

Unit Effectiveness Plan for 2003-2004
Department(Unit): Office of the Dean - Social Work
College (Division): Dean - School of Social Work

Unit Mission or Purpose:						
The UTA School of Social Work prepares competent, effective social workers and generates and disseminates knowledge focused on promoting social and economic justice for human well-being in a global community.						
Articulation of how unit mission/purpose relates to University mission:						
The School of Social Work supports the University's mission by offering degree programs at three levels - BSW, MSSW, and PhD - as well as continuing education experiences that complement the university goals of the achievement of knowledge, truth, and excellence in a student centered community. The SSW mission was derived from UTA's mission statement with emphasis on the unique knowledge, skills, values, and ethics of the social work profession.						
Unit Functions:						
Intended outcome	Related Institutional Goal/Objective/Strategy	Action Steps	Method of Assessment (Who, What, When)	Results of Assessment	Proposed Changes and Recommendations for Improvement	Resources Needed for Proposed Changes
Improve accessibility to academic offerings utilizing technological advancements in on-campus and off-campus offerings.	Strategy 2A: To use technology to make higher education more effective in the traditional classroom and beyond for degree-seeking and continuing education students.	To offer at least 2 distance education classes to students in Waco and Canyon and to develop at least 2 professional development classes to be delivered via distance education.	The Associate Dean will examine class offerings and prepare a report. Assessment will be done in AY03-04.	OBJECTIVE MET. 3 BSW-DE courses were offered to students at McClennan College (MCC) each semester (F-03; Spr-04; Sm-04) for a total of 9 courses during the study period. 2 MSSW-DE courses were offered to students at West Texas A&M University	None	None

				(WTAMU) each semester (F-03; Spr-04) for a total of 4 courses during the study period. 2 web-based courses were offered Spring 2004 3 online courses were developed for Professional Development during the study period bringing the total to 15 on-line courses 7 of 8 classrooms are media enhanced classrooms A DE classroom was completed for use in courses with MCC&WTAMU		
Increase visibility of UTA School of Social Work's externally funded projects.	Strategy 4A: To enhance the quality of UT Arlington's research environment.	Publicize SSW Centers, research projects and journals through the SSW newsletter, UTA Publications and media. Each externally funded project will have at least one feature article in a UTA or SSW Publication.	Assistant Dean will prepare a report of the number of publications and media stories for the the Dean. Assessment will be in AY03-04	OBJECTIVE MET. A media file has been developed to bring together several venues used to promote SSW funded projects. All funded projects reported in Accolades and featured in SSW Newsletter. Faculty featured in UTA Magazine. Infant Adoption Research	None	None

				project featured on UTA Today television.		
Utilize alumni and employer experiences to improve academic programs.	Strategy 3A: To promote and sustain the excellence of academic programs.	Recruit SSW Alumni and qualified employers as Adjunct Faculty to strengthen ties to practice community and provide students with points of contact with professionals in the field. At least 1/3 of adjuncts will be UTA SSW Alumni	The Associate Dean will review teaching assignments and report to the Dean on the number of Alumni and qualified employers recruited as Adjunct Instructors. Assessment will be done in AY03-04.	OBJECTIVE MET. Sixty-nine percent (29 of 42) of adjunct faculty during the study time period were alumni of SSW. This is more than double the indicated target expectation. Twenty-five adjuncts represented qualified agency employers of SSW students.	None	None
Research: Increase faculty activities in research, publications, and knowledge dissemination.	Strategy 4A: To enhance the quality of UT Arlington's research environment.	Develop and implement Research Initiative Project to provide training and support to faculty involved in developing research proposals and conducting research.	Associate Dean will prepare a report comparing level of research activity before and after research initiative project. Assesment will be done in AY 03-04.	OUTCOME IN PROGRESS. Research Initiative was developed and presented to the faculty Fall-03; an in-service seminar with faculty on grant development conducted by a noted consultant; outcome measurement	None	None

				premature as initiative began 03; data is currently being collected.		
Service: Provide continuing education so that professionals in the field will improve or acquire the knowledge and skills they need to perform effectively in their positions.	Strategy 3C: To partner with the broader community to contribute to economic, social and cultural development.	Enhancing existing professional development courses and maintaining guest lecture series for faculty, students, alumni, and other community professionals.	The Director of Professional Development will examine participant evaluations of the courses and guest lecture series and review number of faculty involved in teaching professional development classes. Assessment will be done in AY 03-04	OUTCOME MET. Evaluation includes presentation, learning objectives, method, handouts and recommendations for improvement. Responses were 95% above average; 3% average; and 2% below average.	None	None
Advising: Students will receive information they need to move through the program successfully.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Hold at least two advising workshops with academic advisors to address advising needs and to improve accessibility to students. Administer an exit survey that assesses student satisfaction with advising. Handbook for each program will be available on the SSW website. Each program director will meet with advisors to distribute current information and insure that advisors are familiar with appropriate information and be knowledgeable about resources.	BSW, MSSW and Ph.D. Program Directors will examine a sample of student records to insure that students met with their advisors at least once per semester. At least 75% will have met with their advisors at least once per semester. They will also examine exit surveys to determine satisfaction with advising. At least 80% will rate advising as satisfactory or above. Assessment will be done in AY 03-04.	OUTCOME IN PROGRESS. 100% of PhD students met with their advisors during the study time period. BSW and MSSW advising policies have been revised to insure advisor/student meetings with data being collected. All students must meet with an advisor prior to being cleared for registration; all students have been entered into the Cyber-Advising system; students	Monitor revised advising system and make changes as needed.	None

				complete an evaluation following each advising session. Handbooks for all 3 programs have been placed on the web for student access. Results of the exit survey indicated 64% satisfaction with advising (lower than the targeted 80% or above).		
Development: Increase giving to the School of Social Work.	Strategy D2: Utilize academic advisory councils and boards	Work with the SSW Advisory Council and UTA Development Office to establish Dean's Excellence Fund	Dean will compare giving levels before and after establishment of Dean's Excellence Fund. Assessment will be done in AY03-04	OUTCOME IN PROGRESS. Since the inception of the Dean's Excellence Fund a total of \$26,459 has been received through 453 gifts.	The development activity and funds raised will be increased by the addition of a Coordinator of Advancement to the SSW Administrative Staff	Staff support and development activity budget for the Coordinator of Advancement
BSW - Social Work						
Student Competencies:						
Computer proficiency: By graduation, undergraduate students will demonstrate proficiency in word processing, spreadsheet use, file management and Internet use.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Students complete required assignments within the computer technology course demonstrating competence in word processing, spreadsheet use and file maintenance. Students will demonstrate word processing skills by writing and submitting required papers. Internet and email skills will be	Technology Class instructors will develop a check list and report to the BSW Program Director the percentage of students evaluated "proficient". At least 85% will be rated as "proficient". Assessment will be done in AY03-04	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None

		demonstrated in their search for materials and in communication with the instructor.				
Oral communication: Undergraduate students demonstrate proficiency in oral communication skills including use of acceptable grammar and pronunciation in formal presentations.	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Disseminate oral communication information using advisors, workshops, student handbooks, bulletin boards, and SSW Web site.	Instructors in SOCW 3306 will evaluate students' oral presentations using a checklist of skills. At least 85% will be rated as "proficient". The BSW Program Director will prepare a report. Assessment will be done in AY03-04	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Students will demonstrate an increased understanding and appreciation for ethnic communities and differences among cultures.	Strategy 1 B: Provide all members of the campus community with opportunities, both inside and outside the classroom, to develop an understanding of and an appreciation for diverse cultures.	Department of Field Instruction will include an educational goal in field placement contracts to require experiences with the economically disadvantaged and minorities of color. The Director of Field Placement will develop and administer the field instructors' survey.	Field Instructors will prepare a check list on students' preparedness to work with economically disadvantaged clients and minorities of color. At least 85% will be rated as "prepared". Assessment will be done in AY03-04	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Undergraduate students will better achieve their educational goals by having improved opportunities to take classes from full-time,	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Require all full-time, senior faculty to rotate through and teach in the undergraduate curriculum.	The Undergraduate Program Directors will report on the the percentage of undergraduate social work course sections taught by	OUTCOME MET. During the study time period, the percentage of BSW classes taught by full-time senior	None	None

senior faculty.			full-time senior faculty. At least 25% of classes will be taught by senior level faculty. Assessment will be done in AY03-04	faculty ranged from 28% to 63% meeting and exceeding the targeted 25%.		
MSSW - Social Work						
Student Competencies:						
Students will be able to describe and apply the Integrative-Comparative Framework and its guiding principles that underlie the MSSW curriculum.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Students read and describe the framework in foundation practice and field seminar courses and provide examples of how each piece can be applied in practice.	Field Seminar instructors will complete a checklist and report to the MSSW Program Director the percentage of students who can adequately describe the Integrative-Comparative Framework. At least 80% will be rated "proficient". Assessment will be done by AY03-04.	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Students will demonstrate in their practice, the purpose, ethics, and values of the social work profession.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Assignments in the Field Seminar will require students to demonstrate their understanding of Social Work ethics and values.	Field Seminar instructors will complete a checklist and report to the MSSW Program Director the percentage of students who can adequately describe the profession's purpose, ethics, and values. At least 80% will be rated "proficient". Assessment will be done by AY03-04.	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Students will have skills and knowledge necessary to select and evaluate appropriate theories to assess client systems in one's area of specialization.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Students will be taught in practice classes and field placements how to evaluate and select appropriate theories to assess various client systems.	Faculty in SOCW 6325 & 6371 will complete a checklist and report to the MSSW Program Director the percentage of students who can adequately select and evaluate appropriate theories to assess client	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None

			systems. At least 80% will be rated "proficient". Assessment will be done by AY03-04.			
Students will have the knowledge to select appropriate interventions for practice, with a priority for evidence-based practice in one's area of specializaion.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Students will be taught in practice classes and field placements how to select interventions for various client systems in their specialization, with the criteria of evidence-based practice being a priority when available.	Faculty in SOCW 6325 & 6371 will complete a checklist and report to the MSSW Progam Director the percentage of students who can select appropriate interventions for practice. At least 80% will be rated "proficient". Assessment will be done by AY03-04.	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Students will display an ability to evaluate programs, interventions, and outcomes in one's area of specialization through appropriate research methods.	Strategy 2B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Students will be taught in research and practice courses how to evaluate the client systems most prevalent in their specialization, interventions used, and outcomes.	Faculty in SOCW 6325 & 6371 will complete a checklist and report to the MSSW Progam Director the percentage of students who can evaluate programs, interventions, and outcomes. At least 80% will be rated "proficient". Assessment will be done by AY03-04.	OUTCOME IN PROGRESS. Proficiency checklist developed, piloted, and revised. Data collection in progress.	None	None
Students will acquire necessary skills and abilities to successfully enter the current job market.	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Advisors assist students to identify career and professional goals. Practicum (field) advisors assist students to select sites relevant to their career goals.	The UTA Alumni Survey will be used to measure graduates' success in entering the job market. Assessment will be done at the 1st anniversary of their graduation beginning AY03-04.	OJECTIVE MET. The Alumni Survey indicates that 98.7% of undergraduate alumni were employed in jobs related to their degree at one year after graduation and 96.4% graduate students were employed in jobs	None	None

				related to their degree at one year after graduation.		
PHD - Social Work						
Student Competencies:						
Upon completion of the Ph.D. Program students will display competency in theory and theory development.	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	Ph.D. Committee will review appropriate course syllabi to identify readings, assignments, and instruction on theory and theory development.	Students performance on qualifying examination covering theory and theory development, approval of theory chapter of dissertation proposal and dissertation by students dissertation committee. Ph.D. Program will prepare a report. Assessment will be done on AY03-04	OUTCOME MET. Eight Ph.D. students took qualifying exams covering theory and theory development (100% passing rate); three students defended dissertation proposals and dissertations. Theory chapters approved by dissertation committee members. Questions and Discussion during defenses of dissertations indicated a need to strengthen the connection between theory, method, data analysis, and discussion of findings.	Review of Ph.D. course Science and Advanced Social Work Practice, Quantitative Research, Qualitative Research for content on theory and theory development; application to research design, methodology, and data analysis.	None
Upon completion of the Ph.D. Program students will display competency in knowledge and skills in research methods and	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their	Ph.D. committee will review appropriate course syllabi to identify readings, assignments, and instruction on quantitative	Student performance on qualifying examination covering quantitative and qualitative research methods and data analysis,	OUTCOME MET. Eight Ph.D. students took qualifying examination covering quantitative	Review of Ph.D. course Science and Advanced Social Work Practice, Quantitative	None

data analysis.	educational goals.	and qualitative research methods and data analysis.	approval of the research design and data analysis chapters of dissertation proposal and dissertation by student's dissertation committee. Ph.D. Program Director will prepare a report. Assessment will be done on AY03-04	and qualitative research design and data analysis. There was one re-sit in Qualitative Research and two re-sits in Statistics. All Passed within the parameters allowing for one re-sit per course. Five students defended dissertation proposals and dissertations. Research design and data analysis chapters were approved by dissertation committee. Questions and Discussion during defense of the dissertation indicated a need for a more sound understanding of the connection between theory, method, data analysis, and discussion of findings.	Research, Qualitative Research for content on theory and theory development; application to research design, methodology, and data analysis.	
Upon Completion of the Ph.D. Program students will display competency in theory, practice, research, and policy as	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their	The student's Diagnostic Evaluation Committee will advise the student on selection of coursework to establish an identified	Students will complete and pass the specialty examination. Ph.D. Program Director will prepare a report.	OUTCOME MET. Eleven students completed and passed the specialty examination in their	None	None

<p>applied to a specialty practice area.</p>	<p>educational goals.</p>	<p>specialty practice area. The committee will develop an examination covering the theory, practice, research, and policy issues of the specialty practice area.</p>	<p>Assessment will be done on AY03-04</p>	<p>respective specialty practice area. Two students passed with no revisions requested. Seven students were required to revise the examination once. Two students were required to revise the examination twice. All eleven students passed the specialty exam within the parameters of no more than two rewrites.</p>		
<p>Upon completion of the PH.D. Program students will display competency in understanding and commitment to the underlying values, ethics, and social and economic justice perspectives in the scientific inquiry in social work.</p>	<p>Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.</p>	<p>Ph.D. Committee will review appropriate course syllabi to identify reading assignments, and instruction on values, ethics and social and economic justice in social work scientific inquiry.</p>	<p>Student's performance on the qualifying examination and specialty examination. Students submitting and receiving University IRB approval for research involving human subjects in student's research practicum and dissertation. Ph.D. Program Director will prepare a report. Assessment will be done on AY03-04</p>	<p>OUTCOME MET. Ten students were enrolled in Research Practicum and five students completed dissertations. All students completed the required IRB training and submitted appropriate documentation for review. All studies were approved by the IRB. It was reported that some students experienced difficulty in having designs and instruments approved</p>	<p>Hold a discussion group for Ph.D. students and faculty covering the requirements for IRB and how to complete the necessary forms to request approval. Require a copy of IRB approval for each research endeavor be placed in the student file of Ph.D. to assure compliance.</p>	<p>None</p>

				by the IRB but eventually received approval.		
Upon completion of the Ph.D. Program students will display competency in theory and research as applied to social work practice, policy and social work education.	Strategy 2 B: To promote and support a student-centered academic community that enables students to achieve their educational goals.	The Ph.D. Director and faculty will provide information and opportunities for Ph.D. Students to present their work at state and national professional conferences and submit their work for possible publication in scholarly journals.	The Ph.D. Director will compile a report identifying the presentations and publications of the Ph.D. Students. Assessment will be done on AY03-04	OUTCOME MET. Six state, national, and international presentations were made by Ph.D. Students; all of which were supported by SSW travel funds: Ph.D. Students produced two book chapters, one training book, and 4 journal articles that have been accepted for publication or are in print:	None	None

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