

**UNIVERSITY OF NEW HAMPSHIRE**

DEPARTMENT OF SOCIAL WORK  
BS IN SOCIAL WORK POLICY MANUAL

2008-2010



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**“Nobody can go back and start a new beginning,  
but anyone can start today and make a new ending.”  
Maria Robinson**

*The primary mission of the UNH Baccalaureate Social Work Program is to provide quality education to prepare students for entry-level generalist social work practice consistent with the purposes of the social work profession.*

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## **DEPARTMENT OF SOCIAL WORK**



The Department of Social Work's undergraduate program offers both a major and a minor in Social Work. It is a specialized degree that prepares graduates for generalist social work practice with a solid foundation in the knowledge, skills and value base of Social Work and the liberal arts. Social Work graduates apply their education in working with individuals, groups and larger social systems. In addition, it prepares qualified students to pursue graduate education in schools of social work and other graduate programs.

The baccalaureate program at the University of New Hampshire is accredited by the Council on Social Work Education (CSWE) and must meet rigorous academic standards to retain this accreditation. Social Work majors pursue a program that encompasses the professional Social Work foundation of Social Welfare Policy, Social Work Practice, Human Behavior in the Social Environment, Research and Field education. Course content on ethics and values, populations-at-risk, human diversity and social and economic justice is integrated throughout the curriculum. Development and implementation of the undergraduate curriculum is directed by the Accreditation Standards of the Council on Social Work Education (CSWE). A copy of the Educational Policy and Accreditation Standards is found in the Department of Social Work office library and with the Chair and Program Coordinators.

To enable students to gain direct experience and to integrate classroom content with the demands of professional social work practice, students are required to complete a 450-hour social welfare internship over two semesters during the senior year. The senior field placement is a "capstone" experience in the final year of the baccalaureate program and is arranged between the student and the Undergraduate Field Education Coordinator. Students are required to pay a liability insurance fee for their off campus field education experience.

Social Work majors earn a B.S. with a notation on their University records, "majored in Social Work." This is equivalent to the B.S.W. degree. Graduates are eligible for practice in a variety of social work settings throughout the United States. It also allows the opportunity to apply for "advanced standing" for students interested in Masters of Social Work degree programs. Finally, it qualifies graduates for full membership in the National Association of Social Workers.

### ***A. Academic Program***

Social Work majors are required to take twelve major courses: SW 424, 525, 550, 551, 601, 622, 623, 625, 640, 640A, 641 and 641A. In addition, students must successfully complete four courses taken from the disciplines of Anthropology/Sociology, Zoology/ Biology, Philosophy, and Psychology. The determination of which course to take within these categories is made by the student, in consultation with the student's advisor from an approved departmental list. Many of these liberal arts foundation courses may also fulfill general education requirements. Students wishing to minor in Social Work are required to take SW 424, SW 525 and any three other courses offered by the department, excluding SW 640/640A and SW 641/641A. Students interested in either a major or minor in Social Work should consult with the Undergraduate Program Coordinator, Martha Byam in Room 231, Pettee Hall (Phone: 862-1077 or 862-1799).

## ***B. Department of Social Work Mission***

The mission of the Department of Social Work is to educate baccalaureate and masters students for effective professional social work practice that is responsive to the social welfare and social service needs of the people of New Hampshire, the New England region and beyond. Consistent with the overall purposes of the profession, the Department educates professionals who can work effectively with diverse communities, organizations, groups, families and individuals to optimize human potential for productive participation in society.

## ***C. Baccalaureate Social Work Program Mission***

The primary mission of the UNH Baccalaureate Social Work Program is to provide quality education to prepare students for entry-level generalist social work practice consistent with the purposes of the social work profession.

## ***D. Program Goals***

The goals of the UNH undergraduate social work program are:

1. To develop knowledge and skills for effective generalist practice with client systems of various sizes and types.
2. To prepare graduates to practice with diverse populations.
3. To acquire knowledge about the social contexts of social work practice, the changing nature of those contexts, the behavior of organizations and the dynamics of change.
4. To instill in graduates the values and ethics that guide professional social workers in their practice.
5. To prepare graduates for their responsibility to continue their professional growth and development.
6. To prepare those seeking graduate education in social work or related human service fields with a solid foundation.
7. To recruit and retain quality faculty who contribute to the University, community and profession through teaching, research, scholarship and service.

## ***E. Program Objectives/Graduate competencies***

1. Apply critical thinking skills within the context of professional social work practice.
2. Practice within the values and ethics of the profession and with an understanding of and respect for the positive value of diversity.
3. Demonstrate the professional use of self.
4. Understand the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.
5. Understand history of the social work profession and its current structures and issues.
6. Apply the knowledge and skills of generalist social work practice with systems of all sizes.
7. Apply knowledge of bio-psycho-social variables that affect individual development and behavior and use theoretical frameworks to understand the interactions among individuals and between individuals and social systems.
8. Analyze the impact of social policies on client systems, workers and agencies.
9. Evaluate research studies, apply research findings to practice and under supervision, evaluate their own practice interventions and those of other relevant systems.

10. Use communication skills differentially with a variety of client populations, colleagues, and members of the community.
11. Use supervision appropriate to social work practice.
12. Function within the structure of organizations and service delivery systems and under supervision, seek necessary organizational change. (EPAS, 2002, pp. 9)
13. Qualified graduates will continue to be accepted into graduate programs in social work and related fields. Many will qualify for advanced standing in programs that offer an advanced standing option.
14. Faculty quality and productivity will be evident through course evaluations, annual faculty evaluations, participation on University, community and professional committees and task forces, through publication and research efforts and through social work practice and consultation.

## **DEPARTMENT ADMINISTRATION**



The Department of Social Work is administered by the Department Chairperson with two program coordinators reporting to the chair, one for the undergraduate program and one for the graduate program respectively. These three individuals, along with the Coordinator of Field Education, comprise the Departmental Administrative Team for overall administration of the department and its programs.

There are eight department committees that study program issues/challenges, research solutions and recommend action to the faculty as a whole. There are student representative positions on all committees except for MSW Admissions and Promotion and Tenure. Students interested in serving on one or more of these committees should contact the Undergraduate Program Coordinator. Following is a brief summary of the activities of these committees:

### ***Department Academic Standards Committee***

This committee reviews and makes decisions regarding all requests for variance in department academic or student affair policy made by either faculty or students. It meets on an as needed basis- some years it has not met at all, other years it has been quite busy.

***Faculty Meetings:*** The faculty meets the first and third Thursday of every month during the academic year from 12:30- 2:00pm. Both undergraduate and graduate students have a seat on this governing body.

***Field Advisory Council:*** The purpose of this committee is to involve agency field instructors, students and faculty in developing and maintaining quality social work field experiences for baccalaureate and MWS students. This committee meets approximately four times a year and is comprised of a representational group of field instructors and student representatives.

***HBSE Sequence Committee:*** The HBSE Sequence Committee meets once a month during the academic year. It is typically held from 12:40-2:00 on either the 2<sup>nd</sup> or 4<sup>th</sup> Thursday of the month. The goal of this committee is to stay abreast of new ideas for curricula, make sure that the undergraduate and graduate HBSE's are in sync with one another, look at revising course descriptions, sharing new ideas for textbooks etc.

**Research Sequence Committee:** The Research Committee meets on an as needed basis, usually about once a semester for no more than 1.5 hours.

**Policy Sequence Committee:** The policy committee usually meets on a Tuesday or Thursday between 12:40- 2:00pm and meets at least 4 times a year. This committee assesses content, policies and outcomes of undergraduate and graduate policy/services courses, including changes in texts and focus and content.

**Practice Sequence Committee:** The purpose of this committee is to review the content and policies connected to all baccalaureate and MSW practice classes, including texts and changes in focus and content. Meetings are twice a semester on Tuesdays from 12:30- 2:00pm.

**Department Advisory Council:** Comprised of members of the professional social work community and allies this committee advises the Department Chair and Program Coordinators on issues affecting or potentially affecting achievements of the department's mission, goals, and objective. The Advisory Board meets four times during the academic year from 9-11am. All meetings are on the second Friday of the month.

**Promotion and Tenure:** Faculty on this committee review materials submitted by faculty being considered for promotion or tenure and make recommendations for or against Promotion and Tenure. Faculty only serves on this committee.

**MSW Admissions:** This committee reviews and makes recommendation on admissions policies, procedures and criteria. Members of this committee also assist with the admission review process.

**Curriculum Committee:** This committee is responsible for program compliance with the CSWE Curriculum Policy Statement through periodic review of program mission, goals and objectives, outcome data, syllabi and texts. Meetings are at least three times a semester.

**Human Subjects:** This committee reviews all research proposals that involve human subjects to ensure compliance with all university, social work, federal and state policies governing the use of human subjects

**Student representatives are actively sought for all committees except for the Promotion and Tenure and MSW Admissions committees.** In addition, students appoint a representative to participate in the faculty meetings on the first, third and when applicable, fifth Thursdays from 12:40-2 PM.

Students interested in serving as a student representative on one of these committees should contact the Chair of the Student Organization of Social Work (mailbox in the department office) or the Undergraduate Program Coordinator early in September of each academic year.

## **CURRICULUM**



The Department of Social Work offers a major course of study which leads to a Bachelor of Science degree. It is an accredited program, based on standards established by the national accreditation board, the Council on Social Work Education. As such, the program:

- 1) Satisfies requirements for a B.S. degree in the College of Health and Human Services;
- 2) Provides content in the areas of: a) social work practice; b) social welfare policy and services; c) human behavior and social environment; d) research; e) values and ethics; f) diversity; g) social and economic justice; h) populations-at-risk and Social and Economic Justice; and
- 3) Provides an educationally directed field experience.

#### **A. Major Requirements**

Students majoring in Social Work must complete major as well as University general education requirements for the Bachelor of Science degree described in the Undergraduate Catalogue at the time of their admission to UNH. Following are the twelve required courses in the BSSW Program:

SW 424            ***Introduction to Social Work*** (Offered Fall and Spring)

The role of social work within agency structures. Programs and social work services studied in historical perspective: their auspices, goals, and operations for consumers from various ethnic, racial or social groups. Twenty hour service learning project with an area social service agency is part of this course. 4 cr.

SW 525            ***Introduction to Social Welfare Policy: History of Social and Economic Justice***  
(Offered Fall and Spring)

An overview of the history and current status of social welfare policy in the United States. Considerations of the origins, development, and analysis of significant policies, values, attitudes, and other issues related to the social welfare system, and the delivery of service. 4 credits.

SW 550            ***Human Behavior and Social Environment I*** (Offered Fall only)

Introduction to human behavior and development. Explores normal development as it influences and is influenced by multiple factors in the social environment, including individual genetic and biological composition, race, gender, socio-economic status, ethnicity, geographic location, sexual orientation, physical appearance and ability. Assesses how these factors operate throughout the life cycle. Provides a knowledge base and perspective to understand a client's behavior, and the attitudes and values of the social work professional and the larger society. 4 credits.

SW 551            ***Human Behavior and Social Environment II*** (Offered Spring only)

Continuation of SW 550. Agents of socialization that most significantly affect family, group, and organizational development and behavior within an ecosystems framework. Particular attention is paid to the influence of class, gender, race, ethnicity, religion, age, sexual orientation and other aspects of cultural diversity on development and behavior. 4 credits

SW 601            ***Methods of Social Research*** (Offered Fall and Spring)

Social research methods in the context of social work practice and social welfare, relationship between theory and data; conceptualization of research questions, hypotheses, and designs; methodological issues in social work research; sampling; specification and measurement of outcomes; needs assessment and program evaluation; practical limitations and ethical issues. Prerequisite: SW 424 or permission of instructor. 4 credits.

**NOTE:** Students entering Social Work and having already successfully taken PSYC 502 or SOC 601 need not take SW 601, **BUT** must take a 1 credit independent study with a SW research faculty member instead. This independent study should be completed within the first year of being in the major.

SW 622            ***Social Work Practice I: Interventions with Individuals and Families*** (Offered Fall only)

An introduction to social work methods and practice. The basic principles, values, and ethics of social work practice are studied. The knowledge and skills involved in interviewing, problem assessment, social contracting, as well as the important characteristics of helping relationships are emphasized. Skills training is provided in laboratory sessions. Prerequisite: SW 424 or permission of instructor. 4 credits.

SW 623            ***Social Work Practice II: Interventions with Groups, Organizations and Communities*** (Offered Spring only)

A continuation of SW 622 but with a primary focus on practice with groups, communities and organizations. This course emphasizes differential use of intervention techniques and processes with families, groups, organizations and communities. Skill training provided in laboratory sessions. Prerequisite: SW 622. 4 credits.

SW 625:            ***Social Welfare Policy Analysis: The State, the Country and the World*** (Offered spring only)

An examination of globalization and its effects on social welfare. Development of policy practice skills including formulating, analyzing policy responses to social problems and advocating for social welfare policies from a social and economic justice perspective. Prerequisite: SW 525. 4 cr.

SW 640            ***Social Welfare Field Experience I*** (Offered Fall and Spring)

Majors will be placed in a social welfare setting for a minimum of 225 hours; individual arrangements made with assistant Field Education Coordinator. Must have senior status (90+ earned credit hours). Prerequisite: SW 622 and permission. Co-requisite: SW 640A. Special Fee. (Not open to minors) 5 credits. Cr/F.

SW 640A          ***Social Welfare Field Experience I: Seminar***

On-campus seminar for all seniors in field work. Emphasis is on processing field experiences and achieving competency in skills of completing an interview and assessment within ethical boundaries of the profession. Must have senior status. Prerequisite: SW 622 and permission. Co-requisite: SW 640. 3 credits.

SW 641            *Social Welfare Field Experience II* (Offered Spring and Summer)

A continuation of SW 640 with a minimum of 225 hours in placement. Must have senior status. Prerequisite: SW 640/640A and permission. Co-requisite: SW 641A. 5 credits.

SW 641A        *Social Welfare Field Experience II: Seminar*

Continuation of SW 640A. Emphasis is on intervention and termination skills, self awareness and moving into the professional world. Must have senior status. Prerequisite: SW 640/640A and permission. Co-requisite: SW 641. Special Fee. 3 credits.

***NOTE: The Department of Social Work will not accept life or previous work experience in lieu of field work or other required professional foundation coursework.***

### ***B. Liberal Arts Distribution Requirements***

To insure a solid liberal arts foundation, all Social Work majors are required to take one course from the following four subject areas. Courses marked with an asterisk (\*) will also fulfill general education requirements for a baccalaureate degree. Please see undergraduate catalog for titles and course descriptions

**ANTHROPOLOGY**-411\*, 515\*

**SOCIOLOGY** - 400\*, 500\*, 515\*, 520\*, 530\*, 540\*

**ZOO** 401\*\_\_\_ 507\*\_\_\_ 508\*\_\_\_ **BIO** 411\*\_\_\_

**PHILOSOPHY**-401\*\_\_\_, 412\*\_\_\_, 417\*\_\_\_, 424\*\_\_\_, 430\*\_\_\_ 435\*\_\_\_, 436\*\_\_\_, 450\*\_\_\_

**PSYCHOLOGY**- 401\*\_\_\_

***If not completed before admission, students are expected to fulfill these distribution requirements as soon as possible after entering the major.***

### ***C. Social Work Electives***

SW 633            *Seminar in Social Work Methods*

Analysis and comparison of change theories, intervention strategies, therapeutic techniques. Seminar format. Possible topics: techniques of group work, casework or community practice, behavior modification, staff development and supervision. Prerequisite: junior or senior major standing. 4 credits.

SW 697 A-G ***Special Topics in Social Welfare***

A seminar for upper level Social Work Majors. Current issues, programs, and development in social welfare and social work are selected. Topics include: A) Alcoholism; B) Drugs and Chemical Dependency; C) Income Maintenance; D) Health Care; E) Aging; F) Mental Health, G) Developmental Disabilities. Topics selected will depend on faculty and student interest. A primary focus will be on increasing student understanding of a wide range of factors that influence program development and service delivery. Course may be repeated for different topics. 4 credits.

SW 700 ***Social Gerontology***

Comprehensive survey of the theories, social problems, programmatic responses and recent research on aging, with emphasis on the psychosocial forces affecting aging. 4 credits

SW 701 ***Women and Aging***

An analysis of the major theories about the social conditioning of aging women and its effect in contemporary society. Human service response is addressed. Psycho-social, biological, legal and economic implications are explored. Prerequisite: Junior or senior status, or permission from instructor. 4 credits.

SW 705 ***Child and Adolescent Risks and Resiliency: Policies, Programs and Practice***

An examination of the major policy and program questions of child welfare with a focus on child care and protection, adoption, foster care, juvenile delinquency, service delivery, and concepts of treatment in public and private programs. Prerequisite: Junior or senior status or permission from instructor. 4 credits.

SW 711 ***Understanding Mental Illness***

An overview of the public mental health system focusing on people affected by severe and persistent mental illness. Reviews the current service system and its history; major mental illness, psychosocial rehabilitation, and treatment; and community support systems. Prerequisite: Junior or senior status or permission. 4 credits.

SW 712 ***Understanding Developmental Disabilities***

Analysis of the complex social contexts of people with developmental disabilities. Explores and questions traditional approaches and the current service system. Examines family and community services and resources. Prerequisite: Junior or senior status or permission. 4 credits.

SW 715 ***Gay, Lesbian, Bi-sexual and Trans-gendered People: Practice implications***

Sexual minorities constitute the minority group social workers will most consistently encounter wherever they work. Addresses practice with GLB people on both professional and personal levels. The readings will include theoretical, experimental, clinical, counseling and personal perspectives, as well as providing an introduction to the GLB subculture. A unit on gender minorities will be included. Students will also be required to explore and examine their own

attitudes and assumptions about gays, lesbians, bisexuals and gender minorities. Seniors only. 4 credits.



SW 785: *Study Abroad: Comparative Social Welfare System*

Generally offered every two years, this is an intense, two week, study abroad course with a focus on comparing and contrasting the practice and policy issues of another country with the US.

SW 795 *Independent Study*

Independent study in social work under Department faculty guidance. Enrollment by permission only through arrangement with specific faculty. May be repeated with a different focus to maximum of 8 credits. Prerequisite: 12 credit hours in Social Work or permission. Variable 1-6 credits. Graded.

SW 796 *Independent Study: Teaching Assistantship*

Students participating will provide leadership and supervision for small groups of majors in social work practice simulations. Student teaching assistants work closely with, and under the direction of Department faculty. May be repeated to a maximum of 8 credits. Prerequisite: Senior status, 16 hours in Social Work and permission. Variable 2 or 4 credits. Cr/F.

SW 797H-798H *Honors Thesis*

Working with an assigned faculty adviser, students propose and develop a thesis for both oral and written presentation during the senior year. Prereq. For 797H: admission to the SW Honors Program and permission. Prereq. For 798H: satisfactory completion of SW 797H and permission. Variable credits. 2-4 credits per semester; 6 credits total required over two semesters.

**C. Minor Requirements**

A student wishing to minor in Social Work must complete SW 424 and 525 and three other courses offered by the Department of Social Work excluding SW 640, 640A, 641, 641A. Interested students should contact Martha Byam, Rm. 231, Pettee Hall (PH: 862-1077 or 862-1799).

**E. Diversity Recommendations**

Significant diversity content is infused throughout the social work curriculum. However, students are urged to choose one or more of the diversity courses identified by faculty to augment learning about issues of diversity. Course descriptions are found in the undergraduate catalog. This is not an exhaustive list – it is meant to provide stimulus and guidance only.

**DIVERSITY COURSE LIST**

<b>AM 502/</b>	
<b>ENG 517:</b>	Introduction to African American Literature and Culture
<b>CMN 583:</b>	Gender and Expression

<b>CMN 680:</b>	Perspectives on Culture and Communication
<b>ENG 609/</b>	Ethnicity in America: The African American Experience in the
<b>HUMA 609:</b>	Twentieth Century
<b>FS 757:</b>	Race, Class, Gender and Families
<b>GERO 600:</b>	Introduction to Gerontology
<b>HHS 510:</b>	AIDS: Health, Ethics and Social Agenda
<b>HIST 505/506:</b>	African American History
<b>HIST 507:</b>	Native Peoples of the Americas
<b>HIST 531/532:</b>	Latin American History
<b>HIST 566:</b>	Women in American History
<b>HIST 623:</b>	Early American Social and Cultural History
<b>INCO 450:</b>	Race, Culture and Power
<b>NURS 595:</b>	Women's Health
<b>NURS 670:</b>	Issues in Health Care of the Aged
<b>PHIL 510:</b>	Philosophy and Feminism
<b>PSYCH 791:</b>	Psychology and Race
<b>POLT 553:</b>	Third World Politics
<b>SOC 645:</b>	Class, Culture and Power
<b>SOC 630:</b>	Sociology of Gender
<b>WS 401:</b>	Introduction to Women's Studies

### ***F. Independent Study***

Independent studies can be a useful way to pursue a particular body of knowledge or to gain experience in a practice area that may be unavailable in the general curriculum. Credit hours for an independent study are determined by the amount of work being undertaken and will be negotiated by the sponsoring faculty member and the student, with a final review by the Undergraduate Program Coordinator. In all cases, documentation is required of all activities for the independent study.

*Students interested in pursuing an independent study must submit an Independent Study Contract Proposal (Appendix B) to the Undergraduate Program Coordinator, before the end of the add/drop date for the semester in which the student wishes to engage in the project.* The proposal should include the name of the faculty sponsor, whose permission the student should secure before submitting the proposal. The Undergraduate Program Coordinator will review all proposals to insure that adequate faculty support/supervision is available for successful completion of the project. Review of proposals will pay particular attention to the number of credits being requested in relation to the amount of work being proposed. Students and sponsoring faculty must be careful to negotiate independent study projects that reflect the University standard for credit hours received for effort/work expended. Generally, one credit should equal about 3 hours/week of active work. Upon approval, the signed contract will be placed in the student's file.

Independent Study contracts are available in the Department of Social Work office. Baccalaureate students are limited to 8 credits of independent study and, generally, must be of either Junior or Senior status. The course number for independent study is SW 795: Independent Study in Social Work. Permission required.

**Social Work Honors-in-Major Program**

Social Work majors with a 3.2 overall GPA at the end of their sophomore year, qualify to participate in the Honors-in-major program. Requirements include: successful completion of three of the 600- or 700-level courses listed below for honors, one of which must be SW 601:Research methods and a 6-credit Honors thesis during the Senior year.

<b>DEPT</b>	<b>NUMBER</b>	<b>TITLE</b>	<b>CREDITS</b>
SW	601*	Research methods in Social Work	4 cr.
SW	622	Social Work Practice	4 cr.
SW	623	Social Work Practice II	4 cr.
SW	625	Social Welfare Policy II	4 cr.
SW	697A	Special Topics/Alcoholism	4 cr.
SW	697B	Special Topics/Drugs and Chemical Dependency	4 cr.
SW	697C	Income Maintenance	4 cr.
SW	697D	Health Care	4 cr.
SW	697E	Child Welfare	4 cr.
SW	697F	Aging	4 cr.
SW	701	Women and Aging	4 cr.
SW	705	Child Welfare	4 cr.
SW	711	Social Work and Mental Illness	4 cr.
SW	712	Social Work and Developmental Disabilities	4 cr.
SW	715	Practice with GLBT	4 cr.
SW	785	Comparative Social Welfare systems	4 cr.

**\*required**

Each of the above courses will include supplementary research, reading, and writing for honors students, as negotiated with the instructor. A sample Honors Course Contract is included in this handbook as Appendix C. Students interested in this option, should thoroughly read the *Honors Program in Social Work* hand-out, available in the Department office.

In addition to the above three courses taken for honors, each program participant will successfully complete a 6-credit honors thesis or project over both semesters of their senior year. Thesis or project proposals should be submitted to the Undergraduate Program Coordinator who, in consultation with the Department Chair, will assign a thesis advisor from the faculty. Guidelines for the thesis are detailed in the *Honors in Social Work Program* hand-out.

**STUDENT AFFAIRS AND ACADEMIC POLICIES**



***Procedures for Admission***

The Department of Social Work seeks to enroll students:

with a proven record of academic achievement (as evidenced by grades) especially in critical thinking, writing, and oral expression;

who know and agree to follow the NASW Code of Ethics,

who have been active in their own community in some way to improve the overall quality of life for people around them.

To facilitate the enrollment of students who satisfy these criteria, the following Policy for Admission and Retention is followed by the Department of Social Work.

**1. Internal Transfer Students** (students currently enrolled in a UNH Baccalaureate program who wish to declare a SW major).

The Department accepts new internal transfers through an application, interview, and review process. Applications are available in the department office. Applications must be fully completed and accompanied by a University transcript (available through the Registrar's office or on webcat).

Applicants must have an interview with the Undergraduate Program Coordinator to review his/her application upon submission of required materials. At this time, the NASW Code of Ethics will be reviewed. Students are expected to sign an agreement to adhere to the Code of Ethics in order for the application to receive further consideration. Any concerns or questions students have about this code should be discussed with the Undergraduate Program Coordinator during admission or, if concerns arise after admission, with their academic advisor. Students are notified in writing of the department's decision within two weeks of the interview.

To enter the SW major as an internal transfer, students must be degree candidates in good academic standing, with a minimum semester GPA of 2.3. Evidence of outstanding service or community involvement is also considered.

## **2. External Transfer and First Year Students**

Upon admission to the University, the Social Work Department will confer with the student to evaluate possible major transfer credit. Credit from CSWE accredited social work programs will be accepted for like course(s) at UNH upon review and approval of the Undergraduate Program Coordinator. Social Work courses taken at non-CSWE approved programs will be considered only after careful examination of syllabi, course requirements, bibliographies, and instructor qualifications. In no case, will credit be awarded for life experience, for fieldwork done in unaccredited programs or when credit was denied by the University Admissions Office.

External Transfers and First year students are expected to review the NASW Code of Ethics with their advisor during their first semester on campus and sign the agreement form (Appendix D).

### ***B. Retention***

**1. A minimum semester GPA** of 2.3 is required to maintain good academic standing within the

SW major. This policy becomes effective immediately during the semester that the student declares the major. Majors are required to earn a “C” or better in all major courses.

**2. Departmental Probation** occurs after one semester below 2.3 GPA. Should a student then achieve a 2.3 GPA or above, during the probation semester, s/he will be returned to good academic standing within the Department.

**3. Academic Exclusion** from the major occurs when a student earns a semester GPA below 2.3 for two consecutive semesters. Exclusion means that the student will not be allowed to enroll in any additional required major courses. A change in major is advised.

**4. First year student and External transfer students**, in their first semester are not subject to Departmental academic probation for the first semester to allow for adjustment to university life. However, if the student does not attain the required 2.3 semester GPA at the end of the second semester, s/he will be placed on departmental probation.

**5. Readmission following Exclusion:** Any student who has been excluded from the major because of two consecutive semesters below 2.3 may apply for readmission to the major upon submission of evidence of a semester (minimum 12 credit hours) GPA of 2.5 or above immediately preceding the readmission application.

**6. Repeat Course Rule:** If a student fails to achieve the required "C" or better in Social Work major courses, s/he may repeat the course once to achieve success.

**7. Academic Variance Petition Process:** Social Work majors requesting an exception to academic or student affairs policy must complete a written petition stating the variance being requested with accompanying rationale. All petitions must include a statement from the student's advisor including the advisor's recommendation, and must be submitted to the Undergraduate Program Coordinator. The Academic Standards Committee will meet within two weeks of receiving the petition. Students will be informed in writing about the outcome of their petition with a copy of the decision placed in the student's academic file, within two weeks of the meeting. For any variance in policy, it is the student's responsibility to work with their academic advisor, (or another faculty member of their choice) to prepare a complete petition, including all supporting documentation. Petitions must be typed and submitted in a timely manner. If the petitioner is unhappy with the Academic Standards Committee decision, they may appeal, in writing, to the Department Chair within two weeks.

A sample petition can be found in the Handbook, as Appendix E.

#### ***D. Professional Competency and Ethical Behavior Issues***

Upon admission into the social work program, students are expected to maintain academic integrity, professional conduct and ethical standards by adhering to the NASW Code of Ethics and the University of New Hampshire Student Rights, Rules, and Responsibilities. A clear understanding of behavior standards that demonstrate a commitment to the dignity and worth of all people is essential.

Beyond mastering a body of knowledge, social workers must possess and demonstrate professional attitudes, skills and ethical principles. The NASW Code of Ethics is applicable to students of Social Work as well as professionals. Every new student in the program is expected to

thoroughly review the Code of Ethics either during their admission process or during their first semester on campus and upon review, to sign a statement agreeing to abide by the principles of this document. This statement is maintained in the student's file. A copy of this statement is contained in the handbook as Appendix D. All students are given a copy of the Code of Ethics during the admissions/orientation process. Additional copies are available through the Undergraduate Program Coordinator, the student's academic advisor and/or the department administrative assistant.

The UNH Student Rights, Rules, and Responsibilities is distributed to all students in their campus mailboxes. Students who are 24 years or older receive a copy at the home address. This publication clearly outlines community behavioral expectations and students are responsible for knowing and adhering to its contents.

Behavioral violations of the Codes of Conduct contained in either of these two documents may be grounds for termination from the social work program. Occasionally, students in the program do not meet or maintain appropriate levels of professional competence and ethical conduct. Whenever faculty becomes aware of such concerns every effort is made to resolve the issue quickly and directly with the student. However, when informal discussion between faculty and student(s) is unproductive, faculty and/or field supervisors may recommend a student be excluded from the social work major.

Criteria for exclusion includes, but is not limited to the following:

- 1) Failure to meet generally accepted standards of professional conduct, personal integrity or emotional stability required for professional practice as outlined in the NASW Code of Ethics and/or the UNH Student Rights, Rules and Responsibilities.
- 2) Persistent inappropriate or unprofessional behavior toward clients, colleagues, faculty or staff (at school or field placement).
- 3) Consistent failure to demonstrate effective interpersonal skills necessary for professional helping relationships (e.g. persistent judgmental or discriminatory attitudes or violations of client's rights to self-determination, boundary violations, etc.)
- 4) Consistent with the Americans with Disabilities Act, being unwilling to seek appropriate advice or counseling to address impairments that interfere with the student's ability to function as a social work major in the classroom or in the field.

The Department of Social Work, consistent with the Americans with Disabilities Act, reserves the right to refuse to place or direct students in field work if their physical or mental health status suggests such action is warranted to safeguard clients, agencies, the students themselves, other students or Department faculty and staff.

## **1. Process for Termination for Compelling Professional Behavior and Ethical Issues**

Initially, it is the faculty advisor's role to address issues related to the question of a student's continuance in the Social Work Program. This discussion may also include another faculty

member within the department who may be currently teaching the student. It is expected that many concerns of this nature will be resolved informally within the student/faculty relationship. Faculty involved in such discussions should document their meetings with students about issues of professional behavior and ethical issues. This documentation must include the date of the meeting, the stated concern, the intervention, and accompanying plan for monitoring agreed upon changes.

When there is no resolution or expected behavior change, the student or faculty move to the formal departmental grievance process. Following are the steps in this process:

- . The concerned faculty member or student petitions the Department Academic Standards Committee (see description of responsibilities and membership on page 5) clearly stating the concern and relating the concern to the Department or Field Handbook, the Code of Ethics and/or the UNH Student Rights, Rules and Responsibilities. The statement should include the recommendation of the petitioner. The petition should be given to the Undergraduate Program Coordinator
- The Undergraduate Program Coordinator will call a meeting of the Academic Standards Committee within two weeks of receiving the petition. Students may prepare a written document in response to the faculty petition, stating their view of the situation with any explanation they feel would be helpful to the committee.
- Both the petitioning faculty member and the student involved will be notified in writing when the meeting will be held to act on their petition. They will be invited to present their case to the committee and then will be asked to leave as the committee deliberates.
- Within two weeks of the above meeting, each party to the petition will be informed in writing about the outcome of the petition with a copy of the petition placed in the student's academic file. Occasionally, it may become necessary to extend this time frame for unusual circumstances such as committee members being away, University holidays or a need for additional information before acting on a given petition. In this case, all parties would be informed in writing of this situation with an expected time frame for resolution of the issue.
- If a student or faculty member is dissatisfied with the decision of the Academic Standards Committee, they may appeal in writing, to the Department Chair within two weeks of receiving the committee's decision. Further appeal may go to the Dean of the School of Health and Human Services and final appeal may be made to the Provost and Vice President for Academic Affairs.

### ***E. University Grievance and Complaint Procedure***

All students, faculty, and staff of the Department of Social Work are encouraged to make every effort to resolve conflicts informally with the involved parties. However, when informal resolutions are not effective, students may choose to use the University grievance and appeal procedures described in the UNH "Student Rights, Rules and Responsibilities" which follow.

#### **Grievance and Complaint Procedures**

All members of the UNH community are encouraged to make efforts to resolve conflicts informally before pursuing grievance or complaint procedures. Students are encouraged to talk with faculty or staff members or to write letters to seek resolution of their concerns. In some cases, however, the University acknowledges that such action may be intimidating and/or ineffective. In those cases, students can pursue the complaint procedures described below to resolve concerns involving faculty, and students can pursue the grievance procedures described below to resolve concerns involving staff.

The grievance and complaint procedures may be initiated by any UNH student, including undergraduate or graduate degree candidates and special students. These options are available to students who believe that a University faculty or staff member has not acted according to policies outlined in this publication or any other official publication of the University of New Hampshire. (Student Rights, Rules and Responsibilities, pp 62-63)

### **Sexual Harassment**

The University has established special procedures to address concerns related to discriminatory harassment and sexual harassment detailed in 10.2 of the Students Rights, Rules and Responsibilities (2003,pp. 38). Harassment complaints against teaching assistants may be filed under this policy or by using Article III of the Student Code of Conduct. The Affirmative Action office may be consulted at any time for assistance. Undergraduate and special students who wish to seek assistance related to sexual harassment involving student-to-student complaints should call the SHARPP office at 862-3494. Students who wish to seek assistance with complaints against staff or should call the Affirmative Action Office at 862-2930. If the student decides she or he is prepared to go forward with a formal complaint, the report will be made known only to appropriate parties.

### **28.2 Complaints About Faculty**

Students should discuss their concerns directly with the faculty member and seek resolution. However, if the student feels that direct discussion would be counterproductive or if, after consulting with the faculty member, a student still has a complaint, she or he may talk with the chair of the department. If no satisfactory, resolution results, the student may talk with the dean of the school. If the matter is not resolved by the dean, final appeal may be made to the Provost and Vice President for Academic Affairs.

### **28.3 Grievance Against Staff**

Any student who wishes to pursue a grievance should first contact the staff member and review his or her concern. The student must call to make that appointment within one academic semester of when the incident occurred or of when she/he became aware that it occurred. (For the purpose of the grievance process, summer session is not considered an academic semester).

At any point in the grievance process, a student may be accompanied by a non-attorney support person of his or her choosing. The steps involved in the grievance process are as follows:

#### **28.31 Step I: Informal Resolution with Assistance.**

The student will notify the staff member the student is concerned about, in writing or on the telephone, that the student has a concern. The student will set up a meeting with that person, the student, and a staff advocate to discuss the concern and seek a resolution. If the staff member involved is not available (due to legitimate reasons such as professional leave, sickness etc.), the student may go on to Step II and meet with the supervisor. The staff member may choose to have an advocate at the meeting as well.

Within five academic days of this meeting, regardless of the terms of resolution, the staff member will provide the student with a written summary of the discussion. This summary will include any

agreements arrived at during the meeting. The student may choose to meet again to finalize agreements. If the student does not receive that letter, she or he may choose to move on to Step II.

If the process results in a resolution, the student must acknowledge the resolution in a letter to the staff member concerned within five academic days of receiving the staff member's letter. Failure to respond or to initiate Step II will result in termination of the grievance process for this issue. If this process does not result in resolution, the student may move on to Step II.

### **28.32 Step II: Supervisor Review.**

The student and his or her staff advocate will send a letter to the supervisor of the staff member about whom the student is concerned. The letter will include a summary of the student's complaint and a statement as to the resolution she or he is seeking. The letter will also include a copy of the results of Step I of the grievance process.

The supervisor will respond in writing, or set up a meeting with the staff member concerned, his or her advocate, the student and staff advocate. The student will receive either a response or a meeting within ten days.

The supervisor may step in and resolve the issue to the student's satisfaction without a meeting, or have the meeting determine what action to take to resolve the issue. If a meeting is scheduled, it must take place within five academic days of the notice of the meeting, but both parties must be given at least three days' notice. If a meeting takes place, both parties will receive a summary of the results of that meeting from the supervisor within five academic days of the meeting. If his or her decision is not a satisfactory resolution for the student, the student may choose to move on to Step III.

### **28.33 Step III: Formal Hearing**

The staff advocate will request that the Student Grievance Hearing Board be convened by the Vice President for Student Affairs to conduct a formal hearing on this issue. All parties will be notified of the hearing date, time, and place and attend that hearing with advocates. Hearings must be scheduled within ten days of the request for a hearing and at least three days' notice will be given to both parties prior to the hearing. The hearing will involve formal presentation of each side of the issue including recommendations for resolution. The board will make a decision as to whether a policy has been violated, and if so, what the appropriate resolution should be. The board may elect to listen to both sides, then recess for as many as ten academic days to investigate the situation. If a recess is called, the student will be notified as to the time, place and date of the final board meeting when the board may ask for more information and announce its decision. The board must deliver its decision in writing to both parties within 48 hours after the hearing's conclusion.

### **28.34 Appeal**

Students may appeal the decision of the board to the University President on grounds of procedural irregularity or discrimination during the grievance process. The appeal must be delivered to the President's office within five academic days of receiving notice of the board's decision. The President will review all written documentation and make a decision as to whether to ask the board to reconsider the issue. The decision and rationale must be delivered to the student within ten academic days of receiving the appeal. The President's decision will stand as final.

### **28.35 Student Grievance Hearing Board**

This board will be appointed at the beginning of each academic year by the University President. Membership will consist of one graduate student, one undergraduate student, one member of the Operating Staff Council, and one of the PAT Staff Council. The Vice President for Student

Affairs will be responsible for assuring that the board is convened at the beginning of each academic year to review the grievance process and be trained to facilitate hearings and investigations.

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UNH Student Rights, Rules and Responsibilities (2007-2008), pp. 70-72

### ***E. Nondiscrimination Policy***

The University of New Hampshire is a public institution with a long-standing commitment to equal opportunity for all. It does not discriminate based on race, color, religion, national origin, sex, age, national origin, sexual orientation, veteran's status, marital status or disability in admission or access to, or treatment or employment in, its programs and activities. Additionally, the Department of Social Work does not discriminate based on political orientation.

Students with learning disabilities, physical or other handicaps that may inhibit class performance, are encouraged to notify their class instructor to arrange appropriate accommodations. Additional information on the Americans with Disabilities Act may be obtained through the Disability Services for Students office at 862-2648.

Inquiries regarding discrimination should be directed to Donna Marie Sorrentino, Director of Affirmative Action and Equity in Thompson Hall 305, 105 Main Street, Durham, NH 03824 (603-862-2930 V/TTY) or to the Regional Director, Office for Civil Rights, Region I, U.S. Department of Education, J.W. McCormack Post Office and Courthouse Building, Room 707, Boston, MA 02109 (PH: 617-223-9662; Voice: 617 223-9669; TDD 617-223-9695.)

### ***F. Academic Advising***

Each social work major is assigned a faculty advisor from among the core department faculty. It is the expectation of the department that students and advisors meet at least once every semester to review academic and professional development. Students are encouraged to meet with advisors more often so that a relationship may develop which may enhance the student's education. Advisors must be part of all academic planning, including study abroad and independent study options.

All advisors will use the department advising guide to assist students in their planning and will make conference notes in a student's file after each advising meeting. An advising guide is contained in the handbook as Appendix F.

Students are advised to check their email daily as news of department events and unique opportunities are sent to all undergraduates on a regular basis. **Please be sure we have your accurate e-mail address!**

***Successful advising requires that all parties be responsible for knowing the full range of University and Department requirements for graduation – both students and faculty!***

### ***G. Student Organization of Social Work (SOSW)***

The student organization of Social Work is run by and for students, with a common interest in the field of Social Work. The organization's goals include: (1) cultivating peer support, (2) exposing students to career options, (3) to further understanding of the social work profession and (4) to provide service and/or advocacy for those in need in the community. SOSW also serves to appoint student representatives to different department and school governing committees. SOSW generally meets every Thursday from 12:30 PM – 2 PM in the department library.

They also have a mailbox located with the faculty mailboxes. All students are encouraged to participate as much as their schedules allow!

### ***H. Title IV-E program: Child Welfare***

Juniors may apply for a Title IV-E scholarship for their senior year. This scholarship pays in-state tuition and a stipend to social work majors committed to working in child welfare. Deadline for applications are generally April 1. Baccalaureate scholarship recipients are required to complete the following: SW 705 – Child and Adolescent Risks and Resiliency: Policies, Programs and Practice, one elective course in the area of diversity as listed by the Department, two additional elective courses in one or more of the following – family dynamics, domestic violence, substance use and developmental disabilities; and a social work senior field internship completed at a child welfare agency. Interested students should contact the Title IV-E coordinator, Kim Kelsey (862-2704).

### ***I. BSW Licensing Laws in New Hampshire***

Currently, New Hampshire does not require licensing for baccalaureate level practitioners. Maine and Massachusetts, two adjoining states where you may seek employment after graduation do have licensing for workers at this educational level.

In Maine and Massachusetts, a Baccalaureate degree holder may take an exam to be considered a Licensed Certified Social Worker. With a BASW degree, there is no work experience requirement to sit for the basic ASWB (Association of Social Work Boards) exam.

There is some interest in developing this exam in New Hampshire. Students interested in working toward this change in policy should contact NH NASW at 236-7135.

# Appendices



## **APPENDIX A**

### Educational Policy and Accreditation Standards Summary

All social work programs provide foundation content in the areas below. Content areas may be combined and delivered with a variety of instructional technologies. Content is relevant to the mission, goals, and objectives of the program and to the purposes, values and ethics of the social work profession.

#### Values and ethics

Social work programs integrate content about values and principles of ethical decision making as presented in the NASW Code of Ethics, including opportunity to be aware of personal values.

#### Diversity

Social work programs integrate content that promotes understanding, affirmation and respect for people from diverse backgrounds. Programs educate students to recognize diversity within and between groups that may influence assessment, planning, intervention and research.

#### Populations at Risk and Social and Economic Justice

Social work programs integrate content on populations-at-risk, examining the factors that contribute to and constitute being at risk. Programs educate students to identify how group membership influences access to resources, and present content on the dynamics risk factors and strategies to redress them.

Programs integrate social and economic justice content grounded in an understanding of distributive justice, human and civil rights, and the global interconnections of oppression, including content on advocacy strategies.

#### Human Behavior and the Social Environment

Social work programs provide content on the reciprocal relationships between human behavior and social environments. Content includes empirically based theories and knowledge that focus on the interaction between and among individuals, groups, societies and economic systems. It includes theories and knowledge of biological, sociological, cultural, psychological and spiritual development across the lifespan.

#### Social Welfare Policy and Services

Programs provide content about the history of social work, the history and current structures of social welfare services and the role of policy in service delivery, social work practice and attainment of individual and social well-being.

#### Social Work Practice

Programs provide content on the purposes of social work and focus on strengths, capacities and resources of client systems in relation to their broader environments. Students learn practice content that includes knowledge and skills to work with individuals, families, groups, organizations and communities.

#### Research

Qualitative and quantitative research content provides understanding of a scientific, analytic and ethical approach to building knowledge for practice. It prepares students to develop, use and effectively communicate empirically based knowledge, including evidence based interventions.

#### Field Education

Field Education occurs in settings that reinforce students' identification with the purposes, values and ethics of the profession; fosters the integration of empirical and practice-based knowledge; and promotes the development of professional competence. (EPAS, 2002, pp. 10-12)

## APPENDIX B

### Independent Study Contract

Date: \_\_\_\_\_

Number of Credits: \_\_\_\_\_

This is a contract for doing an INDEPENDENT STUDY with Professor \_\_\_\_\_,  
Department of Social Work, University of New Hampshire.

NAME:

ADDRESS (campus):

TELEPHONE NUMBER:

EMAIL ADDRESS:

ADDRESS (home):

DATE MATERIAL IS DUE:

The following agreement has been made: The independent study which I propose is attached to this form. This proposal includes:

1. A description of the following: focus, problem, and issue.
2. The method of gathering data about the focus.
3. A possible bibliography.
4. How I plan to demonstrate accomplishment of the proposal (paper, booklet, photographs, hours in agency, etc) i.e., the final product
5. Style of faculty sponsor supervision:
  - a. regular meetings
  - b. independent, but "on call" conferences

\_\_\_\_\_  
Faculty Sponsor

\_\_\_\_\_  
Student

\_\_\_\_\_  
Undergraduate Program Coordinator

## APPENDIX C

### Honors Course Contract

Department of Social Work  
University of New Hampshire

Student Name:

Student ID #:

Address:

Phone:

Email:

Course Number:

Instructor:

In order to qualify as an Honors in Major course, the following work will be completed in addition to all the usual course requirements.

*Reading:*

*Writing:*

*Other:*

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Student Signature/Date

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Instructor Signature/Date

\*If an honors student is a Social Work major, a copy of their contract must be placed in his/her file.

## Appendix D

### STUDENT'S LETTER OF AGREEMENT

I, the undersigned, have read the Code of Ethics of the National Association of Social Workers which was supplied to me by the Department of Social Work at the University of New Hampshire. I have had an opportunity to discuss any questions I may have about the Code and agree to be bound by its provisions. I understand that violation of the Code of Ethics may constitute grounds for exclusion from the major.

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Name (please PRINT clearly)

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
City, State, Zip Code

\_\_\_\_\_  
Date



# Appendix F

## 2008-2010 B.S. in Social Work PROGRAM ADVISING GUIDE

NAME \_\_\_\_\_

ADMIT YEAR \_\_\_\_\_

### MAJOR REQUIREMENTS

SW 424 _____	SW601W _____	SW640 _____
SW 525 _____	SW622W _____	SW640A _____
SW 550 _____	SW623W _____	SW641 _____
SW 551 _____	SW625 _____	SW641A _____

**SW DISTRIBUTION REQUIREMENT CHECK-OFFS:** All SW majors are expected to take one course from each of the following subject areas. Those marked with an asterisk (\*) will also fulfill gen.ed. requirements. It is recommended that students take one course from the identified diversity category.

**ANTH** 411\* \_\_\_\_\_, 515\* \_\_\_\_\_, 450\* \_\_\_\_\_  
**SOC** 400\* \_\_\_\_\_, 500\* \_\_\_\_\_, 515 \_\_\_\_\_, 520 \_\_\_\_\_, 530\* \_\_\_\_\_, 540\* \_\_\_\_\_

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**ZOO** 401\* \_\_\_\_\_, 507\* \_\_\_\_\_, 508\* \_\_\_\_\_

**BIO** 411\* \_\_\_\_\_

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**PHIL** 401\* \_\_\_\_\_, 412\* \_\_\_\_\_, 417\* \_\_\_\_\_, 424\* \_\_\_\_\_, 430\* \_\_\_\_\_, 435\* \_\_\_\_\_, 436\* \_\_\_\_\_, 450\* \_\_\_\_\_

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**PSYC** 401\* \_\_\_\_\_

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### Diversity (Recommended but not required)

AM 503\*/ENG517\_\_\_\_, CMN 583\_\_\_\_, 680\_\_\_\_, GERO 600\_\_\_\_, HHS 510\_\_\_\_, HIST 505\_\_\_\_, 506\_\_\_\_, 507\_\_\_\_, 531\_\_\_\_, 532\_\_\_\_, 566\_\_\_\_, 623\_\_\_\_, NURS 595\_\_\_\_, 670\_\_\_\_, POLT 553\_\_\_\_, PHIL 510\_\_\_\_, ENG 609\_\_\_\_, HUMA 609\_\_\_\_

Note: Exceptions and/or substitutions must be requested in writing and be approved by the Department of Social Work Academic Standards Committee.

### GENERAL EDUCATION REQUIREMENTS:

I. ____ English 401	IV. ____ (History)	VII. ____ (Social Sciences)
II. ____ (Quantitative Reasoning)	V. ____ (Foreign Cultures)	VIII. ____ (Philosophy, Literature & ideas)
III. 1. ____ (Science B/T/P)	VI. ____ (Fine Arts)	
2. ____		
3. ____		

**Writing Requirement:** 1\_\_\_\_ 2\_\_\_\_ 3\_\_\_\_ 4\_\_\_\_ (Must take 4 writing intensive courses which include Eng. 401, one in the major and one which must be at a 600 level or above.)

\*Required if admitted FALL '98

**HONORS IN MAJOR:** 3 COURSES AT 600 LEVEL: \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_ (1 of which is 601)

SW 797 \_\_\_\_\_ SW 798 \_\_\_\_\_

Thesis Advisor: \_\_\_\_\_ Topic: \_\_\_\_\_ Date Presented/Grade: \_\_\_\_\_

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## Appendix G Faculty Listing



**Mary Banach**, D.S.W., Associate Professor  
[mbanach@cisunix.unh.edu](mailto:mbanach@cisunix.unh.edu)  
*Education* — New York University, MSW  
Columbia University, DSW  
*Courses taught* — Social Work Practice; Social Work in the Law



**L. Rene Bergeron**, PhD, Associate Professor  
[lb@cisunix.unh.edu](mailto:lb@cisunix.unh.edu)  
*Education* — University of Connecticut, MSW  
Boston College, PhD  
*Courses taught* — Intro to Social Work; Human Behavior and the Social Environment; Social Work Practice; Field Seminar; Women and Aging; Intervention with Groups  
*Awards* — Rotary Vocational Award for Human Services, 1995, Foundation for Seacoast Health Dr. Wolton's Service Award



**Anne Broussard**, PhD, Associate Professor  
[anne.broussard@unh.edu](mailto:anne.broussard@unh.edu)  
*Education* — Louisiana State University, MSW  
Washington State University, PhD  
*Courses taught* — Human Behavior and the Social Environment; Race, Culture & Oppression; Research Methods; Child Welfare  
*Awards* — PEW Foundation support to examine effects of mentoring on educational experience/opportunities for at-risk children; White Foundation support to establish nonprofit children's literacy organization



**Martha Byam**, MSW, Clinical Assistant Professor  
[mabyam@cisunix.unh.edu](mailto:mabyam@cisunix.unh.edu)  
*Education* — University of New Hampshire, BA  
University of Utah, MSW  
*Courses taught* — Social Welfare Policy; Field Seminar; Social Work Practice  
*Awards* — ACSW, Who's Who of Young American Women; First recipient of UNH Professional Service Award



**Vernon Brooks Carter**, PhD, Assistant Professor

[vbcarter@cisunix.unh.edu](mailto:vbcarter@cisunix.unh.edu)

*Education* — University of New Hampshire, MSW  
Boston College, PhD

*Courses taught* — Race, Culture, & Oppression; Field Internship;  
Research Methods in Social Work ; Social Work Practice II



**Robert Jolley**, PhD, Associate Professor

[robert.jolley@unh.edu](mailto:robert.jolley@unh.edu)

*Education* — Boston University, MSSS  
Smith College, PhD

*Courses taught* — Social Work Practice; Human Behavior and the  
Social Environment; Field Seminar; Child Welfare; Intro to Social  
*Awards* — School of Health and Human Services Dean's  
Award, 1995; NH NASW Social Worker of the Year



**Kim Kelsey**, MSW, Clinical Assistant Professor

[kim.kelsey@unh.edu](mailto:kim.kelsey@unh.edu)

*Education* — Farleigh Dickinson University, BA  
University of Maryland, MSW

*Courses taught* — Child Welfare; Field Seminar



**Susan Lord**, PhD, Clinical Assistant Professor

[salord@cisunix.unh.edu](mailto:salord@cisunix.unh.edu)

*Education* — Smith College, MSW  
University of New Hampshire, PhD

*Courses taught* — Family Therapy; Social Work Practice; Intro to  
Social Work;  
Field Seminar



**Jerry D. Marx**, PhD, Associate Professor and Department Chairperson

[jerry.marx@unh.edu](mailto:jerry.marx@unh.edu)

*Education* — Boston College, MSW

Boston College, PhD

*Courses taught* — Social Welfare Policy; Program and Resource Development

*Awards* — School of Health & Human Services Teaching Excellence Award, 2003; School of Health & Human Services "Outstanding New Research Investigator Award, 1999; Doctoral Fellowship from The Center on Philanthropy, Indiana University, 1993; Doctoral Research Grant from The Aspen Institute, Washington, D.C., 1993.



**Sharon Murphy**, PhD, Assistant Clinical Professor

[sharon.murphy@unh.edu](mailto:sharon.murphy@unh.edu)

*Education* — Adelphi University, MSW

Arizona State University, PhD

*Courses taught* — Social Work Practice; Social Work & Mental Illness; Human Behavior in the Social Environment



**Karen Oil**, MSW, Assistant Professor and Field Coordinator

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*Education* — Simmons College, MSW

*Courses taught* — Field Seminar; Social Work Practice



**Martha Ortmann**, Assistant Professor and BASW Field Coordinator

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*Education* — University of Texas, BS

Simmons College, MSW

*Courses taught* — Field Seminar; Intro to Social Work



**Lee Pozzi Rush**, MSW, Clinical Assistant Professor and Assistant Field Coordinator

[lee.rush@unh.edu](mailto:lee.rush@unh.edu)

*Education* — Syracuse University, BSW  
Boston College, MSW

*Courses taught* — Field Seminar; Social Work Practice



**Melissa Wells**, PhD, Assistant Professor

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*Education* — University of Minnesota Duluth, MSW  
University of New Hampshire, PhD

*Courses taught* — Research Methods; Statistics; Program & Practice



**Sharyn Zunz**, PhD, Associate Professor

[sjz@cisunix.unh.edu](mailto:sjz@cisunix.unh.edu)

*Education* — New York University, MSW  
Fordham University, PhD

*Courses taught* — Social Welfare Policy; Management of Human Service Organization; Social Work Supervision; Child Welfare