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Section 1: Introduction, Administrative Structure, Admission to the MSW Program

Preface

The Student Handbook is prepared to provide essential information to students in the School of Social Work. This Handbook is intended to provide the most up-to-date information possible and to serve as a general source of information. In no way is it intended to state contractual terms nor a complete statement of all school policies. The policies and practices described are subject to change at the discretion of the School of Social Work. They are not to be considered or otherwise relied upon as legal terms and conditions of enrollment, and the language used in this Handbook is not intended to create a contract between the University of Pittsburgh’s School of Social Work and its students. To the extent any policy contained in this Handbook is inconsistent with the law, such policy is superseded by law.

School of Social Work Vision

Transforming our world, our future, ourselves.

School of Social Work Mission

The University of Pittsburgh School of Social Work:

- Prepares courageous leaders to transform social work practice, policy, research, and education in a community-engaged and inclusive environment.
- Develops and advances innovative approaches to understand, prevent, and ameliorate complex social problems.
- Builds collaborative partnerships to promote social justice

MSW Mission and Goals

In furtherance of the School’s mission, the MSW Program’s Mission Statement, which applies across all program options, was adopted by faculty on February 14, 2020.

The MSW Program’s mission is grounded in the purpose and values of the social work profession as well as an understanding of the program’s context. In furtherance of the University’s and School’s missions, the MSW Program strives to prepare graduates with the specialized knowledge and skills needed to engage in evidence-informed and culturally responsive advanced social work practice – either Direct Practice with Individuals, Families, and Small Groups or Community, Organization, and Social Action (COSA) – that promotes human and community well-being and is guided by a person-in-environment framework, a global perspective, respect for human diversity, and knowledge based on scientific inquiry. The MSW Program’s mission reflects the social work profession’s values of service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence, human rights, and scientific inquiry.
As such, the goals of the MSW Program are to prepare students to:

1. Engage in evidence-informed advanced specialized social work practice within a multicultural society.

2. Practice according to the principles, values, and ethics that guide the social work profession.

3. Influence social policies with the goal of alleviating poverty, oppression, and social injustice as well as advocating for human rights.

4. Practice in a manner that enhances the quality of life for all persons, locally and globally, and that advances the struggle for social, economic, and environmental justice.

5. Practice with cultural humility
Welcome Message from the Dean

Welcome to the University of Pittsburgh School of Social Work! You have chosen to join one of the top social work programs in the nation, and we very much look forward to getting to know you and working with you!

The School has a long and rich commitment to social justice, excellent educational programs, world-class research, and strong ties and involvement with the broader Pittsburgh community. Since 1918 our School has been a trailblazer. Our Child Welfare Research and Education Program is the second largest in the country. Our Center on Race and Social Problems conducts critical research and provides leadership locally and nationally for addressing critical issues facing our society. Our newest center, the Center for Interventions to Enhance Community Health (CiTECH) brings together Social Work and Psychiatry to improve behavioral health. Within and beyond these centers, our faculty conduct cutting-edge research and innovative practice on a wide range of topics and issues (for example, integrated healthcare, social and economic justice, aging, disabilities, schools, mental health, child welfare, policy, empowering communities, sexual orientation and gender identity, disparities). All of this creates a dynamic and stimulating environment to study, grow, and work!

As we move into the future, we are committed to working together, with the communities around us, and with colleagues and collaborators around the world to apply the principles and values of Social Work to address the very challenging issues within our society. We are very fortunate at Pitt to be strongly supported by the broader university, to have excellent working relationships with colleagues across the medical and academic campuses, to have deep commitments and involvement in local communities, organizations, and efforts, and to have a strong network of community partners, philanthropic foundations, and organizational leaders—these strengths allow us to conduct the types of research, teaching, and service that are at the heart of all that is wonderful about social work!

We look forward to working with you and seeing you flourish as you move forward in your future careers to improve knowledge, practice, and policy that will advance social justice, empower communities, and expand individual potential. Thank you for bringing your passion, skills, and energy to join us in this mission!

Sincerely,

Elizabeth M.Z. Farmer, PhD
Dean
Administrative Structure

The administrative structure of the School of Social Work is as follows:

Dean
Interim Associate Dean for Academic Affairs
Associate Dean for Research
Associate Dean for Student Success
Director of Administration
Administrative Assistant to the Dean
Admissions and Financial Aid Coordinator
Research Manager
Financial Manager
Director, B.A.S.W. Program
Director, M.S.W. Program
M.S.W. Program Coordinator – Bradford Campus
M.S.W Program Coordinator – Johnstown Campus
Director, Ph.D. Program
Director, Field Education
Director, Continuing Education Program
Director, Career Services and Alumni Affairs
Director, Development & Alumni Relations

MSW Specialized Practice Chairs

Direct Practice
COSA

Contacts for Certificate Programs

Children, Youth & Families
Gender, Sexuality, & Women’s Studies
Gerontology
Home & School Visitor/School SW
Integrated Health Care Certificate
Human Services Management
Mental Health

Liaisons for Joint Degree Programs

MSW & Ph.D.
MSW & Graduate School of Public and International Affairs
MSW & Graduate School of Public Health (MPH)
MSW & Pittsburgh Theological Seminary Program
MSW & School of Law (JD)
Faculty Biographies

Faculty Biographies may be accessed on the School of Social Work website at http://www.socialwork.pitt.edu/people.

Committees of the School

Student participation on school committees is encouraged. Information about the purposes and functions of the committees is distributed at the orientation for new students and throughout the fall term. At that time, students may choose a committee in the area of their interest and become full members of the assigned committees. The Student Executive Council identifies MSW student representatives.

Following are the standing committees of the School:

- Academic and Professional Behavior Review Committee*
- Admissions Committee*
- B.A.S.W. Program Committee*
- Community, Organization, and Social Action Committee*
- Data Management Committee
- Direct Practice Committee*
- Educational Policies Committee
- Faculty Executive Committee
- Inclusion and Diversity Committee*
- Library Committee
- M.S.W. Program Committee*
- Ph.D. Program Committee
- Planning and Budget Committee*
- Promotion and Tenure Committee
- Public Relations and Marketing Committee
- Research Advisory Committee

*Student representatives sit on these committees. In addition, each specialized practice area holds meetings students in that practice are welcome to attend. Since these committees formulate and modify policies affecting academic and student affairs, students are encouraged to exercise their rights and responsibilities to participate on these committees.

Participation of Students in Faculty Candidate Reviews
Occasionally, the School has faculty vacancies and interviews candidates for possible employment. Students are encouraged to attend the public colloquium presented by faculty candidates and to provide their written feedback. Time is allotted for each faculty candidate to meet with interested students. The Office of the Dean will email notices of faculty candidate reviews and will notify the Student Executive Council as soon as interview appointments have been arranged with candidates.

**Master of Social Work Program**

The University of Pittsburgh’s School of Social Work, successor to the Division of Social Work in the Department of Sociology, was founded in September 1918 and accepted its first class of Masters of Social Work (MSW) students that year. In response to requests from members of Pitt’s regional community, in 1996 the MSW program expanded with a program option at University of Pittsburgh-Johnstown (UPJ) followed in 2002 with an additional MSW program option at the University of Pittsburgh-Bradford (UPB). These three sites complement and are integral components of the MSW Program. During more than a century of the MSW Program’s existence, there have been significant social, economic, and political changes in the U.S. and around the world. The MSW Program takes pride in its history and in the commonalities that remain as we look toward the future. The MSW curriculum has been developed to competently meet the needs of the 21st century.

As stated above, the MSW Program’s mission and goals are consistent with the Council on Social Work Educational Policies and Accreditation Standards (See: https://cswe.org/getattachment/Accreditation/Standards-and-Policies/2015-EPAS/2015EPASandGlossary.pdf.aspx). The competencies in which MSW students are schooled are provided by these EPAS and include the ability to:

- Competency 1: Demonstrate Ethical and Professional Behavior
- Competency 2: Engage Diversity and Difference in Practice
- Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
- Competency 4: Engage in Practice-Informed Research and Research-Informed Practice
- Competency 5: Engage in Policy Practice
- Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
- Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
- Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
- Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

The MSW curriculum is designed to achieve the Program’s mission and goals by providing students who enter with a liberal arts base, a professional education that includes both breadth and depth in knowledge and skill development. The generalist curriculum addresses the acquisition of knowledge, values, skills, and cognitive and affective processes that embody the behaviors of generalist social work practice. Upon this foundation, required of all MSW
students, rest the two specialized practice curricula: Direct Practice with Individuals, Families, and Small Groups (Direct Practice); and Community, Organization, and Social Action (COSA). Each of the specialized practice areas provide for the development of in-depth specialized competencies that prepare students for autonomous practice at an advanced level of professional social work practice.

**Advising (Policy 10:1)**

During new student orientation, incoming students meet with their advisor. In most instances, that advisor follows the student through their MSW Program course of study. Each advisor will work with student advisees to clarify educational options, to answer questions about the MSW program, to identify career opportunities, and to serve as a primary contact person. (Policy #10:1)

Advisors are to be the first point of contact for any or all of the following:

a. registration (including add/drop, leaves of absence, and withdrawals);

b. change of specialized practice and selection of certificate programs;

c. clarification of all academic policies and procedures (i.e., advanced standing and exemptions, graduation requirements, grading policies, directed study);

d. academic advising discussions including those regarding expectations and performance as well as grievance policies and procedures;

e. professional advising questions including policies and procedures for grievance;

f. information about other departments and/or programs within the School of Social Work and the University of Pittsburgh;

In addition, the advisor may serve as the field liaison to the student’s field placement, particularly during the specialized practice field experience.

Please consider your advisor as the person with whom you discuss your professional as well as academic experiences as a student in the School. Do not hesitate to telephone or e-mail for an appointment. While other faculty members are also available for consultation, these discussions should supplement (not replace) the advisory relationship.

Requests for a change of advisor should be discussed with the present advisor and then directed to the MSW Program Director.

**MSW Admission Policy (Policy #15:11)**
The School’s Admissions Office processes all MSW applications. The School’s Associate Dean for Student Success, Admissions and Financial Aid Coordinator as well as members of the Admissions Committee process and finalize all admission decisions related the MSW program.

**Admissions Criteria**

To be admitted to the MSW Program, an applicant must meet the following requirements:

- Completion of a baccalaureate degree from an accredited college or university.
- Graduation with a minimum undergraduate grade point average of “B” (3.00 GPA on a 4.00 scale).
  
  o On rare occasions, a student with a grade point average of less than 3.00 may be admitted provisionally to the MSW program. However, applicants with grade point averages of less than 3.00 may be required to interview with the school’s admissions office.
  
  o Admitted applicants’ undergraduate GPA is less than a 3.00 are accepted into the MSW Program on a provisional basis.

- Full-time students who are admitted to the MSW Program with provisional status have one semester to demonstrate satisfactory academic performance. Part-time students admitted provisionally must demonstrate satisfactory academic performance by the end of their second semester of enrollment.

All accepted MSW applicants are notified by e-mail and by an official acceptance letter of their offer of admission to the MSW Program. Only applicants who are rejected by the MSW Program are notified solely by an official letter.

**MSW Program Prerequisites (Policy #15:8)**

The MSW Program has one (1) matriculation prerequisite—satisfactory completion of an undergraduate or graduate 3-credit course in either descriptive statistics or quantitative analysis.

**Procedure**

It is required that all admitted students complete a 3-credit course in either descriptive statistics or quantitative analysis prior to matriculating in the MSW Program. Students who are admitted to the School without having successfully completed a statistics or quantitative analysis course must successfully complete this coursework prior to the beginning of their first semester in the program.
All students have the responsibility to submit an official transcript to the School’s Office of Admissions verifying successful completion of this prerequisite requirement. No student will be allowed to matriculate into the MSW program without successfully meeting this requirement.

**MSW Program Requirements**

The MSW degree requires the completion of a minimum of 60 credits—42 class and 18 field practicum credits. Students who complete the MSW Program’s full-time course of study can earn their MSW degree in **two years**. Students enrolled on a part-time basis have a maximum of **four years** to complete all degree requirements.

Full-time students who are admitted to the MSW Program with provisional status have one semester to demonstrate satisfactory academic performance by maintaining a minimum GPA of 3.00 in all required courses or they will be dismissed form the MSW Program. Part-time students admitted provisionally must demonstrate satisfactory academic performance (maintaining a minimum GPA of 3.00) in all required courses by the end of their second semester of enrollment or they, too, will be dismissed form the MSW Program. All students admitted provisionally are notified both in their e-mail acceptance letter and their official acceptance letter of their provisional status and requirements.

Students in the MSW Program must take required courses for a letter grade and maintain a GPA of 3.00 or higher. At any point should a student’s overall GPA fall below 3.00, the student shall be placed on academic probation. Field education must be taken for an S/NC grade. No student will be permitted to graduate with a grade of C+, C, C-, D+, D, D-, or F in a required course or a grade of NC in field education. A student who earns a failing grade in a required course or an NC in field has **one opportunity only** to repeat the course, and the second grade received will be the one used in calculating the student’s GPA, provided the student has completed and submitted a Course Repeat Option form to the Academic Administrator in the Student Services Center. UPB and UPJ students must email the Course Repeat Form to the Academic Administrator (mpssw@pitt.edu). Please contact the Academic Administrator in the Students Services Center (412-624-6303) to obtain additional information on the Course Repeat Form (Policy #9:3).

Both the class and field requirements include generalist and specialized practice curricula. The MSW generalist curriculum is the same for all MSW degree students. Students who possess an undergraduate degree in social work awarded in the past **seven** academic calendar years by a social work program accredited by the Council on Social Work Education (or recognized by the Council on Social Work Education’s International Social Work Degree Recognition and Evaluation Service, or covered under a memorandum of understanding with international social work accreditors) may be granted advanced standing credits for a maximum of four generalist courses and six generalist field credits. In addition, such students may be granted an exemption from the fifth generalist course. Students who do not have advanced standing may take
exemption examinations in research and human behavior and the social environment if they have strong academic backgrounds in these areas (Policy #25:2).

All students must complete the School's designated class and field requirements for one of the two specialized practice areas: Direct Practice with Individuals, Families, and Small Groups (Direct Practice) or Community, Organization, and Social Action (COSA). In each specialized practice area, students complete required skill courses; skill electives; second-level HBSE, second-level research, and second-level policy having content relevant to the specialized practice; general electives; and field education related to the specialized practice (Policy #5:5).

Students interested in changing their specialized practice after beginning the MSW Program must be able to show that the change would contribute directly to their educational goals and career plans. They should discuss this matter first with their advisor and subsequently with the two specialized practice chairs. The MSW Program Director will then approve the change in specialized practice and assign a new academic advisor. The procedures for changing specialized practice are presented in more detail in Policy #5:3.

Transfer Credits (Policy #25:1)

Students who within the past seven academic calendar years have completed graduate-level coursework can have their transcript evaluated to determine if any of these credits can be transferred. A maximum of 12 class credits can be transferred for post-baccalaureate coursework completed in a field or discipline other than social work but only for courses that are not required generalist or specialization courses. Transfer credits are not given for internships performed during graduate studies in a field or discipline other than social work.

Students who have begun, but have not yet completed, a full year of graduate social work education at another CSWE-accredited master’s program can receive up to 12 class credits and six (6) field education credits. Those who have completed a full year at another CSWE-accredited MSW program can receive a maximum of 24 class and six (6) field education credits.

Students interested in having their transcripts evaluated for transfer credit should contact the MSW Program Director.

Credit for Life, Volunteer, or Work Experience (Policy #25:4)

Consistent with the Council on Social Work Education's, Educational Policies and Accreditation Standards, the School of Social Work does not grant course or field credit, transfer credit, or exemptions for prior life, volunteer, or employment experience.

Directed Study (Policy #27:1)
The major purpose of a directed study is to provide students with the opportunity to explore in-depth a specific area of social work beyond that available in regularly scheduled courses. A directed study involves student-initiated learning that is guided by a full-time faculty member. A directed study can entail exploring the literature in a specific content area, engaging in research that contributes to social work knowledge and practice, or developing professional materials. A directed study can be taken for 1, 2, or 3 credits depending on the level of work required.

Enrollment Options (Policy #26:1)

**Full-Time Non-Advanced Standing Enrollment**

Students who enter the MSW Program without advanced standing can complete all their course and field education requirements in two years of full-time study. The MSW Program defines full-time enrollment status as registration for a minimum of 9 credits in the Fall and Spring semester of each year. A student can complete the MSW Program by registering for fifteen (15) credits each in Fall and Spring for two consecutive academic years.

During the Fall Semester of the first year, non-advanced standing students take four (4) three-credit courses and three (3) credits of generalist field for a total of 15 credits. In the Spring Semester, they also enroll in four (4) three-credit courses and three (3) credits of generalist fieldwork. Non-advanced standing students with full-time enrollment complete their first field experience during the Fall and Spring Semesters of their first year for a total of six (6) credits over two semesters. During their second year, these same students take three (3) academic courses and six (6) credits of specialized practice field placement for a total of fifteen (15) credits each term.

**Part-Time Non-Advanced Standing Enrollment**

Part-time students who do not have advanced standing complete the five MSW generalist courses during the Fall, Spring, and Summer Semesters of their first year. Only after these generalist courses are successfully completed are these students permitted to enroll in specialized practice courses; second-level HBSE, second-level Policy, or second-level Research courses; or skill electives. Part-time students begin their first field placement in conjunction with Generalist Practice in their third semester. Part-time students must initiate their generalist field education no later than completion of twenty-one (21) credits of coursework.

To maintain their part-time status, students must register during at least two of the three terms in the academic year. Students can exercise the following options during each of the semesters in which they register:

- Two courses (3 credits per course); or
One course (3 credit) plus a minimum of 3 field credits; or
A minimum of 6 field credits (equivalent to 2 courses).

Part-time students have **four** calendar years to complete all of the requirements for their MSW degree.

**Enrollment for Students with Advanced Standing**

Students who have received a social work degree within the past **seven** academic calendar years from a CSWE-accredited undergraduate program (or one recognized by the Council on Social Work Education’s International Social Work Degree Recognition and Evaluation Service, or covered under a memorandum of understanding with international social work accreditors) are eligible for advanced standing. Applicants to the MSW Program who have a social work degree from a college or university outside the United States and who wish to have their transcripts evaluated for advanced standing credit should contact the Council on Social Work Education’s International Social Work Degree Recognition and Evaluation Service (swdres@cswe.org).

Those students who are granted advanced standing during the admission process can receive up to 12 academic credits. The number of advanced standing credits granted depends on the comparability of the student’s undergraduate courses to this Program’s generalist courses and on the grades they earned in those undergraduate courses (i.e., must be a “B-” grade or higher). Such students also may be granted an exemption from a diverse populations course. Eligibility for a course exemption is contingent upon the comparability of the student’s undergraduate course(s) to this Program’s generalist course and on the grade(s) obtained (i.e., “B-” grade or higher). If an exemption is granted, the student must fulfill the three academic credits through additional coursework, typically by enrolling in another elective course. In addition, students entering with advanced standing can receive six (6) field education credits. The six (6) credits of field education are granted based on the number of hours of field experience completed at the undergraduate level, provided that the undergraduate social work practicum totals a minimum of 400 clock hours and the student has achieved a passing grade or at least a “B-“ grade or better.

Students who enter the MSW Program with advanced standing begin their studies in the Fall Semester. Full-time advanced standing students, not provisionally admitted, typically register for three (3) academic courses and six (6) credits of field education in both the Fall and Spring Semesters. In the Fall Semester of their second year, students with advanced standing register for their remaining four courses. Full-time students who have advanced standing graduate in December of their second year. A student may be able to complete all MSW requirements within 12 months. This requires advanced planning for curriculum and financial resources. Students would complete their last 12 credits during the summer term. Students should weigh this option carefully as additional loans and scholarships are not available for summer term.
Students who have been granted advanced standing at the point of admission are also allowed to pursue their MSW degree on a part-time basis. As described above, part-time students must register during at least two of the three academic terms each calendar year and must take an approved number of academic and/or field education credits during each term of enrollment. Part-time students with advanced standing must complete all of the requirements for the MSW degree in \textit{four} years.
Section 2: MSW Curriculum

Sample MSW Degree – Direct Practice Course of Study Plan for Full-Time Students with Advanced Standing*
(Available at Pitt-Main, UPB, & UPJ)
(30 Class and 12 Field Credits Required)
(with 12 Class + 6 Field Advanced standing credits granted)

First Year

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWINT 2082</td>
<td>3</td>
</tr>
<tr>
<td>Models of Intervention (Direct Practice Skill Elective)</td>
<td></td>
</tr>
<tr>
<td>SWBEH</td>
<td>3</td>
</tr>
<tr>
<td>Second-level Human Behavior (2062/2065/2066**/2077*** )</td>
<td></td>
</tr>
<tr>
<td>General Elective</td>
<td>3</td>
</tr>
<tr>
<td>SWINT 2099</td>
<td>6</td>
</tr>
<tr>
<td>Specialized Practice Fieldwork</td>
<td>15</td>
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</tbody>
</table>

Spring Term

<table>
<thead>
<tr>
<th>Spring Term</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWINT</td>
<td>3</td>
</tr>
<tr>
<td>Advanced Direct Practice – 2031 or 2032 (Direct Practice Skill Elective)</td>
<td></td>
</tr>
<tr>
<td>SWRES</td>
<td>3</td>
</tr>
<tr>
<td>Second-level Research (2033/2045/2051)**</td>
<td></td>
</tr>
<tr>
<td>General Elective</td>
<td>3</td>
</tr>
<tr>
<td>SWINT 2099</td>
<td>6</td>
</tr>
<tr>
<td>Specialized Practice Fieldwork</td>
<td>15</td>
</tr>
</tbody>
</table>

Second Year

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWWEL</td>
<td>3</td>
</tr>
<tr>
<td>Second-level Welfare/Policy (2039***/2056/2057/2059)</td>
<td></td>
</tr>
<tr>
<td>SWINT</td>
<td>3</td>
</tr>
<tr>
<td>Direct Practice Skill Elective</td>
<td></td>
</tr>
<tr>
<td>SWINT</td>
<td>3</td>
</tr>
<tr>
<td>Direct Practice Skill Elective</td>
<td></td>
</tr>
<tr>
<td>General Elective</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>12</td>
</tr>
</tbody>
</table>

*Students may be admitted as Advanced Standing with less than 12 class credits.
**IHC Certificate students take second-level Human Behavior (SWBEH 2066) during Spring Term in place of General Elective.
***Gerontology Certificate students take second-level Welfare/second-level Human Behavior (SWWEL 2039/SWBEH 2077) during Spring Term in place of second-level Research and General Elective.
# Sample MSW Degree—Direct Practice Course of Study Plan for Full-Time Students without Advanced Standing

(42 Class and 18 Field Credits Required)

## First Year

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWGEN 2034 Generalist Social Work Practice with Diverse Populations</td>
<td>3</td>
</tr>
<tr>
<td>SWBEH 2063 Human Behavior and the Social Environment (HBSE)</td>
<td>3</td>
</tr>
<tr>
<td>SWWEL 2081 Social Welfare</td>
<td>3</td>
</tr>
<tr>
<td>SWGEN 2098 Generalist Social Work Practice</td>
<td>3</td>
</tr>
<tr>
<td>SWGEN 2099 Generalist Fieldwork and Seminar</td>
<td>3</td>
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</tbody>
</table>

### Spring Term

<table>
<thead>
<tr>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
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</tbody>
</table>

## Second Year

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWINT Advanced Direct Practice (2031/2032/2033) - DP Skill Elective</td>
<td>3</td>
</tr>
<tr>
<td>SWRES/SWINT 2nd-Level Research (2033/2045/2047/2051) OR DP Skill Elective</td>
<td>3</td>
</tr>
<tr>
<td>SWINT 2099 Specialized Practice Fieldwork</td>
<td>6</td>
</tr>
</tbody>
</table>

### Spring Term

<table>
<thead>
<tr>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
</tr>
</tbody>
</table>

| SWINT Direct Practice Skill Elective | 3       |
| SWINT/SWRES DP Skill Elective OR 2nd-Level Research (2033/2045/2051) General Elective | 3       |
| SWINT 2099 Specialized Practice Fieldwork | 6       |

<table>
<thead>
<tr>
<th></th>
<th>15</th>
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20
Sample MSW Degree – Direct Practice Course of Study Plan for Part-Time Students with Advanced Standing*  
(Available at Pitt-Main, UPB, & UPJ)  
(30 Class and 12 Field Credits Required)  
(with 12 Class + 6 Field Advanced standing credits granted)

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<th>Fall Term</th>
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<td><strong>Spring Term</strong></td>
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<tr>
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<td>Social Work Practice with Diverse Populations 3</td>
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<td>SWBEH 2063</td>
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<td>Social Welfare 3</td>
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<td>SWGEN 2098</td>
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<td>SWGEN 2099</td>
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Sample MSW Degree – COSA Course of Study Plan for Full-Time Students with Advanced Standing*
(30 Class and 12 Field Credits Required)
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***General Elective course offerings can include other Social Work courses, other professional school offerings (GSPIA, Public Health, Business, Law), or other University affiliates.

**Note:** Students seeking the Human Services Management Certificate must take the following courses: Human Service Organization Management (2084), Grant Proposal Writing (2040), Human Resources/Supervision & Financial Management (2086), Community Organizing and Planning (2088).
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<tr>
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<td><strong>Spring Term</strong></td>
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Note: Students seeking the Human Services Management Certificate must take the following four courses: Human Services Management, Community Organizing and Planning, Grant and Proposal Writing, Human Resource/Financial Management with Supervision
Generalist Curriculum

The generalist curriculum is designed to provide MSW students with the knowledge, values, skills, and cognitive and affective processes that comprise competency at the generalist level of practice. An understanding of the profession’s values, orientation, history and philosophy, and frames of reference for practice establishes a basis for students to progress through the advanced and specialized curricula of the MSW Program. All MSW students must complete the MSW Generalist requirements listed below unless they are exempted via advanced standing credit or testing.

Required Generalist Courses

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<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tr>
<td>SWBEH 2063</td>
<td>Human Behavior and the Social Environment</td>
<td>3 crs.</td>
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<td>(offered Fall Term only)</td>
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<tr>
<td>SWWEL 2081</td>
<td>Social Welfare</td>
<td>3 crs.</td>
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<td>(offered Fall and Spring Terms)</td>
<td></td>
</tr>
<tr>
<td>SWGEN 2098</td>
<td>Generalist Social Work Practice</td>
<td>3 crs.</td>
</tr>
<tr>
<td></td>
<td>(offered Fall and Summer Terms)</td>
<td></td>
</tr>
<tr>
<td>SWGEN 2099</td>
<td>Generalist Fieldwork</td>
<td>6 crs.</td>
</tr>
</tbody>
</table>

Specialized Practice Curriculum

Specialized practice builds on generalist practice by adapting and extending the Social Work Competencies. The University of Pittsburgh MSW Program offers two specializations, Direct Practice with Individuals, Families, and Small Groups (DP)\(^1\) or Community, Organization, and Social Action (COSA) practice. Each specialization exposes students to practice-specific roles; the uses and applications of research for practice; policy practice; practice with Public Health; organizational, and environmental influences on practice; and advanced practice theories, methods, and strategies.

Direct Practice with Individuals, Families, and Small Groups (Direct Practice)

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\(^1\) Only the Direct Practice (DP) Specialization is offered at the UPJ & UPB campuses.
The Direct Practice specialization, available at Pitt-Main, UPJ and UPB campuses, is designed to develop students’ advanced practice skills to prepare them for autonomous practice, grounded in the values and ethics of the social work profession using a strengths-based, person-in-the-environment perspective. Through coursework and field education, students are equipped with the knowledge and skills needed to engage in direct practice with individuals, families, and small groups with diverse backgrounds and identities. The Direct Practice specialization focuses on evidence-based modalities and provides students with community-based learning opportunities. Consistent with an emphasis on strengths perspective, students become skilled at assisting clients/patients address their needs and realize their potential.

**Direct Practice Curriculum**

Students must take a specialized human behavior course, a policy analysis course, and a research course with content specific to direct practice. Two direct practice skill courses are required, along with two direct practice skill electives as well as twelve (12) credit hours of specialized practice field practicum.

**Required Courses**

<table>
<thead>
<tr>
<th>Direct Practice Skills:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWINT 2082 Models of Intervention</td>
</tr>
<tr>
<td>SWINT 2031 Advanced Direct Practice - Cognitive/Behavioral</td>
</tr>
<tr>
<td>OR SWINT 2032 Advanced Direct Practice - Social Systems</td>
</tr>
<tr>
<td>OR SWINT 2033 Adv. Direct Practice—Psychodynamic (offered Fall only)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Second-Level HBSE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWBEH 2062 Human Behavior: Children &amp; Families At-Risk</td>
</tr>
<tr>
<td>OR SWBEH 2065 Human Behavior: Mental Health</td>
</tr>
<tr>
<td>OR SWBEH 2066 HumBeh: Health/Mental Health (offered Spring only)</td>
</tr>
<tr>
<td>OR SWBEH 2077 HumBeh: Adult Development&amp;Aging (offered Spring only)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Second-Level Policy:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWWEL 2039 Social Policy &amp; Gerontology (offered Spring Term only)</td>
</tr>
<tr>
<td>OR SWWEL 2056 Health Systems &amp; Public Policy (offered Fall Term only)</td>
</tr>
</tbody>
</table>
Second-Level Research: (not specialized practice specific)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWRES 2033</td>
<td>Evaluative Research in the Social Services</td>
<td>3 crs.</td>
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<td>OR</td>
<td></td>
<td></td>
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<tr>
<td>SWRES 2051</td>
<td>Single Subject Research</td>
<td>3 crs.</td>
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<tr>
<td>OR</td>
<td></td>
<td></td>
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<tr>
<td>SWRES 2045</td>
<td>Qualitative Research</td>
<td>3 crs.</td>
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<td>OR</td>
<td></td>
<td></td>
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<tr>
<td>SWRES 2047</td>
<td>Community Based Participatory Research</td>
<td>3 crs.</td>
</tr>
</tbody>
</table>

Direct Practice Skill Electives (SWINT): 6 crs.

General Electives: 6 crs.

SWINT 2099 Direct Practice Specialized Practice Field Placement: 12 crs.

Direct Practice Focus Areas and Certificates

Direct practice students can also elect to pursue a certificate program to acquire greater depth of knowledge and skills in a particular practice focus area including, children, youth and families, gerontology, home and school visitor/school social worker, integrated healthcare, or mental health. Direct practice students are not required to pursue a certificate or a focus area and students who decide not to complete all of the specific courses for a certificate are not penalized. However, the certificate programs available to direct practice students involve a specific “package” of courses and field placement experiences that foster greater depth of competence in specific focus areas of advanced social work practice. Students are encouraged to work actively with their advisor to plan their course of study since the option to pursue a certificate must be declared no later than the end of the first term of full-time study. They should also work with their field advisor to facilitate the identification of appropriate field placements.

A Declaration of Intent form for each certificate option is available online (https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates) with more detailed certificate descriptions. The Declaration of Intent form must be submitted to the

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2 MSW students on the UPJ campus have only the Mental Health Certificate available to them. While MSW students on the UPB campus have only the Children, Youth, and Families Certificate available to them.

3 Those intending to pursue the Home and School Visitor certificate must declare their intent in their application for admission to the MSW Program.
Academic Administrator in the Student Services Center (mpssw@pitt.edu). Students should be aware that all certificate courses may not be available every semester or during evening hours.

**Children, Youth, and Families Focus Area (School of Social Work Certificate)**

The Children, Youth, and Families Focus Area is designed to prepare MSW graduates to provide services to at-risk children and families through a wide range of public and private agencies.

**Required Courses**

In order to earn the Children, Youth, and Families Certificate, students must fulfill all specialized direct practice requirements as well as those of the focus area. Therefore, students must successfully complete Models of Intervention (SWINT 2082); an Advanced Direct Practice course in cognitive-behavioral (SWINT 2031), social systems (SWINT 2032), or psychodynamics (SWINT 2033) approaches; a second-level research course, as well as:

- SWBEH 2062  HB: Children and Families at Risk (HBSE II) 3 crs.
- SWWEL 2059  Child and Family Policy (Policy II) 3 crs.

And, six elective credits from the MSW Program electives listed below. Elective courses outside the School of Social Work are permitted within the limits of MSW Program policy and with the prior approval of the student's advisor or Faculty Coordinator:

- SWINT 2009  Family Conference and Teaming (Fall Term only) 3 crs.
- SWINT 2011  Social Work Practice with Families (Spring & Summer Term) 3 crs.
- SWINT 2035  Intimate Partner Violence (offered Fall Term only) 3 crs.
- SWINT 2042  SW Practice w/Substance Use & Other Addictive Disorders 3 crs.
- SWINT 2049  Direct Practice with Children & Adolescents (Fall Term only) 3 crs.
- SWINT 2063  Issues in Child Maltreatment (offered Fall Term only) 3 crs.
- SWINT 2072  Social Work Practice & Traumatic Stress 3 crs.
- SWINT 2096  Clinical SW w/African-American Families (Spring Term only) 3 crs.

**Required Fieldwork**

The second (specialized direct practice) field placement (12 credits – 720 clock hours) must be completed in a program, unit, or agency in a children, youth, and family setting working with a
primary focus on direct practice with at-risk children and their families. This may be within a public agency or a private provider agency.

For further information, please contact: **Faculty Coordinator:** Helen Cahalane, PhD, MSW, ACSW, LCSW, hcupgh@pitt.edu

**Certificate in Gender, Sexuality, and Women’s Studies (University of Pittsburgh Certificate)**

The Certificate in Gender, Sexuality, and Women’s Studies provides an opportunity for MSW students to gain expertise in topics and issues related to gender and sexuality. Offered through the Dietrich School of Arts & Sciences – Gender, Sexuality, & Women’s Studies Program, this MA certificate integrates the study of feminist theories with their application in research, policy, and practice. Many MSW students pursue this certificate because it provides them with excellent preparation (and an added credential) for working in fields related to gender and sexuality, such as (but not limited to) domestic violence, sexual assault prevention and counseling, family services, and LGBTQIA+ services and advocacy.

The Master’s Certificate consists of four courses taken before graduation from the MSW (12 credits) and completion of a research paper and a concept statement.

**Required Courses**
In order to earn the Certificate in Gender, Sexuality, and Women’s Studies, students must complete 12 credits that meet the certificate requirements (passing all courses with a “B” or better) as well as fulfill all specialized direct practice requirements. Therefore, students must successfully complete Models of Intervention (SWINT 2082); an Advanced Direct Practice courses in cognitive-behavioral (SWINT 2031), social systems (SWINT 2032), or psychodynamics (SWINT 2033) approaches; a second-level HBSE course; A second-level policy course; a second-level research course; two GSWS courses (which fulfill the MSW social work general electives requirement):

- **GSWS 2252** Theories of Gender and Sexuality 3 crs.
- **GSWS 2058** Feminist Social Work 3 crs.

The remaining two course requirements may be fulfilled through:

- **SWGEN 2034** Social Work Practice with Diverse Populations (Fall Term only) (required of all MSW students) 3 crs.
- **SWINT 2035** Intimate Partner Violence (offered Fall Term only) 3 crs.
- **SWINT 2076** Human Sexuality (offered Fall & Summer Terms) 3 crs.
Depending on the instructor and the focus of a student’s work, other courses may meet the requirements (for example, students also have the option of doing a directed study with a willing affiliated faculty member). Students may also petition to have accepted unlisted graduate courses with a substantial gender, sexuality, or women’s studies component.

**Additional Requirements**
Gender, Sexuality and Women’s Studies Certificate students must complete a research paper to be read by one affiliated faculty member. Students must also compose a 300-600 word concept statement which articulates their “field of study” and how it relates to interdisciplinary approaches to gender/sexuality/women’s studies.

For further information, please contact: **Faculty Coordinator:** Sara Goodkind, PhD, MSW, sara.goodkind@pitt.edu

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**Gerontology Focus Area (University of Pittsburgh Certificate)**

The focus area in aging has been in place since 1980 and continues to attract numerous MSW students. The goals of the Gerontology Focus Area Certificate are to enhance students’ understanding of the aging process and to provide them with the specialized skills relevant to practice with and/or on behalf of older adults and their family members. Knowing how to work with older adults and their family members as a social work professional offers many opportunities in an era when that segment of the population continues to increase rapidly.

Through courses and field placement experience, Gerontology Focus Area students are exposed to the various roles and settings that constitute contemporary social work practice in aging. Emphasis is given to understanding client and family strengths; diversity among the aging population; the social, cultural, community, and policy contexts of aging; and how these factors inform, and may be influenced by, social work practice.

Gerontology Focus Area students are encouraged to apply to the:
- Hartford Program Partnership in Aging Education Fellowship ([https://www.socialwork.pitt.edu/researchtraining/aging-initiatives-programs/hartford-partnership-program-aging-education](https://www.socialwork.pitt.edu/researchtraining/aging-initiatives-programs/hartford-partnership-program-aging-education)),

**Required Courses**
In order to earn the Gerontology Certificate, students must fulfill all specialized direct practice requirements as well as those of the focus area. Therefore, students must successfully complete Models of Intervention (SWINT 2082); an Advanced Direct Practice course in cognitive-behavioral (SWINT 2031), social systems (SWINT 2032), or psychodynamic (SWINT 2033) approaches; a second-level research course; and electives, as well as:
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWBEH 2077</td>
<td>HB: Adult Development &amp; Aging (HBSE II) (Spring only)</td>
<td>3 crs.</td>
</tr>
<tr>
<td>SWWEL 2039</td>
<td>Social Policy &amp; Gerontology (Policy II) (Spring Term only)</td>
<td>3 crs.</td>
</tr>
<tr>
<td>SWINT 2030</td>
<td>Direct Practice with Older Adults (Fall Term only)</td>
<td>3 crs.</td>
</tr>
<tr>
<td>SWINT 2007</td>
<td>Introduction to Psychopharmacology and Social Work Practice</td>
<td>3 crs.</td>
</tr>
</tbody>
</table>

* Elective courses outside the School of Social Work are permitted within the limits of MSW Program policy and with the prior approval of the student's advisor or the Faculty Coordinator.

**Required Fieldwork**

The Gerontology Focus Area student’s specialized practice field placement (12 credits – 720 clock hours) must be completed in a program, unit, or agency that has a primary focus on direct practice with older adults and their families. This option could include, but is not limited to, long term facilities, hospitals, hospices, and community-based specialized day health centers.

For further information, please contact: **Faculty Coordinator**: Rafael Engel, PhD, MSW, rengel@pitt.edu

**Home and School Visitor/School Social Worker Certification (H&SV/SSW) (State Certification)**

The School of Social Work has offered a Home and School Visitor/School Social Worker certificate since the 1930s when it was created by pioneering social work practitioner and educator Marion Hathway. The H&SV/SSW is an inter-professional Educational Specialist certificate program, operated jointly with the MSW Program, the Pitt School of Education, and the Pennsylvania Department of Education. It is intended for students who plan to deliver social work services in elementary or secondary schools. There are three models for state HSV certification:

1. Certification earned while earning the MSW
2. Certification earned post-MSW
3. Certification earned without an MSW

The H&SV/SSW Certificate Program is designed to enhance professional competency in the development and delivery of high quality social work services, in both public and private elementary and secondary schools, to students with diverse backgrounds and identities. The certificate is organized around the Direct Practice specialization, providing students the
opportunity to gain advanced knowledge and skills via courses taken in the Schools of Social Work and Education with a field placement in an educational setting.

**Required Courses**
MSW students must indicate their interest in obtaining the H&SV/SSW certificate in their application for admissions to the MSW Program. Advanced standing students should contact the H&SV Faculty Coordinator and complete the *Declaration of Intent* during the summer registration period before their first fall semester in the MSW Program. MSW students who do not have advanced standing will complete a *Declaration of Intent* during their first semester of enrollment. In order to satisfy the certification requirements of the Pennsylvania Department of Education as well as the Master’s Degree in Social Work, students will complete 66 credits which may necessitate registering for courses during the Summer Term (See: [https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates/home-and-school-visitor-school-social-worker](https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates/home-and-school-visitor-school-social-worker))

**Required Fieldwork**
The H&SV/SSW specialized practice field placement (12 credits – 720 clock hours) must be completed in an approved school setting.

**Certification Earned Post-MSW or Certification Earned Without an MSW**
For non-MSW students seeking the H&SV/SSW certificate post-MSW, or earned without an MSW, the Home and School Visitor application must be completed and then submitted to the director of H&SV/SSW to be accepted into the program. The course of study for the H&SV/SSW certificate for those seeking the Certification earned post-MSW or Certification earned without an MSW may be found here: [https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates/home-and-school-visitor-school-social-worker](https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates/home-and-school-visitor-school-social-worker).

**Pennsylvania HSV Credential**
Following graduation and successful completion of the requirements for the PA LSW/LCSW for social workers or the Praxis exam for non-social workers, The Pennsylvania Department of Education Checklist with supporting documents is submitted to the HSV Faculty Coordinator for processing of the Pennsylvania HSV credential (See: [http://www.socialwork.pitt.edu/sites/default/files/Pdf_Files/Checklist%20Home%20School%20Visitor%202013_0.pdf](http://www.socialwork.pitt.edu/sites/default/files/Pdf_Files/Checklist%20Home%20School%20Visitor%202013_0.pdf)).

For further information, please contact: **Faculty Coordinator**: Deborah Robinson, MSW, LSW, dcr16@pitt.edu

**Integrated Healthcare Focus Area (University of Pittsburgh Certificate)**
The Integrated Healthcare Certificate Program prepares MSW students specializing in direct practice with the knowledge and skills necessary to work with individuals, families, and small
groups in a variety of institutional and community-based health-related settings. With a focus on leadership and advocacy, the goal of the certificate program is to increase the number of MSW’s working in integrated healthcare settings. Students completing the Integrated Healthcare Certificate will have a deeper understanding of the relationship between behavioral health (i.e., mental health, substance use) and physical health.

Students interested in integrated healthcare may also apply for the:
- COAL Fellowship Program (https://www.socialwork.pitt.edu/student-resources/scholarships-and-fellowships/coal-coalition-opioid-and-addiction-leadership),
- Roth Fellowship (https://www.socialwork.pitt.edu/roth),

**Required Courses**

Students complete the Direct Practice requirements as well as those of the certificate. Therefore, students must successfully complete Models of Intervention (SWINT 2082); an Advanced Direct Practice courses in cognitive-behavioral (SWINT 2031), social systems (SWINT 2032), or psychodynamics (SWINT 2033) approaches; a second-level research course; and electives, as well as:

- **SWBEH 2066**  
  HB: Health/Mental Health (HBSE II)  
  3 crs.

- **SWWEL 2056**  
  Health Systems & Public Policy (Policy II) (Fall Term only)  
  3 crs.

- **SWINT 2025**  
  Advanced SW Practice in Integrated Healthcare (Fall only)  
  3 crs.

- **SWINT 2073**  
  Integrated Healthcare in Pharmacology (Spring Term only)  
  3 crs.  
  **OR**

- **SWINT 2007**  
  Introduction to Psychopharmacology & SW Practice  
  3 crs.

Additional recommendations for general elective credit substitution that augment the IHC (elective courses outside the School of Social Work are permitted within the limits of MSW Program policy and with the prior approval of the student’s advisor or Faculty Coordinator):

- **SWINT 2004**  
  Grief & Loss: Interventions, Implications & Understanding  
  3 crs.

- **SWINT 2030**  
  Direct Practice with Older Adults (Fall Term only)  
  3 crs.

- **SWINT 2042**  
  SW Practice w/ Substance Use & Other Addictive Disorders  
  3 crs.

**NOTE:** In addition to required classes, IHC students are required to attend a monthly seminar.
IHC students are also expected to take at least one additional Direct Practice skill elective that has relevance to social work practice in health care. Appropriate elective courses include: Planned Short-term Treatment (2046), Substance Use and Other Addictive Disorders (2042), and Grief & Loss (2004)

**Required Fieldwork**
The second (specialized direct practice) field placement (12 credits – 720 clock hours) must be completed in a program, unit, or agency with a primary focus on direct practice related to health care. Approved Integrated Healthcare Certificate Field Options: Sites:[http://www.socialwork.pitt.edu/sites/default/files/Pdf_Files/Integrated%20Health%20Sites.pdf](http://www.socialwork.pitt.edu/sites/default/files/Pdf_Files/Integrated%20Health%20Sites.pdf)

For further information, please contact: **Faculty Coordinator**: Danny Rosen, PhD, MSW, dannyrosen@pitt.edu

**Mental Health Focus Area (School of Social Work Certificate)**

The Mental Health Focus Area is designed to prepare graduates for professional practice, in a wide range of social and human service agencies, with individuals, families and/or small groups who experience mental health/behavioral health challenges. MSW students complete a series of required and elective courses leading to the Mental Health Certificate.

Students interested in a mental health focus may also apply for the:
- Roth Fellowship ([https://www.socialwork.pitt.edu/roth](https://www.socialwork.pitt.edu/roth)).

**Required Courses**

Students complete the Direct Practice requirements as well as those of the certificate. Therefore, students must successfully complete Models of Intervention (SWINT 2082); an Advanced Direct Practice course in cognitive-behavioral (SWINT 2031), social systems (SWINT 2032), or psychodynamics (SWINT 2033) approaches; a second-level research course; and electives, as well as:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>SWBEH 2065</td>
<td>Human Behavior: Mental Health (HBSE II)</td>
<td>3 crs.</td>
</tr>
<tr>
<td>SWWEL 2057</td>
<td>Mental Health and Public Policy (Policy II)</td>
<td>3 crs.</td>
</tr>
</tbody>
</table>

**Elective Courses**

In addition to the two required courses, students pursuing the Mental Health Certificate must complete two elective mental health-related skills courses from the following approved list:
SWINT 2018: Clinical Skills and Psychopathology 3 crs.

SWINT 2007: Intro to Psychopharmacology & Social Work Practice 3 crs. SWINT 2011: Social Work Practice w/Families (Spring/Summer Terms) 3 crs. SWINT 2042: SW w/ Substance Use & Other Addictive Disorders 3 crs.

SWINT 2046: Planned Short-Term Treatment 3 crs.

SWINT 2049: Direct practice with Children (Fall Term only) 3 crs.

SWINT 2053: Group Intervention w/High Risk Populations (Spring only) 3 crs.

SWINT 2072: Social Work Practice & Traumatic Stress 3 crs.

SWINT 2031: Advanced Direct Practice: Cognitive-Behavioral (in addition to the required ADP class) 3 crs.

SWINT 2032: Advanced Direct Practice: Social Systems (in addition to the required ADP class) 3 crs.

SWINT 2033: Advanced Direct Practice: Psychodynamic (in addition to the required ADP class) 3 crs.

Required Fieldwork

The second (specialized direct practice) field placement (12 credits – 720 clock hours) must be completed in a mental health/behavioral health setting working with individuals, families and/or small groups who suffer from mental health or other behavioral health problems. This may be a public agency or a private provider agency, excluding private practice type settings.

For further information, please contact: Faculty Coordinator: Yodit Betru, DSW, MSW, yoditbetru@pitt.edu

Community, Organization, and Social Action (COSA)

The University of Pittsburgh, School of Social Work offered the first program in community organization in the United States. Similarly, it was one of the first schools of social work to offer a program in social administration, now more commonly called human services or social work management.
The COSA Specialization, which is offered only at the Pitt-Main campus, is designed for students to gain the advanced knowledge and skills required for contemporary social work practice with groups, organizations, and communities. COSA students acquire the ability to engage, assess, intervene, and evaluate practice with groups, organizations, and communities, bringing to bear evidence-informed approaches; a deep and abiding respect for diversity and difference; an emphasis on the strengths, assets, and empowerment of client systems; and a commitment to the social work profession’s values. Students develop specialized skills in community organizing and mobilization as well as organizational management and administration, bringing to bear on their social work practice an understanding of how it can contribute to securing human rights and social, economic, and environmental justice for all people. They also hone their critical thinking and self-reflective skills through their field practicum and coursework.

COSA graduates pursue established and emerging professional opportunities in public, private, profit and nonprofit organizations in such fields as health care, disability services, children and youth, family services, community revitalization and development, philanthropy, policy and planning, business and human resources, community centers, and more. Currently, COSA graduates are serving as executive directors, program managers, organizers, planners, grant officers, researchers, and educators in local, state, national, and international agencies and organizations.

**COSA Curriculum**

Students must take a specialized human behavior course, a policy analysis course, and a research course with content specific to COSA. Students must also complete the two required core skills courses, fulfilling their remaining credits from a range of practice skills electives as well as twelve (12) credit hours of specialized practice field practicum.

**Required Courses**

**COSA Skills:**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>SWCOSA 2084</td>
<td>Human Service Organization Management</td>
<td>3 crs.</td>
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<tr>
<td>SWCOSA 2088</td>
<td>Community Organizing &amp; Planning</td>
<td>3 crs.</td>
</tr>
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</table>

**Second-Level HBSE:**

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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</table>

**Second-Level Policy:**

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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWWEL 2087</td>
<td>Organizations and Public Policy</td>
<td>3 crs.</td>
</tr>
</tbody>
</table>

**Second-Level Research** (choose one):

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<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWRES 2033</td>
<td>Evaluative Research in the Social Services</td>
<td>3 crs.</td>
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</tbody>
</table>
OR
SWRES 2051 Single Subject Research 3 crs.
OR
SWRES 2045 Qualitative Research 3 crs.
OR
SWRES 2047 Community Based Participatory Resrch (offered Fall only) 3 crs.

COSA Skill Electives (SWCOSA) 6 crs.

General Electives\(^4\) 6 crs.

SWCOSA 2099 COSA Specialized Practice Field Placement 12 crs.

**COSA Focus Areas and Certificates**

COSA’s curriculum offers opportunities for students to diversify their education, and several options can be considered as a means of individualizing a student’s academic plan. Students may pursue the existing COSA certificate program in Human Services Management and/or pursue a joint degree offered with several other professional schools and programs. Most COSA students, especially advanced-standing students, are able to fulfill requirements for this certificate during their typical course of study.

A Declaration of Intent form for the certificate option is available online ([https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates](https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/certificates)) with a more detailed certificate description. The Declaration of Intent form must be submitted to the Academic Administrator in the Student Services Center ([mpssw@pitt.edu](mailto:mpssw@pitt.edu)). Students should be aware that all certificate courses may not be available every semester or during evening hours.

**Human Services Management Certificate (Recognized by the National Network of Social Work Management)**

Many MSWs find themselves moving up quickly into supervisory, management, and even executive positions. The generalist perspective and systems knowledge from their social work education provides a strong basis for leadership in a range of social work settings. However, to better prepare macro practice/COSA students to take advantage of these leadership opportunities, COSA students may pursue the Human Services Management Certificate which is offered in collaboration with the Network of Social Work Management (NSWM).

\(^4\)Students have the option of taking additional COSA skill electives and General Social Work Elective courses, or students may choose elective courses in other schools: GSPIA, Law, Public Health, Education, Business, Rehab Sciences, Gender Studies, International Studies, or even other affiliated universities as long as these courses can fulfill general elective requirements in the MSW Program.
Students pursuing the Human Services Management Certificate option must complete twelve credits through the following COSA core and skill electives courses covering Network of Social Work Management (NSWM) competency and practice behaviors in areas of:

- **SWCOSA 2084** Human Service Organization Management 3 crs.
- **SWCOSA 2088** Community Organizing & Planning 3 crs.
- **SWCOSA 2086** Human Resource/Supervision & Financial Management (Spring only) 3 crs.
- **SWCOSA 2040** Grants Proposal Writing (Spring & Summer Terms) 3 crs.

For more information on the NSWM competencies: [https://socialworkmanager.org/competencies](https://socialworkmanager.org/competencies)

**Required Fieldwork**
The second (specialized COSA) field placement (12 credits – 720 clock hours) must be completed in a community-based or human services organization.

For further information, please contact: **Faculty Coordinator**: Mary Ohmer, PhD, MSW, mlo51@pitt.edu.

**MSW Dual, Joint, and Cooperative Degree Programs**

Some students seek to complement their graduate social work education and training by earning a degree in another discipline or profession. The dual, joint, and cooperative degree programs, offered only at the Pitt-Main campus, afford students a unique way to complete their MSW studies while also pursuing another graduate degree. However, no student will be permitted to enroll in more than one (1) dual, joint, or cooperative degree program within the School of Social Work or between the School of Social Work and any other School or Program during the course of earning that dual or joint degree. Students must apply separately for admission and be admitted to our MSW Program as well as the respective joint or dual degree program. Students electing to terminate the joint degree program before its completion must complete all the work required by the respective schools for either degree in order to receive that degree separately.

**Master of Social Work/Doctor of Philosophy (PhD) in Social Work**

An MSW degree from an accredited school of social work is required to be considered for admission to the PhD program. Those applicants without an MSW degree, who wish to pursue a social work academic career, may apply to the joint MSW/PhD program. Most schools of social work require their faculty members hold MSWs as well as PhDs. Preference is given to those MSW/PhD applicants who have prior social work related professional experience. Interested students: [https://www.socialwork.pitt.edu/academics/doctorate-social-work-phd/dualjoint-cooperative-degrees/master-social-workdoctor](https://www.socialwork.pitt.edu/academics/doctorate-social-work-phd/dualjoint-cooperative-degrees/master-social-workdoctor).
Master of Social Work/Juris Doctorate (JD)

The School of Social Work and the School of Law offer a joint Master of Social Work-Juris Doctorate (MSW-JD) degree. The MSW-JD degree program focuses on the areas in which social work and law converge, such as child welfare, aging, health, mental health, juvenile and criminal justice, family issues, and housing. These areas of convergence exist in social work practice with individuals, families, and groups as well as with communities and organizations.

The intersection of legal and social work concerns is also evident at the policy level, and research from both professional disciplines has been used to inform these activities. It is not uncommon for practitioners from both fields to work in concert to draft, implement, and/or advocate for legislation at the local, state, and federal levels. Interested students:  

For further information, please contact: Faculty Coordinator: Jeffrey Shook, PhD, JD, MSW jes@pitt.edu.

Master of Social Work/Graduate School of Public and International Affairs (GSPIA)

The MSW Program offers three unique joint degree programs through its COSA (Community, Organization, and Social Action) specialized practice, and the Graduate School of Public and International Affairs. The joint programs provide students with a broad professional education which prepares them for service in urban non-profit and government organizations, community development policy, social and urban planning, and international development and non-governmental organization. Students in these joint programs earn a Master of Social Work (MSW) from the School of Social Work and either a Master of Public Administration (MPA), a Master of Public and International Affairs (MPIA) or a Master of International Development (MID).

Students must be admitted to both the MSW Program and the GSPIA program in order to qualify for admission to the joint degree program. Degree candidates meet the minimum generalist, specialized practice, and specialized requirements of both schools, except where substitutions are appropriate and approved by MSW Program policy. Depending on which joint degree program the student elects, the total number of credits required for graduation ranges from 72 to 88. For most students, this means that individual programs can be completed within six to seven terms of full-time residency.

Interested students: https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/dualjointcooperative-degrees/joint-degree-programs-graduate;  
https://www.socialwork.pitt.edu/academics/masters-degree-social-work-
**Master of Social Work/Master of Public Health (MPH)**

The dual MSW/MPH degree program has been developed to prepare students in both Social Work and Public Health to intervene more accurately with the complex psycho-social problems affecting the health and social functioning of people from diverse backgrounds and identities. Public health social workers are employed in outpatient and primary care settings as well as in community health agencies or as part of the voluntary organizations providing public health services, such as HIV/AIDS prevention, family planning, substance abuse prevention programs, community-based services for the aging, and services for families with a disabled child. Social work students who intend to pursue careers in non-health settings also benefit from some of the curricula offerings in this program with community-level prevention interventions meaningful in child welfare, maternal and child health (MCH), palliative care, services for the aged, and mental health. Interested students: https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/dualjointcooperative-degrees/master-social-workpublic.

**NOTE:** (Effective Fall, 2021) In order to meet the MSW Program requirement for SWRES 2021 Generalist Social Work Research, MSW students pursuing the joint degree with Public Health (MPH) will:

1. At matriculation, be advised to attempt the Social Work Generalist Research Exemption Exam if their background so indicates.
2. Be advised to enroll their first fall in BCHS2525, the PH applied research course.
3. If an MSW/MPH student does not pass the exemption exam at matriculation, they will be encouraged to make an additional attempt after completing BCHS2525.
4. If, following completion of BCHS2525, an MSW/MPH student does not pass the generalist research exemption exam, they will be required to enroll in SWRES2021.

For further information, please contact: **Faculty Coordinator:** Valire Copeland, PhD, MPH, MSW, sswvcc@pitt.edu.

**Master of Social Work/Master of Divinity**

Social work and theology have many historical, philosophical, and applied commonalities. In an effort to integrate the two educational experiences and prepare professionals competent to integrate their practice skills, the MSW Program, in cooperation with the Pittsburgh Theological Institute.
Seminary, has developed a cooperative degree program leading to the Master of Social Work (MSW) and Master of Divinity degrees.

This program provides a full social work and theological education that may be completed in four years. Candidates for the degrees normally enter the Seminary and concentrate on theological studies during the first two years of the program. The third and fourth years are spent primarily in the MSW Program with approximately one course each term being taken at the Seminary. Interested students: [https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/dualjointcooperative-degrees/master-social-workmaster](https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/dualjointcooperative-degrees/master-social-workmaster).

For further information, please contact: **Faculty Coordinators**: Keith Caldwell, EdD, MSW kjc45@pitt.edu or John Wallace, PhD, johnw@pitt.edu.

**Master of Social Work/Master of Business Administration (MBA)**

Faced with an increasingly competitive market, nonprofit organizations are beginning to emulate management methods and paradigms practiced by for-profit companies, such as financial operations, human resource and data management, market and economic analysis, and evidence-based strategic planning. As philanthropic organizations become concerned about their accountability and utility of financial supports provided to various human service organizations, they are beginning to evaluate nonprofits beyond program outcomes or average cost per client to more advanced assessments, such as cost-efficiency and effectiveness and cost-benefit ratio. Unfortunately, such analytic methodologies are rarely offered to social work students by the traditional social work curriculum.


For further information, please contact: **Faculty Coordinators**: Danny Rosen, PhD, MSW dar15@pitt.edu or John Wallace, PhD, johnw@pitt.edu.

**Master of Social Work with a Secondary Education Teaching Certificate**

The Master of Social Work with a Certificate of Advanced Study in Teaching in Secondary Education (MSW/CAST) combined program is designed to cultivate school-based practitioners who will have a wide range of skills for supporting vulnerable adolescents and families in urban school contexts. The MSW/CAST curriculum incorporates the person-in-context approach of social work with culturally relevant secondary teaching methods. As such, graduates are trained to identify, design, and facilitate programmatic responses to the unique needs of children in schools in urban communities, and also to enhance classroom teaching and student learning through their specialized evidence-based expertise.
The MSW/CAST program is designed to be completed in two years (5 semesters). In the first year the majority of coursework is completed in the School of Education (the teaching certification portion of the program). During this time students are trained to be secondary education teachers (grades 7-12) in one of five core disciplines: English, Mathematics, Science, Social Studies, or Foreign Language. Students then shift to the second half of the program, where the bulk of their coursework is completed in the MSW Program.

Upon successful completion of this combined program graduates will be awarded a Masters Degree in Social Work (MSW) with the Direct Practice (DP) specialization, and certifications in secondary school teacher (grades 7-12) and school social work (pending praxis and licensure exams for relevant certifications). Interested students: https://www.socialwork.pitt.edu/academics/masters-degree-social-work-msw/dualjointcooperative-degrees/master-social-work-secondary.

For further information, please contact: Faculty Coordinator: Deborah Robinson, MSW, LSW, dcr16@pitt.edu
Section 3: Field Education

Introduction: Field Education in the MSW Program

Field Education has been designated the signature pedagogy of Social Work Education. Signature pedagogy represents the central form of instruction and learning in which a profession socializes its students to perform the role of practitioner. Professionals have pedagogical norms with which they connect and integrate theory and practice. The intent of field education is to connect the theoretical and conceptual contribution of the classroom with the practical world of the social work practice setting. It is a basic precept of social work education that the two interrelated components of curriculum (classroom learning and field instruction) are of equal importance within the curriculum, with each contributing to the development of the requisite competencies of professional practice. Field education is systematically designed, supervised, coordinated, and evaluated based on criteria by which students demonstrate mastery of the program’s core competencies as operationalized by the practice behaviors outlined by the School and the Council on Social Work Education Educational and Policy Accreditation Standards (EPAS, 2015) for each level.

In the MSW Program, inclusive of all three campuses (Pitt-Main, UPJ, and UPB) students must successfully complete 1080 hours (18 credit hours) of field education.

There are two levels of field placement. The first is generalist field placement (6 credits/360 hours). In generalist field the student learns to identify with the social work profession and to apply ethical principles and critical thinking in practice at the micro, mezzo, and macro levels. Generalist practitioners engage diversity in their practice and advocate for human rights and social and economic justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context on professional practice.

The nine generalist social work competencies students work toward include:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-informed research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Demonstration of competence in the generalist field is informed by knowledge, values, skills, cognitive and affective processes that include the student’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situation.
The second level placement is *specialized practice* field placement (12 credits/ 720 hours). Specialized practice builds on generalist practice by adapting and extending the social work competencies. The MSW Program offers two specialization, Direct Practice (DP) and Community, Organization, and Social Action (COSA).

The Direct Practice specialized competencies focus on social work practice with individuals, families and small groups. While the COSA specialized practice competencies focus on social work practice with groups, organizations, and communities. Similar to generalist field, demonstration of specialized competence is informed by knowledge, values, skills, cognitive and affective processes that include the specialization student’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situation.

Students with advanced standing are approved for 6 field credits from their undergraduate fieldwork provided the undergraduate program was accredited by the Council on Social Work Education at the time of the student’s graduation.

The following section of this MSW Program handbook provides the policies and procedures for field education. These are presented in a temporal order that provides the chorological sequence for preparing for, successfully matching, and successfully completing both generalist and specialization field placement.

Students should also become familiar with: [https://www.socialwork.pitt.edu/academics/field-education/msw-field-education](https://www.socialwork.pitt.edu/academics/field-education/msw-field-education).

For further information, please contact: **Director of Field Education**: John Dalessandro, MSW, [dalessan@pitt.edu](mailto:dalessan@pitt.edu) or, **Office of Field Education, Administrative Assistant**: Riley A. Riley, [riley.riley@pitt.edu](mailto:riley.riley@pitt.edu)
Policy 13:M30 Numbering of Field Education Policies – MSW Program

As part of the MSW Program’s 2020 reaffirmation effort field education policies were reviewed and some were revised.

Current field education policies begin with this policy, which is designated Policy 13:M30. The policies and practices described are subject to change at the discretion of the School of Social Work. They are not to be considered or otherwise relied upon as legal terms and conditions of enrollment, and the language is not intended to create a contract between the University of Pittsburgh’s School of Social Work and its students. To the extent any policy contained in this Handbook is inconsistent with the law, such policy is superseded by law.

All field education policies, and the procedures and details described herein, apply to the MSW program options at the University of Pittsburgh Main (Pitt-Main, Oakland) campus, the University of Pittsburgh Johnstown (UPJ) campus, and the University of Pittsburgh (UPB) campus, unless otherwise indicated.
As used in the MSW Field Education Policies:

1. **A student** refers to an individual who has been admitted to and has matriculated in the MSW Program of the School of Social Work, University of Pittsburgh.

2. **A field placement agency** is the site where the student completes the assigned field experience. The U.S. Department of Labor established regulations regarding internship programs in relation to the Fair Labor Standards Act ([http://www.dol.gov/whd/regs/compliance/whdfs71.pdf](http://www.dol.gov/whd/regs/compliance/whdfs71.pdf)).

3. **A field instructor** is an individual who provides educational supervision to a student. To be a field instructor, an individual must possess a Master’s degree from a CSWE-accredited social work program and a minimum of two years’ post-Master’s social work practice experience.

4. **A task supervisor** is an agency employee who provides day-to-day supervision of a student when a field instructor is not present.

5. **The Office of Field Education** is the unit in the School of Social Work that has overall responsibility for field education, including developing policies and procedures; identifying and selecting new field placement agencies, including purposefully recruiting agencies that provide a supportive and inclusive learning environment that models affirmation and respect for diversity and difference; providing training; maintaining contact with field placement agencies and field instructors; supporting student safety; monitoring of student learning; and evaluating field education effectiveness.

6. **The Director of Field Education** has administrative oversight for the field education program in its entirety, including the Oakland campus, the Bradford campus (UPB), and the Johnstown campus (UPJ). The Director of Field Education reports to the Associate Dean for Academic Affairs. The Director of Field Education must possess a Master’s degree from a CSWE-accredited social work program and a minimum of two years’ post-Master’s social work practice experience.

7. **A field advisor** is the individual who is responsible for placing students; at the UPJ and UPB campuses, the MSW Program Coordinators serve as the field advisor for students at those sites. The field advisor is the person who develops new field sites, monitors current field placements, and guides students along with the student’s academic advisor. Field advisors are the instructors for the Integrative Generalist Field Seminar. In certain circumstances, they may serve as the field instructor and/or the field liaison. To be a field advisor, an individual must possess a Master’s degree from a CSWE-accredited social work program and a minimum of two years’ post-Master’s social work practice experience.
8. A field liaison is the individual who is responsible for following and monitoring students through the field experience and for having on-site contact with the student and field instructor at least once per term. The MSW Program Coordinators at the UPJ and UPB campuses serve as the field liaisons for those sites. The field liaison engages in continuing dialogue with the field setting and field instructor. In certain circumstances, the field liaison may serve as the student’s field instructor. To be a field liaison, an individual must possess a Master’s degree from a CSWE-accredited social work program and a minimum of two years’ post-Master’s social work practice experience.
I. Definition

Field Education is the signature pedagogy for social work. It serves as the opportunity to apply classroom learning to practice with individuals, families, groups, organizations, and communities at the generalist level. At the specialization level, students in the Direct Practice with Individuals, Families, and Small Groups (Direct Practice) Specialization apply their classroom learning to individuals, families, and small groups, whereas those in the Community, Organizations, and Social Action (COSA) Specialization apply their classroom studies to their work with groups, organizations, and communities. At both the generalist and specialization levels, examples from students’ field placements also are brought back to the classroom, further enriching the classroom experience and ensuring the integration of classroom instruction and field learning.

II. Purpose

A. General Design

The field experience is designed to meet the MSW Program’s educational requirements and provide opportunities for students to demonstrate the nine (9) social work competencies and their concomitant behaviors.

B. The Generalist Field Placement

Generalist practice is grounded in the liberal arts and the person-in-environment framework. To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods in their practice with diverse individuals, families, groups, organizations, and communities based on scientific inquiry and best practices. The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice at the micro, mezzo, and macro levels. Generalist practitioners engage diversity in their practice and advocate for human rights and social and economic justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context on professional practice.

Across all program options, students completing generalist field placements are placed at agencies that provide generalist practice opportunities that allow them to demonstrate social work competencies and their concomitant behaviors with individuals, families, groups, organizations, and communities. All students in their generalist field placements have the opportunity to develop their social work competencies and concomitant behaviors through in-person contact with clients/constituencies.

All students in their generalist field placements are able to have a broad range of learning experiences and assignment of professional responsibilities consistent with their educational level.
and professional development. Educational goals and competencies are reflected in writing in an educational plan known as the Generalist Field Learning Plan.

C. The Specialization Field Placement

According to the Council on Social Work Education (EPAS, 2015), specialized practice builds on generalist practice, adapting and extending the Generalist Competencies for practice with a specific population, problem area, method of intervention, perspective, or approach to practice. Specialized practice augments and extends social work knowledge, values, and skills to engage, assess, intervene, and evaluate within an area of specialization. Specialized practitioners advocate with and on behalf of clients and constituencies in their area of specialized practice. Specialized practitioners synthesize and employ a broad range of interdisciplinary and multidisciplinary knowledge and skills based on scientific inquiry and best practices, and consistent with social work values. Specialized practitioners engage in and conduct research to inform and improve practice, policy, and service delivery.

The University of Pittsburgh’s MSW Program offer two specialization at the Pitt-Main campus: Direct Practice with Individuals, Families, and Small Groups (Direct Practice) and Community, Organization, and Social Action (COSA). The Direct Practice Specialization is the only specialization offered at the UPJ and UPB campuses.

Across all program sites, students completing specialization field placements are placed at agencies that provide specialized practice opportunities for them to demonstrate specialization-specific social work competencies with clients/constituencies. Direct Practice Specialization students have opportunities to demonstrate their specialization’s competencies with individuals, families, and small groups; students completing the COSA Specialization have opportunities to demonstrate their specialization’s competencies with groups, organizations, and communities.

All students in their specialization field placements have the opportunity to develop Direct Practice or COSA competencies through in-person contact with clients/constituencies. All students also are able to have a broad range of learning experiences and assignment of professional responsibilities consistent with their educational level, professional development, and specialization. Educational goals and competencies for the specialization field placement are reflected in writing in an educational plan known as a Field Learning Plan, versions of which are specific to the Direct Practice Specialization and the COSA Specialization.
Policy 13: M33 Admission to Field Education and Securing a Field Placement – MSW Program

I. Criteria for Admission to Field Education

A. Students who wish to begin their generalist field placement must first be admitted to and matriculated in the MSW Program (https://www.socialwork.pitt.edu/admissions/masters-degree-social-work-msw).

a. Advanced standing students who seek to begin their specialization field placement must first be admitted to and matriculated in the MSW Program (https://www.socialwork.pitt.edu/admissions/masters-degree-social-work-msw).

b. All MSW students, inclusive of those with advanced standing and those beginning generalist field, also must complete and submit the following:

   i. Student Agreement/Release of Information
   
   ii. Field Request Form
   
   iii. Mandated Reporter Training
   
   iv. HIPPA Training

   c. Non-advanced standing students who seek to continue in field and begin their specialization placement must:

      i. Be admitted to and matriculated in the MSW Program

      ii. Have successfully completed their Generalist coursework and Generalist field education requirements. In rare instances, a student who does not meet specific academic criteria can begin a specialization placement.

      iii. Complete and submit a Field Request Form

B. Only students who meet the above criteria will be admitted to field education; non-compliance with any of the above will be reported to the MSW Program Director and the Director of Field Education.

   Procedures:

   1. At the Pitt-Main campus, incoming MSW students attend a Field Orientation Seminar during the full-day orientation for new students. Separate breakout sessions are offered to students who will begin generalist field placement and those who will begin specialization field placement. These sessions
provide an overview of field education in the MSW Program, criteria for entry into field education, and details about how to begin the process of obtaining a field placement. At UPJ and UPB, because the incoming cohorts of MSW students are smaller, the orientation to field is integrated as part of the general orientation for new students.

2. Information regarding the criteria for admission to field education is reinforced by the field advisor.

3. Student Agreement/Release of Information

   Applicants to the MSW Program receive the Student Agreement/Release of Information as part of their application packet. The Student Agreement/Release of Information makes applicants aware of the possible need for clearances as well as workplace and liability issues; it also contains language that permits the Office of Field Education to share information with potential field placement agencies for the purpose of arranging field placements. Applicants must e-sign the form and submit it along with other application materials to the Admission’s Office. An applicant will not be considered for admission to the MSW Program, and hence will not be able to matriculate in the Program, unless the e-signed Student Agreement/Release of Information is received.

4. Request for Field Placement Form

   Once an individual is admitted to the MSW Program, they are asked to submit a deposit to confirm their acceptance of the admission offer. As soon as the deposit is received, a “Welcome” letter from the Director of Field Education is automatically generated. The letter offers an introduction to field education in the MSW Program, general information about the possible need for clearances, and links to the Request for Field Placement Form.

   In addition to the Welcome letter, students are told about the Request for Field Placement Form at the Field Orientation Seminar that is held during the orientation for new students. Student can access, complete, and submit the form online.

   a. Request for Generalist Field Placement Form:
      https://pitt.co1.qualtrics.com/jfe/form/SV_4ODeVhdASxdJLxz

   b. Request for Specialization Field Placement Form:
      https://pitt.co1.qualtrics.com/jfe/form/SV_4OebSEYh0W44WX3
The submission date for the Request for Field Placement Form depends on when the student intends to begin their field placement. Students are informed of the submission deadlines well in advance; the Field Education website, for example, lists these dates. The Administrative Assistant for the Office of Field Education receives the Request for Field Placement Form and the copy of the student’s résumé and distributes these materials to the assigned field advisor.

A non-advanced standing student must submit a Request for Field Placement Form every time they intend to begin a field placement. Therefore, the student must submit a Request for Generalist Field Placement Form to initiate the process of securing a generalist field placement and a Request for Specialization Field Placement Form to begin the process of locating a specialization field placement.

5. Mandated Reporter Training

a. New non-advanced standing students receive initial information about the Mandated Reporter Training in their Welcome letter, which is sent during the admission process, and are told about it at the Field Orientation Session that is held during orientation for new students. Information about the Mandated Reporter Training is reinforced and amplified in their Integrative Generalist Field Seminar. Students are able to access and complete the training online (https://canvas.pitt.edu/courses/22977); certificates of training completion are electronically submitted (https://tinyurl.com/sswcertsub) by students to the Administrative Assistant for the Office of Field Education, who retains them in the students’ files. At UPJ and UPB, students submit their certificates of completion to the MSW Program Coordinator at the site, who places it in the students’ files that are kept at each site.

b. New advanced standing students receive information about the Mandated Reporter Training in their Welcome letter, which is sent during the admission process; they also are told about the training at their Field Orientation Session held during the orientation for new students. Field advisors reinforce and amplify this information when they meet with advanced standing students to discuss field placement options. Field advisors also provide advanced standing students access to the online training (https://canvas.pitt.edu/courses/22977); certificates of training completion are electronically submitted (https://tinyurl.com/sswcertsub) by students to the Administrative Assistant for the Office of Field Education, who retain them in the students’ files. At UPJ and UPB, students submit their certificates of completion to the MSW Program
Coordinator at the site, who places it in the students' files that are kept at each site.

6. HIPPA Training

a. New non-advanced standing students receive information about the HIPAA Training in their Welcome letter, which is sent during the admission process, and are told about it at the Field Orientation Session that is held during orientation for new students. Information about the HIPAA Training is reinforced and amplified in their Integrative Generalist Field Seminar. Students are able to access and complete the training online (https://cme.hs.pitt.edu/ISER/app/learner/loadModule?moduleId=13907). The HIPAA Training certificates are electronically submitted (https://tinyurl.com/sswcertsub) by students to the Administrative Assistant for the Office of Field Education, who retains them in the students’ files. At UPJ and UPB, students submit their certificates of completion to the MSW Program Coordinator at the site, who places it in the students’ files that are kept at each site.

b. New advanced standing students receive information about the HIPAA Training in their Welcome letter, which is sent during the admission process; they also are told about the training at the Field Orientation Session that is held during orientation for new students. Field advisors reinforce and amplify this information when they meet with advanced standing students to discuss field placement options; field advisors also provide advanced standing students with access to the online training (https://cme.hs.pitt.edu/ISER/app/learner/loadModule?moduleId=13907). The HIPAA Training certificates are electronically submitted (https://tinyurl.com/sswcertsub) by students to the Administrative Assistant for the Office of Field Education, who retains them in the students’ files. At UPJ and UPB, students submit their certificates of completion to the MSW Program Coordinator at the site, who places it in the students’ files that are kept at each site.

II. Securing a Field Placement: The Matching Process

Field placement assignments are made by field advisors. Students are not permitted to independently seek or secure their own field placements.

MSW students must follow all procedures and deadlines established by the Office of Field Education for field placement application, selection, and interviewing.

Failure to follow the required procedures and deadlines, as described below, may result in the student not securing or experiencing a delay is securing a field placement.
Procedures:

1. After receiving the student’s Request for Field Placement Form and résumé, the field advisor interviews the student. This interview may be conducted by phone, e-mail, or in person.

2. In rare circumstances, a student can provide information about a potential field placement to their field advisor for further exploration. Such circumstances typically involve a student who wishes to complete the placement in a different geographic locale or who knows of a new agency that might be a suitable field placement.

3. A student who is interested in completing a field placement:
   a. Outside their campus’s geographic area should submit a written request to their field advisor, the Director of Field Education, and the MSW Program Director. Final approval of the request is made by the Director of Field Education and is contingent upon the availability of an approved field placement, field instructor, and field liaison to monitor the student’s experience.
   b. At their place of employment must adhere to the criteria and procedures identified in Policy 13:M39.
   c. At the field placement agency at which they completed their generalist field placement must adhere to the criteria and procedures described in Policy 13:M38.

4. The field advisor notifies the student by phone or email of the proposed field site and the name of the designated contact person, who may be the proposed field instructor.

5. MSW students are expected to act in a manner that conforms to standards of professional and ethical conduct as specified by the NASW Code of Ethics (https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English; also see the Academic and Student Conduct Policy (Policy 11:1) for more detailed information about expected student conduct).

6. The student is responsible for making an appointment for an interview with the field placement agency’s designated contact person.

7. If the student and the field placement agency’s designated contact person agree to the field placement assignment, they both must
provide feedback and complete their sections of the one-page MSW Field Placement Confirmation Form (https://www.socialwork.pitt.edu/sites/default/files/publication-images/msw_confirmation_form_2018_0.pdf). The student must submit the form to the field advisor by the deadline. Until the MSW Field Placement Confirmation Form is received, the field placement may not begin and field hours will not be accrued.

8. In most instances, the student is responsible for obtaining a child abuse clearance, a criminal record background check, or a drug screening, if these are required by a field placement agency. At times, the agency will obtain the necessary clearances for the student. The cost of obtaining any required clearance often is the student’s responsibility; some agencies may cover these costs, depending on their policies.

When the student is the party responsible for obtaining the required clearance, it is their responsibility to submit the documentation to the field instructor or staff member identified by the agency. This must occur before the student begins their field placement. Failure to submit required clearances by the due date typically will prevent the student from beginning the field placement, a decision that rests with the field placement agency.

**Details:**

Information and resources for students related to obtaining clearances is available at: https://www.socialwork.pitt.edu/academics/field-education/resources-students

9. If a student or the field placement agency’s designated contact person do not agree to the field placement assignment and the MSW Field Placement Confirmation Form has not yet been completed and submitted, the student must immediately notify the field advisor. In such instances, the student will be sent to another setting for an interview.

10. The option of interviewing with potential field placement agencies can be exercised three times.

11. If there is an inability to match a MSW student to a field placement after three interviews, the situation is reviewed by the Director of Field Education, the MSW Program Director, and the Associate Dean for Academic Affairs. The meeting will include the MSW Program
Coordinators for UPJ or UPB for students at their locations. An individualized plan will be developed to assist the student in finding a field placement. Students who fail to implement the individualized plan, and therefore are not making academic progress in the MSW Program, will have a Mandatory Academic and Professional Behavior Review (Mandatory Review), in accordance with Policy 11:1, and may be placed on academic probations.

Details:

1. Information and forms related to the field placement matching process can be obtained from the MSW Field Education page of the Field Education website: https://www.socialwork.pitt.edu/academics/field-education/msw-field-education. Information and forms also are available in the forms display outside Room 2127 C.L.; the MSW Program Coordinators can provide paper copies to students at their respective sites.

2. It is the student’s responsibility to coordinate the schedule of hours to be spent at the field placement with their identified field instructor.
Policy 13:M34 Field Education Hours – MSW Program

I. Number of Required Hours

MSW students are required to complete a total of 1080 hours (18 credits) of field education.

II. Completion of Required Hours

A. The MSW Program requires 360 hours (6 credits) of generalist field education and 720 hours (12 credits) of specialization field education.

B. During the term non-advanced standing students begin their generalist field placement they participate in a mandatory Integrative Generalist Field Seminar for which they receive 15 field education hours.

   Procedures:

   1. The Integrative Generalist Field Seminar meets for one hour per week for the full term.

   2. The Integrative Generalist Field Seminar accounts for 15 of the 360 hours of generalist field education that students must fulfill.

C. Students may not complete less than 12 hours per week of field placement in a term and must satisfactorily complete the total number of hours required by the MSW Program.

D. The amount of time a student spends in field should be reflected in their registration; one credit of field education equals 60 hours.

E. When a student is continuing a placement at the same agency they are permitted to carry up to two weeks-worth of field hours into another term. Approval to carry over hours must be obtained in advance from the field instructor and the field liaison.

   Procedures:

   1. A student who receives approval to carry over hours may not end the field placement more than two weeks early.

   2. In no instance may a student carry over hours from a generalist field placement to a specialization field placement.

F. No MSW student may complete a field placement more than two weeks early.
G. A field education grade will not be entered until the student completes the number of hours of field placement for which they are registered.

III. Observance of Holidays

Students in field are expected to follow the University calendar in observance of designated holidays. In agency situations where a student’s observance of a University holiday would result in hardship or problem in the agency’s program, the student may negotiate an agreement satisfactory to all parties: student, field instructor, and field liaison. A statement of this agreement should be placed in the student’s file. Students are not required to make up agency holidays that are not observed by the University.

IV. Deviation from the Established Educational Design for Field

A student must submit a written request for deviation from the established educational design for field to their academic and field advisors (at UPJ and UPB MSW Program Coordinators serve as both the academic and field advisors), the MSW Program Director, and the Director of Field Education. The Director of Field Education will respond to this request. Circumstances that may necessitate such a request include a Leave of Absence (Policy 26:1), a move to another geographic area, or a change in employment schedule.
Policy 13:M35  Required Documentation While in Field – MSW Program

I. Field Learning Plan

Students are responsible for obtaining, completing with the field instructor, and electronically submitting a signed Field Learning Plan for each field placement. The Administrative Assistant for the Office of Field Education sends the student an individualized Qualtrics link to access this form. The Administrative Assistant for the Office of Field Education receives the Field Learning Plan and forwards it to the field liaison who reviews and signs it. The completed and signed Field Learning Plan must be submitted within 30 days of the start of a generalist or specialization field placement.

II. Time Sheet

Students are responsible for obtaining, completing with the field instructor, and electronically submitting a signed Time Sheet at the end of each term of the field placement. The Administrative Assistant for the Office of Field Education sends the student an individualized Qualtrics link to access this form. The Time Sheet should be submitted electronically by the student with the Field Evaluation.

III. Field Evaluation

Students are responsible for obtaining, completing with the field instructor, and electronically submitting a signed Field Evaluation for each term of the field placement. The Administrative Assistant for the Office of Field Education sends the student an individualized Qualtrics link to access this form; the student must submit it and the Time Sheet electronically by the due date. The Administrative Assistant for the Office of Field Education receives the Field Evaluation and forwards it and the Time Sheet to the field liaison.

IV. Evaluation of the Field Experience

At the conclusion of the field placement in the Spring term, the Administrative Assistant for the Office of Field Education sends students an individualized Qualtrics link so that they can evaluate their field experiences. The student is asked to complete and electronically submit an Evaluation of the Field Placement via the individualized Qualtrics link. This information is gathered, analyzed, and discussed by the Director of Field Education with MSW Program faculty.

Procedures:

1. New students are notified of these requirements and are told how to access the forms during the Field Orientation Seminar, which is held as
part of the orientation for new students. At UPJ and UPB, students are notified during the general orientation for new students.

2. During their meeting with students to discuss field placement options, field advisors reinforce the importance of completing and submitting these forms and ensure that students know how to access them.

3. These issues are reviewed in the Integrative Generalist Field Seminar, which all new non-advanced standing students complete.

4. A field education grade will not be entered until the documents identified in I., II., and III. (above) are completed, signed, and submitted.
Policy 13:M36 Student Safety in Field Education – MSW Program

I. The MSW Program mandates all members of our community – students, field instructors, field advisors and field liaisons, the Director of Field Education, and other MSW Program faculty and administrators – involved in field education to discuss student safety and the process of reporting concerns. Acknowledging issues of safety related to field education and knowing what to do if a concern arises are critical to ensuring well-being in a safe, productive learning experience. The Field Safety Review Form, which offers a comprehensive assessment of issues related to students’ safety during their field placements, serves as a key vehicle for attempting to ensure student safety in field education.

II. Field Safety Review Form

A. The Field Safety Review Form is initially discussed with students at the Field Orientation Session that occurs during the orientation for new students; at UPJ and UPB, students are notified during the general orientation for new students. Information about the Field Safety Review Form is reinforced for non-advanced standing students in their Integrative Generalist Field Seminar, where it is completed as an assignment. Field advisors review the Field Safety Review form and the procedures for completing it when they meet with advanced standing students and continuing non-advanced standing students to discuss specialization field placement options.

B. Each time a student begins a field placement they are required to complete, sign, and submit the Field Safety Review Form (https://pitt.co1.qualtrics.com/Q/EditTextionSection/Blocks?ContextSurveyID=SV_bDZNgBZkMQpR0p)

C. Any concerns identified by the student during the completion of the Field Safety Review Form should be discussed with the field instructor and the field liaison.

D. The Field Safety Review Form must be completed within 30 days of beginning a field placement. The completed, signed Field Safety Review form is submitted by Qualtrics to the Administrative Assistant for the Office of Field Education.

E. Failure to submit the completed Field Safety Review Form within the first 30 days of a field placement will result in the student being suspended from the field placement until the form is completed.

Procedures:

1. The student reviews the NASW Guidelines for Social Work Safety in the Workplace. (https://www.socialworkers.org/LinkClick.aspx?fileticket=6OEdoMjcNC0%3D&portalid=0)
2. The student is familiar with the field placement agency’s safety policies and participates in safety trainings, if they are available.

3. The student is aware of the University’s professional liability coverage and provides documentation of such coverage to the field placement agency, if requested.

4. The student is aware of the fire procedures at the field placement agency.

5. The student is familiar with the physical environment of the field placement site and discusses the safety of the field placement’s physical environment with the field instructor.

6. The student who is expected to make home visits is familiar with the field placement agency’s policies related to home visits and to client/consumer/constituent transport.

7. The student who is expected to make home visits discusses safety measures for home visits with the field instructor.

   **Details:**

   If following the discussion of safety measures for home visits with the field instructor, a student continues to feel uncomfortable performing home visits alone, the student informs their field liaison who, with the student’s field advisor, assists the student in negotiating a solution with the field instructor.

8. The student who is expected to engage in outreach activities is familiar with the field placement agency’s policies related to outreach.

9. The student who is expected to engage in outreach activities discusses safety measures for outreach activities with the field instructor.

   **Details:**

   If following the discussion of safety measures for outreach activities with the field instructor, a student continues to feel uncomfortable performing outreach activities alone, the student informs their field liaison who, with the student’s field advisor, assists the student in negotiating a solution with the field instructor.
10. The student who is expected to use their own vehicle for tasks related to the field placement is familiar with the field placement agency’s insurance coverage related to the use of a personal vehicle.

11. The student who is expected to use their personal vehicle for tasks related to the field placement is familiar with their own automobile insurance coverage in the event an accident occurs while using the vehicle for field activities.

Details:

If a student feels uncomfortable with using their own vehicle should discuss the matter with the field instructor. If following the discussion with the field instructor the student continues to feel uncomfortable about using their own vehicle for field placement activities, the student should inform their field liaison who, with the student’s field advisor, assists the student in negotiating a solution with the field instructor.

12. The student’s immunizations, TB test, and/or other medical tests are up-to-date and provided to the field placement agency, if requested.

Details:

If immunizations, TB test, and/or other medical tests are not current, it is the student’s responsibility to arrange for and to incur the cost of these tests. Student Health Services may provide immunization services to students and any records related to their services, including immunizations, will be maintained by Student Health Services in accordance with their policies and procedures. The Office of Field Education does not maintain health records of students.

13. The student receives information about potential physical harm and how to protect oneself from potential injuries by clients/consumers/constituents.

14. The student receives information on potential communicable diseases and precautions that can be taken to reduce one’s risks.

15. The student is oriented to field placement agency policies and procedures for crises or disasters and understands what might be expected of them as an intern.

16. The student knows who to contact if they feel physically threatened or unsafe at their field placement.
17. The student is oriented to the field placement agency’s policy and procedures regarding sexual harassment or sexual assault in the workplace.
Details:

1. The University of Pittsburgh is committed to the maintenance of a community free from all forms of sexual harassment. Sexual harassment and sexual violence have no place on our campus. Sexual harassment violates University policy as well as state, federal, and local laws. It is neither permitted nor condoned. The coverage of this policy extends to all faculty, researchers, staff, students, vendors, contractors, and visitors of the University. To help advance the University's goal of eradicating sexual misconduct, the Office of Sexual Harassment and Assault Response and Education (SHARE) offers resources to help all members of our University community report, cope with, and prevent incidents of sexual misconduct or assault.

   a. Oakland campus:  
      https://www.studentaffairs.pitt.edu/share/#title9-table

   b. UPJ: https://www.johnstown.pitt.edu/campus-safety/sexual-assault-services

   c. UPB: https://www.upb.pitt.edu/life-at-pitt-bradford/health-and-wellness/health-services/sexual-assault-awareness

2. It is also a violation of the University of Pittsburgh's policy against sexual harassment for any employee or student at the University of Pittsburgh to attempt in any way to retaliate against a person who makes a claim of sexual harassment.

3. Any individual who, after thorough investigation and an informal or formal hearing, is found to have violated the University's policy against sexual harassment will be subject to disciplinary action, including, but not limited to reprimand, suspension, termination or expulsion. Any disciplinary action taken will depend upon the severity of the offense.

4. Definition:

   Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when:

   a. Submission to such conduct is an explicit or implicit condition of employment or academic success;
b. Submission to or rejection of such conduct is used as the basis for an employment or academic decision; or

c. Such conduct has the purpose or effect of:

1) Unreasonably interfering with an individual's work or academic performance, or

2) Creating an intimidating, hostile, or offensive work or academic environment.

d. While sexual harassment most often takes place where there is a power differential between the persons involved, it also may occur between persons of the same status. Sexual harassment can occur on the University premises or off campus at University sponsored events. It can occur between members of the same gender as well as members of different genders.

5. Consensual Relationships

Personal relationships must not be allowed to interfere with the academic or professional integrity of the teacher-student, staff-student, supervisor-employee or other professional relations within the University. The University's policy on Faculty-Student Relationships (Policy 07-14-01; https://cfo.pitt.edu/policies/documents/Policy07-14-01web.pdf) prohibits intimate relationships between a faculty member and a student whose academic work, teaching, or research is being supervised or evaluated by the faculty member. If an intimate relationship should exist or develop between a faculty member and a student, the University requires the faculty member to remove himself/herself from all supervisory, evaluative, and/or formal advisory roles with respect to the student. Failure to do so may subject the faculty member to disciplinary action.

6. Complaint Procedure

Any faculty, staff, or student who believes they have been sexually harassed should contact a department chair, dean, director, supervisor, the Office of Diversity and Inclusion, the Office of Human Resources, the Office of Provost, the Coordinator of the University Student Judicial System. The complaint will either be handled by the person or office receiving the complaint or referred to the:
a. Oakland campus, Office of Diversity and Inclusion:
https://www.diversity.pitt.edu/

b. UPJ, Office of Equity and Inclusion:
https://www.johnstown.pitt.edu/about/office-president/equity-and-inclusion

c. UPB, Office of Diversity and Inclusion:
https://www.upb.pitt.edu/administrative-offices/office-diversity-and-inclusion

All complaints will be given serious, impartial, and timely consideration. When an administrator or supervisor receives a complaint, oral or written communication with the person whose action the complainant found offensive may resolve the problem. If that does not resolve the matter, an investigation will be undertaken. The complainant and the accused will be informed of the findings of the investigation. While every effort will be made to protect the privacy rights of all parties, confidentiality cannot be guaranteed.

If an individual is found to have violated the University's policy against sexual harassment, steps will be taken to stop the harassment and the violator will be subject to disciplinary sanctions, including, but not limited to, oral or written warning, required education program, mandatory counseling reprimand, suspension, reassignment or responsibilities, termination of employment or expulsion from the University. If it is found that the complaint is without reasonable foundation, the parties will be so informed and will also be informed that no further action is warranted. A record of the findings and the action taken must be kept in the unit that handled the complaint.

7. Student Notification of Title IX Provisions

a. At the Pitt-Main campus, non-advanced students enrolled in the Integrative Generalist Field Seminar are oriented to Title IX provisions during that course, which is attended by a representative of the University’s Title IX Office. At UPJ and UPB, a representative of the campus Title IX Office informs students of Title IX provisions during the orientation for new students.

b. Advanced Standing students are oriented to Title IX provisions during the Field Orientation held as part of the full-day orientation for new students at the Pitt-Main campus; a representative of the University’s Title IX Office attends the Field
Orientation. At UPJ and UPB, a representative of the campus Title IX Office informs students of Title IX provisions during the orientation for new students.

18. The student knows how to request necessary accommodations for their field placement.

**Details:**

Further, for the safety of all students and for students who require accommodations, the Recommended Procedures (outlined by the DRS office and legal counsel) on students seeking accommodations for fieldwork through the University’s Office of Disability Resources are as follows.

1. Students who have a disability for which they are or may be requesting an accommodation related to their field placement are encouraged to contact both their field advisor (person who is matching them to a field site), who will inform the Director of Field Education, and Disability Resources and Services (DRS) in 140 William Pitt Union, 412-648-7890 (UPJ: G-4 Student Union, 814-269-7119; UPB: Hanley Library, Room 202, 814-362-7609) as early as possible before the term. Students may start this notification when completing their Request for Field Placement Form.

2. Accommodations related to field placement are determined based on an interactive process among the student, DRS, field advisor and the Director of Field Education and the field placement agency to determine if the requested accommodations are reasonable and do not alter an essential feature of the program requirements. As such, accommodations previously established for didactic coursework may not apply.

3. Once accommodations are determined, DRS will forward a copy of the Notification of Accommodations specific to field placement to the Director of Field Education who will communicate the accommodations directly with the appropriate field advisor and the student’s field liaison (person who will monitor the progress of the student during the field experience to include at least one field visit per term). The field advisor will discuss the accommodations they are being requested directly with the field placement agency.

4. If an agency is unable to provide a reasonable accommodation, the School will request a written statement from the agency indicating the reasons why they are unable to provide reasonable
accommodations and the Office of DRS and the School of Social Work (the student’s field advisor and the Director of Field Education) who will review the written statement and will re-engage interactive process and/or identify an alternative field placement agency.

5. Accommodations that are deemed reasonable in one field placement may not apply in other required field settings; therefore, students are responsible for engaging with DRS, their field advisor and the Director of Field Education for each field placement.

6. Notification of Accommodations are sent to the Director of Field Education, who grants the field advisor access to the information as needed.

7. Should the student’s request for accommodations change during the duration of the field placement, DRS will re-engage with the student, the field advisor, the Director of Field Education, the student’s field liaison and the field placement agency in the interactive process to determine reasonable accommodations.

8. Should the field placement agency be unable to meet the previously approved accommodations, the Director of Field Education will request a written statement from the agency indicating the reasons why they are unable to continue to provide the accommodation and the Office of DRS and the School of Social Work will review the written statement and will re-engage interactive process and/or identify an alternative field placement agency.

9. Field sites and instructors are informed of the DRS process as follows. A representative from DRS attends and orients all field instructors at the Field Instructor Orientations held at the Oakland campus at the beginning of the Fall, Spring, and Summer terms. At UPJ and UPB, group orientations are held when several new field instructors are starting; otherwise, when there is only one new field instructor, they will complete the online Field Instructor Orientation and the MSW Program Coordinators will be responsible for providing this information individually to the new field instructor.

10. The MSW Program Coordinators at UPJ and UPB make these arrangements for the students at their respective campuses.

11. Agencies cannot be held responsible for not accommodating a student if no disability is disclosed or requested, and an undisclosed
disability should not be used by the student at a later date as a reason for poor performance.

12. Student Notification of Provision for Disability Services and Resources

a. Non-advanced standing students at the Pitt-Main campus are informed of this process during the Field Orientation held during the orientation for new students; when meeting with their field advisor to discuss locating a field placement; and through the Integrative Generalist Field Seminar. Students at UPJ and UPB learn about the DRS process during the orientation for new students, in their Integrative Generalist Field Seminar and when they meet with their field advisor to discuss field placement options.

b. Advanced Standing students at the Pitt-Main campus are informed of this process during the Field Orientation held during the orientation and when they meet with their field advisor to discuss field placement opportunities. Students at UPJ and UPB learn about the DRS process during the orientation for new students and when they meet with their field advisor to discuss field placement options.

13. Students requesting accommodations should notify their field advisor and academic advisor (at UPJ and UPB the MSW Program Coordinators serve as the field and academic advisors) and should contact the Disability Resources and Services (Oakland campus: drsrecep@pitt.edu; UPJ: OHCS@pitt.edu; UPB: clh71@pitt.edu).
Policy 13:M37 Stipends – MSW Program

Although some agencies are able to offer students stipends during the field placement, many agencies cannot. The MSW Program and the Office of Field Education cannot guarantee that a student will be placed at a field placement agency that offers a stipend. Receipt of a stipend should not be construed as creating an employer-employee relationship between the field placement agency and the student.

**Procedures:**

1. During the matching process, if a field placement agency mentions the availability of a stipend for the student, the opportunity is referred to the School of Social Work Director of Administration for processing and student notification.

2. If a student’s status changes while receiving a stipend, (i.e., leave of absence, withdrawal, etc.), the stipend will be suspended during the change in status.
Policy 13:M38 Same-site Generalist and Specialization Field Placements - MSW Program

I. Although unusual, students are sometimes allowed to complete both their generalist and specialization field placements at a single agency. The student in such situations must have different and distinct learning experiences that are educationally appropriate and that support the student’s professional development and the Generalist Competencies and concomitant behaviors and the Specialization’s Competencies.

II. The option of allowing a student to remain at the same agency for generalist and specialization field placement will be considered under the following conditions:

A. The agency must be an approved field education agency (see Policy 13:M41).

B. The proposed field instructor meets the criteria to be appointed as a field instructor, as described in Policy 13:M42.

C. The proposed specialization field placement must be able to meet the requirements of the student’s educational program and level.

D. The specialization field learning assignments and experience must be different from and on a more advanced level than the student’s generalist field learning assignments and experience. The specialization field learning assignments and experiences must align with and contribute to the student’s development of the competencies identified for their chosen specialization.

E. The student provides a schedule of hours and specialization learning tasks/activities that are acceptable to the Office of Field Education and the field instructor.

Procedures:

1. A student interested in staying at the same field placement agency for both generalist and specialization placement must submit a written request to their field advisor. The request should, at minimum, describe the specialization field learning experiences that will be available, discuss how these differ from what was done in the generalist field placement, indicate who will provide field instruction, and offer a rationale for why the student prefers to remain at the same field placement agency.

2. The field advisor reviews the student’s request and interviews the student and the proposed field instructor. In addition to asking each about learning opportunities, the field advisor will ask that each evaluate the potential for conflict of interest issues to arise.
3. The field advisor discusses the request and offers their recommendation to the Director of Field Education.

4. The Director of Field Education, in consultation with the UPJ and UPB MSW Program Coordinators when the decision involves a student from their sites, reviews the recommendation before making a final decision, which is communicated to the field advisor, the proposed field instructor, and the student.
Policy 13:M39 Employment-based Field Placement - MSW Program

I. An employment-based field placement is defined as a field placement that occurs in the student’s place of employment, but is not a function of the student’s employment position.

II. Students can be placed in an employment-based field placements only when all of the following criteria are met:

A. The agency must be an approved field placement agency.

B. The student’s employment assignments and experiences must be different from the field learning assignments and experience.

C. The field learning assignments and experiences must meet the requirements of the student’s educational program and level.

D. The proposed field instructor meets the criteria to be appointed as a field instructor, as described in Policy 13:M42.

E. The proposed field instructor is not the student’s employment supervisor.

F. The student provides a schedule of hours that are acceptable to the field advisor, the employment supervisor, and the field instructor.

Procedures:

1. The student submits the Request for MSW Employment-Based Field Placement Form at the designated time (https://www.socialwork.pitt.edu/sites/default/files/publication-images/msw_employment-based_placement_2016_3_1_0.pdf).

2. The field advisor interviews the student requesting an employment-based field placement. The field advisor contacts both the proposed field instructor as well as the employment supervisor before making a final recommendation to the Director of Field Education.

3. Recommendations are reviewed with the Director of Field Education before a final decision is made.

Details:

1. The MSW Program permits one field placement to be employment-based. On rare occasions, a second placement at the same site may
be considered when there is a large or umbrella agency with appropriate field learning opportunities that meet the student’s educational and professional development needs and that are significantly different both from the student’s employment assignments and experiences and from those completed during the student’s generalist field placement. In such instances, the field advisor may recommend that a second, employment-based placement would benefit the student’s learning and professional development. The final decision rests with the Director of Field Education.

2. In all cases, the field advisor discusses the potential for conflicts of interest with the student, the potential field instructor, the employment supervisor, and other agency staff, as appropriate, prior to recommending approval of an employment-based field placement.
Policy 13:M40 Student Field Placement Activities during a Strike – MSW Program

I. Should a labor action or strike occur at a field placement agency while a student is in placement, the student cannot be forced to cross a picket line against their will.

II. Under no circumstances should the student be asked to engage in functions that are not in accord with the normal academic pursuits of their field assignment.

Procedures:

In the event that the field placement cannot continue as planned because of a labor action or strike:

1. The student contacts their field instructor and field liaison to discuss the feasibility of developing learning tasks that would match as closely as possible the normal field assignments.

2. If appropriate learning tasks cannot be developed and remaining out of field would jeopardize the student’s academic progress, the student, field liaison, and field advisor meet to discuss options for placing the student at another field setting.
Policy 13:M41 Field Placement Agencies – MSW Program

I. Criteria for Selecting Agencies

Agencies are selected based on their ability to:

A. Provide in-person contact with clients and constituencies.
   1. For Generalist students this entails contact with individuals, families, groups, organizations, and communities.
   2. For Direct Practice Specialization students this involves contact with individuals, families, and small groups.
   3. For COSA Specialization students this requires contact with groups, organizations, and communities.

B. Offer a broad range of learning experiences and assignment of professional responsibilities consistent with the student’s educational program and level.

C. Provide a qualified field instructor(s) (see Policy 13:M42 for criteria).
   1. An agency that is not be able to provide a qualified field instructor may be considered if it is found to offer a unique learning opportunity for students.
   2. The Director of Field Education makes this decision, with input from the UPJ and UPB MSW Program Coordinators for agencies in their areas.

D. Sign an Affiliation Agreement
   (https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=7e520230-8325-4739-95a7-c2a10944f8dd)

Procedures:

1. Agencies can be identified as a possible field site in various ways, including by field advisors, program faculty, UPJ and UPB MSW Program Coordinators, referral from other field instructors or agency training coordinators, self-referral, or, in specific circumstances, students.

2. Agencies providing a supportive and inclusive learning environment that models affirmation and respect for diversity and difference are purposefully recruited.
3. Referrals (or self-referrals) are sent to the Director of Field Education (at UPJ and UPB the MSW Program Coordinators) who then initiates a discussion with an agency representative to explore the agency’s interest in becoming a field placement agency, ability to offer learning opportunities for students to develop Generalist Competencies and concomitant behaviors and/or Specialization (i.e., Direct Practice or COSA) Competencies, and the availability of a qualified field instructor. A brief review of School and agency responsibilities occurs. A site visit to the agency may be made at this time.

4. If the Director of Field Education (at UPJ and UPB the MSW Program Coordinators) thinks the agency could be a suitable field placement, the agency representative is asked to complete and submit the Affiliation Agreement and other materials, such as a description of agency services and learning opportunities. The UPJ and UPB MSW Program Coordinators alert the Director of Field Education to expect materials from prospective field placement agencies in their areas.

5. The Director of Field Education reviews the materials submitted. If deemed appropriate as a field placement agency, the Director of Field Education signs the Affiliation Agreement and forwards it to the Dean of the School of Social Work for final review and signature.

6. The Administrative Assistant for the Office of Field Education receives an electronic copy of the signed Affiliation Agreement; copies are distributed to all signatories as well as the UPJ and UPB MSW Program Coordinators, when appropriate.

7. The Administrative Assistant for the Office of Field Education adds the agency to the database of available Pitt-Main (Oakland) placement options and descriptions of field placement learning opportunities. The MSW Program Coordinators at UPJ and UPB maintain lists of available placement options and description of field placement learning opportunities for their respective sites.

**Details:**

1. Interested agencies can access additional information at: [https://www.socialwork.pitt.edu/sites/default/files/publication-images/who_can_be_an_affiliated_field_organization_for_the_school_of_social_work.pdf](https://www.socialwork.pitt.edu/sites/default/files/publication-images/who_can_be_an_affiliated_field_organization_for_the_school_of_social_work.pdf)

2. Agencies considering being a field education placement may want to consult: *Internships, Department of Labor Regulations, and Social Work Field Education: Setting the Record Straight*, February 25, 2014,
3. The Affiliation Agreement, available at: https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=7e520230-8325-4739-95a7-c2a10944f8dd, spells out the responsibility of the field placement agency as well as the University.

4. The Affiliation Agreement may be revised from time-to-time to allow for changes in educational policies, laws, and other significant factors that may impact field placement.

5. The Affiliation Agreement shall be renegotiated when executive personnel in agency/school changes or when the agency is significantly restructured.

6. Questions regarding the Affiliation Agreement should be directed to the Director of Field Education (412-624-5969; dalessan@pitt.edu).

7. The Office of Field Education does not maintain health records of students. If a field placement agency has required students to update immunizations, TB, or other medical tests, the student is responsible for providing the records to the field instructor or other staff member identified by the field placement agency, as requested.

8. In most instances, field advisors will not recommend using agencies as field placement settings that have been in operation for less than one year.

9. At Pitt-Main, current lists of affiliated agencies organized by program level are available at www.fieldedlink.pitt.edu. MSW Program Coordinators at UPJ and UPB maintain lists of affiliated agencies for their sites.

II. Disability Services and Accommodations

For the safety of all students and for students who require accommodations, the recommended procedures on students seeking accommodations for fieldwork through the University’s Office of Disability Resources are described in the Field Safety Review Form (see Policy 13:M36).

III. Benefits to Field Placement Agencies
The MSW Program does not provide financial or other forms of compensation to agencies that agree to be field education placements. However, agencies can play a role in the life of the MSW Program and in shaping field education by indicating their interest to service on the Field Advisory Board organized by the Director of Field Education.

Policy 13:M42 Field Instructors – MSW Program

I. Criteria for Appointing Field Instructors

A. To be appointed by the Office of Field Education to serve as a field instructor, an individual must have:

1. A Master’s degree from a CSWE-accredited social work program

2. A minimum of two years’ post-Master’s social work practice experience

An individual must meet both criteria to be appointed as a field instructor.

B. The MSW Program assumes responsibility for reinforcing the social work perspective with the field student in the rare instance when the agency staff member who would work with the student does not possess a Master’s degree from a CSWE-accredited social work program and two years’ post-Master’s social work practice experience.

C. Agency staff who do not possess a Master’s degree from a CSWE-accredited social work program and two years’ post-Master’s social work practice experience may serve as a student’s task supervisor.

D. In certain circumstances, the individual who will be the field instructor may assign day-to-day supervision to an agency employee who will function as a task supervisor. In these cases, the social work perspective is reinforced by the designated field instructor.

E. Full-time or part-time students enrolled in a BASW or MSW program cannot serve simultaneously as field instructors for University of Pittsburgh social work students. Individuals from other educational programs who are completing internships at the agency may not supervise University of Pittsburgh social work students.

II. Field Instructor Application

A. Individuals interested in serving as a field instructor must complete a Field Instructor Application, which is online (https://www.socialwork.pitt.edu/academics/field-education/agencies-and-field-instructors) and electronically submit it along with a résumé.
B. The Director of Field Education, in consultation with the UPB and UPJ MSW Program Coordinators for applicants from agencies in their areas, reviews the application and résumé to ensure that the educational and experience criteria are met. The Director of Field Education recommends approval of an applicant who meets criteria to the Dean of the School of Social Work, who formally appoints the individual as a field instructor. Individuals are notified of their appointment by a letter from the Dean.

C. An individual cannot begin serving as a field instructor until the appointment is made by the Dean.

III. **Field Instructor Responsibilities**

Field instructors are expected to:

A. Provide regular and structured supervisory and instructional meetings with their student. A minimum of at least one hour per week of supervision is required.

B. Model professional behaviors and practices for the student. A field instructor reinforces the social work perspective and encourage the student’s professional identification and development.

C. Contact the field liaison with questions that arise during the course of the student’s field placement.

D. Work with their student to develop learning opportunities and tasks appropriate to the student’s educational program and level; the field instructor and student document these activities, which help the student to make progress toward achieving relevant competencies and concomitant behaviors, in the Field Learning Plan for the field placement.

E. Engage the student in a problem-solving process if issues arise that cannot be addressed in the normal course of supervision. The field instructor contacts the field liaison if the difficulties cannot be resolved through supervision or problem-solving. The problem-solving process to be used is described in Policy 11:1.

F. Complete with their student a Field Evaluation at the end of each term of field placement. The Field Evaluation requires the field instructor and the student to honestly appraise the student’s learning and professional development over the course of the term in relation to the relevant social work competencies (i.e., Generalist Direct Practice, or COSA) and concomitant behaviors. The field instructor must sign the Field Evaluation before the student electronically submits it and their Time Sheet at the end of the term. The student will not receive a grade for field
education unless a completed and signed Field Evaluation is received in time for review by the field liaison before its due date.

G. Meet with the student and the field liaison at least once each term to discuss the student’s progress, learning opportunities and tasks, and any issues or concerns arising during the field placement. In the unusual case that an in-person meeting is not possible, the meeting may occur by phone or electronically.

IV. Field Instructor Training

Field advisors on the Oakland campus and the MSW Program Coordinators at UPJ and UPB are responsible for providing orientation and training to field instructors.

A. New field instructors are required to participate in Field Instructor Orientation, which is available either in-person or online. Full-day, in-person Field Instructor Orientations are offered at the beginning of the Fall, Spring, and Summer terms at the Pitt-Main campus. If there is room, any field instructor interested in obtaining a refresher can attend. At UPB and UPJ, in-person Field Instructor Orientation is held in the Summer term when there are several new field instructors; in the event that there is only one new field instructor requiring orientation, the individual completes the online Field Instructor Orientation. The online Field Instructor Orientation is a condensed version of the full-day training.

Field Instructor Orientation familiarizes new field instructors with their role and responsibilities as educators as well as the expectations of field instruction. It describes policies pertinent to the field experience and discusses curricular issues that define the student’s expected field learning assignments, including the competencies and behaviors to be developed through the field experience. In addition, new field instructors become acquainted with the MSW curriculum and the distinction between generalist and specialization field education.

Those who complete the full-day, in-person Field Instructor Orientation receive 6 Continuing Education Units (CEUs); those completing the online Field Instructor Orientation receive 3 CEUs.

B. New and experienced field instructors are encouraged to attend the Seminars in Field Instruction (SIFI). The SIFI is a series of four, three-hour sessions designed to parallel the student and field instructor experience. It focuses on more specific strategies for educational supervision as well as problem-solving. The SIFI is delivered in-person. Attendees who complete each SIFI session receive 3 CEUs; 12 CEUs are received for completion of all four SIFI modules.

C. Field instructors who complete the full-day Field Instructor Orientation and all four SIFI session receive a total of 18 CEUs.
Procedures:

1. Field instructors can access the MSW Field Education Handbook and all necessary documents at the Field Education website (https://www.socialwork.pitt.edu/academics/field-education).

2. A representative from DRS and TITLE IX attends and orients all field instructors at the Field Instructor Orientation held at the beginning of the Fall, Spring, and Summer terms at the Pitt-Main campus. At the UPJ and UPB campuses, group orientations are held when several new field instructors are starting; otherwise, when there is only one new field instructor who will be completing the online Field Instructor Orientation, it is the responsibility of the MSW Program Coordinator to provide this information individually to the new field instructor.

3. Field instructors are asked to evaluate the effectiveness of the SIFI. A brief evaluation, including Likert-scale and open-ended items, is included as part of each session’s handouts and participants are asked to complete and submit the form before leaving the session. Evaluation responses are anonymous. The information is given to the Director of Field Education for review.

V. Field Instructor Benefits

While no financial remuneration is involved, field instructors are eligible for the following benefits:

A. Ability to earn up to 18 free Continuing Education Units (CEUs) by attending the full-day orientation and four 3-hour trainings.

B. A straight 50% discount on all Continuing Education Programs sponsored by the School of Social Work, as space is available.

C. Ability to be involved in the life of the School and to identify as part of it – attending the School of Social Work Speaker Series and the CRSP Speaker Series, and serving on the Field Advisory Board, if so selected.

VI. Assessment of the Field Education Process

At end of the Spring term, field instructors are asked to complete an assessment of the field education process, including feedback on forms, processes, and contacts with the Office of Field Education Director and Administrative Assistant, field advisors, and field liaisons. Field instructors receive an email notifying them of the opportunity to assess the field education
process and providing them with an individualized Qualtrics link. These data are analyzed by
the Office of Field Education and made available to MSW faculty for review.

Policy 13:M43 Task Supervisor – MSW Program

I. Task Supervisor Responsibilities

A task supervisor provides day-to-day supervision for a student when a qualified
field instructor is not available. The task supervisor is expected to:

A. Discuss field learning experiences and tasks relevant to the student’s
   educational program and level with the field instructor, the field liaison (if not
   also the field instructor), and the student.

B. Participate with the field instructor, the field liaison (if not also the field instructor),
   and the student in an evaluation of the student’s learning and professional
development during the field placement.

II. Task Supervisor Training

Task supervisors can participate in the full-day, in-person Field Instructor Orientation, space
permitting.

III. Task Supervisor Benefits

A task supervisor who attends and completes the full-day Field Instructor Orientation is
eligible to receive 6 Continuing Education Units (CEUs).
Policy 13:M44  MSW Program and Office of Field Education Responsibilities

I. Limitations

The MSW Program and Office of Field Education work diligently to secure field placements for students. However, should a student fail a background check, clearance, and/or drug screen, the School of Social Work cannot guarantee that it will be able to place the student in an agency for field internship, and this may affect the student’s ability to complete the requirements of the program for which they are enrolled as well as their future ability to be licensed.

II. Reinforcing the Social Work Perspective

A. Situations Necessitating the Appointment of a Field Instructor to Reinforce the Social Work Perspective

In the unusual case where the agency staff member designated to work with a student does not meet the criteria for appointment as a field instructor, the MSW Program assumes responsibility for reinforcing the social work perspective with the student.

B. Appointment of a Field Instructor to Reinforce the Social Work Perspective

1. The Director of Field Education, with the collaboration of the field advisor, identifies someone to serve as the field instructor.

2. To be eligible to be appointed as the field instructor, an individual must possess a Master’s degree from a CSWE-accredited social work program and at least two years’ post-Master’s social work practice experience.

3. The pool of potential field instructor candidates includes:

   a. A member of the faculty who meets the above criteria, including someone already serving as a field advisor or field liaison, which at UPJ and UPB would be the MSW Program Coordinators.

   b. A retired or current social worker from the community.

   c. A board member of the agency.

   **Procedures:**

   1. In the event that the person designated to be the field instructor is not a member of the faculty and has not previously been appointed by the School
to be a field instructor, the application and appointment processes described in Policy 13:M42 will be followed.

2. If the appointed field instructor is performing this role for the first time for the School, they are expected to complete either the in-person or online Field Instructor Orientation, as described in Policy 13:M42.

3. A person appointed to be the field instructor who is not a faculty member can receive the benefits accruing to field instructors, as described in Policy 13:M42.

C. Responsibilities of Appointed Field Instructors

In order to reinforce the social work perspective with the student, the appointed field instructor:

1. Meets with the student for a minimum of one hour at least once per week to provide professional supervision and ensure that the student’s learning and skills development are firmly rooted in the social work perspective.

2. Has contact with the task supervisor to review the student’s Field Learning Plan, discuss the student’s learning and skills development, and participate in problem-solving with the task supervisor and the student should issues arise during the placement.

3. Participates in the field visit with the field liaison and is available for other contacts as needed. In specific situations, a faculty member may serve as both the field liaison and field instructor.

III. Field Liaison Responsibilities

The field liaison plays a pivotal role linking the MSW Program and classroom instruction to the field placement. Open and ongoing communication is essential and the field liaison is available by phone or email to discuss issues, questions, or concerns that a field instructor or student might have during the term.

A. Maintaining Contact with Field Agencies and Field Instructors

1. Ongoing dialogue is provided through telephone, e-mail, or teleconferencing with field instructors, informing them of changes and providing other information.

2. The field liaison is required to make a minimum of one field visit per term for each assigned field student. The purpose of the field visit is to discuss with the
field instructor and the student the student’s field learning activities and professional development, their progress in achieving the Generalist Competencies and concomitant behaviors or the Specialization Competencies, any issues or concerns arising during the course of the term, areas for future learning that would be of benefit to the student, and termination issues prior to the end of the placement.

3. The field liaison makes additional field visits if requested by the field instructor or student. An additional field visit typically is made when there is a problem that the field instructor and student cannot resolve.

4. When significant distances (more than 90 minutes travel time from any of the campuses) are involved, the field placement may be monitored through conference calls, emails, or by Zoom or Skype.

**Procedures:**

1. The Office of Field Education’s Administrative Assistant provides faculty with liaison assignment information.

2. Field liaisons are required to compile a list of their visits at the end of each term. This information is forwarded to the Associate Dean of Academic Affairs and the Director of Field Education.

B. Monitoring Student Learning

Much of the responsibility for monitoring students’ learning and professional development during their generalist or specialization field placement is assigned to the field liaison, who has the following responsibilities:

1. Reviewing the Field Learning Plan developed by the student and field instructor and signing it upon completion of the review.

2. Conducting at least one field visit each semester to meet with the field instructor and the student.

3. Reviewing the Field Evaluation developed by the field instructor and the student and signing it upon completion of the review.

4. When significant distances (more than 90 minutes travel time from any of the campuses) are involved, the student’s learning may be monitored through conference calls, emails, or by Zoom or Skype.

**Procedures:**

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1. The field liaison reviews the Field Learning Plan developed by the student and the field instructor to ensure that the learning tasks and activities are appropriate to the student’s educational level, course of study, and professional development. If there are questions, especially about whether the student is having sufficient in-person contact with clients/constituencies and a range of practice experiences with relevant systems, the field liaison contacts the field instructor and the student to discuss these concerns and works with them to develop additional or alternative learning activities.

After the review is satisfactorily completed, the field liaison signs the Field Learning Plan and submits it to the Administrative Assistant for the Office of Field Education for placement in the student’s academic file. At UPJ and UPB the MSW Program Coordinators, who also serve as the field liaisons, retain the Field Learning Plan in the student’s file at their sites.

2. During the field visit made each term, the field liaison talks with the student and the field instructor about the student’s performance in the field placement, including learning tasks completed, knowledge and skill areas needing further development, and professional development. The field visit encourages dialogue and elicits the field instructor’s and the student’s perspectives regarding the student’s growth over the course of the placement.

3. The field liaison reviews the Field Evaluation submitted by the student. If there are questions or if what is documented differs significantly from what was discussed during the field visit, the field liaison contacts the field instructor and the student to clarify the issues. Once the field liaison’s concerns are satisfied, they sign the Field Evaluation and submit it to the Administrative Assistant for the Office of Field Education for placement in the student’s academic file. At UPJ and UPB the MSW Program Coordinators, who also serve as the field liaisons, retain the Field Evaluation in the student’s file at their sites.

IV. Monitoring Field Placement Agency Effectiveness

A yearly evaluation is made of field placements and field instructors to ensure they are able to provide assignments and supervision congruent with the social work competencies and concomitant behaviors that meet the student’s educational program and level.

A. Field liaisons are expected to provide feedback about the quality of field instruction to the Director of Field Education.
B. Students are asked to complete an evaluation of the field experience at the conclusion of their field placement. In addition, students graduating from the MSW Program complete a Learning Assessment Survey (LES) that includes retrospective questions about their field experiences, and allows for suggestions to be made for strengthening field placements and the field experience.
Procedures:

As a result of students’ evaluations and feedback from field liaisons, specific agencies and field instructors may be identified for additional training and remediation.

V. Monitoring the Effectiveness of the Field Education Process

A. At end of the Spring term, field instructors are asked to complete an assessment of the field education process. These data are analyzed by the Office of Field Education and made available to MSW faculty for review.

B. Faculty, students, and field instructors are free to provide feedback and suggestions at any time. When there are significant policy or curricular changes, field instructors and faculty are asked to give input.

VI. Problem-Solving

Consistent with Policy 11:1, the field liaison uses a problem-solving process to assist a field instructor and student in addressing problems that the two parties could not resolve on their own.

VII. Grading

A. Grade Submission

1. The field liaison is responsible for submitting a student’s field education grade at the end of each term.

2. As detailed in Policy #9:4, the field liaison’s determination of the student’s field grade shall be based on:

   a. the field visit completed during that term or session;

   b. the School’s receipt of the Field Evaluation form and time sheet;

   c. the field instructor’s recommendation; and

   d. the liaison’s review of the Field Evaluation form (which shall be documented by the liaison signing the form) and verification of the requisite number of field hours documented on the time sheet.

3. Submission of a grade by the field liaison is contingent upon the student submitting all required paper work (see Policy 13:M35) and completing the field
education hours for which they were registered (see Policy 13:M34 II.G.) before the grade submission deadline. Please refer to B.3. (below) for the conditions under which an “I” grade may be submitted.

B. Grade Options

1. Consistent with Policy 25:2, the grading options in the MSW Program for field education (i.e., SWGEN 2099, SWINT 2099, SWCOSA 2099) are satisfactory or unsatisfactory – an unsatisfactory grade is entered as no credit (“NC”).

2. According to School of Social Work Policy 9:6, a student who receives a “NC” grade for field placement (SWGEN 2099, SWINT 2099, or SWCOSA 2099) automatically is placed on academic probation and will have a Mandatory Academic and Professional Behavior Review (Mandatory Review). If the outcome of the Mandatory Review is to provide the student with an additional field placement opportunity, the student will not receive credit for hours performed at the field placement agency for which they received the “NC” grade.

3. Students requesting an “I” grade because field requirements have not been satisfied by the end of the term must submit to their field liaison a written request for the extension that presents the reasons for the extension and the length of time for which the extension will be valid. This should be done before the end of the term for which the student is requesting the “I” grade. The field liaison prepares a letter in response to the student’s request and that letter along with the request are placed in the student’s file and a copy sent to the Director of Field Education.
Policy 13: M45  Withdrawal from a Field Agency Placement – MSW Program

I.  Withdrawal Circumstances and Processes

Once a signed MSW Field Placement Confirmation Form is received, a field placement match is considered final. Withdrawal from a field placement agency is permissible only in rare instances. The request for withdrawal from a field placement must be initiated by the student and submitted to the field liaison and the field instructor. The request must include a detailed written explanation of the rationale, such as financial hardship, a medical need, or death of a close or chosen family member. The student is required to submit appropriate documentation to support the request for withdrawal, including a medical withdrawal.

The field liaison, in consultation with the Director of Field Education, will make the decision on the student’s request for the withdrawal and will communicate the decision to the student and the field instructor. Should the withdrawal occur before the end of the add/drop period, the registration for field education credits is dropped and a note is placed in the student’s file to document the withdrawal. Should the withdrawal occur after the end of the add/drop period, a grade of “W” is assigned to the registration for the field education credits and a note is placed in the student’s file to document the withdrawal. The consequences, if any, for field hours is determined on the basis of the amount of elapsed time between the student beginning the field placement and their withdrawal from it.

If the student is seeking to withdraw not just from their field education placement, but from the MSW Program as a whole for a set amount of time, the Leave of Absence Policy (Policy 26:1) must be followed.

II.  Number of Permissible Withdrawals

After one approved withdrawal from a field placement, any additional requests for withdrawal made through the remainder of the student's tenure in the degree program automatically invoke the Mandatory Academic and Professional Review (Policy 11:1). The consequence for field hours will be determined during the academic review process and will involve either the full or partial loss of prior field placement hours for that registered field placement.

III.  Returning to a Field Placement Following Removal

Consistent with the NASW Code of Ethics (https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English), students are reminded that in a field placement setting their primary obligation is to their clients/constituents. In the event a student is removed from a field placement agency because of a psychosocial distress, substance abuse, or health difficulties that interfere with the student’s and/or placement agency’s functioning and effectiveness, a Mandatory
Academic and Professional Behavior Review (Mandatory Review) (Policy 11:1) will be held and if it is determined in the Mandatory Review that a student be given another opportunity to re-do the field placement, an individualized plan will be developed and progress assessed at the conclusion of the plan.

If the field liaison assigned a grade of “NC” for the original placement because the student was removed from their placement for the reasons identified in the prior paragraph, the student’s opportunity to re-do the field placement will be contingent upon whether the conditions set forth in the individualized plan were met within the agreed-upon time frame. If they were met, the student will be given the opportunity to re-do the field placement; however, field hours completed in the original placement will not be counted toward the number needed to satisfy the field education requirement. If the conditions were not met in the specified time period, the MSW Program Director will refer the matter to the Associate Dean for Academic Affairs for a hearing before the Academic and Professional Behavior Review Committee, consistent with Policy 11:1.

If the student was removed from their placement for the reasons identified above and a final grade had not been assigned, the student’s opportunity to re-do the field placement will be contingent upon whether the conditions set forth in the individualized plan were met within the agreed-upon time frame. If the conditions were met in the agreed-upon time frame, the student will be given the opportunity to re-do the field placement and field hours completed in the original placement will be counted toward the number needed to satisfy the field education requirement. If the conditions were not met in the specified time period, a grade of “NC” will be entered and a Mandatory Review will be convened by the MSW Program Director to determine if the student should have any further field placement opportunities, consistent with Policy 11:1.

Should a student demonstrate unsatisfactory performance in two field placements, they will be dismissed from the MSW Program, consistent with Policy 25:2. The student’s rights to appeal the dismissal and the process to be used are described in the Academic and Professional Behavior Policy (Policy 11:1).
Policy 13:M46 Termination of a Field Placement – MSW Program

A student cannot decide on their own to terminate an assigned field placement. Such an action on a student’s part will result in Mandatory Academic and Professional Behavior Review, as described in Policy 11:1.

If a student’s field placement is terminated due to unsatisfactory performance, the student will receive a grade of “NC.” Such terminations will automatically fall within the purview of the MSW Program’s Academic and Professional Behavior Policy (Policy 11:1) that requires a Mandatory Academic and Professional Behavior Review (Mandatory Review). The consequences for field hours shall be the loss of all field hours completed at the placement for which the student received a “NC.”

The option of re-doing a field placement in which a grade of “NC” was earned can be exercised only once (Policy 25:2). If, as a consequence of the Mandatory Review, a student is permitted to re-do a field placement, whatever grade is earned in that placement will be the one permanently entered into the student’s academic transcript. A student who has earned a satisfactory grade in that placement must submit a Course Repeat Form to the Academic Administrator in the Student Services Center in order to have the “NC” grade replaced. UPB and UPJ students must email the Course Repeat Form to the Academic Administrator (mpssw@pitt.edu). Please contact the Academic Administrator in the Students Services Center (412-624-6303) to obtain additional information on the Course Repeat Form.

As explained in Policy 25:2, if a student demonstrates unsatisfactory performance in a second field placement, no further field placements shall be made and the student will be terminated from the MSW Program. The student’s rights to appeal the termination decision and the process to be used are described in the Academic and Professional Behavior Policy (Policy 11:1).
FIELD PLACEMENT CONFIRMATION FORM

The signed confirmation form must be received for a field placement to be confirmed; when sent electronically a digital signature is acceptable. A copy of this document will be sent to all signees upon completion.

Online: [http://www.socialwork.pitt.edu/academic-programs/field-education/](http://www.socialwork.pitt.edu/academic-programs/field-education/) - Revised 7/2020

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<td>Phone:</td>
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<td>I have interviewed with</td>
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<tr>
<td>I will accept this agency and field instructor for a field placement.</td>
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<td>Has a stipend been offered?</td>
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<td>The amount of the stipend offered is: (If unknown, put TBD.)</td>
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<td>I am an employee at this agency.</td>
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<td>If yes, please provide your working title:</td>
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<td>Student Signature:</td>
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<td>Comments (if any):</td>
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**TO BE COMPLETED BY THE FIELD INSTRUCTOR**

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<th>Middle Initial:</th>
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<th>Dr.</th>
<th>Ms.</th>
<th>Mrs.</th>
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<th>Mr.</th>
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<td>I have an MSW and at least two years post master’s experience.</td>
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<td>I have previously supervised a Pitt School of Social Work intern.</td>
<td>Yes</td>
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<td>If you have not previously supervised a Pitt Social Work intern, a Field Instructor Orientation is required. Contact the Office of Field Education Administrative Assistant for orientation details.</td>
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I will accept the above mentioned student for placement. | Yes | No |
---|---|---|
I am affiliated with the agency and on site where the student will complete most of their placement hours. | Yes | No |
If no, an affiliated/on-site task supervisor must be identified. Task Supervisors are otherwise optional. | Yes | No |
Will a Task Supervisor be assigned? | Yes | No |
Has a stipend has been offered? | Yes | No |
If yes, indicate the amount and disbursement period (monthly, weekly, etc). | |
Field Instructor Signature: | Date: |

**Comments (if any):**

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**TO BE COMPLETED BY THE TASK SUPERVISOR**

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<th>First:</th>
<th>Middle Initial:</th>
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<td>Organization/Agency Address where the student will be located (Street/Building/Floor/Suite):</td>
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I will accept the above mentioned student for placement. | Yes | No |
Task Supervisor Signature: | Date: |
Comments (if any): |
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<td>Please identify who referred the student:</td>
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<td>Melvin Cherry</td>
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<td>Enrollment:</td>
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<td>Program Standing:</td>
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<td>Specialized Practice Area:</td>
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<td>Is student a joint degree student?</td>
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<td>If yes, which program?</td>
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<td>Has student been accepted to a fellowship?</td>
</tr>
<tr>
<td>If yes, which one?</td>
</tr>
<tr>
<td>Terms in placement:</td>
</tr>
<tr>
<td>Enter year above applicable term(s).</td>
</tr>
<tr>
<td>Summer</td>
</tr>
<tr>
<td>Certificate (check if applicable):</td>
</tr>
<tr>
<td>HSV</td>
</tr>
<tr>
<td>Field Advisor Signature:</td>
</tr>
<tr>
<td>Comments (if any):</td>
</tr>
</tbody>
</table>
Generalist MSW Field Learning Plan

Student’s Name: ________________________________
PeopleSoft ID: ________________________________
Semester: _____________________________________
Field Liaison’s Name: ___________________________
Agency Name: _________________________________
Agency Address: ________________________________
Field Instructor: ________________________________
Field Instructor Phone ___________________________
Field Instructor Email: __________________________
Task Supervisor (if applicable): ____________________
Task Supervisor Phone ___________________________
Task Supervisor Email: __________________________

Student’s Weekly Field Schedule:
Mon (Hours) _______ Tues (Hours) _______ Wed (Hours) _______ Thurs (Hours) _______ Fri (Hours) _______

Field Instruction Weekly Supervision Schedule:
Day of the Week: ______________________________
Time: ______________________________

ALL STUDENTS MUST ENGAGE IN A MINIMUM OF ONE HOUR PER WEEK FORMAL SUPERVISION

Date Field Placement Begins: ____________________
Field Evaluation Due Date: ______________________
Student Signature: ______________________________

Field Instructor Signature: _________________________
Field Liaison Signature: __________________________

Online: http://www.socialwork.pitt.edu/academic-programs/field-education/ Revised 6/2020
The MSW student engages in generalist practice in field placement. The MSW Program defines “generalist practice” as being grounded in the liberal arts and the person-in-environment framework. To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods based on scientific inquiry and best practices in their work with diverse individuals, families, groups, organizations, and communities. The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice at the micro, mezzo, and macro levels. Generalist practitioners engage diversity in their practice and advocate for human rights and social, economic, and environmental justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context of professional practice.

Field Instructors play a critical role in MSW Students’ education. They serve as teachers and mentors for Students in an agency setting. Field Instructors are expected to guide Students’ accomplishment of the learning tasks and the achievement of Generalist competencies. They assess Students’ progress and, when necessary, engage in problem-solving with Students and their MSW Field Liaisons.

Guidelines for the Generalist Field Learning Plan

1. The Field Learning Plan is the educational plan for the term of field placement; each term is graded separately. The Field Learning Plan serves as a guide for field instruction and supervision meetings. It further creates a basis for the evaluation and narrative that occur at the end of the term. The nine generalist competencies specified in the Field Learning Plan are consistent with the 2015 Educational Policies and Accreditation Standards (EPAS) established by the Council on Social Work Education, our national accrediting body, as well as the curriculum of the MSW Program of the School of Social Work, University of Pittsburgh. At the generalist-level, all field Students are expected to have contact with individuals, families, groups, organizations, and communities. Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with respect to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning.

2. Responsibility for developing the learning tasks in the Field Learning Plan is jointly shared by the Student and the Field Instructor. The Student submits the plan by the appropriate due date through the Qualtrics link provided. It is then sent to the Field Liaison for review and approval.

3. Measurement criteria can include, but are not limited to the following: cases, journals, written assignments, and material of all kind that is reviewed by the Field Instructor; oral presentations, practice documentation, proposals, projects, and task group participation. Direct observation (shadowing) of the Student’s work is expected. Feedback and evaluative
information from other staff involved with the Student's effort should be incorporated into
the evaluation criteria.

4. The Student's MSW Field Liaison reviews and approves the Field Learning Plan. It is used as a
focus for agency visits as well as for any issues that may require clarification or problem-
solving collaboration between the Field Liaison, the Field Instructor, and the Student.

5. The Field Learning Plan may be modified during the period of field placement to reflect the
Student’s identified learning needs as well as changes that may occur. Situations such as
student absences beyond three days, irregular attendance, the inability to complete the
required number of field hours, change of Field Instructor, or change of field assignment
should be brought to the immediate attention of and discussed with the MSW Field Liaison.

6. Copies of the Field Learning Plan signature pages and timesheets are placed in the Student’s
academic folder. A full electronic copy is kept and archived according to the School’s
retention policies.

As you work with your field intern, please keep in mind that the standard by which an
intern is to be compared is that of a new beginning-level social worker. The 9 competencies that
are specified in this learning plan form are those established in 2015 by our national accrediting
organization (the Council on Social Work Education). At the end of the term you will be asked to
rate the student according to the following criteria for each of the competencies.

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

1. **Unacceptable progress**: This student is functioning below the expectations for an
intern in a Generalist field placement on this competency. The intern is not prepared
to engage in the tasks associated with this Generalist Social Work competency. If the
intern is to remain at this field placement, a clear plan, agreed to by the Field
Instructor, MSW Faculty Liaison, and Student, must be in place for the next semester
and the Student’s performance related to this competency must meet expectations of
a 3 or better rating by the end of that semester.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations for
an intern in Generalist field placement on this competency. A clear plan, agreed to by
the Field Instructor, MSW Field Liaison, and Student, must be in place for the next
semester. Unless the Student’s performance related to this competency meets
expectations of a 3 or better rating, this intern may not be ready to enter a specialized
field placement by the end of this placement.
3. **Competent**: This intern is meeting the competency expectations of a Generalist field placement intern.

4. **Proficient**: This intern is excelling in field placement by performing above competency expectations for interns in a Generalist field placement.

5. **Advanced**: This intern is exceeding the competency expectations for interns in a Generalist field placement.

Please do not equate this scale to the traditional letter grading scale. At the MSW Generalist level, an intern is expected to achieve at least a score of three (or “competent”) on each competency. If an intern earns a 1 or 2 on any competency, a clear plan for improvement, agreed to by the Field Instructor, MSW Faculty Liaison, and Student, must be in place for the next semester and the Student’s performance related to the competency must meet expectations of a 3 or better rating by the end of that semester. Further information about the use these ratings is provided in the MSW Generalist Field Evaluation form.
**Generalist MSW Field Learning Plan**

**Competency #1: Demonstrate Ethical and Professional Behavior** (EPAS Competency 2.1.1)
Social workers understand the value base of the profession & its ethical standards, as well as relevant laws & regulations that may impact practice at the micro, mezzo, & macro levels. Social workers understand frameworks of ethical decision-making & how to apply principles of critical thinking to those frameworks in practice, research, & policy arenas. Social workers recognize personal values & the distinction between personal & professional values. They also understand how their personal experiences & affective reactions influence their professional judgment & behavior. Social workers understand the profession’s history, its mission, & the roles & responsibilities of the profession. Social workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning & are committed to continually updating their skills to ensure they are relevant & effective. Social workers also understand emerging forms of technology & the ethical use of technology in social work practice. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

<table>
<thead>
<tr>
<th>Required Generalist Practice Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors</th>
<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make ethical decisions by applying the standards of the current NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context</td>
<td></td>
<td><a href="#">Observation</a> <a href="#">Documentation</a> <a href="#">Assignment</a> <a href="#">Discussion</a> <a href="#">Journal</a></td>
<td><a href="#">1st Six Weeks</a> <a href="#">1st Term</a> <a href="#">2nd Term</a> <a href="#">Ongoing</a></td>
</tr>
<tr>
<td>Use reflection and self-regulation to manage personal values and to maintain professionalism in practice situations</td>
<td></td>
<td><a href="#">Observation</a> <a href="#">Documentation</a> <a href="#">Assignment</a> <a href="#">Discussion</a> <a href="#">Journal</a></td>
<td><a href="#">1st Six Weeks</a> <a href="#">1st Term</a> <a href="#">2nd Term</a> <a href="#">Ongoing</a></td>
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<td>Due Dates</td>
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</tr>
<tr>
<td>Demonstrate professional demeanor in behavior; appearance; and in oral, written, and electronic communication</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Utilize technology both ethically and appropriately to facilitate generalist practice outcomes</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Utilize supervision and consultation to guide professional judgment and behavior</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
</tbody>
</table>
**Competency #2: Engage Diversity and Difference in Practice** (EPAS Competency 2.1.2)

Social workers understand how diversity & difference characterize & shape the human experience & are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity & expression, immigration status, marital status, political ideology, race religion/spirituality, sex, sexual orientation, & tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, & alienation as well as privilege, power, & acclaim. Social workers also understand the forms & mechanism of oppression & discrimination & recognize the extent to which a culture’s structures & values, including social, economic, political, & cultural exclusions, may oppress, marginalize, alienate, or create privilege & power. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<th><strong>Measurement</strong></th>
<th><strong>Due Dates</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at micro-, mezzo-, and macro-levels</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Present self as a learner and engage clients/patients/consumers and constituencies as experts of their own experiences</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
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<td>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors</td>
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<td>Due Dates</td>
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</tr>
<tr>
<td>Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with clients/patients/consumers and constituencies who are from diverse backgrounds</td>
<td></td>
<td>Observation Documentation Assignment Discussion Journal</td>
<td>1st Six Weeks 1st Term 2nd Term Ongoing</td>
</tr>
</tbody>
</table>

**Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice (EPAS Competency 2.1.3)**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, & education. Social workers understand the global interconnections of oppression & human rights violations, & are knowledgeable about theories of human need & social justice & strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, & responsibilities are distributed equitably & that civil, political, environmental, economic, social, & cultural human rights are protected. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply an understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels</td>
<td></td>
<td>Observation Documentation Assignment Discussion Journal</td>
<td>1st Six Weeks 1st Term 2nd Term Ongoing</td>
</tr>
<tr>
<td>Required Generalist Practice Behaviors</td>
<td>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors</td>
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<td>Due Dates</td>
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</tr>
<tr>
<td>Engage in practice that advances social, economic, and environmental justice</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td></td>
</tr>
</tbody>
</table>
**Competency #4: Engage In Practice-informed Research and Research-informed Practice** (EPAS Competency 2.1.4)

Social workers understand qualitative & qualitative research methods & their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, culturally informed and ethical approaches to building knowledge. Social workers understand the evidence that informs practice derives from multi-disciplinary sources & multiple ways of knowing. They also understand the processes for translating research finding into effective practice. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize theory and practice experiences to inform scientific inquiry and research</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Apply critical thinking to engage in analyses of quantitative and qualitative research methods and findings</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Translate and use evidence from research to inform and improve policy, practice, and service delivery</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
</tbody>
</table>
**Competency #5: Engage in Policy Practice (EPAS Competency 2.1.5)**

Social workers understand that human rights & social justice as well as social welfare & services, are mediated by policy & its implementation at the federal, state, & local levels. Social workers understand the history & current structures of social policies & services, the role of policy in service delivery, & the role of practice in policy development. Social workers understand their role in policy development & implementation within their practice settings at the micro, mezzo, & macro levels & they actively engage in policy practice to effect change within those settings. Social workers recognize & understand the historical, social cultural, economic, organizational, environmental, & global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, & evaluation. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
<tr>
<td>Assess how social welfare and economic policies impact the delivery and access to social services</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
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<tr>
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</tr>
<tr>
<td>Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
</tbody>
</table>
Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.6)
Social workers understand that engagement is an ongoing component of the dynamic & interactive process of social work practice, with, & on behalf of, diverse individuals, families, groups, organizations, & communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior & the social environment, & critically evaluate & apply this knowledge to facilitate engagement with clients & constituencies, including individuals, families, groups, organizations, & communities. Social workers understand strategies, to engage diverse clients & constituencies to advance practice effectiveness. Social workers understand how their personal experiences & affective reactions may impact their ability to effectively engage with diverse clients & constituencies. Social workers value principles of relationship-building & inter-professional collaboration to facilitate engagement with clients, constituencies, & other professionals as appropriate. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

<table>
<thead>
<tr>
<th>Required Generalist Practice Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors (please note specific constituencies served)</th>
<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
</table>
| Apply knowledge from human behavior and the social environment, person-in-environment, and/or other multidisciplinary theoretical frameworks as appropriate to engage with clients/patients/consumers and constituencies | □ Observation  
□ Documentation  
□ Assignment  
□ Discussion  
□ Journal | □ 1st Six Weeks  
□ 1st Term  
□ 2nd Term  
□ Ongoing |
<table>
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<tr>
<th>Required Generalist Practice Behaviors</th>
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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use empathy, reflection, and interpersonal skills to facilitate engagement with clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<tr>
<td></td>
<td></td>
<td>Documentation</td>
<td>1st Term</td>
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<tr>
<td></td>
<td></td>
<td>Assignment</td>
<td>2nd Term</td>
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<td></td>
<td></td>
<td>Discussion</td>
<td>Ongoing</td>
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<td></td>
<td></td>
<td>Journal</td>
<td></td>
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</tbody>
</table>
Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.7)
Social workers understand that assessment is an ongoing component of the dynamic & interactive process of social work practice with, & on behalf of diverse individuals, families, groups, organizations, & communities. Social workers understand theories of human behavior & the social environment, & critically evaluate & apply this knowledge in the assessment of diverse clients & constituencies, including individuals, families, groups, organizations, & communities. Social workers understand methods of assessment with diverse client & constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process & value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences & affective reactions may affect their assessment & decision-making. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<th>Due Dates</th>
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</thead>
<tbody>
<tr>
<td>Collect and organize data and apply critical thinking to interpret information from clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<td></td>
<td>Documentation</td>
<td>1st Term</td>
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<td></td>
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<td>Assignment</td>
<td>2nd Term</td>
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<td></td>
<td>Discussion</td>
<td>Ongoing</td>
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<td></td>
<td></td>
<td>Journal</td>
<td></td>
</tr>
<tr>
<td>Apply knowledge from human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<tr>
<td></td>
<td></td>
<td>Documentation</td>
<td>1st Term</td>
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<tr>
<td></td>
<td></td>
<td>Assignment</td>
<td>2nd Term</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Discussion</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Journal</td>
<td></td>
</tr>
<tr>
<td>As appropriate, develop mutually agreed-upon intervention goals and objectives based on the critical assessment of strengths, needs, and challenges facing clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Documentation</td>
<td>1st Term</td>
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<td></td>
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<td>Assignment</td>
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<td></td>
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<td>Discussion</td>
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<td></td>
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<td>Journal</td>
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<td>Due Dates</td>
</tr>
<tr>
<td>----------------------------------------</td>
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</tr>
<tr>
<td>Select appropriate intervention strategies based on the assessment, research knowledge, values and preferences of clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, Ongoing</td>
</tr>
</tbody>
</table>
**Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities** (EPAS Competency 2.1.8)
Social workers understand that intervention is an ongoing component of the dynamic & interactive process of social work practice with, & on behalf of, diverse individuals, families, groups, organizations, & communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients & constituencies, including individuals, families, groups, organizations, & communities. Social workers understand theories of human behavior & the social environment, & critically evaluate & apply this knowledge to effectively intervene with clients & constituencies. Social workers understand methods of identifying, analyzing & implementing evidence-informed interventions to achieve client & constituency goals. Social workers value the importance of inter-professional teamwork & communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, & inter-organizational collaboration.) Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

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<tr>
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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critically choose and implement interventions to achieve practice goals that enhance capacities of clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Six Weeks</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Documentation</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Term</td>
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<td></td>
<td>Assignment</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Term</td>
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<td>Discussion</td>
<td>Ongoing</td>
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<td>Journal</td>
<td></td>
</tr>
<tr>
<td>Apply knowledge from human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Six Weeks</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Documentation</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Term</td>
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<td>Assignment</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Term</td>
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<td>Discussion</td>
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<td>Journal</td>
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<tr>
<td>Required Generalist Practice Behaviors</td>
<td>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors (please note specific constituencies served)</td>
<td>Measurement</td>
<td>Due Dates</td>
</tr>
<tr>
<td>--------------------------------------</td>
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</tr>
<tr>
<td>Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes for clients/patients/consumers and constituencies</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term Ongoing</td>
</tr>
<tr>
<td>Negotiate, mediate, and advocate on behalf of diverse clients/patients/consumers and constituencies</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term Ongoing</td>
</tr>
<tr>
<td>Facilitate effective transitions and endings with clients/patients/consumers and constituencies that, as appropriate, advance mutually agreed upon goals</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>✔ Observation ✔ Documentation ✔ Assignment ✔ Discussion ✔ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term Ongoing</td>
</tr>
</tbody>
</table>
### Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.9)
Social workers understand that evaluation is an ongoing component of the dynamic & interactive process of social work practice with, & on behalf of, diverse individuals, families, groups, organizations & communities. Social workers recognize the importance of evaluating processes & outcomes to advance practice, policy, & service delivery effectiveness. Social workers understand theories of human behavior & the social environment, & critically evaluate & apply this knowledge in evaluating outcomes. Social workers understand qualitative & quantitative methods for evaluating outcomes & practice effectiveness. Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations.

<table>
<thead>
<tr>
<th>Required Generalist Practice Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors (please note specific constituencies served)</th>
<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize appropriate methods for evaluation of outcomes</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<td></td>
<td></td>
<td>Documentation</td>
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<td>Assignment</td>
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<td>Discussion</td>
<td>Ongoing</td>
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<td>Journal</td>
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<tr>
<td>Apply knowledge from human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
</tr>
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<td></td>
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<td>Documentation</td>
<td>1st Term</td>
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<td>Assignment</td>
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<td>Discussion</td>
<td>Ongoing</td>
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<td>Journal</td>
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<tr>
<td>Critically analyze, monitor, and evaluate interventions and program processes and outcomes</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<td></td>
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<td>Documentation</td>
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<tr>
<td>Required Generalist Practice Behaviors</td>
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<td>Due Dates</td>
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<tr>
<td>Apply evaluation findings to improve practice effectiveness with clients/patients/consumers and constituencies</td>
<td></td>
<td>Observation</td>
<td>1st Six Weeks</td>
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<td>Documentation</td>
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<td>Discussion</td>
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<td>Journal</td>
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</tbody>
</table>
# MSW Generalist Field Placement Time Sheet

**Student Name:**

**Field Placement Site:**

**Field Instructor:**

**Semester (Check one)**
- Fall
- Spring
- Summer
- Year

<table>
<thead>
<tr>
<th>Week #</th>
<th>Dates</th>
<th>Mon</th>
<th>Tues</th>
<th>Wed</th>
<th>Thurs</th>
<th>Fri</th>
<th>Sa/Su</th>
<th>Weekly Total</th>
<th>Field Instructor Initials</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXAMPLE</strong></td>
<td>Sept 7-11</td>
<td>8-3</td>
<td>9-5</td>
<td>----</td>
<td>9-5</td>
<td>8-3</td>
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<td>28 hours</td>
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</tbody>
</table>

**Minimum Hours Required:** (MSW 1st Year --144 fall term --216 spring term) (MSW 2nd Year or Adv Standing –360 per term)

<table>
<thead>
<tr>
<th>STUDENT SIGNATURE</th>
<th>DATE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIELD INSTRUCTOR’S SIGNATURE</td>
<td>DATE:</td>
</tr>
<tr>
<td>MSW FIELD LIAISON’S SIGNATURE</td>
<td>DATE:</td>
</tr>
</tbody>
</table>

*Students are required to submit a completed time sheet at the end of the term. The signatures of the Field Instructor and the Student reflect the student has met the required hours for the term. If the Student needs to clock more hours after the end of the term to achieve the minimum hours*
required, please note this below. No student may end fieldwork more than 2 weeks before the end of the term.
Generalist MSW Field Evaluation Form

Student’s Name: __________________________________________
PeopleSoft ID: __________________________________________
Semester: ________________________________________________
Evaluation Level: First Term  Second Term  Final Term
Campus Location: Oakland  Bradford  Johnstown

Field Liaison’s Name: ______________________________________
Agency Name: ____________________________________________
Agency Address: __________________________________________
Field Instructor: __________________________________________
Field Instructor Phone: ____________________________________
Field Instructor Email: ____________________________________
Task Supervisor (if applicable): ______________________________
Task Supervisor Phone: ____________________________________
Task Supervisor Email: ____________________________________

EVALUATION GRADE
(See pages 2-3 for explanation, to be entered upon completion of evaluation)

Overall Grade Recommend □ Satisfactory □ No Credit
(Final grade will be determined by Field Liaison)

Field Evaluation Due Date: ________________________________
Student Signature: __________________ Date: ____________
Field Instructor Signature: __________________ Date: ____________
Field Liaison Signature: __________________ Date: ____________

Online: http://www.socialwork.pitt.edu.academic-programs/field-education/ Revised 6/2
INTRODUCTION

The end-of-term evaluation of the student’s performance in the field practicum represents a summation of the Field Instructor’s feedback and assessment of the student’s performance for the specified term. A field placement activity time sheet is attached to the end of the evaluation form.

Both the student and the Field Instructor should have a copy of the instrument at the middle of the first term of the field practicum. This is done so that both may be familiar with the criteria of the evaluation instrument and so that the selection of learning tasks and assignments can take these attributes into consideration.

The evaluation is designed to measure outcomes in achieving Generalist Social Work competencies. While there are many variables that contribute to outcomes, it is the student’s quality and nature of performance activity, timeliness and practice behaviors that are assessed. The student must be involved in the process and both the Field Instructor and the student should be familiar with the Generalist Social Work competencies. The evaluation measures where the student is relative to the student’s growth and development in relation to these Generalist competencies.

The end-of-term evaluation consists of reviewing the Field Learning Plan with a focus on what was accomplished, what was not, the quality of the student’s work, the student’s strengths and weaknesses, and further learning that is suggested for the student’s professional development. Following a review and discussion with the student, the Field Instructor completes this instrument. If the student wishes, they may append an additional statement to the instrument. Finally, the Field Instructor and student both sign and date the instrument electronically and it is the student’s responsibility to submit the instrument via Qualtrics to the Office of Field Education by the due date. The Office of Field Education forwards the completed field evaluations to the Field Liaison who reviews them in light of the field visit and submits a field grade. Nine Generalist Social Work competencies are measured in this evaluation:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-informed research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Each competency is evaluated on a 5-point Likert scale that ranges from “Advanced Competence” to “Unacceptable Progress.” Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning. The 4 Learning Dimensions include:

1. Knowledge – learned facts, information, theories
2. Values – ethics and standards/principles
3. Skills – behavior, application, execution, abilities
4. Cognitive & Affective Processes – reasoning, understanding, & attitude, perception, feeling, empathy
COMPETENCIES EVALUATION INSTRUMENT

Instructions for Rating Interns on the 9 Competencies in the First Part of the Evaluation

The standard by which an intern is to be compared is that of a new beginning-level social worker. The 9 competencies that are specified in this evaluation form are those established in 2015 by our national accrediting organization (the Council on Social Work Education). Under each competency statement are several items that we ask that you rate according to the following criteria:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
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</tr>
</tbody>
</table>

1. **Unacceptable progress**: This student is functioning below the expectations for an intern in a Generalist field placement on this competency. The intern is not prepared to engage in the tasks associated with this Generalist Social Work competency. If the intern is to remain at this field placement, a clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester and the student’s performance related to this competency must meet expectations of a 3 or better rating by the end of that semester.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations for an intern in Generalist field placement on this competency. A clear plan, agreed to by the Field Instructor, Field Liaison, and student, must be in place for the next semester. Unless the student’s performance related to this competency meets expectations of a 3 or better rating, this intern may not be ready to enter a specialized field placement by the end of this placement.

3. **Competent**: This intern is **meeting** the competency expectations of a Generalist field placement intern.

4. **Proficient**: This intern is **excelling** in field placement by performing above expectations for interns in a Generalist field placement.

5. **Advanced**: This intern is **exceeding** the competency expectations for interns in a Generalist field placement.

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas that need improvement. This evaluation is intended to give the intern feedback about her or his performance. The agency Field Instructor’s ratings of these competencies are used as input into the grade that is given to the intern. However, the Field Liaison has the responsibility of assigning the grade for the field placement based on overall evaluation of the student’s performance in placement in conjunction with the agency Field Instructor’s evaluation, Field Liaison visit, and review of the student’s Field Learning Plan.

The Field Instructor is required to complete an electronic copy of the field evaluation at the end of field placement. The Field Instructor and student should meet to discuss the performance ratings and any specific plans for the student’s improvement should be noted in the narrative section. One completed, the
evaluation (done by the Field Instructor and reviewed by the student) is forwarded to the Field Education Office via Qualtrics, which then forwards it to the Field Liaison who reviews it in light of the field visit and submits a field grade. The student may request a copy of the final evaluation.
COMPETENCY #1: DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

Social workers:

1. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
</table>

2. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
</table>

3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
</table>

4. Utilize technology ethically and appropriately to facilitate practice outcomes:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
</table>

5. Utilize supervision and consultation to guide professional judgment and behavior:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
</thead>
</table>

FINAL EVALUATION AVERAGE FOR COMPETENCY #1 (add the scores you provided in each of the boxes above and divide by 5; insert this result in the next box – use standard rounding procedures):

128
<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
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<tbody>
<tr>
<td>5</td>
<td>4</td>
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</table>

129
Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

**Social workers:**

1. Apply and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro-levels:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient</th>
<th>Unacceptable</th>
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<tbody>
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<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

2. Presents themselves as a learner and engage clients/patients/consumers and constituencies as experts of their own experiences:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient</th>
<th>Unacceptable</th>
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<tr>
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</table>

3. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with clients/patients/consumers and constituencies who differ from self:

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient</th>
<th>Unacceptable</th>
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**FINAL EVALUATION AVERAGE FOR COMPETENCY #2**

(add the scores you provided in each of the boxes above and divide by 3; insert this result in the next box – use standard rounding procedures):

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<th>Unacceptable</th>
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</table>
Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #3: ADVANCE HUMAN RIGHTS; SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

Social workers:
1. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels:

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2. Engage in practice that advance social, economic, and environmental justice:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #3 (add the scores you provided in each of the boxes above and divide by 2; insert this result in the next box – use standard rounding procedures):

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</table>

Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #4: ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

Social workers:
1. Utilize theory and practice experiences to inform scientific inquiry and research:

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2. Apply critical thinking to engage in analyses of quantitative and qualitative research methods and research findings:

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3. Translate and use evidence from research to inform and improve policy, practice, and service delivery:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #4 (add the scores you provided in each of the boxes above and divide by 3; insert this result in the next box – use standard rounding procedures):

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #5: ENGAGE IN POLICY PRACTICE

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

Social workers:
1. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services:

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2. Assess how social welfare and economic policies impact the delivery of and access to social services:

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3. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #5 (add the scores you provided in each of the boxes above and divide by 3; insert this result in the next box – use standard rounding procedures):

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</table>

Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #6: ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:
1. Apply knowledge of human behavior and the social environment, person-in-environment, and/or other multidisciplinary theoretical frameworks as appropriate to engage with clients/patients/consumers and constituencies:

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2. Use empathy, reflection, and interpersonal skills to effectively engage with clients/patients/consumers and constituencies:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #6 (add the scores you provided in each of the boxes above and divide by 2; insert this result in the next box – use standard rounding procedures):

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #7: ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

Social workers:

1. Collect and organize data, and apply critical thinking to interpret information from clients/patients/consumers and constituencies:

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2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients/patients/consumers and constituencies:

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3. As appropriate, develop mutually agreed-upon intervention goals and objectives based on the critical assessment of strengths, needs, and challenges facing clients/patients/consumers and constituencies:

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4. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients/patients/consumers and constituencies:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #7 (add the scores you provided in each of the boxes above and divide by 4; insert this result in the next box – use standard rounding procedures):

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration.

**Social workers:**

1. Critically choose and implement interventions to achieve practice goals that enhance capacities of clients/patients/consumers and constituencies:

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2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients/patients/consumers and constituencies:

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3. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes for clients/patients/consumers and constituencies:

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4. Negotiate, mediate, and advocate with and on behalf of diverse clients/patients/consumers and constituencies:

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5. Facilitate effective transitions and endings with clients/patients/consumers and constituencies that, as appropriate, advance mutually agreed-on goals:

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FINAL EVALUATION AVERAGE FOR COMPETENCY #8 (add the scores you provided in each of the boxes above and divide by 5; insert this result in the next box – use standard rounding procedures):

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #9: EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES

Each required generalist practice behavior listed below demonstrates this competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with regard to unique practice situations. Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

**Social workers:**

1. Utilize appropriate methods for evaluation of outcomes:

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</table>

2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes:

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3. Critically analyze, monitor, and evaluate intervention and program processes and outcomes:

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4. Apply evaluation findings to improve practice effectiveness with clients/patients/consumers and constituencies:

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**FINAL EVALUATION AVERAGE FOR COMPETENCY #9** (add the scores you provided in each of the boxes above and divide by 4; insert this result in the next box – use standard rounding procedures):

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</table>
Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
Question 1: Please check ONE of the following at the end of FIRST term evaluation:

☐ **Unacceptable progress**: This intern is functioning below the expectations of a Generalist field placement intern. This intern is not prepared to engage in the field placement tasks associated with Generalist Social Work practice. In order to remain at this field placement, a clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester and the student’s performance related to all the competencies must meet expectations of a 3 or better rating by the end of that semester.

☐ **Insufficient Progress**: This intern is functioning somewhat below the expectations of a Generalist field placement intern. There is concern about whether this intern will be ready for a specialized field internship by the end of this placement. During the next semester the student’s performance related to all the competencies must meet expectations of a 3 or better rating.

☐ **Competent**: This intern is **meeting** the expectations of a Generalist field placement intern.

☐ **Proficient**: This intern is **exceeding** in Generalist field placement by performing above expectations for interns.

☐ **Advanced**: This intern is **exceeding** the competency expectations for a student in Generalist field placement.

Comments/Elaboration:

Question 2: Please check ONE of the following at the FINAL evaluation. Only complete this section at the end of the field practicum.

☐ **Unacceptable progress**: This intern is functioning below the expectations of a Generalist field placement intern. This intern is not prepared to engage in a specialized field internship.

☐ **Insufficient Progress**: This intern is functioning somewhat below the expectations of a Generalist field placement intern. This intern may not be ready to begin a specialized field internship.

☐ **Competent**: This intern **met** the competency expectations of a Generalist field placement intern and is ready to begin a specialized field placement.

☐ **Proficient**: This intern **excelled** in this field placement by performing above competency expectations for an intern in a Generalist field placement and is ready to begin specialized field placement.

☐ **Advanced**: This intern exceeded the competency expectations for an intern in a Generalist field placement and is ready to begin specialized field placement.

Final Comments/Elaboration:
The following section should be completed by the intern:

My agency Field Instructor and Field Liaison have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

☐ I agree with the evaluation
☐ I do not agree with evaluation

Intern’s Pitt ID number (PeopleSoft’s 7 digit ID#):

Today’s date-- Day: __ Month: Year: 20 ___

NOTE: If the intern disagrees with the evaluation they should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. The disagreement should be specific and should also relate to the items in the evaluation.
# MSW Generalist Field Placement Time Sheet

**Student Name:** 

**Field Placement Site:** 

**Field Instructor:** 

**Semester (Check one)** 
- Fall 
- Spring 
- Summer 
- Year 

<table>
<thead>
<tr>
<th>Week #</th>
<th>Dates</th>
<th>Mon</th>
<th>Tues</th>
<th>Wed</th>
<th>Thurs</th>
<th>Fri</th>
<th>Sa/Su</th>
<th>HOURS WORKED</th>
<th>Weekly Total</th>
<th>Field Instructor Initials</th>
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<tbody>
<tr>
<td>EXAMPLE</td>
<td>Sept 7-1</td>
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Minimum Hours Required: (MSW 1stYear -- 144 fall term -- 216 spring term) (MSW 2ndYear or Adv Standing -- 360 per term)

**STUDENT SIGNATURE** 

**DATE:** 

**FIELD INSTRUCTOR’S SIGNATURE** 

**DATE:** 

**MSW FIELD LIAISON’S SIGNATURE** 

**DATE:**
Students are required to submit a completed time sheet at the end of the term. The signatures of the Field Instructor and the Student reflect the student has met the required hours for the term. If the Student needs to clock more hours after the end-of-the term to achieve the minimum hours required, please note this below. No student may end fieldwork more than 2 weeks before the end of the term.
MSW Direct Practice Specialization Field Learning Plan

Student’s Name: ___
PeopleSoft ID: ___
Semester: ___
Campus Location: ___
Certificate? (Check one)
Yes ___ No ___
If yes, select one.
Children, Youth, and Families ___
Gerontology ___
Home and School Visitor/School Social Worker ___
Integrated Health Care ___
Mental Health ___

Is the student pursuing a certificate in Gender, Sexuality, and Women’s Studies?
___
Field Liaison’s Name: ___
Agency Name: ___
Agency Address: ___
Field Instructor: ___
Field Instructor Phone: ___
Field Instructor Email: ___
Task Supervisor (if applicable): ___
Task Supervisor Phone: ___
Task Supervisor Email: ___

Field Instruction Weekly Supervision Schedule:

Mon (Hours) _____ Tues (Hours) _____ Wed (Hours) _____ Thurs (Hours) _____ Fri (Hours) _____

Day of the Week: ___
Time: __________________________
ALL STUDENTS MUST ENGAGE IN A MINIMUM OF ONE HOUR PER WEEK FORMAL SUPERVISION.

Date Field Placement Commences: ____________________________
Field Evaluation Due Date: ____________________________
Ends: ____________________________

Student Signature: ____________________________
Field Instructor Signature: ____________________________
Field Liaison Signature: ____________________________

Online: http://www.socialwork.pitt.edu/academic-programs/field-education/ Revised 7/2020
The MSW DP student engages in specialized DP practice in field placement. Field Instructors play a critical role in MSW Students’ education. They serve as teachers and mentors for Students in a DP agency setting. Field Instructors are expected to guide Students’ accomplishment of the learning tasks and the achievement of DP specialization competencies. They assess Students’ progress and, when necessary, engage in problem-solving with Students and their MSW Field Liaisons.

**Guidelines for the DP Field Learning Plan**

1. The Field Learning Plan is the educational plan for the term of field placement; each term is graded separately. The Field Learning Plan serves as a guide for field instruction and supervision meetings. It further creates a basis for the evaluation and narrative that occur at the end of the term. The nine generalist competencies specified in the DP Field Learning Plan is consistent with the 2015 Educational Policies and Accreditation Standards (EPAS) established by the Council on Social Work Education, our national accrediting body, as well as the curriculum of the MSW Program of the School of Social Work, University of Pittsburgh. At the DP-level, all field Students are expected to have contact with individuals, families, and small groups. Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with respect to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning.

2. Responsibility for developing the learning tasks in the Field Learning Plan is jointly shared by the MSW Student and the Field Instructor. The Student submits the plan by the appropriate due date through the Qualtrics link provided. It is then sent to the Field Liaison for review and approval.

3. Measurement criteria can include, but are not limited to the following: cases, journals, written assignments, and material of all kind that is reviewed by the Field Instructor; oral presentations, practice documentation, proposals, projects, and task group participation. Direct observation (shadowing) of the Student’s work is expected. Feedback and evaluative information from other staff involved with the Student’s effort should be incorporated into the evaluation criteria.

4. The Student’s MSW Field Liaison reviews and approves the Field Learning Plan. It is used as a focus for agency visits as well as for any issues that may require clarification or problem-solving collaboration between the Field Liaison, the Field Instructor, and the Student.

5. The Field Learning Plan may be modified during the period of field placement to reflect the Student’s identified learning needs as well as changes that may occur. Situations such as student absences beyond three days, irregular attendance, their inability to complete the required number of field hours, change of Field Instructor, or change of field assignment should be brought to the immediate attention of and discussed with the MSW Field Liaison.
6. Copies of the Field Learning Plan signature pages and timesheets are placed in the Student's academic folder. A full electronic copy is kept and archived according to the School’s retention policies.

As you work with your field intern, please keep in mind that the standard by which an **MSW DP field student** is to be compared is that of a **social worker entering specialized DP practice**. The nine competencies specified in this evaluation form are derived from the 2015 Educational Policy and Accreditation Standards (EPAS) issued by our national accrediting organization, the Council on Social Work Education (CSWE). When evaluating the competencies, please do not equate this scale to the traditional letter grading scale. At the specialized DP practice level, a **score of three or “competent” constitutes a passing grade**. **For additional guidance in using this scale, please contact the Office of Field Education.**

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
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<tbody>
<tr>
<td>5</td>
<td>4</td>
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<td>2</td>
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</table>

1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern on this competency. The intern is not prepared to engage in the tasks associated with specialized DP competency.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of a field placement intern on this competency. A clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester. Unless the student’s performance related to this competency meets expectations of a three or better rating, this intern may not be ready to enter specialized DP practice by the end of placement.

3. **Competent**: This intern is **meeting** the competency expectations of a DP field placement intern.

4. **Proficient**: This intern is **excelling** in field placement by performing above competency expectations for DP interns.

5. **Advanced**: This intern is **exceeding** the competency expectations in field placement for DP interns.

Please do not equate this scale to the traditional letter grading scale. At the MSW DP specialization-level, an intern is expected to achieve at least a score of three (or “competent”) on each competency. If an intern earns a 1 or 2 on any competency, a clear plan for improvement, agreed to by the Field Instructor, MSW Faculty Liaison, and Student, must be in place for the next semester and the Student’s performance related to the competency must
meet expectations of a 3 or better rating by the end of that semester. Further information about the use these ratings is provided in the MSW DP Field Evaluation form.
**DP Field Learning Plan**

**Competency #1: Demonstrate Ethical and Professional Behavior.** Social workers engaged in direct practice recognize the importance of the practitioner-client relationship, the person-in-environment perspective, the strengths perspective, the professional use of self with clients, and the social, economic, and environmental justice implications of their interventions. They adhere to ethical guidelines of professional behavior and model ethical use of intervention modalities in practice. Direct practice social workers recognize their role on inter-professional teams in practice as well as the ethical use of technology for direct social work practice.

<table>
<thead>
<tr>
<th>Required Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors</th>
<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrate professional boundaries, roles, demeanor, and ethical use of technology in direct social work practice and relationships with clients and professionals from diverse(^5) backgrounds</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1(^{st}) Six Weeks, 1(^{st}) Term, 2nd Term, 3(^{rd}) Term, 4(^{th}) Term, Ongoing</td>
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<tr>
<td>Apply the NASW Code of Ethics, relevant laws and regulations, ethical decision-making principles and frameworks to issues specific to direct practice</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1(^{st}) Six Weeks, 1(^{st}) Term, 2nd Term, 3(^{rd}) Term, 4(^{th}) Term, Ongoing</td>
</tr>
<tr>
<td>Use reflection, self-regulation, and supervision to manage personal values and maintain professionalism in practice situations with individuals, families, groups, and other relevant constituencies</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1(^{st}) Six Weeks, 1(^{st}) Term, 2nd Term, 3(^{rd}) Term, 4(^{th}) Term, Ongoing</td>
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\(^5\) Diversity is defined as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status (EPAS, 2015 pg7).
<table>
<thead>
<tr>
<th>Required Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors</th>
<th>Measurement</th>
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**Competency #2: Engage Diversity and Difference in Practice.** Social workers engaged in direct practice are knowledgeable about various forms of diversity, difference, power, and privilege and how the intersectionality of these influence the practitioner-client relationship and the issues with which clients present. Further, social workers in direct practice recognize they are cultural beings with their choices affected by both their and the client’s life experiences; they practice cultural humility in their interactions with clients from diverse backgrounds.

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<tr>
<th>Required Behaviors</th>
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<th>Measurement</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>Demonstrate awareness of historical and contemporary forms of privilege, power, oppression, discrimination, and/or marginalization and the impact this has on clients</td>
<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
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<td>Engage clients as experts of their own experiences</td>
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<td>Apply self-awareness and self-regulation to manage personal biases and values in working with clients to avoid contributing to stereotypes, shaming, stigmatization, marginalization, and oppressive practices</td>
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**Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers engaged in direct practice recognize all people should be accorded equal and basic human rights. Direct practitioners acknowledge access, availability, and affordability of services can pose barriers to clients receiving services. Direct practice social workers apply frameworks grounded in human rights and social, economic, and environmental justice in helping people from diverse backgrounds achieve their goals.

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<th>Required Behaviors</th>
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<tr>
<td>Advocate on behalf of clients to secure basic human rights, including availability, affordability, and accessibility of services to meet bio-psycho-social-spiritual-cultural needs</td>
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<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Apply human rights and culturally responsive social, economic, and environmental justice frameworks to navigate practice with clients from diverse backgrounds</td>
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<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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Competency #4: Engage In Practice-informed Research and Research-informed Practice. Social workers engaged in direct practice recognize the importance of practice experiences in informing research. They utilize evidence-informed research in the selection and provision of appropriate direct practice interventions, taking into consideration values and ethics of the profession and the diversity of client population. Direct practice social workers collaborate as appropriate with colleagues to design and implement practice-informed research.

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<td>Apply research evidence to inform selection and implementation of appropriate interventions</td>
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<tr>
<td>Utilize practice experience to inform research on interventions with clients</td>
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<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Week □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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**Competency #5: Engage in Policy Practice.** Social workers engaged in direct practice advocate on behalf of clients, understanding that agency or government policies can negatively affect clients directly, as the result of policy consequences, or by ignoring the most vulnerable and deserving clients. Direct practice social workers examine how historical and contemporary societal factors influence policies and how those policies in turn shape the practice environment and the lives of clients.

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<th>Required Behaviors</th>
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<tr>
<td>Apply policy practice frameworks and skills including outreach, education, empowerment, and advocacy to work with clients and to advance social, economic, and environmental justice</td>
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<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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| Analyze critically how agency, local, state, federal, and/or global policies affect clients’ well-being, clients’ access to, as well as provision of direct practice services | □ Observation □ Documentation □ Assignment □ Discussion □ Journal | □ Observation □ Documentation □ Assignment □ Discussion □ Journal | □ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing |
**Competency #6: Engage with Individuals, Families, and Small Groups.** Social workers engaged in direct practice use interpersonal skills, knowledge, and cognitive and affective processes to engage with individuals, families, and small groups. Recognizing human behavior is affected by social and biological factors and that most interventions require knowledge and skills from various disciplines, direct practice social workers engage in continuous self-assessment - evaluating their values and assumptions including how these affect the practitioner-client relationship with individuals, families, and small groups.

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<th>Due Dates</th>
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<td>Apply knowledge of human behavior and the social environment to direct practice skills used in engaging and building rapport with individual, families, and small groups from diverse backgrounds;</td>
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<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
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<td>Utilize existing interdisciplinary collaborations and inter-professional relationships, and establish prospective ones, that foster effective direct social work practice</td>
<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
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<td>Demonstrate through critical self-reflection an understanding of how one’s personal and professional experiences may affect one’s ability to work effectively with individuals, families, and small groups from diverse backgrounds</td>
<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
<td>☐ Observation ☐ Documentation ☐ Assignment ☐ Discussion ☐ Journal</td>
<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
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**Competency #7: Assess Individuals, Families, and Small Groups.** Social workers engaged in direct practice acknowledge the importance of comprehensive and accurate assessments of individuals, families, or small groups utilizing the most reliable and valid tools. They use their knowledge and skills in fully assessing the client’s presenting issue and how this is related to other relevant factors. Direct practice social workers accede that for intervention to be successful, assessment (including goal setting and objectives) must be agreed-upon with their clients.

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<th>Measurement</th>
<th>Due Dates</th>
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<tr>
<td>Accurately assess bio-psycho-social-spiritual-cultural needs, using evidence-informed protocols and modalities</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Develop mutually agreed upon intervention goals and objectives based on the critical assessment of strengths, challenges, risks, and protective factors within clients, including individuals, families, and small groups from diverse backgrounds</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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</table>
**Competency #8: Intervene with Individuals, Families, and Small Groups.** Social workers engaged in direct practice utilize evidence-informed interventions to optimize the well-being of individuals, families, and small groups from diverse backgrounds, appreciating the importance of working from a social work value base with interdisciplinary teams. Direct practice social workers are able to intervene and terminate relationships with clients once stated goals are reached and in a way that empowers clients.

<table>
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<th>Required Behaviors</th>
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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize interdisciplinary prevention and intervention strategies based upon mutually agreed upon goals that effectively enhances bio-psycho-social-spiritual-cultural functioning and well-being of individuals, families, and small groups</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Week □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Apply interdisciplinary knowledge, inter-professional collaboration, and advocacy skills to enhance the bio-psycho-social-spiritual-cultural functioning and well-being of individuals, families, and small groups</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Week □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Facilitate effective transitions and endings that advance mutually agreed-upon goals with individuals, families, and small groups</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Week □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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</table>
**Competency #9: Evaluate Practice with Individuals, Families, and Small Groups.** Social workers engaged in direct practice recognize the importance of ongoing evaluation of the practice relationship with individuals, families, and small groups from diverse backgrounds in order to determine the effectiveness of selected interventions, being aware of power differentials in the practitioner-client relationship that can affect client outcomes. Direct practice social workers share evaluation results with relevant parties and use this feedback to improve their practice.

<table>
<thead>
<tr>
<th>Required Behaviors</th>
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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize appropriate evaluation methods to assess the effectiveness of bio-psycho-social-spiritual-cultural interventions</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
</tr>
<tr>
<td>Select appropriate methods to assess how power, oppression, and diversity, impact interventions and practice effectiveness with individuals, families, and small groups from diverse backgrounds</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
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<tr>
<td>Disseminate evaluation results as appropriate to clients, stakeholders, supervisors, and administrators</td>
<td></td>
<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
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</table>
MSW Direct Practice Specialization Field Evaluation Form

Student’s Name: __________________________________________
PeopleSoft ID: __________________________________________
Semester: _________________________________________________
Campus Location: __________________________________________

Oakland         Bradford         Johnstown

Certificate? (Check one) ___________________________ Yes    No
If yes, select one.  __________________________________________
Children, Youth, and Families
Gerontology
Home and School Visitor/School Social Worker
Integrated Health Care
Mental Health

Is the student pursuing a certificate in Gender, Sexuality, and Women's Studies? ___________________________ Yes    No

Field Liaison’s Name: __________________________________________
Agency Name: ________________________________________________
Agency Address: ______________________________________________
Field Instructor: ______________________________________________
Field Instructor Phone: _________________________________________
Field Instructor Email: _________________________________________
Task Supervisor (if applicable): __________________________________
Task Supervisor Phone: _________________________________________
Task Supervisor Email: _________________________________________

EVALUATION GRADE
(See pages 2-3 for explanation, to be entered upon completion of evaluation)

Overall Grade Recommend □ Satisfactory □ No Credit
(Final grade will be determined by Field Liaison)

Field Evaluation Due Date: ____________________________
Student Signature: ________________________________________
Field Instructor Signature: _________________________________
Field Liaison Signature: _______________________________ 161
INTRODUCTION

The end-of-term evaluation of the student’s performance in the field practicum represents a summation of the Field Instructor’s feedback and assessment of the student’s performance for the specified term. A field placement activity time sheet is attached to the end of the evaluation form.

Both the student and the Field Instructor should have a copy of the field evaluation instrument by the middle of the first term of the field practicum. This is done so both may be familiar with the evaluation criteria and instrument and so the selection of learning tasks and assignments can take these attributes into consideration.

This evaluation is designed to measure outcomes in achieving DP specialization competencies. While there are many variables that contribute to outcomes, it is the student’s quality and nature of performance activity, timeliness, and behaviors that are assessed for each competency. The student must be involved in the process and both the Field Instructor and the student should be familiar with the DP specialization competencies. This evaluation measures where the student is relative to the student’s growth and development in relation to the DP specialization competencies.

The end-of-term field evaluation consists of reviewing the Field Learning Plan with a focus on what was accomplished, what was not, the quality of the student’s work, the student’s strengths and weaknesses, and further learning that is suggested for the student’s professional development. Following a review and discussion with the student, the Field Instructor completes this instrument. If the student wishes, they may append an additional statement to the instrument. Finally, the Field Instructor and student both sign and date the instrument electronically and it is the student’s responsibility to submit the instrument via Qualtrics to the Office of Field Education by the due date. The Office of Field Education forwards these completed field evaluations to the Field Liaison who reviews them in light of the field visit and submits a field grade. The nine DP specialization competencies measured in this evaluation include:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-Informed Research and Research-Informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, & Small Groups
7. Assess Individuals, Families, & Small Groups
8. Intervene with Individuals, Families, & Small Groups
9. Evaluate Practice with Individuals, Families, & Small Groups

Each competency is evaluated on a 5-point Likert scale that ranges from “Advanced Competence” to “Unacceptable Progress.” Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning. The 4 Learning Dimensions include:

Knowledge – learned facts, information, theories
Values – ethics and standards/principles
Skills – behavior, application, execution, abilities
Cognitive & Affective Processes – reasoning, understanding, & attitude, perception, feeling, empathy


**COMPETENCIES EVALUATION INSTRUMENT**

**Instructions for Rating Interns on the 9 Competencies**

The standard by which an intern is to be compared is that of a social worker entering specialized Direct Practice. The 9 competencies specified in this evaluation form are derived from the 2015 Educational Policy and Accreditation Standards (EPAS) issued by our national accrediting organization, the Council on Social Work Education (CSWE). When evaluating the competencies, please do not equate this scale to the traditional letter grading scale. At the specialized Direct Practice level, a score of three or “competent” constitutes a passing grade. For additional guidance in using this scale, please contact the Office of Field Education.

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1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern on this competency. The intern is not prepared to engage in the tasks associated with specialized DP competency. If the intern is to remain at this field placement, a clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester and the student’s performance related to this competency must meet expectations of a 3 or better rating by the end of that semester.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of an intern in a specialized field placement. There is concern about whether this intern will be ready to enter specialized Direct Practice by the end of placement. During the next semester the student’s performance related to all the competencies must meet expectations of a 3 or better rating.

3. **Competent**: This intern is meeting the competency expectations of a DP field placement intern.

4. **Proficient**: This intern is excelling in field placement by performing above competency expectations for DP interns.

5. **Advanced**: This intern is exceeding the competency expectations in field placement for DP interns.

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas that need improvement. This evaluation is intended to give the intern feedback about their performance. The agency Field Instructor’s rating of these competencies are used as input into the grade that is given to the intern. However, the Field Liaison has the responsibility of assigning the final field grade based on overall evaluation of the student’s performance in placement in conjunction with the agency Field Instructor’s evaluation, Field Liaison visit, and review of the student’s Field Learning Plan.

The Field Instructor is required to complete an electronic copy of the field evaluation at the end of each term of field placement. The Field Instructor and student should meet to discuss the performance ratings and any specific plans for the student’s improvement noted in the narrative section. Once the evaluation is
completed by the Field Instructor, reviewed by the student, and forwarded to the Field Education Office via Qualtrics, the Office of Field Education forwards these completed field evaluations to the Field Liaison who reviews them in light of the field visit and submits a field grade. The student may request a copy of the final evaluation.
COMPETENCY #1: Demonstrate Ethical and Professional Behavior

Social workers engaged in direct practice recognize the importance of the practitioner-client relationship, the person-in-environment perspective, the strengths perspective, the professional use of self with clients, and the social, economic, and environmental justice implications of their interventions. They adhere to ethical guidelines of professional behavior and model ethical use of intervention modalities in practice. Direct practice social workers recognize their role on inter-professional teams in practice as well as the ethical use of technology for direct social work practice. Direct practice social workers:

1. Demonstrate professional boundaries, roles, demeanor, and ethical use of technology in direct social work practice and relationships with clients and professionals from diverse backgrounds;

2. Apply the NASW Code of Ethics, relevant laws and regulations, ethical decision-making principles and frameworks to issues specific to direct practice;

3. Use reflection, self-regulation, and supervision to manage personal values and maintain professionalism in practice situations with individuals, families, small groups, and other relevant constituencies.

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #2: Engage Diversity and Difference in Practice

Social workers engaged in direct practice are knowledgeable about various forms of diversity, difference, power, and privilege and how the intersectionality of these influence the practitioner-client relationship and the issues with which clients present. Further, social workers in direct practice recognize they are cultural beings with their choices affected by both their and the client’s life experiences; they practice cultural humility in their interactions with clients from diverse backgrounds. Direct practice social workers:

1. Demonstrate awareness of historical and contemporary forms of privilege, power, oppression, discrimination, and/or marginalization and the impact this has on clients;

2. Engage clients as experts of their own experiences;

3. Apply self-awareness and self-regulation to manage personal biases and values in working with clients to avoid contributing to stereotypes, shaming, stigmatization, marginalization, and oppressive practices.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:

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Diversity is defined as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status (EPAS, 2015 p.7).
COMPETENCY #3: Advance Human Rights & Social, Economic, & Environmental Justice

Social workers engaged in direct practice recognize all people should be accorded equal and basic human rights. Direct practitioners acknowledge access, availability, and affordability of services can pose barriers to clients receiving services. Direct practice social workers apply frameworks grounded in human rights and social, economic, and environmental justice in helping people from diverse backgrounds achieve their goals. Direct practice social workers:

1. Advocate on behalf of clients to secure basic human rights, including availability, affordability, and accessibility of services to meet bio-psycho-social-spiritual-cultural needs;

2. Apply human rights and culturally responsive social, economic, and environmental justice frameworks to navigate practice with clients from diverse backgrounds.

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COMPETENCY #4: Engage in Practice-Informed Research & Research-Informed Practice

Social workers engaged in direct practice recognize the importance of practice experiences in informing research. They utilize evidence-informed research in the selection and provision of appropriate direct practice interventions, taking into consideration values and ethics of the profession and the diversity of client population. Direct practice social workers collaborate as appropriate with colleagues to design and implement practice-informed research. Direct practice social workers:

1. Apply research evidence to inform selection and implementation of appropriate interventions;

2. Utilize practice experience to inform research on interventions with clients.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #5: Engage in Policy Practice

Social workers engaged in direct practice advocate on behalf of clients, understanding that agency or government policies can negatively affect clients directly, as the result of policy consequences, or by ignoring the most vulnerable and deserving clients. Direct practice social workers examine how historical and contemporary societal factors influence policies and how those policies in turn shape the practice environment and the lives of clients. Direct practice social workers:

1. Apply policy practice frameworks and skills including outreach, education, empowerment, and advocacy to work with clients and to advance social, economic, and environmental justice;

2. Analyze critically how agency, local, state, federal, and/or global policies affect clients’ well-being, clients’ access to, as well as provision of direct practice services.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #6: Engage with Individuals, Families, and Small Groups

Social workers engaged in direct practice use interpersonal skills, knowledge, and cognitive and affective processes to engage with individuals, families, and small groups. Recognizing human behavior is affected by social and biological factors and that most interventions require knowledge and skills from various disciplines, direct practice social workers engage in continuous self-assessment - evaluating their values and assumptions including how these affect the practitioner-client relationship with individuals, families, and small groups. In order to advance their practice effectiveness, direct practice social workers:

1. Apply knowledge of human behavior and the social environment to direct practice skills used in engaging and building rapport with individual, families, and small groups from diverse backgrounds;

2. Utilize existing interdisciplinary collaborations and inter-professional relationships, and establish prospective ones, that foster effective direct social work practice;

3. Demonstrate through critical self-reflection an understanding of how one’s personal and professional experiences may affect one’s ability to work effectively with individuals, families, and small groups from diverse backgrounds.

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COMPETENCY #7: Assess Individuals, Families, and Small Groups

Social workers engaged in direct practice acknowledge the importance of comprehensive and accurate assessments of individuals, families, or small groups utilizing the most reliable and valid tools. They use their knowledge and skills in fully assessing the client’s presenting issue and how this is related to other relevant factors. Direct practice social workers accede that for intervention to be successful, assessment (including goal setting and objectives) must be agreed-upon with their clients. Direct practice social workers:

1. Accurately assess bio-psycho-social-spiritual-cultural needs, using evidence-informed protocols and modalities;

2. Develop mutually agreed upon intervention goals and objectives based on the critical assessment of strengths, challenges, risks, and protective factors within clients, including individuals, families, and small groups from diverse backgrounds.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #8: Intervene with Individuals, Families, and Small Groups

Social workers engaged in direct practice utilize evidence-informed interventions to optimize the well-being of individuals, families, and small groups from diverse backgrounds, appreciating the importance of working from a social work value base with interdisciplinary teams. Direct practice social workers are able to intervene and terminate relationships with clients once stated goals are reached and in a way that empowers clients. Direct practice social workers:

1. Utilize interdisciplinary prevention and intervention strategies based upon mutually agreed upon goals that effectively enhances bio-psycho-social-spiritual-cultural functioning and well-being of individuals, families, and small groups;

2. Apply interdisciplinary knowledge, inter-professional collaboration, and advocacy skills to enhance the bio-psycho-social-spiritual-cultural functioning and well-being of individuals, families, and small groups;

3. Facilitate effective transitions and endings that advance mutually agreed-upon goals with individuals, families, and small groups.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
COMPETENCY #9: Evaluate Practice with Individuals, Families, and Small Groups

Social workers engaged in direct practice recognize the importance of ongoing evaluation of the practice relationship with individuals, families, and small groups from diverse backgrounds in order to determine the effectiveness of selected interventions, being aware of power differentials in the practitioner-client relationship that can affect client outcomes. Direct practice social workers share evaluation results with relevant parties and use this feedback to improve their practice. Direct practice social workers:

1. Utilize appropriate evaluation methods to assess the effectiveness of bio-psycho-social-spiritual-cultural interventions;

2. Select appropriate methods to assess how power, oppression, and diversity, impact interventions and practice effectiveness with individuals, families, and small groups from diverse backgrounds;

3. Disseminate evaluation results as appropriate to clients, stakeholders, supervisors, and administrators.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester and the specific learning tasks to be accomplished to demonstrate improvement:
OVERALL END-OF-TERM EVALUATION

Question 1: Please check ONE of the following at the end of the FIRST term evaluation for Full-time Field Students. For Part-time Field Students, please check ONE of the following at the end of the FIRST, SECOND, and THIRD term evaluation:

1. **Unacceptable progress**: This intern is functioning below the expectations of an intern in a specialized field placement. This intern is not prepared to engage in the field placement tasks associated with specialized Direct Practice. In order to remain at this field placement, a clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester and the student’s performance related to all the competencies must meet expectations of a 3 or better rating by the end of that semester.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of an intern in a specialized field placement. There is concern about whether this intern will be ready to enter specialized Direct Practice by the end of placement. During the next semester the student’s performance related to all the competencies must meet expectations of a 3 or better rating.

3. **Competent**: This intern is meeting the competency expectations of a DP field placement intern.

4. **Proficient**: This intern is excelling in field placement by performing above competency expectations for DP interns.

5. **Advanced**: This intern is exceeding the competency expectations in field placement for DP interns.

**Comments/Elaboration:**

Question 2: Please check ONE of the following at the end of the FINAL term evaluation. Only complete this section at the end of the field practicum.

1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern. This intern is not prepared to engage in specialized Direct Practice.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of a field placement intern. This intern may not be ready to enter specialized Direct Practice.

3. **Competent**: This intern met the competency expectations of a DP field placement intern and is ready to enter specialized Direct Practice.

4. **Proficient**: This intern excelled in this field placement by performing above competency expectations for DP interns and is ready to enter specialized Direct Practice.

5. **Advanced**: This intern exceeded the competency expectations in this field placement for DP interns and is ready to enter specialized Direct Practice.

**Final Comments/Elaboration:**

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The following section should be completed by the intern:

My agency Field Instructor and Field Liaison have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

☐ I agree with the evaluation
☐ I do not agree with evaluation

Intern’s Pitt ID number (PeopleSoft’s 7 digit ID#):

Today’s date-- Day: ___Month: Year: 20____

NOTE: If the intern disagrees with the evaluation they should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. The disagreement should be specific and should also relate to the items in the evaluation.
# MSW DIRECT PRACTICE FIELD PLACEMENT TIME SHEET

**Student Name:**

**Field Placement Site:**

**Field Instructor:**

**Semester (Check one)**
- Fall
- Spring
- Summer

**Year**

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<th>Dates</th>
<th>Mon</th>
<th>Tues</th>
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Minimum Hours Required: (MSW 1stYear -- 144 fall term -- 216 spring term) (MSW 2ndYear or Adv Standing -- 360 per term)

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<thead>
<tr>
<th>STUDENT SIGNATURE</th>
<th>DATE:</th>
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<tbody>
<tr>
<td>FIELD INSTRUCTOR’S SIGNATURE:</td>
<td>DATE:</td>
</tr>
<tr>
<td>MSW FIELD LIAISON’S SIGNATURE</td>
<td>DATE:</td>
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</table>

*Students are required to submit a completed time sheet at the end of the term. The signatures of the Field Instructor and the Student reflect the student has met the required hours for the term. If the Student needs to clock more hours after the end-of-the term to achieve the minimum hours required, please note this below. No student may end fieldwork more than 2 weeks before the end of the term.*
MSW Community, Organization, and Social Action (COSA) Specialization Field Learning Plan

Student’s Name: ____________________________
PeopleSoft ID: ____________________________
Semester: ____________________________
Certificate? (Check one) ____________
Yes ____________ No ____________
If yes, select one.
Human Services Management ____________
Community Practice ____________

Is the student pursuing a certificate in Gender, Sexuality, and Women’s Studies?
Yes ____________ No ____________

Field Liaison’s Name: ____________________________
Agency Name: ____________________________
Agency Address: ____________________________
Field Instructor: ____________________________
Field Instructor Phone: ____________________________
Field Instructor Email: ____________________________
Task Supervisor (if applicable): ____________________________
Task Supervisor Phone: ____________________________
Task Supervisor Email: ____________________________

Student’s Weekly Field Schedule:

<table>
<thead>
<tr>
<th>Day of the Week</th>
<th>Time</th>
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</table>

Field Instruction Weekly Supervision Schedule:

Day of the Week: ____________________________
Time: ____________________________

ALL STUDENTS MUST ENGAGE IN A MINIMUM OF ONE HOUR PER WEEK FORMAL SUPERVISION.

Date Field Placement Begins: ____________________________
Ends: ____________________________
Field Evaluation Due Date: ____________________________
Online: http://www.socialwork.pitt.edu/academic-programs/field-education/
Revised 6/2020
The MSW COSA student engages in specialized COSA practice in field placement. Field Instructors play a critical role in MSW Students’ education. They serve as teachers and mentors for Students in a COSA agency setting. Field Instructors are expected to guide Students’ accomplishment of the learning tasks and the achievement of COSA specialization competencies. They assess Students’ progress and, when necessary, engage in problem-solving with Students and their MSW Field Liaisons.

**Guidelines for the COSA Field Learning Plan**

1. The Field Learning Plan is the educational plan for the term of field placement; each term is graduated separately. The Field Learning Plan serves as a guide for field instruction and supervision meeting. It further creates a basis for the evaluation and narrative that occur at the end of the term. The nine generalist competencies specified in the COSA Field Learning Plan is consistent with the 201 Educational Policies and Accreditation Standards (EPAS) established by the Council on Social Work Education, our national accrediting body, as well as the curriculum of the MSW Program of the School of Social Work, University of Pittsburgh. At the COSA-level, all field Students are expected to have contact with groups, organizations, and communities. Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment with respect to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning.

2. Responsibility for developing the learning tasks in the Field Learning Plan is jointly shared by the MSW Student and the Field Instructor. The Student submits the plan by the appropriate due date through the Qualtrics link provided. It is then sent to the Field Liaison for review and approval.

3. Measurement criteria can include, but are not limited to the following: cases, journals, written assignments, and material of all kind that is reviewed by the Field Instructor; oral presentations, practice documentation, proposals, projects, and task group participation. Direct observation (shadowing) of the Student’s work is expected. Feedback and evaluative information from other staff involved with the Student's effort should be incorporated into the evaluation criteria.

4. The Student's MSW Field Liaison reviews and approves the Field Learning Plan. It is used as a focus for agency visits as well as for any issues that may require clarification or problem-solving collaboration between the Field Liaison, the Field Instructor, and the Student.

5. The Field Learning Plan may be modified during the period of field placement to reflect the Student’s identified learning needs as well as changes that may occur. Situations such as student absences beyond three days, irregular attendance, their inability to complete the required number of field hours, change of Field Instructor, or change of field assignment should be brought to the immediate attention of and discussed with the MSW Field Liaison.
6. Copies of the Field Learning Plan signature pages and timesheets are placed in the Student's academic folder. A full electronic copy is kept and archived according to the School’s retention policies.

As you work with your field intern, please keep in mind that the standard by which an **MSW COSA field student** is to be compared is that of a **social worker entering specialized COSA practice**. The nine competencies specified in this evaluation form are derived from the 2015 Educational Policy and Accreditation Standards (EPAS) issued by our national accrediting organization, the Council on Social Work Education (CSWE). When evaluating the competencies, please do not equate this scale to the traditional letter grading scale. At the specialized COSA practice level, a **score of three or “competent” constitutes a passing grade. For additional guidance in using this scale, please contact the Office of Field Education.**

<table>
<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
</tr>
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<tbody>
<tr>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
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</tbody>
</table>

1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern on this competency. The intern is not prepared to engage in the tasks associated with specialized COSA competency.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of a field placement intern on this competency. A clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester. Unless the student’s performance related to this competency meets expectations of a three or better rating, this intern may not be ready to enter specialized COSA practice by the end of placement.

3. **Competent**: This intern is **meeting** the competency expectations of a COSA field placement intern.

4. **Proficient**: This intern is **excelling** in field placement by performing above competency expectations for COSA interns.

5. **Advanced**: This intern is **exceeding** the competency expectations in field placement for COSA interns.

Please do not equate this scale to the traditional letter grading scale. At the MSW COSA specialization-level, an intern is expected to achieve at least a score of three (or “competent”) on each competency. If an intern earns a 1 or 2 on any competency, a clear plan for
improvement, agreed to by the Field Instructor, MSW Faculty Liaison, and Student, must be in place for the next semester and the Student’s performance related to the competency must meet expectations of a 3 or better rating by the end of that semester. Further information about the use these ratings is provided in the MSW COSA Field Evaluation form.
**COSA Field Learning Plan**

**Competency #1: Demonstrate Ethical and Professional Behavior.** Social workers engaged in COSA recognize the importance of inclusive participation in the helping relationship, the person-in-environment and strengths perspectives, the professional use of self with constituencies and stakeholders, and the economic, environmental, and social justice implications of their practice. They adhere to ethical guidelines of professional behavior in accordance with the NASW Code of Ethics, modeling ethical practice that supports the collective process of social change. Social workers in COSA recognize their role on inter-professional teams and the ethical use of technology.

<table>
<thead>
<tr>
<th>Required Behaviors</th>
<th>Student's Agreed-Upon Tasks/Activities to Demonstrate Behaviors</th>
<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply the NASW Code of Ethics, relevant laws and regulations, the ethical use of technology and ethical decision-making principles and frameworks to issues specific to COSA social work practice.</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Demonstrate professional boundaries, demeanor, appropriate use of consultation and leadership in their COSA social work practice to ensure the use of ethical interventions to improve the well-being of groups, organizations, and communities, which in turn impact the well-being of individuals, and families.</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Use reflection, self-awareness, and supervision to manage personal values and maintain professionalism in practice situations with groups, organizations, and communities.</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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</tbody>
</table>
**Competency #2: Engage Diversity\(^7\) and Difference in Practice.** Social workers engaged in COSA are knowledgeable about various forms of diversity, difference, power, and privilege and how the intersectionality of these influence the relationships and issues with constituencies and stakeholders. COSA social workers recognize they are cultural beings with their choices affected by both their own and their constituencies’ life experiences. COSA social workers recognize different perspectives and worldviews, and the complexities and contradictions at times inherent in addressing multiple oppressions and disparities.

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<th>Measurement</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>Use an intersectional and anti-oppressive lens, focusing on the strengths of diversity and difference, to foster inclusive communities and multicultural organizations that reflect the diversity of the people with whom they work</td>
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<td>Observation</td>
<td>1(^{st}) Six Weeks</td>
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<tr>
<td>Engage diverse constituencies and stakeholders as experts of their own experiences</td>
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<td>Apply self-awareness and cultural humility to understand how one’s personal biases, power, and privilege affect the engagement and development of organizational and social action strategies with diverse populations</td>
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\(^7\) Diversity is defined as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status (EPAS, 2015 p.7).
**Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice** Social workers engaged in COSA recognize that all people should be accorded equal and basic human rights and they work to advance human rights and social, economic, and environmental justice with, and on behalf of groups, organizations, and communities. COSA practitioners acknowledge that access, availability, and affordability of services and resources can pose barriers to their constituents and stakeholders. Informed by theories of social justice, human rights, power dynamics, and other frameworks, COSA social workers advance human rights and social, economic, and environmental justice locally and globally to benefit groups, organizations, and communities.

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<tr>
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<th>Due Dates</th>
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<tbody>
<tr>
<td>Apply knowledge of civil and human rights theories and frameworks, and international documents, conventions, policies and covenants to improve the social, economic, and environmental well-being of groups, organizations, and communities</td>
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<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
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<tr>
<td>Work with diverse constituencies and stakeholders to protect and advance civil, human, economic, political, cultural and environmental rights, and to eliminate oppressive structural barriers that impede the equitable distribution of social goods, rights, and responsibilities</td>
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<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
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</table>
**Competency #4: Engage In Practice-informed Research and Research-informed Practice.** COSA practitioners recognize environmental, sociocultural, and historical factors that affect the inclusion of underrepresented populations in research and understand how research enhances service delivery and contributes to broader knowledge building within social work practice. In collaboration with constituencies and stakeholders and those directly affected by social problems, COSA practitioners build culturally informed knowledge and utilize evidence-informed research in the selection and provision of appropriate community, organizational, and institutional interventions, taking into consideration the unique conditions and diverse backgrounds of the groups, organizations, and communities with whom (and within which) they work.

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<th>Due Dates</th>
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<tbody>
<tr>
<td>Identify, critically evaluate, and use data and scholarship to build new knowledge and inform the development, implementation and evaluation of organizational and community programs and social policies</td>
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<tr>
<td>Integrate the voices and experiences of those directly affected by social, economic, and political inequality throughout the research and intervention development process, recognizing the differences in conducting research with, research by, and research on groups, organizations, and communities</td>
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**Competency #5: Engage in Policy Practice.** Social workers engaged in COSA advocate on behalf of their constituencies, understanding that agency and government policies can negatively affect constituencies directly, as the result of policy consequences, or by ignoring the most vulnerable and deserving populations. COSA practitioners examine how historical, political, social, economic, cultural factors and contemporary ideologies shape the policy environment and use this knowledge to advance reforms.

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<th>Required Behaviors</th>
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<th>Due Dates</th>
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<tr>
<td>Analyze the multiple levels at which policy is made (i.e., at the agency, local, state, federal, and/or international levels) and assess the impact on groups, organizations, and communities and where changes are needed to occur; recommending strategies for policy reform that advance human and civil rights and social, economic, and environmental justice</td>
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<tr>
<td>Apply policy practice frameworks to collaborate with constituencies and stakeholders on advocacy and lobbying efforts to improve the effectiveness of social services, enhance the well-being of people, and ensure social, economic, and environmental justice</td>
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<td>[ ] 1st Six Weeks</td>
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**Competency #6: Engage with Groups, Organizations, and Communities.** COSA practitioners use skills, knowledge, and cognitive and affective processes to engage with groups, organizations, and communities, beginning with engaging key stakeholders to better understand social problems as well as their lived experience, including their self-identified strengths and needs. COSA social workers engage in continuous self-assessment, understanding and evaluating their own experiences, values and assumptions, including how these affect their engagement with diverse groups, communities, and organizations.

<table>
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<tr>
<th>Required Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors (please note specific constituencies served)</th>
<th>Measurement</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>Identify and actively engage groups, organizations, and communities affected by the issue or problem as collaborators and in ways that value, respect, and include their expertise, knowledge, and culture</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
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<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
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<tr>
<td>Apply an ecological systems perspective, theories of human behavior and the social environment, and other interdisciplinary frameworks (e.g., critical race theory, feminist theory, etc.) to engage diverse client systems and constituencies and examine the structural and institutional forces and power dynamics that shape the context of social problems</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
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<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
</tr>
<tr>
<td>Use interpersonal, relationship building skills (including empathy, reflection, and active listening) and facilitation and mediation skills to gain credibility and build collaborations with diverse groups, organizations, and communities to define and communicate needs and solutions to social problems</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
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<td>1st Six Weeks 1st Term 2nd Term 3rd Term 4th Term Ongoing</td>
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</table>
**Competency #7: Assess Groups, Organizations, and Communities.** Social workers engaged in COSA acknowledge the importance of comprehensive and accurate assessments of groups, organizations, and communities. They use appropriate and valid tools, theories, frameworks, models, and strategies to assess groups, organizations, and communities, applying strength-based, anti-oppressive, and anti-racist perspectives. They identify resources and assets, and develop strategies to address stakeholder concerns. COSA practitioners use information and evidence in acknowledging and respecting constituents and stakeholders’ issues. They acknowledge that assessment of goals and objectives must be agreed-upon with their constituents and stakeholders.

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<tr>
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<th>Measurement</th>
<th>Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critically assess group, organizational, and community needs, assets, benefits, gaps in services, rights and the distribution of resources and power to identify and develop mutually agreed upon goals and outcomes</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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<tr>
<td>Engage constituencies and stakeholders in conducting assessments using appropriate metrics, analytical methods, frameworks, and tools, including primary data sources (e.g., surveys, interviews), secondary data sources (e.g., census, polling, precinct data), and the lived experience of affected individuals and groups within organizations and communities from diverse backgrounds</td>
<td>□ Observation □ Documentation □ Assignment □ Discussion □ Journal</td>
<td>□ 1st Six Weeks □ 1st Term □ 2nd Term □ 3rd Term □ 4th Term □ Ongoing</td>
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</table>
**Competency #8: Intervene with Groups, Organizations, and Communities.** Social workers engaged in COSA utilize research evidence to address the causes of social problems and optimize the well-being of groups, organizations and communities of diverse backgrounds. They work within interdisciplinary teams and incorporate the voices and knowledge of constituencies and stakeholders impacted by social problems when designing and implementing interventions. COSA social workers are able to intervene and terminate relationships with constituents once stated goals are reached and in a way that empowers and builds capacity within those groups, organizations, and communities. Using collaborative and interdisciplinary processes, COSA practitioners design and implement positive change interventions that are strategic and reflect the profession’s values of social, economic, and environmental justice.

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<th>Measurement</th>
<th>Due Dates</th>
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</thead>
<tbody>
<tr>
<td>Identify, analyze, and implement evidence-informed and theory-driven interventions to achieve group, organizational, and community goals and outcomes</td>
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<td>Ongoing</td>
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<tr>
<td>Develop, monitor, and/or strengthen capacities to achieve desirable group, organizational, and community outcomes by collaboratively identifying the strengths, expertise, and potential contributions of relevant constituencies and stakeholders to collectively exert power for social change</td>
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<td>Observation</td>
<td>1st Six Week</td>
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<td>Documentation</td>
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<td>Assignment</td>
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<td>Discussion</td>
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<td>Journal</td>
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<tr>
<td>Engage in leadership activities to facilitate, negotiate, mediate, and advocate in partnership with diverse groups, organizations, and communities</td>
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<td>Observation</td>
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### Competency #9: Evaluate Practice with Groups, Organizations, and Communities

Social workers engaged in COSA recognize the importance of ongoing evaluation of their working relationships with constituencies and stakeholders of diverse backgrounds in order to determine the effectiveness of selected group, organizational, and community interventions, being aware of power differentials that can affect intervention outcomes. They evaluate the processes and outcomes of change efforts and use evaluation findings to promote social, economic, and environmental justice, sustainable and accessible services and programs, and evidence-informed practice. COSA social workers involve constituents in the evaluation process and share evaluation results with relevant constituencies and stakeholders, using this feedback to improve their practice.

<table>
<thead>
<tr>
<th>Required Behaviors</th>
<th>Student’s Agreed-Upon Tasks/Activities to Demonstrate Behaviors (please note specific constituencies served)</th>
<th>Measurement</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>Collaborate with constituencies and stakeholders to select appropriate evaluation questions, plans, and methods for documenting, improving, or changing group functioning and effectiveness, organizational programs and policies, and community performance processes and outcomes</td>
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<td>Observation, Documentation, Assignment, Discussion, Journal</td>
<td>1st Six Weeks, 1st Term, 2nd Term, 3rd Term, 4th Term, Ongoing</td>
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| Use and translate evidence and research-informed evaluation outcomes to increase the effectiveness and sustainability of groups, organizations, and communities, and to generate recommended future actions for policies and planned change efforts that advance social work values | Observation  
Assignment  
Discussion  
Journal | 1st Six Weeks  
1st Term  
2nd Term  
3rd Term  
4th Term  
Ongoing | |
| Evaluate the outcomes of their practice with groups, organizations, and communities using quantitative and qualitative data analyses and current technological processes and resources, and disseminate evaluation findings to constituencies and stakeholders | Observation  
Assignment  
Discussion  
Journal | 1st Six Weeks  
1st Term  
2nd Term  
3rd Term  
4th Term  
Ongoing | |
MSW Community, Organization, and Social Action (COSA)
Specialization Field Evaluation Form

Student’s Name: 
PeopleSoft ID: 
Semester: 
Evaluation Level: 
Certificate? (Check one) 
If yes, select one. 
Yes No

Is the student pursuing a certificate in Gender, Sexuality, and Women’s Studies? 
Yes No

Field Liaison’s Name: 
Agency Name: 
Agency Address: 
Field Instructor: 
Field Instructor Phone: 
Field Instructor Email: 
Task Supervisor (if applicable): 
Task Supervisor Phone: 
Task Supervisor Email: 

EVALUATION GRADE
(See pages 2-3 for explanation, to be entered upon completion of
Overall Grade Sat
Final grade will be determined by Field)
Field Evaluation Due Date: ___________________________

Student
Signature: ___________________________ Date ____________

Field Instructor
Signature: ___________________________ Date ____________

Field Liaison
Signature: ___________________________ Date ____________

Online: http://www.socialwork.pitt.edu/academic-programs/field-education/
Revised 6/2020
INTRODUCTION
The end-of-term evaluation of the student’s performance in the field practicum represents a summation of the Field Instructor’s feedback and assessment of the student’s performance for the specified term. A field placement activity time sheet is attached to the end of the evaluation form.

Both the student and the Field Instructor should have a copy of the field evaluation instrument by the middle of the first term of the field practicum. This is done so that both may be familiar with the criteria of the evaluation instrument and so that the selection of learning tasks and assignments can take these attributes into consideration.

This evaluation is designed to measure outcomes in achieving COSA specialization competencies. While there are many variables that contribute to outcomes, it is the student’s quality and nature of performance activity, timeliness, and behaviors that are assessed for each competency. The student must be involved in the process and both the Field Instructor and the student should be familiar with the COSA specialization competencies. This evaluation measures where the student is relative to the student’s growth and development in relation to the COSA specialization competencies.

The end-of-term field evaluation consists of reviewing the Field Learning Plan with a focus on what was accomplished, what was not, the quality of the student’s work, the student’s strengths and weaknesses, and further learning that is suggested for the student’s professional development. Following a review and discussion with the student, the Field Instructor completes this instrument. If the student wishes, they may append an additional statement to the instrument. Finally, the Field Instructor and student both sign and date the instrument electronically and it is the student’s responsibility to submit the instrument via Qualtrics to the Office of Field Education by the due date. The Office of Field Education forwards these completed field evaluations to the Faculty Liaison who reviews them in light of the field visit and submits a field grade. The nine COSA specialization competencies measured in this evaluation include:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-Informed Research and Research-Informed Practice
5. Engage in Policy Practice
6. Engage with Groups, Organizations, and Communities
7. Assess Groups, Organizations, and Communities
8. Intervene with Groups, Organizations, and Communities
9. Evaluate Groups, Organizations, and Communities

Each competency is evaluated on a 5-point Likert scale that ranges from “Advanced Competence” to “Unacceptable Progress.” Additionally, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations. Competence is seen as developmental and dynamic, changing in response to learning. The 4 Learning Dimensions include:

Knowledge – learned facts, information, theories
Values – ethics and standards/principles
Skills – behavior, application, execution, abilities
Cognitive & Affective Processes – reasoning, understanding, & attitude, perception, feeling, empathy
COMPETENCIES EVALUATION INSTRUMENT

Instructions for Rating Interns on the 9 Competencies

The standard by which an intern is to be compared is that of a social worker entering specialized COSA practice. The 9 competencies specified in this evaluation form are derived from the 2015 Educational Policy and Accreditation Standards (EPAS) issued by our national accrediting organization, the Council on Social Work Education (CSWE). When evaluating the competencies, please do not equate this scale to the traditional letter grading scale. At the specialized COSA practice level, a score of three or “competent” constitutes a passing grade. For additional guidance in using this scale, please contact the Office of Field Education.

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<thead>
<tr>
<th>Advanced</th>
<th>Proficient</th>
<th>Competent</th>
<th>Insufficient Progress</th>
<th>Unacceptable Progress</th>
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1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern on this competency. The intern is not prepared to engage in the tasks associated with specialized COSA competency.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of a field placement intern on this competency. A clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester. Unless the student’s performance related to this competency meets expectations of a 3 or better rating, this intern may not be ready to enter specialized COSA practice by the end of placement.

3. **Competent**: This intern is meeting the competency expectations of a COSA field placement intern.

4. **Proficient**: This intern is excelling in field placement by performing above competency expectations for COSA interns.

5. **Advanced**: This intern is exceeding the competency expectations in field placement for COSA interns.

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas that need improvement. This evaluation is intended to give the intern feedback about their performance. The agency Field Instructor’s rating of these competencies are used as input into the grade that is given to the intern. However, the Field Liaison has the responsibility of assigning the final field grade based on overall evaluation of the student’s performance in placement in conjunction with the agency Field Instructor’s evaluation, Field Liaison visit, and review of the student’s Field Learning Plan.

The Field Instructor is required to complete an electronic copy of the field evaluation at the end of each term of field placement. The Field Instructor and student should meet to discuss the performance ratings and any specific plans for the student’s improvement noted in the narrative section. Once the evaluation is
completed by the Field Instructor, reviewed by the student, and forwarded to the Field Education Office via Qualtrics, the Office of Field Education forwards these completed field evaluations to the Field Liaison who reviews them in light of the field visit and submits a field grade. The student may request a copy of the final evaluation.
COMPETENCY #1: Demonstrate Ethical and Professional Behavior

Social workers engaged in COSA recognize the importance of inclusive participation in the helping relationship, the person-in-environment and strengths perspectives, the professional use of self with constituencies and stakeholders, and the economic, environmental, and social justice implications of their practice. They adhere to ethical guidelines of professional behavior in accordance with the NASW Code of Ethics, modeling ethical practice that supports the collective process of social change. Social workers in COSA recognize their role on inter-professional teams and the ethical use of technology. Social workers in COSA:

1. Apply the NASW Code of Ethics, relevant laws and regulations, the ethical use of technology and ethical decision-making principles and frameworks to issues specific to COSA social work practice.

2. Demonstrate professional boundaries, demeanor, appropriate use of consultation and leadership in their COSA social work practice to ensure the use of ethical interventions to improve the well-being of groups, organizations, and communities, which in turn impact the well-being of individuals, and families.

3. Use reflection, self-awareness, and supervision to manage personal values and maintain professionalism in practice situations with groups, organizations, and communities.

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #2: Engage Diversity and Difference in Practice

Social workers engaged in COSA are knowledgeable about various forms of diversity, difference, power, and privilege and how the intersectionality of these influence the relationships and issues with constituencies and stakeholders. COSA social workers recognize they are cultural beings with their choices affected by both their own and their constituencies’ life experiences. COSA social workers recognize different perspectives and worldviews, and the complexities and contradictions at times inherent in addressing multiple oppressions and disparities. Social workers in COSA:

1. Use an intersectional and anti-oppressive lens, focusing on the strengths of diversity and difference, to foster inclusive communities and multicultural organizations that reflect the diversity of the people with whom they work.

2. Engage diverse constituencies and stakeholders as experts of their own experiences.

3. Apply self-awareness and cultural humility to understand how one’s personal biases, power, and privilege affect the engagement and development of organizational and social action strategies with diverse populations.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:

---

Diversity is defined as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status (EPAS, 2015 p.7).
COMPETENCY #3: Advance Human Rights & Social, Economic, & Environmental Justice

Social workers engaged in COSA recognize that all people should be accorded equal and basic human rights and they work to advance human rights and social, economic, and environmental justice with, and on behalf of groups, organizations, and communities. COSA practitioners acknowledge that access, availability, and affordability of services and resources can pose barriers to their constituents and stakeholders. Informed by theories of social justice, human rights, power dynamics, and other frameworks, COSA social workers advance human rights and social, economic, and environmental justice locally and globally to benefit groups, organizations, and communities. Social workers in COSA:

1. Apply knowledge of civil and human rights theories and frameworks, and international documents, conventions, policies and covenants to improve the social, economic, and environmental well-being of groups, organizations, and communities.

2. Work with diverse constituencies and stakeholders to protect and advance civil, human, economic, political, cultural and environmental rights, and to eliminate oppressive structural barriers that impede the equitable distribution of social goods, rights, and responsibilities.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #4: Engage in Practice-Informed Research & Research-Informed Practice

COSA practitioners recognize environmental, sociocultural, and historical factors that affect the inclusion of underrepresented populations in research and understand how research enhances service delivery and contributes to broader knowledge building within social work practice. In collaboration with constituencies and stakeholders and those directly affected by social problems, COSA practitioners build culturally informed knowledge and utilize evidence-informed research in the selection and provision of appropriate community, organizational, and institutional interventions, taking into consideration the unique conditions and diverse backgrounds of the groups, organizations, and communities with whom (and within which) they work. Social workers in COSA:

1. Identify, critically evaluate, and use data and scholarship to build new knowledge and inform the development, implementation and evaluation of organizational and community programs and social policies.

2. Integrate the voices and experiences of those directly affected by social, economic, and political inequality throughout the research and intervention development process, recognizing the differences in conducting research with, research by, and research on groups, organizations, and communities.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #5: Engage in Policy Practice

Social workers engaged in COSA advocate on behalf of their constituencies, understanding that agency and government policies can negatively affect constituencies directly, as the result of policy consequences, or by ignoring the most vulnerable and deserving populations. COSA practitioners examine how historical, political, social, economic, cultural factors and contemporary ideologies shape the policy environment and use this knowledge to advance reforms. Social workers in COSA:

1. Analyze the multiple levels at which policy is made (i.e., at the agency, local, state, federal, and/or international levels) and assess the impact on groups, organizations, and communities and where changes are needed to occur; recommending strategies for policy reform that advance human and civil rights and social, economic, and environmental justice.

2. Apply policy practice frameworks to collaborate with constituencies and stakeholders on advocacy and lobbying efforts to improve the effectiveness of social services, enhance the well-being of people, and ensure social, economic, and environmental justice.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #6: Engage with Groups, Organizations, and Communities

COSA practitioners use skills, knowledge, and cognitive and affective processes to engage with groups, organizations, and communities, beginning with engaging key stakeholders to better understand social problems as well as their lived experience, including their self-identified strengths and needs. COSA social workers engage in continuous self-assessment, understanding and evaluating their own experiences, values and assumptions, including how these affect their engagement with diverse groups, communities, and organizations. Social workers in COSA:

1. Identify and actively engage groups, organizations, and communities affected by the issue or problem as collaborators and in ways that value, respect, and include their expertise, knowledge, and culture.

2. Apply an ecological systems perspective, theories of human behavior and the social environment, and other interdisciplinary frameworks (e.g., critical race theory, feminist theory, etc.) to engage diverse client systems and constituencies and examine the structural and institutional forces and power dynamics that shape the context of social problems.

3. Use interpersonal, relationship building skills (including empathy, reflection, and active listening) and facilitation and mediation skills to gain credibility and build collaborations with diverse groups, organizations, and communities to define and communicate needs and solutions to social problems.

Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #7: Assess Groups, Organizations, and Communities

Social workers engaged in COSA acknowledge the importance of comprehensive and accurate assessments of groups, organizations, and communities. They use appropriate and valid tools, theories, frameworks, models, and strategies to assess groups, organizations, and communities, applying strength-based, anti-oppressive, and anti-racist perspectives. They identify resources and assets, and develop strategies to address stakeholder concerns. COSA practitioners use information and evidence in acknowledging and respecting constituents and stakeholders’ issues. They acknowledge that assessment of goals and objectives must be agreed-upon with their constituents and stakeholders. Social workers in COSA:

1. Critically assess group, organizational, and community needs, assets, benefits, gaps in services, rights and the distribution of resources and power to identify and develop mutually agreed upon goals and outcomes.

2. Engage constituencies and stakeholders in conducting assessments using appropriate metrics, analytical methods, frameworks, and tools, including primary data sources (e.g., surveys, interviews), secondary data sources (e.g., census, polling, precinct data), and the lived experience of affected individuals and groups within organizations and communities from diverse backgrounds.

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If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #8: Intervene with Groups, Organizations, and Communities

Social workers engaged in COSA utilize research evidence to address the causes of social problems and optimize the well-being of groups, organizations and communities of diverse backgrounds. They work within interdisciplinary teams and incorporate the voices and knowledge of constituencies and stakeholders impacted by social problems when designing and implementing interventions. COSA social workers are able to intervene and terminate relationships with constituents once stated goals are reached and in a way that empowers and builds capacity within those groups, organizations, and communities. Using collaborative and interdisciplinary processes, COSA practitioners design and implement positive change interventions that are strategic and reflect the profession’s values of social, economic, and environmental justice. Social workers in COSA:

1. Identify, analyze, and implement evidence-informed and theory-driven interventions to achieve group, organizational, and community goals and outcomes.

2. Develop, monitor, and/or strengthen capacities to achieve desirable group, organizational, and community outcomes by collaboratively identifying the strengths, expertise, and potential contributions of relevant constituencies and stakeholders to collectively exert power for social change.

3. Engage in leadership activities to facilitate, negotiate, mediate, and advocate in partnership with diverse groups, organizations, and communities.

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
COMPETENCY #9: Evaluate Practice with Groups, Organizations, and Communities

Social workers engaged in COSA recognize the importance of ongoing evaluation of their working relationships with constituencies and stakeholders of diverse backgrounds in order to determine the effectiveness of selected group, organizational, and community interventions, being aware of power differentials that can affect intervention outcomes. They evaluate the processes and outcomes of change efforts and use evaluation findings to promote social, economic, and environmental justice, sustainable and accessible services and programs, and evidence-informed practice. COSA social workers involve constituents in the evaluation process and share evaluation results with relevant constituencies and stakeholders, using this feedback to improve their practice. Social workers in COSA:

1. Collaborate with constituencies and stakeholders to select appropriate evaluation questions, plans, and methods for documenting, improving, or changing group functioning and effectiveness, organizational programs and policies, and community performance processes and outcomes.

2. Use and translate evidence and research-informed evaluation outcomes to increase the effectiveness and sustainability of groups, organizations, and communities, and to generate recommended future actions for policies and planned change efforts that advance social work values.

3. Evaluate the outcomes of their practice with groups, organizations, and communities using quantitative and qualitative data analyses and current technological processes and resources, and disseminate evaluation findings to constituencies and stakeholders.

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Refer to the Field Learning Plan. How did the student complete those tasks agreed to in the Field Learning Plan in order to accomplish this competency? Give specific examples. If there were any learning tasks not completed, which ones and why?

If you gave the student a score of 1 or 2, please identify specific areas for improvement during the next semester:
OVERALL END OF TERM EVALUATION

Question 1: Please check ONE of the following at the end of the FIRST term evaluation for Full-time Field Students. For Part-time Field Students, please check ONE of the following at the end of the FIRST, SECOND, and THIRD term evaluation:

1. **Unacceptable progress**: This intern is functioning below the expectations of an intern in a specialized field placement. This intern is not prepared to engage in the field placement tasks associated with specialized COSA practice. In order to remain at this field placement, a clear plan, agreed to by the Field Instructor, Faculty Liaison, and student, must be in place for the next semester and the student’s performance related to all the competencies must meet expectations of a 3 or better rating by the end of that semester.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of an intern in a specialized field placement. There is concern about whether this intern will be ready to enter specialized COSA practice by the end of placement. During the next semester the student’s performance related to all the competencies must meet expectations of a 3 or better rating.

3. **Competent**: This intern is meeting the competency expectations of a COSA field placement intern.

4. **Proficient**: This intern is excelling in field placement by performing above competency expectations for COSA interns.

5. **Advanced**: This intern is exceeding the competency expectations in field placement for COSA interns.

**Comments/Elaboration:**

Question 2: Please check ONE of the following at the end of the FINAL term evaluation. Only complete this section at the end of the field practicum.

1. **Unacceptable progress**: This intern is functioning below the expectations of a field placement intern. This intern is not prepared to engage in specialized COSA practice.

2. **Insufficient progress**: This intern is functioning somewhat below the expectations of a field placement intern. This intern may not be ready to enter specialized COSA practice.

3. **Competent**: This intern met the competency expectations of a COSA field placement intern and is ready to enter specialized COSA practice.

4. **Proficient**: This intern excelled in this field placement by performing above competency expectations for COSA interns and is ready to enter specialized COSA practice.

5. **Advanced**: This intern exceeded the competency expectations in this field placement for COSA interns and is ready to enter specialized COSA practice.

**Final Comments/Elaboration:**

206
The following section should be completed by the intern:

My agency Field Instructor and Faculty Liaison have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

☐ I agree with the evaluation

☐ I do not agree with evaluation

Intern’s Pitt ID number (PeopleSoft’s 7 digit ID#):

Today’s date-- Day:_________ Month:_____ Year: 20__

NOTE: If the intern disagrees with the evaluation they should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. The disagreement should be specific and should also relate to the items in the evaluation.
# MSW COSA Field Placement Time Sheet

**Student Name:**

**Field Placement Site:**

**Field Instructor:**

**Semester (Check one):**
- Fall
- Spring
- Summer
- Year

<table>
<thead>
<tr>
<th>Week #</th>
<th>Dates</th>
<th>Mon</th>
<th>Tues</th>
<th>Wed</th>
<th>Thurs</th>
<th>Fri</th>
<th>Sa/Su</th>
<th>Weekly Total</th>
<th>Field Instructor Initials</th>
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<td>9-5</td>
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<td>9-5</td>
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Minimum Hours Required: (MSW 1stYear --144 fall term --216 spring term) (MSW 2ndYear or Adv Standing --360 per term)

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*Students are required to submit a completed time sheet at the end of the term. The signatures of the Field Instructor and the Student reflect the student has met the required hours for the term. If
the Student needs to clock more hours after the end-of-the term to achieve the minimum hours required, please note this below. No student may end fieldwork more than 2 weeks before the end of the term.
UNIVERSITY OF PITTSBURGH
SCHOOL OF SOCIAL WORK
AFFILIATION AGREEMENT
Made this ___ day of ___ MONTH 2020

between

UNIVERSITY OF PITTSBURGH - OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION, a Pennsylvania non-profit corporation, acting through SCHOOL OF SOCIAL WORK with its principal office located at 2117 Cathedral of Learning, 4200 Fifth Avenue Pittsburgh PA 15260, hereinafter referred to as "UNIVERSITY", and SITE NAME with its principal office located at ADDRESS hereinafter referred to as "PLACEMENT SITE."

WITNESSETH:

WHEREAS, PLACEMENT SITE provides opportunity for learning experiences and recognizes the professional responsibility of assisting in the teaching of UNIVERSITY students and is interested in assisting the UNIVERSITY in its curricula: and

WHEREAS, UNIVERSITY is currently conducting programs granting Bachelor of Science degrees, Bachelor of Arts degrees, Master degrees, PhD’s and Certificate Programs, and desires to obtain the assistance of PLACEMENT SITE in furthering UNIVERSITY’s educational objectives.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein and intending to be legally bound hereby, the parties agree as follows:

A. Term

1. UNIVERSITY and PLACEMENT SITE confirm that this Agreement shall be effective from ______/______/______ to ______/______/______ This Agreement shall thereafter be automatically renewed for successive one-year terms; provided however, that this Agreement may be terminated by either party upon providing at least sixty (60) days written notice to the other party, such notice delivered by certified mail, return receipt requested. Such termination shall not affect students currently enrolled at the PLACEMENT SITE for the academic term in which notice is given, or for the following term if students are already assigned to the PLACEMENT SITE.

B. Responsibilities of UNIVERSITY

1. In accordance with UNIVERSITY’s procedures, UNIVERSITY shall coordinate with PLACEMENT SITE to make learning experiences available to UNIVERSITY students.

2. The UNIVERSITY shall provide a primary point of contact for the PLACEMENT SITE.

3. UNIVERSITY shall be responsible for the academic and educational programs of students assigned to PLACEMENT SITE.

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4. UNIVERSITY will advise students that they are required to comply with PLACEMENT SITE’s rules, regulations, and procedures.

5. When requested prior to placement, the UNIVERSITY will provide a certificate of insurance verifying professional liability coverage under the University’s liability coverage plan.

C. Responsibilities of PLACEMENT SITE

1. PLACEMENT SITE shall accept the number of students mutually agreed upon by the parties.

2. PLACEMENT SITE shall provide students with applicable policies and procedures they must follow.

3. PLACEMENT SITE shall provide all necessary safety training for UNIVERSITY’s students which meets the mutually agreed upon objective of creating a safe work environment at the PLACEMENT SITE. Training shall include delivery of all necessary safety equipment to students participating in the program.

4. PLACEMENT SITE shall provide the UNIVERSITY and students with a detailed description of the role and responsibilities the student will have at the PLACEMENT SITE.

5. PLACEMENT SITE shall, at all times, maintain administrative and professional control and supervision of the students and shall identify an employee to serve as the student’s primary supervisor and the PLACEMENT SITE shall also identify a liaison for the UNIVERSITY. PLACEMENT SITE shall not decrease its employee numbers as a result of this Agreement.

6. PLACEMENT SITE shall be responsible for and retain absolute control over the administration of the site and its operation.

7. PLACEMENT SITE shall render emergency medical care to students in event of accident or sudden illness which occurs at PLACEMENT SITE and notify the UNIVERSITY’s primary point of contact as soon as possible.

8. PLACEMENT SITE shall notify the UNIVERSITY if the student is required to complete criminal background check(s), child protective clearances or drug screen prior to participation in the program. UNIVERSITY shall advise the student to coordinate directly with PLACEMENT SITE to complete these requirements. Any student who is required to pass a criminal background check(s), child protective clearances or drug screen and has not done so will not participate in the program. Information acquired by PLACEMENT SITE pursuant to the background check or drug screen shall be kept confidential by PLACEMENT SITE and shall not be shared with any third party except as required by law.
Such information shall only be accessed by PLACEMENT SITE employees who need to manage the information in the normal course of their duties.

9. PLACEMENT SITE agrees to procure and maintain general liability insurance for itself, and for the UNIVERSITY as a named co-insured, insuring both parties against any general liability claims in the amount of one million per claim (1,000,0000) and three million (3,000,0000) in the aggregate for liability arising out of or in connection with this Agreement. All insurance policies and certificates of insurance must provide at least a sixty (60) day notice of cancellation clause. PLACEMENT SITE shall provide to the UNIVERSITY evidence of its insurance or self-insurance.

10. PLACEMENT SITE agrees that they will comply with the applicable provisions of the Family Educational Rights and Privacy Act (“FERPA”) in performing this Agreement.

11. PLACEMENT SITE shall report any incident in which a student is a victim of sexual misconduct, to the University’s Title IX Coordinator Katie Pope, Associate Vice Chancellor for Civil Rights and Title IX at 2nd Floor Webster Hall, 4415 Fifth Ave, Pittsburgh, PA 15260. 412-648-7861, titleixcoordinator@pitt.edu

D. Mutual Responsibilities

1. UNIVERSITY and PLACEMENT SITE shall indemnify, defend and hold harmless the other party, its trustees, officers, employees, and agents (collectively, the “Indemnitees”) from and against any and all losses, liability, cost and expenses, including attorney’s fees and costs, awards, judgments, damages, fines, penalties, claims and causes of action (collectively, “Claims”) arising out of or related to the negligent acts or omissions or willful misconduct of the Indemnifying Party or any of its officers, directors, employees, agents, contractors, successors, or assigns arising from or related to the performance of obligations under this Agreement, including Claims for (i) personal injury, including death, and damage to property, (ii) the breach by the Indemnifying Party of any term, representation, warranty or covenant under this Agreement, or (iii) defective, unsafe or non-conforming Goods supplied by the Indemnifying Party.

2. UNIVERSITY and PLACEMENT SITE shall each be and remain an independent contractor with respect to all rights and obligations arising under this Agreement. Nothing contained herein shall be deemed or construed to create a relationship of employment, principal and agent, partnership, co- or joint employer or joint venture. Neither party shall permit any of its affiliates, trustees, officers, directors, employees, or agents to, represent or hold themselves out as affiliates, trustees, officers, directors, employees, and agents of, or as authorized to make any commitment to incur any obligation on behalf of, the other party. Neither party hereto shall have any express or implied right or authority to assume or create any obligations on behalf of, or in the name of, the other party, or to bind the other party to any contract, agreement, or undertaking with any third party.
3. Upon consultation with the UNIVERSITY, PLACEMENT SITE may remove a student from the experience if the student fails to conform to the applicable policies and procedures of the PLACEMENT SITE. However, PLACEMENT SITE reserves the right to remove a student without consultation if the student poses a safety risk to others at the PLACEMENT SITE. In addition, the UNIVERSITY may terminate a student’s participation hereunder, in its sole discretion, at any time and the UNIVERSITY will notify the PLACEMENT SITE if such action is required.

4. UNIVERSITY and PLACEMENT SITE share responsibility for creating an appropriate learning environment for the students. The parties will cooperate to develop program specific goals, objectives, and responsibilities which are outlined in greater detail on Exhibit A attached hereto.

5. PLACEMENT SITE agrees that students of the UNIVERSITY are not to be considered employees or agents of the UNIVERSITY, regardless of the nature or extent of the acts performed by them, for the purpose of Worker’s Compensation, employee payroll benefits programs, or any other purpose. Likewise, unless otherwise agreed to in writing by the UNIVERSITY, students shall not be considered employees or agents of the PLACEMENT SITE.

6. UNIVERSITY and PLACEMENT SITE agree not to discriminate against anyone applying to or enrolled in any learning experience pursuant to this Agreement based on race, color, national origin, religion, ancestry, sex, sexual orientation, gender identity and expression, age, disability, marital status, familial status, veteran status or genetic information.

7. UNIVERSITY and PLACEMENT SITE agree to fully cooperate in assisting each other and their duly authorized employees, agents, representatives and attorneys, in investigating, defending, or prosecuting incidents involving potential complaints, claims, or lawsuits arising out of or in connection with this Agreement. This paragraph shall be without prejudice to the prosecution of any claims which any of the parties may have against each other and shall not require cooperation in the event of such claims.

8. UNIVERSITY and PLACEMENT SITE confirm this Agreement shall be governed by the laws of the Commonwealth of Pennsylvania, excluding its choice of law provisions. Any controversy, claim, or dispute arising out of or relating to this Agreement shall be adjudicated in the Court of Common Pleas of Allegheny County, Pennsylvania, or the United States District Court for the Western District of Pennsylvania.

9. UNIVERSITY and PLACEMENT SITE confirm this Agreement may be executed in multiple counterparts, each of which is deemed an original and all of which constitute one and the same instrument. This Agreement is effective upon delivery of one executed counterpart from each party to the other party, including by facsimile or PDF delivery. The signatures of all parties need not appear on the same counterpart.
10. UNIVERSITY and PLACEMENT SITE confirm this Agreement constitutes the entire Agreement between the parties. No change or addition shall be binding upon the parties until reduced to writing and signed by authorized representatives of both parties. This Agreement, when fully executed, shall supersede any and all prior or existing agreements, either oral or in writing with respect to the subject matter hereof.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the day and date set forth above.

UNIVERSITY OF PITTSBURGH - OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION

By______________________________
Name:
Title:
Date:________________________

SITE NAME

By______________________________
Name:
Title:
Date:________________________
EXHIBIT A: PROGRAM SPECIFIC GOALS

A. Academic Objectives

For BASW students and MSW Generalist Practice students, agency agrees to provide generalist practice opportunities for students to demonstrate social work competencies with individuals, families, groups, organizations, and communities. Generalist practice is grounded in the liberal arts and the person-in-environment framework. To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods in their practice with diverse individuals, families, groups, organizations, and communities based on scientific inquiry and best practices. The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice at the micro, mezzo, and macro levels. Generalist practitioners engage diversity in their practice and advocate for human rights and social and economic justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context on professional practice.

For Specialized Practice students, agency agrees to provide specialized practice opportunities for students to demonstrate social work specialization competencies with either individuals, families, and small groups, or groups, organizations, and communities. Specialized practice is defined by the Council on Social Work Education as being built on generalist practice, adapting and extending the Generalist Competencies for practice with a specific population, problem area, method of intervention, perspective, or approach to practice. Specialized practice augments and extends social work knowledge, values, and skills to engage, assess, intervene, and evaluate within an area of specialization. Specialized practitioners advocate with and on behalf of clients and constituencies in their area of specialized practice. Specialized practitioners synthesize and employ a broad range of interdisciplinary and multidisciplinary knowledge and skills based on scientific inquiry and best practices, and consistent with social work values. Specialized practitioners engage in and conduct research to inform and improve practice, policy, and service delivery.

In both their classroom and field education experiences, all social work students are expected to act in a manner consistent with the NASW Code of Ethics (https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English)

All social work students during their field education experiences are expected to follow the NASW Guidelines for Social Work Safety in the Workplace (https://www.socialworkers.org/LinkClick.aspx?fileticket=6OEdoMjcNC0%3D&portalid=0)

For all students, PLACEMENT SITE agrees to provide social work competency development through in-person contact with clients and constituencies.

For all students, PLACEMENT SITE agrees to provide a broad range of learning experiences and assignment of professional responsibilities consistent with the student’s level of professional development. The educational goals and competencies are reflected in writing in an
educational plan known as the Field Learning Plan.

B. SCHOOL OF SOCIAL WORK and PLACEMENT SITE Cooperation

1. PLACEMENT SITE agrees to provide crisis intervention and universal precautions training. If no training is available, the field instructor and student will develop a plan regarding the handling of crisis situations and universal precautions. Training and orientation hours may count toward practicum hours.

2. PLACEMENT SITE agrees to provide students from the SCHOOL OF SOCIAL WORK with an opportunity to engage as a learner and to fulfill field education requirements consistent with the student’s educational level and program of study, which, in turn, determine the number of hours the student will be at the PLACEMENT SITE.

3. SCHOOL OF SOCIAL WORK will provide the PLACEMENT SITE with an academic calendar that includes the dates for the beginning and ending of field placement. Students are expected to follow the University calendar in observance of designated holidays.

4. PLACEMENT SITE agrees to provide students with reasonable essentials to discharge their functions, including such things as access to a work area, telephone, computer, and clerical staff, when available. Students are not expected to use personal cell phones to conduct agency business, if field communication is essential to the work or learning, the agency is strongly encouraged to provide the student a pager or cell phone.

5. If the PLACEMENT SITE employee who will be supervising students has a Master’s degree from a CSWE-accredited social work program and 2 years’ post-Master’s social work experience, the employee shall be appointed the School of Social Work as a field instructor. If the PLACEMENT SITE employee does not meet the criteria to be appointed as a field instructor, the employee shall be designated a task supervisor and the SCHOOL OF SOCIAL WORK shall appoint a qualified individual to fulfill the role of field instructor to reinforce the social work perspective with the students.

6. PLACEMENT SITE agrees that new field instructors will attend Field Instructor Orientation, either in-person or online. SCHOOL OF SOCIAL WORK agrees to provide orientation and other training opportunities for field instructors.

7. PLACEMENT SITE field instructor will work with the student to develop the student’s field learning plan, which the field instructor will then sign; will provide a minimum of one hour week of professional supervision; will participate in at least one field visit per term (more if needed); will engage in problem-solving with the student,
should problems arise during the placement; and will work with the student to complete and sign the student’s field evaluation and timesheet.

8. Should the PLACEMENT SITE have a designated task supervisor, they will work with the student and field instructor to develop the student’s field learning plan, which the field instructor will then sign; participate in at least one field visit per term (more if needed); will engage in problem-solving with the student and/or with the student and field instructor, should problems arise during the placement; and will work with the student and field instructor to complete the student’s field evaluation, which the field instructor will sign along with the student’s timesheet.

9. SCHOOL OF SOCIAL WORK will designate a field liaison who will be available for consultation with both field instructors and students; will engage in problem-solving with the field instructor and the student, as needed; and will conduct one field visit each term to discuss the student’s learning and professional development with the field instructor and student. The field liaison will serve as the point of contact γ in the event of a significant change of status of the student, field instructor, or PLACEMENT SITE.

10. PLACEMENT SITE agrees to consult the SCHOOL OF SOCIAL WORK prior to committing to any arrangements for financial exchange such as a stipend or other remuneration related to the student’s efforts during the field experience.

11. To prevent discrimination against anyone applying to or enrolled in any learning experience, SCHOOL OF SOCIAL WORK adheres to the following policy:

For the safety of all students and for students who require accommodations, the Recommended Procedures (outlined by the DRS office and legal counsel) on students seeking accommodations for fieldwork through the University’s Office of Disability Resources are as follows.

10. Students who have a disability for which they are or may be requesting an accommodation related to their field placement are encouraged to contact both their field advisor (person who is matching them to a field site), who will inform the Director of Field Education; and Disability Resources and Services (DRS) in 140 William Pitt Union, 412-648-7890 (UPJ: G-4 Student Union, 814-269-7119; UPB: Hanley Library, Room 202, 814-362-7609) as early as possible before the term. Students may start this notification when completing their Request for Field Placement Form.

11. Accommodations related to field placement are determined based on an interactive process among the student, DRS, field advisor and the Director of Field Education and the field placement agency to determine if the requested accommodations are reasonable and do not alter an essential feature of the program requirements. As
such, accommodations previously established for didactic coursework may not apply.

12. Once accommodations are determined, DRS will forward a copy of the Notification of Accommodations specific to field placement to the Director of Field Education who will communicate the accommodations directly with the appropriate field advisor and the student’s field liaison (person who will monitor the progress of the student during the field experience to include at least one field visit per term). The field advisor will discuss the accommodations they are being requested directly with the field placement agency.

13. If an agency is unable to provide a reasonable accommodation, the School will request a written statement from the agency indicating the reasons why they are unable to provide reasonable accommodations and the Office of DRS and the School of Social Work (the student’s field advisor and the Director of Field Education) who will review the written statement and will re-engage interactive process and/or identify an alternative field placement agency.

14. Accommodations that are deemed reasonable in one field placement may not apply in other required field settings; therefore, students are responsible for engaging with DRS, their field advisor and the Director of Field Education for each field placement.

15. Notification of Accommodations are sent to the Director of Field Education, who grants the field advisor access to the information as needed.

16. Should the student’s request for accommodations change during the duration of the field placement, DRS will re-engage with the student, the field advisor, the Director of Field Education, the student’s field liaison and the field placement agency in the interactive process to determine reasonable accommodations.

17. Should the field placement agency be unable to meet the previously approved accommodations, the Director of Field Education will request a written statement from the agency indicating the reasons why they are unable to continue to provide the accommodation and the Office of DRS and the School of Social Work will review the written statement and will re-engage interactive process and/or identify an alternative field placement agency.

18. Field sites and instructors are informed of the DRS process as follows. A representative from DRS attends and orients all field instructors at the Field Instructor Orientations held at the Oakland campus at the beginning of the Fall, Spring, and Summer terms. At UPJ and UPB, group orientations are held when several new field instructors are starting; otherwise, when there is only one new field instructor, they will complete the online Field Instructor Orientation and the
MSW Program Coordinators will be responsible for providing this information individually to the new field instructor.

19. The MSW Program Coordinators at UPJ and UPB make these arrangements for the students at their respective campuses.

20. Agencies cannot be held responsible for not accommodating a student if no disability is disclosed or requested, and an undisclosed disability should not be used by the student at a later date as a reason for poor performance.

Students requesting accommodations should notify their field advisor and academic advisor (at UPJ and UPB the MSW Program Coordinators serve as the field and academic advisors) and should contact the Disability Resources and Services (Oakland campus: drsrecep@pitt.edu; UP: OHCS@pitt.edu; UPB: clh71@pitt.edu).

C. Evaluation and Grading

1. PLACEMENT SITE agrees to accept responsibility for the ongoing assessment of student progress and the completion of the field evaluation. This on-going assessment will help to inform the evaluation the student and field instructor complete at the end of each term of field placement.

2. SCHOOL OF SOCIAL WORK field liaison, in consultation with the Field Instructor, is solely responsible for the assignment of the fieldwork grade prior to the end of the term’s grading period.
Section 4: MSW Program Policies and Procedures

Administrative Policies (These policies apply to all MSW students including those on the Pitt-Main campus, as well as those at UP-Johnstown & UP-Bradford)

Time Schedule of Classes

A few weeks before the beginning of registration each term, the schedule of social work classes is posted online at the School’s Web site (www.socialwork.pitt.edu). The University publishes an online Schedule of Classes three times a year, shortly before each registration period for Fall, Spring, and Summer Terms. This publication can be accessed through the student portal at www.my.pitt.edu.

Registration Dates and the current Academic Calendar are available at https://www.registrar.pitt.edu/calendars.

Registration Procedures


2. Check for your university enrollment appointment in the Student Center which is the date and time you’re able to enroll. Once in your Student Center, your enrollment appointment will be listed in the Enrollment Dates box on the right-hand side of the page.

3. Schedule an appointment with your advisor prior to your online enrollment date and time. During the appointment, your advisor will review your program, interests, and career goals and will develop a course schedule to meet your needs and to satisfy the curriculum requirements. Once you have met with your advisor and planned your schedule, your advisor will remove the “Academic Advisement Service Indicator.” This will allow you to complete self-registration on your enrollment appointment date. Please note: You will not be able to enroll for classes until you have met with your advisor and the academic advisement service indicator is removed.

4. When registering for Field credits, be sure to choose the exact number of Field credits for which you are enrolling after you enter the class number (5-digit number). If you do not choose the exact number of credits, the system will default to 1 credit.

5. If you completed an Enrollment Form in your advising appointment, use this to complete self-registration on your scheduled enrollment appointment date. To complete the online self-registration, take the following steps:

6. Students planning to graduate in this academic year should complete a “Graduation Application” when registering for their final term:
a. Log into www.my.pitt.edu with your University Computer Account username and password. (This is the same username and password as your Pitt email account.) Click the “Sign In” button on the pull-down menu located in the orange ribbon on the right side of the page.

b. Choose the Student Services box under the heading “Student, Faculty, and Staff Resources” on the page.

c. Next, click the Access the Student Information System box under the “Tasks” heading to go to your Student Center.

d. Click Main Menu located in the light blue ribbon on the left side of the page and choose Self Service; then Student Center.

d. Once you have seen your advisor/know the courses in which you wish to enroll and your enrollment appointment date/time has arrived, you will enroll in those classes right from your Student Center page by clicking on the enroll link under "Academics" on your Student Center page. Add all classes to your enrollment shopping cart by entering the 5-digit class number in the “Enter Class Nbr” box and clicking on the “enter” box after each entry. Click the “Next” button to enter additional class numbers. After entering all class numbers, click the “Proceed to Step 2 of 3” button to confirm all the classes in your cart. Click on the “Finish Enrolling” button. A green √ in the status column means that you have successfully enrolled. A red x shows there was an error during the enrollment process.

These forms must be downloaded and signed before submission to the Academic Administrator in the Student Services Center. Students fulfilling requirements for the Integrated Health Care or Gerontology certificate program, must include the focus area information on the Graduation Application (pg. 2) for the Certificate. Failure to submit an application by the deadline will result in the assessment of a late fee or will prevent graduation at the anticipated time.

Add/Drop Procedures:

1. To ADD classes, Log into your Student Center through the Pitt Portal (www.my.pitt.edu). Once you have logged in, click the “Enrollment” folder. Select “Enrollment: Add Classes” and follow the same steps you took to register initially for the term to add classes to your schedule.

2. To DROP classes, Log in to your Student Center through the Pitt Portal (www.my.pitt.edu). Once you have logged in, click the “Enrollment” folder. Select “Enrollment: Drop Classes” and click the box next to the class or classes you would like to drop; then click the “Drop Selected Classes” button. Review the information on the “Confirm your Selection” screen.
Click the “Finish Dropping” button to drop the classes you have selected. On the “View Results” screen, a **green √** will display next to the classes you successfully dropped.

**Financial Penalties**

Students are assessed various "penalty" fees for late payment, late registration, late application for graduation, re-instatement, etc. Information on fees and the conditions under which they are to be paid is available at [http://ir.pitt.edu/ tuition-rates-fees/](http://ir.pitt.edu/ tuition-rates-fees/). Students are urged to become acquainted with this information.

**Cross Registration**

MSW Students on the Pitt-Main campus are permitted to take courses in other departments, such as Sociology, Graduate School of Public and International Affairs, Psychology, Law, and at other universities. In order to do so, students: (1) discuss course options with their advisor and (2) obtain permission from the course instructor. A cooperative program also exists between the University of Pittsburgh and other universities and colleges in Pittsburgh (Carlow, Carnegie-Mellon, Chatham, Duquesne, Pittsburgh Theological Seminary, Robert Morris). Students who wish to take courses at other universities should discuss this option with their advisor then complete the Pittsburgh Council on Higher Education (PCHE) form [https://www.registrar.pitt.edu/assets/pdf/PCHE_Cross_Registration_Form.pdf](https://www.registrar.pitt.edu/assets/pdf/PCHE_Cross_Registration_Form.pdf).

**Transcript Review**

Students are held responsible for reviewing all University of Pittsburgh academic records (transcripts) and/or grade reports each term to assure themselves of accurate recordings of grades, credit hours earned, advanced standing, etc. See [https://www.registrar.pitt.edu/facultystaff/enrollment-and-advisement-tools/academic-record-student-center-view](https://www.registrar.pitt.edu/facultystaff/enrollment-and-advisement-tools/academic-record-student-center-view). All transcript errors should be reported immediately to the student’s advisor and to the Academic Administrator in the Students Services Center.

**Official University Record: GPA Calculation**

A student’s undergraduate or graduate Grade Point Average (GPA) is obtained by dividing the total number of letter grade credits taken as an undergraduate or graduate student by the number of credit hours for which grades were received. Only letter grades earned at the University of Pittsburgh (A, B, C, D, and F) will be used in computing the Grade Point Average.

**Course Repeat Option**

An undergraduate student receiving less than a C- grade or a graduate student receiving less than a B- grade in a required social work course must repeat the course. A student who earns a failing grade in a required course or an NC in field has **one opportunity only** to repeat the course, and the second grade received will be the one used in calculating the student’s GPA, provided the student has completed and submitted a Course Repeat Option form to the
Academic Administrator in the Student Services Center. UPB and UPJ students must email the Course Repeat Form to the Academic Administrator (mpssw@pitt.edu). Please contact the Academic Administrator in the Students Services Center (412-624-6303) to obtain additional information on the Course Repeat Form (Policy #9:3).

**Student Evaluation of Courses**

At the end of each term, students are provided with an Office of Measurement and Evaluation (OMET) link in order to evaluate the courses in which they are enrolled.

**Application for Graduation**

Students must apply for graduation during the term preceding the term in which they expect to graduate, preferably at the time of registration for their final term, but no later than the deadline posted in the academic calendar. Graduate students must be registered for at least one credit in each 12-month period and for at least one credit in the term in which they plan to be graduated. The student should make contact with their advisor to determine the minimum number of required credits in the last term. Graduating students should not receive incomplete grades for courses taken in their final term.

Students must submit a curriculum guide signed by their academic advisor along with the graduation application. A curriculum guide is a mandatory checklist of required courses and credits necessary for graduation. Ultimately it is the student’s responsibility they have satisfied all graduation requirements. Each specialized practice area (Direct Practice, COSA) has a specific list of requirements for each focus area. The Curriculum Guides are available at:

https://www.socialwork.pitt.edu/sites/default/files/publication-images/dp_curriculum_guide_2019_0.pdf

https://www.socialwork.pitt.edu/sites/default/files/publication-images/cosa_curriculum_guide_2019_0.pdf

The application for graduation form is available at: https://www.registrar.pitt.edu/sites/default/files/pdf/Application%20for%20Graduation.pdf. This form must be downloaded and completed to include the student’s signature.

**Resignation**

Students who wish to drop all of their courses before the official end of the add/drop period should do so on-line. The student is not liable for term charges, and the registration will become void.

If, after the end of the add/drop period, follow the Office of the University Registrar procedures for Termination of Registration found at: https://payments.pitt.edu/tuition-adjustments/. There is also a special resignation service phone line (412) 624-7585, which operates 24 hours a day, including weekends and holidays.
Students who resign after the last day of the add/drop period are liable for a percentage of their charges and will be issued "R" grades, denoting resignation, on their transcripts. If a student resigns by mail, the percentage reduction of term charges will be determined by the postmark date on the envelope, considered to be the notification date of resignation.

**Refund Processing**

Students are encouraged to use the direct deposit activity in PittPay in order to process all financial transactions.

All questions regarding other available options should be directed to the Student Payment Center at https://payments.pitt.edu/about_refunds/.

**Financial Holds**

If a student does not pay their account in full (or make payment arrangements through Student Loans and Special Accounts) by the due date on their Invoice, Student Accounts will place a financial hold on the student’s account. If the Invoice has been validated using an Aid Information Data Sheet or sponsor billing procedures, but the deferred aid credits or sponsor payments have not been received by the University within 30 days after validation, Student Accounts may place a financial hold on the account. A financial hold will deny student access to certain University services, such as registration, add/drop and receipt of grades, transcripts and diplomas. See the SPC Student Payment Center for fees and financial holds, https://payments.pitt.edu/past-due-accounts-late-fees/.

**No-Smoking Policy**

Smoking is prohibited in all University-owned and leased facilities and in all University vehicles. Procedures for requesting the designation of smoking areas are described in University Policy 04-05-03, https://www.provost.pitt.edu/faculty-handbook/ch2_wkpl_smoking

**Academic Policies**

The online handbooks aim to provide the most current information possible; sites are updated regularly. However, information contained in the MSW Program Handbook is subject to change at any time. The handbooks are intended to serve as a general source of information and are in no way intended to state contractual terms.

**Bachelor’s Degree Requirement for MSW Program Entry (#15:7)**

An individual must possess a bachelor’s degree from a college or university accredited by a recognized regional accrediting association to matriculate in the MSW Program. Applicants admitted to the MSW program prior to completion of their undergraduate degree must, before the
first day of Fall Semester classes, submit to the School’s Office of Admissions an official transcript from the undergraduate institution that shows the degree awarded. An individual will not be permitted to begin classes unless the official final transcript is received.

**Credit for Life, Volunteer, or Employment Experience (#25:4)**

Consistent with the Council on Social Work Education’s, Educational Policies and Accreditation Standards, the School of Social Work does not grant course or field credit, transfer credit, or exemptions for prior life, volunteer, or employment experience.

**Policy on Provisional Admission (#15:11)**

This policy codifies the intent and language of acceptance letters (i.e., current practice).

**Definition**

An applicant whose cumulative undergraduate Grade Point Average (GPA) falls below the 3.00 level required for admission to the MSW Program may be admitted on provisional status. Admission on provisional status is at the discretion of the Director of Admissions and the Admissions Committee, based on a review of application materials. Applicants with a GPA below 3.00 may be asked to submit additional materials to further evaluate readiness for graduate study.

**Requirements**

A student admitted on provisional status must demonstrate satisfactory academic performance in the MSW Program in order to be removed from that status. Satisfactory academic performance is defined as:

A. Students who enter the MSW Program without advanced standing (i.e., do not have a bachelor’s degree in social work awarded by a Council on Social Work Education accredited undergraduate social work program within the seven academic calendar years prior to MSW Program admissions), must achieve a minimum cumulative GPA of 3.00 within the four generalist courses (12 credits) and generalist field credits (3 credits).

B. Students who enter the MSW Program with advanced standing (i.e., have a bachelor’s degree in social work awarded by a Council on Social Work Education accredited undergraduate social work program within seven academic calendar years prior to MSW Program admission) must achieve a minimum GPA of 3.00 in their first 12 classroom credits.

**Procedures**

Provisional students enter field at the discretion of the MSW Program Director and the Director of Field Education until satisfactory academic performance has been demonstrated and the provisional status cleared, even if this results in a student having to extend their enrollment in the MSW Program beyond the two years needed by full-time students to graduate. However, in no
case will the period of enrollment be permitted to extend beyond the four-year limit on earning the MSW degree.

Failure to demonstrate satisfactory academic performance within one (1) semester of full-time study (15 credits) or two (2) semesters of part-time study (12 credits) by a provisionally-admitted student will result in dismissal without possibility of re-admission to the MSW Program.

**Prerequisites in the MSW Program (#15:8)**

**Definition**

The MSW Program has one (1) matriculation prerequisite—satisfactory completion of an undergraduate or graduate 3-credit course in either descriptive statistics or quantitative analysis.

**Procedure**

It is required that all admitted students complete a 3-credit course in either descriptive statistics or quantitative analysis prior to matriculating in the MSW Program. Students who are admitted to the School without having successfully completed a statistics or quantitative analysis course must successfully complete this coursework prior to the beginning of their first semester in the program.

All students have the responsibility to submit an official transcript to the School’s Office of Admissions verifying successful completion of this prerequisite requirement. While students are allowed to register for courses before the start of the semester, **no student will be allowed to matriculate into the MSW program without successfully meeting this requirement**. The School will administratively drop the student from all their courses and their admission will be deferred for the following academic year if documentation of successful completion of the prerequisite has not been received by the Admissions Office.

**Advanced Standing, Transfer Credit, or Exemption in the MSW Program (#25:2)**

**Definitions:**

*Advanced Standing* is defined as the awarding of academic credit toward a degree by the School of Social Work for prior baccalaureate coursework or fieldwork completed at an undergraduate social work program when such work is evaluated as entirely comparable.

*Transfer Credit* is defined as the awarding of academic credit toward a degree by the School of Social Work for post-baccalaureate coursework or fieldwork completed at an academic institution when such work is evaluated as entirely comparable.

*Exemption* is defined as the waiving of a required academic course by the School of Social Work following an evaluation of the student’s previous work (or passing of an exemption examination for
that work) that is determined to be essentially identical to the required course being waived. Such an exemption does not, however, reduce the number of credits required for graduation.

Consistent with the Council on Social Work Education's, Educational Policies and Accreditation Standards, the School of Social Work does not grant course or field credit, transfer credit, or exemptions for prior life, volunteer, or employment experience (#25:4).

A. Students who enter the MSW Program with a degree granted within the last seven academic calendar years by a CSWE-accredited undergraduate social work program (or one recognized by the Council on Social Work Education's International Social Work Degree Recognition and Evaluation Service, or covered under a memorandum of understanding with international social work accreditors) may have the degree requirements for the MSW degree reduced up to a maximum of twelve course credits and six field credits. The student may also be eligible to receive exemption from those generalist courses for which advanced standing credit was not granted or to earn an exemption by passing a test that assesses knowledge of material taught in the course. The specific credits reduced or exemptions granted will depend on the curriculum of the undergraduate program from which the student received the degree and this School's program at the Master's level. This evaluation will be done by the MSW Program Director, or their designate, in consultation with the Associate Dean for Academic Affairs.

Applicants to the MSW Program who have a social work degree from a college or university outside the United States and who wish to have their transcripts evaluated for advanced standing credit should contact the Council on Social Work Education's International Social Work Degree Recognition and Evaluation Service (swdres@cswe.org).

The MSW Program Director, or their designate, in consultation with the Associate Dean for Academic Affairs will also evaluate the student’s prior social work field experience. Advanced standing for field experience will lead to a credit reduction on the following basis:

Students who have successfully completed the requisite minimum of 400 hours of undergraduate supervised field experience in a CSWE-accredited baccalaureate program, will be given advanced standing credit for six generalist fieldwork credits.

Advanced Standing granted under the provisions of this paragraph is subject to the limitations of paragraph E below.

B. Students who have begun but have not completed one full year of Masters level work within the last seven academic calendar years at a master of social work program and who are admitted to the University of Pittsburgh School of Social Work for completion of the Master of Social Work degree may receive up to a maximum of twelve course credits and six fieldwork credits. The student may also be eligible to receive exemption from those generalist courses for which transfer credit was not granted. The specific transfer credits or exemptions granted will depend on the curriculum of the master of social work program the
student attended, the courses the student completed, and this School’s program at the Masters level. This evaluation will be performed by the MSW Program Director, or their designate, in consultation with the Associate Dean for Academic Affairs. Transfer credit for field experience will lead to a credit reduction as described in paragraph A above. If exemptions are sought for courses beyond those defined as part of this School’s generalist curriculum, the evaluation will be done by the MSW Program Director, or their designate, and the faculty coordinator of the course for which the exemption is being requested in consultation with the Associate Dean for Academic Affairs.

Transfer credit or exemption granted under the provisions of this paragraph is subject to the limitations of paragraph E below.

C. Students who have completed one full year of Master’s level work within the last seven academic calendar years at another master of social work program accredited by the Council on Social Work Education (or one recognized by the Council on Social Work Education’s International Social Work Degree Recognition and Evaluation Service, or covered under a memorandum of understanding with international social work accreditor) sand who are admitted to the University of Pittsburgh School of Social Work for completion of their Master of Social Work degree will be granted a maximum of one full year (30 credits: 24 class and 6 fieldwork) of transfer credit by this School. The specific transfer credits granted will be determined by the MSW Program Director (or their designate), who, in consultation with the Associate Dean for Academic Affairs, will review the student’s transcript. The student will be required to complete before graduation all distribution requirements of this MSW Program’s curriculum.

For the purposes of granting transfer credit under this paragraph, the definition of a master of social work program in paragraph B above will apply. International students who have taken graduate-level social work courses from a program and who are interested in obtaining transfer credit must submit their transcript to the Council on Social Work Education for a determination of equivalency.

Transfer credit granted under the provisions of this paragraph is subject to the limitations of paragraph E below.

D. Students who, within the last seven academic calendar years, have completed post-baccalaureate academic work at an academic institution in some discipline or profession other than social work and who are admitted to the University of Pittsburgh School of Social Work’s Masters Program are entitled to an evaluation of their academic record for possible exemptions and/or transfer credits. In cases where exemptions are sought, the evaluation will be done by the MSW Program Director, or their designate, and the faculty coordinator of the course for which the exemption is being requested, in consultation with the Associate Dean for Academic Affairs. Exemptions for MSW generalist courses will be determined via available examinations only.
When transfer credits are requested, the evaluation will be performed by the MSW Program Director, or their designate, in consultation with the Associate Dean for Academic Affairs and, as appropriate, the faculty coordinator of the course for which the transfer credits are being sought. Transfer credits for post-baccalaureate academic work completed in a discipline or profession other than social work will not be applied to MSW generalist courses or any required specialization coursework. A maximum of twelve (12) course credits may be granted as transfer credits.

Exemption or transfer credit will not be granted for internship experiences completed during post-baccalaureate work in a discipline or profession other than social work. For the purposes of granting transfer credit or exemption under this paragraph, post-baccalaureate academic work means graduate-level coursework taken in an academic institution.

Exemption or transfer credit granted under the provisions of this paragraph is subject to the limitations of paragraph E below.

E. Limitations

1. Advanced standing credit, transfer credit, or exemption for prior baccalaureate or post-baccalaureate work carried into the Master’s Program will be limited to course and fieldwork taken within seven academic calendar years prior to the students beginning this Master’s Program in a CSWE-accredited program. Except in the case of a person covered in paragraph C above, no student may have academic requirements reduced by more than a total of 12 course credits or field education requirements reduced by more than 6 field credits. There are no limitations to the number of exemptions that may be granted to a student.

2. Advanced standing, transfer credits, and exemptions will be granted after a review of the student's prior coursework, the student's knowledge and mastery of that content, the course's correspondence to the School's courses for which advanced standing, transfer credit, or exemption is being requested, and the consent of the school officials as outlined in paragraphs A through D above. All final decisions regarding advanced standing, transfer credit, or exemption are the sole discretion of the School of Social Work.

3. In the event of a negative decision regarding the granting of advanced standing, transfer credit, or exemption, the student may ask the Associate Dean for Academic Affairs to reconsider the decision. The decision of the Associate Dean for Academic Affairs is final.

4. Academic work or field education completed at a CSWE-accredited social work program or other academic institution will be considered toward advanced standing, transfer credit, or exemption only if the grade earned in the course (or course sequence) is equivalent to the grade A, A-, B+, B, B-, or S as defined by the University of Pittsburgh.
5. The number of credits reduced or granted for a given course can neither exceed the number on the transcript from the school where they were earned nor the number earned in the corresponding course at the University of Pittsburgh.

NOTE: In any case of advanced standing, transfer credit, or exemption, students must complete all distribution requirements in the generalist and specialized practice curricula, even if this extends their class credits beyond the requirement for other students.

It is the responsibility of the MSW Program Director to file a "Certificate of Advanced Standing" and/or a Certificate of Transfer Credit and/or a "Certificate of Exemption" in the student's folder.

Specialized Practice Requirements in the MSW Program (#5:5)

There are two specialized practice areas offered by the MSW Program: Direct Practice with Individuals, Families, and Small Groups (Direct Practice) and Community, Organization, and Social Action (COSA). Students are required to take at least four skill courses in their specialized practice area to complete their MSW degree requirements. Additional elective coursework must be completed to fulfill the credit requirements for the MSW degree.

Direct Practice with Individuals, Families, and Small Groups (Direct Practice): The required courses include: Models of Intervention and an Advanced Direct Practice course. Two additional skill electives are required from among a list of available electives offered each term. A second-level research course and HBSE and Policy courses that have content relevant to Direct Practice must also be completed. Finally, a specialized practice-relevant field placement must be completed.

Community, Organization, and Social Action (COSA): The required courses include: Community Organization and Planning, Human Services Management and two additional skill electives from among a list of available COSA electives offered each term. A second-level research course, Human Behavior and the Urban Environment, and Organizations and Public Policy must also be completed, along with a specialized practice-relevant field placement.

Policy on Change of Specialized Practice (#5:3)

Definition

Students indicate in their application to the MSW Program the specialized practice area they intend to complete (either Direct Practice with Individuals, Families, and Small Groups, or Community, Organizations, and Social Action). To request a change of specialized practice after beginning the MSW Program, students must show that the change would contribute directly to their educational goals and career plans. Students also must be able to demonstrate in a projected plan of study that they will be able to complete all classes and field requirements in the new specialized practice within four years of their date of entry into the MSW Program. Such requests should be made and finalized no later than the end of the Drop/Add period of the second semester of matriculation for full-time students and the third semester of matriculation for part-time students.
If both specialized practice chairpersons approve the student’s request, they will forward their decision in writing to the MSW Program Director. A Change of Specialized practice form, signed by both specialized practice chairpersons and the MSW Program Director, will be placed in the student’s folder.

**Procedures**

Students seeking to change their specialized practices should first discuss the matter with their faculty advisor. After meeting with the faculty advisor, the student can make formal written requests to the two specialized practice chairpersons. The student should discuss their intentions with each specialized practice chair. Among the concerns to be addressed at these meetings are:

a. Is the student presently being supported by a grant or funding source that limits the specialized practice that can be pursued?

b. Is there a field placement available in the new specialized practice that would foster the student’s educational goals and career plans?

c. Is there anything in the student's background, experience, or prior education that mitigates against or supports the request for a change?

d. Is there any indication (from the advisor, the present or the new specialized practice chairperson) that the request for change is not educationally sound or is being made for a non-educational purpose?

e. Regardless of enrollment status (i.e., full or part time), can the MSW degree requirements be completed within a four-year time period starting with the date of entry into the MSW program (i.e., when the student started taking classes in the MSW program)?

**Criteria for Directed Study (#27:1)**

A. **Definition**

A directed study is defined as a student-initiated experience, guided by a faculty member, that significantly supplements the social work curriculum and conforms to academic course content expectations appropriate to the student’s degree level. This definition of directed study is broadly conceived and subsumes the category of "reading course." It is recommended that directed study be the generic title for all courses meeting the above definition.

1. A directed study course may offer 1, 2, or 3 credits depending on the level of work required.
2. A directed study course should provide a supplementary educational experience focusing primarily on one of the following areas:
   a. Exploration of the existing literature in a specified content area.
   b. Engaging in research that contributes to knowledge and practice applications in a content area.
   c. Development of professional materials.

B. Statement of Purpose

The major purpose of directed study is to provide students with the opportunity to explore in depth a specific area of social work interest beyond that available in regularly scheduled courses. This means of tailoring educational content to students' learning goals and backgrounds adds flexibility and diversity to the standard curriculum. Directed study can either be devoted to the pursuit of advanced knowledge in a specialized area, or to the mastery of a broad area relevant to social work but not included in course offerings. With the exception of the Directed Study in Research available to MSW students, a directed study cannot be used as a substitute for required or prerequisite courses.

Directed study should:

1. Be an extension of a student's previous academic and/or professional development.
2. Represent a rigorous and challenging intellectual and professional undertaking.
3. Demonstrate integration with the student's overall academic career.
4. Exhibit congruence with the academic and professional thrust of the school.
5. Be geared to creative endeavors.

MSW students considering a Directed Study in Research in place of the second-level research course:

1. Should have received a grade of at least “A-” in the first year research course or been exempt from the generalist research course via examination. Those entering with advanced standing should have received a grade of at least “A-” in the undergraduate research course.
2. Should not be in their last term of the study and anticipating graduation.

The rationale for the first restriction reflects the level of performance needed to undertake an independent research project under a faculty member's supervision. The rationale for the second restriction is based on the fact that research projects can result in “I” grades because of unavoidable delays in data collection and/or analysis, and the intent is to avoid delaying a student’s graduation because of the vicissitudes of data collection projects.

C. Faculty Participation
In order to meet the definition of a directed study and to fulfill its educational purpose, the reading, research, or field activities delineated above, while independently performed by the student, assumes faculty contribution which guides and enhances the student's progress. This faculty contribution is as essential a component to directed study as it is to any course offering.

Faculty participation is a voluntary endeavor. Faculty members are expected to meet regularly with the students doing directed study courses with them. Directed study will not serve as a substitute for basic faculty teaching workload. It is imperative, therefore, that faculty members be certain they have sufficient time available before consenting to offer a directed study and that their respective competencies encompass the study area being proposed.

D. Directed Study Plan

All students engaging in directed study should have a written study plan developed in concert with the faculty mentor. At minimum, the written study plan must address the following criteria:

1. Brief but concise statement of educational objectives of the directed study.
2. Clear statement of the issues or problems under analysis and the rationale for selecting them.
3. Selected bibliography or other similar documents to be examined.
4. Statement of the methodology the student will follow in implementing the directed study project.
5. Statement identifying the products (e.g., paper, report, literature review, presentation, computer-aided formats) of the directed study project and their due dates.
6. Statement describing how the Directed Study grade will be computed.

E. Directed Study Evaluation

The faculty evaluation of directed study should assess the student's understanding of the study area. Minimal criteria should be that:

1. There must be a tangible product resulting from the study.
2. The evaluation carefully assesses whether the original educational objectives set out in the directed study plan have been fulfilled.
3. The work clearly demonstrates the student's mastery and comprehension of the subject.

F. Procedures

1. Students wishing to pursue a directed study should identify the subject and discuss with their faculty advisor the appropriateness and feasibility of doing a directed study given their overall course of study plan for their degree.

2. Students should then consult with members of the faculty with whom they would like to work and who they believe have expertise in the proposed subject area.

3. After a faculty member and student have agreed to a directed study program (e.g., subject, hours, format, product(s), due date(s), and evaluation procedure), a final one to two page summary of the entire plan must be signed by the faculty member and student. Copies of the signed summary must be submitted to the Student Services Center for inclusion in the student’s folder and to the relevant Program Director.

Statute of Limitations for School of Social Work Degrees

Leaves of Absence (#26:1) - MSW Program

There is a four-year limitation on the earning of the MSW degree. The four-year period is counted from the date of entry into the program for four full academic calendar years. Under extenuating circumstances (listed below), an advisor can recommend an extension of time to the MSW Program Director and the Associate Dean for Academic Affairs. If approved, the period of extension and conditions for completing the program will be recorded in the student’s folder, with a copy sent to the student. Extenuating circumstances include the following:

a. extended illness of the student
b. extended personal emergency
c. involuntary mobilization into the US military unit
d. death of a chosen family member

Under special conditions, MSW students may be granted one leave of absence. A maximum leave of one full academic year may be granted to master’s students. A student wishing to take a leave of absence must submit in advance to the MSW Program Director a written request that indicates the length and rationale for the leave. The MSW Program Director and the Associate Dean for Academic Affairs will review the request. If approved, the time of the leave will not count against the total time allowed for the degree being sought by the student. Readmission following an approved leave of absence is a formality.
A. In the MSW Program, required courses must be taken for a letter grade (see Grading Policy and University of Pittsburgh Grading System, https://www.registrar.pitt.edu/sites/default/files/pdf/Grading%20System.pdf). Should a student earn a grade below a “B-” in any required course, or earn an “NC” in field, following the appropriate review (see #11:1), the course must be taken again. The option of re-enrolling in a required course in which a grade of “C+,” “C,” “C-,” “D+,” “D,” “D-,” ”F" or NC was earned can be exercised once during a student’s degree program. The second grade earned is the grade that will be counted in the student's QPA, provided a Course Repeat Option form has been completed. A student will be dismissed, without expectation of readmission, from the MSW Program if he or she does not receive a grade of “B-“ or higher in a required course (or “S” in field) on the second attempt or fails two or more courses. A full-time student who fails all of the courses in which they are enrolled during a semester (including field) due to a medical circumstance must submit proof from a medical provider to the MSW Program Director and will be medically withdrawn from the semester.

B. Some courses in the MSW Program build directly on others and can be thought of as constituting a sequence. Typically, these sequences involve required skill and substantive courses. Thus, Community Organization and Human Services Management and Models of Intervention, the first required COSA and Direct Practice skill courses, are premised on students having achieved basic competence in the two generalist skill courses (Generalist Social Work Practice and Social Work Practice with Diverse Populations). Similarly, the more advanced required skill courses in each specialized practice area build on the first required skill course(s). Sequences exist as well with research, human behavior and social environment, and social welfare/policy courses, wherein the second-level courses build on the generalist courses in each of these areas. For courses offered as part of a sequence, students must receive a grade of “B-” or better in an earlier course (or courses) in order to register for a more advanced course.

C. Field education is graded on a satisfactory/unsatisfactory (S/NC) basis. Students are expected to demonstrate satisfactory performance in their field-based learning assignments. Should a student receive a grade of "NC" in a field placement, the field credits and the field hours for that placement will not be counted towards the number needed to satisfy MSW degree requirements. The option of re-doing a field placement in which a grade of "NC" was earned can be exercised only once during a student’s degree program provided the Course Repeat option is followed. A student will be dismissed without expectation of re-admission from the MSW Program if he or she does not demonstrate satisfactory performance in a second field placement opportunity. Field placement grades are not included in the calculation of student’s GPA.

D. Students in the MSW Program must maintain a minimum cumulative GPA of 3.00. If, after completing at least nine (9) quality point credits, a student’s cumulative GPA falls below 3.00, the student will be placed on academic probation (see #11:1). Students will be
allowed to register for nine (9) to twelve (12) additional quality point credits, typically completed in one term by full-time students, to achieve a cumulative GPA of 3.00. Part-time students will be allowed to register for a total of twelve (12) credits over two (2) consecutive academic terms to achieve a cumulative GPA of 3.0. Failure to do so in both of the above will result in dismissal without possibility of readmission to the MSW Program.

E. To qualify for graduation, students must have a final cumulative GPA of 3.00 or higher. No student will be permitted to graduate from the MSW Program with a final grade of “C+”, “C”, “C-”, “D+”, “D”, “D-” or “F” in a required course or an "NC" in field placement. A student will be permitted to graduate from the MSW Program with a “C+”, “C”, “C-” in an elective course (not including required elective courses) as long as the student’s cumulative QPA is 3.00 or higher.

F. Dismissal from any of the Fellowships and any other MSW training or certificate program does not automatically constitute dismissal from the MSW Program.

**Academic Probation in the MSW Program (#9:6)**

A student in the MSW Program will be placed on academic probation if:

1. after completing at least nine (9) grade-point credits, their cumulative GPA falls below 3.00;
2. they receive a grade lower than a “B-“ in a required course\(^\text{10}\); or
3. they receive an NC grade for field placement (SWGEN 2099, SWINT 2099, or SWCOSA 2099).

For procedures and process see Academic and Professional Behavior Policy (#11:1) Section VII; Types of Academic and Professional Behavior Reviews & Section VIII; Conduct of Academic and Professional Behavior Reviews. Depending on the outcome of the process, a student placed on academic probation may be required to modify their course of study in the MSW Program, including changing the academic courses for which the student is registered and/or delaying entry into or suspending field placement.

**Academic and Professional Behavior Policy (#11:1)**

Passed 05/2020; Supersedes existing Policies 11:1 and 12:1 includes the Problem-Solving Process

A student has an obligation to exhibit honesty and to respect the ethical standards of the social work profession in carrying out their academic and field placement assignments. A student represents the School of Social Work and the social work profession in their interactions with

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\(^{10}\) A required elective course is defined as one that fulfills specialization, or certificate requirements. Required courses are defined as the five generalist courses, field, the required specialization skill courses, the second-level human behavior, policy, and research courses, and any specific courses needed to fulfill specialization or certificate requirements.
others, both on campus and in the community. A student is expected to act in a manner consistent with the Code of Ethics of the National Association of Social Workers (https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English); relevant laws; and the policies, procedures, and protocols outlined by the School of Social Work in the Student Handbooks for each of the three academic programs.

I. Academic Integrity and Student Obligations

Without limiting the application of this principle, per University of Pittsburgh Policy 02-03-02, a student may be found to have violated this obligation if they*:

A. Refer during an academic evaluation to materials or sources, or employs devices, not authorized by the faculty member.

B. Provide assistance during an academic evaluation to another person in a manner not authorized by the faculty member.

C. Receive assistance during an academic evaluation from another person in a manner not authorized by the faculty member.

D. Engage in unauthorized possession, buying, selling, obtaining, or using any materials intended to be used as an instrument of academic evaluation in advance of its administration.

E. Act as a substitute for another person in any academic evaluation process.

F. Utilize a substitute in any academic evaluation proceeding.

G. Practice any form of deceit in an academic evaluation proceeding.

H. Depend on the aid of others in a manner expressly prohibited by the faculty member, in the research, preparation, creation, writing, or publication of work to be submitted for academic credit or evaluation.

I. Provide aid to another person, knowing such aid is expressly prohibited by the faculty member, in the research, preparation, creation, performing, or publication of work to be submitted for academic credit or evaluation.

J. Present as one's own, for academic evaluation, the ideas, representations, or words of another person or persons without customary and proper acknowledgment of sources.

K. Submit a written assignment prepared for one course as original work for another course.
L. Submit the work of another person in a manner which represents the work to be one's own.

M. Knowingly permit one's work to be submitted by another person without the faculty member's authorization.

N. Attempt to influence or change one's academic evaluation or record for reasons other than achievement or merit.

O. Knowingly misrepresent field placement tasks and activities, attendance, or hours to field placement agency personnel or School of Social Work faculty or staff.

P. Falsify required field education documents, such as field learning plans or field evaluations.

Q. Fail to cooperate, if called upon, in the investigation or disposition of any allegation of dishonesty pertaining to a fellow student.

* Clauses A-N and Q come from the University of Pittsburgh Policy 02-03-02; Clauses O and P were added by the School of Social Work, consistent with University of Pittsburgh Policy 02-03-02, Clause 16 (http://www.cfo.pitt.edu/policies/policy/02/02-03-02.html)

II. Professional Behavior and Student Obligations

Without limiting the application of this principle, a student may be found to have violated this obligation if they:

A. Violate the University of Pittsburgh’s Student Code of Conduct (http://www.studentaffairs.pitt.edu/conduct/).

B. Fail when using written, oral, or electronic platforms to communicate with dignity, respect, and sensitivity in all interactions with individuals in academic and professional settings. The use of derogatory, inflammatory, or defamatory language is never acceptable.

C. Fail when using written, oral, or electronic platforms to engage in respectful and principled dialogue or debate with others with whom they disagree, either in an academic or professional setting.

D. Fail to maintain the confidentiality of information, particularly client/constituent information or proprietary agency information.

E. Use verbal, written, or electronic means to harass, bully, retaliate against, or intimidate an individual in an academic or professional setting.
F. Fail to follow the Standards for Technology in Social Work (https://www.socialworkers.org/Practice/Practice-Standards-Guidelines).

G. Disclose an individual’s, family’s, or group’s personal information by verbal, written, or electronic means without prior consent in an academic or professional setting.

H. Physically threaten, harass, or assault another person in an academic or professional setting. Any allegation of physical misconduct will be referred immediately for investigation to the University of Pittsburgh (Oakland) Campus Police for incidents within their jurisdiction. For MSW students at UPJ or UPB, allegations will be referred to the Campus Police at their respective campuses for incidents within their campus jurisdictions. Allegations of physical misconduct occurring at a field agency or other community setting with which the student has contact in the course of their education will be referred to the local police.

I. Sexually threaten, harass, or assault another person in an academic or professional setting. Any allegation of sexual misconduct will be referred immediately for investigation to the appropriate University contact. For incidents involving students at the Oakland Campus: the University’s Office of Diversity and Inclusion: https://www.diversity.pitt.edu/. For incidents involving MSW students at UPJ: Office of Equity and Inclusion https://www.johnstown.pitt.edu/about/office-president/equity-and-inclusion; MSW students at UPB: Office of Diversity and Inclusion: https://www.upb.pitt.edu/administrative-offices/office-diversity-and-inclusion.

J. Indulges, during a class (or examination) session in which one is a student, in conduct which is so disruptive as to infringe upon the rights of the faculty member or fellow students.

K. Indulges, during a field placement in which one is a student, in conduct which is so disruptive as to infringe upon the rights of the field instructor, other staff, or clients/constituents.

L. Fail to demonstrate respect for diversity and difference in an academic or professional setting. The University of Pittsburgh is committed to creating a learning environment that “does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status or gender identity and expression in its programs and activities.” (https://www.diversity.pitt.edu/about/notice-non-discrimination). Any allegation of discrimination will be referred immediately to the appropriate University contact. Oakland Campus: Cheryl Ruffin 412-648-7282 or cruffin@pitt.edu; for MSW students at UPJ: Amy Buxbaum 814-269-7991 or buxbaum@pitt.edu; for MSW students at UPB: Christy L. Clark 814-362-5121 or clclark@pitt.edu.
M. During a field placement:

1. Fail to adhere to the field placement agency’s policies and procedures. A student cannot decide on their own to reject or fail to adhere to a field placement agency’s policies or procedures, even if the student questions their utility, appropriateness, or ethics. A student who questions the utility, appropriateness, or ethics of the field placement agency’s policies or procedures should raise the concern with their field instructor and engage in a problem-solving process, which is more fully described in Section IV (below).

2. Fail to adhere to the field placement agency’s documentation and record keeping requirements. A student cannot decide on their own to reject or fail to adhere to a field placement agency’s documentation or record keeping requirements, even if the student questions their utility, appropriateness, or ethics. A student who questions the utility, appropriateness, or ethics of the field placement agency’s documentation or record keeping requirements should raise the concern with their field instructor and engage in a problem-solving process, which is more fully described in Section IV (below).

3. Remove from the field placement setting property or proprietary materials belonging to the agency without proper authorization.

4. Remove from the field placement setting client/constituent information, including but not limited to physical or electronic notes, files, or records, without proper authorization.

III. Academic Performance

Each of the School of Social Work’s three academic programs has established standards students are to achieve to remain in good academic standing. Failure to maintain the required academic standards for the specific degree program can impede the student’s academic progress or even prevent the student from being able to graduate from the program.

A. BASW Program

In the BASW Program, required courses and field education must be taken for a letter grade. Should a student receive a grade below a “C-“ in any required course, with the exception of field education, the course must be taken again. BASW students must maintain a minimum overall GPA of 2.50 on a 4.00 scale. Because fieldwork is recognized as the capstone of the BASW student experience, should a student receive a grade below a “C-“ in Practicum 1 or Practicum 2, the student will automatically be terminated from the BASW Program.

B. MSW Program
In the MSW Program, required courses must be taken for a letter grade. Field education must be taken for an S/NC grade; a grade of “NC” in field education is a failing grade. Should a student receive a grade below a “B-” in any required course, the course must be taken again. MSW students must maintain a minimum overall GPA of 3.00 on a 4.00 scale.

C. PhD Program

In the PhD Program, required courses must be taken for a letter grade. PhD students must maintain a minimum overall GPA of 3.00 on a 4.00 scale. PhD students must obtain a “B” or better in a required course. Should a student receive a grade of “B-” or lower in any required course, the course must be taken again.

IV. Problem-Solving Guidelines

The School of Social Work at the University of Pittsburgh aspires to provide a quality social work education across all three degree programs. To this end, a commitment is made to students, faculty, field advisors, field liaisons, School of Social Work staff, field instructors, and field placement agencies to engage in a problem-solving process when the need for such a process is identified by any one of these parties or by the relevant Program Director, MSW Program Coordinator, Director of Field Education, Associate Dean for Student Success, or Associate Dean for Academic Affairs.

The problem-solving process outlined here is to be considered a first-step to addressing academic integrity, student behavior, academic performance, or other issues related to students’ academic or professional activities (for example, excessive absences or consistent tardiness) where a Mandatory Academic and Professional Behavior Review (Mandatory Review) is not required (see V.B., below).

Problem-solving process steps should follow the commonly accepted model(s) that students are taught as a basic intervention method. These steps include, but are not limited to:

A. Problem identification.

B. Discussion of the problem, issue, or concern by those immediately involved with one of the following outcomes:

1. the issue is resolved, or

2. a plan to address the problem is agreed upon and implemented, or

3. those immediately involved cannot agree on a workable solution.
For problems, issues, or concerns arising in the classroom context, the immediately involved parties typically are the faculty member (defined as full-time and adjunct faculty as well as PhD student Teaching Assistants [TAs]) and the student(s). For problems, issues, or concerns arising in the context of a student’s field placement, the immediately involved parties typically are the field instructor and the student.

If the student and the faculty member/field instructor accept a specific resolution, including a plan to address the matter, offered by either of them, the matter will be considered closed. The faculty member/field instructor will prepare a memo summarizing the agreement, copies of which shall be retained by both the faculty member/field instructor and the student. The faculty member will submit a copy of the memo for retention in the student’s academic file. In the case of a field matter, the field instructor will send a copy of the memo to the student’s field liaison, who will place it in the student’s academic folder.

C. If a resolution is not reached in the discussion or if the agreement or plan to address the matter does not succeed in resolving the issue in the agreed-upon time frame, one or both parties can contact the academic advisor (if this is an academic issue) or the field liaison (if this is a field issue) and request that a meeting be scheduled. As appropriate, the academic advisor or field liaison will notify the appropriate program director (BASW, MSW, PhD) via email of this meeting.

D. The academic advisor or field liaison facilitates the meeting between the involved parties in order to further engage them in problem-solving with the hope of achieving a mutually agreed upon solution to the problem.

If the student and the faculty member/field instructor accept a resolution, including a plan to resolve the issue, the matter will be considered closed. The academic advisor will prepare a memo summarizing the agreement, copies of which shall be distributed to the faculty member/field instructor and the student; a copy also shall be placed in the student’s academic file.

E. The academic advisor/field liaison will notify the appropriate program director via email if a solution cannot be facilitated or if the agreement or plan does not succeed in resolving the issue within the specified time frame. The program director will convene a Mandatory Academic and Professional Behavior Review (Mandatory Review) with all of the involved parties. In the case of a field issue, the Field Director will be invited to participate in the Mandatory Review. The Mandatory Review is the first step of the Academic and Professional Behavior Review, and the process used as well as any actions taken will be guided by the points outlined in VI.C. (below).

V. Types of Academic and Professional Behavior Reviews

A. Discretionary Academic and Professional Behavior Review (Discretionary Review)
For BASW and MSW students, Discretionary Reviews can be held for academic performance matters that do not require a Mandatory Review (see V.B., below). The process for handling academic performance matters involving students in the PhD program is discussed in the *Grading Standards for the Ph.D. Program* section of the PhD Program Handbook, which appears on page 39 (https://www.socialwork.pitt.edu/academics/policies-handbooks).

1. For BASW and MSW students, instances in which a Discretionary Review can be held include, but are not limited to, the following academic performance matters:
   a. When a BASW student has a cumulative GPA or major GPA of less than 2.50.
   b. When a MSW student achieves an accumulation of "G" or "I" grades; has a term GPA less than 3.00 on a 4.00 scale; or has two or more grades in a term of "B-.”

2. Across all academic programs, a Discretionary Review can be convened when there is a violation of academic integrity or professional behavior not specified in V.B. (below), such as:
   a. Violations of the academic integrity standards, as identified in Section I Clauses A. through Q.
   b. Violations of those professional behavior standards that do not automatically necessitate a Mandatory Review, as identified in V. B.2. (below), or that are not automatically reported to other University bodies or to public safety authorities. Violations of professional behavior considered for Discretionary Review are those enumerated in Section II Clauses A., B., C., M1., M2.

B. Mandatory Academic and Professional Behavior Review (Mandatory Review)

Under certain conditions, consistent with the educational and professional responsibilities of the School of Social Work, Mandatory Review proceedings are required. The seriousness of these situations precludes the use of more informal processes to resolve the matter. Instances necessitating a Mandatory Review include, but are not limited to:

1. For BASW and MSW students, Mandatory Reviews are held for the following academic performance matters:
   a. BASW Program
      1) A student’s cumulative QPA is below 2.5 on a 4.00 scale.
2) A student’s cumulative social work QPA is below 2.5 on a 4.00 scale.

3) An earned grade below “C-” except in field education. Because fieldwork is recognized as the capstone of the BASW student experience, should a student receive a grade below a “C-” in Practicum 1 or Practicum 2, the student will automatically be terminated from the BASW Program.

b. MSW Program

1) A student’s cumulative GPA falls below the 3.00 level on a 4.00 scale.

2) A student receives a grade below a “B-” in a required course.

3) A student receives a grade of “NC” in field.

For academic performance matters involving students in the PhD program, the process to be followed is discussed in the Grading Standards for the Ph.D. Program section of the PhD Program Handbook, which appears on page 39 (https://www.socialwork.pitt.edu/academics/policies-handbooks).

2. For BASW and MSW students, Mandatory Reviews are also held when the following field education standards and procedures are violated:

a. Failure to secure a field placement after 3 interviews, as described in Policies 13:B33 and 13:M33.

b. Additional requests to withdraw from a field placement following one approved withdrawal, as described in Policies 13:B45 and 13:M45.

c. Making an independent and unilateral decision to terminate one’s field placement, as discussed in Policies 13:B46 and 13:M46.

d. Removal from a field placement agency because of a psychosocial distress, substance abuse, or health difficulties that interfere with the student’s and/or placement agency’s functioning and effectiveness, as indicated in Policies 13:B46 and 13:M46.

e. Professional behavior standards identified in Section II Clauses K., M.3., and M.4.

3. For BASW and MSW students, a Mandatory Review is held when use of the problem-solving process fails to resolve the matter (see IV.B., above).
4. Across all academic programs, a Mandatory Review obtains in instances of violations of professional behaviors, as set forth in Section II Clauses D., E., F., G., J.

C. Academic and Professional Behavior Review Committee Hearing

The Academic and Professional Behavior Review Committee will be convened at the request of the Associate Dean for Academic Affairs. The Academic and Professional Behavior Review Committee is a formally constituted body charged with holding hearings when there are allegations involving academic integrity, professional behavior, or academic performance standards. The Academic and Professional Behavior Review Committee is described in more detail in VII. (below).

VI. Conduct of Academic and Professional Behavior Reviews

These procedures and processes are drawn largely from and are consistent with University of Pittsburgh Policy 02-03-02 (http://www.cfo.pitt.edu/policies/policy/02/02-03-02.html)

A. No student should be subject to an adverse finding that they committed an offense related to academic or professional behavior, and no sanction should be imposed relating thereto, except in accordance with procedures appropriate for disposition of the particular matter involved. The degree of formality of proceedings, the identity of the decision maker or decision makers, and other related aspects properly reflect such considerations as the severity of the potential sanction, its probable impact upon the student, and the extent to which matters of professional judgment are essential in arriving at an informed decision. In all cases, however, the objective is to provide fundamental fairness to the student as well as an orderly means for arriving at a decision, starting first with the individual faculty member and then with designated administrative officers or bodies.

B. These guidelines are not meant to address differences of opinion over grades issued by faculty in exercising good faith professional judgments of student work. They are meant to address matters in which a faculty member intends to penalize a student based upon an alleged breach of academic integrity or professional behavior. In matters of academic integrity or professional behavior the succeeding procedural steps must be followed:

1. Any member of the University community who has evidence may bring to the attention of the faculty member a complaint that a student has failed, in one or more respects, to meet faithfully the obligations specified in sections V.A. and V.B. (above)

C. Academic and Professional Behavior Review Procedures and Processes
Students found to be in violation of the academic and professional behavioral standards will proceed through the adjudication process outlined below:

1. Discretionary Academic and Professional Behavior Review (Discretionary Review)

Discretionary Review is not meant to by-pass the relationship between the student and their faculty member/faculty advisor (or field instructor/field liaison). Nor is it meant to preclude problem-solving by these parties. Rather, Discretionary Review offers a formal venue for addressing and attempting to resolve impediments to a student’s academic and professional behavior, such as those described in section V.A. (above).

A Discretionary Review is convened by the appropriate program director who meets with the student and the faculty member and faculty advisor or the field instructor and field liaison to develop a plan. In the case of a field issue, the Field Director will participate in the meeting. The plan should specify actions to be taken, the student’s and the faculty member’s/field instructor’s responsibilities, and a date when the success of the plan in resolving the problem will be assessed.

If the student and the faculty member/field instructor accept a specific resolution, the matter will be considered closed. The program director will prepare a memo summarizing the agreement. Copies of the memo will be distributed to the student and the faculty member and faculty advisor or the field instructor and field liaison; a copy shall be placed in the student’s academic file, which is kept in the Student Services Center.

If no solution is agreed upon, or if the plan developed does not address the problem in the agreed-upon period, the program director will ask the Associate Dean for Academic Affairs to convene an Academic and Professional Behavior Review Committee hearing.

2. Mandatory Academic and Professional Behavior Review (Mandatory Review)

Mandatory Review offers a formal venue for addressing and attempting to resolve impediments to a student’s academic and professional behavior. In certain situations, including but not limited to those identified in section V.B. (above), the problem-solving process is bypassed and a more formal, official means of addressing the problem, issue, or concern is required.

A Mandatory Review is convened by the appropriate program director to develop a remediation plan. In the case of an academic issue, meeting will include the student, the involved faculty member, and the academic advisor. In instances involving a field issue, participants will include the student, the field liaison, and the Field Director; the field instructor will be asked to submit the Field Evaluation or statement documenting the problem. The remediation plan should specify actions to
be taken, the responsibilities of all parties, and a date when the success of the plan in resolving the problem will be assessed. Remediation plans can involve, for example, specific course assignments to be completed, academic support services to be utilized, changes in registration, or methods to demonstrate professional behaviors. Moreover, as an outcome of the Mandatory Review, a student may be placed on academic probation or may even need to withdraw for a specific period of time in order to complete courses in the correct sequence.

The program director will prepare a memo detailing the remediation plan, including actions to be taken and by whom, and the plan’s timeline. Copies of the memo will be distributed to the student and the faculty member and the faculty advisor or the field liaison and Director of Field Education. In instances involving field education, the field liaison will be responsible for communicating those portions of the remediation plan involving the field placement to the field instructor.

A copy of the program director’s memorandum detailing the remediation plan also shall be placed in the student’s academic file, which is kept in the Student Services Center. Access to such information identifying an individual student for the following uses will be granted only for the following:

a. To a faculty member who is involved with a student integrity or professional behavior violation at the initial stage and who wishes to use this previous record in determining whether a resolution between the faculty member and the student or a Mandatory Academic Review may be most appropriate, especially in the case of repeat offenders

b. To the program director, field liaison, or faculty advisor who was a party to the agreement and who needs to assess whether or not its terms have been fulfilled.

c. To the School's Academic and Professional Behavior Review Committee after a decision has been made in a case, but before a sanction has been recommended.

If the student rejects the remediation plan or if the resolution or plan developed does not address the problem in the agreed-upon period, the program director will ask the Associate Dean for Academic Affairs to convene an Academic and Professional Behavior Review Committee hearing.

3. Retention of Voluntary Agreements

A written summary of a voluntary agreement reached as a result of problem-solving or a Discretionary Review is placed in the student’s academic file, which is kept in the Student Services Center. Access to such information identifying an individual student for the following uses will be granted only for the following:
a. To a faculty member who is involved with a student integrity or professional behavior violation at the initial stage and who wishes to use this previous record in determining whether a resolution between the faculty member and the student or a Mandatory Academic Review may be most appropriate, especially in the case of repeat offenders.

b. To the program director, field liaison, or faculty advisor who was a party to the agreement and who needs to assess whether or not its terms have been fulfilled.

c. To the School’s Academic and Professional Behavior Review Committee after a decision has been made in a case, but before a sanction has been recommended.

Voluntary agreements will be removed from the student’s file and destroyed after the student leaves the program.

4. Academic and Professional Behavior Review Committee Hearing

a. If an agreed upon resolution between the faculty member/field instructor and the student cannot be reached, or if an agreed-upon plan fails to resolve the matter in the specified time frame, or if a student rejects the remediate plan or if the remediation plan is not implemented, the appropriate program director will file a written statement with the Associate Dean for Academic Affairs. Such statement should set forth the matter, including a factual narrative of events. The statement should also include the names of persons having personal knowledge of circumstances or events as well as the general nature and description of all evidence. If this occurs at the end of a term, and/or the last term of enrollment, the "G" grade should be issued for the course/field education credits until the matter is decided. In situations involving the student’s last term, before graduation, degree certifications can be withheld, pending the outcome of the hearing, which should be expedited as quickly as possible.

b. The Associate Dean for Academic Affairs will transmit to the student the written statement submitted by the appropriate program director, together with a copy of this policy and the time and place when the School’s Academic and Professional Behavior Review Committee will meet on the matter.

c. In proceedings before the School’s Academic and Professional Behavior Review Committee, the student shall have the right:
1) to be considered innocent until found guilty by clear and convincing evidence of a violation of the student obligations of academic integrity or professional behavior;

2) to have a fair disposition of all matters as promptly as possible under the circumstances;

3) to elect to have a private or public hearing;

4) to be informed of the general nature of the evidence to be presented;

5) to confront and question all parties and witnesses except when extraordinary circumstances make this impossible;

6) to present a factual defense through witnesses, personal testimony and other relevant evidence;

7) to decline to testify against himself or herself;

8) to have only relevant evidence considered by the Academic and Professional Behavior Review Committee; and

9) to a record of the hearing (audio tape), at their own expense, upon request.

d. The hearing should provide a fair inquiry into the truth or falsity of the charges, with the charged party and the faculty member or charging party afforded the right to cross-examine all adverse witnesses. At the level of the School’s Academic and Professional Behavior Review Committee, legal counsel shall not be permitted, but a non-attorney representative from within the University community shall be permitted for both faculty and students. A law student cannot be used as a representative at the Academic and Professional Behavior Review Committee hearing.

e. Any member of the University community may, upon a showing of relevancy and necessity, request witnesses to appear at the hearing. Witnesses who are members of the University community will be required to appear, and other witnesses may be requested to appear at a hearing. When necessitated by fairness or extraordinary circumstances, the Chair of the Academic and Professional Behavior Review Committee may make arrangements for recorded or written testimony for use in a proceeding.

f. Hearing procedures

The hearing will be conducted as follows:
1) The Chair of the Academic and Professional Behavior Review Committee will not apply technical exclusionary rules of evidence followed in judicial proceedings nor entertain technical legal motions. Technical legal rules pertaining to the wording of questions, hearsay, and opinions will not be applied formally. Reasonable rules of relevancy will guide the Chair of the Academic and Professional Behavior Review Committee in ruling on the admissibility of evidence. Reasonable limits may be imposed on the number of factual witnesses and the amount of cumulative evidence that may be introduced;

2) The Chair of the Academic and Professional Behavior Review Committee will state the reasons for holding the hearing;

3) Objections to procedure shall be entered on the record, and the Chair of the Academic and Professional Behavior Review Committee shall make any necessary rulings regarding the validity of such objections;

4) The appropriate program director will summarize their case and shall offer evidence in support thereof;

5) The student or representative(s) for the student shall have the opportunity to question the charging party;

6) The appropriate program director shall be given the opportunity to call witnesses;

7) The student or representative(s) for the student shall be given the opportunity to question each witness of the charging party after they testify;

8) The appropriate program director shall inform the Chair of the Academic and Professional Behavior Review Committee when their presentation is completed, at which time the Academic and Professional Behavior Review Committee members are be given an opportunity to ask questions of the persons participating in the hearing;

9) The student may testify or not as they choose;

10) The appropriate program director shall have the opportunity to question the accused if the accused voluntarily chooses to testify;

11) The student or a representative for the student shall have the opportunity to call witnesses;
12) The appropriate program director shall have the opportunity to question each witness of the accused after they testify;

13) The student shall inform the Chair of the Academic and Professional Behavior Review Committee when their presentation is complete, and the Academic and Professional Behavior Review Committee members are given the opportunity to ask questions of the accused as well as the accused's witnesses;

14) The Chair of the Academic and Professional Behavior Review Committee will have an opportunity to address the Academic and Professional Behavior Review Committee on School of Social Work regulations or procedure in the presence of all parties, but shall not offer other comments without the consent of all parties; and,

15) The hearing shall be continued and the members of the Academic and Professional Behavior Review Committee shall deliberate in private until a decision is reached and recorded. During the deliberation, members of the Academic and Professional Behavior Review Committee will have the opportunity to review any agreements or plans contained in the student’s academic file.

16) The hearing shall reconvene and the recommended decision shall be verbally communicated to the student and the appropriate program director.

g. A suitable record (audio tape) shall be made of the proceedings, exclusive of deliberations to arrive at a decision.

h. The Chair of the Academic and Professional Behavior Review Committee prepares a written summary of the hearing and a detailed description of the recommended decision, including any sanctions.

i. The recommended decision shall be submitted to the Dean, who will make an independent review of the hearing proceedings. The Dean may require that the charges be dismissed, or that the case be remanded for further proceedings whenever they deem this to be necessary. Upon completion of such additional proceedings, if any, and within a reasonable time, the Dean will issue a final decision. The Dean may reject any findings made by the Academic and Professional Behavior Review Committee adverse to the student, and may dismiss the charges or reduce the severity of any sanction imposed, but the Dean may not make new findings adverse to the student, and may dismiss the charges or increase the severity of a sanction, except in the case of repeating offenders of Academic Integrity guidelines.
j. The Chair of the Academic and Professional Behavior Review Committee shall then transmit to the student and the appropriate program director copies of all actions taken by the Academic and Professional Behavior Review Committee and the Dean. If a sanction is imposed, the notice to the student will make reference to the student’s opportunity, by petition filed with the Provost, to appeal to the University Review Board.

5. Timeliness

It is the responsibility of all parties, including administrative officers, to take prompt action in order that charges can be resolved quickly and fairly. Failure of the faculty member to utilize these procedures diligently may constitute grounds for dismissal of charges. Parties have the right to seek review of the Provost or to petition the University Review Board for an appeal from a decision of the Academic and Professional Behavior Review Committee within five (5) working days of the date of the decision letter.

6. Sanctions

The alternative sanctions which may be imposed upon a finding that a violation has occurred of the Academic and Professional Behavior Standards of the School of Social Work has been committed are the following:

a. Dismissal from the University without expectation of readmission.

b. Suspension from the University for a specific period of time, with no additional conditions.

c. Suspension from the University for a specific period of time, with additional conditions specified by the Committee.

d. Change in registration status coupled with a remediation plan; failure to carry out the remediation plan in the specified time will result in dismissal from the University without expectation of readmission.

e. Reduction in grade, or assignment of a failing grade, in the course (academic or field) in which the violation was committed.

f. Reduction in grade, or assignment of a failing grade, on the paper or examination in which the offense occurred.

7. Review and Appeal

A student or faculty member may seek to have a Dean’s final decision (or a determination that the charges are not subject to adjudication) reviewed by the
Provost, who may seek the advice of the University Review Board, or the student may appeal to the University Review Board, whose recommendation shall be made to the Provost. The action of the Provost, taken with or without the advice of the University Review Board, shall constitute an exhaustion of all required institutional remedies.

8. Retention of Materials

The Dean is to be responsible for safeguarding the materials given to them by the Academic and Professional Behavior Review Committee. All materials should be retained no less than two (2) years and may be retained longer at the Dean's discretion.

VII. Academic and Professional Behavior Review Committee

A. Composition

1. Permanent Members

The Academic and Professional Behavior Review Committee is to be composed of seven (7) permanent members, of whom four (4) are faculty persons appointed by the Dean and three (3) are degree-seeking students. It is required that the student representation consist of one (1) individual from each degree level (undergraduate, master's, and Ph.D.).

2. Alternate Members

There is to be a total of seven (7) alternate members of the Academic and Professional Behavior Review Committee. Four (4) of the alternates are to be faculty persons appointed by the Dean and are to be designated as 1st, 2nd, 3rd, and 4th Alternate. Three (3) of the alternates are to be students, one (1) individual from each degree level (undergraduate, master's, and Ph.D.) and are to be designated as 1st, 2nd, and 3rd Alternate. If a vacancy occurs, a replacement will be immediately appointed.

3. Chairperson

The Associate Dean for Academic Affairs will serve as the Chair of the Academic and Professional Behavior Review Committee without the benefit of vote. In the extended absence of the Associate Dean for Academic Affairs, the person appointed by the Dean to perform the Associate Dean's functions will serve as Chair of the Academic and Professional Behavior Review Committee. If the Associate Dean for Academic Affairs is not available, the Dean will appoint an alternate chair from among the Administrative Officers.
B. The Academic and Professional Behavior Review Committee can be convened only when there are seven (7) members present, of whom four (4) are faculty and three (3) are students. In the event that permanent member(s) cannot attend the Committee session for any given review proceeding, the Chair must contact the appropriate alternate (faculty or student) in the sequence in which they were designated. The Alternate(s) would then serve on the Committee for the duration of those proceedings.

C. All appointments to the Academic and Professional Behavior Review Committee are to be for a twelve-month term. The Dean is to submit a written request for identification of student members and student alternates to the BASW Club, Student Executive Council, and Doctoral Student Organization. This request should specifically mention the requirement set forth above.

D. Conflict of Interest

1. Any faculty member with a current academic or field education relationship with the student under review may be included in the discussions, but will not be included in the formal deliberations and vote.

2. In the event that circumstances involving conflict of interest results in the elimination of permanent members and the three (3) alternates in either category, the Dean will appoint faculty replacements and the Student Executive Council will identify student replacements.

VIII. Academic Integrity and Faculty Obligations

A. Faculty Obligations

1. A faculty member accepts an obligation, in relation to their students, to discharge their duties in a fair and conscientious manner in accordance with the ethical standards generally recognized within the academic community as well as those of the social work profession.

2. Without limiting the application of the above principle, members of the faculty are also expected (except in cases of illness or other compelling circumstances) to conduct themselves in a professional manner, including the following:

a. To meet their classes when scheduled;

b. To be available at reasonable times for appointments with students, and to keep such appointment;

c. To make appropriate preparation for classes and other meetings;
d. To perform their grading duties and other academic evaluations in a timely manner;

e. To describe to students, within the period in which a student may add and drop a course, orally, in writing, or by reference to printed course descriptions, the general content and objectives of a course; and announce the methods and standards of evaluation, including the importance to be assigned various factors in academic evaluation and, in advance of any evaluation, the permissible materials or references allowed during evaluation;

f. To base all academic evaluations upon good-faith professional judgment;

g. Not to consider, in academic evaluation, such factors as disability, race, color, religion, national origin, ancestry, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status or gender identity and expression unrelated to the School’s academic or professional behavior standards.

h. To respect the confidentiality of information regarding a student contained in University records; and to refrain from releasing such information, except in connection with intra-University business, or with student consent, or as may be required by law

i. Not to exploit their professional relationship with students for private advantage; and to refrain from soliciting the assistance of students for private purposes in a manner which infringes upon such students' freedom of choice

j. To give appropriate recognition to contributions made by students to research, publication, service, or other activities

k. To refrain from any activity which involves risk to the health and safety of a student, except with the student's informed consent, and, where applicable, in accordance with the University policy relating to the use of human subjects in experimentation

l. To respect the dignity of students individually and collectively in the classroom and other academic contexts

B. Hearing Procedures for Allegations Against Faculty

1. Any member of the University community having evidence may bring to the attention of the Dean a complaint that a faculty member has failed, in one or more respects, to meet faithfully the obligations set forth above. The Dean, in
their discretion, will take such action by the way of investigation, counseling, or action—in accordance with applicable University procedures—as may appear to be proper under the circumstances. The faculty member's and student's interest in confidentiality, academic freedom, and professional integrity in such matters will be respected.

2. In order to provide a means for students to seek and obtain redress for grievances affecting themselves individually, the following procedures should be followed. These are not intended and shall not be used to provide sanctions against faculty members.

3. Where an individual student alleges with particularity that the actions of a faculty member have resulted in serious academic injury to the student, the matter shall (if requested by the student) be presented to the School's Academic and Professional Behavior Review Committee for adjudication. Serious academic injury includes, but is not necessarily limited to, the awarding of a lower course grade than that which the student has earned or suspension from a class. However, this is not intended to address normal grading decisions of faculty exercising good-faith professional judgments in evaluating a student's work.

4. It is the responsibility of the student, before seeking to have a grievance adjudicated, to attempt to resolve the matter by personal conference with the faculty member concerned, and, if such attempts are unavailing, to call the matter to the attention of the appropriate Program Director for consideration and adjustment by informal means. If a matter remains unresolved after such efforts have been made, the following grievance procedures shall be employed:

   a. The aggrieved student will file a written statement of charges with the Associate Dean for Academic Affairs.

   b. If the Associate Dean for Academic Affairs determines that the charges are subject to adjudication under the terms of the Academic and Professional Behavior Policy, they will transmit the charges to the faculty member, together with a copy of these regulations.

   c. The letter of transmittal to the faculty member, a copy of which will also be sent to the student, will state the composition of a committee that has been named to make an informal inquiry into the charge. The purpose of this committee is to provide a last effort at informal resolution of the matter between the student and the faculty member.

   d. This committee shall meet with the faculty member, the student, and others as appropriate to review the nature of the problem in an attempt at reaching a settlement of the differences. This is not a formal hearing, and formal procedural rules do not apply. Upon completion of this meeting, if no
mutually agreeable resolution results, the committee may produce its own recommendation for a solution to the conflict.

e. Should the committee recommend that the faculty member take some corrective action on behalf of the student, its recommendations shall be provided to the faculty member. As promptly as reasonable and at least within five (5) working days after the faculty member receives the recommendations of the committee, the faculty member shall privately take that action which they elect, and so advise the student and the chair of the committee of that action.

f. Should the committee conclude that the faculty member need not take corrective action on behalf of the student, this finding shall be forwarded to both the faculty member and the student.

g. If the student elects to pursue the matter further, either because they are dissatisfied with the resulting action of the faculty member or the conclusion of the committee, they should discuss this intent with the chair of the committee, who should review the procedures to be followed with the student. If the student wishes to proceed with a formal hearing, the chair of the committee will advise the Associate Dean for Academic Affairs that the case appears to involve a student’s claim of serious academic injury, and that the formal hearing procedure must be initiated.

h. The formal hearing should provide a fair inquiry into the truth or falsity of the charges, with the faculty member and the student afforded the right to cross-examine. At the level of the School’s Academic and Professional Behavior Review Committee, legal counsel shall not be permitted, but representatives from within the University community shall be permitted for both faculty and students.

5. A suitable record (audio recording) shall be made of the proceedings, exclusive of deliberations to arrive at a decision.

6. The recommended decision, which shall be written, will include a determination of whether the charges have been proven by clear and convincing evidence, together with findings with respect to the material facts. If any charges are established, the recommended decision shall state the particular remedial action to be taken.

7. The recommended decision shall be submitted to the Dean, who will make an independent review of the hearing proceedings. The Dean may require that the charges be dismissed, or that the case be remanded for further proceedings whenever they deem this to be necessary. The Dean may limit the scope of any further proceedings or require that part or all of the original proceedings be
reconvened. Upon completion of such additional proceedings, if any, the Dean will issue a final decision. The Dean may reject any findings made by the Academic and Professional Behavior Review Committee, may dismiss the charges or reduce the extent of the remedial action to be taken. If the Dean believes the remedial action to be taken may infringe upon the exercise of academic freedom, they will seek an advisory opinion from the Senate Tenure and Academic Freedom Committee (TAFC) before issuing their own decision. The decision of the Dean shall be in writing, shall set forth with particularity any new findings of fact or remedies, and will include a statement of the reasons underlying such an action.

8. The Dean will then transmit to the faculty member and to the student copies of all actions affecting them taken by the Academic and Professional Behavior Review Committee and the Dean. Suitable records will be maintained as confidential and retained in the Office of the Dean.

9. Remedial Action

a. Remedies on a student’s behalf should usually be those agreed to willingly by the faculty member. Other remedial action to benefit a student may be authorized by the Dean only upon recommendation of the Academic and Professional Behavior Review Committee and limited to: allowing a student to repeat an examination; allowing a student to be evaluated for work that would otherwise be too late to be considered; directing that additional opportunities be afforded for consultation or instruction; eliminating a grade that had been assigned by a faculty member from the transcript; changing of a failing letter or numerical grade to a “pass” or “satisfactory” grade, so as not to adversely affect a student’s grade average; allowing a student to repeat a course without paying tuition or any other penalty, schedule and program permitting.

b. If some action is contemplated that might be deemed to infringe upon the academic freedom of the faculty member, the Dean will seek an advisory opinion from the Senate Tenure and Academic Freedom Committee (TAFC). In such cases, the Senate TAFC may identify other acceptable remedies or render such advice as may be appropriate in the particular situation.

c. No action detrimental to the faculty member will be taken, except as in strict accordance with established University procedures. An adjustment hereunder in the student’s behalf shall not be deemed a determination that the faculty member was in any way negligent or derelict.

10. Review and Appeal
a. A student or faculty member may seek to have a Dean’s final decision (or a determination that the charges are not subject to adjudication) reviewed by the Provost, who may seek the advice of the University Review Board, or the student may appeal to the University Review Board, whose recommendation shall be made to the Provost. The action of the Provost, taken with or without the advice of the University Review Board, shall constitute an exhaustion of all required institutional remedies.

b. If any such determination may be deemed to have a possible adverse effect upon the faculty member's professional situation, the faculty member may seek the assistance of the Tenure and Academic Freedom Committee of the University Senate.

11. Timeliness

a. It is the responsibility of all parties, including administrative officers, to take prompt action in order that grievances may be resolved quickly and fairly. While no explicit time limit could apply to all cases, failure to use diligence in seeking redress may constitute grounds for denial of a hearing or other relief, especially if prejudice results. Parties have the right to seek review of the Provost or to petition the University’s Review Board for an appeal from a decision of the Academic and Professional Behavior Review Committee or investigatory committee within five (5) working days of the date of the decision letter.

b. The informal investigatory committees and the formal Academic and Professional Behavior Review Committee shall be composed of both students and faculty. The composition, selection procedures, and terms of members of the formal Academic and Professional Behavior Review Committee are detailed in section VII. (above). The informal investigatory committee shall consist of one faculty member appointed by the Associate Dean for Academic Affairs and one student selected from any one of these groups - BASW Club (BASW Program), the Student Executive Council (MSW Program), and the Doctoral Student Organization PhD Program. The faculty member shall chair the investigatory committee.

12. Retention of Materials

The Dean is to be responsible for safeguarding the materials given to him or her by the Academic and Professional Behavior Review Committee. All materials should be retained no less than two (2) years and may be retained longer at the Dean’s discretion.

C. Grievance Procedures Against Senior Administrators
A student complaint of arbitrary or unfair treatment against the Dean of the School of Social Work should be made to the Provost or appropriate Senior Vice Chancellor. There must be a prompt review and decision on the grievance. Members of the faculty who may be called upon to review and advise on the grievance should be drawn from outside the jurisdiction of the administrator against whom the charge is made.

Definition of Student Status

Continuing Student

A student who been accepted into and who has enrolled in the University of Pittsburgh Master of Social Work (MSW) program and who has registered for classes at either University of Pittsburgh-Oakland (Pitt-Main), University of Pittsburgh – Johnstown (UPJ) University of Pittsburgh – Bradford (UPB) at the Oakland during any term or session within the past calendar year.

Inactive Status

All candidates for graduate degrees including Ph.D. students who have completed their required coursework and are working on their dissertation research on the University of Pittsburgh - Oakland Campus, or elsewhere, must be registered for a minimum of 1 credit in each 12-month period whether they use University facilities/faculty time, or not. Those students not registering within the 12-month period will be placed on inactive status and must be readmitted or reinstated in order to continue in their programs. The student’s request for readmission must be submitted to the program director for approval. Those students in inactive status for 2 years or more may be required to retake the qualifying or comprehensive exams for readmission.

All students must be registered in the term in which they are to be graduated. Deans may grant exceptions in certain cases. However, written notification must be submitted to the Registrar before the first day of the term in which the student is to be graduated.

Policy on Re-Admissions

Students who have not been registered in the School for one calendar year or longer for any reason are required to apply through the Admissions Office for re-admission. Re-admitted students enter the School under the curriculum requirements current at the time of their re-admission.

Grading Policies

Policy on Grades for Required Courses (#9:1)

All required courses in the undergraduate and graduate curriculum must be taken for a letter grade. This includes all the generalist courses, all the specialized practice required courses, and all the courses which make up the package of a certificate program.

The grading system quality points are:

- **A+** 4.00
- **A** 4.00
- **A-** 3.75
- **B+** 3.25
- **B** 3.00
- **B-** 2.75
- **C+** 2.25
- **C** 2.00
- **C-** 1.75
- **D+** 1.25
- **D** 1.00
- **D-** 0.75
- **F** 0.00

The following grades carry no quality points:

- **G** Unfinished Coursework - Coursework unfinished because of extenuating personal circumstances
- **H** Honors - Honors (exceptional) completion of course requirements
- **I** Incomplete - Incomplete coursework, due to the nature of the course, clinical work, or incomplete research work in individual guidance courses or seminars
- **N** Audit - Non-credit
- **NC** No Credit
- **NG** Unfinished Class Work—Class work unfinished because of extenuating personal circumstances—not in progress
- **R** Resignation - Student resigned from the University
- **S** Satisfactory - Satisfactory completion of course requirements
- **U** Unsatisfactory - Unsatisfactory completion of course requirements
- **W** Withdrawal
- **Z** Invalid Grade - Invalid grade reported
- **** No Grade - No grade reported

B. All graduate field instruction courses shall be taken for S/NC (Satisfactory/No Credit) grades only.
Options (#9:1)

Elective Courses

Graduate elective courses (not including required elective courses) offered and taken in the School of Social Work may be taken for a letter grade or an H/S/U grade. The student who chooses the H/S/U option must complete and sign the Grade Option Form, and have it signed by the faculty advisor. Either the student or faculty advisor will submit this form to the Academic Administrator in the Student Services Center. UPB and UPJ students must email the form to the Academic Administrator (mpssw@pitt.edu) no later than the 9th week of a full term, the 6th week of a 12 week Session, or the 4th week of a 6 week Session. Once made, the decision to take the course on a grading option basis cannot be changed, nor may a grade using one system be changed to a grade of the other system without the approval of the Dean.

"G" Grades

The "G" grade may be assigned for coursework which should have been completed within the term in which the course was taken but, for extenuating circumstances, was not.

In order to request such consideration, which may be accepted or rejected by the instructor, the student should:

a. inform the instructor in writing, except under emergency conditions.
b. state reasons for needing this consideration
c. be prepared to present evidence substantiating the unique conditions necessitating this request.

Upon the award of a "G" grade the student will have six weeks into the term following the term for which the "G" grade was awarded to complete the work. This time may be extended by the course instructor for:

a. extended illness beyond the usual six-week period for completing work.
b. personal emergency.

The time extension may be up to one year after the "G" grade was recorded. Thereafter, the "G" grade converts to "NG" and is irrevocable. The student will be required to re-register for the course if it is needed to fulfill requirements for graduation.

Graduating students must complete coursework by the end of the term in which they are to be graduated. Any delay in completing requirements will necessitate a later graduation with registration of a minimum of 1 credit in the term of graduation.

"I" Grades

The "I" grade is applicable to courses which, by design, are not time-bound to one term, and for which a final grade can be given upon completion of the stipulated coursework.
The time limit for the change of the "I" grade to another grade is one calendar year from the date of the end of the term in which the "I" grade was given. Exceptions to this policy can be made under the following circumstances:

a. Extended illness beyond the term following the term in which the "I" grade was given;
b. Death or extended personal emergency - if the student does not return within the next term;
c. Academic Probation;
d. Doctoral Student engaged in dissertation writing.

Thereafter, the "I" grade remains permanently on the transcript.

For the above-mentioned grades, the student must request the extension in writing from his/her instructor and this letter, together with a memo from the instructor indicating the granting of the extension, the reasons for the extension, and the length of time for which the extension will be valid will be placed in the student's folder.

Graduating students must complete coursework by the end of the term in which they are to be graduated. Any delay in completing requirements will necessitate a later graduation with registration of a minimum of 1 credit in the term of graduation.

"W" Grades

A student may withdraw from a registered School of Social Work course and a "W" grade be assigned if the withdrawal occurs no later than the 9th week of a full term or the 4th week of a Summer Session.

After the 9th week of the term (4th week of the session), a student will be permitted to withdraw from a course only in extraordinary circumstances and with the permission of the Associate Dean of Academic Affairs.

A student who wishes to withdraw from a course after the add-drop date, but prior to the end of the 9th week of the term (or 4th week of the session), must complete a Monitored Withdrawal Request Form, available from the Academic Administrator in the Student Services Center (UPB and UPJ students can email a request for this form to the Academic Administrator, mpssw@pitt.edu).

For courses offered by the School of Social Work, each individual instructor must be notified (as evidenced by the instructor’s signature on the University form). The form must then be submitted to the Student Service Center, Room 2101, Cathedral of Learning.

Completion of this process will result in the entry of a "W" grade on the academic transcript.
A student who stops attending a course and does not initiate and complete the withdrawal procedures may be assigned an "F" grade.

"Audit" (N) Grades for Academic Courses

The student must apply for the option to audit an academic course at the beginning of the term (at the time of registration, in fact, or at the latest by the first session of the class). The student pays full tuition fees for the course, earns no credit, and the course appears on the student's transcript. As far as requirements are concerned, usually the student meets all the performance expectations of the instructor: papers, presentations, examinations, etc. However, it is within the privilege of the faculty member to permit the Audit student merely to attend the lectures and to participate only as much as the student wishes. For example, the student and the instructor can agree that the student will not write any papers for the class, or the student will not take any exams, but this, too, must be cleared in advance.

Grade Changes

Grade changes, in virtually every case, should be put through no later than one year after the initial grade was assessed. There may be conceivable reasons which justify a later change of grade, but they are surely quite unusual in character, and should be considered most exceptional. The Associate Dean of Academic Affairs must approve a change in grade before it will be honored by the Registrar.

Grades for Courses in Other Departments

Courses taken in other schools and departments of the University of Pittsburgh by students from the School of Social Work shall be graded according to the policy adopted by the school or department in which the course is being taken.

Grade Assignments: "Z" Grades (#9:1)

It is the responsibility of each faculty member of the University to assign only a standard letter grade or option grade as approved within their own school's grading policy to each student enrolled in an approved University course. All other grades will be recorded by the Registrar as a "Z", an invalid grade.

Fieldwork Grades in the MSW Program (#9.4)

Students in the MSW Program will be evaluated and graded separately for each of the terms (including summer sessions) they are enrolled in field. Students will be graded on a “S” (Satisfactory)/“NC” (No Credit) basis. For each term or session during which the student is at a field placement, the field instructor will complete the written Field Evaluation form, including making a recommendation about the student’s grade. It is the field liaison’s responsibility to submit a student’s field grade to the University. The field liaison’s determination of the student’s field grade shall be based on:
a. the field visit completed during that term or session;
b. the School’s receipt of the Field Evaluation form and timesheet;
c. the field instructor’s recommendation; and
d. the liaison’s review of the Field Evaluation form (which shall be documented by the liaison signing the form) and verification of the requisite number of field hours documented on the timesheet.

Section 5: Student Life, NASW Code of Ethics

Student Resources

Libraries

The Buhl Library of Social Work is located on the first floor of Hillman Library at Pitt-Main. The Buhl Social Work Collection supports coursework, instruction, and research from the undergraduate to doctoral level in social work. The Buhl Library is staffed by the social work liaison librarian, Mr. Arif Jamal, whose office is located in 172A Hillman Library, office number 412-648-7759 or email (ajamal@pitt.edu) – he is available to assist faculty, staff, and students across all program areas.

The items in the Buhl Library of Social Work represent the major areas of interest in social work as reflected by the specializations, focus areas, and certificates offered for study in the MSW Program. UPB and UPJ students and faculty can request books from the collection remotely and have them sent to their campus libraries – UPB’s Hanley Library or UPJ’s Owen Library.

As users of library services at the University of Pittsburgh, you need to know the following basic items of information:

1. Lending Services
   To check out materials in any University Library a current, validated student identification card is required. The Lending Desk is located on the ground floor of the Hillman Library, and the first floors of the respective libraries of UPB and UPJ. Materials unavailable in any one university library may be available through Interlibrary Loan Services (ILS). For more information about ILS and other services and resources, students and faculty across all program options can access online information here: http://www.library.pitt.edu.

2. Reserve Room Materials
   Materials on reserve for social work courses in Pitt-Main are housed in the Reserve section on the ground floor of Hillman Library. Reserve items may be requested by call numbers at the reserve desk. Call numbers for reserve books can be obtained from the PittCat Computer System in the library. Call numbers for all reserve readings e.g. books, journal articles, papers can be obtained from the course listings catalogs available at the Reserve desk.
Materials on reserve for social work courses in UPB can be accessed through the Hanley Library Lending Desk located on the first floor. Call numbers for reserve books can be obtained from the PittCat Computer System in the library. Call numbers for all reserve readings e.g. books, journal articles, papers can be obtained from the respective course syllabi.

Materials on reserve for social work courses at UPJ can be accessed through the Owen Library Lending Desk located on the first floor. Call numbers for reserve books can be obtained from the PittCat Computer System in the library. Call numbers for all reserve readings e.g. books, journal articles, papers can be obtained from the respective course syllabi.

3. Computerized Search
Online access to electronic resources is available to all students with a student login. Consultations for using electronic resources are available for social work students. For further information, all students should access http://www.library.pitt.edu; or any of the librarians in the respective campus libraries.

4. Other Library Resources
In addition to library collections in Hillman, there are various departmental and associated libraries in the University of Pittsburgh system, available to students and faculty across all program options. These include the Falk Health Professions Library and the Barco Law Library. Borrowing privileges differ among the various libraries. For more information, go online to: http://www.library.pitt.edu. Select “Libraries and Collections” for a listing of all libraries at Pitt. Social Work students also have access to the library facilities at Carnegie-Mellon University. The Interlibrary Loan (ILL) service can be used to obtain books and articles from other institutions.

Student Affairs
Student Lounge and Communication Center

As the Pitt-Main supports full and part-time undergraduate, graduate, and doctoral social work students, it has specific spaces identified for their social needs. All Pitt-Main students are able to rest between classes, meet with other student colleagues and, have coffee or tea in the Student Lounge on the 23rd floor (2310). A refrigerator and microwave are available for use. Computers and a printer are available in a private study area for use by doctoral students only.

Graduate programs at UPB and UPJ are geared toward working professionals, providing part-time programming in the evening. Students spend very little time socializing outside of their scheduled classes on their respective campuses. However, as many students attend to class straight from work, they do access food and other refreshments before, during, and after classes. At UPB, dining service options are located in the Frame-Westerberg Commons; and at UPJ, they may be found at the Student Union.
While most student communication is completed online across all program options. The Student Services Center (2101 C.L.) is also open to assist students and available to UPJ and UPB students online.

**Gender Neutral Restroom**

Across all program options, all social work students, staff, and faculty can access single occupancy restrooms or any restroom that corresponds with their gender identity. Interactive campus maps for Pitt-Main, UPB, and UPJ with single occupancy bathroom spaces identified can be found here: https://www.studentaffairs.pitt.edu/lgbtqia/single-occupancy-restrooms/. In addition, students seeking transgender information, resources, or services should visit http://www.studentaffairs.pitt.edu/search/lgbtq.

**Lactation Rooms**

There are several lactation rooms around Pitt-Main campus. The locations of these rooms are now listed online at https://www.diversity.pitt.edu/resources/resources-diverse-populations/title-ix-resources/lactation-rooms. Please note that other rooms may be available within University units as well.

At UPJ, faculty, staff, and students may use the Lactation Room in 146 Blackington Hall during normal University business hours. The room is furnished with a comfortable chair, table, and refrigerator and is exclusively restricted to only breastfeeding mothers.

For detailed information about the lactation rooms at UPB, please read here: https://www.upb.pitt.edu/life-at-pitt-bradford/diversity/lactation-rooms

**Financial Assistance**

The University of Pittsburgh School of Social Work recognizes that financing graduate education is extremely important, especially because the cost of higher education continues to increase each year. Please note that it is the University’s Financial Aid Office that administers the process of awarding loans to graduate students (this applies across all program options). The School of Social Work awards scholarships and a limited number of training fellowships to its MSW students and scholarship and assistantships to its PhD students. As our UPB and UPJ programs are for part-time students only, these opportunities are not available for those students. However, the Pitt School of Social Work does provide specific tuition discounts for UPB and UPJ students who are working full-time in a human service agency/program, working directly with individuals, families, groups, organizations and/or communities. Further, given the geographic location of UPB sitting on the state border between PA and NY, the School of Social Work extends tuition discounts to graduate students who reside in NY, allowing them to pay PA in-state tuition rates.
Financial aid is not awarded to any student, regardless of program option, until admission to the School has been granted. Early application for merit-based scholarship aid is strongly encouraged.

All students applying for financial aid (inclusive of Pitt-Main, UPB and UPJ) must complete the Free Application for Federal Student Aid (FAFSA) form. Pitt’s federal school code is 008815. The FAFSA form is not available until January for those applying for the next academic year.

**Student Travel to Conferences**

Students across all program options may be eligible for financial support to attend professional conferences. The procedures are as follows:

- Download the **Request for Funding (RFF)** form from the Student Executive Council (SEC) website [http://www.socialwork.pitt.edu/student-resources/student-executive-council/funding-opportunities/](http://www.socialwork.pitt.edu/student-resources/student-executive-council/funding-opportunities/). You may also contact the SEC at pitt.sec@gmail.com.
- Complete the form using as much detail as possible; if the exact amount of expenses incurred is unknown, please provide an estimate. **The RFF must be completed at least 30 days prior to the event or conference.** Requests will not be considered if the event has already occurred. The maximum award amount is $500.
- The RFF is submitted electronically by emailing it to sec.funds@gmail.com and the SEC will review the funding request at their next meeting.
- The applicant will be contacted by the Business Manager with a final decision on their request. Please note: the applicant’s presence may be requested at an SEC meeting to further discuss their funding request in person (for UPJ & UPB students this may be handled via Zoom or teleconferencing).
- After the RFF has been approved and the student returns from their travel, they must submit a **Request for Reimbursement (RFR)** form within 14 business days unless prior arrangements have been made with the SEC. Any reimbursement requests submitted after the deadline will not be granted, even if the initial RFF was approved. Appropriate documentation must accompany the RFR for all expenses approved under the initial request (i.e. receipts, MapQuest directions with proof of mileage, conference registration confirmation, lodging invoice, etc.). Any expenses without the appropriate supporting documentation will not be granted.
- You may be asked to also submit a brief description of how the event or conference went and/or any photos you may have been taken. We will post this information on the Pitt School of Social Work’s website as a part of our "Student Spotlight" section. This will allow fellow students able to see your accomplishments and experiences. We may also ask that you participate in a panel discussion for travel grantees. Sharing this information will allow fellow students to see your accomplishments and learn from your conferences.
- If there are any further questions regarding this process, please don’t hesitate to contact our Business Manager at sec.funds@gmail.com

**NOTE:** Given the extremely limited amount of the SEC funds available for conference travel, students should request to attend only those conferences which are critical to their professional development. Students should also explore additional funding sources such as the Graduate and Professional Student Government (GPSGA).
Any student attending conferences **WITHOUT PRIOR APPROVAL from the SEC cannot request School reimbursement of expenses.** The School will fund only those requests which were approved in advance.

**Student Emergency Loan**

*University of Pittsburgh - Student Loan*

[https://www.studentaffairs.pitt.edu/sorc/emergency-student-loans-esl/](https://www.studentaffairs.pitt.edu/sorc/emergency-student-loans-esl/)

The Student Organization Resource Center (SORC), (412-648-7830), University of Pittsburgh, provides small emergency loans for current students across all program options. The Student Organization Resource Center will process those loan requests. Students must present a validated ID prior to completing the loan request forms.

The emergency loans are intended to assist the student in overcoming minor education related financial emergencies. This program is in operation beginning Fall term through June 30.

1. To be eligible, an applicant must be a currently enrolled student carrying 6 credits or more for Fall and Spring Terms. Summer applicants must produce proof of registration for the following Fall Term.

2. Loans are made for emergency purposes only to students who are in good financial standing at the University.

3. The maximum loan is $300.00. A two to three business day processing time is required.

4. Complete repayment of any previous Emergency Student Loan is necessary for new loans to be approved.

5. Loans are repayable in monthly installments up to a MAXIMUM of 3 MONTHS coinciding with the PittPay billing cycle set forth by the Student Payment Center.

6. Loans must be paid in full prior to graduation. Failure to repay your loan as agreed may result in withholding your transcript or diploma and not being permitted to register for future terms.

A student must be in good academic standing in the MSW Program to seek alternate funding.

**Career Services**

The Office of Career Service within the School of Social Work offers students and alumni(ae) across all program options a wide array of opportunities to help achieve career goals. The specialization in social work careers provides students and alum with the information and connections necessary to empower people, lead organizations and grow communities. The School of Social Work boasts a
community of over 10,000 alum and hosts student and alum networking events throughout the
year, on different campuses. The Career Services page on the School of Social Work website
provides information about current job opportunities, and there is an extensive listing of Career
Resources to help individuals secure the job of their choice. The Director of Career Services is
available to all students and alumni for help with the job search, resume and cover letter writing,
networking, and interview skills. For more information on Career Services, contact Bobby
Simmons, the Director of Career Services, at (412) 624-6354, Room 2227 Cathedral of Learning,
bobby@pitt.edu, or visit the website at www.socialwork.pitt.edu/career-services/career-resources.

School of Social Work Alumni(ae) Society

The Alumni Society serves as a bridge between graduates of the University of Pittsburgh School of
Social Work across all program options and the social work community by providing recognition of
alumni excellence, promoting professional networking and development opportunities, and
ensuring the continued distinction of the school. There are more than 11,000 Social Work
graduates from the University of Pittsburgh who are members of the School’s Alumni Society. The
Society operates under the umbrella of and with support from the Pitt Alumni Association. Directed
by an Executive Committee of committed alum volunteers, the Society’s activities are carried out
through task-based committees, strategically formed and aligned with the missions of both the

To recognize and honor outstanding achievement in social work, five alum are recognized annually
through the School of Social Work’s Distinguished Alum Awards program. Categories include
Distinguished Contributions to Social Work Education, Distinguished Contributions/Career in Social
Work Practice, Outstanding Alumni, Outstanding Field Instructor, and Rising Star (for recent grads).
This award program, begun in 1968, has recognized many alum whose exceptional contributions
represent a variety of professional abilities.

For more information, please read here: https://www.socialwork.pitt.edu/alumni

Student Organizations

Student participation on school committees is encouraged. Since these committees formulate and
modify policies affecting academic and student affairs, students are encouraged to exercise their
rights and responsibilities to participate on these committees.

Student Executive Council (SEC)

All degree students across all program options in the School of Social Work comprise the
membership of the student organization which elects the Student Executive Council. The Council
concerns itself with student life and serves as a liaison with the administration and faculty.

The Student Executive Council relies heavily on student participation and it endeavors to be of
service to the student body. Activities include the publication of a Student Newsletter, the
development of discussion sessions around critical social issues, the provision of opportunities for
social action, participation in planning for orientation, and the planning of a variety of social events.
In addition, SEC members, representing the student body, are appointed to serve on the following organizations and/or committees: Student Chapter, NASW; Student Chapter, NABSW; Alumni Association (Liaison), and Graduate and Professional Student Government (GPSGA). SEC’s website can be found at: http://www.socialwork.pitt.edu/student-resources/student-executive-council

**Direct Practice Student Committee**

The Direct Practice Student Committee is open to all students (including those from Pitt- Main, UPJ and UPB) who are in Direct Practice Specialized practice. The Direct Practice Student Committee fosters exchanges among students, faculty, and community members about issues impacting the well-being of individuals, families, and small groups in our communities. The Direct Practice Student Committee sponsors presentations on topics identified by students. The Direct Practice Student Committee has representatives who participate on School committees and who represent School of Social Work students in the University Graduate Student Association.

**COSA Student Committee**

The Community, Organization, and Social Action (COSA) Student Committee supports and encourages creative collaboration between faculty, administration, the community, and students. COSA Student Committee members work to ensure the interests of students in this specialized practice are addressed in the School and that COSA students’ professional development is promoted. To this end, the COSA Student Committee sponsors activities and presentations during the academic year. COSA Student Committee representatives participate on School committees and represent School of Social Work students in the University Graduate Student Association.

**Union of Black Social Work Students (UBSWS)**

Established in 2019, the organization brings together students at the BSW, MSW, and PhD levels to advance Black Social Work values. The organization promotes the professional development of members, celebrates the history of Black Social Work at the University of Pittsburgh, and promotes the well-being of Black residents in Western Pennsylvania through community action.

**Graduate and Professional Student Government (GPSG)**

GPSG, a University-wide organization of graduate and professional students, provides students with services they have been lacking or have been inadequate in the past. The following issues are the organization's current priorities:

1. Expand opportunity for interdisciplinary, professional development.
2. Expand health coverage for GSAs, TAs, and TFs.
3. Increase coordination of events and communications among the graduate schools of the University.
4. Supplement the University system by providing for alternate educational experiences.
Another important function of the GPSG is to provide graduate student representation in the University Senate and the various decision-making councils within each of the fourteen graduate and professional schools on campus. Each full-time and part-time graduate student at Pitt automatically becomes a member of GPSG when they register. It is vitally important that students from Social Work be informed and involved in GPSA decisions because all funding for the Student Executive Council is channeled through GPSG.

Representation in the governing body of GPSG, the Assembly, will be through representatives chosen by the student organization in each school. The School of Social Work will have one representative and one alternate. Office hours are adjusted per term as students operate the office. Please use the GPSG website to address any questions you may have: https://gpsg.pitt.edu/.

Professional Organizations

National Association of Social Workers (NASW)

Membership in NASW is the organizational tie to the social work profession. All students are encouraged to join, with information provided at orientation for all program options. Membership includes a subscription to the highly-respected professional journal, Social Work. Student social workers from Pitt-Main are part of the Southwestern Division of the Pennsylvania Chapter; UPB students are part of the Northwest Division; and UPJ students are part of West Central Division. See the Director of Career Services and Alumni Affairs for membership information or go online to: http://www.nasw-pa.org.

Student Chapter - National Association of Black Social Workers (NABSW)

The National Association of Black Social Workers is a nationwide professional organization of Black social workers and students.

Some of the functions of the organization are as follows:

1. To help in the recruitment of Black students.
2. To act in the capacity of a community voice for the political community. The student chapter has a strong link with the city chapter of the National Association of Black Social Workers. Meetings and seminars are planned for Black students and Black social workers to discuss those problems that have a direct bearing on all Black people regardless of their positions.
3. To help Black students in their academic pursuits.

For more information, students across all program options are encouraged to go online: www.nabsw.org
Items of Special Interest to Students

Office of Student Appeals

The University established an Office of Student Appeals as part of its effort to expand student services related to tuition options, resignation, and withdrawal. This office services students across all program options, and maybe accessed via email at tuition@cfo.pitt.edu; or 412-624-7610. The mailing address is as follows: University of Pittsburgh, Student Appeals Office, University Place, Pittsburgh, PA 15260.

Identification Card

The Pitt ID, also known as your Panther Card, declares students, staff, and faculty as members of the Pitt community across all program options; and is the “passport” to access most essential campus services and spaces. Panther Cards may be ordered online via photo submission, and then picked up at the ID offices on the respective campuses. Everyone is required to show an official government-issued photo ID when you pick-up their card. Further information may be found at: https://www.pc.pitt.edu/panther-card/photo-id

Public Transportation

With a current and valid Pitt ID, Pitt-Main students may ride any Port Authority of Allegheny County buses, trolleys, or inclines at no charge. Further information may be found at: www.pts.pitt.edu.

Students at the UPJ campus may avail themselves of the Campus Shuttle. The campus shuttle provides free transportation between Blackington Hall, the Student Union, College Park Apartments and Richland Town Centre (Walmart Plaza). Please review the schedule for route times and details: https://www.johnstown.pitt.edu/sites/default/files/UPJ%20Shuttle%20Schedule%20%28revise d%20to%20include%20Student%20Union%29%20as%20of%201-25-2020.pdf

Also, Cambria County Transit Authority provides local bus service to the UPJ campus. This is available from campus to area locations including Richland Town Centre (Walmart Plaza), Galleria Mall, and the Main Street terminal in downtown Johnstown by bus routes #9 and #11. Call 814-535-5526 for more information.

For UPB students, local bus transportation is also available at no charge to students, faculty, and staff with a valid Panther Card during the Fall & Spring terms via the Area Transportation Authority (ATA). Schedules are available at the information desk in the Frame-Westerberg Commons, or at Campus Police and Safety.

Student Health Services and Insurance
Students across all program options have access to health and mental health services. At Pitt-Main, the Student Health and Counseling Services are both located on the 2nd floor of Nordenberg Hall in the Wellness Center. For more information about the extensive services and resources available, please go to: [https://www.studentaffairs.pitt.edu/shs/](https://www.studentaffairs.pitt.edu/shs/)

At UPB, all health services related information may be found here: [https://www.upb.pitt.edu/life-at-pitt-bradford/health-and-wellness/health-services](https://www.upb.pitt.edu/life-at-pitt-bradford/health-and-wellness/health-services) Counseling services and information can be found here: [https://www.upb.pitt.edu/life-at-pitt-bradford/health-and-wellness/counseling-services](https://www.upb.pitt.edu/life-at-pitt-bradford/health-and-wellness/counseling-services)

At UPJ, all health and counseling services information and resources may be found here: [https://www.johnstown.pitt.edu/health-and-counseling-services/health-services](https://www.johnstown.pitt.edu/health-and-counseling-services/health-services)

Across all program options, students interested in purchasing their own health insurance may seek further information here: [https://www.studentaffairs.pitt.edu/shs/insurance/](https://www.studentaffairs.pitt.edu/shs/insurance/)

**Academic Supports**

All social work students across all program options are able to access academic supports on their respective campuses. For Pitt-Main, students may find information here: [https://www.studentaffairs.pitt.edu/drs/resources/](https://www.studentaffairs.pitt.edu/drs/resources/)

For UPB, students should seek guidance here: [https://www.upb.pitt.edu/academics/academic-resources](https://www.upb.pitt.edu/academics/academic-resources); and UPJ students can find more information here: [https://www.johnstown.pitt.edu/academics/academic-success-center-asc](https://www.johnstown.pitt.edu/academics/academic-success-center-asc)

**The Office of Veterans Services**

Across all program options, students are considered members of the University of Pittsburgh School of Social Work community. Therefore, all students seeking information related to veteran’s benefits, services, and related programming should seek more information here: [https://www.veterans.pitt.edu/](https://www.veterans.pitt.edu/)

**Office of Disability Resources and Services**

The Offices of Disability Resources and Services (DRS) provides a broad range of support services and resources to assist students (on the Pitt-Main campus as well as on UPJ & UPB) who have a disability that impedes their academic progress. Students at Pitt-Main interested in registering for services should contact DRS to schedule an appointment with the Coordinator and be prepared, if requested, to provide appropriate documentation of their disability. The office is located in 140 William Pitt Union. For more information, call (412) 648-7890 or access their website: [www.drs.pitt.edu](http://www.drs.pitt.edu).

The Disability Resources office on the UPB campus is located in Hanley Library, Room 202, 814-362-7609; more information may be found here: [https://www.upb.pitt.edu/academics/academic-resources/disability-resources-services](https://www.upb.pitt.edu/academics/academic-resources/disability-resources-services)
Students at UPJ may access Disability Services at G-4 Student Union, 814-269-7119, and online at: https://www.johnstown.pitt.edu/health-and-counseling-services/disability-services

Office of International Services

The Office of International Services offers credential evaluation, advising for foreign students and scholars regarding immigration regulations and general concerns for all students across all program options. International I.D. cards are available. The office is located in Room 708, William Pitt Union. For information, call (412) 624-7120. Office hours are 8:30 AM-5:00 PM, Monday-Friday. Email address: www.ois.pitt.edu

Book Centers

University Store on Fifth
4000 Fifth Avenue
(412) 648-1455
http://www.pittuniversitystore.com/

Store hours may be found at the following link:
http://www.pittuniversitystore.com/SiteText.aspx?id=38820

Textbooks may be purchased at the University Book Center. In addition to textbooks, the University Book Center handles all school supplies.

Transcripts

Across all program options, students are considered University of Pittsburgh School of Social Work students. Therefore, all students seeking official transcripts must access the University of Pittsburgh Office of the Registrar. All transcripts and enrollment verifications may be completed online at: https://www.registrar.pitt.edu/students/transcriptsverifications

Computing Services

Across all program options, social work students are able to access technology support 24/7 (https://www.technology.pitt.edu/247-it-help-desk ), as well as information about the extensive technological benefits, resources, and services available: http://technology.pitt.edu/

my.pitt.edu

The University of Pittsburgh’s Web portal, my.pitt.edu, provides a single point of Web access to the information that students at Pitt-Main, UPJ, and UPB, faculty, and staff use every day. Portal users can access their email, the Learning Managements system, student account management tools, remote learning tools, video platforms, advising platform, travel forms, etc., from anywhere they have Internet access. You’ll need your University Computer Account username and password to log into my.pitt.edu. Your account is created automatically when you enter the University as a student or when you are hired as a member of the faculty or staff. A letter will be sent to you upon creation of your University computer account with your username and an assigned password; the
latter you are strongly encouraged to customize. More information may be found here: http://technology.pitt.edu/

Campus Computing Labs

Across all program options, students with a valid University Computing Account may use any of the computer labs located on the respective campuses. For locations and specific services available for Pitt-Main students, please go to: https://www.technology.pitt.edu/services/computer-labs-and-kiosks

To find out computer lab information for UPB, please go here: https://www.upb.pitt.edu/administrative-offices/technology-services
For UPJ students, please access relevant information here: https://www.johnstown.pitt.edu/information-technology/user-services/computer-labs

Travel Registration at the University of Pittsburgh

See: https://globaloperations.pitt.edu/trip-registration/

Over the years, two forces have shaped the University’s thinking about international travel of faculty, staff, and students. First, momentous events around the world have made it important for the University to be able to quickly identify University personnel abroad. Second, with increasing numbers of global programs, it is useful to be able to provide an aggregate overview of the range of engagement abroad each year. Thus, the Council of Deans has adopted a policy that requires registration of international travel for all University students and staff and strongly encourages registration for faculty.

Who Must Register:


- Staff
- Undergraduate students
- Graduate and professional students

Student Travel Guidelines: The Office of the Provost has approved Student Travel Guidelines administered via the Pitt Study Abroad Office (SAO). All students (Graduate & Undergraduate), per these guidelines, must notify the SAO (https://www.abroad.pitt.edu/ourteam) of any official University travel (curricular and co-curricular) to ensure they are registered and all necessary forms have been completed regardless of whether or not the travel is a part of Pitt Study Abroad Program.

Registration Exceptions:

- Faculty (though not required, registration is still strongly encouraged)
Those participating in a program administered through the Study Abroad Office
Any student who notified Study Abroad of their travel and completed and submitted the required forms; Pitt SAO will enter that student
Those managing a program administered through the Study Abroad Office
Those traveling for something other than University business (e.g., vacation)

**How to Register:**

Registration is automatic for those who have booked via Anthony Travel or directly in Concur. All other travel plans must be entered manually. Students who worked with Pitt SAO, will be entered by Pitt SAO.

*It is recommended for all to verify your registration contact information in the portal, even for automatic registrations as migration from Concur can change that information based on your Concur expense management settings.*

All international travel registration is conducted through the International SOS MyTrips portal, which can be accessed by clicking the MyTrips tab at the top right of the Pitt International SOS page ([https://www.internationalsos.com/masterPortal/default.aspx?akey=23B1BEE0-EB31-C2FE-13CB25CBF5FC0A12](https://www.internationalsos.com/masterPortal/default.aspx?akey=23B1BEE0-EB31-C2FE-13CB25CBF5FC0A12))

*NOTE: This is being used in lieu of the pre-existing University Travel Registry.*

Once you have created an initial profile, you will be able to enter emergency contact information, register your trip by submitting your flight segments and hotel details for the appropriate dates, and receive a travel advisory email about your destination. Please note that trip legs are entered independently; therefore, we ask that you enter your return trip when registering, this way, the University and ISOS will know that you are no longer abroad in case of an emergency.

**Contact:**
For more information on trip registration or to answer any questions, please contact:

Global Operations Support, [https://globaloperations.pitt.edu/contact/#concierge_services](https://globaloperations.pitt.edu/contact/#concierge_services).

Single Point of Contact: [https://globaloperations.pitt.edu/contact/#key_department_contacts](https://globaloperations.pitt.edu/contact/#key_department_contacts)

Emergency Contact: [https://globaloperations.pitt.edu/contact/#emergency_contact_information](https://globaloperations.pitt.edu/contact/#emergency_contact_information)

**Nondiscrimination Policy Statement**

The University of Pittsburgh is committed to creating a learning environment that “does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status or gender
identity and expression in its programs and activities.” (https://www.diversity.pitt.edu/about/notice-non-discrimination). Accordingly, the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability, or status as a disabled veteran or a veteran of the Vietnam era. Further, the University will continue to take affirmative steps to support and advance these values consistent with the University’s mission. This policy applies to admissions, employment, access to and treatment in University programs and activities across all program options. Any allegation of discrimination will be referred immediately to the appropriate University contact. Oakland Campus: Cheryl Ruffin 412-648-7282 or cruffin@pitt.edu; for MSW students at UPJ: Amy Buxbaum 814-269-7991 or buxbaum@pitt.edu; for MSW students at UPB: Christy L. Clark 814-362-5121 or clclark@pitt.edu.

Anti-Harassment Policy Statement

No University employee, University student, or individual on University property may intentionally harass or abuse a person (physically, verbally or electronically) when the conduct is severe or pervasive and objectively and subjectively has the effect of: (1) unreasonably interfering with such person’s work or equal access to education, or (2) creating an intimidating, hostile, or offensive work or academic environment. Consistent with the University Nondiscrimination Policy and Sexual Harassment Policy, harassment on the basis of a legally protected classification, such as racial harassment or sexual harassment, is prohibited across all program options. This policy statement will be applied with due respect for the University’s commitment to equality of opportunity, human dignity, diversity, and academic freedom, and, when constitutionally protected speech is implicated, only to the extent consistent with the First Amendment.

For more information, please read here: https://www.provost.pitt.edu/information-on/antiharassment_statement

Consensual Relationships Policy

Personal relationships must not be allowed to interfere with the academic or professional integrity of the teacher-student, staff-student, supervisor-employee or other professional relations within the University. The University’s policy on Faculty-Student Relationships (Policy 07-14-01; https://cfo.pitt.edu/policies/documents/Policy07-14-01web.pdf) prohibits intimate relationships between a faculty member and a student whose academic work, teaching, or research is being supervised or evaluated by the faculty member. If an intimate relationship should exist or develop between a faculty member and a student, the University requires the faculty member to remove himself/herself from all supervisory, evaluative, and/or formal advisory roles with respect to the student. Failure to do so may subject the faculty member to disciplinary action. Transgressions of this policy may result in the forfeiture of the legal and monetary protections of the University’s indemnification policy. See Policy 07-06-06, Faculty and Staff Indemnification, https://www.cfo.pitt.edu/policies/policy/07/07-06-06.html

Sexual Harassment
Title IX of the Education Amendments of 1972, a Federal law, was historically associated with actual or perceived gender-based disparities in athletic programs. However, it is a far broader law.

Title IX covers all aspects of educational and academic-related programming and prohibits gender discrimination. Importantly, Title IX prohibits sexual violence and sexual misconduct which may affect the educational or campus environment.

The law provides that:

*No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.*

In summary, Title IX prohibits gender-based discrimination in all University of Pittsburgh programs and activities, including, but not limited to, recruiting, admissions, financial aid, academic programs, student services, counseling, guidance, advising, grievance procedures, discipline, course/class assignments, grading, recreation, athletics, housing, meal services, and employment.

For more information, [https://www.titleix.pitt.edu/](https://www.titleix.pitt.edu/)

Examples of Unlawful Practices Under Title IX Relating to Sexual Misconduct

- **Sexual Harassment** – unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature
- **Sexual Misconduct** – rape, sexual assault, sexual battery, sexual exploitation, sexual coercion, and any other form of non-consensual sexual activity (including when an individual is not in a condition to give legal consent)
- **Stalking** – repeatedly following, harassing, threatening or intimidating another individual using such methods including, but not limited to, telephone, mail, electronic communication, and social media
- **Domestic Violence** – in addition to physical abuse, also includes emotional, verbal and economic abuse
- **Dating Violence** – in addition to physical abuse, also includes emotional, verbal and economic abuse
- **Retaliation** – adverse academic, social, employment or other actions against anyone reporting a violation or participating in an investigation of any Title IX allegation.

In addition to being considered discriminatory, *sexual violence is criminal activity.*

*Title IX at Pitt and in the School of Social Work*

Title IX protects all members of the University community: students, staff and faculty from sexual or gender-based misconduct, including discrimination, harassment, and assault. The University of Pittsburgh and the School of Social Work is committed to actively fostering a
culture across all program options that prevents sexual violence and protects the safety of students and faculty from all forms of sexual or gender-based misconduct.

Effective Academic year 2020-2021, the University of Pittsburgh requires any graduate student enrolled in a graduate program requiring more than 10 credits of in-person instruction to complete training in the recognition, prevention, and reporting of sexual misconduct, harassment, and sexual violence (often referred to as Title IX training [see: https://www.provost.pitt.edu/policies-guidelines]). This training must be completed before the end of the students first semester enrolled in the university.

As part of the required annual new student orientation conducted on Pitt-Main, UPB, and UPJ campuses, each student is presented with training on Title IX. This training is available both in-person and online. Students are then required to complete the module offered by the University Office of Diversity and Inclusion that follows the Title IX training regulations, it is available at: https://www.diversity.pitt.edu/education-and-training.

If you or another student or faculty member you know are dealing with sexual or gender-based misconduct there are extensive resources available at Pitt. The Title IX Officer and point of contact in Pitt-Main is Megan Soltesz, Director of Administration. Ms. Soltesz can be reached at 412-383-0515, or mms34@pitt.edu

For questions about or reporting of incidents occurring at UPB, students should go here: https://www.upb.pitt.edu/administrative-offices/office-diversity-and-inclusion

For questions about or reporting of incidents occurring at UPJ, students should go here: https://www.johnstown.pitt.edu/titleIX

**Policy: Family Educational Rights**

Family Educational Rights and Privacy Act of 1974 - Public Law 93-380

In compliance with the Family Educational Rights and Privacy Act of 1974, the University guarantees students across all program options have the right to inspect all personally identifiable records maintained by the institution and may challenge the content and accuracy of those records through appropriate institutional procedures. It is further guaranteed by the University that student records containing personally identifiable information will not be released except as permitted by the Family Educational Rights and Privacy Act.

Further information may be found at: https://www.registrar.pitt.edu/students/ferpa

**Policy: Request for Graduate Student Parental Accommodation**

**School of Social Work**
Across all program options, graduate students requesting a parental accommodation under the Graduate Student Parental Accommodation Guidelines should complete and submit this form
prior to the anticipated childbirth or adoption to the Office of the Dean, 2117 Cathedral of Learning. For more information, please read here: https://www.provost.pitt.edu/documents/Grad_Parental_Accommodation_Guidelines2011.pdf

Date of application: _______________________
Estimated date of birth or adoption: _______________________

Note: Include a brief statement from a medical service provider stating the best estimate of delivery/adoptive date.

Name: ____________________________________________
Campus address: ______________________________________
Email address: _________________________________________
Academic program: ______________________________________
Department: __________________________________________

Date of graduate program entry: _______________ Degree intent: _______________
Graduate student is a:
Activist Mother
Activist Student (see guidelines for eligibility)

Funding status during the requested accommodation period:
Activist Teaching Assistant (TA) or Teaching Fellow (TF)
Activist Graduate Student Assistant (GSA)
Activist Graduate Student Researcher (GSR)
Activist Other fellowship (please specify): ____________________________
Activist None

Accommodation to start on_____/_____/_____ through_____/_____/_____.

Note: The length of the accommodation for an eligible student is six consecutive weeks and for a birth mother who holds an academic appointment as TA, TF, GSA and GSR is to be determined by a health care provider not to exceed the student’s appointment period.

Documentation from a health care provider submitted for birth mother.
International Students with an F-1 student visa or J-1 Exchange Visitor visa are strongly encouraged to consult with the Office of International Studies.

If the other parent is a graduate student at Pitt please provide name:
_________________________________________________________ and school/program:
_________________________________________________________

Individuals listed below will receive written notification of the accommodation.
Faculty Advisor
Name: _______________________________   Email: ________________
Signature: 

**Director of Graduate Studies**
Name: __________________________ Email: _______________________
Signature: _______________________

**Department Chair**
Name: __________________________ Email: _______________________
Signature: _______________________

**School of {insert name}**
Name: __________________________ Title: _______________________

Date: __________________________ Graduate School signature: _____________________

**Terms of accommodation** (as necessary)