

# SOCIAL WORK

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Academic Programs	Credits
BSW (Bachelor of Social Work)	63
MSW (Master of Social Work)	
Interpersonal Practice	
Administration and Development	
• <i>Two-year regular program</i>	56
• <i>One-year advanced-placement program</i>	33
• <i>Two-year advanced-placement program</i>	39

The mission of the Department of Social Work is to prepare individuals for excellence during a lifetime of professional service and Christian compassion in action.

## Spring Semester 2007

Jan 8 Mon BSW and MSW classes begin

## UNDERGRADUATE PROGRAM

### BSW (Bachelor of Social Work)—63

The Bachelor of Social Work (BSW) is a professional degree which prepares graduates for generalist professional practice and/or the opportunity to be admitted to a Master of Social Work (MSW) program with advanced standing. In addition to the on-campus BSW program, the BSW program is offered as an off-campus program at Columbia Union College, Takoma Park, MD. The off-campus BSW program is administered and delivered by the AU Department of Social Work and upon completion the BSW is conferred by Andrews University. The AU baccalaureate program is accredited by the Council on Social Work Education through the year 2011.

The foundation curriculum consists of seven content areas that are required in every BSW program: (1) Values and Ethics, (2) Diversity, (3) Populations-at-Risk and Social and Economic Justice, (4) Human Behavior and the Social Environment, (5) Social Welfare Policy and Services, (6) Social Work Practice, (7) Research. Throughout the curriculum, the program integrates concepts of professional ethics and values, critical thinking, and sensitivity to diversity, oppression, social and economic justice,

and populations-at-risk. Field education is an integral component of the program.

Although students may declare themselves as social work majors in their freshman or sophomore year, they must apply for acceptance into the social work program. Application is made at the end of the sophomore year for formal acceptance into the program in the fall of the junior year. Applications are available from the undergraduate program directors of both the on-campus and off-campus sites.

## ADMISSION CRITERIA

Students qualify for entry into the BSW program when they:

- Earn a minimum GPA of 2.00.
- Receive grades of C- or better in all required program prerequisite and cognate courses.
- Complete SOWK100, 105, 315; PSYC101, 220; SOCI119; BIOL100. Maintain a GPA of at least 2.50 in these courses.
- Complete and submit BSW Program Application Packet.
- Receive a positive recommendation from the Student Services committee in the department.

## CONTINUED ENROLLMENT CRITERIA

Continued enrollment is conditional upon the following:

- Acceptable academic performance
- Ethical conduct in compliance with the National Association of Social Workers (NASW) Code of Ethics
- Adequate knowledge and practice performance in the practicum setting. A more detailed description of admission procedures and program standards can be found in the *Social Work Student Handbook* available on the Department of Social Work's website ([www.andrews.edu/sowk](http://www.andrews.edu/sowk)).

## Major Requirements

SOWK100 (3), SOWK230 (1–3), SOWK315 (2), SOWK320 (3), SOWK325 (3), SOWK340 (3), SOWK350 (3), SOWK401 (4), SOWK402 (2), SOWK420 (.5, .5), SOWK435 (1–4), SOWK466 (4), SOWK489 (.5, .5)

## Cognate Courses

PSYC101, 220; SOCI119; BIOL100; PLSC104; IDSC237; SPAN171. Students are also required to choose 4 credits of social work electives, in consultation with the student's advisor.

## General Education Requirements

Requirements are the same as for the Bachelor of Science degree, except SOWK255 in place of BHSC100 as service requirement.

## Field Practicum

Students are required to complete a 400-hour field placement in a local human-service agency. The practicum is normally completed during the student's senior year. Prerequisites include the following courses (which must be completed with a grade of C- or above): SOWK340, 350, and 402, and a human biology course. Students may be dropped from the program or be required to complete additional practicum hours for the following reasons:

- Inability to demonstrate the skills, knowledge, and professional responsibilities required of a baccalaureate-level social work intern
- Clear violation of the NASW Code of Ethics

## GRADUATE PROGRAM

### MSW (Master of Social Work)—33–39 or 56

The Master of Social Work (MSW) degree is a professional degree enabling the graduate to enter practice as an advanced-level practitioner. Graduates are prepared to work in a variety of interpersonal clinical or administration and development practice emphases. The foundation curriculum for the MSW consists of five areas of course content: Human Behavior and the Social Environment, Social Welfare Policy, Research, Professional Practice, and Practicum. Accreditation for the MSW degree has been granted through the Council on Social Work Education.

### ASSISTANTSHIPS

Students have the opportunity to apply for graduate assistantships—teaching or research. These assistantships give students the opportunity to develop their expertise. Students interested in becoming social-work educators—especially those with years of clinical experience—may teach undergraduate courses. Research assistantships offer experiences in community consulting, grant writing, and/or conducting research.

### ADMISSIONS CRITERIA\*

Applicants to the MSW program must meet the requirements in the Graduate Admission section of this bulletin. They must also meet the requirements outlined below.

#### Regular Standing Two-year Program

- Hold a baccalaureate degree from an accredited college or university, or a Bachelor of Social Work (BSW) degree from a program accredited by the Council on Social Work Education
- Provide transcripts that demonstrate course work with a strong liberal arts background.

#### Required Liberal Arts Background Minimum Semester Credits

- Human Biology or Anatomy and Physiology—3 (or pass challenge exam)
- Communications/Language Skills (foreign languages, speech, grammar, linguistics, written communication, media)—6
- Social and Behavioral Science (sociology, anthropology, psychology, social psychology, diversity)—8
- Humanities/History (philosophy, religion, arts, government, political science, economics, or literature)—14
- Math/Physical Science (statistics, sciences, chemistry, physics, logic, math)—3
- Previous computer skills, either in course work (1 credit) or extensive hands-on experience evidenced by the *Computer Skills Assessment Form*.
- A GPA of at least 3.00 (4.00 system) in the upper division course work or a minimum GPA of 3.5 in at least 10 graduate credits
- A professional résumé documenting related experience
- A statement of professional interest and purpose for MSW graduate study
- Two strong professional references

*The faculty may request a personal interview or a third reference and/or other information.*

#### Advanced Standing One-year Program

*Credit requirements are reduced by 23 based on previous BSW foundation courses taken. In addition to the requirements for the regular two-year program, the following are required for admission into the advanced one-year program.*

- Bachelors degree in Social Work no more than five years old from a program accredited by the Council on Social Work Education or international equivalent approved by CSWE. If an applicant has a degree older than five years, he/she must have one year of post-bachelor's human-service work experience for every year beyond the five-year limit.
- An overall undergraduate GPA of 3.2, and on graduate credits previously earned.
- An additional letter of reference from the applicant's field placement faculty liaison or field instructor or current human service job supervisor reflecting past satisfactory practice experience.

#### Advanced Standing Plus—Two-year Program

Students who have done generally very well in their BSW program, but do not meet the 3.2 GPA admission requirement for the one-year advanced standing program, may be eligible for the two-year advanced standing program designed to remediate any areas of academic weakness. Credit requirements are increased by six credits in addition to the one-year advanced program requirements, designated by the advisor in consultation with the student to strengthen identified areas for growth.

- An overall minimum undergraduate GPA of 2.6

\* Admissions criteria may be refined and changed as necessary to improve the process and address accreditation issues.

*Past practice experience strengthens all MSW student applications. However, no academic credit is given for life experience.*

### MSW DEGREE REQUIREMENTS\*

- Satisfactory completion of the MSW curriculum listed by programs below:

#### REGULAR STANDING PROGRAM

Satisfactory completion of 56 credits:

**Basic courses:** SOWK501 (4), SOWK502 (4), SOWK540 (3), SOWK566 (4), SOWK550 (3) SOWK515 (2), SOWK605 (3), SOWK601 (2), SOWK602 (2) SOWK689 (.5, .5), SOWK660 (3), SOWK630 (3)

**Field Experience:** SOWK535 (4) = 400 hours, SOWK510 (.5, .5), SOWK635 (4) = 500 hours, SOWK610 (.5, .5)

**Electives:** 12 credits

#### ADVANCED STANDING PROGRAM

Satisfactory completion of 33 credits:

**Basic courses:** SOWK 515 (2), SOWK601 (2), SOWK602 (2), SOWK605 (3), SOWK630 (3), SOWK660 (3), SOWK689 (.5, .5)

**Field Experience:** SOWK637 (5) = 600 hours & SOWK610 (.5, .5)

**Electives:** 11 credits

#### ADVANCED STANDING PLUS—TWO-YEAR PROGRAM

Satisfactory completion of 39 credits:

**Basic courses:** SOWK 515 (2), SOWK601 (2), SOWK602 (2), SOWK605 (3), SOWK630 (3), SOWK660 (3), SOWK689 (.5, .5)

**Field Experience:** SOWK637 (5) = 600 hours & SOWK610 (.5, .5)

**Electives:** 17 credits

- A minimum cumulative GPA of 3.00 in Social Work Program
- No grade of D or F (or U) may count toward a graduate degree.
- The maintenance at all times of professional conduct and behaviors appropriate for a social worker according to the National Association of Social Workers' Code of Ethics
- Defense of the professional degree portfolio. This portfolio is a demonstrative collection of professional skills and projects
- Other Andrews University degree requirements as presented in the Graduate Academic Information section of this bulletin.

\* Subject to change as necessary to improve the process and address accreditation issues.

## MSW CURRICULUM

Core advanced interpersonal practice courses supplemented by optional micro and macro specialty areas of focus are offered. Students wishing to enroll in core graduate social work courses must be enrolled in the MSW Program and/or have the instructor's permission. Students in the regular two-year program are required to take all foundation year courses. All students, both regular and advanced placement, must take all core advanced year courses, as well as those listed for any specific focus they select. Students who are accepted into the advanced one-year program must also take SOWK515. Students select approximately 2 credits of electives during their foundation year and 9–10 elective credits (depending on their standing) during their advanced year. A maximum of 8 credits of graduate electives may be taken from other related disciplines. All courses are subject to change based on accreditation needs.

## MSW AREAS OF FOCUS

Students may choose to specialize in the following areas of focus: Marriage and Family, Administration and Development, Mental Health, School Social Work, and Pastoral Care. Please refer to the Department of Social Work website for further information.

## COURSES

See inside front cover for symbol code.

### SOWK100 (3)

#### ***Introduction to Social Work***

The professional activity of social workers in the U.S., including a brief history of the social-work profession, its knowledge, values, and skills base, and its cross-cultural aspects. Emphasis on the response of social work to varied populations and diverse cultures. *Fall*

### SOWK230 S (1–3)

#### ***Introduction to Community Services***

Required of all new and transfer students. Orientation to the social work program which includes procedures, policies, academic information, field instruction component, review of Handbook, professionalism and expectations for the program. An opportunity to examine personal values and skills by observation at a commu-

nity human services agency. Fifty hours of documented volunteer observation are required. Prerequisite: PSYC101. *Fall*

### SOWK315 (2)

#### ***Values, Ethics and Diversity***

Special attention is given to core values and professional ethics expected of outstanding social workers. Emphasizing a Christian world view, students develop appreciation for diversity and sensitivity toward issues related to culture, race, gender, class, age, and sexual identity. Pre/Corequisite: SOWK100 or permission of instructor. *Fall*

### SOWK320 (3)

#### ***Introduction to Counseling Skills***

Exposes students to basic engagement, listening, assessment, and interviewing skills. Students gain beginning skills to explore the problems of various client systems. Classes include both instruction and lab experience. Prerequisite: PSYC101. *Spring*

### SOWK325 (3)

#### ***Social Welfare Institutions and Services***

An analysis of the factors which determine the manner in which social-welfare services are currently being delivered in the U. S. Factors include the value base, the historical development, and the organization of the social welfare system. Prerequisites: SOWK100; HIST118 or PLSC104. *Fall*

### SOWK340 (3)

#### ***Human Behavior and the Social Environment***

Ecological model for studying human behavior and an overview of normal individual development throughout the life cycle. Psychosocial, learning, and social-role theories constitute the theoretical basis for the course. Special attention paid to the impact of gender, health, and minority status upon human development. *Fall*

### SOWK350 (3)

#### ***Social Welfare Policy***

Develops basic knowledge and skills for policy analysis, formulation and critical challenge within local and international contexts. Examines the determining factors affecting public policy in the United States as compared with other systems. Provides framework for analysis of social problems and policies, as they impact development and social service practice. *Spring*

### SOWK401, 402 (4, 4)

#### ***Foundations of Practice I, II***

Designed to develop the theory, knowledge, and skills essential in generalist social-work practice. Various methods are offered for developing communication, assessment, planning, intervention, termination, and evaluative skills necessary in social work practice. Focus on skills necessary for practice with individuals, families and groups in a variety of settings. (SOWK401) Co/Prerequisites: SOWK 325 and SOWK340; Co-requisites: SOWK435 & SOWK420. *Fall* (SOWK402) Prerequisite: SOWK401 and Corequisites: SOWK435 & SOWK420. *Spring*

### SOWK410 ♦ (2)

#### ***Children and Families at Risk***

Development of programs for the well-being of children. Focus on current child-welfare programs including juvenile courts, foster care, child-care centers, adoptions, protective services, institutional care, and special-need services.

### SOWK415 ♦ Alt (2)

#### ***Substance Use in American Society***

An overview of substance-use terminology, historical issues, definitions, epidemiology, consequences, and drugs of abuse

within an American cultural and historical framework. Offered alternate years.

**SOWK420 (,5, .5)**

***Social Work Methods Seminar***

Provides opportunity for students to develop their basic social work skills through integrating social work knowledge and theory into field practice. Several aspects of field will be discussed.

Is taken concurrently with the student's field placement and is repeated each semester student is in SOWK435. Corequisites: SOWK435, SOWK401. *Fall, Spring*

**SOWK435 (1-4)**

***Field Instruction***

A lab course to give students experience and practice in a community agency under qualified supervision. A total of 400 clock hours required. Repeatable to 3 credits. Corequisites: SOWK420, SOWK401. *Fall, Spring, Summer*

**SOWK437 (2)**

***International Environment of Social Welfare***

Students engage in critical thinking in relation to global issues. Theories of causation and alternative models of global intervention. Explores the social, cultural (including religious), political, and economic factors impacting social-welfare policies and the delivery of human services in Third World, developing, industrial, and post-industrial societies.

**SOWK440 ♦ (2)**

***Assessment and Treatment of Victims of Violence***

Examination of assessment issues, approaches, and barriers to effective treatment when working with victims of domestic violence, adult survivors of sexual abuse, victims of rape, incest survivors, and child sexual-assault victims. Interpretation of assessment findings included. Short- and long- term therapy options including specific techniques are explored. Prerequisites: SOWK401 and 402 or SOWK501 or permission of instructor.

**SOWK447 (2)**

***Social Policies and Service in Other Countries***

A study of the policy-making processes and strategies utilized to meet the needs of the poor and at-risk populations in other countries. Students travel abroad where they study social policy formulation, analyze selected social policies and programs, and participate in the development of a group position paper. Prerequisite: SOWK350 or equivalent course.

**SOWK455 ♦ (2)**

***Treatment of Substance Abuse***

An overview of treatment techniques and basic prevention strategies including specific training in assessment and therapeutic techniques, examining the relationship between etiology and treatment. Treatment evaluation discussed. At-risk, vulnerable populations receive special consideration.

**SOWK458 ♦ (2)**

***Advanced Theories of Addiction and Treatment***

Surveys, critiques, and integrates the primary theories currently used to explain the process, outcome, and treatment of addictions. Covers biological, psychological, social, and anthropological addiction theories. Primary substance-abuse prevention theories are surveyed. Implications for at-risk, vulnerable populations considered.

**SOWK460 (2)**

***Death and Grief in Contemporary Society***

Designed to help the student understand cultural and societal

perspectives on death as well as develop an increased awareness and sensitivity to the personal and interpersonal dynamics of death, dying, and loss. The student's personal encounters with dying, death, and loss, as well as the experiences of guest speakers, provides topics for class discussion. The "art of condolence" is discussed for helping people deal with uncomplicated death and loss issues.

**SOWK466 (4)**

***Social Work Research***

A broad range of research tools available to social workers to improve both the effectiveness and efficiency of their practice. Research methodologies, both quantitative and qualitative, presented. Also includes a generalist overview of statistics. Students do a research project addressing a social problem. *Spring*

**SOWK467 ♦ (2)**

***Social Aspects of Long-Term Care***

Focuses on the health-care system's ability to provide for the elderly who require long-term-care facilities. Examines the aging American population, attitudes and stereotypes associated with the aged, resources available to the social worker, and techniques to assist in providing appropriate care for the elderly.

**SOWK475 ♦ (1-4)**

***Topics in: \_\_\_\_\_***

Students are able to select offerings from various contemporary social-work topics. Repeatable with different topics.

**SOWK489 (,5, .5)**

***BSW Professional Seminar***

Introduces and monitors professionalism as evidenced in student's portfolio, scholarship skills, and their ability to exhibit positive behaviors that will ensure success in social work practice. Fall Portfolios presented and graded in the Spring. *Fall, Spring*

**SOWK495 (1-4)**

***Independent Study/Project/Teachings***

Consent of the instructor required.

**FOUNDATION YEAR**

**SOWK501, 502 (4, 4)**

***Foundations of Practice I, II***

Designed to develop the theory, knowledge, and skills essential in generalist social-work practice. Various methods are offered for developing communication, assessment, planning, intervention, termination and evaluative skills necessary in social work practice. Focus on skills necessary for practice with individuals, families and groups in a variety of settings. **(SOWK501)** Co/Prerequisite: SOWK 540 & Corequisites: SOWK 535 & SOWK510. *Fall* **(SOWK502)** Prerequisite: SOWK501 and Co-requisites: SOWK535 & SOWK510. *Spring*

**SOWK510 (,5, .5)**

***Generalist Field Seminar***

Provides opportunity for students to develop their basic social work skills through integrating social work knowledge and theory into field practice. Several aspects of field will be discussed. Is taken concurrently with the student's field placement and is repeated each semester student is in SOWK535. Corequisite: SOWK535. *Fall, Spring*

**SOWK515 (2)**

***Christian Perspectives on Ethics and Diversity***

Students will examine their personal beliefs and values in relationship to ethical and diversity issues. The course will provide

students with tools to successfully manage and support diversity and its benefits in the context of social work practice. Students will also apply the NASW Code of Ethics to advanced practice dilemmas they may face in the field. *Fall*

**SOWK535 (1–4)*****Generalist Field Experience***

In this practicum, students will apply course-based knowledge and skills by working in a social service setting. A total of 400 clock hours are required. Repeatable to 3 credits. Corequisites: SOWK510, SOWK501. *Fall, Spring, Summer*

**SOWK540 (3)*****Human Behavior and the Social Environment***

Ecological model for studying human behavior and an overview of normal individual development throughout the life cycle. Psychosocial, learning, and social-role theories constitute the theoretical basis for the course. Special attention paid to the impact of gender, health, and minority status upon human development. *Fall*

**SOWK550 (3)*****Social Welfare Policy***

Develops basic knowledge and skills for policy analysis, formulation and critical challenge within local and international contexts. Examines the determining factors affecting public policy in the United States as compared with other systems. Provides framework for analysis of social problems and policies, as they impact development and social service practice. *Spring*

**SOWK566 (4)*****Social Work Research***

A broad range of research tools available to social workers to improve both the effectiveness and efficiency of their practice. Research methodologies, both quantitative and qualitative, presented. Also includes an overview of statistics. Students do a research project addressing a social problem. *Spring*

**ADVANCED YEAR****SOWK601 (2)*****Advanced Practice I***

Develops interpersonal practice skills on an advanced level. The course gives special consideration to developing proficiency in solution-focused therapy. Prerequisite: Completion of SOWK502, or admission to Advanced Standing. *Fall*

**SOWK602 (2)*****Advanced Practice II***

Develops practice skills on an advanced level. The course gives special consideration to Social Work leadership as it relates to human and financial resource management. Prerequisite: Advanced-year status or permission of instructor. *Spring*

**SOWK605 (3)*****Advanced Clinical Assessment***

Advanced assessment theories of and recent research into the etiology and psychopathology of social variance. Emphasis on developing differential diagnostic skills and holistic assessment from a strengths perspective. Prerequisite: Advanced-year status or permission of instructor. *Fall*

**SOWK610 (.5, .5)*****Advanced Field Seminar***

This seminar builds on the student's generalist foundational knowledge. It is designed to help the student further integrate

social work knowledge and theory to field practice. Several aspects of field will be discussed. Is taken concurrently with the student's field placement and is repeated each semester the student is in SOWK635. Corequisites: SOWK635 or SOWK637. *Fall, Spring*

**SOWK630 (3)*****Policy for Social Change***

Students explore theory and apply it to community organizing, coalition building, and advanced-policy analysis; assess existing policies within various systems and study the impact of these policies; and plan and implement a social-action project. Prerequisite: Advanced-year placement.

**SOWK635 (1–4)*****Advanced Field Experience***

In this practicum, students will apply advanced course-based knowledge and skills by working in a social service setting. Repeatable to 4 credits. Corequisites: SOWK610, SOWK621. *Fall, Spring, Summer*

**SOWK637 (1–5)*****Advanced Standing Field Experience***

In this practicum, students will apply advanced course-based knowledge and skills by working in a social service setting. A total of 600 hours are required. Repeatable to 5 credits. Corequisites: SOWK610, SOWK621. *Fall, Spring, Summer*

**SOWK660 (3)*****Advanced Practice Evaluation***

Prepares students to examine their own practice's quality. Attention given to selecting appropriate measurement tools. The latest evaluation techniques are presented, offering students resources for 21st-century practice. Co/Prerequisites: SOWK635 and advanced-year placement or permission of instructor. *Spring*

**SOWK689 (.5, .5)*****Advanced Professional Seminar***

Facilitates MSW closure prior to graduation. Students prepare and defend their portfolios. Each student reviews and documents his/her learning and personal goal attainment. Exploration of issues related to career development and life-long learning. Prerequisite: Advanced Standing or permission of instructor. *Fall, Spring*

**GRADUATE ELECTIVES****SOWK419/519 (2)*****Psycho-Social Issues in Health Care***

An introduction to psychosocial responses to illness and disability, especially the interpersonal relationships between the therapist, the family and the patient. Common psychiatric disorders are discussed along with their clinical diagnosis, treatment regimes, projected outcomes and methods for handling these responses in clinical situations.

**SOWK520 (2)*****Web & Media for Not-for-Profit***

This course emphasizes interpersonal competence, various professional standards and use of presentation and archival technologies for use in professional interviews. Electronic Portfolio, Web Development and CDROM Authoring technologies are presented.

**SOWK538 (2)*****Spiritual Formations Therapy***

Develops formational counseling skills through an experiential

group process. Emphasis is placed upon a small group approach using an inner healing prayer model. Prerequisite: MSW student or permission of the instructor.

**SOWK620 (2)**  
***School Social Work***

Required for students who wish to practice social work in a school setting. Various aspects of practice included: the students, the community, the school staff, and innovative social-work-practice techniques. Offered alternate years

**SOWK626 (2)**  
***Therapy with Children & Adolescents***

This course prepares students to work with children and adolescent. Information on therapeutic modalities and specific interventions are included. The major psychological disorders in children and adolescents are addressed, as well as special issues they may have. Prerequisite: Advanced-year status or permission of instructor.

**SOWK628 (2)**  
***Treatment of Adult Mental Disorders***

Exposure to the primary clinical social goals of assessment, diagnosis, and treatment by examining the common adult and mental disorders. Emphasis placed on assessment factors, including cultural, psycho-social and evaluation of symptoms. Specific treatment techniques for each diagnosis explored. Prerequisites: SOWK501, 502 or advanced placement.

**SOWK638 (2)**  
***Leadership in Social Work***

Focus on leadership theories and strategies. Students develop the capacity to apply these theories and strategies adaptively in leadership situations within organizational and community context. Students explore how leadership styles, communication, planning, organizing, decision making, and marketing impact organizational and community change. Prerequisite: Completion of SOWK502, admission to Advanced Standing, or permission of instructor.

**SOWK640 (2)**  
***Interventions in Marital Conflict***

Preparation for solution-focused brief marital therapy. It seeks to uncover and utilize counselee's strengths to improve marital communication and satisfaction. Research-based techniques applied through role-playing and other experiential activities. Prerequisite: SOWK402 or SOWK501 or an equivalent graduate course in social-work methods or counseling.

**SOWK647 (2)**  
***Crisis Intervention***

Survey of brief treatment models. Direct application of the different approaches to populations in crisis. Prerequisite: SOWK502 or advanced placement.

**SOWK649 (2)**  
***Advanced Family Therapy***

This course prepares students to work with families. Major family therapy modalities are included, as well as an exposure to therapeutic family concerns. Prerequisite: Advanced-year status or permission of instructor.

**SOWK655 (2)**  
***Organizational/Community Assessment***

The basic underpinnings of organizational dynamics. Students explore the historical influences on and current challenges faced by social-work managers. The basics of management-assess-

ment skills and human issues that impact organization explored. Prerequisite: Advanced-year placement. *Fall*

**SOWK657 (2)**  
***Cognitive and Behavioral Theory***

The research-based theory and techniques of cognitive and behavioral therapy. Focuses on the use of cognitive behavioral therapy with individuals. Prerequisite: SOWK502 or advanced placement.

**SOWK675 (1-4)**  
***Topics in: \_\_\_\_\_***

Students are able to select offerings from various contemporary social-work topics. Repeatable with different topics.

**SOWK690 (1-3)**  
***Independent Study/Research***

Open to qualified students who show ability and initiative. See the department policy for specific requirements. Prerequisites: Permission of Graduate Program Director and instructor.