

University Council Athens, Georgia 30602

January 15, 2014

UNIVERSITY CURRICULUM COMMITTEE - 2013-2014

Mr. David E. Shipley, Chair

Agricultural and Environmental Sciences - Dr. William K. Vencill

Arts and Sciences - Dr. Roxanne Eberle (Arts)

Dr. Rodney Mauricio (Sciences)

Business - Dr. William D. Lastrapes

Ecology - Dr. Sonia M. Altizer

Education - Dr. William G. Wraga

Engineering - Dr. Sidney Thompson

Environment and Design - Mr. David Spooner

Family and Consumer Sciences - Dr. Silvia Giraudo

Forestry and Natural Resources - Dr. Sarah F. Covert

Journalism and Mass Communication - Dr. Alison F. Alexander

Law - No representative

Pharmacy - Dr. Cory Momany

Public and International Affairs - Dr. Robert Grafstein

Public Health - Dr. Katie D. Hein

Social Work - Dr. Kristina Jaskyte

Veterinary Medicine - Dr. Scott A. Brown

Graduate School - Dr. Tracie E. Costantino

Ex-Officio - Interim Provost Libby Morris

Undergraduate Student Representative - Ms. Hadley Dreibelbis

Graduate Student Representative - Ms. Margaret Robbins

Dear Colleagues:

The attached proposal to offer a dual degree in Social Work (M.S.W.) and Divinity (M.Div.) between the School of Social Work at the University of Georgia and the Candler School of Theology at Emory University will be an agenda item for the January 22, 2014, Full University Curriculum Committee meeting.

Sincerely.

David E. Shipley, Chair

University Curriculum Committee

cc: Interim Provost Libby V. Morris

Dr. Laura D. Jolly

Committee on Facilities, Committee on Intercollegiate Athletics, Committee on Statutes, Bylaws, and Committees, Committee on Student Affairs, Curriculum Committee, Educational Affairs Committee, Executive Committee, Faculty Admissions Committee, Faculty Affairs Committee, Faculty Grievance Committee, Faculty Post-Tenure Review Appeals Committee, Faculty/Staff Parking Appeals Committee, Human Resources Committee, Strategic Planning Committee, University Libraries Committee, University Promotion and Tenure Appeals Committee An Equal Opportunity/Affirmative Action Institution



School of Social Work

Office of the Dean

April 9, 2013

Dr. Maureen Grasso Dean Graduate School University of Georgia Athens, Georgia 30602

Dear Dean Grasso.

I have attached the University of Georgia School of Social Work (SSW) Dual Degree Program Proposal for your review. The proposal is for a dual degree program between the SSW and Emory University Candler School of Theology; and has been approved by the SSW MSW Program Committee and the SSW faculty. I am pleased to announce that the Academic Affairs Committee of the Emory Board of Trustees has also approved the proposal.

The goal of the SSW is to initiate the MSW/MDiv dual degree program with Emory University in the fall of 2014.

On behalf of the School of Social Work, thank you for your consideration and support.

Sincerely,

(M awar Gan 2

Maurice C. Daniels Dean and Professor

 Dr. Harold Briggs, Associate Dean Ms. Libby Johnson On 4/4/2013 9:11 AM, Jenkins, David O wrote: Dear Dean Daniels, Dr. Bliss and Dr. Briggs,

It is my pleasure to inform you that the Emory University Board of Trustees has approved the dual MSW-MDiv degree proposal. Thank you for your last minute edits and careful read of the draft.

This concludes the process here at Emory, so we can begin to advertise this opportunity to perspective students as soon as UGA approves it. I look forward to supporting you in that process.

Gratefully.
David

David O. Jenkins, Ph.D.
Associate Professor in the Practice of Practical Theology
Director, Contextual Education 1
Director, International Initiatives
Candler School of Theology
Emory University
Atlanta, GA 30322
404.727.4161

University of Georgia School of Social Work (UGASSW)

Dual Degree Program Proposal

- 1. **Institutions:** The University of Georgia and Emory University
- 2. **Schools/Colleges:** UGA School of Social Work (SSW) and Emory University Candler School of Theology (Candler)
- 3. **Degrees:** Master of Social Work (M.S.W.) and Master of Divinity (M.Div.)
- 4. **Majors:** Social Work and Divinity
- 5. **Starting Date:** Fall 2014

6. **Program Abstract:**

The School of Social Work of the University of Georgia proposes a dual degree program between the School of Social Work and the Emory University Candler School of Theology. This dual degree program integrates the knowledge, values and skills offered by the existing M.S.W. and M.Div. professional degree programs with a unique focus that addresses issues of grief and loss. Similar to other dual degree programs approved by the University of Georgia, this program will meet the educational requirements of a master's level social worker in addition to meeting the educational requirements of a master's level theologian. The program is unique in that its cross-disciplinary nature will offer students the opportunity to integrate the secular perspective of social work with a faith-based orientation in theology in a synergistic manner. The graduates of this program will address a critical societal need for social work-based support services that are responsive to faith-based needs of clients served.

With its unique focus in the field of bereavement services, we anticipate that graduates of this dual degree program will positively impact society by mitigating the rise in physical and mental health related costs tied to issues of unresolved grief and loss. Given the escalation in the number of people experiencing the death of a loved one, there is a greater need for bereavement services across fields of practice in social work. The combined training in social work and theology will provide citizens of Georgia access to a cadre of professional experts. These professionals will be prepared to assist people struggling to identify their ultimate concerns, sense of meaning and purpose, as well as provide them strategies for coping during times of tragedy and adversity. The proposed program differs from other dual degree programs in social work and divinity because of its focus on bereavement interventions that emphasize reduction in soaring health related

costs. These costs as well as related public health implications will be emphasized in the course on grief and loss.

The impetus for this dual degree program came from Emory University Candler School of Theology in response to student interest in being able to pursue an M.S.W. degree in addition to the M.Div. degree. Of particular salience was the reputation for excellence of the UGA School of Social Work along with its option of two concentrations that can be pursued – clinical and community empowerment, and program development.

As the first M.S.W./M.Div. dual degree program in Georgia, the respective degree programs will have a competitive edge in graduate student recruitment. In addition, the program will advance Strategic Direction II, "Enhancing Graduate and Professional Programs" of the University of Georgia 2020 Strategic Plan by furthering the goal of "increase[ing] interdisciplinary/dual-degree graduate degrees awarded from 2010 levels" (*Building on Excellence*, 2010, p. 10).

7. **Objectives of the Program:**

For over one hundred years the profession of social work has strived to meet the bio-psychosocial needs of its constituencies at micro, mezzo, and macro levels. It has placed great emphasis on the need to promote social, economic, and environmental justice, particularly with vulnerable and oppressed populations. The study of divinity fosters students' understanding of church and ministry in the contemporary world, and students' abilities to work meaningfully and creatively in vocations of faith-based leadership. The primary objective of the M.S.W./M.Div. dual degree program is to provide an educational framework for students who wish to integrate the fields of social work and theology in order to better serve individuals, families, communities, and organizations.

An M.S.W./M.Div. dual degree program would:

- Provide a formal linkage between the University of Georgia and Emory University that could be the basis for the development of other cross disciplinary collaborations
- Increase graduate enrollment at the School of Social Work by creating an applicant stream from Emory University as students from the Candler School of Divinity have expressed an interest in also pursuing an M.S.W. degree
- Provide UGA M.S.W. students the opportunity to expand on their studies by simultaneously pursuing an M.Div. degree
- Position the UGA School of Social Work as having a unique and distinct emphasis on the reduction of grief and loss issues through its social work and faith-based dual degree program

8. Justification and Need for the Program:

a. **Benefits:**

The proposed program will benefit M.S.W. students by offering them the opportunity to integrate their training in the secular perspective of social work with a faith-based orientation in theology. Students have different motivations for pursuing a degree in social work. Some experienced family issues growing up that shaped their perspectives and led them to want to make a difference in helping others address similar issues. Others have a strong sense of social justice and desire to advocate for vulnerable populations. In addition, some have a strong faith-based motivation. The latter is particularly salient in terms of the M.S.W./M. Div. dual degree program. The secular nature of the profession of social work may discourage students from more explicitly incorporating spiritual values and motivations in their practice. Thus, the dual degree option will meet the needs of these students and the needs of the constituencies that they will ultimately serve.

The proposed dual degree program will benefit society because graduates of the program will address a critical societal need for social work-based support services that respond to faith-based needs of clients across a host of fields of practice in social work. In particular, with its unique focus in the field of bereavement services, the dual degree program will positively impact society by mitigating the rise in physical and mental health related costs tied to issues of unresolved grief and loss.

From an institutional perspective, the partnership between two highly ranked universities and programs will enhance the reputations of the University of Georgia and Emory University, strengthen recruitment opportunities for both the School of Social Work and Candler School of Theology, and foster collaborative efforts between the two schools and their community partners. In addition, the dual degree option will reduce the time and costs associated with pursuing each degree separately.

b. **Student Demand:**

Faced with an increasingly competitive job market that has been constricted by the economic recession, many students are interested in educational opportunities that will differentiate them from their peers. Realizing the benefit of knowledge and skills in both Social Work and Divinity, students are proactively investigating a degree program that will provide knowledge, skills, and values training in both disciplines. It has been our experience that dual degree programs attract intellectually superior students. These students are committed, organized and motivated to complete their cross-disciplinary educational pursuits.

Recently, student interest in a dual degree option between Social Work and Divinity was a common theme discussed at the fall 2012 M.S.W. Student Orientation and in subsequent visits by students to the Associate Dean's office. This anecdotal data led the Associate Dean and M.S.W. Program Director to pursue a qualitative investigation concerning the nature of the popularity and interests by students in a dual degree between Social Work and Divinity. A four-item qualitative pilot survey was released March 8, 2013, during mid-term. The entire M.S.W. body (250+ students) received the survey online. A total of 22 surveys were complete. The most significant student opinions are reflected in the content analysis below.

1-What are your opinions about the UGA School of Social Work and Emory University offering a dual degree program between social work and divinity?

Most respondents showed enthusiasm for the possible dual degree and acknowledged that the combined competencies of an M.S.W./M. Div. would be beneficial to professionals working in or with faith-based organizations. Typically, students recognized the following:

Students recognize the value of integrating professional training in social work and a faith-based discipline.

Many of them recognize the great need for ministry students to get a clinical understanding of the needs of people. In one student's opinion, "Ministry students are social workers in a sense too."

2-What would motivate you to pursue a joint degree between social work and divinity?

Lending evidence-based practices to a faith-based discipline was a common theme:

Some of the counseling skills we learn in social work are needed to enhance the information and skills for the M.Div. and both are beneficial to those who may want to go into faith-based counseling or other types of service.

3-What would you hope to learn from a dual degree program in social work and a faith-based discipline?

As with question 2, how to integrate practices of the two disciplines effectively was a common motivation:

Students expressed an interest in learning how to build upon a faith-based emphasis on social justice using SW's knowledge base to engage a broader cross section of faith-based people in social justice causes.

"A more seamless integration regarding my spiritual beliefs in being integrated with best practices of SW."

4-How would you use what you have learned from a joint degree program in social work and divinity?

Students expressed an interest in handling social work clients concerns and their spiritual/faith-based needs.

"...as a social worker I should start where the client is, that's also true for ministry, I shouldn't try to fix their issues, but help guide them in the right direction for change. These two degrees work hand in hand, and I think the outcome will produce dynamic individuals!" We anticipate enrolling at least 8 students in the beginning and as the program is carefully marketed at Emory and UGA, we anticipate the number of dual degree students to increase each year.

c. Advantages of the Dual Degree between UGA SSW and Emory University

As a way of justifying the importance of this dual degree program with Emory University's Candler School of Theology to the School of Social Work, the State of Georgia, and the University of Georgia, we provide the following context and evidence: First, pursuing the dual degree option in social work and divinity will result in a reduction in both time and costs compared to pursuing each degree separately. Second, this particular dual degree option is needed to increase the availability of skilled social work practitioners with ministerial skill competencies. The confluence of education in both disciplines will allow us to innovate the systems of care that deal with the escalating rates in experiences of grief, loss and end of life. The rise in the prevalence of experiencing the death of a loved one is accompanied by unintended financial, health care, and behavioral health consequences to families of the decedents and their social networks as depicted in detail on the following page.

The dual degree program will also allow the School of Social Work (SSW) to satisfy interrelated demands.

First, the need for additional resources to expand the number of qualified social workers fills a critical need. According to a University of Georgia Board of Regents study (2010):

"Georgia ranks almost last in the nation in the supply of psychologist and social workers per 100,000 populations."

Second, it is a reality that the twenty-first century is fast becoming a trauma-involved society. This is evidenced by the regularity and the rise in the numbers of school shootings, returning war-exposed veterans, and growth in the rates of divorce among families with young children. Sadly, these realities depict a broken humanity and occur more frequently than we would prefer. Yet, it is ironic that grief and loss are not standard curricula required in graduate and professional training in counseling, rehabilitation, psychology and social work. Implications for the growth in the prevalence rate of death-related experiences in the state of Georgia and its attendant effects is observed by Clayton, Miles, and Briggs (2013)¹. They put it best:

"In 2009, the U.S. had 2,437,163 deaths (Murphy et al 2012). Each of these individuals is connected to a social network-family, friends, the workplace, and communities. Each of these losses leads to declines in the health and vitality of this network. Evidence for decline can be measured by the following indicators: lost wages, lost productivity and absenteeism, increased health care utilization, substance abuse and homicide, and premature death" (p.6).

Notwithstanding the demand and need for more clinical social workers, the increase in the death experience in Georgia has reached the level of being a public health threat. It is accompanied by a bevy of out of control costs due to health impairment issues encountered by the vast social network of survivors, and the rising rates of death-related costs to the survivors. Based on a review of literature, chief among the social and emotional costs of grief and loss is the loss in the meaning of life to survivors who have difficulty reconciling the death of a spouse or of an older relative. Innovations in bereavement interventions argue for forging relationships between social workers and clergy as a means for enhancing the role of spirituality and faith to mitigate unhealthy grieving practices. One innovative way to offset these threats involves the blending of both disciplines to arrest the growth in co-occurring threats to humanity and longevity as reported by Briggs, Clayton, and Miles (2013) (unpublished manuscript).

Thus, an increased number of appropriately trained, licensed clinical social workers (LCSW) are needed to address the clinical needs and related problems that accompany the rapidly growing grief and loss issues within rural and urban populations throughout Georgia's 159 counties. Additionally, the rising diversity in traumatic events and the attendant loss of meaning of life and the increase in mental health issues among survivors support the need to increase the supply of clinically and ministerially trained practitioners. They are critically important in aiding the citizens of Georgia to navigate the myriad of social, emotional, and impoverished circumstances that come with the experiences of daily life in a fragile economy. Incorporating a dual degree option will allow our graduates to apprentice in either or both of these public service sectors while attaining graduate education and degrees in both social work and divinity.

Harold E. Briggs, Obie Clayton, Toni Miles, & Xiaochuan Wang (2013). Issues of Grief and Loss and End of Life Competencies for Working with Older Adults, Their Spouses, Adult Family Caregivers, and Professionals, unpublished manuscript.

Justifiably speaking, there are compounding and broad reaching interrelated effects that accompany, as well as complicate, seeking degrees in social work and divinity independently. For example, the economic downturn along with the shortage of licensed clinical social work practitioners increases the social and financial vulnerability of individuals and families in Georgia. Further, the economic downturn, the decrease in scholarships and the ceiling on the funding available through student loans decreases the level of financial resources available to economically challenged students to defray the rising costs of graduate education. The economic downturn and the rising cost of graduate education is fast becoming a terribly burdensome issue with insurmountable complexities for the traditional as well as the non-traditional student. Therefore, seeking each degree independently is both time consuming and cost prohibitive.

d. Additional Justification:

A 2009 survey by the Council on Social Work Education revealed that the fourth most popular dual degree offering was Theology/Divinity with 23 programs offering this option. However, only one is offered in the south — Duke University partners with the School of Social Work at the University of North Carolina, Chapel Hill. In the northeast, Yale Divinity School partners with the University of Connecticut, Princeton collaborates with Rutgers, Drew partners with Monmouth, Union Theological Seminary partners with the School of Social Work at Columbia in New York, and Boston University School of Theology offers the dual degree with the B.U. School of Social Work.

While a unique focus of the proposed dual degree program will be in bereavement intervention, the dual degree program will provide numerous opportunities to students in other areas. The course offerings, concentrations, field education placements, certificates, and global service learning opportunities offered by the UGA School of Social Work and the Candler School of Theology provide a point of intersection upon which an M.S.W./M.Div. dual degree program can be built. For example, three of Candler's first year Contextual Education placements — Campbell-Stone Apartments, Wesley Woods, and Gwinnett Hospital — are field placement sites for the M.S.W. clinical practice concentration. Campbell-Stone Apartments and Wesley Woods also serve as ideal sites for M.S.W. students fulfilling requirements for an interdisciplinary certificate in gerontology. The Frazer Center and Holy Comforter Episcopal Church day program, two Contextual Education I sites for Candler, could also serve as field placement sites for M.S.W. students pursuing an interdisciplinary certificate in disability studies.

Similarly, the UGA School of Social Work's study abroad program in Northern Ireland dovetails with Candler's emerging summer internship in conflict transformation in Belfast, an internship coupled with an academic exchange through the Irish School of Ecumenical program in peace building.

Finally, Candler's international partnerships with schools of theology in Africa and Latin America that offer sophisticated programs are in their early stages of development and

could become a resource for UGA M.S.W. students. This is particularly promising given the UGA School of Social Work has recently been pursuing the development of international field placements. Other sources of collaboration between the two programs abound. For example, Candler offers students the opportunity of creating ministry internships that could occur during the academic year or summer. It is possible that M.S.W. students fulfilling their first-year Foundation field requirements or second-year Concentration field education placement could design a field education experience that bridges community/agency and congregation in ways that would not only qualify as a ministry internship, but also model collaborations and interdisciplinary learning for other students.

9. **Program Development:**

During the Spring 2012 semester, Dr. Maurice Daniels, Dean of the UGA School of Social Work, and Dr. Donna Leigh Bliss, Associate Professor and Interim Associate Dean, met with representatives from the Candler School of Theology to discuss their proposal for the development of a dual degree M.S.W./M.Div. program between the University of Georgia School of Social work and the Emory University Candler School of Theology. The planning meeting resulted in a Memorandum of Understanding signed off by Emory University liaisons: Shelly Hart, Director of Academic Administration, and Dr. Ian McFarland, Associate Dean of Faculty and Academic Affairs, Candler School of Theology at Emory University. Subsequently, the proposed application for the dual degree program between the UGA SSW and the Emory University Candler School of Theology was refined and modified to concentrate on the need for an emphasis on bereavement support and a reduction in health-related costs associated with the experiences of grief and loss by citizens of Georgia. Given what we have learned from current research on the Georgia death toll by researchers in the UGA College of Public Health led by Dr. Toni Miles, ² establishing an expertise in reducing grief- and lossrelated health care expenditures in Georgia through our dual degree program in social work and divinity distinguishes us from other dual degree programs across the country. This will provide UGA a unique niche and the opportunity to become national leaders in addressing the confluence of public health disparities, grief and loss, faith-based and social work-related issues.

10. **Curriculum:**

The proposed M.S.W./M.Div. dual degree program will not require a change in the curriculum or credit hours currently required for the M.S.W. degree. Students will apply separately to each school. Once accepted to both programs, students who applied and are accepted for the dual degree program will have an advisor from each school assigned to them. Dual degree students must complete a minimum of 75 hours at Candler. All requirements would be the same for the traditional M.Div. degree except for a reduction in Introductory Arts of Ministry (IAM) courses and the number of electives. Note: In order to fulfill the 60-credit-hour M.S.W. degree, M.S.W./M.Div. dual degree students

_

² Toni Miles, Obie Clayton, James Bason, & Neal Chumber (2013). Can we monitor the public health impact of grief? Unpublished manuscript.

must complete a minimum number of 54 SW credits and 6 elective credit hours at Emory (3 of the 54 hours must be satisfied by taking the required elective on Grief and Loss) for the Clinical Practice Concentration, or 51 SW credit hours for the Community Assessment and Empowerment Practices Concentration at the UGA School of Social Work and 9 elective credit hours from Emory (3 of the 51 hours must be satisfied by taking the required elective on Grief and Loss). M.S.W. students are required to take two electives during the Foundation Year plus one elective if in the Clinical Practice Concentration (a total of 9 hours of electives) or two electives if in the Community Assessment and Empowerment Practices Concentration (a total of 12 hours of electives). For both concentrations, all but one of the concentration electives must be taken at the Candler School of Theology and must be approved by the student's M.S.W. faculty advisor. Thus, UGA M.S.W. students will be able to transfer in up to 9 credits from Emory towards the M.S.W., and Emory students will be able to use 18 transfer credits from the UGA M.S.W. program towards the M. Div. degree (3 of the 18 hours must be used to satisfy a Grief and Loss required elective in Social Work). These transfer credit opportunities are a major benefit to pursuing the dual degree program between UGA SSW and the Candler School of Theology. Given the UGA continuous enrollment policy, students must complete the M.S.W. coursework in consecutive years or they will fall out of compliance with the aforementioned university enrollment policy. Students will not receive credit for UGA enrollment while enrolled at Emory.

Detailed curriculum and course of study information is found in Appendix A. More specific information on M.S.W. curriculum requirements for the M.S.W./M.Div. dual degree program is found in Appendix B.

11. Admissions Processes:

Although students may he accepted into both programs before beginning either, more typically they will be accepted into one program and then apply early in their tenure to the other. To finish the program requirements for an M.S.W.-M.Div. dual degree within the minimum time (7 semesters), acceptance into both programs must be completed during the first semester a student is enrolled in either program. At the present time, students pursuing a dual degree can be in the Clinical Practice Concentration or the Community Empowerment and Program Development Concentration in the School of Social Work and the Candler College of Theology.

Admissions Requirements:

To be eligible for the M.S.W./M.Div. dual degree program, applicants must apply separately and be admitted into both programs offering the degrees. Thus, applicants must meet all of the requirements for admission to each program separately. The M.S.W. admissions requirements include the GRE or MAT, a minimum Grade Point Average (GPA) of 3.0 or better, an M.S.W. application, three (3) strong letters of recommendation, and a robust narrative detailing the student's particular interests in the profession of social work.

Degree requirements

Dual degree students must complete a minimum of 75 hours at Candler. All requirements are the same as for the traditional M. Div. degree except for a reduction in Introductory Arts of Ministry (IAM) courses and the number of electives. The M. Div. degree will be awarded by Emory University.

In order to fulfill the M.S.W. Clinical Practice Concentration, students must complete a minimum of 60 credit hours. This includes 3 hours of the required concentration elective course in Grief and Loss and 6 hours of foundation electives approved by the M.S.W. academic advisor that must be taken at the Emory Candler School of Theology.

In order to fulfill the Community Empowerment and Program Development Concentration, students must complete a minimum of 60 credit hours. This includes 3 hours of the required course in Grief and Loss, 6 foundation elective credit hours, and an additional 3 hours of concentration electives approved by the M.S.W. advisor that must be taken at the Emory Candler School of Theology.

Coordination of Student Advising:

To insure a rigorous, integrated learning experience for students enrolled in the M.S.W. M.Div. dual degree program, a Dual Degree Program Committee will guide the administrative practices of the program. The committee will meet at least once a year and will be composed of the Graduate Coordinators in both schools/colleges, the M.S.W. Program Director, the Head of the Graduate Program in Divinity, the Director of M.S.W. Admissions, the SSW Director of Field Instruction, and the two designated faculty advisors (one in each school/college) who will provide guidance and oversee the day-to-day operations of the dual degree program. These two institutional faculty members will work in partnership with the Graduate Coordinators in both schools/colleges, and they will meet jointly with students newly admitted to the dual degree program. The School of Social Work and the Candler School of Theology will make information about the dual degree program (e.g., admissions, curriculum, advisement, etc.) available to students on their websites, etc.

The UGA M.S.W. Program Coordinator will serve as advisor to students seeking education in clinical social work and divinity as well as providing advising support to students seeking an interdisciplinary education experience. He will coordinate with the Emory University dual degree program coordinator and advisor.

12. **Program Administration:**

The Dean of the UGA School of Social Work is responsible for all programs. The authoritative decision maker for the dual degree program will be the Graduate Coordinator/Associate Dean, in conjunction with the M.S.W. Program Director.

13. Assessment:

Members of an M.S.W./M.Div. task committee will formulate goals and establish criteria for assessing the quality and progress of the dual degree program. Baseline indices for program growth will include the number and quality of student applicants. Suggested criteria to determine the formative and summative effectiveness of the program from the UGA School of Social Work perspective, as well as the success of students earning the dual degree, could include, but are not limited to:

- a. Longitudinal review of graduates, assessing annually the employment status and positions held in Social Work and/or Divinity.
- b. Participation in formal exit interviews that include the use of standard measures to assess students' experiences with and perceptions of the program.
- c. Annual review of GPA's of dual degree students.
- d. Determination of the professional licensure pass rate of dual degree program graduates.
- e. Periodic survey of professionals in Social Work and Public Health, assessing both the quality of the dual degree program and the competency of the graduates.

14. Fiscal and Enrollment Impact and Estimated Budget:

No additional fiscal impact as a result of creating the M.S.W./M.Div. dual degree program is anticipated in the early years of the program. Therefore, no additional faculty or staff resources will be necessary for the administration at the outset. All academic courses identified in the program of study for the proposed dual degree program are currently being offered. We anticipate a gradual increase in student enrollment and credit hours, which should be supported by a corresponding increase in tuition/fees.

Appendix A: Course of Study for M.S.W./M. Div. Dual Degree Program

Year 1: (29 Candler credit hours) **Candler School of Theology**

Fall: 15 credit hours Spring: 14 credit hours

Interpretation of the Old Testament (3)
History of Early Christian Thought (3)
History of Christian Thought: Reformation (3)

Contextual Education I* (2) Contextual Education I* (2)

Academic Advising (1) Elective (IAM) (3)

Introductory Arts of Ministry (3) Elective (3)

(e.g., Urban Ministries, Community Leadership)

Elective (3)

*Contextual Education site work = 96 hours of field work and 4 credit hours of integrated course work. These hours could apply to the M.S.W. first-year field education requirements.

Year 2: (6 Candler credit hours) UGA School of Social Work

Required Foundation Courses: (24 credit hours)

Fall Spring

Social Welfare Policy and SW Pro. (3) Theory and Practice with Families (3)

Human Behavior in the Social Env. (3) Foundation Practicum ** (3)

Direct Practice Methods (3) Foundation Research Methods (3)

Theory and Practice with Organ. (3) Cultural Diversity*** (3)

Elective (3) (Must be taken at Candler) Elective (3) (Must be taken at Candler)

Year 3: (3 Candler credit hours for CEPD) UGA School of Social Work

Fall: Spring:

Clinical Concentration Clinical Concentration

Advanced SW Practice with Ind. (3)

Evaluation of Clinical Intervention (3)

Advanced SW Practice with Groups (3)

Advanced SW Practice with Families (3)

Concentration Practicum-24 hrs./week (6)

Concen. Pract.***-24 hrs./week (6) Req. SW Elective(7122 Required Grief/Loss)(3)

^{** 240} hours of agency-based field education (15 weeks at 16 hours per week) – (Could satisfy 3 credit hours of Candler Con Ed. Elective)

^{***}Could satisfy Candler REG requirement

CEPD Concentration

Program Design and Develop. (3) Comm. Assess. & Emp. Practices (3) Eval. of Inst. Practices (3)

Concen. Pract.***24 hrs./week (6)

CEPD Concentration

Advanced Policy Analysis (3) Concen. Pract***-24 hrs./week (6) Req. SW Elective Grief and Loss (3)

Elective ***** (must be taken at Candler) (3)

****M.S.W. Field Education: 720 hours (24 hours/week, 30 weeks) could satisfy 3 credit hours of Candler Con Ed Ministry Internship or electives)

*****M.S.W. Community Concentration electives (must be drawn from a variety of Candler courses in conflict transformation, urban ministry, community leadership, disabilities, nonviolent strategies for social transformation, etc.) (6 Candler credit hours)

Year 4: (28 Candler credit hours)

Interpret. Of the New Testament (3)

Systematic Theology (3)

Contextual Education II (2)

Intro to Preaching (3)

Elective (3)

Candler School of Theology

Interpret. Of the New Testament II (3)

Christian Ethics (3)

Contextual Education II (2)

CEE course (3)

Elective (3)

Note: Because of the nature of the M.S.W., Candler would require only 3 Introductory Arts in Ministry courses, including Preaching.

Note: In order to fulfill the 60-credit-hour M.S.W. degree, M.S.W./M. Div. dual degree students must complete a minimum number of 54 hours (3 hours required elective on Grief and Loss in Social Work) for the Clinical Practice Concentration or 51 hours for the Community Assessment and Empowerment Practices Concentration at the UGA School of Social Work (3 of 51 hours to satisfy required concentration elective in Grief and Loss in Social Work). SSW students are required to take two electives during the Foundation Year and one required SW elective if in the Clinical Practice Concentration or one required SW concentration elective (7122 Grief and Loss) and one (3) credit hour Candler elective if in the Community Assessment and Empowerment Practices Concentration. All non-required electives must be taken in the Candler School of Theology and be approved by the student's M.S.W. faculty advisor.

Appendix B: M.S.W. Curriculum Requirements for M.S.W./M.Div. Dual Degree Program

Foundation Curriculum

The foundation core curriculum includes a minimum of thirty (30) credit hours or ten courses of required study. The foundation practicum (3 credit hours) requires a minimum of 240 hours in the field.

For the M.S.W./M.Div. dual degree program, students will be required to take 24 credit hours of foundation core courses listed below at the UGA School of Social Work and 6 credit hours at the Emory Candler School of Theology.

*Note that while SSW students are required to take two electives during the Foundation Year, both of these electives must be taken at Candler, but must be approved by the student's M.S.W. faculty advisor.

Foundation Core Courses (30 credit hours): The following are required foundation courses. All courses are 3 credit hours.

SOWK 6011	Social Welfare Policy and the Social Work Profession (3)
SOWK 6022	Human Behavior in the Social Environment: Theoretical Perspectives (3)
SOWK 6033	Direct Practice Methods (3)
SOWK 6044	Theory and Practice with Families (3)
SOWK 6055	Foundation Practicum and Seminar (taken during spring) (3)
SOWK 6066	Foundation Research Methods (3)
SOWK 6074	Theory and Practice with Organizations and Communities (3)
SOWK 6082	Cultural Diversity (3)
	* Candler Elective (3)
	*Candler Elective (3)

<u>Total Foundation Curriculum:</u> 30 credits (24 credits must be taken at the UGA School of Social Work and 6 credit hours at the Emory Candler school of Theology)

Concentration Curriculum

The concentration curriculum allows students to develop competencies associated with either Clinical Practice (CP) or Community Empowerment and Program Development (CEPD). This includes a minimum of thirty (30) credits of required study. Students spend 24 hours per week in concentration practicum over the course of two semesters for a total of 12 credit hours.

For the M.S.W./M.Div. dual degree program, students will be required to take either 27 credit hours of Clinical Practice Concentration core courses or 24 credit hours of Community Empowerment and Program Development Concentration core courses listed below at the UGA School of Social Work.

*Note that SSW students are required to take one required SW elective for the Clinical Practice Concentration or one required SW concentration elective and a 3-hour Candler elective for the Community Empowerment and Program Development Concentration. With the exception of the required SW concentration elective on Grief and Loss (SOWK 7122), electives must be taken at the Candler School of Theology and be approved by the student's M.S.W. faculty advisor.

A student choosing the Clinical Practice concentration is required to enroll in:

SOWK 7203 Advanced Social Work Practice with Individuals (3)

SOWK 7206 Evaluation of ClinicalInterventions (3)

SOWK 7222 Assessment and Psychopathology (3)

SOWK 7223 Social Work Treatment with Groups (3)

SOWK 7232 Advanced Social Work Practice with Families (3)

SOWK 7055 Concentration Practicum (taken in fall and spring) (6)

SOWK 7122 (*Required SW Elective) Grief and Loss: Social Work Perspectives (3)

A student choosing the Community Empowerment & Program Development Concentration is required to enroll in:

SOWK(MNPO) 7106 Evaluation of Community and Institutional Practices (3)

SOWK 7123 Theory and Management of Nonprofit Organizations (3)

SOWK(MNPO) 7153 Community Assessment and Empowerment Practices (3)

SOWK(MNPO) 7411 Advanced Policy Analysis (3)

SOWK 7055 Concentration Practicum (6 taken in fall and 6 in spring)

SOWK 7122 (Required Grief and Loss Elective) Grief and Loss: Social Work Perspectives (3)

*Candler Electives (3)

<u>Total Concentration Curriculum:</u> 30 credits (For Clinical Practice Concentration, 30 credits must be taken at the School of Social Work and for Community Assessment and Empowerment Practices Concentration, 27 credits must be taken at the School of Social Work)

In summary, in order to fulfill the 60-credit-hour M.S.W. degree, M.S.W./M. Div. dual degree students must complete a minimum number of 54 hours for the Clinical Practice Concentration (which includes 1 required elective in Grief and Loss in Social Work) or 51 hours for the Community Assessment and Empowerment Practices Concentration at the UGA School of Social Work (which includes a 3-hour required elective on Grief and Loss in Social Work). While SSW students are required to take two electives during the Foundation Year and one required SW elective if in the Clinical Practice Concentration or two electives (one required SW elective and one Candler elective) if in the Community Assessment and Empowerment Practices Concentration, the community concentration electives must be taken at the Candler School of Theology and must be approved by the student's M.S.W. faculty advisor. The one clinical concentration elective in Grief and Loss must be taken at the School of Social Work.