COURSE DESCRIPTIONS - SPRING TERM 2011-2012

BACHELOR'S PROGRAM

Required Courses

**SOCWRK 1000 - Introduction to Social Work**
3 cr.
Explores social work in terms of what the profession seeks (its goals); what it does to achieve those goals (its direct practice methods); which principles are to be reflected in all professional social work activity (its values and ethics); how the profession evolved (its history); which social issues are of particular concern to social workers (its special mission re: poverty, racism, sexism, among others); what types of agencies/services involve professional social workers (its fields of practice); and how effective is professional social work (its evaluative systems).

**SOCWRK 1006 - Policy Analysis**
3 cr.
Engages students in analyses of the nature and impact of economic/political/social ideologies and forces which shaped the development of American social welfare policies and services from 1935 to present, including policies/services related to personal and social services, health and mental health, income redistribution and income maintenance, employment, and criminal justice and including discussions of the processes of policymaking itself.

**SOCWRK 1008 - Ethnicity and Social Welfare**
3 cr.
Engages students in historical research of federal policies or immigration, naturalization, and citizenship; tribal sovereignty; and civil rights within the context of analyses of the socio-political histories, traditional cultures, and traditional patterns of social welfare of European Americans, Native Americans, African Americans, Asian Americans, and Americans of Spanish Origin.

**SOCWRK 1011 - Social Work with Individuals and Families**
3 cr.
Guides students in value-based, culturally sensitive, conceptually framed professional skill development in preparing knowledgeable assessments of the needs of individuals and families as clients/client systems; planning and implementing appropriate plans for intervention; and applying techniques to evaluate the effectiveness of the interventions.

**SOCWRK 1012 - Social Work with Communities and Organizations**
3 cr.
Guides students in value-based, culturally-sensitive, conceptually framed professional skill development in establishing and maintaining effective working relationships with organizations of community residents/systems as client systems; working with these organizations to prepare knowledgeable assessments of the needs of communities, to develop and implement community plans and strategies of intervention, and to assess the effectiveness of these interventions.

**SOCWRK 1026 - Practicum Lab and Seminar 2**
3 cr.
Continues the engagement of students in analyses and evaluation of their own value-based, culturally sensitive professional growth and development re: knowledge, values, and skills of generalist practice as evidenced by their continuing application in the field of theories, methods, and techniques learned in prior and concurrent academic and field work. Engages students in the exploration of topics such as social service delivery network analysis, case recording, practice ethics, practice research, and post-baccalaureate professional growth and development.

**SOCWRK 1027 - Practicum 2**
6 cr.
Engages students in the second term senior year continuation of structured, educationally- and agency-supervised field placement assignments involving more autonomous entry-level generalist practice activities with clients in a human service agency for three 8-hour days per week, 15 weeks. Engages students in development and implementation of field learning objectives, activities, and evaluative processes which enhance and extend value-based, culturally-sensitive, conceptually framed development of professional knowledge, values, and skills.
Electives

**SOCWRK 1009 - Case Management**
This course introduces students to the fundamental aspects of case management (service coordination), including common case management roles, processes, responsibilities, and employment challenges. Major content areas include: case management roles (including advocate, broker, resource coordinator), the roles and responsibilities of the multidisciplinary team (including nurses, social worker, physicians, and other disciplines), case management with special populations (forensic, geriatric, children, diverse populations), and the responsibilities of a case manager working in health care and mental health settings. Students will be introduced to the employment challenges of case management (types of programs that hire case managers, workforce retention issues, expectations of case manager, and job satisfaction). Students will develop familiarity with how case managers and clients interface with individual, group, and family systems. Students will develop knowledge of case management ethics and explore common ethical dilemmas and boundaries issues that confront case managers.

**SOCWRK 1030 - Directed Study**
Provides the opportunity for student-initiated, faculty-guided student learning experiences which significantly supplement the social work curriculum and conform to academic course content expectations.

**SOCWRK 1035 - Global Perspectives in Social Work**
This course will be offered in a seminar format. It is designed to introduce students to the international dimensions of the human condition; the global context of responses to human need; and social development as an approach to global social work practice. Special consideration will be given to conditions faced by the poor and women and children; to the forces of interethnic conflict and cooperation; and to the roles of international organizations.

**SOCWRK 1058 - Economics and Social Work**
To understand the lives of contemporary people and their communities, today's social worker must have at least a basic understanding of the worlds of business, finance, and economics. This course seeks to do that. Subject matter is made clear and understandable by relating it to everyday actions that we all experience. Lectures and discussions are serious and substantive but not mathematical and technical. Theory is applied to social work issues and the kind of worldly forces that impinge on social work clients. There are quizzes and exams but no papers. There is an excellent, very clear and up-to-date text. The objective is to have each student become fully acquainted with a simple model of the U.S. economy which will allow her/him to read the business section of the daily paper with understanding, and to have fuller insights into the problems of unemployment, budgeting, poverty and welfare changes faced by clients.

**SOCWRK 1079 - Child Welfare Services**
Engages students in the study of child welfare, its historical roots, the services provided to families and children, the problems and policy issues in the current child welfare system and culturally competent practice. The study will focus on the etiology, rationale for service, and the current and future provision of services, with emphasis given to legislative mandates for service.
COURSE DESCRIPTIONS - SPRING TERM 2011-2012

MASTER’S PROGRAM

Foundation Courses

SWRES 2021 - Foundations of Social Work Research  3 cr.
This course is designed to (1) prepare students to be effective users of research in a social work setting; (2) provide an introduction to the range of research goals, methods, and skills; and (3) prepare students for any of the more specialized research practice/utilization courses that they may elect to complete the research core. The major emphasis will be on the basic steps and procedures used to investigate various problems and interventions that are central to contemporary social work practice. Some major areas to be covered are: conceptualization of variables, the role of theory in research, issues in formulating researchable questions, a range of research designs, sampling, measurement, data collection, data analysis, and critically evaluating inferences drawn from data. Course content will include the uses and abuses of social research and discussion of specific ethical issues that may arise in the conduct of human services and behavioral research.

SWWEL 2081 - Social Welfare  3 cr.
This course focuses on the history and development of the social welfare system in the USA. Attention will be paid to: the concepts used to discuss and explain social welfare institutions' policies and programs; the mechanisms and structures used to deliver social services and the factors that have tended to constrain or facilitate the attainment of social justice in the USA. Particular attention will be paid to specific populations that have been negatively affected by social change resulting from political, industrial and economic progress, e.g. women, children, the elderly, the poor and racial/ethnic minorities.

Concentration Skills

SWINT 2031 - Advanced Direct Practice: Cognitive/Behavioral  3 cr.
This course builds on the student's knowledge of cognitive-behavioral theory gained in the prerequisite course of "Models of Intervention". The course will focus on the cognitive-behavioral models in terms of its application to direct practice with individuals (children, youths and adults), family and groups. Emphasis will be placed on the assessment procedures and interventive strategies unique to diverse cognitive-behavioral models. Particular attention will be paid to empirical methods of monitoring and evaluating client(s) progress. Issues critical to culture, race, ethnicity, gender, sexual orientation, and disabled individuals will be examined for their relevancy to a cognitive-behavioral practice.

SWINT 2032 - Advanced Direct Practice: Social Systems  3 cr.
This course focuses on the new and developing applications of systems to practice. Innovations and techniques of this approach include advanced networking, case management, extensive use of family systems, group dynamics and natural support systems.

SWINT 2082 - Models of Intervention  3 cr.
This course examines selected basic treatment approaches to provide a foundation for second-year advanced clinical practice. It includes models based on psychosocial, cognitive/behavioral and social systems theories and their influence on practice decisions with various client populations. Students will apply and practice assessment, intervention, and evaluations skills using these approaches, while comparing and contrasting their application.
SWCOSA 2084 - Social Administration 3 cr.
This course seeks to train professionals to develop, manage and lead community service organizations that address human service needs and revitalize communities. This course will address the social work leadership and management competencies as defined by the national association for social work managers, which include: 1) contemporary social and public policies; 2) advocacy; 3) public/community relations and marketing; 4) governance, 5) planning; 6) program development and management; 7) financial development; 8) evaluation; 9) human resource management; 10) staff development.

SWCOSA 2088 - Community Organizing 3 cr.
This course will provide a framework of systems, power, and inter-organizational network theories, and will define communities in terms of issues, identity and place. Social work values of social and economic justice, participation, democratic practices, social inclusion, empowerment and capacity building will serve as a foundation for this course. This course will explore models of community organizing, including: locality development, social planning and social action, as well as transformative, participatory, feminist, community building and power-based models. Students will examine consensus, campaign, and contests strategies and tactics relative to these models and the techniques for recruiting and mobilizing citizens and constituencies to address social issues and build on local assets.

Second Level Behavior Courses

This course deals with collective behavior and societal values relative to key urban issues, particularly race, gender, and poverty. Guest experts will lecture, with the course drawn together, coordinated, and enriched by a single instructor or wide experience, both in teaching and in running a large, innovative agency.

SWBEH 2062 - Human Behavior: Children and Families at Risk 3 cr.
This course is designed to examine the strengths and needs of children and families at risk. The effects on parent and child development of poverty, unemployment, inadequate housing, inadequate health care, inferior educational opportunities and the relationship between these macro factors and the internal issues in the family (drug and alcohol abuse, family violence, and child maltreatment) will be examined.

SWBEH 2065 - Human Behavior: Mental Health 3 cr.
This course addresses the etiology, nature, course and treatment of mental disorders across the life cycle. Some mental illnesses begin early in life, and may continue throughout life, being modified by growth and development; others begin later in life or are specific to a particular stage in the life cycle; while others occur in response to environmental circumstances and stressors. Furthermore, gender, race, culture, ethnicity, socioeconomic status and other aspects of diversity shape how symptoms of mental illness are experienced, interpreted and expressed. A selection of the major categories of mental disorder and abnormal behavior will be addressed although it will not be possible to examine all of them in class. Understanding and applying the DSM-IV-TR manual as a clinical assessment tool, an introduction to psychopharmacology, and the nature and role of risk and protective factors associated with suicidal and violent behavior will also be addressed.

SWBEH 2066 - Human Behavior: Health 3 cr.
The overall purpose of this course is to expand student knowledge of physical health and mental health interactions which impact individuals and target populations during the life cycle process. This knowledge is used to design theory driven health promotion interventions. This course will investigate selected physical and public challenges that impact the overall health and well-being of individuals from early childhood to late adulthood. Definitions of health and well-being from both a social work and public health perspective will be defined and discussed to more fully understand the state of physical and mental issues in the Western society. Understanding the integration of health education, health behavior, health promotion, is required to facilitate the development of theory driven interventions. Special attention is focused on how values, historical experience, cultural norms and environmental factors such as race, gender, socioeconomic status, and access to resources impact the public's health and their access to service delivery. Students will develop the ability to apply
their knowledge and understanding of the interactions between physical health and mental health status across the lifespan to their own work with clients, organizations and policy initiatives.
SWBEH 2077 - Human Behavior: Adult Development and Aging
This is an in-depth human behavior and social environment course focusing on development during the adult years (early and middle age) and on old age. This course offers a framework for understanding adult life stages from a life-span developmental perspective. This includes an examination of developmental tasks, dilemmas, and challenges influenced by a complex environment of cultural, economic, and political forces.

Second Level Social Welfare Courses

SWWEL 2039 - Social Policy and Gerontology
This course begins by examining the dynamics and procedural steps in social policy-making for the general population and for the aged. Trends and changes in welfare and health services are considered in detail as major federal, state, and community programs are described. Emphasis is placed on the existing service delivery system for the elderly and the extent to which that system is meeting needs. The impact of trends and changes are discussed with reference to social work professionals and their various roles. The implications for policy-making at the agency level are also explored.

SWWEL 2057 - Mental Health and Public Policy
Priority to students in the Mental Health subspecialization. Historical development of mental health policies and the structure of the mental health delivery system and the policies and legal base that guide it. Special emphasis is given to how policies affect the care of persons with chronic mental illness.

SWWEL 2059 - Child and Family Policy
The responsibility of a society for the well-being of all its children is the basis for a vast body of public policy, enormous public expenditures, and much public debate. This course will examine the interaction between public child welfare policies and other child and family oriented policies in our society; the history of services for children and their families; federal and state legislation, court decisions, and regulations regarding child protection and child welfare; public and private programs and services in existence or needed to provide for the welfare of children; the roles of social workers and other professionals in the child welfare system; changing family patterns and the policy implications of these changes; the major needs of families to which family policies are or should be addressed; and the vehicles for formulating and implementing child and family policies.

SWWEL 2087 - Organizations and Public Policy
This seminar emphasizes and examines the relationships between public policy and organizational behavior. Particularly attentive to the influence of political and economic variables on human service institutions, the course examines selected historical phenomena in order to better understand future prospects. Students will read a variety of scholarly and applied literature which critiques the utility of the prevailing social welfare paradigm.

Second Level Research Courses

SWRES 2023 - Directed Study in Research
A supervised experience in designing, implementing, and reporting an individually defined empirical research project. This option is offered for more advanced students who wish in-depth experience in independent research, as an alternative to research courses specified as fulfilling the second core research requirement. Research Coordinator's approval is required.

SWRES 2033 - Evaluation Research in the Social Services
Students must be in field placement during the term in which they are registered for this course. This course exposes students to the basic concepts needed to put an evaluation into place in a social service agency. Topics covered include evaluation design options, measurement strategies, data analysis basics, and writing up the evaluation report. Students will complete a small evaluation in their field placement as part of the course. Prerequisites are: Completion of SW2021 (Foundations of SW Research) or equivalent, second year or advanced placement status, concentration in Direct Practice, and current (or very recent) human service agency field experience with access to agency information needed to complete an evaluation.
SWRES 2045 - Qualitative Research  
3 cr.
This course will introduce students to selected methods of qualitative research. These methods are applicable to investigating questions which arise in social work practice situations and can be used to evaluate interpersonal practice. Qualitative designs, data acquisition strategies, and analytic techniques, including the use of computers, will be examined through both formal descriptions and studies that exemplify their use.

SWRES 2051 - Single Subject Research  
3 cr.
Students must be in field placement during the term in which they are registered for this course. This course teaches students to use the single-subject research method to evaluate social work interventions. Students will learn to use this research method as a part of direct practice for assessing clients, monitoring the delivery and implementation of intervention plans, and for evaluating client change during the course of intervention and following termination of client services. Topics include principles of evaluation, measurement and research design. The course will be divided into theoretical and practical knowledge. First, there will be lectures and discussion of topics assigned; second, there will be an hour laboratory to go over specific topics discussed previously, exercises and learning how to develop their own measurements. Each student is expected to carry out a project during the course.

Concentration Skill Electives

SWINT 2004 - Death and Dying  
3 cr.
Methods of intervention with the suicidal and terminally ill patient and his family, covering ethical problems related to right to life and right to death issues, explication of Kubler-Ross' five stages of dying, religious orientations to death and dying, and pathological and normal grief reactions.

SWINT 2007 - Introduction to Psychopharmacology and Social Work Practice  
3 cr.
Prerequisite: Prior completion of, or concurrent enrollment in, 2nd-level Human Behavior course (or permission of the instructor). This course is designed to familiarize students with the basic terminology and models of pharmacokinetics, and the role of social workers in medication management. The development of psychopharmacology from a historical and sociological perspective as well as an overview of neurochemistry and biological-psychological functioning will be addressed. Emphasis will be placed on the development of a range of techniques and strategies in collaboration with clients, families, and other providers in order for social workers to be responsive to the comprehensive needs of their clients.

SWINT 2011 - Social Work Practice with Families  
3 cr.
This course explores various basic models used by social workers for examining, understanding, and intervening in family processes. Video, role play, and case material are used in developing skills for advanced practice in working with families.

SWINT 2012 - Family-Based Intervention  
3 cr.
Family-based interventions can be provided in a variety of contexts, including schools, child welfare, probation, mental health, and as an alternative to more restrictive, out-of-home placements. This course provides an overview of family interventions delivered in home and community settings to at-risk youth and their families with the goal of retaining the young person within the family. Using an ecological, strengths-based framework, emphasis will be placed upon developing an understanding that positive and negative behaviors both influence and are influenced by the interaction of multiple interrelated systems within which youth and their families live. Interventions which produce positive behavior change within the family and can be generalized to other problem areas will be highlighted.
SWINT 2016 - **Interpersonal Psychotherapy**
This course builds on the student’s knowledge of psychotherapies gained in the prerequisite course, SWINT 2082 - models of intervention, and expands this knowledge to include a focus on the evidence-based model of interpersonal psychotherapy (IPT). The course enables students to learn skills in applying the latest IPT assessment and treatment methods for a variety of mood and non-mood disorders. Particular attention will be paid to empirical methods of evaluating client progress and outcomes. The course will also focus on the relevance of utilizing engagement strategies and ipt treatment approaches to clinical social work practice with “difficult-to-engage” and “at risk” populations confronting issues of age, race/ethnicity, poverty, gender, sexual orientation, religion, and disability.

SWINT 2018 - **Clinical Skills in Psychopathology**
Prerequisite: SWBEH 2065-HB:Mental Health. This course is an introduction to the concepts and techniques employed in clinical work with individuals with severe and persistent mental illness, including those who have substance use problems. Categories of disturbance will include: schizophrenia, mood disorders, other psychoses, severe personality disorders and dually diagnosed clients. The overall purpose is to equip the beginning practitioner with the knowledge and skills requisite for working with the types of clients most commonly seen at public mental health services.

SWCOSA 2040 - **Grant Proposal Writing**
The objectives of this course are to acquaint students having limited or no experience in proposal writing and budgeting with some insight into the operation of several of the primary sources of funds for social welfare programs, some technical skills in approaching potential sources of funds and some experience in preparing and presenting a proposal of their own. No accounting background is necessary. In addition to proposal writing, other forms of fund raising are also covered.

SWINT 2042 - **Social Work in Drug and Alcohol Abuse**
This course will provide a basic orientation to alcohol and drug abuse as problems requiring social work interventions. Emphasis will be placed on examining a variety of treatment approaches in providing services to alcoholics, drug abusers, and their families. Special efforts will be made to focus the content on the needs of working populations experiencing problems with alcohol and drugs, as well as their families.

SWINT 2046 - **Planned Short Term Treatment**
Planned short-term treatment will be presented as an alternative to (not a substitute for) open-ended approaches. A pluralistic theoretical framework, highlighting contributions from the interpersonal and social learning orientations, will be examined and the major research studies supporting short-term intervention reviewed. Particular attention will be paid to the goals and process of the initial interview and a series of major change strategies -- behavioral rehearsal, task assignment, skill training, and cognitive restructuring -- will be illustrated and discussed.

SWINT 2050 - **Couples Therapy - Theory and Techniques**
This course covers three main theoretical approaches (e.g. systems, behavioral, and cognitive-behavioral) to understanding the dynamics of the couple relationship and to facilitating growth and constructive interactions within that relationship. Evidenced-based methods of assessment and treatment of couple problems is emphasized. The focus is on couples with conflicting needs and expectations and ineffective or dysfunctional communication and conflict-negotiation skills. Special clinical issues in couples therapy such as same-sex couples, gender and cultural factors, and partner abuse are also presented.

SWINT 2053 - **Social Work Practice with Groups**
Theory and concepts related to advanced social work practice with groups, including knowledge of group types, processes, selection, and composition, as well as group leader roles and functions are all considered.
**SWINT 2058 - Social Work in Educational Settings**
3 cr.
Priority for enrollment in this course is given to students in the Home and School Visitor Certificate program. This course is designed to provide a specific knowledge base for the practice of social work in school or school-related settings. Focus of study will be upon the application of knowledge, values and skills of social work practice toward resolution of diverse problems encountered by pupils, schools, and communities in the effort to achieve educational goals. Specific topics to be addressed include the school as an ecological unit, community/school relationships, interdisciplinary teaming, targeting children at risk, and evaluating school social work services. The course will involve both didactic instruction and experiential learning.

**SWCOSA 2085 - Financial Management for Human Service Institutions**
3 cr.
Analyzes the financial management function in non-profit institutions. Fiscal management, as a primary administrative planning, implementation, and control process is emphasized. Innovative revenue-enhancing strategies, such as "social marketing" and "public-private partnerships", are explored. Familiarity with electronic spread sheets will be an asset to students enrolled in this course.

**SWCOSA 2090 – Facilitation, Bargaining, Mediation**
3 cr.
Organizers and administrators must be able to work with a range of group processes and interpersonal relationships in community and organizational practice. This course focuses on enhancing student knowledge and skills of group dynamics and processes, as well as the individual relationship management that can be challenging for macro practice. It will also provide a social work values and ethical context for practicing these skills. Three over-arching skill areas will comprise the knowledge and practice base of this modular course: 1) facilitation of task group processes of all types and sizes, 2) negotiating and bargaining, 3) mediation, including conflict mediation and resolution.

**SWCOSA 2096 - Community Planning and Development**
3 cr.
Provides knowledge and understanding of community-based economic development. Examines methods for blending participative community organization and local programs in housing, enterprise creation, industrial expansion, and work force improvement. Assessment is made of the community development corporation as a model for economic revitalization of neighborhoods and small communities. Looks at the small community as both a local economy and a complex social-political entity. Development areas to be examined include capital formation, commercial renewal, and manufacturing.

**SWINT 2096 - Clinical Social Work with African-American Families**
3 cr.
The overall objective of this course is to provide a knowledge base on African-American families within community context that is the basis for developing methods and skills relevant for clinical intervention with African-American families. It will provide the student with the opportunity to expand upon concepts, skills and assumptions about clinical transactions learned in basic clinical method courses. Conceptual models for assessment/intervention will assist students to clarify and become comfortable with theoretical and practice approaches with Black Families.

**General Electives**

**SWWEL 2035 - Global Perspectives in Social Work**
3 cr.
This course will be offered in a seminar format. It is designed to introduce students to the international dimensions of the human condition; the global context of responses to human need; and social development as an approach to global social work practice. Special consideration will be given to conditions faced by the poor and women and children; to the forces of interethnic conflict and cooperation; and to the roles of international organizations.
SWWEL 2051 - Economics and Social Work 3 cr.
To understand the lives of contemporary people and their communities, today's social worker must have at least a basic understanding of the worlds of business, finance, and economics. This course seeks to do that. Subject matter is made clear and understandable by relating it to everyday actions that we all experience. Lectures and discussions are serious and substantive but not mathematical or technical. Theory is applied to social work issues and the kind of worldly forces that impinge on social work clients. There are quizzes and exams but no papers. There is an excellent, very clear and up-to-date text. The objective is to have each student become fully acquainted with a simple model of the U.S. economy which will allow her/him to read the business section of the daily paper with understanding, and to have fuller insights into the problems of unemployment, budgeting, poverty and welfare changes faced by clients.

SWGEN 2080 - Race & Social Problems 3 cr.
Students will learn about race-related social problems, explanations for the problems, and possible solutions. Readings and class discussions will cover race as an issue in relation to economic and education disparities, intergroup relations, mental health, families, and criminal justice.
SWRES 3021 - Multivariate Analysis
This course introduces students to methods of data analysis that allow researchers to explore the relationships among larger sets of variables. Among the techniques discussed are multiple regression and path analysis, analysis of variance, and factor analysis. Emphasis will be on the use of computerized statistics packages for obtaining and interpretation of data, and assignments are designed to allow students to practice these skills.

SWRES 3023 - Research Methods: Capstone Seminar 2
This final research course will focus on data analysis strategies. Research projects that each student began in SWRES 3022 will provide the empirical base for examining the psychometrics of scales and for testing of hypotheses and models. Additional topics include meta-analysis, analysis of large data sets, and use of computer software for qualitative data analysis.

SWRES 3024 - Directed Study - Research Practicum
Provides students an opportunity to work with faculty on research projects carrying out specific research skills leading to publication of findings.

SWWEL 3037 – Social Policy Analysis
This course will attempt to provide students with theoretical and conceptual frameworks for understanding social welfare policy. These frameworks will be applied to issues of current social welfare policy such as income maintenance, health, and the like.

SWWEL 3057 - Mental Health and Public Policy
Historical development of mental health policies and the structure of the mental health delivery system and the policies and legal base that guide it. Special emphasis is given to how policies affect the care of persons with chronic mental illness.

SWGEN 3053 - Theory 2
Prerequisite: SWGEN 3044 – Theory 1. Continuation of critical examination of theories; special attention to theories related to individuals and families in the social environment; development of theory base for student's research.

SWGEN 3077 – Multicultural Groups in Context: A Research Perspective
This seminar presents relevant theory and research describing the ethno cultural context of multicultural families, groups, and individuals; and the way in which culture, diversity, sexual and racial identity impacts the social strata of different groups in our society. Consistent with the mission of professional social work, emphasis is placed on bi-racial, hispanics, native americans, and other diverse population in our society. The course examines societal issues which impact race, cultural, class, and sexual orientation. The course is designed to increase student awareness of the multidimensional aspects of race/ethnicity, gender, sexual orientation, and socioeconomic status and other multicultural issues in research with individuals, families, and groups.