

## Overview

Indiana University has a long history of preparing graduates for entry into social work practice. Courses in this area began to be offered in 1911 through the Department of Economics and Sociology. Between 1911 and 1944, various administrative and curricular changes were put into effect, and degree programs at both the undergraduate and graduate levels were offered. In 1944, the Indiana University Division of Social Service was established by action of the Trustees of Indiana University. The organizational status was changed in 1966 when the Graduate School of Social Service was created. In 1973, the name was changed to School of Social Service in recognition of the extent and professional nature of the school's graduate and undergraduate offerings. It became the School of Social Work in 1977 in order to reflect more clearly its identification with the profession.

The school provides opportunities for study leading to the associate, baccalaureate, master's, and doctoral degrees. The Department of Labor Studies offers the following degree options: Bachelor of Science in Labor Studies, Associate of Science in Labor Studies, Certificate in Labor Studies and Minor in Labor Studies. The Labor Studies program prepares students to assume leadership roles in the work-place and in communities. The Bachelor of Social Work (BSW) program prepares students for generalist social work practice. The Master of Social Work (MSW) program prepares graduate students for advanced social work practice in an area of specialization, and the PhD program in social work prepares social workers for leadership roles in research, education, and policy development. Although the degree programs vary in their emphases and levels of complexity, the school's curricula at the undergraduate and graduate levels are a continuum in education for social service. For example:

- Opportunities provided for a range of experiences in substantive areas of interest to students and of importance to society.
- The curriculum focuses on problem-solving and strength-enhancing experiences that involve the classroom, the learning resources laboratory, and field experience.
- Excellent library and technology resources make social work students effective users of social science information.
- An exploration of educational procedures and arrangements optimizes effective training, including institutional self-study of the entire curriculum as well as the exploration of specific educational tools.

While the school's main administration location is in Indianapolis, courses or programs are also offered on IU campuses in Bloomington, Gary (Northwest), Richmond (East), Fort Wayne (IPFW), and South Bend. Reference to some of these offerings will be made in the text that follows.

Graduates of the school move into a broad variety of social service settings, including those concerned with aging, family and child welfare, corrections, mental and physical health, and adjustment in schools, agency management and administration. In anticipation of such professional activities, the school provides field instruction placements throughout the state where students engage in services to individuals, groups,

families, communities, and organizations or function in leadership roles. The Bachelor of Social Work and Master of Social Work program are accredited by the Council on Social Work Education (CSWE). The MSW Program has been continuously accredited since 1923. The school is a member of the National Association of Deans and Directors of Schools of Social Work, the Association of Baccalaureate Social Work Program Directors, and the Group for the Advancement of Doctoral Education, among others.

## Mission

*Adopted by action of the faculty on April 25, 2008.*

The mission of the Indiana University School of Social Work is excellence in education, research, and service to promote health, wellbeing, and social and economic justice in a diverse world. The vision of the school is to be an exemplary university- and community-based collaboration advancing social and economic justice, empowerment, and human well-being in a changing global landscape.

## Policy on Nondiscrimination

Based on the tradition of the social work profession and consistent with Indiana University's Equal Opportunity Policy, the Indiana University School of Social Work affirms and conducts all aspects of its teaching, scholarship, and service activities without discrimination on the basis of race, color, gender, socioeconomic status, marital status, national or ethnic origin, age, religion or creed, disability, and political or sexual orientation.

The School of Social Work has a strong commitment to diversity and nondiscrimination. Indeed, diversity is celebrated as a strength. This perspective is demonstrated by the composition of its faculty and student body, curriculum content, and recruitment and retention activities; by participation in university committees dealing with oppressed populations; by numerous service activities, including advocacy on behalf of the disadvantaged; by its selection of field practicum sites; and by school policies.

## Contact Information

### Bachelor of Labor Studies

*Indianapolis*  
 Department of Labor Studies —Indiana University—Purdue University Indianapolis  
 Education/Social Work Building  
 902 W. New York St.  
 ES4161  
 Indianapolis, IN 46202  
 Phone: (317) 274-8340 or (800) 822-4743  
 Fax: (317) 274-8630

*Bloomington*  
 Department of Labor Studies —Indiana University  
 Bloomington  
 Poplars 628  
 Bloomington, IN 47405  
 Phone: (812) 855-9084

*Fort Wayne*  
 Department of Labor Studies - Indiana University—Purdue University Fort Wayne  
 Kettler Hall, Room G28

2101 Coliseum Boulevard East  
Fort Wayne, IN 46805  
Phone: (260) 481-6831

*Gary*  
Department of Labor Studies —Indiana University  
Northwest  
Lindenwood Hall 126  
3400 Broadway  
Gary, IN 46408-1197  
Phone: (219) 980-6826

*Kokomo*  
Department of Labor Studies—Indiana University Kokomo  
Kelley East 344  
2300 S. Washington Street  
Kokomo, IN 46902  
Phone: (765) 455-9387

*South Bend*  
Department of Labor Studies —Indiana University South  
Bend  
RS 123  
1700 Mishawaka Avenue  
P.O. Box 7111  
South Bend, IN 46634-7111  
Phone: (574) 237-4595

### **Bachelor of Social Work**

#### *Indianapolis*

IUPUI  
BSW Program  
Education/Social Work Building 4138  
Indiana University  
School of Social Work  
902 W. New York Street  
Indianapolis, IN 46202-5154  
Phone: (317) 274-6705 or 274-8359  
Web: [socialwork.iu.edu](http://socialwork.iu.edu)  
Email: [ibarbosa@iupui.edu](mailto:ibarbosa@iupui.edu) (Ivette Barbosa)

*Bloomington*  
BSW Program  
Indiana University  
1127 E. Atwater Avenue  
Bloomington, IN 47401-3701  
Telephone: (812) 855-0484  
Web: [bloomington.socialwork.iu.edu](http://bloomington.socialwork.iu.edu)  
Email: [rosec@indiana.edu](mailto:rosec@indiana.edu) (Colleen Rose)

*Richmond*  
BSW Program  
Indiana University East  
2325 Chester Boulevard  
Richmond, IN 47374-1289  
Telephone: (765) 973-8422  
Web: <http://www.iue.edu/socialwork/bsw/>  
Email: [efitzger@indiana.edu](mailto:efitzger@indiana.edu) (Edward Fitzgerald)

*Gary*  
BSW Program  
Indiana University Northwest  
3400 Broadway  
Dunes Medical/Professional Bldg., Room 3186  
Gary, IN 46408

Telephone: (219) 980-6703  
Web: <http://www.iun.edu/social-work/bsw-degree/index.htm>  
Email: [atamburr@iun.edu](mailto:atamburr@iun.edu) (Andrea Tamburo)

*South Bend*  
BSW Program  
DW 228  
1800 Mishawaka Ave.  
South Bend, Ind. 46634-7111  
Telephone: (574) 520-4880  
Web: <https://www.iusb.edu/social-work/bsw/index.php>  
Email: [larryb@iusb.edu](mailto:larryb@iusb.edu) (Larry Bennett)

### **Master of Social Work**

*Indianapolis*  
IUPUI  
MSW Admissions  
Education/Social Work Building 4134  
Indiana University  
School of Social Work  
902 W. New York Street  
Indianapolis, IN 46202-5154  
Telephone: (317) 278-6085  
Web: [socialwork.iu.edu](http://socialwork.iu.edu)  
Email: [zfitzer@iupui.edu](mailto:zfitzer@iupui.edu) Yvonne Fitzgerald

Bloomington  
IU Bloomington  
MSW Admissions  
1127 East Atwater Ave.  
Bloomington, IN 47401  
Telephone: 812-855-0484  
Web: [socialwork.indiana.edu/MSW/](http://socialwork.indiana.edu/MSW/)  
Email: [rose@indiana.edu](mailto:rose@indiana.edu) (Colleen Rose)

*Gary*  
Division of Social Work  
IU Northwest  
3400 Broadway  
Gary, IN 46408-1197  
Telephone: (219) 980-7111  
Web: <http://www.iun.edu/social-work/msw-dgree/index.htm>  
Email: [socnw@iun.edu](mailto:socnw@iun.edu) (Darlene Lynch)

*South Bend*  
MSW Admissions  
Indiana University South Bend  
DW 2218  
1800 Mishawaka Ave.  
P.O. Box 7111  
South Bend, IN 46634-7111  
Telephone: (574) 237-4880  
Web: [www.iusb.edu/social-work/](http://www.iusb.edu/social-work/)  
Email: [dbanic@iusb.edu](mailto:dbanic@iusb.edu) (Diane Banic)

*Fort Wayne*

MSW Admissions  
 IPFW-Fort Wayne  
 Education/Social Work Building 4134  
 Indiana University School of Social Work  
 902 W. New York Street  
 Indianapolis, IN 46202-5154  
 Telephone: (260) 481-6081  
 Web: <http://www.ipfw.edu/msw/>

Email [jnes@iupui.edu](mailto:jnes@iupui.edu) (Jan Nes)

### PhD/Pre-Doc Program

*Indianapolis*  
 PhD Admissions  
 Education/Social Work Building 4138  
 Indiana University School of Social Work  
 902 W. New York Street  
 Indianapolis, IN 46202-5154  
 Phone: (317) 274-6730  
 Email: [madamek@iupui.edu](mailto:madamek@iupui.edu) (Margaret Adamek)

## Undergraduate Programs

This four-year degree program prepares students for generalist social work practice. It helps students develop the competence to apply knowledge, values, and skills to practice with individuals, small groups, organizations, and communities. The program also prepares students for graduate education. The BSW degree equips the practitioner to work with people who are encountering challenges related to personal or social circumstances. In addition, qualified graduates may apply for advanced standing to the IU School of Social Work or other MSW programs nationwide.

### Admission

#### Admission Policies for the Department of Labor Studies Program

All qualified high school graduates

General Education Diploma (GED) Certificate holders

Students admitted to Indiana University

Students who have completed at least 12 college credits of course work

International students

To learn more about the admissions process contact Craig Campbell, Student Services Coordinator at: [ccampbe5@iupui.edu](mailto:ccampbe5@iupui.edu) or call toll free: 800-822-4743. To obtain an application form in MicroSoft Word go to the Admissions tab on the Labor Studies web site: <http://labor.iu.edu>

#### Grades

An overall minimum grade point average of 2.0 (C average) must be maintained. Course grades of D or lower in LS courses or in courses under "Required Areas of Learning" do not count toward the LS degree but are accepted as electives.

### Labor Studies Online

The Department of Labor Studies offers online courses and degrees to meet the needs of students seeking distance education opportunities. With the wide array of online course offerings, it is possible for students to fulfill

degree requirements for all Labor Studies degrees entirely online.

Labor Studies online courses are designed to be flexible and are equivalent to classroom courses in content and workload.

We have Labor Studies *degree granting programs* on the Bloomington, Fort Wayne, Indianapolis, Northwest, and South Bend campuses and Labor Studies online courses are offered on all nine IU campuses.

Students enroll in Labor Studies online classes the same way they enroll in face-to-face courses—through Onestar or the Office of the Registrar at an IU campus. Faculty advisors provide guidance to Labor Studies online students throughout their course of study. Students on any campus taking Labor Studies courses can also seek advising assistance from the Labor Studies Student Services Coordinator on the IUPUI campus. Email ([ccampbel@iupui.edu](mailto:ccampbel@iupui.edu)) or call 800-822-4743. The tuition and fees for online classes are the same as for traditional classroom courses.

## BS in Labor Studies

### Introduction

With 160 years of leadership in Labor Studies and labor education, Indiana University continues to pioneer innovative and quality educational opportunities in this field. The program caters to students with diverse backgrounds and educational needs -- from adult learners to traditional students -- in the areas of work, the workplace, organized labor, labor and social movements, the impact of global markets, and changing institutions.

The Department of Labor Studies prepares students to assume leadership roles in the workplace and in communities. The program is designed as an interdisciplinary major for college students and working adults seeking a university-level education. Online Labor Studies classes are offered on all nine Indiana University campuses and face-to-face courses are offered on various campuses. The mission of the Labor Studies Program is to:

- Provide credit and non-credit university-level education for current and future workers to increase knowledge, understanding, and critical thinking about work and labor organizations within today's global context
- Broaden access to the university for working-class and other underserved constituencies, providing opportunities for life-long learning and college degrees.
- Collect, systematize, and create new knowledge in collaboration with our students.
- Examine the global socio-economic system and the impact of its inequalities on working people.
- Promote respect for workers and understanding of working class histories, experiences, perspectives and knowledge.
- Empower our constituents to be engaged citizens and social and political agents of change who will create a more just and equitable world of work.

The vision of the Department of Labor states:

- *Indiana University Labor Studies will be the leading, collaborative program in labor and work issues in*

*interdisciplinary scholarship, education, training, and empowerment nationally and internationally.*

It is within the parameters of this mission that we devote our energies to excel in education, research, and service. We offer our online and face-to-face courses for the Certificate, Associate and Bachelor of Science in Labor Studies degrees. Also, students can earn a Minor in Labor Studies.

#### Admission

- Degree Requirements
- Labor Studies Online
- Required Areas of Study

## Labor Studies Required Areas

The following list includes representative disciplines in the three major required areas of learning:

### Arts and Humanities

African American Studies  
 Classical Studies  
 Comparative Literature  
 English  
 Fine Arts  
 Folklore and Ethnomusicology  
 History  
 History and Philosophy of Science  
 Journalism  
 Languages  
 Music  
 Philosophy  
 Religious Studies  
 Speech and Communication  
 Theatre and Drama

### Physical Science and Mathematics

Astronomy  
 Biology  
 Chemistry  
 Computer Science  
 Geological Sciences  
 Mathematics  
 Physics  
 Psychology  
 Zoology

### Social and Behavioral Sciences

Anthropology  
 Economics  
 Geography  
 Linguistics  
 Political Science  
 Psychology  
 Social Work  
 Sociology

*For the A.S. and B.S. in Labor Studies, courses within each major area must include at least two different disciplines.*

## Degree Requirements

### Degrees and Minor

The Department of Labor Studies offers a Bachelor degree, an Associate degree and a certificate degree. A minor in Labor Studies is also available. We have Labor Studies degree granting programs on the following IU

campuses: Indianapolis, Bloomington, Kokomo, Fort Wayne, South Bend, and Northwest. For students wanting degree information on the Columbus, East, Kokomo, or Southeast campuses, contact the Labor Studies Student Services Coordinator at IUPUI via our toll free number: **800-822-4743**.

All of the Labor Studies courses are available online and depending on the IU campus, some may be offered in a face-to-face version. The Labor Studies courses are offered as a full semester course and many as compressed (8 week) courses. There are no prerequisites or co-requisites for the Labor Studies courses. Course selection is at the discretion of the student, however we offer full-time advisors to assist those interested in the Labor Studies program via the toll-free number listed above.

## Bachelor of Science in Labor Studies BS-LS (120 cr.)

- The IUPUI campus wide general-education curriculum (30 cr.)
- Additional general education courses (21 cr.)
- Labor Studies Major concentration (42 cr.)
- Electives (27 cr.)

Click on the link above for details on the IUPUI General Education core courses.

Students seeking a Bachelor degree in Labor Studies must take 51 credit hours of general education courses, 30 credit hours from the IUPUI General Education Core courses and 21 credit hours from the list of IUPUI general education courses. As a part of these 51 credit hours, all students must successfully complete 12 credit hours from the Labor Studies Required Areas of Learning listed directly below. These courses can count toward the General Education core (30 cr.) or as a general education courses (21 cr.).

### Labor Studies Required Areas of Learning (12 credit hours)

To be completed within the General Education core courses (30 cr.) or in the remaining general education courses (21 cr.).

- ENG-W 131 Reading, Writing, and Inquiry 1
- One additional 200/300 level writing course (Visual Literacy: Eng-W-231 or W-270)
- One economics course (LSTU-L-230 Labor and Economy meets this requirement)
- One computer course

### Major concentration (42 cr.)

The Labor Studies concentration consists of 15 credit hours of 100/200 level courses and 27 credit hours of 200/300/400 level courses. There are no pre-requisites or co-requisite Labor Studies courses. Students can take the Labor Studies courses in any order, although, we do suggest a logical progression (100 level, 200 level, 300 level, etc.).

Labor Studies 100/200 courses (15 cr.)

Labor Studies 200/300/400 level courses (27 cr.)

**Additional General Education courses (9 cr.)**

Open

### Electives (27 cr.)

Open (Labor Studies courses recommended)

Lastly, the Labor Studies degree requires 27 credit hours of electives. These courses are at the discretion of the student, but we recommend that you take Labor Studies courses to strengthen your Labor Studies education.

**Please note:** Within the 120 credit hours required for the Labor Studies degree, students must have a minimum of 30 credit hours at the 300 or 400 level. In addition, concentration requirements must be completed with a grade of C- or higher. All courses are 3 credit hours, unless otherwise designated.

### General Education Courses

The following are representative subjects for the general education and elective areas:

#### Arts and Humanities

- Afro American Studies
- Classical Studies
- Comparative Literature
- English
- Fine Arts
- Folklore and Ethnomusicology
- History
- History and Philosophy
- Religious Studies
- Speech and Communication
- Theatre and Drama

#### Physical Science and Mathematics

- Astronomy
- Biology
- Chemistry
- Computer Science
- Geological Sciences
- Mathematics
- Physics
- Psychology (Psychology P101 may be applied as either Science and Mathematics or Social and Behavioral Science, depending on the campus.)
- Zoology

#### Social and Behavioral Science

- Anthropology
- Economics
- Geography
- Linguistics
- Political Science
- Psychology
- Social Work
- Sociology

### Associate of Science in Labor Studies (AS-LS)

At least 12 credit hours must be earned from Indiana University. No more than 15 credit hours may be earned within a single subject other than Labor Studies.

- **Labor Studies Core courses:** 15 credit hours

- **Labor Studies Additional courses:** 12 credit hours
- **Arts and Humanities courses:** 12 credit hours (ENG W131) and one additional writing course required.)
- **Math and Science courses:** 6 credit hours (One computer course recommended.)
- **Social and Behavioral Science courses:** 9 credit hours (One course in economics required. LS230 meets this requirement.)
- **Additional Credit Hours:** None required
- **Elective Courses:** 6 credit hours (Any course offered by IU fulfills elective requirements. Students are encouraged to focus their elective work in related subjects to complete a minor concentration.)

Total credit hours: 60

Required Areas Learning

The following are representative subjects in the three major required areas of learning:

#### Arts and Humanities

- Afro American Studies
- Classical Studies
- Comparative Literature
- English
- Fine Arts
- Folklore and Ethnomusicology
- History
- History and Philosophy
- Religious Studies
- Speech and Communication
- Theatre and Drama

#### Physical Science and Mathematics

- Astronomy
- Biology
- Chemistry
- Computer Science
- Geological Sciences
- Mathematics
- Physics
- Psychology (Psychology P101 may be applied as either Science and Mathematics or Social and Behavioral Science, depending on the campus.)
- Zoology

#### Social and Behavioral Science

- Anthropology
- Economics
- Geography
- Linguistics
- Political Science
- Psychology
- Social Work
- Sociology

### Certificate in Labor Studies

Requires 15 hours of core Labor Studies courses and 3 credit hours in Labor Studies additional courses, and 3 credit hours in each of the remaining required areas of learning.

- **Labor Studies Core Courses:** 15 credit hours
- **Labor Studies Additional courses:** 3 credit hours
- **Arts and Humanities courses:** 3 credit hours
- **Social Behavioral Science courses:** 3 credit hours
- **Elective courses:** none required

Total credit hours: 30

Required Areas of Learning

The following are representative subjects in the three major required areas of learning:

#### Arts and Humanities

- Afro American Studies
- Classical Studies
- Comparative Literature
- English
- Fine Arts
- Folklore and Ethnomusicology
- History
- History and Philosophy
- Religious Studies
- Speech and Communication
- Theatre and Drama

#### Physical Science and Mathematics

- Astronomy
- Biology
- Chemistry
- Computer Science
- Geological Sciences
- Mathematics
- Physics
- Psychology (Psychology P101 may be applied as either Science and Mathematics or Social and Behavioral Science, depending on the campus.)
- Zoology

#### Social and Behavioral Science

- Anthropology
- Economics
- Geography
- Linguistics
- Political Science
- Psychology
- Social Work
- Sociology

#### Minor in Labor Studies

For a Minor in Labor Studies, students must complete a total of 15 credit hours in Labor Studies courses. Six of these 15 credit hours must be in core Labor Studies Courses (100-200 level), which provide students with a foundation for further specialization in areas relevant to their individual career interests. The remaining nine of the 15 required credits are drawn from a broad range of additional 200, 300, and 400 level Labor Studies courses. These nine additional credit hours should be selected in consultation with the campus Labor Studies advisors or faculty.

## BSW in Social Work

### BSW in Social Work

This four-year degree program prepares students for generalist social work practice. It helps students develop the competence to apply knowledge, values, and skills to practice with individuals, small groups, organizations, and communities. The program also prepares students for graduate education. The BSW degree equips the practitioner to work with people who are encountering challenges related to personal or social circumstances. In addition, qualified graduates may apply for advanced standing to the IU School of Social Work or other MSW programs nationwide.

Following the equivalent of a minimum of two postgraduate years of supervised social work practice experience, BSW graduates of IU are eligible to apply for licensure by the state of Indiana. Upon successful completion of licensing requirements, the Indiana Professional Licensing Agency designates the BSW graduate a Licensed Social Worker (LSW). The BSW degree is offered on the Indianapolis (IUPUI), Bloomington (IUB), Gary (IUN) Richmond (IUE) and IUSB campuses. Students in the BSW Program must complete all sophomore and junior social work courses and achieve senior standing before enrolling in the senior social work courses. A few social work courses are offered at Columbus and on the Kokomo campus.

For specific information regarding the BSW Program, contact the appropriate campus below:

#### *IUPUI*

Education/Social Work Building 4138  
Indiana University  
School of Social Work  
902 W. New York Street  
Indianapolis, IN 46202-5154  
Telephone: (317) 274-5447  
Web: [socialwork.iu.edu](http://socialwork.iu.edu)  
Email: [ibarbosa@iupui.edu](mailto:ibarbosa@iupui.edu) (Ivette Barbosa)

#### *IU Bloomington*

Indiana University  
1127 E. Atwater Avenue  
Bloomington, IN 47401-3701  
Telephone: (812) 855-0484  
Web: [bloomington.socialwork.iu.edu](http://bloomington.socialwork.iu.edu)  
Email: [@](mailto:rosec@indiana.edu)

#### *IU East*

2325 Chester Boulevard  
Richmond, IN 47374-1289  
Telephone: (765) 973-8422  
Email: [@](mailto:@) (Edward Fitzgerald)

#### *IU Northwest*

3400 Broadway  
Dunes Medical/Professional Building, Room 3186  
Gary, IN 46408

Telephone: (219) 980-6703  
Email: [atamburr@iun.edu](mailto:atamburr@iun.edu) (Angela Tamburro)

### *IU South Bend*

DW 2218

1800 Mishaawaka Ave.

P.O. Box 7111

South Bend, IN 46634-7111

Telephone: (574) 520-4880

Email: [larryb@iusb.edu](mailto:larryb@iusb.edu) (Larry Bennett)

## Admission

Enrollment in the BSW program requires formal admission to the School of Social Work. The following are the minimum requirements for admission consideration:

- Regular admission to the university.
- Completion of a minimum of 12 credit hours.
- Satisfactory completion (grade of C or higher) of the required course SWK S141 Introduction to Social Work
- A minimum cumulative grade point average (GPA) of 2.5 on a 4.0 scale.
- Completion of Application for Admission to the BSW Program packet.
- Evidence of characteristics or potential required for competent social work practitioners as defined in the mission statement of the school. Such evidence may be derived from application materials, letters of reference, pertinent work or volunteer experience, and performance in S 141 Introduction to Social Work.

The BSW program on the **Richmond, and Gary campuses** uses a rolling admissions policy. These campuses accept applications throughout the year. However, applications must be received by **November 1** on the Indianapolis campus and December 1<sup>st</sup> on the Gary and Richmond campuses to be considered for the Spring semester and by **May 15** to be considered for the Fall semester. Applications received after those dates may be reviewed depending upon availability for spaces in the program but **are not guaranteed review** for the following semester.

On the **Bloomington** campus, to ensure consideration for fall enrollment in the junior classes, sophomores should apply by the priority deadline of **April 1**. In Indianapolis, the deadline is May 15th.

The most up-to-date admission information may be found online at [socialwork.iu.edu](http://socialwork.iu.edu).

## Degree Requirements

### Educational Requirements

The curriculum for the BSW degree consists of a minimum of 120 credit hours provided through required and elective courses. Of these credit hours, 42-45 credit hours are devoted to general/supportive liberal arts courses and 52 credit hours to social work courses. The remaining required credits are earned through elective courses. Students are free to select elective courses of their choice. The BSW program is offered on five IU campuses:

Bloomington, East, Gary, Indianapolis, and South Bend. Students in the BSW program must successfully complete all freshman, sophomore and junior social work courses and achieve senior standing, as defined by the BSW program, before enrolling in the senior year course work.

### Credit for Life Experience

Academic credit for life experience and previous work experience is not given in whole or in part toward the social work degree.

### General Education Requirements\*

General education course requirements vary by campus.

Students are expected to meet the general education requirements specific to the campus to which they are applying.

The BSW Program has basic general educational requirements consistent across campuses. The BSW general education area course requirements are divided into four areas and appear below. Work with your BSW Academic Advisor to ensure you meet both the campus and BSW general education requirements.

#### Arts and Humanities (5 courses)

- English Composition (2 courses)
  - Elementary Composition
  - Professional Writing Skills
- Modern American History (1 Course)
- A minimum of one course designated as Arts and Humanities courses or an equivalent on the student's campus

#### Biological Sciences (1 course)

- One course in human biological sciences

#### Mathematics (1 courses)

- Mathematics (one course designated as at least a minimum general education requirement on that student's campus)

#### Supportive Area Requirements (4 courses)

The supportive area requirements link the general requirements with the social work courses. All BSW students must take the following six specific requirements:

- Introductory Psychology
- American Government
- Introduction to Sociology
- A 300 Level Psychology Course

#### Social Work Requirements (17 courses)

Course offers vary by campus. It is essential that you consult your advisor for educational planning to ensure timely completion of the BSW program.

- S102 Understanding Diversity in a Pluralistic Society (3 cr.)
- S141 Introduction to Social Work (3 cr.)
- S221 Human Growth and Development in the Social Environment (2 cr.)

- S251 History and Analysis of Social Welfare Policy (3 cr.)
- S331 Generalist Social Work Practice I: Theory and Skills (3 cr.)
- S322 Small Group Theory and Practice (3 cr.)
- S332 Generalist Social Work Practice II Theory and Skills (3 cr.)
- S352 Social Welfare Policy and Practice (3 cr.)
- S371 Social Work Research (3 cr.)
- S423 Organizational Theory and Practice (3 cr.)
- S433 Community Behavior and Practice with a Generalist Perspective (3 cr.)
- S442 Integrated Practice-Policy Seminar (3 cr.)
- S472 Social Work Practice Evaluation (3 cr.)
- S481 Social Work Practicum 1 (6 cr.)
- S482 Social Work Practicum II (7 cr.)

## Certificates & Other Degrees

### Social Welfare Advocacy Minor-IUB

The Indiana University Bloomington School of Social Work offers a 15 credit minor\* that will provide students with the knowledge and skills to engage in advocacy on social welfare issues. The minor demonstrates interest in social welfare and prepares citizens for advocacy roles. The requirements are listed below.

#### The following courses are required:

- SWK-S102 Understanding Diversity in a Pluralistic Society (3 cr.)
- SWK-S141 Introduction to Social Work (3 cr.)+
- SWK-S251 History and Analysis of Social Welfare Policy (3 cr.)
- SWK-S 352 Social Welfare Policy & Practice (3 cr.)

**Plus any 3 credit SWK-S 300 Selected Topics in Social Work\* courses listed below: (Not all S300 topics are offered on the Bloomington campus):**

- Child Abuse and Associated Issues
- Contemporary Issues in Domestic Violence
- Computer Technology for Social Workers
- Crisis Intervention
- Developmental Issues for Gay, Lesbian and Bisexual People
- Developmental Issues for Transgender People
- Expressive/Art Therapy Techniques for Social Workers
- Family Life Education
- Global Society: Human, Economic, Social, and Political Issues
- Interprofessional Collaboration in Urban Schools and Communities
- Poverty in the United States
- Substance Abuse and Social Services
- Working with Families
- Contemporary Issues in Domestic Violence

\*Students in the College of Arts and Sciences will be required to complete 18 credit hours for the minor supplementing the courses above with a second S300 topics course

To declare the Social Welfare Advocacy Minor, please contact Colleen Rose, Student Services Coordinator at [rosec@indiana.edu](mailto:rosec@indiana.edu).

### Child Abuse and Neglect Certificate - IUPUI

The School of Social Work at IUPUI offers a certificate in Child Abuse and Neglect at the undergraduate level. The certificate is open to social work and non-social work students.

Certificate in Child Abuse and Neglect course requirements are as follows:

Theoretical Foundation: 6 credit hours required - 3 hours must be from the Diversity Course.

- S102 Understanding Diversity in a Pluralistic Society (REQUIRED) 3 Credits, offered online
- S221 Human Behavior and Social Environment, 3 Credits offered online

OR

- B310 Life Span Development, 3 Credits
- Public Policy Foundation, 3 Credit hours (REQUIRED)
- S332 Generalist Social Work Practice II: Theory and Skills
- S251 History and Analysis OF Social Welfare Policy, 3 Credit, offered online

OR

- Y213 Introduction to Public Policy, 3 Credits

Specific Content: 12 credit hours required; one course on substance abuse and one course on families is highly recommended

- S305 Introduction to Child Protection, (REQUIRED) 3 Credits
- S201 Introduction to Case Management, 3 Credits offered online (REQUIRED)
- S281 Introduction to Field Experience 3 Credits
- S180 Exploring Child Welfare in Indiana, 3 Credits offered online
- S306 Crisis Intervention, 3 Credits offered online
- S309 Working with Families 3 Credits
- S300 Domestic Violence, 3 Credits offered online
- R 314 Families and Society, 3 Credits
- B 396 Alcoholism and Drug Abuse, 3 Credits
- S410 Alcohol, Drugs, and Society (Pre-reg. R100) 3 Credits
- S442 Practice-Policy Seminar in Fields of Practice: Public Child Welfare OR Substance Abuse Or Children and Families, 3 Credits offered online

### Labor Studies Certificate degree requirements

A Certificate in labor studies requires the completion of 30 credit hours. Contact the Labor Studies Office on your campus for further information.

The **Associate of Science in Labor Studies**, requires a total of 60 credit hours. At least 12 credit hours must be earned from Indiana University. No more than 15 credit hours may be earned within a single discipline other than labor studies.



A *minor* in Labor Studies requires the completion of 15 credit hours in labor studies courses. Each IU campus may have different policies that apply to minors. Contact the Labor Studies Office on your campus for further information.

## Graduate Programs

### Master of Social Work

In recognition of the time and geographic constraints of many students who seek professional social work education, the Indiana University School of Social Work offers programs of study leading to the 60 credit hour MSW degree. The Indianapolis campus offers a two-year full-time program, a three-year part-time evening program, a three-year part-time Saturday program, and an Advanced Standing Program option. (The Advanced Standing Program is designed for students with a strong academic record who have earned a Bachelor of Social Work [BSW] degree from a program accredited by the Council on Social Work Education within the last five years.) Indiana University South Bend offers a three-year part-time evening program. Indiana University Northwest offers a three or four-year part-time evening program. The school also offers a three-year part-time program at IPFW administered by the main campus at IUPUI with admissions every 3rd year beginning. Indiana University East offers a three-year part-time program with admissions every 3rd year beginning in 2005. These campuses also have an Advanced Standing Option.

The general goal of the programs is preparation for advanced social work practice. In addition to generalist knowledge and skills, the programs provide an opportunity for development of special competence in child welfare, school social work, mental health and addictions, health, leadership and advanced generalist practice. Educational resources for students in the program include a substantial library, an audiovisual center, student computer modules, and diversified field instruction settings throughout the state

#### International Students/International Degrees

Applicants who are not citizens of the United States should apply as early as possible preceding the fall in which they wish to enter. They must fill out the international application and the Indiana University School of Social Work application by the posted deadlines. They also must provide proof of their ability to pay fees and support themselves adequately during the period of their study and, through examinations designated by the school, must demonstrate an ability to comprehend, write, and speak English at an acceptable level.

**International students or any person holding a degree obtained outside of the United States should request an international application from the following address:**

International Affairs  
IUPUI  
902 W. New York Street, ES2126  
Indianapolis, IN 46202-5154  
Telephone: (317) 274-7000  
E-mail: @

#### Transfer Students

A limited number of transfer students from other accredited MSW programs may be accepted each year. Master of Social Work students interested in transferring to Indiana University must complete an application for admission to the program. Upon receipt of the completed application, the M.S.W. program director and the chair of the admissions committee will review the materials and decide if the applicant will be accepted into the program. If accepted, the MSW program director will analyze the student's transcript and course syllabi to determine which credits earned in another accredited social work program will transfer to Indiana University. In all circumstances, however, the transfer student must complete all required courses in their chosen Concentration Curriculum.

#### Non-MSW Students

With permission of the school, Indiana University students enrolled in other graduate degree programs or persons possessing the MSW degree may request permission to enroll in selected elective courses within the program. Enrollment of nondegree students is restricted by the availability of space and faculty. Persons interested in such enrollment are required to request permission by writing to the Director of the MSW Program on the campus they plan to attend.

### Admission

#### Admission Requirements

Professional social work education requires students at the master's level to undertake a rigorous program of classroom and practice work. The Indiana University School of Social Work seeks to admit individuals who have demonstrated competency through previous academic work, professional achievements, and volunteer commitments. A strong commitment to social justice and service to others should be evident in the application.

Admission information for all of the MSW programs may be obtained from:

#### Master of Social Work

*Indianapolis*

*IUPUI*

Education/Social Work Building 4134  
Indiana University  
School of Social Work  
902 W. New York Street  
Indianapolis, IN 46202-5154  
Telephone: (317) 278-6085  
Web: [www.socialwork.iu.edu](http://www.socialwork.iu.edu)  
Email: [zfitzger@iupui.edu](mailto:zfitzger@iupui.edu) Z. Yvonne Fitzgerald

*Bloomington*

*IUB*

1127 East Atwater Avenue  
Bloomington, IN 47401  
Telephone: (812) 855-0484  
Web: [www.socialwork.iu.edu](http://www.socialwork.iu.edu)  
Email: [rose@indiana.edu](mailto:rose@indiana.edu) Colleen Rose

**Gary**

IU Northwest  
3400 Broadway  
Gary, IN 46408-1197  
Telephone: (219) 980-7111  
Web: <http://www.iun.edu/social-work/msw-dgree/index.htm>

Email: [socnw@iun.edu](mailto:socnw@iun.edu) Darlene Lynch

**South Bend**

IU School of Social Work South Bend  
MSW Admissions

Wiekamp Hall # 2218

1800 Mishawaka Ave.

P.O. Box 7111

South Bend, IN 4

Web: [socialwork.iusb.edu/MSW/](http://socialwork.iusb.edu/MSW/)

email: [dbanic@iusb.edu](mailto:dbanic@iusb.edu) (Diane Banic)

**Fort Wayne****IPFW**

MSW Admissions:  
Education/Social Work Building 4134  
Indiana University School of Social Work  
902 W. New York Street  
Indianapolis, IN 46202-5154  
Telephone: (260) 481-6081  
Web: <http://www.ipfw.edu/msw/>

Email: [jnes@iupui.edu](mailto:jnes@iupui.edu) Jan Nes

**Richmond****Indiana University East**

Tom Raper Hall, TR 150  
2325 Chester Blvd.  
Richmond, IN 47374  
Telephone: (765) 973-8535

<http://www.iue.edu/socialwork/msw/>

Email: [lmelody@iue.edu](mailto:lmelody@iue.edu) (Linda Meldody-Cottingham)

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Enrollment in the MSW program requires official admission to the Indiana University School of Social Work. A limited number of students are admitted each year. The following items are the minimum requirements for consideration for admission:

1. An earned bachelor's degree from an accredited college or university
2. Evidence of course work in liberal arts

3. Successful completion of a minimum of six courses in social or behavioral sciences, as defined in the application packet
4. Successful completion of a course in statistics
5. An earned cumulative undergraduate grade point average (GPA) of at least 3.0 on a 4.0 scale for the final 60 credit hours of the degree
6. Submission of the completed application packet by the due date

Applications are available in early fall of the year preceding admission. Information pertaining to the deadlines, requirements, and program details can be found in the application packet on the School's website [www.socialwork.iu.edu](http://www.socialwork.iu.edu). Applicants can apply to only one location and one specific program per year. All applicants are encouraged to submit applications as soon as possible and well before the final application date. The MSW admissions committee will make all decisions and notify students in the spring. Applications are evaluated on the basis of the six criteria outlined above. Admission is competitive and the instructional resources of the school determine total enrollment.

## **MSW Programs of Study - Indianapolis campus**

The Indiana University School of Social Work provides several programs of study leading to the MSW degree. Each program requires 60 credit hours of graduate-level course work.

### **Two-Year Full-Time Program**

The Two-Year Full-Time Program consists of two years of course work taken over four academic semesters. A limited number of concentration year courses may be taken during the summer.

### **Part-Time Saturday Program**

The Part-Time Saturday Program enables students to complete the Foundation and Intermediate Curricula (the first 30 credit hours of the program) over two calendar years. Classroom courses are offered on Saturdays. Students begin this program in the second summer semester semester. Following completion of the Intermediate Curriculum, part-time Saturday students are required to complete the Concentration Curriculum (the final 30 credit hours of the program) with most classes and internships held during the week (usually Monday through Thursday). The complete program requires at least three calendar years.

### **Part-Time Evening Program**

The Part-Time Evening Program enables students to complete the Foundation and Intermediate Curricula (the first 30 credit hours of the program) over two calendar years. Classroom courses are offered on weekday evenings. Students begin this program in the second summer semester. Part-time evening students are required to complete the Concentration Curriculum (the final 30 credit hours of the program) with most classes and internships held during the week (usually Monday through Thursday).

### **Advanced Standing Programs**

Students holding undergraduate social work degrees may be eligible for this program, which begins at various times based on the cohort chosen. The following are specific requirements for consideration for admission to the advanced standing program:

1. Graduation within five years from a baccalaureate social work program (BSW) accredited by the Council on Social Work Education.
2. Successful completion of a statistics course.
3. A cumulative grade point average of at least 3.0 on a 4.0 scale.
4. A cumulative grade point average of at least 3.0 in all social work courses taken prior to admissions committee action. Accordingly, applicants to the Advanced Standing Program must provide the admissions committee with an official transcript. Senior B.S.W. students must provide a transcript including the fall semester (or winter quarter) grades of their senior year.
5. Evidence of characteristics and/or potential required for competent social work practice as defined in the mission statement of the school. Such evidence may be derived from application materials, letters of reference, and/or pertinent work or volunteer experience.
6. A reference letter is required from a full-time faculty member of the applicant's undergraduate program.

#### Accelerated Program

Students with a strong BSW academic record may apply for the Advanced Standing Accelerated Program on the IUPUI campus. Students who are accepted into this program receive special credit for the foundation courses required. Then they complete the intermediate course work through intensive study and practicum during the summer sessions. This program begins in May and is full-time for one calendar year.

#### Part-time Advanced Standing Program

Students with a strong BSW academic record, but are unable to attend the MSW Program on a full-time basis, are eligible to apply to one of the other part-time programs offered on the IUPUI campus, while receiving special credit for the foundation courses required.

#### Indiana Partnership for Social Work Education in Child Welfare

The Child Welfare Scholarship Program is offered to students involved in the Indiana Partnership for Social Work Education in Child Welfare, funded in part by Title IV-E, and enables students to complete the Foundation and Intermediate Curriculum (the first 30 credit hours of the program) over two calendar years. Eligibility for the Title IV-E program is limited to current employees of the Indiana Department of Child Services. Students begin the program by enrolling in their first courses during the second summer semester. Students are allowed to apply for one of the other IUPUI cohorts and will request IV-E status and funding. The schedule will then match the identified cohort.

## Curriculum

**Social work is a dynamic profession concerned with the changing needs of**

**people and society. To respond to such needs, the curriculum of the School of Social Work undergoes continuing review by the faculty with the participation of students, members of the practice community, and others. Students must complete 60 credit hours of graduate-level course work in order to meet the minimum requirements for the Master of Social Work degree. All students complete a common 15 credit Foundation Curriculum and 15 credit Intermediate Curriculum that emphasize a generalist perspective for social work practice. The Intermediate Curriculum includes a one-semester practicum of a minimum of 320 clock hours. Following that, students complete a Concentration Curriculum that prepares them for advanced practice in child welfare, mental health and addictions, health, school social work, leadership or advanced generalist practice. The Concentration Practicum of a minimum of 640 clock hours is usually completed over two semesters. All Foundation and Intermediate Curriculum course work must be completed before students are eligible to enroll in any required courses in the Concentration Curriculum.**

The overall objectives of the Foundation and Intermediate Curricula of the MSW program include development of

- basic, generalist competence applicable to a broad range of social work practice;
- basic competence at all levels: individual, family, groups, communities, and organizations;
- basic competence for practice in social service delivery systems.

The overall objectives of the Concentration Year include development of special competence in a concentration area.

Typical course arrangements for students admitted to the MSW program are shown below.

#### Foundation Curriculum (15 cr.)

- S501 Professional Social Work at the Masters Level: An Immersion
- S502 Research I
- S503 Human Behavior & the Social Environment I
- S504 Professional Practice Skills I
- S505 Social Policy Analysis and Practice

#### Intermediate Curriculum (15 cr.)

- S513 Human Behavior & the Social Environment II
- S514 Practice with Individuals, Families, and Groups I

- S516 Social Work Practice II: Organizations, Communities, and Societies
- S517 Assessment in Mental Health and Addictions
- S555 Social Work Practicum I (3 cr.)

### **Concentration Curriculum (30 cr.) Child Welfare**

- S618 Social Policy and Services II: Child Welfare
- S623 Practice Research Integrative Seminar I
- S632 Child Welfare Practice I: Working with Children Impacted by Violence in the Family
- S633 Child Welfare Practice II: Working with Diverse and Transitioning Families
- S634 Group and Community-Based Practice with Children and Families
- S636 Special Topics in Social Work Practice with Children and Families: Involuntary Populations, Addictions and Domestic Violence
- S651 Practicum II and S 652 Practicum III
- S661 Executive Leadership Practice

### **School Social Work**

- S616 Social Work Practice in Schools
- S 618 Social Policy and Services II: Schools
- S619 Social Work Practice with Children and Adolescents
- S623 Practice Research Integrative Seminar I
- S632 Child Welfare Practice I
- S651 Practicum II and S 652 Practicum III
- S661 Executive Leadership Practice
- 3 additional credit hours of other 600-level courses

### **Leadership**

- S618 Social Policy and Services II
- S623 Practice Research Integrative Seminar I (Program Evaluation)
- S651 Practicum II and S 652 Practicum III
- S661 Executive Leadership Practice
- S662 Fiscal Management and Resource Development
- S663 Leveraging Organizations, Communities, and Political Systems
- S664 Designing Transformational Programs
- 3 additional credit hours at the 600-level

### **Mental Health and Addictions**

- S618 Social Policy and Services II: Mental Health and Addictions
- S623 Practice Research Integrative Seminar I
- S651 Practicum II and S 652 Practicum III
- S661 Executive Leadership Practice
- S683 Community-Based Practice in Mental Health and Addictions\*
- S685 Mental Health and Addictions Practice with Individuals and Families
- S686 Social Work Practice: Addictions (3 cr.)
- S687 Mental Health and Addictions Practice with Groups

### **Health**

- S618 Social Policy and Services II: Health
- S623 Practice Research Integrative Seminar I
- S651 Practicum II and S 652 Practicum III

- S661 Executive Leadership Practice
- S692 Practice Skills for Health Care Settings
- S693 Practice with Individuals, Families & Communities in Healthcare Settings
- S694 Practice with Older Adults
- S696 Confronting Loss, Grief, Death and Bereavement

### **Educational Requirements**

Students are admitted on the assumption that they have the potential academic ability and personal suitability for completing the professional program in which they are enrolled. All students in the MSW program are expected to maintain the standards established by the School of Social Work and those held by the social work profession. In order to detect possible problems, the School of Social Work reviews students' performance periodically.

The Master of Social Work degree is recommended by the school and conferred by the university. Students must successfully complete 60 credit hours of required and elective courses carrying graduate credit. Each student is expected to follow the university and school schedules and dates for completion of requirements, including completion of all work within five calendar years from the time of first enrollment.

### **Liability Insurance**

Students are required to carry professional liability insurance. Under the school's blanket policy, the cost of insurance is included in the student's practicum course fee.

### **Credit for Life Experience**

Academic credit for life experience and previous work experience is not given in whole or in part toward the social work degree.

## **Ph.D. & Pre-Doc**

- Ph.D Admission
- Ph.D Requirements

The Pre-Doc Exploratory Option allows prospective doctoral students to test their interest in and commitment to doctoral education. The program provides students with the time to gain the information and experience needed to make an informed decision about formal application to the program. This option permits qualified students to enroll in up to three of the school's regular Ph.D. foundation courses and to complete up to 9 credit hours of doctoral course work before deciding to apply formally to the program. If a student later applies and is accepted to the regular Ph.D. program, credits earned during the pre-doc phase will automatically apply toward the Ph.D. degree.

Participation in the Pre-Doc Exploratory Option does not guarantee acceptance into the PhD program. It does, however, provide a unique opportunity for students to explore that possibility. Courses counted toward the PhD degree must be completed within seven years of passing the required qualification examination.

Applicants to the Pre-Doc Exploratory Option should have earned master's degree in social work or a related field. Admission to the PreDoc Option is based on evaluation of:

1. An online application
2. A professional resume
3. Official copies of all baccalaureate-and master's-level transcripts. A graduate grade point average of at least 3.5 on a 4.0 scale is preferred.
4. At least one letter of reference
5. A sample of scholarly writing
6. A 500-word written statement that outlines the applicant's reasons for seeking enrollment in the Pre-Doc Exploratory Option

Applications for the Fall semester should be submitted by April 1st. PhD Students enrolled in the Pre-Doc Exploratory Option are strongly encouraged to complete S 718 and S 721 as part of their program of studies. The following is a list of other S 700 level courses:

- S710 Social Work Theories of Human and Social Behavior (3 cr.)
- S712 International Social Development in a Global Context (3 cr.)
- S718 Intermediate Statistics for Social Work (3 cr.)
- S720 Philosophy of Science and Social Work (3 cr.)
- S724 Theory, Practice, and Assessment of Social Work Teaching (3 cr.)
- S726 Advanced Social Work Research: Qualitative Methods (3 cr.)
- S727 Advanced Social Work Research: Quantitative Methods (3 cr.)
- S728 Advanced Statistics for Social Work
- S730 Proseminar on Social Work Policy Analysis (3 cr.)

For additional information contact:

Margaret Adamek, PhD Program Director  
 Education/Social Work Building 4138  
 Indiana University  
 School of Social Work  
 902 W. New York Street  
 Indianapolis, IN 46202-5154  
 Telephone: (317) 274-6730  
 E-mail: @ Margaret Adamek

## Ph.D Admission

### Admission Requirements

All applicants to the PhD program must have a master's degree in social work or a related field. Admission to the PhD program is based on evaluations of

1. an online application
2. a professional resume
3. undergraduate and graduate transcripts
4. three letters of reference
5. an example of the applicant's scholarly writing
6. a 750-word statement of purpose
7. Graduate Record Examination General Test scores taken within the last five years
8. TOEFL scores for international applicants

### Application Deadline

Applications for the full-time PhD Program are due February 1 for admission in the following fall semester. For application materials and further information, write to:

PhD Admissions

Education/Social Work Building 4138  
 Indiana University  
 School of Social Work  
 902 W. New York Street  
 Indianapolis, IN 46202-5154  
 Telephone: (317) 274-6730  
 E-mail: @ Margaret Adamek

## Ph.D Requirements

### Course Requirements

The student must complete a total of 90 credit hours, including dissertation and research internship. Candidates for the PhD degree may be granted up to 30 hours of graduate credit from other institutions as follows:

- Of the 30 graduate transfer credit hours counted toward the PhD degree in social work, 15 of these credits must be in an area directly related to research (e.g., research methods, statistics, a mentored research project, etc.).
- Of these 15 research-related credit hours, at least 6 credits must have been completed within three calendar years prior to the date the student enrolls in his/her first doctoral class following acceptance into the PhD program.
- All 15 research transfer credits must have been successfully completed as prerequisites for the two advanced research methods courses (S 726 and S 737), the Research Internship (S 725), and the advanced statistics course (S 728).
- Any or all of the 15 research transfer credits may be taken prior to acceptance into the PhD program and in addition to the 9 credit hours associated with the Pre-Doc Option.
- All students must have successfully completed a graduate-level statistics course within three calendar years prior to enrolling in the required advanced statistics course. Students who have completed a statistics course more than three years prior to enrolling in the advanced statistics course may petition the director of the PhD program to test out of this requirement.
- Any research transfer credits not completed prior to acceptance into the PhD program must be completed as part of the student's doctoral studies in accordance with the above provisions.
- Foundation research courses offered by the program include S 718, S 721, and S 790.

All courses credited toward the PhD degree must have a minimum grade of B and must receive written approval from the School of Social Work PhD Program Committee and the Dean of the University Graduate School. Specific program requirements include:

- professional social work component (33 cr.)
- specialization component (18 cr.)
- research component (21 cr.)
- research internship (6 cr.)
- dissertation (12 cr.)

All students in the PhD program, with the approval of the program director, will select 3 faculty members to serve as their academic advisors throughout their doctoral studies, one of whom will represent the student's area of specialization outside the School of Social Work.

### Qualifying Examination Process

The qualifying examination process is comprehensive and integrative in nature. Specific guidelines for the completion of the qualifying process are available from the PhD Program Director. Admission to Candidacy following the passing of the qualification examination and the completion of all course work, the student's advisory committee will submit a Nomination to Candidacy Form to the University Graduate School. Upon approval of the Dean, the student will be admitted to candidacy and awarded a Certificate of Candidacy.

### Research Proposal

After nomination to candidacy, the student, with the approval of the Program Director, will select a research committee of no fewer than four faculty members, including one member outside of the School of Social Work. This committee must approve the proposed dissertation topic.

### Final Examination

The final examination is the oral defense of the dissertation.

## Courses

In the course listings, the abbreviation "P" refers to prerequisite and "C" indicates corequisite courses. This bulletin lists only the social work prerequisite and corequisite courses. A list of the specific prerequisite and corequisite courses from the general and supportive area requirements needed for social work courses can be requested from the B.S.W. program office on the campus of your choice.

### B.S.W.

**SWK-S 102 Understanding Diversity in a Pluralistic Society (3 cr.)** P: or C Elementary Composition. This course covers theories and models that enhance understanding of our diverse society. It provides content about differences and similarities in the experiences, needs and beliefs of selected minority groups and their relation to the majority group. These groups include, but are not limited to, people of color, women, gay, lesbian, and bisexual persons. This course analyzes the interrelationship of race, class, age, ethnicity, and gender and how these factors influence the social values regarding economic and social justice.

**SWK-S 141 Introduction to Social Work (3 cr.)** P: or C. Elementary Composition. This course is an introduction to the profession of social work and the philosophical, societal, and organizational contexts within which professional social work activities are conducted. It provides the opportunity for students to explore their interest in and potential for a career in social work. It introduces the knowledge, skills and values of social work as a profession and explores the role of social workers within the broad area of social welfare and social services.

**SWK-S 221 Human Growth and Development in the Social Environment (3 cr.)** This course assists the undergraduate social work student in building a foundation for understanding human behavior and development in diverse contexts across the life course. The course emphasizes the interdependence of dynamic interactions between a person and that individual's environment,

and thus introduces students to implications for human development through a person-in-environment lens.

**SWK-S 251 History and Analysis of Social Welfare Policy (3 cr.)** This course is designed to provide a historical perspective on the evolution of social welfare policies and programs and allow students to develop beginning policy analysis skills so that students will be able to identify gaps in the service delivery system and inequitable or oppressive aspects of current policy delivery. Students acquire knowledge of the prevailing social, political, ideological, and economic contexts that gave rise to the various social welfare policies and programs and have influenced how programs and policies have changed over time.

**SWK-S 322 Small Group Theory and Practice (3 cr.)** P: or C S221. The course examines the significance of the small group as both the context and means for social development of individuals and as a vehicle for generalist practice. It includes discussion of the individual as a member of a variety of groups, including the family. The course covers group theories as well as mezzo practice strategies. Generalist social work practice recognizes the importance of groups in the life of individuals and societies. Groups are one of the most important vehicles for the social development of the individual as well as one of the basic structures by which a society organizes itself.

**SWK-S 331 Generalist Social Work Practice I: Theory and Skills (3 cr.)** P: or C S221 & Elementary Composition. This course focuses primarily on the application of basic generalist social work skills that demonstrate an understanding and application of the continuum of social work practice in the helping relationship. The course focuses on the beginning phase of the problem-solving process and related skills. This course is designed to provide students with a beginning understanding of generalist social work practice. It uses a range of perspectives including strengths perspective, empowerment perspective and person-in-environment perspective.

**SWK-S 332 Generalist Social Work Practice II: Theory and Skills (3 cr.)** P: S331 & S251 Social Welfare Policy. P or C S322 & S352 This practice course examines the middle and ending phases of the helping process and related skills. Students explore the helping relationship with various client system sizes, impact of agency policies and procedures upon practice and resolution of clients' problems; practice evaluation. Generalist Social Work Practice II: Theory and Skills focuses primarily on application of basic social work skills that demonstrate understanding and application of the continuum of social work practice at the middle and ending phases of the helping relationship.

**SWK-S 352 Social Welfare Policy and Practice s (3 cr.)** P: S251. This second course in social welfare policy builds on S251 by exploring in depth the current social welfare delivery system through policy analysis using a variety of frameworks and developing policy practice skills. The course also develops beginning policy practice skills so that students will know how to work toward social change congruent with social work ethics and the profession's commitment to social and economic justice.

**SWK-S 371 Social Work Research (3 cr.)** P: Junior standing according to the social work curriculum. The

general goal of this basic social science research methods course is to introduce and develop skills needed to conceptualize a problem, make use of available literature, design a research strategy, evaluate, organize, and integrate relevant data (both existing and new), derive useful solutions based on knowledge, and communicate those solutions to clients and colleagues. The attainment of this goal will prepare students to continue their own professional education, contribute to the development of the profession as a whole, and maintain their service to clients at a standard commensurate with the current level of knowledge.

**SWK-S 423 Organizational Theory and Practice (3 cr.)**

This course provides the theoretical and conceptual foundation for understanding organizational functioning and behavior, and introduces the knowledge and skills necessary for generalist social work practice and leadership within an organizational context. The course assists the undergraduate social work student in building a knowledge base about organizations and organizational life from the perspective of consumers, practitioners, and leaders.

**SWK-S 433 Community Behavior and Practice within a Generalist Perspective (3 cr.)**

P: All junior level social work courses. C: S472 & S482 This course provides the theoretical foundation for community functioning and behavior and the knowledge and skills of community interventions designed to mitigate social, political and economic injustice and bring social change. The orientation of this course is primarily based on systems theory, the ecological and strengths perspectives and concepts of conflict, power, empowerment, corporate domination, global interconnections, and advocacy.

**SWK-S 472 Social Work Practice Evaluation**

(3 cr.) P: All 300 level courses. C: S423 & S482. This course provides students with the knowledge and skills needed to evaluate their own practice and the effectiveness of social service programs within which they work, as well as to become critical consumers of the professional literature to guide their practice. This course reviews a variety of evaluation designs, methodologies and techniques applicable to evaluating generalist social work practice. Attention is given to the social work practice continuum of problem definition, goal setting, intervention and evaluation of goal attainment.

**SWK-S 481 Social Work Practicum I (6 cr.)** P: All 300 level courses. P or C S423 & S442. Field education provides the opportunity for social work students to demonstrate competency in practice, integrating knowledge, values and skills gained in the professional education curriculum. The first practicum experience in the Bachelor of Social Work program allows the student to develop and demonstrate beginning practice competency, laying the foundation for the final field experience (S482). S481 Social Work Practicum I builds upon the theoretical and experiential learning of both S231 Generalist Social Work Practice I: Theory and Skills and S332 Generalist Social Work Practice II: Theory and Skills both taught during the Junior year. S481 Social Work Practicum I affords the student an opportunity to make application of practice knowledge, values, and skills within an organizational structure of a human service agency. In the agency settings, students are expected to demonstrate beginning competency in working with clients, utilizing

community resources, interacting with other professionals, and in functioning effectively within an organization. Furthermore, students are expected to identify and work to alleviate (at a beginning level) oppressive conditions in the lives of their clients.

**SWK-S 482 Social Work Practicum II (7 cr.)** P: S481.

P or C: S433 & S472. This course is the continuation of S481 agency-based field experience which provides opportunities for students to demonstrate the practice behaviors outlined in the competencies defined by the Council on Social Work Education (CSWE) in preparation for professional practice at the BSW level. Demonstration of competencies requires the application and integration of classroom concepts and principles and the development of skills for generalist practice.

**SWK-S 442 Integrated Practice/Policy Seminar: Case Management (3 cr.)**

This course focuses the student upon a specific field of social work practice in increased depth, provides further opportunity for synthesis of student learning from previous courses, and seeks to integrate social welfare policies and policy analysis with social work practice. Students will be expected to integrate the theoretical content from previous coursework and the content presented in this course with opportunities for practical application. The course emphasizes the value base of social work practice and its commitment to social and economic justice as students identify and analyze ethical dilemmas found in generalist practice. Students will be expected to explore the recent literature to build knowledge for the demonstration of research-informed practice in a specific area such as Addictions, Children & Families, Mental Health, Aging and Health Care.

**M.S.W.**

**Ph.D.**

**Labor Studies Courses**

**LSTU-L 100 Survey of Unions and Collective Bargaining (3 cr.)**

This course includes coverage of historical development, labor law basics, and contemporary issues. It also discusses a survey of labor unions in the United States, focusing on their organization and their representational, economic, and political activities.

**LSTU-L 101 American Labor History (3 cr.)**

This course explores the struggles of working people to achieve dignity and security from social, economic, and political perspectives. It also explores a survey of the origin and development of unions and the labor movement from colonial times to the present.

**LSTU-L 104 Labor History (3 cr.)**

This course serves as an orientation for the study of labor history. It explores both critical and historical methodologies based on primary and secondary sources, and interpretations. Discussions focus on selective questions and events.

**LSTU-L 110 Introduction to Labor Studies: Labor and Society (3 cr.)**

This course introduces students to the interdisciplinary and advocacy approach of labor studies. Exploring labor's role in society, the class will look at how unions have changed the lives of working people and contributed to better social policies. Discussions will highlight the relationship of our work lives to our non-work

lives and will look at U.S. labor relations in a comparative framework.

**LSTU-L 200 Survey of Employment Law (3 cr.)** This course explores statutes and common-law actions protecting income, working conditions, and rights of workers. Topics include workers' compensation, unemployment compensation, fair labor standards, Social Security, retirement income protection, and privacy and other rights.

**LSTU-L 201 Labor Law (3 cr.)** This course reviews a survey of the law governing labor-management relations. Topics include the legal framework of collective bargaining, problems in the administration and enforcement of agreements, and protection of individual employee rights.

**LSTU-L 203 Labor and the Political System (3 cr.)** This course examines federal, state, and local governmental effects on workers, unions, and labor-management relations; political goals; influences on union choices of strategies and modes of political participation, past and present; relationships with community and other groups.

**LSTU-L 205 Contemporary Labor Problems (3 cr.)** This course examines some of the major problems confronting society, workers, and the labor movement. Topics may include automation, unemployment, international trade, environmental problems, minority and women's rights, community relations, and changing government policies.

**LSTU-L 210 Workplace Discrimination and Fair Employment (3 cr.)** This course examines policies and practices that contribute to workplace discrimination and those designed to eliminate it. It explores effects of job discrimination and occupational segregation. It analyzes Title VII, the Americans with Disabilities Act, and related topics in relation to broader strategies for addressing discrimination.

**LSTU-L 220 Grievance Representation (3 cr.)** This course looks at union representation in the workplace. It evaluates uses of grievance procedures to address problems and administer the collective bargaining agreement. It also explores analyses of relevant labor law and the logic applied by arbitrators to grievance decisions. Students learn about the identification, research, presentation, and writing of grievance cases.

**LSTU-L 230 Labor and the Economy (3 cr.)** This course analyzes aspects of the political economy of labor and the role of organized labor within it. It emphasizes the effect on workers, unions, collective bargaining of unemployment, investment policy, changes in technology and corporate structure. It also explores patterns of union political and bargaining responses.

**LSTU-L 231 Globalization and Labor (3 cr.)** This course explores the globalization of trade, production, and migration and the effects of these processes on American Workers. Through reading, discussion, and problem formation, students will critically think about the ways global processes and policies impact American Workers' daily lives, analyze existing historical and current justifications of offshore production and the dismantling of barriers to trade and investment, and explore alternatives to these policies.

**LSTU-L 240 Occupational Health and Safety (3 cr.)**

This course reviews elements and issues of occupational health and safety. It emphasizes the union's role in the implementation of workplace health and safety programs, worker and union rights, hazard recognition techniques, and negotiated and statutory remedies—in particular the OSHA Act of 1970.

**LSTU-L 250 Collective Bargaining (3 cr.)** This course emphasizes development and organization of collective bargaining in the United States, including union preparation for negotiations; bargaining patterns and practices; strategy and tactics; economic and legal considerations.

**LSTU-L 251 Collective Bargaining Laboratory (1-3 cr.)**

L250 is either a prerequisite or a corequisite. This course provides collective bargaining simulations and other participatory experiences in conjunction with L250.

**LSTU-L 255 Unions in State and Local Government (3 cr.)**

This course explores union organization and representation of state and municipal government employees, including patterns in union structure, collective bargaining, grievance representation, and applicable law.

**LSTU-L 260 Leadership and Representation (3 cr.)**

This course evaluates organizational leadership issues for union, community, and other advocate organizations. It analyzes leadership styles, membership recruitment, and leadership development. It examines the role of leaders in internal governance and external affairs, including committee building, delegation, negotiations, and coalition building.

**LSTU-L 270 Union Government and Organization (3 cr.)**

This course provides an analysis of the growth, composition, structure, behavior, and governmental processes of U.S. labor organizations, from the local to the national federation level. It considers the influence on unions of industrial and political environments to organizational behavior in different types of unions and to problems in union democracy.

**LSTU-L 280 Union Organizing (3 cr.)**

This course explores various approaches and problems in private- and public-sector organizing. Traditional approaches are evaluated in light of structural changes in labor markets and workforce demographics. Topics range from targeting and assessments to committee building and leadership development.

**LSTU-L 290 Topics in Labor Studies (3 cr.)**

This is a variable-title courses which offer an array of topics, which include Bringing Human Rights Home to Indiana; Family Medical Leave Act; Citizenship and Social Change, Labor Journalism, Labor and Global Warming; Latin American Issues in Global Society; Preventing Sexual Harassment; Women and Development; and Preventing Workplace Violence.

**LSTU-L 314 Ethical Dilemmas in the Workplace (3 cr.)**

This course examines how work is organized and how jobs are evaluated, measured, and controlled. It explores social and technical elements of work through theories



of scientific management, the human relations school of management, and contemporary labor process literature

**LSTU-L 315 The Organization of Work (3 cr.)** This course examines how work is organized and how jobs are evaluated, measured, and controlled. It explores social and technical elements of work through theories of scientific management, the human relations school of management, and contemporary labor process literature.

**LSTU-L 320 Grievance Arbitration (3 cr.)**  
Recommended only after L220 or with permission of instructor.

This course explores the legal and practical context of grievance arbitration, and its limitations and advantages in resolving workplace problems. Varieties of arbitration clauses and the status of awards are also explored. Students analyze research, and prepare and present cases in mock arbitration hearings.

**LSTU-L 330 Global Comparisons: Labor Relations Examples from Three Continents (3 cr.)** This Course uses a political economy framework to explore and compare countries' systems of labor relations, drawing from at least three continents. It analyzes the diverse approaches to the structure of twenty-first century labor law and social policy. It focuses on the role of organized labor in the global economy, patterns of breakdowns in the enforcement of labor and employment law, and union nonunion political and bargaining responses.

**LSTU-L 331 Global Problems, Local Solutions (3 cr.)** This course addresses local manifestations of global problems confronting society, workers, and the labor movement. Students will cooperatively analyze issues, propose potential solutions, and engage in activities or practices that address globally driven local issues. Students will identify governmental, non-governmental, and charitable organizations that aid in ameliorating local problems.

**LSTU-L 350 Issues in Collective Bargaining (3 cr.)** This course includes readings and discussions on selected problems. A research paper is usually required.

**LSTU-L 360 Union Administration and Development (1-3 cr.)** This course covers practical and theoretical perspectives on strategic planning, budgeting, and organizational decision making. It addresses the needs and problems of union leaders by studying organizational change, staff development, and cohesiveness within a diverse workforce. This course may be repeated for up to 3 credits with department approval.

**LSTU-L 370 Labor and Religion (3 cr.)** This course examines the relationship between religion and the labor movements as it has developed in the United States over the course of the 19th and 20th centuries. Students will analyze the approach taken by religious institutions concerning workers' issues and assess the tradition in which workers of faith connect to more secular concerns for social and economic justice.

**LSTU-L 380 Theories of the Labor Movement (3 cr.)** This course examines various perspectives on the origin, development, and goals of organized labor. Theories include those that view the labor movement as a business

union institution, an agent for social reform, a revolutionary force, a psychological reaction to industrialization, a moral force, and an unnecessary intrusion.

**LSTU-L 385 Class, Race, Gender, and Work (3 cr.)** This course provides a historical overview of the impact and interplay of class, race, and gender on shaping U.S. labor markets, organizations, and policies. It examines union responses and strategies for addressing class, race, and gender issues.

**LSTU-L 410 Comparative Labor Movements (3 cr.)** This course uses historical, analytical, and comparative perspectives to examine labor movements and labor relations in industrial societies. It also emphasizes interactions between unions and political organizations, national labor policies, the resolution of workplace problems, the organization of white collar employees, and the issues of worker control and codetermination.

**LSTU-L 420 Labor Studies Internship (1-6 cr.)**  
This course applies classroom knowledge in the field.

May be repeated for up to a maximum of 6 credit hours.

**LSTU-L 430 Labor Research Methods (3 cr.)** This course focuses on the study of research design, methods, techniques, and procedures applicable to research problems in labor studies.

**LSTU-L 480 Senior Seminar or Readings (3 cr.)** This course can be used as a classroom seminar or directed reading course. It addresses current issues, historical developments, and other labor-related concerns. Topics may vary each semester.

**LSTU-L 490 Topics in Labor Studies (1-3 cr.)** This is a variable-title course. Some courses focus on contemporary or special areas of labor studies. Others are directed toward specific categories of employees and labor organizations. Inquire at Labor Studies offices.

L490 can be repeated for credit with different subjects. The transcript will show a different subtitle each time the course is taken.

**LSTU-L 495 Directed Labor Study (1-6 cr.)** This is a variable credit course. Students arrange to study with an individual labor studies faculty member, designing a course of study to suit their individual and varied needs and interests. The contract might include reading, directed application of prior course work, tutorials, or internships. Competencies are assessed through written papers, projects, reports, or interviews.

May be taken for a maximum of 6 credit hours.

**LSTU-L 390 Topics in Labor Studies (3 cr.)** This is a variable-title course which offer an array of topics, which include Bringing Human Rights Home to Indiana; Family Medical Leave Act; Citizenship and Social Change, Labor Journalism, Labor and Global Warming; Latin American Issues in Global Society; Preventing Sexual Harassment; Women and Development; and Preventing Workplace Violence.

## Faculty

## Core Faculty

- **\*Adamek, Margaret, Ph.D.** (Case Western Reserve University, 1989), Ph.D. Program Director and Professor of Social Work, IUPUI
- **Allen, Karen, Ph.D** (Wayne State University, 1995), Professor and BSW Program Director, IUB
- **Anderson, Jennifer, MSW** (Southern Illinois University, 1997), Clinical Associate Professor of Social Work, IUN
- **Armstead, Sheila, MSW** (Indiana University, 1992), IUE MSW Field Instruction Coordinator and Clinical Assistant Professor of Social Work, IUE
- **Barbosa, Ivette, MSW** (University of Puerto Rico, 1991), BSW Student Services Coordinator, IUPUI
- **Bell, Jacqueline, MSW** (Washington University of St. Louis, 1977), Child Welfare Scholars Field Coordinator, IUPUI
- **Bennett, Lary, Ph.D.** (University of Illinois at Chicago, 1990), Professor and BSW Coordinator, IUSB
- **\*\*Bennett, Robert, D.S.W.** (University of Utah, 1991), Director MSW Program and Associate Professor of Social Work, IUPUI
- **Betts, Renee, MSW,** (Indiana University, 2004), BSW Field Coordinator, IUPUI.
- **\*Black, Carolyn, Ph.D.** (University of Illinois at Chicago, 1996), Associate Professor of Social Work, IUPUI
- **\*\*Boys, Stephanie, Ph.D.** (University of Michigan, 2005), Associate Professor of Social Work, IUPUI
- **Brandon, Kristin, MSW** (Indiana University South Bend, 2003), Field Coordinator, Lecturer, IUSB
- **Brown, James, Ph.D.** (Indiana University, 2010), Assistant Professor, Bloomington
- **Campbell, Craig, MSW** (Indiana University, 1998), Labor Studies Student Services Coordinator, IUPUI
- **Carlson, Joan, D.S.W.,** (Florida State University, 2012) Assistant Professor of Social Work, IUPUI
- **Dale, Marlo, MSW** Field Coordinator, IUPUI
- **\*Daley, James, Ph.D.** (Florida State University, 1986), Associate Professor of Social Work, IUPUI
- **\*Davis, Charles, Ph.D.** (American University, 1986), Professor of Labor Studies, IUPUI
- **Davis, Jennifer, Ph.D.** (University of Kansas 2011), Assistant Professor of Social Work, IUN
- **Davis, DeeEllen, MSW** (West Virginia University, 1978), MSW Student Services, IUPUI
- **Dennis, Sheila, MSW** (Indiana University, 1999), Senior Lecturer, IUPUI
- **Duggan, Lynn, Ph.D.** (University of Massachusetts at Amherst, 1993), Associate Professor of Labor Studies, IUB
- **Ernst, Lisa, MSW** (Indiana University, 1986), Lecturer, IUPUI
- **Fitzgerald, Ed, J.D.** (Indiana University, 1997), IUE BSW and MSW Program Director and Assistant Professor of Social Work, IUE
- **\*\*Folaron, Gail, Ph.D.** (University of Illinois, 1993), Professor of Social Work, IUPUI
- **Gallagher, John, Ph.D.** (University of Texas at Arlington, 2012, Assistant Professor, IUSB
- **Galyean, Erika, MSW** (Indiana University, 1992), MSW Field Coordinator, IUPUI
- **Gentle-Genitty, Carolyn, Ph.D.** (Indiana University, 2008), Director of BSW Program, Assistant Professor of Social Work, IUPUI
- **Hall, James, Ph.D.** (University of Wisconsin, 1980) Professor of Social Work, IUPUI
- **Harris, Marshelia, MSW** (Indiana University, 2001) BSW Field Coordinator, IUN
- **Hong, Michin, Ph.D.** (University of Maryland, 2011), Assistant Professor, IUPUI
- **\*\*Hostetter, Carol, Ph.D.** (Indiana University, 1997), Associate Professor of Social Work, IUB
- **Howes, Patricia, MSW** (Michigan State University, 1993), Director, Child Welfare Education and Training Partnership, IUPUI
- **Hubbard, Lisa, MSW** (Indiana University, 2002) MSW Direct Field Coordinator, IUPUI
- **Jaggers, Jeremiah, Ph.D.** (University of Alabama, 2012), Assistant Professor, IUPUI
- **Johnson, Kimberly, Ph.D.** (University of Massachusetts, 2012), Assistant Professor, IUE
- **\*\*Khaja, Khadija, Ph.D.** (University of Utah, 2003), Associate Professor of Social Work, IUPUI
- **\*Kim, Hea-Won, Ph.D.** (University of Wisconsin—Madison, 1998), Associate Professor of Social Work, IUPUI
- **Kim, Ji Jin, Ph.D.** (University of Texas at Arlington, 2014), Assistant Professor, IUSB
- **Kondrat, David, Ph.D.** (Ohio State University, 2008), Associate Professor, IUPUI
- **Larimer, Susan, Ph.D.** (Indiana University, 12015), MSW, Lecturer, IUPUI
- **\*\*Lay, Kathy, Ph.D.** (University of Louisville, 2002), Associate Professor of Social Work, IUPUI
- **Lemp, Cindy, MSW** (Washington University, 1986), Permanent Part-Time Instructor, IUSB
- **Littrell, Lindsay, MSW** (Boston University School of Social Work, 2001) Lecturer, IUPUI
- **Luca Sugawara, Carmen, Ph.D.** (Catholic University of America, 2005), Associate Professor of Social Work, IUPUI
- **Lyons, Stephanie, MSW,** (St. Louis University, 2000), Director of Field Education, IUPUI
- **Lynch, Darlene, Ph.D.** (University of Illinois, 1985), Director, Division of Social Work, and Professor of Social Work, IUN
- **Majewski, Virginia, Ph.D.** (University of Pittsburgh, 1993), Professor of Social Work, IUPUI
- **Massat, Carol Rippey, Ph.D.** (University of Illinois, 1992) Professor and Director of MSW Program, IUSB
- **McCabe, Heather, MSW, J.D.** (Indiana University, 1996, 2003) Assistant Professor of Social Work, IUPUI
- **McCallister, Bruce, MSW** (Western Michigan University, 1986), Program Services Coordinator and Teacher, IUB
- **McCarthy, Katie, MSW,** (Boston College, 2002) Visiting Lecturer, IUPUI
- **\*\*Mello, William, Ph.D.** (New School for Social Research, New York, 2004), Associate Professor of Labor Studies, IU Kokomo
- **\*\*Mishler, Paul, Ph.D.** (Boston University, 1988), Associate Professor of Labor Studies, IUSB

- **Moffit, Kim, MSW** (Indiana University, 1995), Visiting Lecturer School of Social Work, IUPUI
- **Mrozinske, Elena, MSW.** (Indiana University, 1998), Visiting Lecturer, IUN
- **Nes, Janet, MSW,** Coordinator of the MSW Program, (Indiana University, 1986) IPFW
- **Omorayo, Akanke, MSW** (Hunter College, 1992), MSW Direct Field Coordinator, IUPUI
- **Osborn, Anita, MSW** (Indiana University, 1987), BSW/MSW Child Welfare Scholars Program Student Coordinator/Academic Specialist, IUPUI
- **\*Ouellette, Philip, Ph.D.** (Laval University, 1995), Associate Professor of Social Work, IUPUI
- **\*Patchner, Michael, Ph.D.** (University of Pittsburgh, 1980), Dean of the School of Social Work and Professor of Social Work, IUPUI
- **Pierce, Barbara, Ph.D.** (Case Western Reserve, 2012), Associate Professor, IUPUI
- **\*Pike, Cathy, Ph.D.** (University of Alabama, 1994), Associate Dean and Professor of Social Work, IUPUI
- **\*\*Queiro-Tajalli, Irene, Ph.D.** (University of Illinois, 1984), Interim Executive Director of Labor Studies, and Professor of Social Work, IUPUI
- **Quinn, Carlene, MSW** (Indiana University, 1995), BSW Field Coordinator and Teacher, IUB
- **Quiring, Stephanie, JD** (Howard University, 2005), Visiting Lecturer, IUPUI
- **Reza, Hasan, Ph.D. (University of Chicago, 2014), Assistant Professor, IUSB**
- **Rose, Colleen, MSW,** (Indiana University, 2011), BSW/MSW Student Services Coordinator and Recruitment Specialist, IUB
- **Satre, Carol, MSW** (University of Minnesota, 1990), MSW Field Instruction Coordinator and Teacher Practitioner, IUPUI
- **Sovereign, Rae, M.A.A.P.S.** (DePaul University, 2005), Labor Studies Lecturer, IUB
- **Starnino, Vincent, Ph.D.,** (University of Kansas, 2011) Assistant Professor of Social Work, IUPUI
- **Steiner, Lisa, MSW** (Indiana University, 2003), Visiting Lecturer of Social Work, IUE
- **\*Sullivan, William Patrick, Ph.D.** (University of Kansas, 1989), Professor of Social Work, IUPUI
- **Sultzman, Vickey, Ph.D.** (Smith College, 2013) Assistant Professor of Social Work, IUN
- **Tamburro, Andrea, Ed.D.** (Simon Fraser University, 2010), BSW Program Director and Assistant Professor of Social Work, IUN
- **\*\*Thigpen, Jeffrey, Ph.D.** (University of Chicago, 2006), Associate Professor of Social Work, IUPUI
- **\*\*Thomas, Mark, Ph.D.** (University of Illinois at Chicago, 2005), Associate Professor of Social Work, IUN
- **Varga, Joseph, Ph.D** (New School for Social Research, 2008), Assistant Professor of Labor Studies, IUB
- **\*Vernon, Robert, Ph.D.** (University of Michigan, 1990), Director MSW Direct, IUPUI
- **Viehweg, Stephan, MSW** (Indiana University, 1985), Lecturer and Coordinator of the Baker/Riley Circle of Care Initiative, IUPUI
- **Votapek, Jackie, MSW,** (Indiana University, 2001.), MSW Direct Field Coordinator, IUPUI

- **Wahler, Elizabeth, Ph.D.** (University of Kentucky, 2012) Assistant Professor, IUPUI
- **\*\*Walker, Marquita, Ph.D.** (University of Missouri, 2004), Associate Professor of Labor Studies, IUPUI
- **Warner, Karen Lynn, MSW,** (Indiana University, 2005) Visiting Lecturer, IUN
- **Weiler, Robert, MSW** (University of Illinois, 1988), Senior MSW Field Coordinator and Teacher Practitioner, IUPUI
- **Wilkerson, David, Ph.D.** Indiana University, 2014) Assistant Professor of Social Work, IUPUI

\* Endorsed to chair dissertations

## Associate Faculty

- **Abanise, Steven, MSW, JD,** (University of Southern California, 2010; Indiana University Robert H. McKinney School of Law, 2014) IUPUI
- **Augustine, M. Gail, MS,** Eastern Michigan University, 2004) IUPUI
- **Barrett, Heather, MSW** (Indiana University, 1989), IUB
- **Baugh, Bill, MSW** (Indiana University, 1997), IUPUI
- **Bowers, Venessa Ann, MSW** (Indiana University, 2020) IUPUI
- **Byrd, Donyel, MSW,** (Indiana University, 1995) IUB
- **Clements-Effner, Kristin, MSW** (Indiana University, 2005) IUPUI
- **Engle, Mary, MSW** (Indiana University, 2008) IUPUI
- **Fall, Craig, MSW** (Indiana University, 1989), IUPUI
- **Hairston, Ondrea, MSW** (University of Washington, 2005) IUPUI
- **Hammer, Frank, MA** (University of Michigan, 1970)
- **Harris, Marsheila, MSW** (Indiana University, 2001), IUN
- **Hawking, CJ, M.Div.** (Garrett-Evangelical Theological Seminary, 1990)
- **Hier, Alexis, MSW** (Indiana University, 2001) IUPUI
- **Hersch, Jessica, MSW** (Washington University, 1982), IUB
- **Hill, Patrick, MS** (Capella University, 2008)
- **Hook, Nancy, MSW** (University of Illinois, 1991), IUPUI
- **Horton, Janell, MSW** (University of Michigan, 1995) IUPUI
- **Jackson, Bethanne, MSW** (University of Michigan, 1992), IUSB
- **Jimenez, Rebecca, M.Div.** (The Theological School of Drew University), IUB
- **Kaatz-Chary, Lin, PhD** (University of Illinois, 2001)
- **Kempson, Deirdre, MSW** (Indiana University 1991) IUPUI
- **Kenis, Ann, J.D.** (Loyola University, 1981)
- **Kim, Sung-Ju, MSW** (Case Western Reserve University, 2005), IUPUI
- **Koso, Gregor, M.A.** (New School for Social Research, 1992)
- **Lewis, Lisa, M.S.W.** (Indiana University, 1998), IUPUI
- **Malschick, Judy, MSW** (Indiana University, 1989), IUB

- **Meyer, Christy, MSW** (*Indiana University, 2008*) IUPUI
- **Moody, Steve, MSW** (*Indiana University, 1998*), IUPUI
- **Mulder, Catherine, Ph.D.** (*University of Massachusetts, 2006*)
- **Nissen, Scott, M.A.** (*Indiana University, 2006*)
- **Nugen-Murphy, Amy, MSW** (*Indiana University, 2001*) IUPUI
- **Pattison, Mark, M.S.** (*University of Massachusetts, 1998*)
- **Phillips, Joann Lynn, MSW** (*Indiana University, 2004*) IUSB
- **Playford, Gary, M.S.W.** (*Indiana University, 1973*), IUB
- **Pochert, Christine, M.B.A. MSW** (*Indiana University, 1988*), IUSB
- **Polstra, John, MSW** (*University of Chicago, 1991*), IUPUI
- **Randolph, Carla, Ph.D.** (*Indiana University, 1997*), IU Kokomo
- **Rhye, Shirley, M.A.** (*Purdue University, 2001*)
- **Richardson, Rob, MSW** (*Indiana University, 1999*) IUPUI
- **Ross-Ratney, Rise, BSW., MBA** (*George Williams College, 1985*), IUN
- **Ruseva, Tatyana, M.A.** (*Sofia University, 2003*)
- **Sauté, Robert, Ph.D.**, (*City University of New York, 2008*)
- **Schricker, Michele, MSW** (*Indiana University, 2004*) IUSB
- **Schroeder, Beverly, MSW** (*Indiana University, 1997*), IUPUI
- **Sebelski, Ronald, B.A.** (*Indiana University, 1984*)
- **Siddiqui, Shariq, J.D.** (*Indiana University, 2005*)
- **Skinner, Tammy, MSW** (*Indiana University, 1990*), IUPUI
- **Smith-Singleton, Alfreda, MSW** (*Indiana University, 1995*) IUPUI
- **Stone, Darrel, MSW** (*Indiana University, 2006*), IUB
- **Swartz, Susan, MSW** (*University of Connecticut, 1978*)
- **Takahashi, Beverly, Ph.D.** (*New School for Social Research, 2004*)
- **Thompson, Lann, Ed.D.** (*University of South Dakota, 1983*), IUPUI
- **Toney, Sharlene, MSW** (*Indiana University, 2003*), IUB
- **Vonhof, Jeanne, J.D.** (*University of Illinois, 1982*)
- **Warner, Karen Lynn, MSW**, (*Indiana University, 2005*), IUN
- **Weber, Peggy, M.S.W.** (*Indiana University, 1983*), IUPUI
- **Wilkerson, David, MSW** (*Indiana University, 1979*) IUPUI
- **Williams, Francette, MSW** (*University of Michigan, 1979*), IUN
- **Yates, Michael, Ph.D** (*University of Pittsburgh, 1976*)
- **Yaudes, Cynthia, Ph.D.** (*Indiana University, 2008*)

- **Zanoni, Joseph, Master's in Industrial and Labor Relations** (*University of Wisconsin-Milwaukee, 1986*)

## Retired Faculty

- **Barton, William, Ph.D.** (*University of Michigan, 1985*), Professor Emerita of Social Work
- **Beall, Patricia, A.M.** (*Indiana University, 1950*), Professor Emerita of Social Work
- **Behrooz, Cyrus, D.S.W.** (*University of Pennsylvania, 1974*), Professor Emeritus of Social Work
- **Blackman, Lorraine, Ph.D.**, (*Florida State University, 1992*) Associate Professor of Social Work, IUPUI
- **Byers, Katharine, Ph.D.** (*Indiana University, 1989*), Associate Professor Emeritus of Social Work
- **\*\*Chang, Valerie, Ph.D.** (*University of Illinois, 1993*), Professor Emerita of Social Work
- **Copeland, Ruth V., M.S.W.** (*University of Michigan, 1948*), Associate Professor Emerita of Social Work
- **Cournoyer, Barry, D.S.W.** (*University of Utah, 1979*), Professor Emeritus of Social Work
- **Cox, Gayle, Ph.D.** (*University of Denver, 1988*), Associate Professor Emerita of Social Work
- **Crouch, Mark, M.A.** (*University of Iowa, 1980*), Associate Professor of Labor Studies, IPFW
- **Fortner, Mary E., A.M.** (*Indiana University, 1959*), Associate Professor Emerita of Social Work
- **Iverson, Thandabantu, Ph.D.** (*Clarke-Atlanta University, 2007*), Assistant Professor of Labor Studies
- **Kapoor, Jitendra M., Ph.D.** (*Lucknow University, India, 1965*), Associate Professor Emeritus of Social Work
- **Marshall, Eldon, Ph.D.** (*St. Louis University, 1972*), Associate Professor Emeritus of Social Work
- **Metzger, David F., M.A.** (*Ball State University, 1962*), Associate Professor Emeritus of Social Work
- **Newcomb, Paul, Ph.D.** (*Florida State University, 1986*) Associate Professor Emeritus of Social Work
- **Pardo, George, M.S.S.** (*Fordham University, 1959*), Associate Professor Emeritus of Social Work
- **\*Powers, Gerald T., Ph.D.** (*University of Pittsburgh, 1973*), Professor Emeritus of Social Work
- **Ramsey, Marilynne, Ph.D.** (*University of Denver, 2004*), MSW Program Director, Assistant Professor, IUSB
- **Roberts, Theresa, Ph.D.** (*University of Illinois, 1992*), Associate Professor, IUPUI
- **Siegel, Sheldon, Ph.D.** (*University of Michigan, 1974*), Dean Emeritus of the School of Social Work and Professor Emeritus of Social Work
- **Singh, Sudarshan K., A.M.** (*International Institute for Social Studies, The Netherlands, 1955*), Assistant Professor Emerita of Social Work
- **Smith, Jerome, Ph.D.** (*University of Chicago, 1975*), Associate Professor Emeritus of Social Work
- **Tennant, Violet E., D.S.W.** (*University of Pennsylvania, 1968*), Professor Emerita of Social Work
- **\*\*Van Voorhis, Rebecca, Ph.D.** (*The Ohio State University, 1974*), Associate Professor of Social Work, IUPUI

- **Wagner, Marian, Ph.D.** (*University of Illinois, 1991*), Associate Professor Emerita of Social Work
- **Weeks, Genevieve C., A.M.** (*University of Chicago, 1946*), Professor Emerita of Social Work
- **Westhuis, David, Ph.D.** (*Florida State University, 1987*) Associate Professor Emeritus of Social Work

\* Endorsed to chair dissertations

\*\* Regular graduate faculty

## Staff

- **Banic, Diane**, Administrative Assistant, IUSB
- **Bailey, Sarah**, Support Staff/Recorder, Labor Studies, IUB
- **Baker, Jacob**, Computer Support Technician, IUPUI
- **Barnes, Demetri, M.S.W.** Administrative Field Secretary, IUPUI,
- **Bauman, Dolly**, Evaluation Team Member, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Bettag, Megan**, Administrative Assistant, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Bill Bennett**, Web Developer, IUPUI
- **Carter, Julia**, Receptionist/Assistant to the Ph.D. and Research Programs, IUPUI
- **Clifford, Tammy**, Administrative Assistant to the Dean, IUPUI
- **Cook, Christopher**, Training Supervisor, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Corrie, Susan**, Senior Administrative Secretary, Field Education, IUPUI
- **Cottongim-Melody, Linda**, Administrative Assistant, IUE
- **Decker, Valerie**, Project Evaluator, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Derr, Scott**, Instructional Design Manager, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Dhonaour, Kristina**, Admissions Secretary/Assistant Recorder, IUPUI
- **Edmonds, Mosley Jewel**, BSW Student Services Coordinator, IUPUI
- **Engle, Mary Joann**, Assistant Director, Indiana Child Welfare Education and Training Partnership, IUPUI
- **Fitzgerald, Ynovvne, Z.**, MSW Student Services Coordinator, IUPUI
- **Freeman, Nicole**, Training Specialist. Indiana Child Welfare Education and Training Partnership, IUPUI
- **Gengo, Cindy**, Support Staff/Recorder, Labor Studies, IPFW
- **Gerber, Jen**, Administrative Secretary/Recorder, IUB
- **Godby-Schwab, Ali**, Fiscal Affairs Coordinator, IUPUI
- **Gollmer, Shirley**, Administrative Specialist, Child Welfare Education and Training Partnership, IUPUI
- **Harris, Cynthia**, Training Specialist, Child Welfare Education and Training Partnership, IUPUI
- **Hubbard, Lisa**, Field Coordinator, MSW Direct, IUPUI
- **Kalima, Stacey**, Recruitment and Career Services Coordinator, IUPUI
  - **Khamis, Sameeh**, Technical Coordinator, IUPUI
  - **Kimbrough, Shakeena**, Training Specialist, Child Welfare Education and Training Partnership, IUPUI
  - **King-Hearn, Keisha**, Administrative Assistant and Recorder, IUN
  - **Klein, Shirley**, Support Staff/Recorder, Labor Studies, IUSB
  - **Klemmensen, Cathy**, Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Kruzil, Michael**, Technical Support Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Landis, Patricee Roulette**, Academic Support Specialist, IUPUI
  - **Lehman, Colbi**, Instructional Design Specialist, Indiana Child Welfare Education and Training Partnership
  - **Lindop, Mary**, Executive Secretary to the Associate Dean, IUPUI
  - **Lohr, Nathan**, MSW Financial Aid Liaison, IUPUI
  - **Martin, Christi**, Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **McClam, Diamond**, Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **McNeal, Carolyn**, Fiscal Accounts Coordinator, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Mitra, Rupa**, Database Manager, Child Welfare Education and Training Partnership, IUPUI
  - **Moran, Marty**, Production Supervisor, Child Welfare Education and Training Partnership, IUPUI
  - **Morlan, Minjoo**, BSW/MSW Field Coordinator, IUPUI
  - **Morretino, Iwona**, Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Noe, Sandra**, Director of Development, IUPUI
  - **Offutt, Crystal**, Instructional Technology Developer, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Patterson, Katrina**, Administrative Recorder, IUPUI
  - **Realey, Carolyn**, Financial Affairs Coordinator, IUPUI
  - **Reynolds, LaShonja**, Data Entry Clerk, Child Welfare Education and Training Partnership, IUPUI
  - **Richardson, Samantha**, Training Supervisor, Indiana Child Welfare Education and Training Partnership, IUPUI
  - **Rucker, Velma**, Support Staff/Recorder, Labor Studies, IUN

- **Schlimgen, Kristyn**, *Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI*
- **Schneider, Rob**, *Coordinator of External Affairs, IUPUI*
- **Sims, Charles**, *Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI*
- **Simpson, Victoria**, *Training Specialist, Indiana Child Welfare Education and Training Partnership, IUPUI*
- **Sipes, Rachel**, *Administrative Support Coordinator, Indiana Child Welfare Education and Training Partnership, IUPUI*
- **Smoot, Anne**, *Production Assistant, Indiana Child Welfare Education and Training Partnership, IUPUI*
- **Snyder, Celisa**, *Director of Fiscal Affairs, IUPUI*
- **Sweeny, Karen**, *Online Assistant, Labor Studies*
- **Veal, Brittany**, *Administrative Secretary for BSW/MSW Programs, IUPUI*
- **Walton, Betty**, *CANSA/ANSA Training Supervisor and Director, Indiana Child Welfare Training Partnership, IUPUI*

## Policies & Procedures

### Academic Policies

It is the responsibility of the student to be aware of all published academic regulations online.

### Incompletes

A grade of Incomplete can be granted and noted on the final grade report by the instructor when

1. a substantial portion of the course work has been satisfactorily completed,
2. the course work is of passing quality, and
3. the student is experiencing some hardship that would render the completion of course work unjust to hold them to the time limits previously established.

A grade of Incomplete will revert to an "F" after one academic year or when the incomplete contract requirements are not fulfilled.

### Pass/Fail Option

Participants who are working toward a bachelor's degree and are in good standing (not on academic probation) may take up to eight elective courses on a Pass/Fail basis (no letter grade assigned). A Pass/Fail course may not be used to satisfy any of the area requirements. Pass/Fail courses may, however, be used to meet the 300- to 400-level course requirements.

### Dean's List

All undergraduate students majoring in labor studies and achieving a 3.5 grade point average (GPA) or higher during a fall or spring semester are placed on the Dean's Honor List. Part-time students will be placed on the list if they achieve a 3.5 GPA or higher for at least 6 consecutive credit hours. These honor students will

receive letters from the dean recognizing their meritorious efforts.

### Graduation with Honors

Participants who complete a minimum of 30 credit hours for the Associate of Science in Labor Studies or 60 credit hours for the Bachelor of Science in Labor Studies at Indiana University will graduate with honors if they attain the appropriate grade point averages. On most campuses, an average GPA of 3.90 or higher is recognized with highest distinction, 3.75 to 3.89 with high distinction, and 3.50 to 3.74 with distinction. No more than 10 percent of a class can graduate with honors.

### Cheating and Plagiarism

A student must not adopt or reproduce ideas, words, or statements of another person without appropriate acknowledgment. A student must give credit to the originality of others and acknowledge indebtedness whenever he or she does any of the following:

- Quotes another person's actual words, either oral or written;
- Paraphrases another person's words, either oral or written;
- Uses another person's idea, opinion, or theory; or
- Borrows facts, statistics, or other illustrative material, unless the information is common knowledge.
- Please check the IU Code of Conduct for further information.

### Academic Probation

Students are automatically placed on academic probation when their cumulative GPA falls below a 2.5 for 12 consecutive credit hours. Students are removed from probationary status when their GPA, for 12 credit hours, increases to at least 2.5. If the cumulative GPA continues to be below 2.5 students will remain in probationary status. They remain in this status for another 12 consecutive credit hours of course work, during which time the GPA must be raised to at least 2.5. If after two consecutive semesters a student's GPA is still below a 2.5, the student will be dismissed from the university.

Students admitted on a provisional basis may be dismissed if they fail to achieve a minimum GPA of 2.5 during the first 12 credit hours of course work. Students may also be dismissed from the program for failure to comply with any other academic requirements stipulated by the program to remove the probational status.

## BS in Labor Studies

### Academic Policies

It is the responsibility of the student to be aware of all published academic regulations online or in the School of SocialWork and Labor Studies bulletin.

### Incompletes

A grade of Incomplete can be granted and noted on the final grade report by the instructor when:

1. a substantial portion of the course work has been satisfactorily completed,
2. the course work is of passing quality, and

- the student is experiencing some hardship that would render the completion of course work unjust to hold them to the time limits previously established. A grade of Incomplete will revert to an "F" after one academic year or when the incomplete contract requirements are not fulfilled.

### Pass/Fail Option

Participants who are working toward a bachelor's degree and are in good standing (not on academic probation) may take up to eight *elective courses* on a Pass/Fail basis (no letter grade assigned). A Pass/Fail course may not be used to satisfy any of the area requirements. Pass/Fail courses may, however, be used to meet the 300- to 400-level course requirements.

### Dean's List

All undergraduate students majoring in labor studies and achieving a 3.5 grade point average (GPA) or higher during a fall or spring semester are placed on the Dean's Honor List. Part-time students will be placed on the list if they achieve a 3.5 GPA or higher for at least 6 consecutive credit hours. These honor students will receive letters from the dean recognizing their meritorious efforts.

### Graduation with Honors

Participants who complete a minimum of 60 credit hours for the Associate of Science in Labor Studies or 120 credit hours for the Bachelor of Science in Labor Studies at Indiana University will graduate with honors if they attain the appropriate grade point averages. On most campuses, an average GPA of 3.90 or higher is recognized with highest distinction, 3.75 to 3.89 with high distinction, and 3.50 to 3.74 with distinction. No more than 10 percent of a class can graduate with honors.

### Cheating and Plagiarism

A student must not adopt or reproduce ideas, words, or statements of another person without appropriate acknowledgment. A student must give credit to the originality of others and acknowledge indebtedness whenever he or she does any of the following:

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- Paraphrases another person's words, either oral or written;
- Uses another person's idea, opinion, or theory; or
- Borrows facts, statistics, or other illustrative material, unless the information is common knowledge.
- Please check the IU Code of Conduct for further information.

### Academic Probation

Students are automatically placed on academic probation when their cumulative GPA falls below a 2.0 for 12 consecutive credit hours. Students are removed from probationary status when their GPA, for 12 credit hours, increases to at least 2.0. If the cumulative GPA continues to be below 2.0 students will remain in probationary status. They remain in this status for another 12 consecutive credit hours of course work, during which time the GPA must be raised to at least 2.0. If after two consecutive semesters a student's GPA is still below a 2.0, the student will be dismissed from the university.

Students admitted on a provisional basis may be dismissed if they fail to achieve a minimum GPA of 2.0 during the first 12 credit hours of course work. Students may also be dismissed from the program for failure to comply with any other academic requirements stipulated by the program to remove the probational status.

## BSW in Social Work

### Selected Educational Policies

For continuance in and graduation from the program, students are required to: (1) earn at least a "C" in each Social Work course (2) to earn a "Satisfactory" in S481 Social Work Practicum I and S482 Social Work Practicum II (3) maintain a minimum of 2.5 cumulative GPA in required Social Work courses and a minimum 2.5 overall GPA; (4) to carry out professional activity in conformity with the values and ethics of the profession, and to comply with any contract which might have been entered into under either a Provisional Admission or a Student Performance Review.

In the event of failure to meet such requirements, students will be ineligible to continue in the program. Such students are encouraged to consult with their faculty advisor regarding realistic planning for the future, including the right to petition for administrative review. Detailed descriptions of student continuation policies are in the B.S.W. Student Handbook on the Web at [socialwork.iu.edu](http://socialwork.iu.edu).

### Repeated Courses

Required social work courses may be repeated only after the student is officially reinstated in the program with permission.

### Incompletes

A grade of Incomplete (I) may be assigned by an instructor only when exceptional circumstances such as an illness, injury, or a family emergency prevents a student from finishing all the work required for the course. The grade of incomplete may be considered only when a substantial portion of the course work has already been completed, the coursework is of a satisfactory quality, and no more than one major exam or assignment is outstanding. The student who does not meet these requirements should meet with her/his advisor to withdraw from the course (s) in question. The student should refer to the Registrar's Office on her/his respective campus regarding the policies and deadline for automatic withdrawal for the semester in question.

The instructor, on a case-by-case basis, evaluates incompletes. The grade of Incomplete (I) will be changed to a grade by the instructor of record, based upon the contract devised by the course instructor and approved by the B.S.W. Program Director.

If the terms of the Incomplete contract are not met by the student, the instructor will assign the original grade.

### Pass/Fail Grades

Students can take a maximum of four non-social work elective courses as Pass-Fail. All general requirements and supportive area requirements need a letter grade. All required social work courses receive a letter grade except for S481 and S482 Social Work Practicum I and II which are graded as Satisfactory/Fail.

## Liability Insurance

Students are required to carry professional liability insurance. Under the school's blanket policy, the cost of insurance is included in the student's practicum course fee.

## Credit for Life Experience

Academic credit for previous life and work experience is not given in whole or in part toward the social work degree.

## Criminal History

Students with criminal histories other than those deriving from sexual offenses may be eligible for admission into the B.S.W. program. Eligibility in these circumstances is determined by a case-by-case assessment. While having a criminal background may not preclude students from participating in the B.S.W. program, they should be aware of educational and professional implications. Agency policies and state laws may impose limitations for students and professionals with criminal histories attempting to obtain field placements, employment in certain practice settings, and/or professional licensure. Laws vary by state and are subject to change over time. Students should consult individual state licensing agencies for further information. The B.S.W. program is not responsible for disruptions in a student's educational plan resulting from a criminal background.

## Professional & Academic Integrity

### Students' Rights and Responsibilities

IUSSW students in the BSW, MSW, and Ph.D. programs have a right to participate in decision-making activities about the school. Students regularly contribute to the continued development and growth of our programs. Indeed, the school values students' input in several critical areas: faculty and course evaluation, school committee work, student field placements and others.

All students enrolled at the School of Social Work have an opportunity each semester to evaluate their courses and instructors. At the end of each course, students are given standardized faculty evaluation forms to complete. These evaluations are confidential, and the results are computer generated. The evaluations are returned to the faculty to use for strengthening content, teaching, and learning methods to improve instruction.

Through their elected and/or volunteer representatives, students provide input to and learn from BSW, MSW, and Ph.D. program committees and various others that might be convened throughout the year. Student representatives are viewed as valuable members of these committees.

Each student has the opportunity to have input into the selection of his or her field practicum assignments. The field practicum coordinator in each program works closely with students to negotiate suitable placements.

Students have the right to provide feedback about school policies and procedures as well as the behavior of faculty and staff members. In providing either positive or critical feedback, students are expected to follow professional social work norms, values, and ethics. For example, students who believe that a faculty or staff member's behavior is discourteous or ineffective should discuss the concern directly with the person or people in question.

Students who have reason to believe addressing the person directly would place them in some jeopardy should register the concern with the director or campus coordinator of the program, who will address and respond to the issue.

Students who believe that they have been treated unfairly or unprofessionally by a faculty or staff member, or that a policy or procedure is unjust or unwise, may submit in writing a formal grievance petition to the dean of the school. Grievance petitions are reserved for those issues or incidences that warrant formal investigation and full exploration. Such petitions should be submitted in a professional manner, consistent with social work norms, values, and ethics.

Student complaints regarding discrimination, sexual harassment, racial harassment, and harassment on the basis of sexual orientation have established complaint procedures available in the *Indiana University Code of Student Rights, Responsibilities, and Conduct*.

## Academic and Scholarly Guidelines

Students admitted to the Indiana University School of Social Work have already demonstrated potential for superior academic work. Most students are therefore very familiar and comfortable with high academic and scholarly standards. Obviously, students are expected to attend face-to-face, online, and classroom and practicum course meetings. Regular attendance is viewed as the responsibility of each social work student. Active participation in course activities is the expected norm. In participating, it is expected that students reflect interest in, and respect for, their colleagues in a manner that is congruent with the values, ethics, and skills of the profession, and those of the Student Code of Conduct. In written assignments, students are expected to prepare documents in a scholarly and professional manner. Submissions should be typewritten in double-spaced format and carefully edited for spelling and grammar. All direct quotations, paraphrases, empirical research findings, and other restatements of the research, scholarship, or creative work of others must be appropriately annotated using the standard bibliographic citation methods set out in the most recent edition of the *Publication Manual of the American Psychological Association (APA)*. The APA manual serves as the guide for style and format of all papers submitted in the School of Social Work.

Both labor studies and social work graduates require well-developed and refined communication skills, including the use of the written word. Writing well helps graduates communicate information accurately and concisely. For this reason, formal writing assignments in social work courses are evaluated on the basis of both the quality of the scholarly content and the quality of its presentation.

## Electronic Communication

Students are expected to follow appropriate e-mail etiquette when communicating with faculty, staff, and peers. Correct grammar is expected at all times. Inappropriate use of e-mail will be grounds for student review. For specific guidelines, please visit <http://informationpolicy.iu.edu/>.



## Student Misconduct

### Academic Misconduct

Indiana University School of Social Work and/or the university may discipline a student for academic misconduct defined as any activity that tends to compromise the academic integrity of the institution and undermine the educational process. Academic misconduct includes, but is not limited to, the following:

### Cheating

- A student must not use external assistance on any “in-class” or “take home” examination, unless the instructor specifically has authorized such assistance. This prohibition includes, but is not limited to, the use of tutors, books, notes, and calculators. A student must not use another person as a substitute in the taking of an examination or quiz.
- A student must not steal examinations or other course materials.
- A student must not allow others to conduct research or to prepare any work for him or her without advance authorization from the instructor to whom the work is being submitted. Under this prohibition, a student must not make any unauthorized use of materials obtained from commercial term paper companies or from files of papers prepared by other persons.
- A student must not collaborate with other persons on a particular project and submit a copy of a written report that is represented explicitly or implicitly as the student's own individual work.
- A student must not use any unauthorized assistance in a laboratory, at a computer terminal, or on fieldwork.
- A student must not submit substantial portions of the same academic work for credit or honors more than once without permission of the instructor to whom the work is being submitted.
- A student must not alter a grade or score in any way.

### Fabrication

A student must not falsify or invent any information or data in an academic exercise including, but not limited to, records or reports, laboratory results, and citations to the sources of information.

### Plagiarism

A student must not adopt or reproduce ideas, words, or statements of another person without an appropriate acknowledgment. A student must give due credit to the originality of others and acknowledge an indebtedness whenever he or she does any of the following:

- Quotes another person's actual words, either oral or written
- Paraphrases another person's words, either oral or written
- Uses another person's idea, opinion, or theory
- Borrows facts, statistics, or other illustrative material, unless the information is common knowledge

## Interference

- A student must not steal, change, destroy, or impede another student's work. Impeding another student's work includes, but is not limited to, the theft, defacement, or mutilation of resources so as to deprive others of the information they contain.
- A student must not give or offer a bribe, promise favors, or make threats with the intention of affecting a grade or the evaluation of academic performance.

## Violation of Course Rules

A student must not violate course rules as contained in a course syllabus or other information provided to the student.

## Facilitating Academic Dishonesty

A student must not intentionally or knowingly help or attempt to help another student to commit an act of academic misconduct.

## Sex Offender Screening Policy

### Indiana University School of Social Work Policy Regarding Individuals Convicted of Sex Offenses against Children Policy Statement

It is the policy of the School of Social Work that no students or applicants who have been convicted of sex offenses against children shall be eligible for matriculation into the BSW, MSW, or PhD programs.

### Procedure

1. **Responsible Office.** The Office of Student Services, in conjunction with the Admissions Committee of each program, shall administer the Sex Offenders Screening Policy as it relates to student admissions and transfers.
2. **Periodic Review.** Periodically the Student Services Committee will review the policy and will make recommendations to the dean of the school regarding any possible changes to the policy and procedures for implementation.
3. **Preadmission and Transfer Screening.** Applicants will be asked to self-report any history of convictions of sexual offenses against children. As well, once students are accepted into the program, their names will be forwarded to the Office of the Registrar for screening against the registry. Any applicant or new admit whose name is on the registry will be ineligible for admission or transfer and shall be notified of nonacceptance or termination from the respective program.
4. **Students in Affected Programs.** Any student who is already in an IU School of Social Work Program and whose name appears on the registry during the time of matriculation, or who has been convicted of an offense for which the student can be listed on the registry, shall be ineligible for continuation or completion of the affected program. Any faculty member, student, field instructor, or other person within the school who becomes aware of such a situation should bring it to the attention of the respective program director for appropriate action.
5. **Notice.** The school bulletin shall include a statement giving notice to potential applicants that criminal

convictions may render persons ineligible for certain practica.

6. **Nonexclusive Policy.** Nothing in this policy shall be deemed to preclude the school from taking other appropriate action in such cases, or in the case of applicants or students involved in other conduct or criminal activities not covered in this policy.
7. **Right to Appeal.** Any applicant or student already admitted to an IU School of Social Work program who is deemed ineligible for admission or continuation based upon a record of criminal conviction may appeal to the dean of the school for reconsideration if he or she believes there are extenuating circumstances that might mitigate the findings. The dean will appoint a review panel of three full-time faculty members to consider the student's appeal. The review panel, in consultation with the Office of University Counsel, will consider all pertinent information and make a ruling that shall be considered final.

## School of Social Work

### Indiana University Administration

- MICHAEL A. McROBBIE, Ph.D., President of the University
- CHARLES R. BANTZ, Ph.D., Executive Vice President and Chancellor, Indiana University–Purdue University Indianapolis
- LAUREN ROBEL, J.D., Executive Vice President and Interim Provost, Indiana University Bloomington
- JOHN S. APPLGATE, Ph.D., Executive Vice President for University Regional Affairs, Planning, and Policy
- D. CRAIG Brater, M.D., Vice President for University Clinical Affairs and Dean of the School of Medicine
- DOROTHY J. FRAPWELL, J.D., Vice President and General Counsel
- G. FREDERICK GLASS, J.D., Vice President and Director of Intercollegiate Athletics
- JORGE JOSÉ, Ph.D., Vice President for Research
- EDWIN C. MARSHALL, O.D., Vice President for Diversity, Equity, and Multicultural Affairs
- THOMAS A. MORRISON, Ed.D., Vice President for Capital Planning and Facilities
- MICHAEL M. SAMPLE, B.A., Vice President for Public Affairs and Government Relations
- WILLIAM B. STEPHAN, J.D., Vice President for Engagement
- NEIL D. THEOBALD, Ph.D., Senior Vice President and Chief Financial Officer
- BRADLEY C. WHEELER, Ph.D., Vice President for Information Technology and Chief Information Officer
- DAVID ZARET, Ph.D., Vice President for International Affairs
- MARYFRANCES McCOURT, M.B.A., Treasurer of the University
- MICHAEL HARRIS, Ph.D., Chancellor of Indiana University Kokomo
- WILLIAM J. LOWE, Ph.D., Chancellor of Indiana University Northwest

- SANDRA R. PATTERSON-RANDLES, Ph.D., Chancellor of Indiana University Southeast
- NASSER H. PAYDAR, Ph.D., Chancellor of Indiana University East
- UNA MAE RECK, Ph.D., Chancellor of Indiana University South Bend
- MICHAEL A. WARTELL, Ph.D., Chancellor of Indiana University–Purdue University Fort Wayne
- KENNETH R. R. GROS LOUIS, Ph.D., University Chancellor

### IUPUI Administration

- CHARLES R. BANTZ, Ph.D., IU Executive Vice President and Chancellor, Indiana University–Purdue University Indianapolis
- NASSER PAYDAR, Ph.D., Executive Vice Chancellor and Dean of the Faculties
- TRUDY W. BANTA, Ed.D., Senior Advisor to the Chancellor for Academic Planning and Evaluation
- KODY VARAHRAMYAN, Ph.D., Vice Chancellor for Research
- DAWN RHODES, M.B.A., Vice Chancellor for Finance and Administration
- AMY WARNER, M.A., Vice Chancellor for External Affairs
- ZEBULUN DAVENPORT, Ph.D., Vice Chancellor for Student Life
- KENNETH B. DURGANS, Ed.D., Assistant Chancellor for Diversity, Equity, and Inclusion
- MRWAN A. Wafa, Ph.D., Vice Chancellor and Dean, Indiana University–Purdue University Columbus
- ANDREW R. KLEIN, J.D., Chief of Staff

### School of Social Work

- MICHAEL A. PATCHNER, Ph.D., Dean
- CATHY PIKE, Ph.D., Associate Dean
- MARGARET ADAMEK, Ph.D., Doctoral Program Director
- CAROLYN GENTLE-GENITTY, Ph.D., BSW Program Director, IUPUI
- EDWARD FITZGERALD, J.D., PhD, BSW Program Director, IUE
- KAREN ALLEN, Ph.D, BSW Program Director, IUB
- ANDREA G. TAMBURRO, EdD, BSW Program Director, IUN
- ROBERT BENNETT, D.S.W., MSW Program Director, IUPUI
- CAROL R. MASSAT, PhD., MSW Program Director, IUSB
- DARLENE LYNCH, Ph.D., Director of Division of Social Work, IUN
- IRENE QUEIRO-TAJALLI, Ph.D., Chair, Department of Labor Studies
- LARRY BENNETT, Ph.D., BSW Program Director, IUSB