The Mission, Goals, and Objectives of the Social Work Major/Program

The Anderson University Social Work mission is to prepare competent, compassionate, and effective entry-level social workers who

- Have acquired knowledge, skills, and values needed for professional generalist practice
- Are committed to do good, seek justice, rebuke and rectify the hearts of oppressors, defend orphans and widows, and help those in need (based on Isaiah 1:17)
- Will be servant leaders in their world

The four goals and their corresponding objectives follow, accompanied by commentary about the collected data related to each objective.

Assessment Methodology

The tools utilized in the collection of data to assess the AU Social Work Program are:

- Area Concentration Achievement Test (ACAT) in Social Work. This objective measurement of knowledge was added to our assessment plan in 2008 and was first administered in Spring 2010. The data utilized from the ACAT is the percentile achieved by the cohort as it compares to other examinees taking the same content area.
- Baccalaureate Social Work Education Assessment Package (BEAP). These are surveys of entry level students, exiting seniors, 2 years post-graduation alums and their employers.
- Practicum Evaluation. This is an evaluation completed by the agency social workers who supervise the senior students’ full-time Semester II practicum. The evaluation asks for feedback about the student’s competency demonstrated in the Practicum as it relates to each objective under Goal 2.
- Review of a junior level policy paper utilizing a rubric for critical thinking.
- Embedded question in the Application for Practicum.
- On-line alumni survey

Data Results

Data for this report was compiled utilizing data collected between 2008 and 2012. Some tools were not administered until 2009 after being added to the revised assessment plan developed in 2008. In attempt at brevity, specific data is not provided within this report, but has been submitted to the committee as an appendix.

1. Upon completion of the Anderson University Social Work Program students will demonstrate knowledge needed to secure employment in entry-level generalist social work practice and to gain admission to graduate studies in social work or a related field.
   a. Students will understand various forms and mechanisms of oppression, discrimination, and social injustice and comprehend their impact on social problems and human functioning.

   With one exception, the graduating classes of 2010, 2011, and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT sections on Diversity, Populations-At-Risk, and Social & Economic Justice. The class of 2010 scored a 45% in the diversity section which is significantly below
the score for that section in 2011 (60%) and 2012 (72%). We will continue to monitor this section to determine if the score was an aberration or of more significance.

All graduating classes from 2008 thru 2012 achieved the goal of having a mean score that exceeds 6.0 in BEAP Exit Survey items related to diversity, forms and mechanisms of oppression & discrimination, and theories & policy in advancing social & economic justice.

Each cohort responding to the BEAP Alumni Survey items related to diversity, forms and mechanisms of oppression & discrimination, and theories & policy in advancing social & economic justice (2008 thru 2012) met the goal of achieving a mean score that exceeded 6.0.

Conclusion: The program primarily meets objective 1a.

b. Students will be able to identify major influences in the evolution of the social work profession as it has moved into its contemporary format.

All cohorts responding to the BEAP Exit Survey and the BEAP Alumni Survey items related to knowledge of the history of social work, current organizations & associations in the social work profession and current issues in the social work profession (2008-2012) met the goal of achieving a mean score that exceeded 6.0.

Conclusion: The program meets objective 1b.

c. Students will use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

Students graduating in 2010, 2011 and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT section on Human Behavior and Social Environment (HBSE).

Cohorts completing the BEAP Exit Survey, the BEAP Alumni Survey, and the BEAP Employer Survey in 2008 through 2012 met the goal of exceeding a mean score of 6.0 on items about the theories of the bio-psycho-social development of individuals; family development, group development, organizational development, community development and the interactions among different-sized social systems.

Conclusion: The program meets objective 1c.

d. Students will understand the formulation and implementation of social policies and the impact of policy on personal and social systems.

With the exception of the 2010 cohort, students graduating in 2010, 2011 and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT section on Policy & Services. The 2010 cohort scored a 45%. We will continue to monitor this section of the ACAT to determine if the score was an aberration or of more significance.

Responses from the employers to the BEAP Employer Survey between 2008 and 2012 met the goal of achieving a mean score that exceeds 6.0 on items related to how well their employee analyzes the impact of social policies on individuals, families, groups, organizations and communities.
Social Work faculty used a rubric to evaluate a random sampling of SOWK 3100 Policy Analysis paper. The samplings reviewed from 2009 through 2010 achieved or exceeded the goal of a mean score of 2.5 on a 4 point scale.

**Conclusion: The program primarily meets objective 1d.**

e. Students will understand research and statistical concepts that are pertinent to evaluating social work practice.

Student cohorts graduating in 2010, 2011 and 2012 met the goal of achieving a score at or above the 50th percentile on the ACAT section on Research Methods.

**Conclusion: The program meets objective 1e.**

2. **Upon completion of the Anderson University Social Work Program students will demonstrate core social work competencies for practice with individuals, families, groups, organizations, and communities.**

   a. Student will identify as a professional social worker and conduct oneself accordingly.

Information gathered from the BEAP Exit Survey for cohorts graduating since 2008 through 2012 indicate that an average of 4.8% of the students responding were pursuing employment other than social work. This meets our goal of having fewer than 10% of each graduating class pursuing non-social work employment.

The majority (84.3%) of students in the cohorts from 2008 through 2012 who plan to pursue a graduate degree plan to earn the MSW. This meets our program goal of having 80% of students who plan to pursue graduate work to pursue it in social work.

90% of the persons who had employment when responding to the Alumni Survey between 2008 and 2012 report full-time employment in social work.

An average of 73% of alumni responding to the Alumni Survey have applied to an MSW program within 2 years of their graduation, exceeding the Social Work Program’s goal to have a minimum of 25% of respondents applying.
In the two years since graduation, 100% of the respondents to the Alumni Survey between 2008 and 2012 report participating in one or more of the following professional activities:

- NASW Membership
- Membership in another social work association
- Membership in a professional association outside of social work
- Enrolled in a continuing education/non-credit course
- Enrolled in a graduate/for-credit course
- Presented a talk to a community group
- Conducted a workshop
- Involved in community service projects, agency boards, committees, task forces, etc.
- Participated in writing proposals for grants or funding for professional activities

This exceeds the social work program’s goal of 75% involvement in those professional activities.

Data provided by the BEAP Employer Survey since 2008 through 2012 indicates that employers believe our alums demonstrate the professional use of self. The social work program’s goal was to exceed a mean score of 6.00. The average mean score for collected data is 8.4.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to professional behaviors.

**Conclusion: The program meets objective 2a.**

b. Students will adhere to the National Association of Social Worker’s *Social Work Code of Ethics* and provide value sensitive services to consumers.

Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be very good (8.6) at practicing within the values and ethics of the social work profession. The social work program goal was a mean score that exceeds 6.0.

When the social work program developed this assessment plan there was a BEAP Social Work Values Inventory that was given early in the program and again at graduation. We set the goal of a 10% improvement in the mean scores on each scale (confidentiality, self-determination, and social justice) from first administration to second administration of the inventory. In 2008 and 2009 we met that goal for the confidentiality and self-determination scales. In 2009 there was only a 6.5% improvement on the social justice scale. The inventory was no longer offered by BEAP beginning in 2010. It may be reintroduced in a revised format, but for now we cannot utilize it with our assessment plan.

Student cohorts graduating in 2010, 2011 and 2012 met the goal of achieving a score at or above the 50th percentile on the ACAT section on Values and Ethics.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to values and ethics.

**Conclusion: The program meets objective 2b.**

c. Students will apply critical thinking to inform and communicate professional judgments.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to critical thinking.
Social Work faculty used a Critical Thinking Grid to evaluate random sampling of SOWK 3100 Policy Analysis papers. The samplings reviewed from 2009 through 2010 achieved or exceeded the goal of a mean score of 2.5 on a 4 point scale.

**Conclusion:** The program meets objective 2c.

   d. Students will engage diversity and difference in practice.

All cohorts responding to the BEAP Exit Survey and the BEAP Alumni Survey items related to knowledge, skills, and values related to cultural and social diversity (2008-2012) met the goal of achieving a mean score that exceeded 6.0.

Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be very good (8.06) at practicing with an understanding, respect, and appreciation for diversity. The social work program goal was to achieve a mean score that exceeds 6.0.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to engaging diversity and difference in practice.

With one exception, the graduating classes of 2010, 2011, and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT sections on Diversity. The class of 2010 scored a 45% in the diversity section which is significantly below the score for that section in 2011 (60%) and 2012 (72%). We will continue to monitor this section to determine if the score was an aberration or of more significance.

**Conclusion:** The program primarily meets objective 2d.

   e. Students will advance human rights and social and economic justice.

All cohorts responding to the BEAP Exit Survey and the BEAP Alumni Survey items related the item related to social and economic justice (2008-2012) met the goal of exceeding a mean score of 6.0.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to working to advance human rights and social and economic justice.

On the Practicum Applications filed between 2009 and 2012, 96% of the students listed at least one activity they had engaged in during their university years that advance human rights and social and economic justice. This exceeds the social work program’s goal of having more than 50% of each cohort listing such activities.

**Conclusion:** The program meets objective 2e.

   f. Students will engage in research-informed practice and practice-informed research.

All cohorts responding to the BEAP Exit Survey items related evaluating and applying research (2008-2012) met the goal of exceeding a mean score of 6.0.

In 2008 the persons responding to the BEAP Alumni Survey were less confident of their preparation for evaluating and applying research studies to practice, viewing their preparation as “adequate” (5.5 &
5.6), just short of the goal of “good” (6.0). All other respondents through 2012 exceeded the goal of a mean of 6.0.

Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be good (7.3) in items related to engaging in research-informed practice and practice informed-research. The social work program goal was a mean score that exceeds 6.0.

Agency supervisors of AU social work cohorts completing practicum between 2009 and 2012 assigned scores that exceeded the social work program’s goal of a mean score of 3 on practicum evaluation items focused on engaging in research-informed practice and practice-informed research.

The graduating classes of 2010, 2011, and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT section on Research.

**Conclusion: The program primarily meets objective 2f.**

**g. Students will apply knowledge of human behavior and the social environment.**

All cohorts responding to the BEAP Exit Survey and Alumni Survey to items related to using bio-psycho-social theories in interventions with individuals (2008-2012) met the goal of exceeding a mean score of 6.0.

Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be good (7.7) in items related to using theoretical frameworks to understand individual development, families and groups. The social work program goal was a mean score that exceeds 6.0.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to applying knowledge of human behavior and the social environment to practice.

The graduating classes of 2010, 2011, and 2012 met the goal of achieving a score at or above the 50th percentile on the ACAT section on Human Behavior in the Social Environment.

**Conclusion: The program meets objective 2g.**

**h. Students will engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

All cohorts responding to the BEAP Exit Survey and Alumni Survey to items related to analyzing and utilizing policy in social work practice (2008-2012) met the goal of exceeding a mean score of 6.0.

Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be good (7.9) in the item related to using advocating appropriately for changes in agency policies, procedures, or practices. The social work program goal was a mean score that exceeds 6.0.

Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to engaging in policy practice to advance social and economic well-being and to deliver effective social work services.

With the exception of the 2010 cohort, students graduating in 2010, 2011 and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT section on Policy & Services. The 2010
cohort scored a 45%. We will continue to monitor this section of the ACAT to determine if the score was an aberration or of more significance.

**Conclusion: The program primarily meets objective 2h.**

i. Students will engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

*All cohorts responding to the BEAP Exit Survey and Alumni Survey to items related to applying generalist interventions in practice with client systems and using generalist knowledge to influence organizational policies (2008-2012) met the goal of exceeding a mean score of 6.0.*

*Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be very good (8.3) in the items related to applying the knowledge and skills of generalist practice. The social work program goal was a mean score that exceeds 6.0.*

*Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to engaging, assessing, intervening, and evaluating with individuals, families, groups, organizations, and communities.*

*The graduating classes of 2010, 2011, and 2012 met the goal of achieving a score at or above the 50 percentile on the ACAT section on Social Work Practice.*

**Conclusion: The program meets objective 2i.**

j. Students will use skills (written, verbal and non-verbal) to communicate effectively with diverse client populations, Colleagues, and communities.

*All cohorts responding to the BEAP Exit Survey and Alumni Survey to items related to using communication skills based on needs related to diversity and different abilities (2008-2012) met the goal of exceeding a mean score of 6.0.*

*Employers responding to the BEAP Employer Survey judged AU Social Work alums who are their employees to be very good (8.4) in the item related to using communication skills appropriately with different groups/client systems. The social work program goal was a mean score that exceeds 6.0.*

*Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to using skills (written, verbal and non-verbal) to communicate effectively with diverse client populations, colleagues, and communities.*

*Each senior practicum cohort from 2008 through 2012 received an average of 3 or above (the social work program's assessment goal) on the evaluation items related to communication which are included in the evaluation form completed by attendees at the annual AU Social Work Conference.*

**Conclusion: The program meets objective 2j.**
3. **Upon completion of the Anderson University Social Work Program students will demonstrate the ability to uphold the values and ethics of the social work profession in the context of their personal faith.**

   a. Students will adhere to the National Association of Social Worker’s *Social Work Code of Ethics* and provide value sensitive services to consumers.

   See data collected for 2b.

   **Conclusion: The program meets objective 3a.**

   b. Students will integrate the spiritual and religious aspects of life in a professionally responsible manner.

   Agency supervisors of AU social work cohorts completing practicum between 2009 and 2012 assigned scores that exceeded the social work program’s goal of a mean score of 3 on practicum evaluation items focused on integrating the spiritual and religious aspects of life in a professionally responsible manner.

   **Conclusion: The program meets objective 3b.**

4. **Anderson University Social Work Program students and alumni will demonstrate a commitment to provide servant leadership in their personal and professional lives.**

   a. Students will engage in servant leadership opportunities while at Anderson University.

   Each graduating social work cohort from 2009-2012 scored above the program’s goal of a mean score of 3 on practicum evaluation items related to engaging in servant leadership opportunities while in the practicum.

   The 2008-2012 cohorts exceeded the program’s goal of having 75% of students in each cohort report 2 or more human service experiences beyond required internships on their practicum application.

   **Conclusion: The program meets objective 4a.**

   b. Anderson University Social Work Program alumni will be engaged in servant leadership experiences.

   All cohorts responding to the BEAP Exit Survey (2008-2012) met the goal of having 50% or more report community involvement since completing their undergraduate degree.

   96% of alumni respondents to a survey of cohorts graduating between 2008 and 2012 reported one or more activity they’ve engaged in during the past year related to servant leadership. This exceeds the social work program goal of having 70% of our alums engaged in servant leadership.

   **Conclusion: The program meets objective 4a.**

**Summary of Identified Strengths and Weaknesses**

The measurements we were able to apply to our social work program assessment plan showed that most objectives were met by all criteria applied in each of the last five years. The 2010 cohort taking the Area Concentration Achievement Test (ACAT) in Social Work did not do as well as other cohorts in the
sections on Diversity and Policy & Services, falling 5% under in both areas of the goal of placing at or above the 50th Percentile. It is possible that this class was less compelled to grapple with diversity in that they had no racial or gender diversity amongst themselves and little socio-economic diversity. We really can’t explain why this class did not do as well in these two areas and are unable to discern what changes, if any, are implied. Another area where one cohort fell short of the criteria was the persons responding in 2008 to the BEAP Alumni Survey questioning their perception of their own ability to analyze and apply research to practice. The cohort rated themselves at 5.5 & 5.6, just short of the criteria of 6.0. Again, we are unable to discern what might have contributed to this cohort’s view that varies from the respondents of subsequent years where the cohorts achieved the criteria. Our plan at present is to continue to monitor the data measuring outcomes related to these three objectives since it is unclear what, if any, changes need to be made.

Future Planning

An ongoing concern related to our assessment plan is the difficulty of collecting statistically significant responses to the BEAP Alumni and Employers surveys. We contact alums prior to mailing the survey to confirm their addresses and request their assistance in completing the survey. We provide a coupon for free registration & CEU’s at the annual AU Social Work Conference. We include a faculty and program update and invite alums to send us updates on their lives as a way of encouraging ongoing personal contact. Responses seem to vary widely from year to year. One thing that might help would be to have the survey administered electronically but thus far that is not an option provided by the BEAP vendors. Another idea we’re discussing is whether the creation of an AU Social Work Program Facebook page might provide us with ongoing opportunities to connect with alums and more easily access information pertinent to monitoring program outcomes.

The next assessment report for the AU Social Work major will be our self study for reaffirmation of accreditation by the Council on Social Work Education (CSWE). That self study will be written in 2015-16, submitted to CSWE in August, 2016 and reviewed by CSWE’s Council on Accreditation for a reaffirmation decision in June, 2017. It is during the self-study that the faculty will be most likely to adjust program goals and objectives based on the data collected since the last self-study in 2008-09. At this mid-point between self-studies the faculty is pleased with the evidence of outcomes relating to our current goals and objectives.

Submitted 1-16-2013 by the Anderson University Social Work Faculty

Professor Sharon K. Collins, Program Director

Professor Lisa D. Pay

Professor Lolly Bargerstock-Oyler