



Date: April 30, 2009

To: Diedre Badejo, Dean, College of Letters, Arts and Social Sciences  
Dianne Rush-Woods, Chair, Department of Social Work

*Michael K. Mahoney*

From: Michael Mahoney, Provost and Vice President, Academic Affairs

Subject: MOU Meeting – Master of Social Work

On April 21, 2009, I met with Deidre Badejo, Dean, CLASS; Jim Okutsu, Associate Dean, CLASS, Gale Young, Associate Dean, CLASS; Dianne Rush-Woods, Chair, Department of Social Work; Aline Soules, Chair, CAPR; and Carl Bellone, AVP Academic Programs and Graduate Studies to discuss the Program Review for the Master of Social Work in order to develop an MOU as required by CAPR 9.

The Master of Social Work (MSW) degree started in 2003 with 50 students on the Hayward and Concord campuses of the university. It has now grown to 230 students at both campuses. This new program was established by Dr. Terry Jones and Dr. Dianne Rush-Woods who came from the Department of Sociology. The MSW has two options, Children, Youth and Family, and Mental Health with students evenly split between the two options.

The MSW receives support from state and federal grants. In addition, some students get support from their public employers.

The MSW program faculty has grown to 7 tenure track positions. But this growth has not kept pace with the significant growth in student enrollment. As a result, the number of faculty is not sufficient for the number of majors which is leading the Department to consider limiting enrollment.

The MSW program is currently working on their self-study for the re-affirmation of their accreditation by the Council on Social Work Education (CSWE) which is due August 1, 2009. The re-accreditation visit will be in 2009/10 with a decision expected by June 2010. Re-affirmation of accreditation is a necessity for the program which is examining its progress on assessment, goals, objectives, and other CSWE standards.

The MSW program at the Concord Campus has strong potential for growth (there are currently 79 students in two cohorts). However, there is insufficient staff to support growth. Ideally there should be a .50 administrator and a full time lecturer to coordinate

and take ownership of the program. The Concord program is popular because it is a part-time program whereas the Hayward program is full time.

The MSW program has made strong progress with assessment in response to concerns of CSWE. Social Work has pre and post student surveys, touchstone and capstone course assessments, mid-way assessments, and pre and post writing assessments. The MSW is a model of good assessment.

The MSW program is considering adding a third option in Gerontology. There are opportunities for grant funding in Gerontology. The department would need to add a faculty member who has expertise in this area.

CAPR commended the Department of Social Work for building an impressive program from scratch and imbuing the program with a strong emphasis on addressing critical social problems caused by historical inequalities. CAPR made several recommendations as follows: 1) develop new courses to reflect the myriad issues confronting social work; 2) develop some hybrid and online courses as requested by students; 3) explore offering the program in downtown Oakland; 4) continuation of their strong assessment efforts; 5) establishment of an option in Gerontology; 6) adding one or two new faculty members (one of which would be in Gerontology); 7) adding a staff position and a full time lecturer at the Concord Campus; and 8) finding additional office space at the Hayward Campus.

The results of the MOU meeting are as follows:

1. The MSW program is encouraged to continually revise its curriculum to meet the emerging needs and trends in Social Work.
2. The department should look into adding some hybrid and online courses to meet the needs of working students. In the future, the department may wish to explore an online version of the MSW although an online MSW would have the special challenge of providing field work experience.
3. Offering the MSW program at our Oakland Center is a good opportunity. The MSW program may wish to partner with Criminal Justice which also could be offered in Oakland. Due to budget issues and the upcoming accreditation visit, this is a long range rather than a short range possibility. However, the department should seriously consider the Oakland opportunity in the next five years.
4. The MSW program is commended for its strong assessment efforts and is encouraged to continue with them.
5. The MSW program is strongly encouraged to develop an option in Gerontology and to take advantage of the external funding available in this area. The department should explore the possibility of offering this option online through self-support in DCIE.

6. The university recognizes the need for two additional tenure track positions in Social Work with the first priority being a position in Gerontology. The Provost's Office will work with the Dean's Office in CLASS to meet this need over the next several years as the CSU budget hopefully improves.
7. Adding a .50 staff position and a full-time lecturer for the Concord program is a good idea. However, university funding for expansion of the Concord program is not readily available. The department should explore this with the Dean's Office and look for alternative sources of funding.
8. The university is pleased to note that the additional office space for the program at the Hayward Campus has been met.

AVP Carl Bellone and I sincerely appreciate the challenging and very significant work that Chair Rush-Woods and the faculty members of the Department of Social Work have done to help the counties of Alameda and Contra Costa meet their social needs and responsibilities. We'd also like to thank the CAPR members for their time and informative report.

Cc: Gale Young  
Jim Okutsu  
Sue Opp  
Aline Soules  
Carl Bellone