

# 453: BACHELOR'S IN SOCIAL WORK (BSW)

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## In Workflow

1. SACSCOC Accreditation Liaison (lorrie.smith@utsa.edu; KASEY.NEECE-FIELDER@UTSA.EDU; debbie.howard@utsa.edu)
2. SOCW UG Curriculum Committee Chair (DEREK.PLANTENGA@UTSA.EDU)
3. SOCW Chair (AMY.CHANMUGAM@UTSA.EDU)
4. HC UG Curriculum Committee Chair (ALBERTO.CORDOVA@UTSA.EDU)
5. HC Associate Dean of UG Studies (ALBERTO.CORDOVA@UTSA.EDU)
6. HC Financial Lead (kelly.garza@utsa.edu; shannon.keen@utsa.edu)
7. HC Dean (lynne.cossman@utsa.edu; shannon.keen@utsa.edu)
8. UG Vice Provost (HEATHER.SHIPLEY@UTSA.EDU)
9. UG Academic Council Approval (HEATHER.SHIPLEY@UTSA.EDU)
10. University Curriculum Committee Chair (andrew.lloyd@utsa.edu)
11. Faculty Senate Chair (rene.zenteno@utsa.edu)
12. Academic Affairs (vpaa.fms@utsa.edu;angela.griffith@utsa.edu;catarina.rodriguez@utsa.edu)
13. SACSCOC Accreditation Liaison (lorrie.smith@utsa.edu; KASEY.NEECE-FIELDER@UTSA.EDU; debbie.howard@utsa.edu)
14. HC Associate Dean of UG Studies (ALBERTO.CORDOVA@UTSA.EDU)
15. HC Financial Lead (kelly.garza@utsa.edu; shannon.keen@utsa.edu)
16. UG Vice Provost (HEATHER.SHIPLEY@UTSA.EDU)
17. Academic Affairs (vpaa.fms@utsa.edu;angela.griffith@utsa.edu;catarina.rodriguez@utsa.edu)
18. SACSCOC Accreditation Liaison (lorrie.smith@utsa.edu; KASEY.NEECE-FIELDER@UTSA.EDU; debbie.howard@utsa.edu)
19. Catalog Editor (CatalogEditor@utsa.edu)

## Approval Path

1. Fri, 04 Mar 2022 21:59:49 GMT  
Debbie Rappaport (fjs556): Approved for SACSCOC Accreditation Liaison
2. Mon, 07 Mar 2022 16:41:47 GMT  
Debbie Rappaport (fjs556): Rollback to SACSCOC Accreditation Liaison for SOCW UG Curriculum Committee Chair
3. Mon, 07 Mar 2022 16:43:29 GMT  
Debbie Rappaport (fjs556): Approved for SACSCOC Accreditation Liaison
4. Fri, 11 Mar 2022 21:24:03 GMT  
Derek Plantenga (ifv261): Approved for SOCW UG Curriculum Committee Chair
5. Mon, 14 Mar 2022 23:25:09 GMT  
Amy Chanmugam (ahb758): Approved for SOCW Chair
6. Mon, 18 Apr 2022 21:24:55 GMT  
Debbie Rappaport (fjs556): Rollback to SOCW UG Curriculum Committee Chair for HC UG Curriculum Committee Chair
7. Tue, 19 Apr 2022 19:22:45 GMT  
Derek Plantenga (ifv261): Approved for SOCW UG Curriculum Committee Chair
8. Thu, 21 Apr 2022 18:49:41 GMT  
Amy Chanmugam (ahb758): Approved for SOCW Chair
9. Thu, 21 Apr 2022 18:58:58 GMT  
Alberto Cordova (opt540): Approved for HC UG Curriculum Committee Chair
10. Thu, 21 Apr 2022 20:17:06 GMT  
Alberto Cordova (opt540): Approved for HC Associate Dean of UG Studies
11. Mon, 25 Apr 2022 15:34:08 GMT  
Shannon Keen (eif969): Approved for HC Financial Lead
12. Mon, 25 Apr 2022 15:34:54 GMT  
Shannon Keen (eif969): Approved for HC Dean
13. Mon, 25 Apr 2022 15:56:22 GMT  
Heather Shipley (isg537): Approved for UG Vice Provost
14. Thu, 05 May 2022 15:35:20 GMT  
Heather Shipley (isg537): Approved for UG Academic Council Approval

## New Program Proposal

Date Submitted: Fri, 04 Mar 2022 19:48:41 GMT

**Viewing: 453 : Bachelor's in Social Work (BSW)**

**Last edit: Tue, 19 Apr 2022 19:20:55 GMT**

Changes proposed by: Derek Plantenga (ifv261)

## Administrative Information

### Submitter Information

**Name**

Derek Plantenga

**Email**

derek.plantenga@utsa.edu

**Title**

BSW Program Director and Associate Professor of Practice

**Department**

Social Work

Select Not Applicable for Department if this is a College Level Program. Then select the appropriate college.

**College**

Health, Community and Policy

**Effective Catalog Edition**

2023-2024

**Is this an academic agreement with another entity outside UTSA?**

No

### New Program Proposal

**Program Name**

Bachelor's in Social Work (BSW)

**Desired Implementation Date**

08/21/23

**Program Type**

Bachelor's Degree

**Program Level**

Undergraduate

**CIP Code**

44.0701 - 44.0701

**Percent of new courses for the degree**

50% or more

**Method of Delivery**

Face-to-Face (51-100% in person)

**Is this a college-level program?**

No

A college-level program is a degree program associated with a college instead of a department.

**Is this program in collaboration with another department at UTSA, dependent on other courses (i.e., pre-reqs) or programs, or impact other course or program offerings?**

No

**Mission: Describe how the credential/degree aligns with the institutional mission or institutional strategic plan.**

The San Antonio region boasts a vibrant culture and enormous opportunity, but it is also marked by stark economic inequality, high poverty rates, residential segregation, and major racial and gender disparities in health and life expectancy. Economic and racial segregation are intertwined in the region (COSA Status of Poverty Report, 2019). The creation of a BSW Program at UTSA will serve the public interest in equipping a new generation of students for entry-level social work practice, addressing many of these challenges at the individual, family, community and policy levels through positions in case management, school social work, child welfare,

emergency assistance, health care, mental health care, policy work and social services, among many others. Students will leave the program career-ready and immediately able to step in to a variety of positions with diverse individuals, families, groups, organizations and communities. This program will advance UTSA's institutional goals of increasing community engagement and public service. The program will join the current MSW Program at UTSA's Downtown Campus, providing an excellent location as part of the economic and social heart of the city. BSW graduates are career-ready and prepared for continued graduate studies. As part of this approach, and to meet CSWE's Educational and Policy Accreditation Standards for accreditation, every student in the BSW major will complete a 450-hour community practicum. The U.S. Bureau of Labor Statistics projects that social work employment opportunities will grow by at least 12% in the next decade, significantly higher than the average for all occupations. Opportunities for some specific fields within social work, such as mental health and substance abuse treatment social workers, are expected to grow by as much as 15%. In the San Antonio area, there are abundant and growing job opportunities with the BSW in health care, mental health (the VA is the largest employer of social workers in the U.S.), elder care, non-profits, criminal justice, substance abuse treatment, shelters (e.g., homeless, domestic violence), policy development, and state agencies (e.g., child welfare). The creation of the BSW will also advance the College for Health, Community and Policy's (HCaP) goals. HCaP's strategic plan for undergraduate programs highlights the need for interactive teaching and faculty-student engagement outside the classroom. Accredited BSW programs require both of these components, and these are areas where faculty have excelled in our department's accredited MSW program (3 faculty have been awarded the Presidential Award for Teaching Excellence). Many social work courses will be service-oriented, and all BSW students will complete 450 hours of field practicum as part of their degree requirements. Department faculty/staff also have a strong track record of retention and high graduation rates in the MSW program, including with FirstGen and non-traditional students. Enrollment in our MSW program grew much faster than expected, and we quickly achieved U.S. News World Report ranking within the top 100 MSW programs in the U.S., demonstrating our success with students and strong understanding of community needs. These same programmatic practices and skills will be transferable to the BSW and support strategic plans related to retention and graduation rates. On the community level, the City of San Antonio currently has the 7th largest population in the United States, and yet the city has no public Bachelor's in Social Work (BSW) degree. In fact, of the 10 largest cities in the U.S., San Antonio is the only one that does not have a public BSW option, other than Dallas, TX (which relies on a major BSW program at UT Arlington, just outside of the city). San Antonio currently has only one BSW Program, at Our Lady of the Lake University, and the costs of a private education prevent many potential students from being able to access the degree. The closest public BSW Program is at Texas State University, in San Marcos, Tx, over 50 miles away from UTSA's Downtown Campus, which houses the Department of Social Work. Since the creation of our MSW Program, students at the undergraduate level have frequently approached our Department to request that we begin a BSW Program. We are committed to ongoing strategic efforts and innovative approaches to develop an excellent new BSW program aligned with student and community needs.

**Demonstrated need: Provide evidence of the job market and workforce need for the proposed credential/degree (include burning glass and other workforce related data). Consider the impact of the program title on recruitment (SEO/SEM).**

UTSA's MSW Program Establishing a BSW will help to create a more sustainable and streamlined pipeline of students moving directly into the MSW Program (estimated at least 10 extra MSW students/year). Most social work programs across the country begin with a BSW Program and later develop an MSW Program. UTSA already boasts a vibrant, nationally recognized MSW Program. Adding a BSW Program would allow for the expansion of social work education to the undergraduate level, opening up considerable opportunities for career and community impact. It would also bolster enrollment in the MSW Program, and create a more cost-effective and time-efficient pathway for students to progress from a bachelor's degree to an MSW. Students who pursue an MSW with an undergraduate degree outside of social work must complete the full 60-hour master's degree, but the accrediting body for social work education, CSWE, allows students with a BSW to be eligible for an advanced standing, 36-hour version of the MSW, potentially saving students thousands of dollars and 1-2 years of study. Currently, undergraduate students in the San Antonio area who want to pursue a career in social work must either attend an expensive, private BSW program, seek out an online option, or leave the area entirely. In all three cases, UTSA misses out on the opportunity to educate these students. HCaP The practice-oriented nature of a BSW degree prepares students for immediate career opportunities as well as serving as a springboard for graduate studies. Students looking for a purpose-driven career serving individuals and families, organizations and communities, and public policy, are drawn to social work. This focus also makes a BSW a perfect fit for the College for Health, Community and Policy, and a natural complement to the existing bachelor's programs within the college. Social work has an interdisciplinary focus, and as part of their degree plans, BSW students will be expected to take courses in related fields, such as psychology, sociology, criminal justice, public administration, and public health among others. There will also be numerous opportunities for collaboration between social work and related disciplines in developing electives, service learning opportunities and special initiatives. Additionally, while many BSW students will likely continue onto graduate studies in social work, BSW graduates will also be well prepared to pursue a graduate education in these related disciplines as well, potentially adding another recruitment pool for these programs. San Antonio Area As stated above, there is currently no public in-person BSW option for students in San Antonio. The new BSW Program will allow for close collaboration with the Alamo Colleges, particularly the two with strong expressed interest in transferring social work majors to a public, in-person BSW program- San Antonio College and St. Phillips. Alamo Colleges offer an Associates of Arts degree in Social Work, and are often referring their students to Angelo State's online program or Texas State, but many students prefer in-person instruction, therefore Alamo Colleges are eager for UTSA to develop San Antonio's first public BSW program. There is a very real need in San Antonio, and if UTSA does not develop this program, competitors are likely to fill the gap for an affordable, high-quality BSW program in San Antonio. Not offering a BSW will be a loss for UTSA given our department's strong track record in student success and licensure pass rates in a high-demand career area.

**Existing Programs: Demonstrate the relationship between the proposed program and existing programs and any potential effects on enrollment for existing programs.**

As highlighted above, the practical, applied nature of the BSW degree is likely to attract significant interest among students, with opportunities for strong synergy with related disciplines—particularly within HCaP and students in REGS programs. As part of

their degree plans, BSW students will be expected to take electives in these related disciplines, providing the potential to increase enrollment in courses across HCaP and beyond.

**Student demand: Provide evidence of both short-term and long-term student demand for the credential/degree (include analysis of RNL demand data on competitor programs).**

The BSW Program is likely to draw significant interest from students, but the initial enrollments will be limited by student/faculty ratios as mandated by CSWE, which is set at 25/1. We project enrolling 25 students as declared majors the first year the program is in operation, and an additional 25 students per year after that, with the goal of reaching 75 majors by the third year. Enrollment capacity could be increased in years 4 5, but would require additional faculty allocated to the program in order to maintain appropriate ratios. As early as the first year, this number is likely to include students who are new to the institution, including drawing graduates from Alamo Colleges' AA in Social Work programs who are currently completing their BSWs at other institutions. The creation of the program will also open up opportunities to develop social work courses that meet Texas core requirements, drawing additional students into the field and to HCaP.

**Faculty availability: Provide information on appropriately-credentialed faculty available to teach courses in the program or a plan to hire additional faculty to support the program if applicable.**

A Bachelor's in Social Work (BSW) degree will equip students for immediate professional practice and effective service delivery with individuals, families, groups, organizations and communities in a wide range of health and human service practice settings. As an accredited BSW Program, students will be eligible to apply for state licensure and will be prepared to pursue graduate social work (MSW) studies. UTSA Social Work Mission To serve as catalysts for transformative culturally competent social work through research, education and service within a local-global context Educational Objectives • To develop students as career-ready professionals for a variety of entry-level and leadership roles in social work • To prepare students for generalist-level transformative, culturally competent social work practice • To promote human and community well-being in San Antonio and beyond • To contribute to the community and the social work profession through research, education, and service within a local-global context The BSW Program curriculum is designed to meet accreditation requirements for the Council on Social Work Education (CSWE), as delineated in the 2022 Educational Policy and Accreditation Standards with courses focused on practice, research, policy, and human behavior, as well as the inclusion of a final field practicum experience where students will put into real-world practice the competencies learned throughout the program. These courses are required to meet CSWE standards, but they will also be uniquely designed to infuse the UTSA Social Work Mission into all courses and to serve as a strong foundation for students choosing to pursue UTSA's MSW Program. Program support electives within the BSW will require students to choose from electives in a variety of categories, also designed to support the program mission. In order to be accepted into the major, students will need to successfully complete the bridge or entry courses, complete STA 1053, and apply for admission to the program.

**Curriculum: Discuss or provide outline of the curriculum designed to build workforce-specific skills and knowledge, including new courses that will be needed. Describe what career-engaged learning experiences are incorporated in the curriculum to prepare students for the intended workforce. Work with Undergraduate Studies to produce Curricular Analytics Program map to show student movement through a program. For graduate programs, consider aligning research and thesis hours with time to degree.**

BSW curriculum is guided by the Council on Social Work Education's Educational Policy and Accreditation Standards, therefore with the exception of electives taken in other Departments, all courses for this degree will be new.

**Workforce: Discuss how relevant workforce representatives from business, industry, non-profits, etc. have been involved/consulted in the creation and design of the program. Describe the planned ongoing engagement after program launch to review and revise program curriculum.**

Initial program start-up costs have already been approved as part of a Fall 2020 HCaP SIF request. Primary resources needed include developing all new courses, three full-time FTTs and fees related to CSWE accreditation. The BSW program will require all new courses to be developed specific to social work, but will also channel additional students to existing related fields as part of approved electives for the degree. FTT hires include the BSW Program Director, a full-time teaching FTT and a BSW Field Coordinator. The BSW Director and full-time FTT are already approved for funding as of Spring 2022. The BSW Field Coordinator would begin in year one with students enrolled.

**Is this a new doctoral program?**

No

**Degree Credit Hours**

120

## Catalog Integration

**Catalog Integration: Provide a description of the program, including any program-specific or department-specific admission requirements.**

A Bachelor's in Social Work (BSW) degree will equip students for immediate professional practice and effective service delivery with individuals, families, groups, organizations and communities in a wide range of health and human service practice settings. As an accredited BSW Program, students will be eligible to apply for state licensure and will be prepared to pursue graduate social work (MSW) studies. Students must complete all Texas Core requirements, complete SWK 1013 Intro to Social Work and SWK 2013 Diversity and Social Justice in San Antonio and Beyond with at least a 2.5GPA for both courses, and submit an application to the

program in order to be accepted into the major. Students will also be asked to take STA 1053 Basic Statistics as part of their Math Core requirement.

**Degree Requirements – For undergraduate programs, list the required/core courses, general education courses, and prescribed and free elective courses for the program, along with total semester credit hours required. For graduate programs, list the required/core courses, support courses, approved elective courses, thesis/non-thesis option (master's) and doctoral requirements for the program, along with total semester credit hours required.**

## Bachelor's in Social Work (BSW) Course Requirements (120 SCH Total)

### Texas Core (42 SCH)

- **Students Expected to include the following courses as part of Core:**
  - **STA 1053 Basic Statistics (3 SCH)** (Expected course for Math Core)
  - **SWK 1013 Intro to Social Work (3 SCH)** (Expected course for Social and Behavioral Sciences Core AND Required Gateway course for SWK. Open to all UTSA students)

### Social Work Core (42 SCH)

- **Diversity and Social Justice (3 SCH)**
  - **SWK 2013 Diversity and Social Justice in San Antonio and Beyond (3 SCH)** (Required Gateway course for SWK. Open to all UTSA students).
- **Policy (3 SCH)**
  - **SWK 2103 Social Welfare Policy Analysis**
- **Human Behavior (6 SCH)**
  - **SWK 3013 Human Behavior and the Social Environment I (Micro)**
  - **SWK 3023 Human Behavior and the Social Environment II (Mezzo/Macro)**
- **Research (3 SCH)**
  - **SWK 3203 Applied Social Work Research**
- **Practice Courses (15 SCH)**
  - **SWK 3403 Ethics and Professionalism in Social Work**
  - **SWK 3413 Generalist Social Work Practice**
  - **SWK 3423 Social Work Practice Skills: Interviewing and Documentation**
  - **SWK 4103 Social Work Methods I**
  - **SWK 4113 Social Work Methods II**
- **Integrative Practice Seminar courses concurrent with practicum placement (6 SCH)**
  - **SWK 4203 Field Integrative Practice Seminar I**
  - **SWK 4213 Field Integrative Practice Seminar II**
- **Culminates in 450 hour practicum (6 SCH)**
  - **SWK 4303 Field Practicum I**
  - **SWK 4313 Field Practicum II**

### Support Electives (36 SCH)

- **SWK electives (6 SCH)**
- **Cultural competence, diversity & anti-racism electives (6 SCH--Choose from the list below\*\*)**

Code	Title	Credit Hours
AAS 2113	African American Culture, Leadership and Social Issues	3
AAS 4013	Topics in African American Studies	3
ANT 2053	Introduction to Cultural Anthropology	3
ANT 3203	Native North Americans	3
BBL 2003	Language, Culture, and Society	3
CRJ 4403	Race, Ethnicity, and Criminal Justice	3
CRJ 4463	Gender and Crime	3
HUM 2093	World Religions	3
MAS 2013	Introduction to Chicano(a) Studies	3
MAS 2033	Multiculturalism in the Southwest	3
MHU 3013	Inequality, Intersectionality, and Healthcare	3
PSY 3053	Multicultural Psychology	3
REGS 2003	Intersectional Approaches to Social Justice	3
SOC 3043	Race and Ethnic Relations	3
SOC 3203	Gerontology	3
SOC 3413	Sociology of the Mexican American Community	3
WGSS 2013	Introduction to Women's Studies	3

WGSS 2023	Introduction to LGBTQ Studies	3
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\*\*Additional courses not listed may be accepted with advisor approval

• **Local-Global thinking electives (6 SCH--Choose from the list below\*\*)**

Code	Title	Credit Hours
GES 3003	Global Sustainability	3
GES 3663	Urban Sustainability in Global Context	3
GLA 1013	US in Global Context	3
GLA 2603	Introduction to Global Politics	3
GLA 3043	International Human Rights	3
HTH 4043	Global Health	3
LAS 2013	Latin American Foundations	3
PAD 2073	Foundations of Civic Engagement	3
SPN 3053	Spanish for Healthcare Professionals	3
TIS 3003	Introduction to Translation and Interpreting	3
WGSS 4863	Transnational Feminisms	3

Any Modern Language Courses at the 2000 level and above

Study abroad opportunities are encouraged, with advisor approval

\*\*Additional courses not listed may be accepted with advisor approval

• **Transformative thinking electives (6 SCH--Choose from the list below\*\*)**

Code	Title	Credit Hours
ANT 3803	Media, Power, and Public Culture	3
ANT 3823	Applied Anthropology	3
CRJ 2153	Criminological Theory	3
CRJ 3573	Restorative Justice	3
CRJ 3643	Pretrial Diversion and Problem-Solving Courts	3
COM 3293	Introduction to Health Communication	3
COM 3893	Organizational Communication	3
EDL 3003	Introduction to Leadership	3
HTH 2623	Database Management in Community and Public Health	3
MAS 4013	Sí se puede! Latino Leadership, Activism and Organizing	3
NDT 3343	Nutrition in the Life Span	3
PAD 3073	Civic Leadership Seminar	3
PAD 4853	Essential Skills for a Career in Public Service (Research Capstone)	3
PHI 1043	Critical Thinking	3
PHI 2123	Contemporary Moral Issues	3
PHI 3213	Ethics	3
PSY 2533	Social Psychology	3
SOC 3083	Social Change and Development	3

\*\*Additional courses not listed may be accepted with advisor approval

• **Open electives in related disciplines (12)**

**TOTAL MINIMUM REQUIRED CREDIT HOURS: 120 SCH**

**Four-Year Academic Plan - Required for undergraduate programs only**

**YEAR 1 FALL**

STA 1053 Basic Statistics (Texas Math Core)

Texas Core Course

Texas Core Course

Texas Core Course

Texas Core Course

(15 SCH)

**YEAR 1 SPRING**

SWK 1013 Intro to Social Work (Texas Social and Behavioral Sciences Core) (SWK Gateway Course)

Texas Core Course

Texas Core Course  
 Texas Core Course  
 Elective  
 (15 SCH)

**YEAR 2 FALL**

SWK 2013 Diversity and Social Justice in San Antonio and Beyond (SWK Gateway course)  
 Texas Core Course  
 Texas Core Course  
 Texas Core Course  
 Elective  
 (15 SCH)

**YEAR 2 SPRING**

SWK 2103 Social Welfare Policy Analysis  
 Texas Core Course  
 Texas Core Course  
 Elective  
 Elective  
 (15 SCH)

**YEAR 3 FALL**

SWK 3013 Human Behavior and the Social Environment I (micro)  
 SWK 3403 Ethics and Professionalism in SWK  
 SWK 3413 Generalist Social Work Practice  
 Elective  
 Elective  
 (15 SCH)

**YEAR 3 SPRING**

SWK 3423 Social Work Practice Skills: Interviewing and Documentation  
 SWK 3203 Applied Social Work Research  
 SWK 3023 Human Behavior and the Social Environment II (mezzo/macro)  
 Elective  
 Elective  
 (15 SCH)

**YEAR 4 FALL**

SWK 4103 Social Work Methods I  
 SWK 4203 Field Seminar I  
 SWK 4303 Field Practicum I  
 Elective  
 Elective  
 (15 SCH)

**YEAR 4 SPRING**

SWK 4113 Social Work Methods II  
 SWK 4213 Field Seminar II  
 SWK 4313 Field Practicum II  
 Elective  
 Elective  
 (15 SCH)  
 (120 SCH TOTAL REQUIRED CREDITS)

**Supporting Documentation and Review**

**UT System and THECB Requirements for this Proposal/Notes**

The proposal will need approval from UT System and the Coordinating Board. Debbie Howard-Rappaport can assist with any questions and the necessary forms.

**SACSCOC Requirements for this Proposal/Notes**

With 50% or more new content, a prospectus will need to be developed and sent to SACSCOC. Please work with Lorrie Smith on development and deadlines.

**Reviewer Comments**

**Debbie Rappaport (fjs556) (Mon, 07 Mar 2022 16:41:47 GMT):** Rollback: Updating a role in workflow (Debbie Howard-Rappaport)

**Debbie Rappaport (fjs556) (Mon, 18 Apr 2022 21:24:55 GMT):** Rollback: Per Alberto's request, roll back to SOCW UG Curriculum Committee Chair, Derek Plantenga to update proposal. (Debbie Howard-Rappaport)

Key: 453