Program Student Learning Outcomes

College:  Arts & Science
Program:  Social Work, BSW

Upon completion of the B.A. in Social Work, students should be able to demonstrate:

- Professional Behavior Competency: Students know the profession’s history and are committed to SW core values and principles, and recognize that SW as a profession is unique in its focus on social justice and person in the environment. Competencies operationalized (practice behaviors):
  a) Advocate for client access to services available in their communities.
  b) Initiate and engage in the practice of personal reflection in order to analyze professional strengths, limitations, and biases both generally and in specific cases.
  c) Function within professional roles and boundaries with clients and coworkers.
  d) Demonstrate professional demeanor in behavior, appearance, and communication.
  e) Commit to life-long learning particularly in their commitment to evidence-based practices.

- Ethics Competency: Students can identify basic dimensions of ethical dilemmas. They can analyze and appraise ethical issues and legal parameters. Competencies operationalized (practice behaviors):
  a) Recognize and manage personal biases as they emerge so that professional values guide practice.
  b) Make ethical decisions by identifying the relevant standards in the NASW Code of Ethics.
  c) Tolerate ambiguity in resolving ethical conflicts.
  d) Employ strategies of ethical reasoning to address emerging issues and the impact on client systems. Consider potential consequences of various courses of action. Identify and use knowledge of relationship dynamics, including power differentials.

- Diversity Competency: Students apply their knowledge of diversity to the helping relationship and to clients’ problems. Competencies operationalized (practice behaviors):
  a) Work effectively with diverse populations supporting cultural differences and being cognizant of power and privilege dynamics.
b) Utilize self-awareness to suspend personal bias and values in professional practice. Identify and use practitioner/client differences from a strengths perspective.

b) Critique evidence-based practices as often culture-bound and adapt those practices to be culturally relevant.

d) View themselves as learners and engage those with whom they work as experts on their own experiences.

- HBSE Competency: Students can select and apply theories of human behavior and the social environment (biological, developmental, psychological, social, cultural, and spiritual) to diverse populations. Competencies operationalized (practice behaviors):
  a) Apply bio-psycho-social-cultural frameworks in the formulation of comprehensive assessments, interventions and evaluations.
  b) Conceptualize client problems in context of person in the environment as well as understand the complexity and interrelated contribution of bio-psycho-social factors in different forms of adaptation and coping.
  c) Select, and apply knowledge of human development to practice with diverse populations.

- Practice Competency: Students have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Competencies operationalized (practice behaviors):
  Please note that the practice competency is comprised of four sections: engagement, assessment, intervention, and evaluation. As such, it would be unwieldy to list all of the individual practice behaviors here, but they are found in Part III (Learning Outcome Measures in Further Detail).