

# **Department of Social Work**

## **Student Handbook**

### **2025-2026**



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Accredited by the Council on Social Work Education

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## **INTRODUCTION**

The University of Detroit and Mercy College of Detroit legally merged in December 1990. Prior to the merger, the University of Detroit and Mercy College of Detroit, each had separate CSWE accredited social work programs. The University of Detroit had been accredited since 1978 and Mercy College had been accredited since 1979. The program has evolved into a unified, quality educational program that prepares beginning social work generalist practitioners to serve the City of Detroit and its surrounding community.

## **EDUCATIONAL PURPOSE**

Social work majors who receive a BSW degree from Detroit Mercy are prepared as entry-level generalist practitioners. Our students are highly regarded by the human services community in the metropolitan Detroit area. Further, many of our students choose to seek graduate education and are well prepared for advanced standing status in MSW degree programs.

The Department is dedicated to educating well-prepared students who are able to secure employment in both traditional and contemporary settings. Some of the traditional settings include foster care, working with the aged, residential care serving mentally health populations/developmentally diverse, adolescent services as well as public health and substance use settings. Further, some BSW graduates may secure employment in hospitals or family services agencies which are settings usually reserved for MSW graduates.

## **SOCIAL WORK POLICY ON NON-DISCRIMINATION**

The Department of Social Work admits students and facilitates all aspects of its educational program without discrimination based on race, color, gender, marital status, national or ethnic origin, age, creed, handicap, political or sexual orientation.

## **MISSION STATEMENT**

The mission of the University Detroit Mercy Social Work program is to provide academic experience and curriculum that enables students to integrate and apply knowledge, values and skills of the social work profession in order to become competent baccalaureate generalist social workers who engage in ethical practice, provide leadership in service, work with diverse client systems in a variety of settings and are committed to social and economic justice. The social work program's mission statement is an extension of the University's mission statement and provides the framework for program goals.

## **SOCIAL WORK PROGRAM GOALS**

1. To prepare BSW students for ethical, competent entry level, generalist professional social work practice, particularly in urban settings with diverse, economically challenged, vulnerable and oppressed individuals, families, groups, organizations, and communities.
2. To foster a commitment to continuing education, maintaining competence in practice, and enhancing and increasing opportunities for BSW graduates for renewal and advancement within the profession.

## **SOCIAL WORK COMPETENCIES**

1. Demonstrate Ethical and Professional Behavior
2. Advance Human Rights and Social, Racial, Economic, and Environmental Justice.
3. Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice.
4. Engage in Practice-Informed Research and Research-Informed Practice.
5. Engage in Policy Practice.
6. Engage with Individuals, Families, Groups, Organizations, and Communities.
7. Assess Individuals, Families, Groups, Organizations, and Communities.
8. Intervene with Individuals, Families, Groups, Organizations, and Communities.
9. Evaluate Practice with Individuals, Families Groups, Organizations, and Communities.

## **DEFINITION OF GENERALIST SOCIAL WORK PRACTICE**

Entry level professional work/employment in social work is generalist practice. Generalist social work practitioners work with individuals, families, groups, communities and organizations in a variety of social work and host settings. The generalist practitioner views clients and client systems from a strengths perspective to recognize, support and build upon the capabilities of all human beings. They use a professional problem-solving process to engage, assess, broker services, advocate, counsel, educate, and organize with and on behalf of client and client systems. In addition, generalist practitioners engage in community and organizational development. Finally, generalist practitioners evaluate service outcomes in order to continually improve the provision and quality of services most appropriate to client needs.

## **DEPARTMENT OF SOCIAL WORK ADMISSION POLICY AND PROCEDURES**

Department of Social Work faculty are committed to recruiting and enrolling students from underrepresented as well as historically and currently oppressed groups. Upon admission to Detroit Mercy, any student may request pre-social work status by submitting a Declaration of Major form to the Registrar's office. However, to gain formal admission to the Bachelor of Social Work degree program and major standing, the student must:

1. Have completed the University English competency requirement (ENL 1310 or equivalent).
2. Have a cumulative GPA of 2.00 or better.
3. Submit a BSW Program application, with a typed 1-2 page Personal Statement, and one personally signed letter of reference (computer generated signature is unacceptable)
4. Complete an interview with the BSW program director (if requested).

Once the above admission criteria have been satisfied and if there are no identified issues related to the student application, the student will be admitted to the BSW degree program. If there are questions/concerns based on the student's application and/or academic performance, the student may be required to interview with the BSW program director. Based on the interview, the BSW program director may consult program faculty as needed or make the final decision regarding admission. In the case where a student is denied admission to the program, the student will receive formal written notice via email. A student who is not satisfied with the decision rendered may grieve the decision by submitting a typed formal Letter of Appeal addressed to the Department of Social Work chairperson (chair).

## **TRANSFER STUDENT ADMISSION POLICY AND PROCEDURES**

Students transferring to Detroit Mercy from 2 and 4-year colleges and universities will follow the same admission policies and procedures as those who began their academic careers at the university as first time in any college students (FTIACs). Transfer students must:

1. Have completed the University English competency requirement (ENL 1310 or equivalent).
2. Have a cumulative GPA of 2.00 or better.
3. Submit a BSW Program application, with a typed 1-2 page Personal Statement, and one personally signed letter of reference (computer generated signature is unacceptable)
4. Complete an interview with the BSW program director (if requested).

Once the above admission criteria have been satisfied, the student will be admitted to the BSW degree program. If there are questions/concerns based on the student's application, the student may be required to meet with the BSW program director for an interview. Based on the interview, the BSW program director may consult program faculty as needed or make the final decision regarding admission. The student will receive formal written notice regarding their application status via email. A student who is not satisfied with the decision rendered may grieve the decision by submitting a typed formal Letter of Appeal addressed to the chairperson (chair) of the Department of Social Work.

## **POLICY ON TRANSFER CREDIT FROM ACCREDITED BSW PROGRAMS**

The Detroit Mercy BSW degree program only accepts transfer credits from other CSWE-accredited or candidacy social work programs to fulfill BSW course requirements. The Detroit Mercy BSW program director is responsible for reviewing student transcripts and/or additional materials from other accredited BSW degree programs to determine course equivalency and transfer of credits. The BSW program director is responsible for working with the university transfer credit division to ensure approved transfer credit is appropriately posted to students' academic record/transcript.

### **Policy on Degree Credit for Life Experience**

Many Detroit Mercy students are non-traditional and come to the university with varied work and life experiences that enrich the college classroom. Social work students also present diverse life and employment histories that serve as a base for undergraduate education. To safeguard continuity of professional social work education and instruction, while ensuring students receive a strong foundation in generalist social work practice, the Detroit Mercy BSW degree program does not grant social work course/degree credit for life experience or previous work experience.

### **Policy on Faculty Academic Advising**

Upon admission to the University, the BSW program director (or their designee) will meet with each pre-social work and BSW student for an individual orientation to the program. The BSW program director will be responsible for assigning the newly admitted student to a professional social work faculty advisor. The assigned program faculty advisor will assist the student by developing a Plan of Work/schedule of courses and as appropriate will help ensure that transfer credits have been posted to the student's academic record. The student will be expected to meet with their assigned faculty advisor each semester to discuss progress toward the degree, prepare for course registration, and explore professional social work career planning.

### **Students in Academic Difficulty**

Students whose cumulative grade point average is below a 2.0, may not enter BSW courses and may not be admitted to the BSW program. Students admitted to the social work curriculum whose cumulative grade point average falls below 2.0 have one semester to raise their grade point above 2.0. If the student does not improve their grade point to at least a 2.0 during the following semester, they will not be permitted to enroll in future social work courses until their academic work is satisfactory (2.0 or better). All social work students are subject to the academic probation process utilized by the College of Humanities, Arts & Social Science.

### **Policy on Academic Termination/Dismissal from the BSW Program and Student Due Process**

A BSW student will automatically be terminated from the BSW program upon receipt of two grades of "C-" in BSW courses or following unsuccessful completion of Academic Probation. A student who has been terminated from the BSW program will not be eligible to enroll in future BSW program courses. A student who

wishes to appeal his/her termination from the BSW program must submit a typed formal Letter of Appeal addressed to the chairperson (chair) of the Department of Social Work prior to the end of the first week of classes for the semester immediately following termination. The Appeal Letter must detail the circumstances that contributed to the academic termination along with specific strategies the student will implement to increase potential for future success. Failure to submit a Letter of Appeal by the deadline will result in a period of termination from the BSW program not less than one academic year.

### **Policy on Reinstatement Following BSW Program Termination/Dismissal**

Reinstatement to the BSW program following termination is not guaranteed. A student who has been terminated from the BSW program can, after a one-year absence, reapply for admission to the BSW program by submitting a new BSW application with supporting documentation. The student must indicate in the new Personal Statement what factors influenced their previous performance that resulted in termination and specific strategies he/she will implement to ensure the likelihood of future program success. If readmitted, the BSW student will be permitted to return to the program and repeat the BSW courses (if offered) that were unsuccessfully completed.

### **Policy on Leave of Absence from the BSW Program**

A BSW student in good academic standing with the university and BSW program may request in writing a formal Leave of Absence from the BSW program not to exceed one academic year. A student who cannot return within the approved timeline may request an extension by submitting a formal letter to the chair of the Department of Social Work. The extension, if approved, shall not exceed six-months. Failure to return to the BSW program within the approved timeline will result in the student's withdrawal from the BSW program. Students who have been withdrawn and wish to return in the future must submit a new BSW program application and supporting documentation. Readmission following a withdrawal is not guaranteed and students will be subject to the latest undergraduate catalog added to the curriculum since their original BSW admission date.

### **Student Privacy and Confidentiality**

All procedures relating to the performance review shall be carried out in a manner that will protect the student's right to privacy consistent with federal and state privacy law. Members of the committee are expected to observe the confidential nature of the information made available to them.

## **ACADEMIC PERFORMANCE REVIEW POLICIES**

### **Guidelines for Retention and Termination**

Social work educators have the responsibility of assuring competence of people who enter the social work profession. Consequently, programs sometimes find it necessary to assess and reassess a student's readiness or suitability for a career in social work. To fulfill its obligation, the social work faculty has outlined the

following policies and procedures that govern how to handle issues associated with retention and termination when a concern is raised about a student's performance. Students who breach the Program's Academic Performance Standards may be subject to performance review. Below is a list of possible issues that could result in an academic performance review.

- The student fails to demonstrate professional responsibility of meeting the objectives of the program and fulfilling all program requirements.
- The student performs at levels of "C-" or below in course and/or practicum education.
- The student breaches the standards for academic conduct, including but not limited to plagiarism, giving, or falsifying any academic documents or materials, cheating, and giving or receiving unauthorized aid in tests, exams or other assigned school work projects.
- The student is excessively absent from class, as defined in the instructors' syllabus.
- The student is consistently irresponsible in meeting classroom and Program requirements (e.g., tardiness, absences on exam days, late assignments).
- The student does not engage in ethical behavior as described in the NASW Code of Ethics.
- The student is found to be in serious violation of Detroit Mercy Student Disciplinary Rules.
- The student is convicted of a violent crime and/or other felony.
- The student is under the influence of alcohol or drugs in the classroom or practicum settings, which causes them to function in an impaired manner, exhibit inappropriate behavior, or demonstrate unprofessional conduct.
- The student is unable to pass a drug screen as required by the practicum.
- The student interacts inappropriately or ineffectively with faculty, staff, peers, field instructors, or other collegial relationships.

## **ACADEMIC PERFORMANCE REVIEW COMMITTEE**

The Academic Performance Review Committee exists to address academic issues involving social work students and is comprised of full-time faculty. The Department of Social Work chair will serve as presiding officer of the committee.

## **RESPONSIBILITY OF THE COMMITTEE**

The Academic Performance Review Committee is responsible for addressing social work student academic issues. Each student is responsible for their academic actions and outcomes, including discussing their academic performance with their course instructors, practicum supervisors and liaisons, and faculty advisors.

## **ROLE OF COMMITTEE CHAIR AND COMPLAINANT**

The Academic Performance Review Committee chair is responsible for convening the committee, informing the student in writing that a complaint has come forward, gathering the information, recording the process, and communicating information to the student regarding the committee action and decisions. The complainant is viewed as the person(s) most knowledgeable about the situation under review and therefore responsible for presenting information and facts about the issue.

## **ACADEMIC PERFORMANCE REVIEW COMMITTEE**

### **PROCEDURES AND DUE PROCESS**

An academic performance review meeting should be scheduled as soon as possible following the development of a concern or complaint involving a student. The chair will notify the student, the complainant, and the committee of the meeting time and place, as well as the nature of the problem to be discussed.

Attendance at the review meeting will be governed in the following manner:

- The student whose performance will be reviewed is expected to attend the performance review meeting. If the student has been notified but refuses to attend, the review will be conducted in his/her absence. The student may remain in the meeting until the committee begins its deliberations.
- The student may invite another student or staff person from within the institution to attend the Academic Performance Review Committee meeting and it is the student's responsibility to notify the chair of the committee ahead of time regarding who is being invited to attend.
- Other people who have significant knowledge of the problem or of the student's academic performance also may be invited by either the student or the committee chair.
- The chair has the authority to limit the number of people who can attend the review.

## **APPEAL of ACADEMIC PERFORMANCE REVIEW**

The student has the right to appeal the committee's decision. Since an Academic Performance Review is not a student disciplinary hearing, the level of appeal shall be left to the Dean of the College of Humanities, Arts and Social Sciences (CHASS).

## **ACADEMIC PERFORMANCE STANDARDS FOR ADMISSION, RETENTION AND GRADUATION POLICY**

Because of the responsibilities inherent in social work and the potential to do harm, academic requirements are necessary in a BSW program. In addition to scholastic requirements for successful completion of courses, social work students are expected to conduct themselves in a manner that is consistent with the values, ethics and conduct requirements of the profession in their three primary roles in the program: (a) as learners, (b) as students in a professional program, and (c) as future professional helpers. Academic performance standards in the social work program include cognitive, skill, scholastic, behavioral and professional components that are indicators of professional preparedness for practice.

The Academic Performance Standards for Detroit Mercy's BSW program include: scholastic standards, values and ethical standards, self-awareness, interpersonal relationship skills, professional responsibility, critical thinking and problem-solving abilities, and communication skills.

Students who are unable, or unwilling, to achieve or demonstrate the essential behaviors identified in this document may come before the Social Work Academic Performance Review Committee, in accordance with the program policies and procedures that govern how issues of student continuation in or termination from the program are handled.

**Scholastic Standard:** Includes overall GPA, GPA in required social work courses, and course grades.

Essential Student Behavior:

- ✓ The student must achieve an overall GPA of 2.0.
- ✓ The student must achieve an overall GPA of 2.0 in required social work courses.
- ✓ The student must earn a grade of C or better in all required social work courses.

**Professional Values and Ethics Standard:**

Essential Student Behavior:

- ✓ The student displays judgment and conduct that are consistent with the values and ethics of the profession as described in the NASW Code of Ethics, as well as with established laws, policies, and professional standards of care.
- ✓ The student will demonstrate ethical behavior in working with diverse client populations, validating the dignity and worth of all people.
- ✓ The student will demonstrate professional and academic integrity in meeting the objectives of the social work program and in fulfilling all program requirements.

- ✓ The student will demonstrate respect for the rights of others and uphold the ethical standards of client privacy and confidentiality at all times.

**Self-Awareness Standard:** Students demonstrate professional preparations through a commitment to the process of self-reflection and self-critique, assuming full responsibility for professional growth and for protecting clients, peers, supervisors, faculty and other relevant parties from the adverse effects of performance problems and unprofessional behavior.

Essential Student Behavior:

- ✓ The student will demonstrate awareness of self and their impact on interpersonal and professional relationships.
- ✓ The student will demonstrate a willingness to accept feedback and/or supervision in a positive manner and use the feedback to enhance their professional development.
- ✓ The student will prepare for, and effectively utilize, supervision and other forms of professional advisement and mentorship.
- ✓ The student will demonstrate self-awareness of their own strengths, limitations, values, and performance.

**Interpersonal Relationship Skills Standard:** Interactions with peers, clients, faculty, staff, advisors, supervisors, agency personnel, and field instructors reflect integrity, honesty, and cooperation, as well as an appropriate understanding of professional role and appropriate boundaries.

Essential Student Behavior:

- ✓ The student will relate interpersonally in a manner that is respectful, non-disruptive, nondiscriminatory, and characterized by maturity.
- ✓ The student will use proper channels for conflict resolution.
- ✓ The student will demonstrate appropriate use of self in the professional role.

**Responsibility and Professional Preparedness Standard:** Appropriate levels of responsibility and professional preparedness are demonstrated over the program course of study.

Essential Student Behavior:

- ✓ The student will demonstrate responsible and self-directed behavior in accordance with the BSW program and the sequencing of courses for program completion.
- ✓ The student will demonstrate adherence to agency protocols and policies, dress codes, and documentation requirements.

- ✓ The student will demonstrate behaviors on campus, in the classroom in the practicum/internship, in the community and with peers that are in compliance with Program policies, institutional policies and professional ethical standards.
- ✓ The student will refrain from illegal drug use and will demonstrate behavior that is consistent with Detroit Mercy's Student Standards on Drugs and Alcohol.

**Critical Thinking and Problem-Solving Abilities Standard:** Individual reasoning reflects a comprehensive analysis that distinguishes fact from inference, conclusions that are grounded in relevant data, information, and evidence.

Essential Student Behavior:

✓ The student will demonstrate the ability to identify ways in which biological, psychological, developmental, spiritual, socioeconomic, and environmental factors may affect an individual, family or groups of various sizes.

**Communication Skills Standard:** All verbal, nonverbal, and written communication exchanges are in accordance with professional standards.

Essential Student Behavior:

- ✓ The student will speak with dignity, respect, and cultural sensitivity to peers, clients, faculty, staff, advisors, supervisors, agency personnel, and field instructors.
- ✓ The student will demonstrate skills in building rapport and engaging clients, applying principles of sound communication.
- ✓ The student will follow agency guidelines for recordkeeping.

# CURRICULUM

## Courses

The academic and practicum components of the BSW program are designed to prepare students for beginning level generalist practice with individuals, families, small groups, organizations, and communities. Many Detroit Mercy students are non-traditional, bringing with them a wealth of life experiences and expectations for their education. Our faculty developed our BSW curriculum based on CSWE guidelines, while also considering the unique life experience our students bring to the classroom. Our college's liberal arts foundation helps anchor BSW education, supporting the curriculum with courses highlighting the importance of cultural/ethnic, socioeconomic, and spiritual resilience. Our BSW courses provide content highlighting social work values and ethics, diversity, populations placed at risk, social and economic justice, and self-care. Additionally, our courses place particular emphasis on people of color, women, and those who live with differing abilities/disabilities in all five (5) of the professional foundation areas:

- Human Behavior and the Social Environment
- Social Justice Issues & Policies
- Social Work Practice
- Research
- Practicum/Internship

The social work curriculum is comprised of 14 required social work courses and 7 required supportive courses. Included in the 14 major course requirements are two 5-credit courses in Practicum Education. Please consult the Student Practicum Education Handbook for a complete description of the practicum/internship component of our program.

## College of Humanities, Arts & Social Science

### Core Curriculum Requirements

#### Communication Skills:

##### *Knowledge/Communications Skills (6 credit hours)*

- Written Communication: Writing Proficiency (ENL 1310 or equivalent)
- Oral Communication: Speech (CST 1010)

#### Mathematical/Statistical Knowledge

##### *Math/Computer Skills (6 credit hours)*

- Quantitative/Symbolic Reasoning – MTH 1010

##### *Statistical and Probabilistic Reasoning*

- SWK 3700 – Social Research Methods

#### Scientific Knowledge

- Physical Sciences (3 credit hours)
- Social Science (3 hours)

#### Religious and Philosophical Knowledge

- Philosophical Knowledge (3 credit hours)
- Religious Knowledge (3 credit hours)
- Philosophy/Religious Studies Depth Knowledge (3 credit hours)

#### Essential Humanities

- Historical Experiences (3 credit hours)
- Literary Experiences (3 credit hours)
- Aesthetic Experiences (3 credit hours)

#### Ethics and Social Responsibility

- Ethics (3 credit hours)

#### Integrating Theme 1: Reading, Writing and Research Across the Curriculum

- SWK 2050: Critical Thinking and Writing for Social Workers – (3 credit hours)

### **Integrating Theme 2: Critical Thinking**

- SWK 2050: Critical Thinking and Writing for Social Workers – (3 credit hours)

### **Integrating Theme 3: Cultural Diversity**

- HUS 4410: Multicultural Understanding – (3 credit hours)

### **Integrating Theme 4: Human Difference**

- HUS 4410: Multicultural Understanding – (3 credit hours)

### **Integrating Theme 5: Personal Spiritual Development**

- SWK 3000: Self Care and Spirituality – (3 credit hours)

### **Integrating Theme 6: Spirituality and Social Justice**

- SWK 3000: Self Care and Spirituality – (3 credit hours)

Please refer to [https://www.udmercy.edu/faculty-staff/governance/mfa/committees/core/current\\_core-curriculum.php](https://www.udmercy.edu/faculty-staff/governance/mfa/committees/core/current_core-curriculum.php) for a complete list of courses that meet the core curriculum requirements.

Full-time students generally complete most of their liberal arts courses in their freshman and sophomore years since the social work curriculum encompasses nearly a full-time course load during junior and senior years. Students must complete 120 credit hours for degree completion.

### **SOCIAL WORK and SUPPORTIVE SOCIAL WORK COURSE REQUIREMENTS**

Writing Proficiency - ENL 1310

Introduction to Psychology - PYC 1000

Abnormal Psychology - PYC 3420

Multicultural Understanding - HUS 4410

Foundations and Strategies in Addiction - ADS 2410

OR

Introduction to Criminal Justice - CJS 1300

Select one 3 cr. hr. course: SOC 1000, POL 1000 or CST 1000

## **Social Work Required Courses**

SWK 2050 – Critical Thinking and Professional Writing for Social Workers – 3 credit hours

SWK 2100 - Social Welfare and Social Justice - 3 credit hours

SWK 3000 – Self Care and Spirituality - 3 credit hours

SWK 3100 - Social Welfare Policy - 3 credit hours

SWK 3200 - Human Behavior in a Multicultural Environment I - 3 credit hours

SWK 3250 - Human Behavior in a Multicultural Environment II - 3 credit hours  
(Pre-requisite is SWK 3200: Human Behavior I)

SWK 3700 - Social Research Methods - 3 credit hours

SWK 4000 - Social Work Practice with Individuals and Families - 3 credit hours  
(Must be taken simultaneously with SWK 4700: Social Work Practicum I and SWK 4710: Integrative Practicum Seminar I)

SWK 4010 - Social Work Practice with Groups, Communities, and Organizations - 3 credit hours  
(Co-requisites are SWK 4750: Social Work Practicum II and SWK 4760: Integrative Practicum Seminar II.)

SWK 4700 – Social Work Practicum I - 5 credit hours  
(Students must submit Practicum Education Application and be accepted for Practicum Placement - see Student Practicum Education Handbook for complete details)

SWK 4710 – Integrative Practicum Seminar I - 2 credit hours  
(Must be taken simultaneously with SWK 4700: Social Work Practicum I)

SWK 4750 - Social Work Practicum II - 5 credit hours  
(Must be taken simultaneously with SWK 4010 - Social Work Practice with Groups, Communities, and Organizations and SWK 4760: Integrative Practicum Seminar II)

SWK 4760 - Integrative Practicum Seminar II - 2 credit hours  
(Must be taken simultaneously with SWK 4010 - Social Work Practice with Groups, Communities, and Organizations, and SWK 4750: Social Work Practicum II)

SWK 4800 - Biopsychosocial-Spiritual Perspectives in Healthcare Social Work - 3 credit hours

## **PRACTICUM EDUCATION**

BSW juniors must apply for Practicum Education prior to February 28th, if they anticipate practicum placement in the subsequent fall semester. An application for Practicum Education is to be obtained from the Director of Practicum Education. The practicum experience occurs during the student's senior year in the BSW program. Practicum is a significant part of student's education for professional practice and is specifically designed to occur concurrently with seminar courses. The social work program has a wide array of human services agencies that are used as practicum sites. Students are required to successfully complete 400 hours in the practicum experience. The first 200 hours must be completed during Fall semester under SWK 4700 (5 credits), and the second 200 hours must be completed Winter semester under SWK 4750 (5 credits).

Students are required to complete 16 hours per week for two semesters (minimum 400 hours) in a human service agency where they are supervised by a qualified social worker. The personal interests of the student will be considered but placement will be based on the availability of appropriate social work supervision and agency conformity with the BSW Program requirements.

## **DEPARTMENT OF SOCIAL WORK**

### **POLICY on PROFESSIONAL EXPECTATIONS FOR STUDENT BEHAVIOR**

The University of Detroit Mercy BSW program is designed to ensure that individuals who graduate from the BSW program are prepared to begin employment as entry level generalist social worker practitioners. Attention to meeting established professional standards is given by faculty, advisors, practicum agency staff and other individuals who interact with students during their academic studies. Students are responsible for familiarizing themselves with the Social Work Student Handbook and the University of Detroit Mercy Student Handbook.

#### **Behavior:**

BSW student interactions with faculty, administrators, staff, agency personnel, client/consumers, and other students are in accordance with the goals and missions of the BSW Program, the University of Detroit Mercy, the University of Detroit Mercy Student Code of Conduct, and the University policy on Academic Integrity.

#### **Self-Awareness:**

BSW students are expected to reflect openness to new ideas/concepts, differing opinions and feedback from others, while demonstrating self-awareness in the performance of their professional and student roles. Social work students are expected to present themselves professionally and honorably, while reflecting a willingness to accept social work values, morals, and beliefs to ensure ethical practice.

#### **Interpersonal:**

BSW students will demonstrate the interpersonal skills essential for effective communication with students, faculty, school personnel, agency staff, clients and other professionals. These communications include compassion, empathy, respect, integrity, consideration, reliability and responsibility for one's own behavior.

### **Self-Care:**

Students will demonstrate the ability to engage in self-care and will seek appropriate resources and/or treatment for medical or personal challenges that interfere with professional and academic performance. To support and encourage student engagement in self-care practices, the Department created a new required course in the academic major, SWK 3000: Self Care & Spirituality. SWK 3000 meets two university Core requirements necessary for degree completion, IT5 (Personal Spiritual Development) and IT6 (Spirituality and Social Justice). Although successful completion of SWK 3000 is required of all BSW students, enrollment in SWK 3000 is available to all students at the university without regard to academic major.

### **Appropriate Use of Channels of Communication:**

BSW students are expected to communicate professionally with faculty advisors, classroom instructors, administrators, practicum instructors and others using the appropriate channels of communication as outlined in this Social Work Student Handbook. BSW students are expected to understand the importance of ethical online and traditional in person communication, orally and in written form. When presented with differing perspectives and/or disagreements, BSW students are expected to communicate with professionalism and civility, respecting the opinions of others without regard to belief system, professional stature, etc.

### **Professionally Appropriate Presentation of Oneself:**

BSW students will demonstrate awareness and understanding of professional presentation of self as beginning level practitioners. BSW students are expected to present with appropriate comportment in dress attire, both online and on campus, and use of proper personal hygiene in one's course of work in the practicum experience. Additionally, BSW students are expected to present themselves ethically online, and within a social media context.

### **Consequences:**

Failure to act in accordance with these standards may result in suspension or termination from the BSW program at the University of Detroit Mercy. If Department faculty determine a student's behavior has constituted a significant violation or pattern of violations of the NASW Code of Ethics, BSW program, and/or institutional policies, a BSW student may be suspended and/or terminated from the Detroit Mercy BSW program.

\*Adapted from the Boston University School of Social Work and Florida Atlantic School of Social Work

## **GRADING POLICY**

Practicum education, and all other social work courses are graded based on the standard University grading scale, A through F. All social work students are expected to receive grades of "C" or better in courses that constitute the BSW major. A student receiving a grade of less than "C" in a major course must repeat the course with a final grade of "C" or higher. In practicum education, the site-based practicum supervisor works in collaboration with the practicum course instructor. The practicum supervisor is responsible for recommending student grades to the practicum course instructor. It is the responsibility of the practicum course instructor to render a decision regarding student practicum performance and issue a final grade.

# UNIVERSITY OF DETROIT MERCY DEPARTMENT OF SOCIAL WORK

## 4 -YEAR CURRICULUM PLAN (SAMPLE)

### Freshman Year - Term I (15 Credits)

Core Curriculum (A1) - Fundamentals of Speech (CST 1010)	3 credits
Core Curriculum (A2) - English 1310	3 credits
Core Curriculum (B1) - Math 1010	3 credits
Supportive SWK (C2) - Introduction to Sociology (SOC 1000)	3 credits
Core Curriculum/Elective Course	3 credits

### Freshman Year - Term II (15 Credits)

Core Curriculum (C1) - Physical Science	3 credits
Core Curriculum (D1) - Introduction to Philosophy	3 credits
Core Curriculum (D2) - Religious Knowledge	3 credits
Core Curriculum (E1) - Historical Experiences	3 credits
Supportive SWK - Introduction to Psychology (PYC 1000)	3 credits

### Sophomore Year - Term I (15 Credits)

Core Curriculum (D3) - Philosophy/Religious Studies	3 credits
Core Curriculum (E3) - Aesthetic Experiences	3 credits
Supportive SWK - Introduction to Political Science	3 credits
Supportive SWK - Introduction to Addiction Studies (ADS 2410) <b>OR</b>	
Introduction to Criminal Justice (CJS 1300)	3 credits
Core Curriculum/Elective Course	3 credits

### Sophomore Year - Term II (15 Credits)

Core Curriculum (E2) - Literary Experiences	3 credits
Core Curriculum (F1) - Ethics	3 credits
Elective Course	3 credits
Elective Course	3 credits
Elective Course	3 credits

### **Junior Year - Term I (Required Sequence) (15 Credits)**

SWK 2050 - Critical Thinking & Writing for Social Workers (Core IT1 & IT2)	3 credits
SWK 2100 - Social Welfare & Social Justice	3 credits
SWK 3000 - Self Care and Spirituality (Core IT5 & IT6)	3 credits
SWK 3200 - Human Behavior: Multicultural Environment I	3 credits
Elective Course	3 credits

### **Junior Year - Term II (Required Sequence) (15 Credits)**

SWK 3100 - Social Welfare Policy	3 credits
SWK 3250 - Human Behavior: Multicultural Environment II	3 credits
SWK 3700 - Social Research Methods (Core B2)	3 credits
Elective Course	3 credits
Elective Course	3 credits

### **Senior Year – Term I (Required Sequence) (14 Credits)**

SWK 4000 - Social Work Practice with Individuals and Families	3 credits
SWK 4700 - Social Work Practicum I	5 credits
SWK 4710 - Integrative Practicum Seminar I	2 credits
HUS 4410 - Multicultural Understanding (Core Curriculum IT3 & IT4)	3 credits
Elective Course	1 credits

### **Senior Year – Term II (Required Sequence) (16 Credits)**

SWK 4010 - Social Work Practice with Groups, Communities, and Orgs	3 credits
SWK 4750 - Social Work Practicum II	5 credits
SWK 4760 - Integrative Practicum Seminar II	2 credits
SWK 4800 - Biopsychosocial-Spiritual Perspectives in Healthcare SWK	3 credits
PYC 3420 - Abnormal Psychology	3 credits

## **UNIVERSITY OF DETROIT MERCY STUDENT SOCIAL WORK ASSOCIATION (SSWA)**

All students upon admission to the BSW program are granted membership in the Detroit Mercy Student Social Work Association (SSWA). SSWA is a student-led organization designed to promote students' interest and cooperative activities within the University and Social Work Department. The Association also serves as a liaison with the Department to facilitate student/program concerns and often represents the social work student body in the University-wide committees as well as Department committees. A department faculty member serves as faculty advisor to SSWA. Through SSWA, BSW students and interested pre-social work students are provided opportunities for leadership and engagement, including offering critical feedback and input regarding BSW program operations.

### **STUDENT REPRESENTATION TO THE UNIVERSITY OF DETROIT MERCY**

#### **DEPARTMENT OF SOCIAL WORK ADVISORY BOARD**

The Department of Social Work has an Advisory Board that provides recommendations on curriculum and policy/procedures matters, which affect the program. Advisory Board members often include representatives from various human services agencies in the community, as well as liaisons from interrelated higher education and social work programs in Michigan. The current president (or designee) of the SSWA serves on the Social Work Program Advisory Board.

#### **SOCIAL WORK TEACHING FACULTY**

##### **Janet Joiner**

**[joinerjm@udmercy.edu](mailto:joinerjm@udmercy.edu)**

PH: (313) 993-1038 / Office: 313 Briggs Building

Janet M. Joiner is associate professor in the Department of Social Work; she served as Chair of the Department 2016-2024. She teaches Social Welfare & Social Justice, Social Welfare Policy, Human Behavior, Social Work Ethics & Digital Advocacy, and Self-Care & Spirituality.

A licensed social worker with more than 35 years' experience in higher education, Joiner has an interest in energy wellness practices, including Qigong/Tai Chi. She is a certified Qigong Practice Group Leader, certified Tai Chi Easy (TM) Practice Leader, and is also double certified in Sound and Vibrational Practices. Joiner delivers social work continuing education training for social welfare organizations and others focused on health and wellness. Michigan Governor Gretchen Whitmer appointed Joiner to serve on the Michigan Board of Social Work for a four-year term effective Jan. 1, 2020. The Board sets policy, protects public health and welfare and oversees cases involving ethical violations and appeals related to licensed social workers. Joiner holds membership with the National Association of Social Workers (NASW) and the Michigan Association of Baccalaureate Social Work Educators (MABSWE). She is also a member of the Program and Administrative Operations Committee for The Children's Center of Detroit where she has served since 2018. She joined the University in 2016.

**Nickolas Davis**

**Davisnb@udmercy.edu**

(313) 993-1561 / Office: 315 Briggs Building

Nickolas Davis is an Assistant Professor of Social Work at the University of Detroit Mercy. His broad research interest includes policy analysis and social work regulatory and professional issues. Recently, he has engaged in research focusing on LGBTQ+-related state policies. Davis has over 10 years of social work experience in various sectors, including managed care, telemental health, hospice, public school systems, and community-based mental health. He holds the Academy of Certified Social Workers (ACSW), Certified Social Worker in Health Care (C-SWHC), and Board-Certified Diplomate in Clinical Social Work (BCD) credentials. Davis earned his doctorate in Public Affairs and Social Work from the School of Public Administration, University of Central Florida. He is active in professional organizations, currently serving on the Council of Social Work Education's Council on Sexual Orientation and Gender Identity & Expression and the American Board of Clinical Social Work's Membership and Certification Committee. He joined the University in 2020.

### **Accreditation**

The Detroit Mercy Bachelor of Social Work program is accredited by the [Council on Social Work Education's Board of Accreditation](#). The program's accreditation date is from 1980 through June 2026.

The Council on Social Work Education's Commission on Accreditation (COA) and Commission on Educational Policy (COEP) are responsible for developing the [2022 Educational Policy and Accreditation Standards \(EPAS\)](#). The educational policy was developed by COEP and approved by the CSWE Board of Directors on June 3, 2022. The accreditation standards were developed and approved by COA on June 9, 2022, and amended on September 1, 2022.

### **Code of Ethics**

By participating in the Social Work program, you are also bound by the National Association of Social Workers Code of Ethics <https://www.socialworkers.org/About/Ethics/Code-of-Ethics>

### **Apply**

- [Apply to University of Detroit Mercy](#)
- Then current Detroit Mercy Students majoring in Social Work can apply here: [BSW Application for Program Admission](#)