum. The program's areas of specialized practice are defined by fields of practice: Clinical Practice and Community Practice. Students complete the Advanced Internship in a setting that allows them the opportunity for preparation for practice in these areas. Students are expected to expand their learning further by 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 the Administrative Practice in Social Work, a Capstone course and the Evaluation of Practice courses. These combined courses allow students an opportunity to learn from each other and gain exposure to the 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 the area of their specialization and to assess their own 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 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 a variety of 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, and dialectical behavior therapy. Assessment tools and techniques, especially focusing on DSM-5, are critical to the program.

Common professional opportunities for social workers in clinical practice include practice in health settings and practice with children and families. As a result, the clinical specialization provides students with the option to focus on one of these settings in an advanced practice class and in their advanced internship. Students in the clinical practice specialization will take a practice course focused on health settings (SWO 5376 Advanced Clinical Practice: Health Settings) and/or children and families (SWO 5377 Advanced Clinical Practice: Children and Families). Students must take one of these options but may also take the other as an elective if they wish to do so and enrollment allows.

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 both 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 model of development 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 the 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 Field Education courses must be completed in the standard fall-spring sequence.

Course Requirements: Clinical Practice

Code	Title	Hours
Fall Semester		
SWO 5337	Advanced Clinical Theories and Models	3
SWO 5379	Advanced Clinical Practice: Individuals, Families, and Groups	3
SWO 5323	Administrative Practice in Social Work	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
Spring Semester		
SWO 5377	Advanced Clinical Practice: Children and Families	3
or SWO 5376	Advanced Clinical Practice: Health Settings	
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
Total Hours		26

Please note, that this does not include 3 hours of required elective credit.

Course Requirements: Community Practice

Code	Title	Hours
Fall Semester		
SWO 5335	Frameworks and Perspectives for Community Practice	3
SWO 5375	Advanced Practice I: Community Practice	3
SWO 5323	Administrative Practice in Social Work	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
Spring		
SWO 5378	Advanced Practice II: Community Practice	3
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
Total Hours		26

Please note, that this does not include 3 hours of required elective credit.

Joint Degree Option: Master of Divinity/Master of Social Work

The Master of Divinity/Master of Social Work Degree option (M.Div.-MSW) prepares students to provide leadership and service through congregations, religiously affiliated organizations, and faith communities.

Church agencies, as well as family and children's agencies, gerontology programs, counseling centers, and community ministries in urban areas and international missions, need professional social workers. In addition, congregations often need the consultation and leadership in family and community ministry which social workers can provide. Many congregational leadership positions and often the chief executive officers of church-related agencies require an M.Div. or other graduate seminary degree as a qualification. This degree option, therefore, addresses this need for dual competency.

Admission

For admission to the joint degree option, candidates must apply and be accepted for both Truett Seminary's Master of Divinity degree option and the *Waco campus* of the Diana R. Garland School of Social Work's Master of Social Work degree option.

Requirements

Course	Title	Hours
First Year		
Fall		
COVG 7001	Covenant Group-I	0
THEO 7340	Introduction to Christian Scriptures ¹	3
THEO 7345	Introduction to Christian Theology ¹	3
LEAD 7301	Leadership for Ministry	3
Hours		9
Spring		
COVG 7002	Covenant Group-II	0
THEO 7370	Christian Scriptures I	3
THEO 7360	Christian Texts and Traditions I	3
THEO 7316	Christian Worship	3
THEO 7396	The Baptist Identity	3
Hours		12
Summer		
THEO 7361	Christian Texts and Traditions II	3
Truett Elective		3
Hours		6
Second Year		
Fall		
COVG 7003	Covenant Group-III	0
THEO 7372	Christian Scriptures II	3
THEO 7371	Christian Scriptures III	3
THEO 7362	Christian Texts and Traditions III	3
WOCW 7385	Introduction to Christian Witness and Mission	3
Hours		12
Spring		
COVG 7004	Covenant Group-IV	0
THEO 7373	Christian Scriptures IV	3
PRCH 7316	Preaching I	3
THEO 7382	Constructive Theology	3
PRTH 7391	Integrative Seminar: Faith and Practice	3
Hours		12

Third Year

Fall

SWO 5221	Introduction to the Profession	2
SWO 5561	Professional Practice with Individuals and Families	5
SWO 5362	Professional Practice with Groups	3
SWO 5491	Foundation Internship I	4
MENT 7V00	Mentoring in Ministry	5
Hours		19

Spring

SWO 5381	Research for Social Work Practice	3
SWO 5463	Professional Practice with Communities and Organizations	4
SWO 5322	Social Policy For Social Work Practice	3
SWO 5492	Foundation Internship II	4
MENT 7V00	Mentoring in Ministry	4
Hours		18

Fourth Year

Fall

Select one of the following sequences:		6
SWO 5379 or SWO 5375	Advanced Clinical Practice: Individuals, Families, and Groups or Advanced Practice I: Community Practice	
SWO 5337 or SWO 5335	Advanced Clinical Theories and Models or Frameworks and Perspectives for Community Practice	
SWO 5282	Evaluation of Practice I	2
SWO 5494	Part I Advanced Internship	4
SWO 5323	Administrative Practice in Social Work	3
Hours		15

Spring

Select one of the following sequences:		3
SWO 5376 or SWO 5377 or SWO 5378	Advanced Clinical Practice: Health Settings or Advanced Clinical Practice: Children and Families or Advanced Practice II: Community Practice	
SWO 5283	Evaluation of Practice II	2
SWO 5490	Part II Advanced Internship	4
SWO 5298	Capstone	2
Social Work Elective requirement met with Seminar courses		6
Hours		17
Total Hours		120

¹ These are required courses; however, based upon previous academic experience, students may petition to waive or substitute these courses. Introductory courses are waived from the degree plan by passing an advanced standing exam (see the Advanced Standing Policy in the Truett Catalog).

Satisfactory completion of 200 Lifelong Learning Units
Satisfactory academic progress

Requirement	Hours
M.Div. hours	63 hrs.
M.S.W. Standard hours ¹	60 hrs.
Advanced Standing M.S.W. required coursework	29 hrs.
Actual non-repeating hours taken:	
26 hours M.S.W. + 63 hours M.Div	89 hrs.
54 hours M.S.W. + 63 M.Div	117 hrs.

¹ 6 hours of M.Div. coursework will count for Standard M.S.W. program, 3 Hours of M.Div. coursework will count for the Advanced Standing M.S.W. program.

Six (6) hours of Truett courses, Special Topics courses/seminars (SWO 4V80 Special Topics, SWO 5V80 Advanced Special Topics, SWO 5V70 Independent Study in Social Work) and/or other courses approved by the MSW Program Director may be taken to fulfill the elective requirement.

Students in the M.Div./MSW joint degree option should plan their coursework so that the M.Div. and the MSW degrees can be awarded simultaneously. Nevertheless, students who complete all work for the MSW degree can be awarded this degree first and separately; however, a student enrolled in this joint degree option may not receive the M.Div. degree first and separately but must receive the M.Div. degree either simultaneously with the MSW or subsequent to the awarding of the MSW.

Joint degree students should verify seminary program requirements with Truett Seminary and Social Work requirements with the MSW Program Director in the Diana R. Garland School of Social Work.

Joint Degree Option: Master of Theological Studies/Master of Social Work

An increasing number of graduate students are called to Christian vocation in community ministry that is informed by their faith and grounded in Christian theology and scripture. The Master of Divinity and Master of Social Work (Mdiv-MSW) joint degree program provides theological education and advanced social work knowledge and skills. Some students are not seeking to achieve the advanced competencies offered by the Mdiv degree and/or they may not have the personal resources to meet all of requirements of the 123-semester hour Mdiv-MSW degree program. The MTS-MSW joint degree program (108 or 83 semester hours) provides these students with an opportunity to prepare for community ministry through mastery of advanced social work knowledge and practice that is grounded in foundational Christian theology, Scriptures, traditions, missions and witness, and Baptist Identity.

Admission

For admission to the joint degree, candidates must apply and be accepted by both the George W. Truett Theological Seminary and the *Waco campus* of the Diana R. Garland School of Social Work.

Requirements

Code	Title	Hours
Core Curriculum		
<i>Introductory Courses</i>		

THEO 7340	Introduction to Christian Scriptures	3
THEO 7345	Introduction to Christian Theology	3
<i>Christian Scriptures</i>		
THEO 7370	Christian Scriptures I	3
THEO 7372	Christian Scriptures II	3
THEO 7371	Christian Scriptures III	3
THEO 7373	Christian Scriptures IV	3
<i>Christian Theology</i>		
THEO 7360	Christian Texts and Traditions I	3
THEO 7361	Christian Texts and Traditions II	3
THEO 7362	Christian Texts and Traditions III	3
WOCW 7385	Introduction to Christian Witness and Mission	3
THEO 7396	The Baptist Identity	3
THEO 7382	Constructive Theology	3

Electives

Select 3 courses from chosen specialization or 1 Biblical studies course, 1 Theological studies course, and 1 free elective	9
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Total Hours	45
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Requirement	Hours
Total elective hours counted toward the MTS from MSW courses ¹	3 hrs.
Total MTS hours	39 hrs.
Standard MSW required coursework	54 hrs.
Actual non-repeating hours taken:	
54 hours MSW + 39 hours MTS =	93 hrs.

¹ 3 for Advanced Standing, 3 for Standard degree option

Requirement	Hours
Advanced Standing MSW required coursework	29 hrs.
Advanced Standing MSW required coursework for Baylor BSW graduates	29 hrs.
Actual non-repeating hours taken:	
29 hours MSW + 39 hours MTS =	68 hrs.
26 MSW hours for Baylor BSW graduates + 39 hours MTS =	65 hrs.
Covenant Groups – 4 semesters	
Satisfactory completion of 132 Lifelong Learning Units	
Satisfactory academic progress	

The MTS degree consists of 48 course credit hours. The MSW degree can be earned through two programs, the standard two-year program and the advanced standing program. The standard two-year program requires 60 course credit hours. This program and the MTS require a total of 111 hours when completed separately. For social work students in the standard two-year program, the total number of hours for the MTS-MSW joint program will be 93 hours.

For those students who qualify, the MSW advanced standing program consists of 29 course credit hours, so it and the MTS require a total of 80 hours when completed separately. For social work students in the advanced standing program, the total number of hours for the MTS-MSW joint program will be 68 hours.

In the proposed joint degree program, 9 elective hours taken in the Garland School of Social Work will be counted toward the MTS degree requirements. Six hours from the MTS degree will be counted toward the standard two-year MSW program requirements and three from the MTS degree will be counted toward the advanced-standing MSW program requirements (advanced standing).

Joint degree students should verify seminary program requirements with Truett Seminary and social work requirements with the Program Manager at the Diana R. Garland School of Social Work.

Joint Degree Option: Master of Social Work/Master of Business Administration

The MSW/MBA joint degree 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. As the demand for social workers increases with the privatization of social services, so does the need for social workers to be prepared to serve as leaders of human service organizations. The Master of Social Work program prepares students to work with individuals, communities, and society through specializations in clinical and community practice. The Masters in Business Administration program prepares students to serve as leaders in generalist business roles. The joint degree will groom social work and business administration graduates to serve as administrators, executive directors, and innovators in human service organizations. In addition, the MSW/MBA will equip and encourage graduates to develop human service organizations nationally and internationally, serving in developing countries or underserved urban areas where human needs are great and resources are scarce.

Admission

Prospective students will be required to separately fulfill admission and application procedures for both the Waco campus Master of Social Work at the Diana R. Garland School of Social Work and the Master of Business Administration programs.

Requirements

Master of Business Administration education plan for the joint degree is 33 credit hours. The Hankamer Business School will waive 20 hours of elective courses while maintaining the core business courses equaling 33 hours. The Garland School of Social Work will credit 9 hours of business elective courses (6 hour elective credit and 3 hour substitution for SWO 5323 Administrative Practice in Social Work) for the standard MSW level education plan; therefore, students entering the foundation level of the MSW joint program will complete 51 social work credit hours. The Garland School of Social Work will also credit 6 hours of business elective courses (3 hour elective credit and 3 hour substitution for SWO 5323 Administrative Practice in Social Work) for the MSW Advanced Standing level of the education plan; therefore, students entering the Advanced Standing program (total=29 hours) will complete 26 hours of social work credit hours. Joint degree students should verify MBA requirements with the Hankamer Business School.

MSW Core and Elective Course Foundation Level

Standard (first year-foundation) Core Courses

Code	Title	Hours
SWO 5221	Introduction to the Profession	2
SWO 5561	Professional Practice with Individuals and Families	5
SWO 5362	Professional Practice with Groups	3
SWO 5491	Foundation Internship I	4
SWO 5381	Research for Social Work Practice	3
SWO 5463	Professional Practice with Communities and Organizations	4
SWO 5322	Social Policy For Social Work Practice	3
SWO 5492	Foundation Internship II	4

Foundation Master Social Work students will select an area of specialized practice upon completion of the above core courses. Specialization areas are: Clinical practice or Community practice. Courses for each area of specialized practice are listed below:

MSW Core and Elective Courses Advanced Level

Code	Title	Hours
Clinical Practice		
SWO 5282	Evaluation of Practice I	2
SWO 5337	Advanced Clinical Theories and Models	3
SWO 5379	Advanced Clinical Practice: Individuals, Families, and Groups	3
SWO 5377	Advanced Clinical Practice: Children and Families	3
or SWO 5376	Advanced Clinical Practice: Health Settings	
SWO 5494 & SWO 5490	Part I Advanced Internship and Part II Advanced Internship	8
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
Community Practice		
SWO 5335	Frameworks and Perspectives for Community Practice	3
SWO 5375 & SWO 5378	Advanced Practice I: Community Practice and Advanced Practice II: Community Practice	6
SWO 5494	Part I Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5490	Part II Advanced Internship	4
SWO 5298	Capstone	2

Electives: 3 hours from MBA program = 3 elective + 3 hours substitute for SWO 5323 Administrative Practice in Social Work

Total Hours: 26

Master of Business Administration

Course	Title	Hours
First Semester		
ACC 5121	Accounting Planning	1
ACC 5122	Accounting Implementation	1
ECO 5115	Pricing and Economic Analysis	1
ECO 5116	Economics of Strategic Interaction	1
FIN 5161	Corporate Finance-Planning	1
FIN 5162	Corporate Finance-Implementation	1

MGT 5132	Operations Strategy: Structuring the Operating System	1
QBA 5131	Quantitative Methods for Decision Making: Part I	1
BUS 5390	Management Communication	3
BUS 5050	Graduate Business Colloquium	0
Required Flexible Courses ¹		6
Hours		17

Second Semester

ACC 5123	Accounting in a Changing Environment	1
ECO 5117	Managerial Macroeconomics	1
FIN 5163	Financial Control	1
MGT 5131	Operations Strategy: Concepts and Fundamentals	1
MGT 5133	Operations Strategy: Managing Operational Focus	1
QBA 5132	Quantitative Methods for Decision Making: Part II	1
QBA 5133	Quantitative Methods for Decision Making: Part III	1
BUS 5395	The Focus Firm	3
BUS 5050	Graduate Business Colloquium	0
Required Flexible Courses ¹		6
Hours		16
Total Hours		33

¹ 2 3-hour Required Flexible Courses (p. 32)

Optional Courses

Code	Title	Hours
BUS 5111	Professional Career Development for First Semester Graduate Students	1
BUS 5112	Professional Career Development for Second Semester Graduate Students	1

Total Hours 33

Total Hours Foundational Level: 84

Total Hours Advanced Level: 62

Sample MSW/MBA Standard Degree Plan

Minimum 84 semester hours (51 MSW, 33 MBA core):

Foundation Year

Course	Title	Hours
Year 1		
Fall Pre-Term		
SWO 5221	Introduction to the Profession	2
Hours		2
Fall Semester		
SWO 5561	Professional Practice with Individuals and Families	5
SWO 5362	Professional Practice with Groups	3
SWO 5491	Foundation Internship I	4
Hours		12

Spring Semester

SWO 5381	Research for Social Work Practice	3
SWO 5463	Professional Practice with Communities and Organizations	4
SWO 5322	Social Policy For Social Work Practice	3
SWO 5492	Foundation Internship II	4
Hours		14
Total Hours		28

Specialized Year: Clinical Practice

Course	Title	Hours
Year 2		
Fall Semester		
SWO 5379	Advanced Clinical Practice: Individuals, Families, and Groups	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
SWO 5337	Advanced Clinical Theories and Models	3
Hours		12
Spring Semester		
SWO 5377	Advanced Clinical Practice: Children and Families	3
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
Hours		11
Total Hours		23

Specialized Year: Community Practice

Course	Title	Hours
Year 2		
Fall Semester		
SWO 5375	Advanced Practice I: Community Practice	3
SWO 5494	Part I Advanced Internship	4
SWO 5282	Evaluation of Practice I	2
SWO 5335	Frameworks and Perspectives for Community Practice	3
Hours		12
Spring Semester		
SWO 5378	Advanced Practice II: Community Practice	3
SWO 5490	Part II Advanced Internship	4
SWO 5283	Evaluation of Practice II	2
SWO 5298	Capstone	2
Hours		11
Total Hours		23

9 hours from MBA program = 6 elective + 3 hours substitute for SWO 5323 Administrative Practice in Social Work taken in year 3.

Course	Title	Hours
Year 3		
First Semester		
ACC 5121	Accounting Planning	1
ACC 5122	Accounting Implementation	1

ECO 5115	Pricing and Economic Analysis	1
ECO 5116	Economics of Strategic Interaction	1
FIN 5161	Corporate Finance-Planning	1
FIN 5162	Corporate Finance-Implementation	1
MGT 5132	Operations Strategy: Structuring the Operating System	1
QBA 5131	Quantitative Methods for Decision Making: Part I	1
BUS 5390	Management Communication	3
BUS 5050	Graduate Business Colloquium	0
Required Flexible Courses ¹		6
Hours		17
Second Semester		
ACC 5123	Accounting in a Changing Environment	1
ECO 5117	Managerial Macroeconomics	1
FIN 5163	Financial Control	1
MGT 5131	Operations Strategy: Concepts and Fundamentals	1
MGT 5133	Operations Strategy: Managing Operational Focus	1
QBA 5132	Quantitative Methods for Decision Making: Part II	1
QBA 5133	Quantitative Methods for Decision Making: Part III	1
BUS 5395	The Focus Firm	3
BUS 5050	Graduate Business Colloquium	0
Required Flexible Courses ¹		6
Hours		16
Total Hours		33

¹ 2 3-hour Required Flexible Courses (p. 32)

Optional Courses

Code	Title	Hours
BUS 5111	Professional Career Development for First Semester Graduate Students	1
BUS 5112	Professional Career Development for Second Semester Graduate Students	1

Total Hours 33

Required Flexible Courses

Code	Title	Hours
MKT 5310	Seminar in Marketing Strategy	3
MGT 5385	Strategic Management and Business Policy	3
MGT 5310	Management of Organizational Behavior	3
Select one course from the following:		
MIS 5342	Business Intelligence	
MIS 5346	Data Warehousing (spring only)	
MIS 5355	Management of Information Systems	
MIS 5345	Decision Making Using Excel	

Global Mission Leadership/Master of Social Work

The Global Mission Leadership initiative provides students the opportunity to obtain a Master of Social Work with a Global Mission Leadership Concentration. The GML initiative focuses on educating and empowering Christian leaders who are committed to relocate or return to a nation of the world as a catalyst for holistic community transformation. Language proficiency of the nation to which the student will relocate or return is required. Within this concentration, students will research systemic issues regarding a social injustice occurring in a nation of concern, research global best practices regarding community change, and will create a plan of intervention based on the conducted research. Global Mission Leadership students will comply with the requirements of the MSW degree plan as modified by the Associate Dean for Academic Affairs, Garland School of Social Work. Students should contact their graduate mentor or the Director of Global Mission Leadership to obtain the GML concentration degree plan.

Field Curriculum Mission

The primary goal of the internship is education and preparation for professional practice. The aim of the field experience is to provide interns the opportunity to develop and integrate values, knowledge, and skills learned in the classroom with practice in actual practice settings. Through the field internship experience, theory is applied, skills are refined, and attitudes, values, and ethical dilemmas are examined. It is expected that each intern will be fully engaged in the professional learning opportunities provided under the supervision of the field instructor. Foundation year graduate interns will be expected to achieve skill development similar to entry level generalist practitioners but at a level that shows readiness for specialized practice in the advanced year. Advanced year graduate interns will be expected to achieve skill development and performance commensurate to entry level MSW practitioners in an area of specialized practice (Clinical Practice or Community Practice).

Field in the Curriculum

Field internship is the application of the knowledge and skills the student has obtained in the classroom courses. Graduate foundation field internship for full-time students begins in the first fall semester and requires 480 hours in the field (240 per term for two consecutive terms). Full-time foundation students are enrolled in generalist practice courses concurrently with field internship and the accompanying seminar. Part-time students should refer to their degree plan for which courses must be completed prior to starting the foundation field internship.

Standard program graduate students and advanced standing students in the advanced year of the curriculum complete a total of 550 hours in the field, within an area of specialized practice (Clinical or Community). This internship is completed concurrently or following courses in the specialized practice curriculum.

Field instructors and field liaisons for the advanced internship have experience in the area of specialized practice and are able to facilitate the student's learning and skill application in the specialization.

All policies related to Field Education, including application processes, prerequisites, minimum grade requirements, and other expectations can be

found in the Field Manual (<https://socialwork.web.baylor.edu/admissions/field-education/msw-students/>).

Field Orientation

Prior to beginning field internship, all students must attend field internship orientation and complete the required asynchronous field internship orientation content and quiz. The orientation includes presentation of field policies, discussion of field requirements and evaluation, grading procedures, and a description of the field faculty/liaison system. Failure to complete the asynchronous field internship orientation content and quiz as well as attend this orientation will prohibit entry into field internship and will therefore delay a student's course of study.

Students who are denied admission to the field internship are informed in writing, and are directed to contact their faculty mentor regarding any effect on the completion of the degree plan. Please see the corresponding Field Manual for more information.

Master of Social Work: Online Campus

- MSW@Baylor Admission (p. 33)
- Financial Resources (p. 34)
- Financial Costs (p. 34)
- Registration and Enrollment (p. 35)
- Online MSW Curriculum and Degree Plans (p. 35)
- Field Curriculum (p. 38)

MSW@Baylor Admission

Admission to the Garland School of Social Work's MSW@Baylor graduate program is conducted by formal application to the Online Campus. Students will be admitted regardless of race, color, national or ethnic origin, gender, age, veteran status, or disability. Applicants are expected to complete the degree at the campus to which they were admitted. An application packet will be considered complete when the following materials have been received:

1. A completed online application and application fee
2. Official transcripts from all institutions attended¹
3. Recommendations: Three letters of recommendation. **Standard applicants** at least one of the three letters of recommendation must be from an academic professor who has direct knowledge of your academic work. **Advanced standing applicants** at least two of the three letters of recommendation must be from an academic professor who has direct knowledge of your academic work. Of these two academic references, one must be the undergraduate program director, the director of field education, or the field instructor.
4. Completed Free Application for Federal Student Aid (FAFSA) (Recommended, but not required)
5. Final field evaluation (for advanced standing applicants only)

¹ A file will be considered complete for review purposes with unofficial transcripts. If admitted, official transcripts will be required.

The letter of admission constitutes the University's official notification of an admission decision. Admitted students will have a maximum of one year (three terms) from the date of admission within which to enroll.

Attempts to enroll after this time period will require completion of another application. For accurate dates and deposit amounts, students should contact MSW Admissions, indicating status as a newly admitted online MSW student. The University reserves the right to refuse admission to any applicant whose previous academic record and/or readiness for graduate study in social work is deemed unsatisfactory. Applicants who are not admitted into the program may reapply for any subsequent term. If that applicant is denied a second time, they must wait a full calendar year from their second application decision date to apply.

Applications submitted after stated deadlines may require a longer time to process, thus precluding students' ability to register with the University's published deadline schedule. The University assesses late fees according to the late registration schedule.

General Requirements

1. The program requires that all applicants have either a bachelor's degree from a regionally accredited institution in the United States or proof of equivalent education at an international institution of higher learning.
2. Applicants are expected to have a record of undergraduate study and experience that is predictive of success in graduate study. A minimum admissible grade point average is not specified, as the Garland School conducts a holistic review process.
3. Baccalaureate coursework that demonstrates a strong liberal arts background is required.
4. Credit for elective courses transferred from other graduate (non-social work program). A maximum of six (6) semester hours toward the Standard MSW degree option and a maximum of three (3) semester hours toward the Advanced Standing option taken for graduate credit in other approved graduate programs may be considered for elective credit. A petition for transfer credit must fulfill the conditions listed below:
 - A. The work must have been performed while the student was enrolled in good standing as a graduate student.
 - B. The school from which they are transferred must be accredited by a regional accreditation agency.
 - C. No earned grade for transfer is less than a "B-".
 - D. Petition for transfer of credit occurs after enrollment in the graduate program.
 - E. Transfer credit will not be calculated into GPA unless it is taken at Baylor University.
 - F. A petition of transfer from another University request must be completed and submitted in writing to the MSW Program Director.
5. While past professional experiences may strengthen an application, no academic credit will be given for life experiences

Online Advanced Standing Admissions

Students who are granted admission to the combined Garland School of Social Work BSW/MSW program are admitted into the MSW program upon successful completion of the BSW from Baylor University with at least a 3.0 overall GPA, a B in every social work course, and the recommendation of the Field Education office.

Students who have earned a baccalaureate degree in social work from another program accredited by the Council on Social Work Education must apply for admission into the Advanced Standing program at the Garland School of Social Work. Applicants to the Garland School of Social Work Advanced Standing program with a degree from an international social work program must provide evidence through CSWE's International

Social Work Degree Recognition and Evaluation Service that the program from which they have graduated or anticipate graduating is recognized/approved/certified by CSWE. If admitted, full-time students can complete their MSW in 3 terms, or 29 credit hours of graduate work.

Advanced Standing applicants must have completed their baccalaureate degrees from a CSWE accredited program no more than five years prior to submitting their application. Decisions about their admission to Advanced Standing will be based on the following, in addition to the standard graduate social work application:

- An overall grade point average of 2.7 or higher on a 4.0 scale, a grade point average of 3.0 or higher in all social work coursework, to include a minimum grade of B in all practice and field courses
- A copy of a final Field Evaluation from baccalaureate social work field experience(s) documenting satisfactory generalist practice experience and skills in the internship (While prospective students may be admitted conditionally based on their performance in the field at the time of their application, full admission is contingent upon receipt of final field evaluation).

Financial Resources

Students entering or enrolled in the Garland School of Social Work may apply for financial assistance through the Office of Academic Scholarships and Financial Aid. Financial aid information and applications may be obtained from:

Baylor University
Student Financial Aid Office
One Bear Place #97028
Waco, TX 76798-7028
254-710-2611 or 1-800-Baylor-U

Graduate Assistant Stipends

Eligible students may choose to apply for a Graduate Assistant position upon the completion of their first full term in the program. For deadlines and procedures please contact the Garland School of Social Work Admissions office, or the MSW Program Manager. Students who receive a position will be matched with a faculty member and may work up to 10 hours per week during the academic semesters (fall and spring). More details on number of hours available to work will be given if a student is awarded a position. Financial assistance from these positions are based on the number of hours the student works. If students do not fulfill the requirements set out by their supervisors, they may be terminated from their graduate assistant positions. Mandatory training will be provided to graduation assistants at the beginning of the academic year. Duties may include research, writing, grading, assisting professors with courses, administrative support, and other duties as assigned.

Although the specific responsibilities will vary by the stipend requirements, the number of hours of assistance required by the supervisor will typically not exceed 10 hours per week in order to protect graduate students from excessive commitments away from their own research, practice, and study. Graduate assistants are responsible for complying with all reporting and documenting requirements issued by the Baylor payroll office, the MSW Program Director, the MSW Program Manager and by the Associate Dean. Graduate assistant assignments should not exceed the numbers of hours specified by the appointment. Consultation with the supervisor, MSW Program Director, is encouraged

if a graduate student has concerns regarding excessive, unexpected, or other use of time which interferes with the student's course work.

Additional (non-GSSW) Financial Assistance Resources

Agency-Based Assistance Programs

Some social service agencies offer tuition assistance for their employees. The social service agency provides employment for the student and pays a portion or all of the employee's tuition, in exchange for (1) the student's current employment and/or (2) the student's commitment to work for the agency for a specified period of time after graduation. Information about these programs is available from the social service agencies themselves.

Loans

Loan plans available to graduate students include the Direct Unsubsidized Loan, the Direct GradPLUS Loan, and other various private alternative lenders. Texas residents will also have the option to apply for the College Access Loan. Information concerning eligibility and applying for these loans can be obtained from the:

Student Financial Aid Office
Baylor University
One Bear Place #97028
Waco, TX 76798-7028
Or call 254.710.2611

When contacting financial aid, please identify yourself as an online student.

Policy for Financial Award Recipients

Receiving financial support is contingent upon satisfactory academic and professional progress, class attendance, continued enrollment in the prescribed coursework, and certification of eligibility by the Student Financial Aid Office. Awardees will follow the procedure of the University Development Office in expressing appreciation for awards. Eligibility to receive funding will be granted on a term-by-term basis. Failure to comply with the terms of the award will result in the student returning all or a portion of the award, consistent with the policies of the Student Financial Aid Office.

Financial Costs

Although the exact cost of attending Baylor University will vary according to personal habits, tastes, and financial resources, there are some fees that all students pay. For an estimate of the 2022-2023 expenses for one term including tuition and fees, please visit <https://www.baylor.edu/sfs/index.php?id=936921> (<https://www.baylor.edu/sfs/?id=936921>). Cost of Attendance (COA) is an estimate of the total cost to attend Baylor University and includes not only direct costs as outlined above, but also indirect costs. Direct costs are those billed by Baylor: tuition and fees. Indirect Costs are books, supplies, transportation, and personal expenses. For those students who live off campus indirect costs include room and meals.

Payment of Accounts

A student's registration for the term is not finalized (financially settled) until all expenses are paid or acceptable payment arrangements are made and the student has confirmed their intent to attend for the term billed. For additional information about financial settlement,

please visit <https://www.baylor.edu/sfs/index.php?id=961733> (<https://www.baylor.edu/sfs/?id=961733>).

Students who are recipients of scholarships from religious institutions, foundations, corporations, individuals, or other organizations outside the University should complete the online Outside Scholarship Report form at www1.baylor.edu/OSRF (<http://www1.baylor.edu/OSRF/>) for each outside scholarship so that the award can be reflected in the student's financial aid award package. Organizations should send scholarship checks to:

Cashier's Office
One Bear Place #97048
Waco, TX 76798-7048

For questions about outside scholarships, please email Outside_Awards@baylor.edu. If you have questions about tuition, fees, or financial settlement that are not covered here, visit the Student Financial Services website (<http://www.baylor.edu/sfs/>), email the Cashier's Office at Cashiers_Office@baylor.edu, or call (254) 710-2311. **Please indicate you are an online student.**

Financial Aid

There are several types of financial aid options that may be available to assist online students with funding. To be eligible for federal loans and some alternative loans, a student must be enrolled at least half-time each term (6 hours). For additional information about financial aid available to online graduate students, please visit <https://www.baylor.edu/sfs/index.php?id=958340> (<https://www.baylor.edu/sfs/?id=958340>).

Financial Obligations

Students are individually responsible for their financial obligations to Baylor University. Charges to their student account are payable when due. Upon graduation or University Withdrawal, unpaid student account balances are subject to referral to a collection agency and disclosure to credit bureaus.

Registration and Enrollment

Classifications

Graduate: Any person holding a bachelor's degree who has been admitted to the Garland School of Social Work graduate program and who is taking coursework to be credited toward a graduate degree. Graduate students are expected to maintain continuous registration.

Procedures

1. Registration information is located on Baylor's Office of the Registrar Enrolling for Classes (<https://www.baylor.edu/registrar/?id=84545>) webpage.
2. All students are expected to register for a minimum of one credit hour in each term. This practice is institutionally referred to as "continuous registration."
3. All students should refer to the official University calendar and the Baylor Commencement website (<https://www.baylor.edu/commencement/>) for dates set for their graduation term.

It is the graduate student's responsibility to honor all conditions and procedures associated with timely registration.

Online MSW Curriculum and Degree Plans

Standard Program

The MSW curriculum for the Standard degree option (p. 35) consists of 60 credit hours, which includes credit for generalist practice and specialized internships. The foundation 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 internship seminars during the terms indicated on their degree plans for both the foundation and specialized years. Students must complete the field application process according to a designated timeline prior to the first placement term. In the specialized year of study, the students choose one of two areas of specialized practice, community practice and clinical practice.

Advanced Standing Degree Option

The Advanced Standing degree option (p. 37) 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 3 terms, or 29 credit hours of graduate work.

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 that 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 a social work professional according to the guidelines of the National Association of Social Workers (NASW) Code of Ethics, including advocacy for human rights and justice. Professional values and ethics are infused throughout the entire MSW curriculum. Prior to any academic work in the community that involves the use of social work knowledge, values, and skills, students are required to study the entire NASW Code of Ethics and the applicable state code and make a commitment 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.

Master of Social Work - Standard Standard Program

The MSW curriculum for the Standard degree option consists of 60 credit hours, which includes credit for generalist practice and specialized internships. The foundation 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 internship seminars during the terms indicated on their degree plans for both the foundation and specialized years. Students must complete the field application process according to a designated timeline

prior to the first placement term. In the specialized year of study, the students choose one of two areas of specialized practice, community practice and clinical practice.

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

The foundation year provides a generalist education in social work at an advanced level and is required of every student in the standard degree option.

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

- Human Behavior and the Social Environment (SWO 5561 Professional Practice with Individuals and Families and SWO 5463 Professional Practice with Communities and Organizations)
- Social Welfare Policy and Services (SWO 5221 Introduction to the Profession; SWO 5322 Social Policy For Social Work Practice),
- Social Work Practice (SWO 5561 Professional Practice with Individuals and Families; SWO 5362 Professional Practice with Groups; SWO 5463 Professional Practice with Communities and Organizations)
- Research (SWO 5381 Research for Social Work Practice), and
- Field Practicum (SWO 5491 Foundation Internship I and SWO 5492 Foundation Internship II)

Students enroll in foundation internship courses for two consecutive terms of the foundation year in the standard program (see degree plan for specific terms). Students must earn at least a “B” in Foundation Internship I, Practice with Individuals & Families and Practice with Groups in order to enroll for Foundation Internship II. Required Field orientation must be completed before the first week of the Foundation Internship I course. Foundation Internship I & II consist of professional preparation for practice in an approved setting for a minimum of 240 clock hours in addition to a weekly integrative seminar. Foundation Internship II is designed to be a continuation of the internship and learning from Foundation Internship I, in the same placement setting. 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 and Practice with Communities & Organizations in order 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 Curriculum Content

The program offers two areas of specialized practice. In each specialization, students acquire advanced practice skills and knowledge that build on the standard curriculum. The program’s areas of specialized practice are defined by fields of practice: 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 further refine their learning in their chosen specialization by use of electives.

Each area of specialized practice areas consists of a combination of courses taken exclusively with others in the specialization. In addition,

students in all specializations take the Administrative Practice in Social Work, a Capstone course, and Evaluation of Practice courses. 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 the area of their specialization and assess their own practice and establish ongoing professional development.

Students will enroll in advanced internship seminar courses during the terms they are completing the Advanced Internship (see degree plans). Advanced Internship consists of social work preparatory practice in a setting appropriate to the student’s specialization for a minimum of 225-275 hours per term.

During the final term of the specialized year, students engage in a capstone experience, during which they prepare a practice-oriented workshop to present to colleagues and professional social workers, including a faculty evaluator. The Colloquium presentation takes place the last week of the trimester.

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 a variety of 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, and dialectical behavior therapy. Assessment tools and techniques, especially focusing on DSM-5, are critical to the program.

Common professional opportunities for social workers in clinical practice include practice in health settings and practice with children and families. Students in the clinical practice specialization will take practice courses focused on health settings (SWO 5376 Advanced Clinical Practice: Health Settings) and children and families (SWO 5377 Advanced Clinical Practice: Children and Families).

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 both geographic (e.g., neighborhoods) and relational (e.g., ethnic communities). The central models are rooted in professional literature, research, and theory, and they include advanced skills in community development, community organizing, and community planning.

The advanced model of development 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 the 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.

All degree plans may be found on the Garland School of Social Work website, linked below. Students may see what their prescribed program is based on the Clinical and Community Practice specializations.

STANDARD: 4 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/standard4termclinical.pdf>)

STANDARD: 4 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/standard4termcommunity.pdf>)

STANDARD: 6 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/standard6termclinical.pdf>)

STANDARD: 6 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/standard6termcommunity.pdf>)

STANDARD: 8 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/standard8termclinical.pdf>)

STANDARD: 8 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/Standard8TermCommunity.pdf>)

Master of Social Work - Advanced Standing

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 3 terms, or 29 credit hours of graduate work.

Curriculum Content

The program offers two areas of specialized practice. In each specialization, students acquire advanced practice skills and knowledge that build on the standard curriculum. The program's areas of specialized practice are defined by fields of practice: Clinical Practice and Community Practice. Students complete the Advanced Internship in a setting that allows them the opportunity for preparation for practice in these areas. Students are expected to further refine their learning in their chosen specialization by 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 the Administrative Practice in Social Work, a Capstone course and Evaluation of Practice courses. These combined courses allow students an opportunity to learn from each other and gain exposure to the 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 the area of their specialization and to assess their own practice and establish ongoing professional development.

Students will enroll in advanced internship seminar courses during the terms they are completing the Advanced Internship (see degree plans). Advanced Internship consists of social work preparatory practice in a setting appropriate to the student's specialization for a minimum of 225-275 hours per term.

During the final term of the specialized year, students engage in a capstone experience, during which they prepare a practice-oriented workshop to present to colleagues and professional social workers, including a faculty evaluator. The Colloquium presentation takes place the last week of the trimester.

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 a variety of 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, and dialectical behavior therapy. Assessment tools and techniques, especially focusing on DSM-5, are critical to the program.

Common professional opportunities for social workers in clinical practice include practice in health settings and practice with children and families. As a result, the clinical specialization provides students with the option to focus on these settings in an advanced practice classes and in their advanced internship. Students in the clinical practice specialization will take practice courses focused on health settings (SWO 5376 Advanced Clinical Practice: Health Settings) and children and families (SWO 5377 Advanced Clinical Practice: Children and Families).

When focusing on health settings, graduates work in public, private, and faith-based organizations including hospitals and primary care clinics, community health centers, counseling agencies, mental health facilities, health education programs, long-term care facilities, hospice, chemical dependency units, and a wide variety of private-practice settings. When studying children and families, graduates work in public, private, and faith-based organizations such as schools, child welfare agencies, family service agencies, juvenile justice systems, residential settings for children and youth, recreational and leisure agencies, marriage and family counseling centers, shelters, refugee and immigration centers, and congregations.

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 both geographic (e.g., neighborhoods) and relational (e.g., ethnic communities). The central models are rooted in professional literature, research, and theory, and they include advanced skills in community development, community organizing, and community planning.

The advanced model of development 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 the 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.

All degree plans may be found on the Garland School of Social Work website, linked below. Students may see what their prescribed program is based on the Clinical and Community Practice specializations.

ADVANCED STANDING: 2 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as2termclinical.pdf>)

ADVANCED STANDING: 2 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as2termcommunity.pdf>)

ADVANCED STANDING: 3 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as3termclinical.pdf>)

ADVANCED STANDING: 3 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as3termcommunity.pdf>)

ADVANCED STANDING: 5 TERM - CLINICAL (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as-part-time-clinical.pdf>)

ADVANCED STANDING: 5 TERM - COMMUNITY (<https://socialwork.web.baylor.edu/sites/g/files/ecbvkj326/files/2022-06/as-part-time-community.pdf>)

Field Curriculum

Mission

The primary goal of the internship is education and preparation for professional practice. The aim of the Field experience is to provide interns the opportunity to develop and integrate values, knowledge, and skills learned in the classroom with practice in actual practice settings. Through the Field internship experience, theory is applied, skills are refined, and attitudes, values, and ethical dilemmas are examined. It is expected that each intern will be fully engaged in the professional learning opportunities provided under the supervision of the Field Instructor. Foundation year graduate interns will be expected to achieve

skill development similar to entry level generalist practitioners but at a level that shows readiness for specialized practice in the Advanced year. Advanced year graduate interns will be expected to achieve skill development and performance commensurate to entry level MSW practitioners in an area of specialized practice (Clinical Practice or Community Practice).

Field in the Curriculum

Field internship is the application of the knowledge and skills the student has obtained in the classroom courses. Graduate Foundation Field internship for full-time students begins in the first or second term of academic work, depending on their degree plan, and requires 480 hours in the field (240 per term for two consecutive terms). Full-time Foundation students are enrolled in generalist practice courses concurrently with Field internship and the accompanying seminar.

Standard program graduate students and advanced standing students in the Advanced year of the curriculum complete a total of 550 hours in the field, within an area of specialized practice (Clinical or Community). This internship is completed concurrently or following courses in the specialized practice curriculum. All students should refer to their degree plan for which courses must be completed prior to starting the foundation and advanced field internships.

Field Instructors and Field liaisons for the Advanced internship have experience in the area of specialized practice and are able to facilitate the student's learning and skill application in the specialization.

All policies related to Field Education, including application processes, prerequisites, minimum grade requirements, and other expectations can be found in the MSW@Baylor Online Field Education Manual that can be found on the MSW Field Education website (<https://socialwork.web.baylor.edu/admissions/field-education/msw-students/>).

Field Orientation

Prior to beginning Field internship, all students must complete their Field internship orientation requirements. This orientation content includes a presentation of Field policies, a discussion of Field requirements and evaluation, grading procedures, and a description of the Field faculty/liaison system. Failure to complete the orientation requirements will prohibit entry into Field internship and will therefore delay a student's course of study.

Students who are denied admission to the field internship are informed in writing and are directed to contact their student success advisor regarding any effect on the completion of the degree plan. Please see the corresponding Field Manual for the (<https://socialwork.web.baylor.edu/admissions/field-education/msw-students/>) MSW@Baylor online campus (https://www.baylor.edu/social_work/doc.php/362663.pdf) for more information. (<https://socialwork.web.baylor.edu/admissions/field-education/msw-students/>)

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