Report:	Assessment Plan Details for: Department of Social Work
	Report Generated by TaskStream
Workspace:	Operational Plan & Assessment Report - OPAR
Assessment Plan:	2009-10 Cycle: Assessment Plan and Assessment Findings
Assessment Plan Template:	OPAR Assessment Plan
Report Generated:	Thursday, March 10, 2011

Measures and Findings

Department of Social Work
Unit Goals

1. Student Enrollment

Increase student enrollment of master of social work students by offering alternative degree pathways.

1.1 Enroll & retain at least 10 part-time MSW students.

Enroll and retain during the 2009-2010 academic year at least 10 master of social work students in inaugural three year weekend part-time MSW Program.

Mapped to:

- Graduate School Unit Goals: 1. 76% graduate retention,
- Provost and Vice Chancellor for Academic Affairs Unit Goals: 80% retention

Measures & Findings

Master of Social Work Part-Time Student Enrollment Banner Data
Program level; Direct - Other

Details/Description: Number of master of social work part-time students enrolled in Banner.

Acceptable Target: Ten Student Minimum

Implementation Plan (timeline): 2009-2010 Academic Year

Key/Responsible Personnel: Dr. Terri Moore Brown
Social Work Department Chair

Dr. Oliver Johnson
Part-Time Master of Social Work Program Coordinator

Supporting Attachments:

Findings for Master of Social Work Part-Time Student Enrollment Banner Data

Summary of Findings: Twelve students enrolled in the inaugural three year part-time weekend Master of Social Work Program.

Acceptable Target Achievement: Met

Recommendations : During the 2010-2011 academic year, the Social Work Department will expand its recruitment efforts for the part-time MSW Program by including a description of the part-time program on the updated Master of Social Work Program Brochure.

Reflections/Notes : The Social Work Department was pleased with 2009-2010 student enrollment numbers for the part-time Master of Social Work Program. Student enrollment numbers demonstrate a need for the continuation of this part-time program; therefore the faculty is committed to a process of increasing student enrollment by 5 for the next academic year.

Substantiating Evidence:

Part-Time Student Enrollment Data (Adobe Acrobat Document)
Part-Time Student Enrollment Data in Banner

1.2 Enroll 10 Army officers in off-campus MSW Program.

Mapped to:

- Graduate School Unit Goals: 1. 76% graduate retention,
- Provost and Vice Chancellor for Academic Affairs Unit Goals: 80% retention

Measures & Findings

Banner FSU-Army Off-Campus Master of Social Work Program Student Enrollment Data
Program level; Direct - Other

Details/Description: Number of FSU-Army master of social work students enrolled in Banner.

Acceptable Target: Ten Student Minimum

Findings for Banner FSU-Army Off-Campus Master of Social Work Program Student Enrollment Data

Summary of Findings: Thirteen students enrolled in the FSU-Army Off-Campus Master of Social Work Program site.

Acceptable Target Achievement: Met

Implementation Plan (timeline): 2009-2010 Academic Year

Key/Responsible Personnel: Dr. Terri Moore Brown
Social Work Department Chair

Dr. Dexter Freeman
FSU-Army Master of Social Work Program Director

Supporting Attachments:

Recommendations : There is a need to increase student enrollment in the FSU-Army Master of Social Work Program. It is the expectation for the 2010-2011 academic year that student enrollment increases from 13 to a minimum of 25 students. Dr. Terri Brown, social work department chair, will work closely with Dr. Dexter Freeman, FSU-Army MSW Director, at Fort Sam Houston, in recruiting and admitting MSW applicants by distributing FSU-Army MSW Brochures, telephone calls, and graduate fairs.

Reflections/Notes : The Army is primarily responsible for recruiting students into the FSU-Army Master of Social Work Program. Currently, an Army recruiter is assigned to the program, and FSU-Army MSW Program brochures are now available for recruitment purposes. However, student enrollment is relatively low. With the assignment of an Army MSW student recruiter, which will be funded by the Army, it is anticipated that student enrollment for FSU-Army Program will increase from 13 to 25 students.

Substantiating Evidence:

2009-2010 Army MSW students enrolled on Banner (Adobe Acrobat Document)

2. Scholarship

Increase faculty and student academic scholarship.

2.1 Publications

2.1 90% of full-time tenure-track social work faculty members will submit manuscripts for publication or have a manuscript published.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.5.2.,
- Provost and Vice Chancellor for Academic Affairs Unit Goals: Satisfied with FSU role in intellectual and cultural climate

Measures & Findings

Number of Publications

Program level; Direct - Other

Details/Description: Articles published in peer reviewed journals
Manuscripts submitted to peer reviewed journals
Artilces published in non-peer reviewed publications
Manuscripts published in non-peer reviewed publications
Book Chapters
Books
Conference Proceedings
Professional Magazines
Magazines
Digital Commons

Acceptable Target: 80% of tenure track faculty and tenured faculty members will submit manuscripts or have articles published in peer reviewed journals.

Implementation Plan (timeline): August 1, 2009 - July 31, 2010

Key/Responsible Personnel: Social Work Tenure-Track and Tenured Faculty Dr. Terri Moore Brown, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson and Dr. Oliver Johnson

Supporting Attachments:

Findings for Number of Publications

Summary of Findings: 100% of faculty submitted scholarly work.

Acceptable Target Achievement: Exceeded

Recommendations : There was faculty consensus that the department will publish between 3 to 4 scholarly works for the 2010-2011 academic year. All social work faculty are expected to always be in the process of conducting research and composing a manuscript for publication on an ongoing basis with the understanding that all manuscripts may not be completed and/or accepted for publication by the end of the academic year due to uncontrollable factors such as not being approved for grants, slow review process by journal reviewers, research and collecting and analyzing data may surpass the academic year, etc.

Reflections/Notes : The review process for scholarly publications will impact these figures.

Substantiating Evidence:

Dilday Research Proposal Helper (Adobe Acrobat Document)

Peer reviewed article publication entitled, RPH-Research Proposal Helper: A CD-Rom Based Interactive Research Proposal Presentation program for Student Projects

Harvey-Africentric Paradigm.pdf (Adobe Acrobat Document)

Peer-reviewed article published in the Social Work Journal.

HarveyChavis culturally.pdf (Adobe Acrobat Document)

Peer-reviewed article published in Smith College Studies in Social Work Journal.

HarveyJohnsonChavisCarterEvidence (Adobe Acrobat Document)

Book Chapter publication in Handbook of African American Health

JacksonManuscript Submission (Adobe Acrobat Document)

Letter confirming Dr. Delma Jackson's manuscript submission to Africa Journal of Political Science and International Relations.

V38N4_35-43_Brown-Freeman1.pdf (Adobe Acrobat Document)

Peer reviewed article published in Planning in Higher Education Journal.

2.2 Grants, Contracts and Private Contributions

The Social Work Department will demonstrate fiscal resourcefulness by increasing social work grants, contracts and/or private contributions by 3% over the 2008-2009 academic year.

Mapped to:

- College of Arts and Sciences Unit Goals: 5. Increase grant proposals from 50 to 53,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.2.,
- Graduate School Unit Goals: 2. Save on costs,
- Provost and Vice Chancellor for Academic Affairs Unit Goals: 7. Increase in grants and classes taught by full-time

Measures & Findings

Grants, Contracts and/or Private Contributions

Program level; Direct - Other

Details/Description:

Acceptable Target: $200,000.00 Minimum

Implementation Plan (timeline): 2000-2010 Academic Year

Key/Responsible Personnel: Social Work Full-Time Faculty

Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Findings for Grants, Contracts and/or Private Contributions

Summary of Findings: The department received a subcontract to Child Welfare Education Collaborative
Army Contract

Acceptable Target Achievement: Met

Recommendations : Request continued funding for the Child Welfare Education Collaborative and FSU-Army MSW Program. Increase number of department grant submissions by one.

Reflections/Notes :

Substantiating Evidence:

2009-2010 Fayetteville State University-Army MSW Contract Amendment (Adobe Acrobat Document)

Fayetteville State University-Army Contract for Master of Social Work Program confirms funding received by the Social Work Department for the 2010 FY.

Child Welfare Collaborative Sub-Contract 2010 (Adobe Acrobat Document)

Child Welfare Collaborative Sub-Contract confirms funding received by the Social Work Department for 2010 FY.

Johnson HBCU-CFE Grant (Adobe Acrobat Document)

HBCU-CFE email confirming Dr. Oliver Johnson's grant award.

3. Student Advising

Ensure master of social work students follow required course plan of work.

3.1 90% of MSW students will follow academic course

Mapped to:

- College of Arts and Sciences Unit

Measures & Findings

Banner Master of Social Work Student Course Report

Program level; Direct - Other

Findings for Banner Master of Social Work Student Course Report

Goals: 2. Improve student satisfaction with advising

Details/Description:

Acceptable Target: 90% of master of social work students will follow required academic course plan.

Implementation Plan (timeline): 2009-2010 Academic Year

Key/Responsible Personnel: Social Work Faculty Advisors
Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Summary of Findings: The Social Work Department utilizes a variety of student advising methods (MSW Student Orientation, email, telephone and face to face are used). MSW students do their internships during the day and the majority of their courses during weekday evenings and weekends. In comparison to undergraduate students, MSW students do not utilize face to face advising as much. The Social Work Department holds an annual student orientation for social work students where the social work course plan is discussed, and following the course plan is emphasized. During the previous academic year, three students were identified as not following the course plan, and as a result, did not graduate on time. The course plan was strongly emphasized during this orientation, which resulted in 100% percent of students following the course plan.

Acceptable Target Achievement: Met

Recommendations : Continue strongly emphasizing the following of course plan during student orientation. 90% of master of social work students will meet with their faculty advisor at least once per semester as evidenced by a report obtained by a new web-based software program FileMaker-pro.

Reflections/Notes :

Substantiating Evidence:

Advance Standing MSW Student Course Plan.pdf (Adobe Acrobat Document)

MSW Advanced Standing Track Student Banner Evidence Following Course Plan (Adobe Acrobat Document)

MSW Part-Time Track Student Banner Evidence Following Course Plan (Adobe Acrobat Document)

MSW Regular-Track Student Banner Evidence Following Course Plan (Adobe Acrobat Document)

MSW Student Orientation Agenda (Adobe Acrobat Document)

MSW Student Orientation Agenda shows discussion of social work course plan.

MSW Student Orientation Attendance Sheet (Adobe Acrobat Document)

MSW Student Orientation Attendance Sheet confirms students' attendance to orientation.

4. Critical Thinking

4.1 Students analyze, formulate and implement social policy.

85% of MSW students analyze, formulate and implement social policies, services and programs that promote human well-being.

Mapped to:

- Provost and Vice Chancellor for Academic Affairs Unit Goals: 2. All academic departments will demonstrate effectiveness

Measures & Findings

SWRK 520 Human Behavior & the Social Environment Course Eval. Form
Program level; Direct - Student Artifact

Details/Description: SWRK 520 Human Behavior & the Social Environment (HBSE) course is a required course for master of social work students. Student competencies are developed in policy analysis as evidenced by results obtained from the HBSE student evaluation form. One of the

Findings for SWRK 520 Human Behavior & the Social Environment Course Eval. Form

Summary of Findings: In 2009-2010, 100% of MSW students agreed they were able to analyze, formulate and implement social policies, services and programs that promote human well-being after attending the SWRK 520 course.)

course objectives addresses critical thinking.

Acceptable Target: 90% of students would agree on the SWRK 520 course evaluation that they analyze, formulate, and implement social policies, services, and programs that promote human well-being.

Implementation Plan (timeline): 2009-2010 Academic Year

Key/Responsible Personnel: Master of Social Work Faculty
Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Acceptable Target Achievement: Exceeded

Recommendations : In order to strengthen policy analysis skills, students in next years classes should have a policy based service learning assignment developed with the Center for Community Justice and Service Learning.

Reflections/Notes :

Substantiating Evidence:

Example of High Agreement (Adobe Acrobat Document)
Shows high level of agreement in student survey

Example of Lower Agreement (Adobe Acrobat Document)
Shows example of lower agreement in student survey

4.2 85% of students demonstrate critical thinking skills.

85% of students will apply and evaluate knowledge and skills of generalist social work perspective to practice with individual, families, groups, communities and organizations.

Mapped to:

- Provost and Vice Chancellor for Academic Affairs Unit Goals: 2. All academic departments will demonstrate effectiveness

Measures & Findings

SWRK 650 Field Practicum Student Performance Evaluation Form

Program level; Direct - Student Artifact

Details/Description: Field Practicum Student Performance Evalluation Form is completed by Master of Social Work intern students' field instructors. The field instructors assign student assignments and evaluate students in their field placement agencies.

Acceptable Target: Master of Social Work Students

Implementation Plan (timeline): 2009-2010

Key/Responsible Personnel: Master of Social Work Faculty
Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Findings for SWRK 650 Field Practicum Student Performance Evaluation Form

Summary of Findings: For SWRK 650 Field Practicum course, Master of Social Work student interns' field instructors all agreed on Field Practicum Student Performance Evaluation forms that students exhibited critical thinking skills. On attached form section VI Data Gathering and Assessment-(2) Research and analyzes data in order to understand the nature of client concerns, needs or problems, Field Instructors indicate that 22% of students did an Excellent Job; 44% Very Good Job; and 44% Good Job.

Acceptable Target Achievement: Met

Recommendations : The Student Evaluation of Field Experience for academic year 2009-2010 was overall a positive one. However, one item of concern voiced was the timeliness of the field placement process. To address one aspect of the placement process the Department is moving to electronic form submission for the placement request forms and placement options. This is designed to ensure timeliness of submission of forms to the Field Department for incoming students (by mid April) and current students (by 1st week in December). With more timely submission placements can be secured for incoming students by the end of May and for current students by April.

Reflections/Notes :

Substantiating Evidence:

Higher performing example (Adobe Acrobat Document)
Higher performing example of field evaluation form

Lower performing example (Adobe Acrobat Document)
Lower performing example of field evaluation