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PREFACE

Statement of Purpose: How to use this Field Manual

The purpose of this manual is to familiarize the student with the responsibilities, expectations, and procedures involved in the field education component of the MSW Program at UNC Charlotte. This manual provides a statement of the purpose of the field placement, the responsibilities of all parties involved in the placement experience, the process involved in establishing a successful placement, and the policies and procedures which regulate the field placement. This manual also outlines the MSW curriculum for advanced standing students, the core professional values and standards that define the Social Work Program, and other professional practice issues. The MSW Program at UNC Charlotte is committed to preparing students for generalist and advanced social work practice, recognizing and appreciating diversity at all system levels, and empowering students to advocate for social justice.

This manual contains a general section and an appendix.

The general section of the manual covers all aspects of the field placement program at UNC Charlotte. The appendix contains pertinent reference material and copies of the learning agreement, Social Work Policies and Procedures, required forms to be used during the field education placement, evaluation tools, template used for UNC Charlotte Preceptor Letters, a link to the curriculum policy statement from the Council on Social Work Education (CSWE), and the NASW Code of Ethics.
INTRODUCTION TO THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

The University of North Carolina at Charlotte was created by the North Carolina General Assembly in 1965. The legislation made Charlotte College, UNC Charlotte’s predecessor institution, the fourth campus of the consolidated University of North Carolina. In 1972, the University of North Carolina system was restructured, and UNC Charlotte became one of the sixteen (16) public senior institutions composing the system. A team consisting of a chancellor, five (5) vice chancellors, and six (6) academic deans give leadership to the University and its Colleges, and its Schools.

The School of Social Work includes course work to prepare students for entry level practice through the Bachelor of Social (BSW) degree, and advanced practice through the Master of Social Work (MSW) degree.

The BSW Social Work curriculum is primarily designed to prepare students for beginning professional practice and/or graduate study. It also contributes to the liberal education of all undergraduate students, and provides knowledge and understanding of social welfare to students in related educational programs.

The MSW Social Work curriculum is primarily designed to prepare students for advanced professional practice and/or doctoral education.

University Mission Statement

UNC Charlotte is the only Doctoral/Research University Intensive in the Charlotte region, fully engaged in the discovery, dissemination, synthesis, and application of knowledge. It provides for the educational, economic, social, and cultural advancement of the people of North Carolina through on and off campus programs, continuing personal and professional education opportunities, research and collaborative relationships with private, public, and nonprofit institutions. UNC Charlotte has a special responsibility to build the intellectual capital of this area. As such, it serves the research and doctoral education needs of the greater Charlotte metropolitan region.

The primary commitment of UNC Charlotte is to extend educational opportunities and to ensure success for qualified students of diverse backgrounds through informed and effective teaching in the liberal arts and sciences in selected professional programs offered through the Colleges of Architecture, Arts and Sciences, Business Administration, Education, Engineering, Health and Human Services and Information Technology, and through programs and services designed to support students intellectual and personal development. The University offers an extensive array of baccalaureate and master’s programs and a number of doctoral programs. With a broad institutional commitment to liberal education as the foundation for constructive citizenship, professional practice, and lifelong learning, UNC Charlotte is prepared to focus interdisciplinary resources to address seven broad areas of concern to the Charlotte region: 1) Liberal Education; 2) Business and Finance; 3) Urban and Regional Development; 4) Children, Families, and Schools; 5) Health Care and Health Policy; 6) International Understanding and Involvement; and 7) Applied Science and Technologies.
THE COLLEGE OF HEALTH AND HUMAN SERVICES

College Mission Statement

The College of Health and Human Services offers professionally recognized and accessible undergraduate and graduate programs that are nationally and globally relevant, and responsive to changing needs of health care and human services in the state and region. The College achieves excellence through informed and effective teaching in its degree programs, continuing education, community outreach services and partnerships, professional activities, and research to advance science and practice in the health and human services professions. The primary goal of the College and Health and Human Service is to aspire to excellence in educational programs, scholarship, research, and community services in human services and health sciences.

Primary Goals

The College of Health and Human Services aspires to excellence in educational programs, scholarship and research, and community service in human services and health sciences.

Vision Statement

The College of Health and Human Services promotes optimal health and high quality of health care and human services in the state and region through diversity and excellence in clinical practice. The College recognizes the interdisciplinary nature of the health and human services professions, and contributes its creative resources in partnership with individuals and institutions in the region to address changing needs of health care and human services.

School of Social Work Vision and Mission

Vision Statement

To foster optimal health and well-being, equal human rights, and a just society.

Mission Statement

To prepare future social work professionals for leadership in areas of culturally-informed, community-engaged practice, policy, and research, with a particular emphasis on persistent and emerging social problems in rapidly diversifying urban areas locally, nationally, and globally.

The MSW Program

The MSW program carries out the School’s vision and mission by grounding students in social work’s ecological framework. The program educates future social workers to think and work multisystemically – to keep a simultaneous focus on people, their social environments, and their reciprocal relationships, while actively influencing organizations, communities, and social policy to bring about a more just society. Students in the program also have an opportunity to develop areas of specialization through elective courses in the School of Social Work and other departments at UNC Charlotte.
Program Accreditation

UNC Charlotte’s MSW program was reaccredited by the Council on Social Work Education in 2016. The program is reaccredited through 2024.

History of the MSW Program

The University of North Carolina at Charlotte is North Carolina’s urban research university. It leverages its location in the state’s largest city to offer competitive programs of research and creative activity, exemplary undergraduate, graduate, and professional programs, and a focused set of community engagement initiatives.

UNC Charlotte’s MSW program began in 2000. In its first decade, the MSW program has begun to achieve national prominence. In 2014, UNC Charlotte’s Department of Social Work conducted an analysis of its program in comparison to UNC Charlotte peer institutions and other BSW and MSW programs in North Carolina. The analysis found that faculty research productivity outranked departments in peer institutions. Based on its findings, the Department of Social Work formally proposed a name change to “School of Social Work” in February 2014. In the latest opinion polling by U.S. News and World Report, UNC Charlotte’s MSW program ranks #56, which places it in the top 25% of all MSW programs. It is the highest ranked MSW program in the US without an affiliated social work doctoral program.

The UNC Charlotte Board of Governors unanimously approved the Department’s designation as a School of Social Work on September 25, 2014. The designation as a School of Social Work opens the next chapter in our history, one in which our teaching, research, and service position faculty and students for engaged leadership in the University, the Charlotte region, the state, and the country.

TK20 Database

In an effort to streamline field management, application processes, assessment data collection, and reporting for CSWE accreditation, and to make administrative and accreditation activities more efficient, systematic and sustainable, UNC Charlotte utilizes TK20 electronic database to support students in Field. TK20 is a web-based HigherEd system. A key area of the HigherEd system is the field experience module which manages field experience data and field-based assessments more efficiently. In addition to offering a comprehensive field management solution, Tk20 streamlines administrative processes by allowing you to manage your admission and field application workflows within the Tk20 system, including creating application templates, reviewing submitted applications, and aggregating application data in real-time reports. Students are responsible for purchasing an account and must utilize TK20 when submitting documents related to Field Education. Students will have access to their accounts for up to 7 years. Students can access TK20 by going to uncc.tk20.com.

Foundation Practice Competencies

Educational objectives for the MSW program are directly aligned with the Council on Social Work Education’s (CSWE) ten core competencies and corresponding practice behaviors in CSWE’s Educational Policy and Accreditation Standards (EPAS). There are two levels of curriculum: Foundation and Advanced.
The Foundation Curriculum is designed to ground students in the knowledge, values, and skills of the social work profession. Students who complete the Foundation Curriculum are expected to demonstrate competency in each of the following areas.

**Competency 1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

- make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;
- use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
- demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
- use technology ethically and appropriately to facilitate practice outcomes; and
- use supervision and consultation to guide professional judgment and behavior.

**Competency 2: Engage Diversity and Difference in Practice**

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

- apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
- present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to
ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- engage in practices that advance social, economic, and environmental justice.

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

- use practice experience and theory to inform scientific inquiry and research;
- apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
- use and translate research evidence to inform and improve practice, policy, and service delivery.

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- assess how social welfare and economic policies impact the delivery of and access to social services;
- apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
- use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and
communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

- collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
- develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
- select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration. Social workers:

- critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
- use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- facilitate effective transitions and endings that advance mutually agreed-on goals.

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

- select and use appropriate methods for evaluation of outcomes;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
- critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.
Additional Expectations for Field Courses

- Meet all required hours for field placement and fulfill the requirements for weeks in field.
- Notify the field instructor prior to the start of work on any day that the student is unable to attend the field placement.
- Develop a Learning Agreement that is acceptable to the student, field instructor, and faculty liaison and demonstrates student competencies.
- Work with a sufficient number of clients so that the competencies in the course objectives can be met.
- Work with a variety of clients and problem situations.
- Work directly with individuals, families, groups, communities, and organizations.
- Participate in a minimum of one one-hour supervisory conference each week.
- Integrate classroom learning with the field experience.
- Inform field instructors of field related course assignments in a sufficient amount of time in order to solicit their help should their help be needed to complete the assignment.

Advanced Practice Competencies

Advanced level competencies and practice behaviors, like those at the Foundation level, reflect CSWE’s Educational Policy and Accreditation Standards (EPAS). At the Advanced level, practice behaviors also reflect the MSW program’s commitment to practice with vulnerable populations, especially those in North Carolina’s growing urban and suburban areas. Students who complete the Advanced Curriculum are expected to demonstrate competency in each of the following areas.

Competency 1: Demonstrate Ethical and Professional Behavior
Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

- make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;
- use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
- demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
- use technology ethically and appropriately to facilitate practice outcomes; and
- use supervision and consultation to guide professional judgment and behavior.

Competency 2: Engage Diversity and Difference in Practice
Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of
multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

- apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
- present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- engage in practices that advance social, economic, and environmental justice.

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

- use practice experience and theory to inform scientific inquiry and research;
- apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
- use and translate research evidence to inform and improve practice, policy, and service delivery.

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- assess how social welfare and economic policies impact the delivery of and access to social services;
• apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
• use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

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• collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
• develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
• select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

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• critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
• use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
• negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
• facilitate effective transitions and endings that advance mutually agreed-on goals.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

• select and use appropriate methods for evaluation of outcomes;
• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
• critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
• apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Social Workers

a. Utilizes appropriate research strategies to examine interventions at all levels of social work practice
b. Evaluates multiple-level systems for practice, program, and policy effectiveness
c. Disseminates evaluation findings in order to guide future interventions

Additional Expectations for Field Courses

• Meet all required hours for field placement and fulfill the requirements for weeks in field.
• Notify the field instructor prior to the start of work on any day that the student is unable to attend the field placement.
• Develop an Advanced Learning Agreement acceptable to the student, field instructor, and faculty liaison (see Appendix D).
• Work with a sufficient number of clients so that the competencies in the course objectives can be met.
• Work with a variety of clients and problem situations.
• Work directly with individuals, families, groups, communities, and organizations.
• Participate in a minimum of one one-hour supervisory conference each week.
• Integrate classroom learning with the field experience.
• Inform field instructors of field related course assignments in a sufficient amount of time in order to solicit their help should their help be needed to complete the assignment

Social Work Course Descriptions

The following provides a brief description of courses offered in the MSW Social Work Program:

SOWK 6121 - Social Work Practice: Theories and Skills (3) Introduces the theories of human behavior and models of social work intervention necessary to engage all levels of client systems.
Also introduces the skills necessary to identify, analyze, and implement evidence-based interventions to achieve client goals.  *(Fall)*

**SOWK 6131 - Social Work Research (3)** Introduction of social science research methods and their relevance to social work. Other content relates to the application of critical thinking and how to engage in research-informed practice and practice-informed research.  *(Fall)*

**SOWK 6141 - Foundations of Social Work (3)** Students are introduced to the profession of social work, with attention to social work history, social welfare history, and current social policies and programs that influence the contexts of social work practice. Professional values, identity, reflexivity, and critical thinking are discussed in relationship to current and historical understandings of social problems and policy responses.  *(Fall)*

**SOWK 6151 - Social Work, Social Justice, and Diversity (3)** Examines individual, systemic, and ideological factors related to diversity and social justice. Theories and perspectives that contribute to understanding oppression and privilege are emphasized. Implications for social work practice, research, and policy are examined. Strategies to counter discrimination and oppression are identified. Requires considerable critical analysis and self-reflection on the part of participants.  *(Fall)*

**SOWK 6232 - Practice and Program Evaluation (3)** Prerequisite: SOWK 6131 (Advanced Standing students are exempt from this prerequisite). Demonstrates how to engage in research-informed practice and practice-informed research. Managing client data and critically analyzing, monitoring, and evaluating interventions are covered in-depth.  *(Spring for Full-Time and Extended Study, Summer for Advanced Standing)*

**SOWK 6242 - Advocacy and Policy Practice (3)** The role of advocacy in the social work profession, tools for bringing about policy change, and use of advocacy to promote social justice, especially for vulnerable populations.  *(Spring)*

**SOWK 6252 - Mental Health Assessment (3)** Prerequisite: SOWK 6121 (Advanced Standing students are exempt from this prerequisite). This course introduces mental health diagnostic, assessment, and treatment planning skills necessary for social work practice, including exposure to the *Diagnostic and Statistical Manual of Mental Disorders*.  *(Spring; Summer for Advanced Standing)*

**SOWK 6343 - Advanced Social Work Practicum and Seminar (3)** Prerequisite: Admission to the Advanced Standing program. Designed for Advanced Standing students, this field internship course has an integrated twofold purpose. First, it solidifies students’ preparation in foundation social work practice methods and skills with individuals, families, small groups, and organizations and communities. Students demonstrate their understanding of foundation theories and concepts by applying practice methods and skills across systems and with diverse clients. They also demonstrate the ability to accurately assess client systems, formulate and carry out plans of intervention, and evaluate the effectiveness of practice. Second, students develop an emerging understanding of interpersonal practice with individuals, families, and small groups and how foundation practice theories and methods can prepare them for utilizing interpersonal practice methods within a selected field of practice emphasis.  *(Summer)*

**SOWK 6441 - Social Work Practicum I (3)** A foundation field practicum that prepares students to apply generalist social work knowledge, skills, values, and ethical principles gained in the
classroom to actual practice at a social agency. Students work in an approved field site under the supervision of a UNC Charlotte field instructor and attend a monthly seminar. (Fall)

**SOWK 6442 - Social Work Practicum II (3)** Prerequisite: SOWK 6441. A foundation field practicum that prepares students to apply generalist social work knowledge, skills, values, and ethical principles gained in the classroom to actual practice at a social agency. Students work in an approved field site under the supervision of a UNC Charlotte field instructor and attend a monthly seminar. (Spring)

**SOWK 6635 - The Social Context of Mental Health (3)** Cross-listed as SOCY 6635, PSYC 8636, and PPOL 8636. Prerequisite: Admission to graduate program or permission of instructor. Draws upon contributions from the field of psychiatry, psychology, social work, and anthropology. The focus is on mental health and illness it is social context, with an emphasis on the relationship between social structure and mental health/disorder. Social factors are examined which shape psychiatric diagnosis, the effects of socio-demographic variables on mental health, and the role of social support and stress for different groups. Also examines the organization, delivery, and evaluation of mental health services, and mental healthcare policy. (Every other year)

**SOWK 7010 - School Social Work (3)** Exploration of school social work practices from a theoretical as well as practical point of view. Also focuses on the roles of school social workers and the type of issues they confront. (Spring)

**SOWK 7015 - Child Welfare (3)** Prerequisite: Permission of instructor. Examination of the history, purpose, and goals of child welfare services in North Carolina and in the United States. Course information is provided from the context of the child- and family-centered model that guides child welfare services. (Summer)

**SOWK 7020 - Social Welfare and Philanthropy (3)** Introduction to philanthropy which allows students, through a community-based project, to experience two predominant aspects of philanthropy – grant making and fundraising – with an emphasis on supporting the well-being of vulnerable populations. (On demand)

**SOWK 7025 - Social Development in Malawi (3)** Students actively participate in several pre-departure class lectures and work sessions. They travel to Malawi for 11 days and engage in service-learning activities aligned with social development in rural Malawi. Experiential projects are designed and implemented by students using funds they raise. Sustainability and anti-oppressive approaches to social development are highlighted. (Fall, Spring, Summer)

**SOWK 7090 - Special Topics in Social Work (3)** A topics course that is only available for graduate credit. May be repeated for credit with change of topic. (Fall, Spring, or Summer)

**SOWK 7122 Advanced Social Work Practice with Individuals (3)** Prerequisite: SOWK 6121 (Advanced Standing students are exempt from this prerequisite). Expands social work students’ knowledge, values, and skills with regard to advanced micro practice with individuals, especially members of vulnerable groups. (Fall)

**SOWK 7125 - Advanced Social Work Practice with Groups and Families (3)** Expands knowledge, values, and skills with regard to advanced micro practice with groups and families especially vulnerable populations. (Fall)
SOWK 7126 Advanced Social Work Practice with Groups (3) Prerequisite: SOWK 6121 (Advanced Standing students are exempt from this prerequisite). Theory and practice related to social work with small groups. Various approaches to group development and facilitation, including social change, therapeutic change, goal setting, and assessment in groups, with an emphasis on work with vulnerable populations. *(Fall)*

SOWK 7127 Advanced Social Work Practice with Families (3) Prerequisite: SOWK 6121 (Advanced Standing students are exempt from this prerequisite). This course expands social work students’ knowledge, values, and skills with regard to advanced micro practice with families, especially members of vulnerable populations. *(Spring)*

SOWK 7222 - Advanced Social Work Practice with Organizations and Communities I (3) Builds on the foundational theories and skills introduced in Social Work Practice with specific attention to communities and organizations as primary client systems. Introduces theories that inform and guide practice in communities and organizations. Builds advanced skills in engaging and assessing communities and organizations. *(Fall)*

SOWK 7223 - Advanced Social Work Practice with Organizations and Communities II (3) Prerequisite: SOWK 7222. Builds advanced practice skills in the design, development, implementation, and evaluation of interventions at the community and organizational levels. Also builds skills in leadership and ethical decision-making. Emphasizes the use of critical thinking and self-awareness concerning leadership and ethical challenges in community and organizational contexts. *(Spring)*

SOWK 7443 - Social Work Practicum III (4) Prerequisite: SOWK 6442 (Advanced Standing students are exempt from this prerequisite). Students work in an approved social service agency developing specialized social work skills in their area of focus. Students are expected to demonstrate advanced social work practice skills that indicate an integration of theories, research, and policies in relation to their area of specialization within interpersonal practice. *(Fall)*

SOWK 7444 - Social Work Practicum IV (4) Prerequisite: SOWK 7443. Corequisites: SOWK 7223 and SOWK 7651. Continuation of SOWK 7443. Fieldwork of 24 hours per week. *(Spring)*

SOWK 7627 - Seminar in Advanced Practice: Supervision and Staff Training (3) Prerequisites: SOWK 6121, SOWK 6131, SOWK 6141, SOWK 6151, or admission to Advanced Standing program. Students may choose to satisfy their social work elective requirement with this course. This seminar is for students who anticipate working in traditional social welfare organizations in the public or private sectors. The focus is on knowledge and skills that a social worker needs to succeed in practice in large organizations. Included is content on supervision, staff training and development, and the role of the professional in large organizations. *(Spring)*

SOWK 7651 - Reflection and Synthesis (3) Prerequisites: SOWK 7222 and SOWK 7443. Corequisites: SOWK 7223 and SOWK 7444. Provides MSW students with an opportunity to practice personal reflection, synthesize their learning from the MSW program, and demonstrate competency. *(Spring)*

**Elective Courses**
Electives are included in the curriculum to increase advanced practice competencies towards serving and/or advocating for a vulnerable population(s). Full-Time and Part-Time students in the MSW program take three electives before graduation. One of the electives must be taken in the School of Social Work. The remaining can be taken either in the School of Social Work or another department. Advanced Standing students take two electives. One elective must be taken in the School of Social Work, while students have the option of taking the other in the School of Social Work or outside of the School. Students work with their advisors to register for electives that help them meet their individual career objectives.

Students can enroll in elective courses in the School of Social Work or other UNC Charlotte departments during Summer Session if they choose.

Students can enroll in graduate level elective courses in other regionally accredited institutions as well (face-to-face or online). If you do this, remember:

- You must complete an Elective Choice Form and get the course approved by your advisor BEFORE you take the course. If you don’t, you risk receiving no credit for the course.
- The course must be offered for GRADUATE credit as defined by the institution where it is earned.
- The course must meet your individual professional objectives.
- If you take a course outside UNC Charlotte, you are responsible for getting credit transferred to UNC Charlotte toward your MSW. Details about transferring courses are available in the Graduate Catalog at [http://catalog.uncc.edu/graduate-catalogs/current](http://catalog.uncc.edu/graduate-catalogs/current)
- A maximum of six (6) credits can be transferred into UNC Charlotte for a graduate degree. See the sections on Transfer of Credit and Post-Baccalaureate credit in the Introduction section above for more information.
- Courses taken outside UNC Charlotte for credit toward the MSW will count as courses taken outside UNC Charlotte’s School of Social Work, even if the course was taken in another institutions’ social work department. You still must take at least one elective in UNC Charlotte’s School of Social Work.

**Social Work Curriculum Plans**

The MSW Degree may be pursued on a full-time (two years), part time (three years), or Advanced Standing (one calendar year) basis. The curriculum plans for the Full Time, Extended Study, and Advanced Standing options are listed below.

### Full Time Curriculum Program (2 years)

**Year One**

**Fall (15 credits)**
- SOWK 6121 Social Work Practice Theories and Skills (3)
- SOWK 6131 Social Work Research (3)
- SOWK 6141 Foundations of Social Work (3)
- SOWK 6151 Social Work, Social Justice, and Diversity (3)
- SOWK 6441 Practicum I (3)
Spring (15 credits)
SOWK 6232 Practice and Program Evaluation (3)
SOWK 6242 Advocacy and Policy Change (3)
SOWK 6252 Mental Health Assessment (3)
Elective (3)
SOWK 6442 Practicum II: (3)

Year Two

Fall (16 credits)
SOWK 7122 Advanced Social Work Practice with Individuals (3)
SOWK 7126 Advanced Social Work Practice with Groups (3)
SOWK 7222 Advanced Social Work Practice with Communities and Organizations I (3)
Elective (3)
SOWK 7443 Practicum III (4)

Spring (16 credits)
SOWK 7127 Advanced Social Work Practice with Families (3)
SOWK 7223 Advanced Social Work Practice with Communities and Organizations II (3)
SOWK 7651 Synthesis and Reflection (3)
Elective (3)
SOWK 7444 Practicum IV (4)

Total Credits = 62

*All electives must be approved by a student’s academic advisor to ensure courses promote the development of advanced practice competencies. One of the three electives must be taken within the School of Social Work.

Part Time Plan of Study (Three Years)

The Part Time MSW plan of study is designed for students who wish to complete an MSW but cannot attend graduate school full time. The Part Time MSW can be completed in three years. Student takes the same courses as students in the Full Time plan of study. They complete 62 graduate credits hours, which includes 48 credit hours in the classroom and 14 credits in an approved field placement.

The Part Time plan of study is offered as a hybrid model. Classes alternate between meetings on Saturday at the UNC Charlotte Center City Building and online classes. Online classes are offered asynchronously, meaning students meaning students do not have to log in at the same time. They can complete assignments when it is convenient for them as long as they are completed by their due date.

The Foundation curriculum is completed during the first year. Students begin with two courses in the Summer Session, which begins in May. During the Fall and Spring semesters, students continue to take two courses through hybrid (Saturday and online) classes, and also complete the Foundation field placement during other days of the week. The field placement requires a total of 16 hours per week on site at a social work services agency under the supervision of someone with an MSW. During the next Extended Summer Session, students take one course to complete the Foundation curriculum.
The Advanced curriculum is completed over two years, which includes two Fall semesters, two Spring semesters, and one Extended Summer Session. During the Advanced curriculum, students continue to take courses through hybrid (Saturday and online) classes. They complete an Advanced field placement during other days of the week. The field placement requires a total of 16 hours per week on site at a social work services agency under the supervision of someone with an MSW, in addition to professional development activities assigned by the field seminar liaison. In the final Extended Summer Session, students take an elective course that reflects their professional interests. In the final Fall and Spring, students complete their required Advanced curriculum courses. The Part Time plan of study is outlined below.

Year One – Foundation Curriculum

Summer (6 credits)
SOWK 6121 Social Work Practice: Theory and Skills (3)  
SOWK 6141 Foundations of Social Work (3)  

Fall (9 Credits)
SOWK 6131 Social Work Research (3)  
SOWK 6151 Social Work, Social Justice, & Diversity (3)  
SOWK 6441 Foundation Social Work Practicum I (3)  

Spring (9 Credits)
SOWK 6242 Advocacy and Policy Change (3)  
SOWK 6232 Practice and Program Evaluation (3)  
SOWK 6442 Foundation Social Work Practicum II (3)  

Summer (3 Credits)
SOWK 6252 Mental Health Assessment (3)  

Year Two – Advanced Curriculum

Fall (10 Credits)
SOWK 7122 Advanced Social Work Practice with Individuals (3)  
SOWK 7222 Advanced Social Work Practice with Communities and Organizations I (3)  
SOWK 7443 Advanced Social Work Practicum I (4)  

Spring (10 Credits)
SOWK 7127 Advanced Social Work Practice with Families (3)  
SOWK 7223 Advanced Social Work Practice with Communities and Organizations II (3)  
SOWK 7443 Advanced Social Work Practicum II (4)  

Summer (3 Credits)
Elective (3)*

Year Three – Advanced Curriculum (cont.)

Fall (6 Credits)
SOWK 7126 Advanced Interpersonal Practice with Groups (3)
Elective (3)*

Spring (6 Credits)
SOWK 7651 Reflection and Synthesis (3) Elective (3)*

Total Program Credits = 62

**Advanced Standing Program (One calendar year)**

The Advanced Standing option in social work is designed to enable a small number of highly qualified students to earn the Masters in Social Work degree in one calendar year. The program begins in May and requires Full Time study for 10 weeks (Summer Sessions I & II). Advanced Standing students complete 12 hours of graduate level work designed to bridge the gap between their BSW curriculum and the second year of the MSW curriculum. In the Fall and Spring semesters, the curriculum is the same as the Full Time Program except SOWK 6242 Advocacy and Policy Change is substituted for one of the electives in the Full Time program in Spring semester. The Advanced Standing curriculum outline is below.

**Summer (9 credits)**

SOWK 6232 Practice and Program Evaluation (3)
SOWK 6242 Advocacy and Policy Change (3)
SOWK 6252 Mental Health Assessment (3)

**Fall (16 credits)**

SOWK 7122 Advanced Social Work Practice with Individuals (3)
SOWK 7126 Advanced Social Work Practice with Groups (3)
SOWK 7222 Advanced Social Work Practice with Communities and Organizations I (3)
SOWK 7443 Advanced Social Work Practicum I (4)
Elective (3)

**Spring (16 credits)**

SOWK 7127 Advanced Social Work Practice with Families
SOWK 7223 Advanced Social Work Practice with Communities and Organizations II (3)
SOWK 7444 Practicum IV (4)
SOWK 7651 Synthesis and Reflection (3)
Elective (3)

**Total Credits = 44**
All electives must be approved by a student’s academic advisor to ensure courses promote the development of advanced practice competencies. One of the electives must be taken within the School of Social Work.

**OVERALL REQUIREMENTS FOR GRADUATION**

The course of full-time study over four (4) semesters for the MSW requires sixty-two (62) hours of coursework beyond the bachelor’s degree from an accredited college or university. The Part-time program (also 62 hours) is available so that students can complete the MSW in three (3) years. The Advanced Standing MSW program consists of forty-four (44) hours of credit and spans over one (1) calendar year.

Students must have a minimum grade point average of 3.0 on a four-point scale (B average) in order to graduate. Credit will not be granted for any course in which the student earns a grade lower than a C.

Full Time and Part-time students must satisfactorily complete a first-year field placement, emphasizing generalist practice, and a second-year field placement, focusing on development of advanced practice behaviors. The first-year field placement involves a minimum of four hundred and sixty (464) clock hours of activity, and the second involves a minimum of six hundred (464) hours. Time spent in field seminar does not count toward the minimum number of hours required. UNC Charlotte School of Social Work Field Education program requires MSW students to complete more than the standard of nine (900) hundred hours. **Field hours are based on the University Calendar and will fluctuate slightly from year to year. The exact number of required hours will be announced at the beginning of each academic year.** Each semester, the beginning date of the field practicum is the first week of the semester and the ending date is the last week of the semester.

The advanced standing student completes a field placement, focusing on development of advanced practice behaviors continues the field placement at the same agency during the fall and spring semesters. This is considered their advanced year placement, which requires a minimum of (464) hours. **Field hours are based on the University Calendar and will fluctuate slightly from year to year. The exact number of required hours will be announced at the beginning of each academic year.** Each semester, the beginning date of the field practicum is the first week of the semester and the ending date is the last week of the semester.

**PROGRAM STANDARDS**

Criteria for Evaluating Academic Performance in the MSW Program in the School of Social Work

**Introduction**
This document sets out Standards for Social Work Education that applies to students enrolled in the School of Social Work at the University of North Carolina at Charlotte. Because of the nature of professional social work practice, the School of Social Work has different expectations of students than do non-professional programs. The standards are linked to students’ abilities to become effective social work professionals and are provided so that students and faculty can be clear about expectations and procedures to address academic performance concerns. The ultimate goal of the Standards is to help students have a successful experience in the MSW Social Work Program. Persons who teach and supervise students, along with program directors, will assess student academic performance and apply their professional judgment to determine if standards are being met during a student's educational career. Professional judgment is the capacity to assess a situation by applying the values and knowledge of the social work profession, combined with a professional's own experience and practice wisdom. It also represents the application of knowledge, values, and skills to making decisions in a helping process. All social work students will be provided with and are expected to read the Standards for Social Work Education and the National Association of Social Workers (NASW) Code of Ethics included in the MSW Student Handbooks.

**Criteria for Evaluating Academic Performance in MSW Programs**
In order to meet its responsibilities to provide quality professional education and to ensure that its graduates are able to function in a broad variety of professional situations, the School of Social Work evaluates the academic performance of its students in four general areas: 1) Basic Abilities to Acquire Professional Skills; 2) Mental and Emotional Abilities; 3) Professional Performance Skills; and 4) Scholastic Performance. Meeting the criteria for scholastic achievement is necessary but not sufficient to ensure continued enrollment in a program. Both professional behavior and scholastic performance comprise academic standards.

**Basic Abilities Necessary to Acquire Professional Skills:**

**Communication Skills**
Demonstrates sufficient written and comprehension, and expressive skills to communicate about ideas and feelings:

a) **Written:** Writes clearly, uses correct grammar and spelling. Applies appropriate writing style, including American Psychological Association (APA) referencing, appropriate source citation, and documentation. Demonstrates sufficient skills in written English to understand content presented in the program and to complete all written assignments to standards specified by faculty. Note: Students may be required to attend the Writing Resource Center to enhance written communication skills.

b) **Comprehension:** Listens carefully to others’ emotions, thoughts, and ideas, with sensitivity to others’ right to self-determination. Accurately interprets information from clients, other agencies, peers, mentors, and instructors.

c) **Expressive:** Communicates effectively and sensitively with other students, faculty, staff, clients, and professionals. Expresses ideas and feelings clearly and demonstrates a willingness and an ability to listen to others. Demonstrates sufficient
skills in English to complete assignments that involve self-expression and to meet the objectives of field placement experiences, as specified by faculty.

Interpersonal Skills
Demonstrates the interpersonal skills needed to relate effectively with other students, faculty, staff, clients, and professionals and to fulfill the ethical obligations of the profession. These include compassion, empathy, altruism, integrity, and demonstration of respect for and consideration of others. Takes appropriate responsibility for own actions and considers the impact of personal actions on others.

Cognitive Skills
Exhibits sufficient knowledge of social work and clarity of thinking to process information and apply it to appropriate situations in classroom and field. Demonstrates grounding in relevant social, behavioral, and biological science knowledge and research-including knowledge and skills in relationship building, data gathering, assessment, intervention, and evaluation of practice. Exhibits ability to conceptualize and integrate knowledge and apply that knowledge to professional practice.

Physical Skills
Exhibits sufficient motor and sensory abilities to attend and participate in class and practicum placement, with or without accommodations. (See section on Accommodations for Disabilities for clarification. The Office of Disability Services must be contacted to arrange for accommodations.)

Emotional and Mental Abilities Necessary for Performance in the Program and Professional Practice

Stress Management
Demonstrates ability to recognize and to deal with current life stressors through the use of appropriate coping mechanisms. Handles stress effectively by using appropriate self-care and developing appropriate supportive relationships with colleagues, peers, and others.

Emotional and Mental Capacities
Uses sound judgment. Seeks and effectively uses help for medical or emotional problems that interfere with scholastic and professional performance. (Students are encouraged to utilize the Counseling Center at UNC Charlotte for treatment and/or referral.) Engages in counseling or seeks out support and help if personal problems, psychosocial distress, substance abuse, or mental health issues do any of the following:

- Compromise scholastic and other performance, or
- Interfere with professional judgment and behavior, or
- Jeopardize the best interests of those to whom the social work student has a professional responsibility as outlined in the current Code of Ethics by the National Association of Social Workers and the North Carolina State Board of Social Worker Examiners for Social Work Licensure.
Professional Performance Skills Necessary for Work with Clients and Professional Practice

Professional Commitment
Exhibits a strong commitment to the goals of social work and to the ethical standards of the profession, as specified in the NASW Code of Ethics. Demonstrates commitment to the essential values of social work that includes the respect for the dignity and the worth of every individual and his/her right to a just share of society's resources (social justice).

Professional Behavior
Exhibits behaviors that are in compliance with program policies, institutional policies, professional ethical standards, and societal laws in the classroom, University community, field, and community at-large. Appearance, dress, and general demeanor reflect a professional manner. Shows potential for responsible and accountable behavior by knowing and practicing within the scope of social work, respecting others, being punctual and dependable, prioritizing responsibilities, attending class regularly, observing deadlines, completing assignments on time, keeping appointments or making appropriate arrangements, and accepting supervision and criticism in a positive manner. Works effectively with others, regardless of level of authority. Advocates for him/her in an appropriate and responsible manner and uses proper channels for conflict resolution. Shows a willingness to receive and accept feedback and supervision in a positive manner, as well as use such feedback to enhance professional development.

Self Awareness
Exhibits knowledge of how one's values, attitudes, beliefs, emotions and past experiences affect thinking, behavior and relationships. Accurately assesses one's own strengths, limitations, and suitability for professional practice. Shows awareness of self and how one is perceived by others. Reflects on one's own limitations as they relate to professional capacities. Is willing to examine and change behavior when it interferes in working with clients and other professionals.

Ethical Obligations
Current behavior and classroom performance demonstrate adherence to the ethical expectations and obligations of professional practice, noted in the NASW Code of Ethics and the Code of Ethics for Social Work Licensure in North Carolina, Ethical behaviors include:


• No charges and/or convictions of an offense that is contrary to professional practice.

• Systematic evaluation of clients and their situations in an unbiased, factual way. Suspension of personal biases during interactions with others.

• Comprehension of another individual's way of life and values. Empathic communication and support of the client as a basis for a productive professional relationship.
• Appreciation of the value of diversity. Effective and nonjudgmental relation to and work with others who are different from oneself. Appropriate service to all persons in need of assistance, regardless of the person's age, class, race, religious beliefs, gender, disability, sexual orientation, and/or value system. No imposition of personal, religious, sexual, and/or cultural values on clients.

• Demonstration of respect for the rights of others. Commitment to client's freedom of choice and self-determination.

• Maintenance of confidentiality as it relates to human service, classroom activities, and field placement.

• Demonstration of honesty and integrity by being truthful about background, experiences, and qualifications; doing one's own work; giving credit for the ideas of others; and providing proper citation of source materials.

• Demonstration of clear, appropriate, and culturally sensitive boundaries. Does not sexually harass others; make verbal or physical threats; become involved in sexual relationships with clients, supervisors, or faculty; abuse others in physical, emotional, verbal, or sexual ways; or participate in dual relationships where conflicts of interests may exist.

**Scholastic Performance**

**Graduate Students**

An accumulation of three (3) marginal grades (C) will result in termination of the student’s enrollment in the UNC Charlotte graduate school. Successfully repeating a course does not change the number of marginal (C) grades.

If a student makes a grade of U (Unsatisfactory) in any graduate course, enrollment will be suspended. A graduate student whose enrollment has been suspended because of grades is ineligible to register in any semester or summer session unless properly reinstated. Enrollment will be terminated if a student receives a grade of (U) in a repeated course for which the student previously earned a (U). Please see the Graduate Student Handbook and the UNC Charlotte Graduate Catalogue for University grading policy.

MSW students are considered to be in academic difficulty if their GPA drops below 3.0. Students will be encouraged to withdraw from the program in order to avoid mandatory dismissal if their grade point average falls below 2.5.

Failure to maintain a passing grade in field placement in any semester will result in an automatic Level III review. A Level II review may be called if a student earns a C or below or in any required social work course. An overall GPA of 3.0 is required for graduation in the graduate program.

**Sources of Evidence for Academic Performance Criteria**

Evidence of meeting academic performance criteria in the School of Social Work may include but is not limited to any of the following:
• Feedback or reference letters from faculty, work supervisors, or supervisors of volunteer human service activity or other field experiences.

• Feedback from agency-based field instructors.

• Observations of classroom, volunteer, or field behaviors.

• Performance in oral and written assignments, examinations, social work skills lab, or other appropriate coursework.

• Student personal statements or self-assessments

• Interviews with faculty or other professionals.

• Taped interview situations (audio or video.)

• Feedback from students, staff, university (UNC Charlotte or other colleges and universities), helping professionals, or community.

• Feedback from faculty in other social work programs that student may have attended.

• Signed confidentiality statements, scholastic honesty statements, contract to adhere to the NASW Code of Ethics or the Standards, other contracts between the University and the student.

Violations of Professional Standards

Examples of Behaviors That Are Violations of Professional Standards in Social Work

1. Inappropriately sharing confidential information about a client, such as discussing details about clients with friends, families, or co-workers; possessing case files during non-business hours.

2. Failing to elicit informed consent from the client or other responsible party, such as not telling clients your role in the agency as an intern, not telling clients about specific intervention choices available to them, not telling the client about your intention to tape an interview, or conducting research without informing clients that they are subjects.

3. Violating a client’s right to self-determination by pressuring the client to conform or coercing the client to make specific choices suggested by the social worker.

4. Relating to colleagues and/or agency personnel in a disrespectful manner, such as disregarding agency rules or policies, or being consistently late with agency assignments.

5. Engaging in illegal behavior such as carrying or using a concealed weapon without a permit, theft, distribution of a controlled substance, or aiding a client in illegal activities.
6. **Being under the influence of alcohol or other substances** that alter behavior or judgment during school or field activities.

7. **Developing relationships with clients, field instructors, or instructors without respecting professional boundaries**, such as developing a friendship that conflicts with professional roles; or developing a romantic and/or sexual relationship with a current or previous client, supervisor, instructor, or members of their immediate family.

8. **Treating others with disrespect** (including students, faculty, staff, clients, supervisors, and others) by not making efforts to understand and value the differences and similarities of other people.

9. **Not working to eliminate personal prejudices** based on race, ethnicity, gender, age, social class, sexual orientation, or ability level.

10. **Making judgments about others based on stereotypes and other biases** related to race, ethnicity, gender, age, social class, sexual orientation, and ability level, instead of considering them as individuals with strengths and abilities.

11. **Using derogatory or demeaning language** toward students, faculty, clients or others, particularly making negative references to race, ethnicity, gender, age, social class, sexual orientation, or ability level. Examples include name-calling and encouraging others to use negative words or actions.

12. **Committing physically or verbally violent acts** toward students, faculty, clients, or others that are motivated by a person’s race, ethnicity, gender, age, social class, sexual orientation, or ability level. Examples include name-calling and encouraging others to use negative words or actions.

13. **Unwillingness to explore one's own stereotypical beliefs, biases, and discriminatory actions**. For example, being unwilling to participate in class discussions with particular students or to hear constructive feedback from others; or opposing a field assignment with a particular client group because of their race, ethnicity, gender, age, social class, sexual orientation, or ability level.

14. **A hostile, resistant attitude toward learning**, as demonstrated by not participating in supervisory sessions, or being unable to accept constructive criticism or complaints from clients or agency staff.

15. **Chronic absenteeism or tardiness in the field placement** without notifying the field instructor, particularly in violation of the student’s contract.

16. **A personality unsuited for social work through the demonstration of inappropriate behaviors** toward others, including verbal or physical aggressiveness, ignoring or being indifferent to a client’s distress, or displaying other inappropriate behavior towards clients.

17. **Emotional immaturity or unusual naiveté as demonstrated by the inability to set boundaries** with the clients, which may result in unauthorized service to clients.

18. **Other behaviors that are emotionally damaging to clients**, such as not keeping appointments or following through on case plans.

19. **Emotional problems or needs that interfere with the student’s ability to work with clients**, such as over-identification with clients, which may result in inappropriate emotional reactions such as excessive crying or anger.
20. **A disregard for agency rules and policies**, such as a failure to document activities according to agency rules, lateness with agency assignments, and a lack of respect for positions of authority in the agency.

**Accommodations for Disabilities**

No otherwise qualified student shall, on the basis of disability, be subjected to discrimination or excluded from participation in the School of Social Work. A student with a disability may be protected by the Americans with Disabilities Act (ADA) and be eligible for a reasonable accommodation to provide equal opportunity to meet academic criteria for professional behavior and scholastic performance. Any otherwise qualified student with a protected disability who requests a reasonable accommodation must notify the UNC Charlotte Office of Disability Services and provide documentation as needed. The Office of Disability Services will work with the faculty member(s) on how to accommodate the student.

If you have questions about disability-related policy, the Office of Disability website can be found at [http://ds.uncc.edu/](http://ds.uncc.edu/). Their office is located at Fretwell, Office 230. The phone number is 704-687-0040 (tty/v)
SELECTION OF FIELD AGENCIES

The UNC Charlotte School of Social Work is located within a large metropolitan community. As a result, a wide variety of placement possibilities exist within the region. Field agencies are selected that serve diverse groups and have the potential for adding to the students’ learning experience around practice in diverse settings. Field Placements for Advanced practice students will be selected to support their development of social work values, skills and knowledge at the level of generalist and advanced practice. Agencies’ which offer learning opportunities in generalist practice are also utilized for first year graduate students. Practicum agencies are also recruited that have the capacity to support advanced practice behaviors for second year graduate students.

The Field Education Director is responsible for selecting field sites and discussing the requirements for an Affiliation Agreements. A student may not be placed in an Agency unless there is a fully executed Affiliation Agreement with the University. Agencies are selected based on the degree of their adherence to the following criteria:

1. Providing generalist and/or advanced social work practice opportunities.
2. Commitment to the standards of professional social work practice.
3. Ability to provide learning opportunities/evaluate all practice behaviors of the 2015 Educational Policy and Accreditation Standards.
4. Capacity to provide learning opportunities with individuals, families, groups, communities, and organizations appropriate to beginning level generalist social work practice for first year graduate students, and opportunities for advanced social work practice experience for the second-year graduate student.
5. Availability of regularly scheduled supervision with a field instructor that meet the program objectives or task supervisor & Social Worker who will reinforce a social work perspective during the practicum placement.
6. Commitment to the educational function of field placement experiences.
7. Availability of direct contact with clients and client records at various system levels that represent diverse populations.
8. Availability of adequate physical space for the student.

SELECTION OF FIELD INSTRUCTORS

The selection of appropriate field instructors is crucial to the learning experience. Field instructors serve as the agency-based professionals who are responsible for the day-to-day design and supervision of the field placement. They are indeed the teacher and mentor in the agency. The following criteria, based on CSWE established standards, are used to select field instructors.

Field Instructor Criteria Based on CSWE Standards

Field Instructor (MSW)
**Education**

Field instructors must hold a Master of Social Work degree from a social work program accredited by the Council on Social Work Education.

**Experience**

The field instructor must have at least two (2) years post MSW practice experience.

**Personal Qualities**

The agency-based field instructor must demonstrate a commitment to the mission of social work and social work education, a capacity for effective supervision, a willingness to attend field instructor training either in person or via a scheduled webinar, and a willingness to operate within the framework of responsibilities of a UNC Charlotte Field Instructor.

The Field Education Director is responsible for maintaining the quality of the field placement component. The Field Education Director meets with prospective field agencies and instructors to discuss the function, mission, and process of MSW education at UNC Charlotte. Field sites and instructors who meet the criteria are carefully monitored during the initial field placements to maintain quality and resolve any problems that may develop.

On-going monitoring of placement sites and instructors is also conducted. The faculty involved in the field education component may initiate meetings with agency personnel. Student feedback is also considered when making decisions about re-using specific placement sites.

**SELECTION OF TASK SUPERVISOR AND MSW TO PROVIDE CSWE APPROVED SUPERVISION**

Students may be placed in an affiliated field practicum agency that does not have a Social Worker if the learning opportunities will support their professional growth and learning needs. In every placement, supervision by a qualified social worker must be in place prior to the placement being approved, that assures that the standard of one (1) hour weekly supervision is provided by a MSW with two (2) years’ experience for graduate students. Agencies may make arrangements for a CSWE supervisor through the use of board members, contracting with a social worker who meets the criteria, and/or requesting the University faculty consider filling this role.

**Task Supervisor**

**Education**

The task supervisor must have an advanced degree in a closely related field or may have been grandfathered in as an LCSW by the North Carolina Certification and Licensure Board, but not have an MSW.
Experience

The task supervisor must have at least two (2) years post degree practice experience.

Personal Qualities

The agency-based task supervisor must demonstrate a willingness to support the student’s social work education, a capacity for effective supervision, a willingness to attend field instructor training either in person or via a scheduled webinar, and a willingness to operate within the framework of responsibilities of a UNC Charlotte Task Supervisor/Field Instructor.

The Field Education Director is responsible for maintaining the quality of the field placement component. The Field Education Director meets with prospective field agencies and instructors to discuss the function, mission, and process of MSW education at UNC Charlotte. Field sites and instructors who meet the criteria are carefully monitored during the initial field placements to maintain quality and resolve any problems that may develop.

On-going monitoring of placement sites and instructors is also conducted. The faculty involved in the field education component may initiate meetings with agency personnel. Student feedback is also considered when making decisions about re-using specific placement sites.

MSW Providing CSWE Approved Supervision

Education
The MSW providing supervision must hold a Master of Social Work degree from a social work program accredited by the Council on Social Work Education

Experience
The MSW providing supervision must have at least two (2) years post degree practice experience in a closely related practice area.

Personal Qualities
The MSW providing CSWE supervision must demonstrate a willingness to support the student’s social work education and professional growth, capacity for effective supervision, willingness to work with the faculty liaison, task supervisor, and provide input as a component of the process of evaluation.

THE FIELD PLACEMENT

What is a Field Placement?

The field placement is a required component and the “signature pedagogy” of MSW education. An internship integrates classroom knowledge and skills with actual practice in a human services agency. The field placement in the UNC Charlotte School of Social Work is based on a concurrent model with classroom education.
It is important to note that the Social Work Program does not grant social work course credit for life experience or previous work experience.

**How Does the Field Placement contribute to the Preparation for Social Work Practice by the student?**

The field placement is not to be confused with “paid employment.” Often students feel frustrated that they are spending a lot of time doing agency work and not “getting paid.” It is important to remember that you are not at the agency doing work as an employee, but rather building skills, knowledge, and values about social work practice and yourself. This can be a time of tremendous professional growth through personal reflection of work habits, biases, and knowledge development.

**Field Placement Requirements**

All students scheduled to be placed in a field agency for the current academic year must have submitted a signed MSW Field Placement Agreement, all required compliance documents (which include the CHHS Drug Screening and Criminal Background Acknowledgement and Agreement, results of the Annual CHHS online Blood Bourne Pathogens test or a Certificate of Attendance from a class on Blood Bourne Pathogens, immunizations and/or specific tests/paperwork which may be required by the Affiliated Agency. There must be a current Affiliation Agreement with the Agency for placement. The Field Education Director of the School will complete the process to generate a “Preceptor Letter” which is mailed to the student’s Field Instructor. If the Affiliation Agreement requires that the letter be signed and returned, this letter shall be returned to the University prior to the student beginning their field placement.

**Orientation to the Agency**

A number of field agencies may require a mandatory volunteer training or orientation that must be completed prior to placement. Students may get credit on their time sheet for up to sixteen (16) clock hours as a result of taking the required training and use it towards their total number of hours in the field agency, but this may not be used to end the placement earlier than the last day of classes. In addition, the field instructor must agree to the use of the hours to satisfy field placement hours during the academic year. Under no circumstance shall a student have client contact prior to or without the University Insurance being in place which is effective the first day of classes for the academic year.

**Advanced Standing**

The Advanced Standing MSW program requires the student to complete a two (2) day a week placement in an affiliated agency during the academic year. The placement is completed on Mondays and Tuesdays for sixteen (16) hours, (two eight (8) hour days).

During the fall and spring semester of the following academic year the Advanced Standing MSW graduate students have the same requirements for field education as the second (2nd) year MSW students. Advanced standing graduate students are required to complete two (2) placement days a
week in an agency for the fall and spring semesters and this is completed on Mondays, Tuesdays for sixteen (16) hours, (two eight (8) hour days).

The beginning date of the field placement is the first day of class during the fall semester and the ending date is the last day of classes of the spring semester. The Social Work School requires a minimum of three hundred (232) clock hours in the field agency in the fall and a minimum of three hundred (232) clock hours in the field agency in the spring, for a total of six hundred (464) hours for the academic year. The actual hours that a student is will complete in field is calculated for the current academic year and frequently exceeds the minimum hours noted by the School.

A student must meet the requirements of the weeks in field, as well as the number of hours expected for the current academic year. If a student exceeds the number of hours they are not allowed to leave the field placement before the last day of the semester. It is fully expected that the student will actually complete additional hours each semester, but credit will not be given for the course unless the minimum number of hours is met.

Advanced Standing MSW students have a field seminar class that meets once (1) per month. This experience allows students to immediately utilize and integrate the knowledge, skills, and values taught in the classroom with their clientele, in community programs, and in administrative settings. This educational experience occurs in coordination with the University, the Field Education Director, faculty liaison, an agency, and a field instructor. The School of Social Work may schedule professional development seminars during the seminar hours when it does not conflict with seminar class.

It is anticipated the Advanced Standing MSW student will be in the same field placement for the entire program, with the exception of students, who are pursuing school social work, since summer placements are not available. An appropriate summer placement will be pursued for those students.

First Year Placement - Full Time MSW Students and Part-Time First Year Students

UNC Charlotte holds an MSW Orientation at the University which is scheduled the week before the first day of classes. Field placements process and protocols will be included in the orientation.

The first year of the MSW program utilizes a concurrent field placement model. First year MSW students are in field placement for two (2) days per week, (Mondays and Tuesdays) and in class on Wednesdays, Thursdays, and Friday during the fall and spring semesters of the academic year.

The beginning date of the field placement is the first day of class during the fall semester and the ending date is the last day of classes during the spring semester. The Social Work School requires a minimum of two hundred and thirty (230) clock hours in the field agency in the fall and two hundred and thirty (230) hours during the spring semester for a total of four hundred and sixty (460) hours for the academic year. The actual hours that a student is in field placement is calculated by the current academic year and frequently exceeds the minimum hours noted the School.

A student must meet the requirements of the weeks in field, as well as the minimum of hours
expected for the current academic year. If a student exceeds the number of hours they are not allowed to leave the field placement before the last day of the semester. It is fully expected that the student will actually complete additional hours each semester, but credit will not be given for the course unless the number of hours is met for the current academic year.

MSW Full Time students have a field seminar class that meets once (1) per week. The Part-Time First Year Students have Seminar once (1) month. This experience allows students to immediately utilize and integrate the knowledge, skills, and values taught in the classroom with their clientele, in community programs, and in administrative settings. This educational experience occurs in coordination with the University, the Field Education Director, faculty liaison, an agency, and a field instructor. The School of Social Work may schedule professional development seminars during the seminar hours when it does not conflict with seminar class.

**Second Year Placement - Full Time MSW & Part-Time Students (in their second year) and Advanced Standing Students**

The second year of the MSW program also utilizes a concurrent field placement model. Second year MSW students work in their placement for two (2) days per week, Mondays, Tuesdays and Wednesdays and are in class on Thursdays and Fridays during the fall and spring semesters of the academic year.

The beginning date of the field placement is the first day of classes during the fall semester and the ending date is the last day of classes during the spring semester. The Social Work School requires a minimum of three hundred (232) clock hours in the field agency in the fall and three hundred (232) hours during the spring semester for a total of 464 for the academic year. The actual hours that a student is in field placement is calculated by the current academic year and frequently exceeds the minimum hours noted for the School.

A student must meet the requirements of the weeks in field, as well as, the number of hours expected for the current academic year. If a student exceeds the number of hours they are not allowed to leave the field placement before the last day of the semester. It is fully expected that the student will actually complete additional hours each semester, but credit will not be given for the course unless the number of hours is met for the current academic year.

Second year MSW students have a field seminar class that meets once (1) per month. This experience allows students to immediately utilize and integrate the knowledge, skills, and values taught in the classroom with their clientele, in community programs, and in administrative settings. This educational experience occurs in coordination with the university, a Field Education Director, faculty liaison, an agency, and a field instructor. The School of Social Work may schedule professional development seminars during the seminar hours when it does not conflict with seminar class.

**Employment Based Field Placement**

- An employment based field placement can be an option if the employing agency is affiliated with the University, qualifies as a field site for the Social Work School at UNC Charlotte and the
prospective student who is applying for an employment based field placement, must be an employee of the agency that is not on probationary status and has been employed for at least 90 days at the time of the application. CSWE guidelines relevant to employment based field placements must be adhered to by the student and the employing agency.

- Placement of students in an employing agency is an exception and must be evaluated closely and approved by the Field Education Director and the Field Education Committee. The field instructor must be different than the student’s day to day supervisor and the placement must be in an entirely different unit than their normal day to day employment.

- The designated field instructor must be approved by the School of Social Work. He/she must be an MSW with at least two (2) years post-MSW experience. The field instructor cannot be the direct paid work supervisor of the student. The field instructor must attend mandatory field instructor training.

- The employing agency must be within a sixty (60) mile radius of the University of North Carolina in Charlotte or have the ability to use technology which would facilitate virtual visits by the faculty liaison.

- The request to complete a field placement in an employing agency must be submitted in writing to the Field Education Director at the beginning of the spring semester prior to the fall placement semester.

- The Employment based request must include in detail, the proposed learning opportunities for the student. Field Placement learning experiences must be in an entirely different program or division than where the student is employed. The learning experiences assigned for the student must meet the requirements of UNC Charlotte field education program and must differ substantially from the student’s employee role. The level of assignments will be determined by the student’s educational role, not the employee role. The request should include a signed Employment Based Field Agreement (see Appendix S).

- The Field Education Director will submit the written request to the Field Education Committee where a decision will be made regarding the written request.

- All terms of the employed based field placement agreement must be adhered to by the student and by the employing agency.

- If approved, the field placement must achieve all of the placement objectives. The student must engage in both micro and macro graduate level practice activities under qualified social work program approved field instructors. The objectives must be reviewed by the student, the prospective field instructor, the student’s employer, and the Designated Faculty Liaison.

- The School must be assured that the employment agency supports the placement as an educational experience and is committed to providing the time and supervision to be involved in discrete learning activities with specific learning objectives that are related to the placement objectives. The employing agency is expected to help the student and the university to create
and maintain an environment for learning to take place.

- Employment Based Field Agreements are not considered approved until the review by the Field Education Director and the Field Education Committee and a letter will be sent confirming approval.

- Any changes to the approved Employment Based Field Placement shall be submitted to the Field Education Committee and must be approved in advance.

- (See Appendices for Employment Based Field Placement Policy, Employment Based Field Placement Agreement and Application Process)

- Students must also complete a Field Placement Agreement for the placement after it has been approved.

**It should not be assumed that a student’s placement will occur within the student’s employing agency just because the agency meets all field instruction and other UNC Charlotte Social Work Program standards and expectations.**

## TERMS AND RESPONSIBILITIES

Listed below are the responsibilities of the major parties in this valuable student learning experience

### The Field Instructor’s Responsibilities

The Field Instructor shall do the following:

1. Participate in the new field instructor training program provided by the School, participate in on-going field instructor workshops, and related continuing education opportunities offered by UNC Charlotte.

2. Become familiar with the Council of Social Work 2015 Educational Policy and Accreditation Standards. Field instructors who supervise UNC Charlotte second (2) year MSW students will also be familiar with the School of Social Work Advanced Practice Objectives.

3. Assist in developing a Learning Agreement with the MSW student that will outline the objectives, tasks, responsibilities, and learning opportunities as specified by the social work program and further develop competence as per the Council of Social Work 2015 Educational Policy and Accreditation Standards.

4. Meet with the student on a weekly basis for at least one (1) hour of social work supervision in order to assess the student’s progress with assignments, to explore his/her
personal concerns and to evaluate the achievement of placement objectives.

5. Complete notes related to the weekly supervision meetings.

6. Obtain feedback from other colleagues who are working with the students on a regular basis and include, but is not limited to, co-facilitating groups, site visits, community presentations, projects, etc.

7. Three contacts with the Faculty Liaison and the student during the academic year to give ongoing feedback on the Practice Competencies, specifically evaluate the student’s agency experience, and discuss any areas of need.

8. Inform the Faculty Liaison immediately if the student’s level of performance is marginal or not satisfactory and work from a strength bases perspective to support his/her success.

9. Prepare a mid-term evaluation with the student to review in supervision and if there are any areas of concern to bring this to the attention of the student and the faculty liaison.

10. Prepare a final evaluation of the student’s performance by no later than the last day of field in accordance with the program guidelines.

Task Supervisor’s Responsibilities

The task supervisor shall do the following:

1. Submit a Field Instructor Profile Form and updated resume to the Field Education Director or designee.

2. Participate in the new field instructor training program provided by the School, participating in on-going field instructor workshops, and related continuing education opportunities provided by UNC Charlotte.

3. Become familiar with the Council of Social Work 2015 Educational Policy and Accreditation Standards and the field instructors who supervise UNC Charlotte second (2) year MSW students will also be familiar with the School of Social Work Advanced Practice Objectives.

4. Assist in developing a Learning Agreement with the MSW student that will outline the objectives, tasks, responsibilities, and learning opportunities as specified by the social work program and further develop competence as per the Council of Social Work 2015 Educational Policy and Accreditation Standards. The task supervisor shall also advise the student to review the Learning Agreement with the CSWE social work supervisor.
5. Meet with the student on a weekly basis for supervision in order to assess the student’s progress with assignments, to explore his/her personal concerns, and to evaluate the achievement of placement objectives. The task supervisor will also assure that the student has time to meet with the CSWE supervisor weekly.

6. Complete supervision notes related to the weekly meetings.

7. Obtain feedback from other colleagues who are working with the students on a regular basis and include, but is not limited to, co-facilitating groups, site visits, community presentations, projects, etc.

8. Three contacts with the Faculty Liaison and the student during the academic year to give ongoing feedback on the Practice Competencies, specifically evaluate the student and the agency experience, and discuss any areas of need.

9. Inform the Faculty Liaison immediately if the student’s level of performance is marginal or not satisfactory and work from a strength bases perspective to support his/her success.

10. Prepare a mid-term evaluation with the student to review in supervision and if there are any areas of concern to bring this to the attention of the student and the faculty liaison. The task supervisor shall also ask that the evaluation should also be given to the CSWE supervisor for comments and feedback specifically related to their supervision sessions and this will be done before the task supervisor and student discuss the midterm review...

11. Prepare the final evaluation of the student’s performance which will allow the student to obtain feedback from the CSWE supervisor before the last day of field. The Evaluation with feedback from the task & CSWE supervisor shall be submitted to the faculty liaison and the task supervisor shall note a recommended grade for practicum.

**MSW providing CSWE approved supervision**

The MSW providing CSWE supervision shall do the following

1. Schedule one (1) hour supervision sessions either at their office or agency site; and

2. Complete weekly supervision notes; and

3. Provide input into the student Learning Agreement and Evaluations, and

4. Attend a minimum of one (1) meeting with the student, field instructor, and faculty liaison during the academic year; and
5. Make the field instructor and/or faculty liaison aware of any concern related to the student’s performance, professional development, and/or concerns related to the agency placement.

6. Provide input into the student’s final field evaluation.

The Faculty Liaison’s Responsibilities

The specific role of the faculty liaison is as follows:

1. Maintaining a viable school-agency relationship and assuring that the student receives a field placement experience consistent with student needs, standards set by the program, and the 2015 EPAS standards.

2. Keeping contact with the student and field instructor Two in person contacts, one in fall semester and one in the spring semester. The final contact can be through virtual meetings, or by phone a minimum anytime during the academic year. Virtual meetings through the use of Skype or similar technology will be utilized to increase the placement options that may be further away than sixty (60) miles or for ad hoc meetings that need to be scheduled quickly.

3. Scheduling the first site visit of the academic year within the first month of placement. The focus of the first visit is to review the Learning Agreement, objectives of the placement, and assess the students’ progress.

4. Scheduling the second visit toward the end of the first semester. The focus of the second visit is integration of classroom and experiences and/or the final field evaluation for the semester.

5. Conducting the first second semester site visit is conducted with the student and field instructor no later than mid-semester. The subsequent visits are for the purpose of evaluation at the end of each semester.

6. Scheduling additional as needed. This will be based on the needs of the students and the field instructors and the visits will be schedule at a mutually convenient time to address any concerns noted.

7. Ensuring that students who have concerns have addressed them directly with the field instructor. The student’s concern about lack of access to the field instructor, not being given enough work, or ethical dilemmas with other staff are examples of concerns that may be discussed.

8. Ensuring that field instructors who have concerns have addressed them directly with the student. Dress, professional behavior, and attendance are some areas of concerns that may be discussed.

9. Ensuring that meetings between the field instructor, student, field liaison and others are solution-focused and as much as possible support the student’s continued field placement.

10. Remaining available to the field instructor and the student for consultation regarding student performance in the agency.

11. Informing the Field Education Director, Advisor, and the MSW Program Director when students are having difficulty, for whatever reason, in their field setting.

12. Documenting all faculty liaison visits and phone calls that are related to the student’s placement.
13. Working with the student, field instructor and Field Education Director/designee if a student has a barrier to complete practicum hours by the last day of classes. Situations that may impact, but are not limited to are serious illness of the student, hospitalizations, death in the family, and/or pregnancy. The liaison & student must be knowledgeable of the University Policy for incomplete grades in reviewing the eligibility/viability of this plan as well as the deadlines to complete the field hours before the next semester.

14. Assigning the grade for the field placement course. The Field Instructor may recommend a grade, but it is the responsibility of the Faculty Liaison to assign the grade for the field. It is the responsibility of the Field Liaison to discuss any discrepancy in grade assigned by the Field Instructor for the Evaluation and review prior to assigning the final grade for the course.

The Field Education Director Responsibilities

The specific role of the Field Education Director is as follows:

1. Securing and developing affiliations with practicum agency sites in sufficient numbers to support choices of area of practice and geographical locations within the region. The practicum agencies should provide a quality field education experience and is consistent with the mission of the program and CSWE Educational Standards.
2. Assuring that all practicum agencies have fully executed Affiliation Agreements and that all compliance documentation is on file with the College of Health and Human Services prior to the student’s placement.
3. Assist in the development of the field education curricula as per CSWE criteria and in certifying that the tasks, duties, and placement assignments are educationally appropriate for the student.
4. Assess admitted students’ eligibility and readiness for field placement and helping students secure practice placements.
5. Provide new field instructor orientation and ongoing training opportunities for field instructors.
6. Assures all Field Manuals, Policies and required forms are updated annually.
7. Coordinates the Annual Field Agency Fair and the Field Education Conference.
8. Consult with the MSW Program Director or involved faculty on an ongoing basis related to student issues.
9. Assess Annual surveys for field education completed by Field Instructors and Students and review with the Field Advisory Board

The Student’s Responsibilities

1. Commit themselves to the required weekly hours of field placement work, attendance at the mandatory field orientation, meeting with the faculty liaison during site visits and/or by telephone.
2. Have transportation to their field agency that will allow the student to complete all
required learning tasks.

3. Develop a Learning Agreement within the timelines established in cooperation with the field instructor and faculty liaison.

4. Function professionally in accordance with the NASW Code of Ethics and professional standards of the School of Social Work in all activities undertaken as a representative of the field instruction agency.

5. Attend and participating in the field seminar class as scheduled.

6. Complete all class and agency work as per agreed on timelines and due dates.

7. Evaluate his/her agency and field instructor at the end of the field placement experience in accordance with the guidelines provided in the MSW Field Manual.

8. Participate in on-going self-evaluations and defining specific strengths and weaknesses, in addition to accounting for all assigned agency responsibilities, including supervisory sessions. Preparing for supervision by creation of an agenda for the supervisory conference each week.

9. Keep the field instructor informed of all classroom assignments that relate to the agency.

10. Demonstrate professional behavior at the placement agency and in field seminar.

11. Complete an Emergency Contact Information Sheet and submit it to the field instructor (Appendix C of Field Placement Manual).

The Students’ Responsibilities to the Field Agency

The student is given the opportunity to work in the agency because the agency has entered into an Affiliation Agreement with the University to provide the student field instruction. Furthermore, the student is expected to abide by agency rules: For example:

1. The student should appropriately adhere to the agency’s dress code, report to the agency promptly, and as scheduled.

2. The student must respect confidentiality relative to all clients and agency services, their circumstances and their problems.

3. The student must behave professionally as a representative of the agency and as a member of a professional program at UNCC.

The Students’ Responsibilities to the Clients Served by the Agency
Field instruction allows the student to become directly involved with individuals, families, groups, and communities who present personal and social problems. The student’s responsibility is: to be sensitive, concerned, aware, and act in accordance with the basic assumption of the worth and dignity of each human being; to be polite and courteous; not to probe unnecessarily into an individual’s personal life; to be accepting of others whose values, standards of behavior and attitudes may differ; and to respect confidentiality.

The Students’ Responsibilities to the University

The student must fulfill the entire requirement of the Field Placement.

Students are expected to participate in the review of their evaluations with their field instructor. This is a vital part of the learning experience and serves to promote involvement in individual learning. Students must inform a university representative of any acts of sexual harassment, violence directed at them, or accidents that occur during their field placement.

The student shall adhere to the UNC Charlotte Code of Student Responsibility which may be found under the following link: http://legal.uncc.edu/policies

Tips to Remember…

Become familiar with your agency’s cultural context, be courteous and utilize formality in agency interactions as follows:

1. Remember that you are entering a working organization that has a history, a present, and a future with and/or without you.

2. Practice professionalism at all times. Be punctual and arrive ready to work at the beginning of the day. You have a beginning and an ending time for work each day. Always work within the designated time frames for your field placement.

3. Make sure your field instructor is aware of where you are at all times and that includes lunch breaks.

4. Always contact your field instructor directly if you are going to be late, sick, there is inclement weather, or if there is an emergency and you are unable to come to your field placement.

5. Dress appropriately for your agency. Know your agency dress code!!

6. Keep your assigned space clean and neat.

7. Make sure that you understand the tasks assigned to you. DO NOT BE AFRAID TO ASK PERTINENT QUESTIONS!
8. Complete all of your assigned work on time. If there is a problem with meeting a deadline, renegotiate the deadline with your field instructor.

9. Do not cover up your mistakes. Inform your supervisor immediately! Mistakes left unchecked grow into problems.

10. Remember you are responsible for your education/field experience. Participate!

The Field Placement Process

All students must complete a Field Placement Application (See Appendix A). The Program has the professional responsibility to delay or deny a student entrance into field education who demonstrates marginal skills or who violates the professional standards of the Social Work Program. Included in this manual is a Field Placement Application which should be submitted as per the timeline established by the Field Education Director.

First Year Application Process

1. The Field Education Director or designee will electronically send a welcome letter to each new student who has enrolled in the Graduate Program. Students will be requested to schedule a time to meet with the Field Education Director.

2. The Field Education Director shall conduct an interview via Skype, phone, or in person to review the interests of the student and discuss field and possible placement options.

3. Each student will complete/submit an electronic MSW Field Application & updated resume and return them to the Field Education Office by the deadline established.

4. Each student will identify three (3) agencies of interest based on the review of the Field Agency Manual and the meeting with the Field Education Director.

5. The Field Education Director will electronically submit the student’s application to the highest ranked agency with capacity and electronically contact the student to follow up with the application within one (1) week and schedule an interview to be considered for placement.

Advanced Standing Placement Process

1. The Field Education Director or designee will electronically submit a welcome letter to each new student who has enrolled in the Advanced Standing Program. Students will be requested to schedule a time to meet with the Field Education Director through UNC Charlotte Connect as quickly as possible due to the limited time between acceptance to the program and placement.
2. The Field Education Director shall conduct an interview via Skype, phone, or in person to review the interests of the student and discuss field and possible placement options.

3. If the VA has the capacity to consider Advanced Standing Students, the Field Education Director shall make them aware of this and the application process/deadlines.

4. Each student will complete/submit an electronic MSW Field Application & updated resume and return them to the Field Education Office by the deadline established.

5. Each student will identify three (3) agencies of interest based on the review of the Field Agency Manual and the meeting with the Field Education Director. The student will be requested to rank them in order of their top three choices. A final list of agencies will be mutually decided on with the Field Education Director.

6. The Field Education Director will verify if there is capacity at the agency ranked first and submit the application electronically. The Field Education Director shall contact the student electronically and request that he/she follow up with the application within one (1) week and schedule an interview to be considered for placement.

**Applying for Second Year MSW Field Placement:**

All applicants for a second year MSW Field Placement must meet the following requirements:

1. The student shall remain in good standing in the MSW Program.

2. The student shall have a face to face interview during the fall semester and work to identify area of advanced practice interest/prospective agency;

3. The student shall identify three (3) agencies of interest based on the review of the Field Agency Manual, Field Fair, and the meeting with the Field Education Director. The student will be requested to rank them in order of their top three choices. A final list of agencies will be mutually decided on with the Field Education Director.

4. The student shall complete a MSW 2nd Year Field Application by the deadline established by the Field Education Director. The student shall submit electronically one (1) copy of the application, all questions, and a current resume, to the Office of Field Education. The student is responsible for returning a neat, thoughtful, and complete application. The student must keep the program informed of any address or phone number changes so that the Field Education Director can contact them. The student should make sure that the application accurately reflects their educational and professional goals.

5. The Field Education Director will electronically submit the student’s application to the highest ranked agency with capacity and electronically contact the student to follow up with the application within one (1) week and schedule an interview to be considered for placement.
6. The student shall contact the agency within one (1) week of the referral to follow up and schedule and interview to be considered for placement.

7. The student is shall research their prospective agency in preparation for the interview.

8. If a student would like to change their focus, the student shall contact the Field Education Director. Students should not self-refer to other agencies.

Application Process for the Second Year Placements at the VA

1. Prospective students will be invited to a VA Information Session during the fall semester to learn about the VA application process.

2. The Field Education Director shall have a face to face interview during the fall semester and work to identify area of advanced practice interest/at the VA;

3. Each student will complete/submit by the due date established by the Field Education Director the following:
   a. an electronic MSW Field Application; and
   b. updated Resume; and
   c. VA Application
   d. three (3) reference letters (Recommended to be faculty, field instructor and/or work supervisor)

4. The Field Education Director will submit a hard copy of the student’s application by the due date as specified by the VA. (Due to the highly competitive nature of VA placements, students shall be asked to select an alternate agency for placement if they are not selected and referred to that agency in January. This timeline usually allows for the students to be in process, but get their decision by the VA before an actual interview is scheduled).

5. The VA interview team will conduct a paper review of all prospective candidates and select individuals who will interview on campus;

6. Students should prepare for the interview by researching the VA, reaching out to students currently in a VA practicum, doing mock interviews with field instructors, field faculty, Field Education Director, and/or the career center;

7. Students should also prepare for interviews at the VA by reviewing the Performance Based Interviewing resources on the VA website.

Field Placement Interview
The purpose of the interview is to ascertain if it is a “good fit” between the prospective student, field instructor, and agency. The interview may be conducted by the agency on a 1:1 basis or group. Many interviews for 2nd year placements have a performance based focus. It is strongly recommended that student also think of questions related to the prospective placement.

1. Students should prepare for the interview by researching their agency, preparing for questions to ask the interviewer, and doing mock interviews through the career center, Field Education Director, and/or their field instructor if they are currently in a first-year placement.

2. The student will be offered the opportunity to interview in no more than three (3) field sites. It is important to note that if the agency does not accept the student or has had a changed in their ability to work with interns, the student will be referred to the next highest agency on their list that still has capacity for placement.

3. In the event that a student is referred for an interview with an agency and the agency declines to accept the student due to professionalism, behavioral, ethical or criminal background concerns, specific feedback will be given to the student. The student will be expected to take appropriate corrective action to prepare for a subsequent referral. This may include, but is not limited to, discussion with the Field Education Director about placement options that may be limited because of the specific feedback, discussion about the feedback given and corrective actions recommended, and referrals to the career center for either mock interviews or resume review.

4. If the student does not accept or is not accepted by three (3) field sites (or a combination of the above), the Office of Field Education is under no obligation to locate additional field opportunities. The Field Education Director will work in collaboration with the student, Director of the MSW Program scheduling a Level I to determine field readiness and possible next steps.

5. If accepted, the student and the field instructor must complete and sign the Field Placement Agreement (see Appendix H) and return it to the Field Education Director as soon as possible.

**Compliance Items Required for Placement**

Once accepted at their agency, students must complete all compliance requirements for the agency. Compliance items must be done prior to placement and should be submitted well in advance of the semester that they begin the field placement. This may include, but are not limited to the following;

1. Criminal Background Acknowledgement Agreement – done on admission
2. Online Blood Bourne Pathogens Test – done annually
3. Clinical Agency Mandates form submitted the CHHS Advising Office designee
4. Immunizations records submitted the CHHS Advising Office designee
5. Criminal Background Check – if required by Affiliation Agreement
6. 12 Panel Drug Screen – if required by Affiliation Agreement
7. Agency Application – if required by Affiliation Agreement
8. Agency orientation– if required by Affiliation Agreement
9. References – if required by Affiliation Agreement
10. CPR – if required by Affiliation Agreement
11. Any additional requirements noted in the Affiliation Agreement

**Compliance Items for the VA placement**

If accepted for placement, students must complete all compliance requirements for the VA prior to placement, which may include, but are not limited to the following;

a. Criminal Background Acknowledgement Agreement (Advanced Standing);

b. Blood Bourne Pathogens Test;

c. Immunizations records or required updates submitted the CHHS Advising Office designee;

d. All paperwork/compliance requests sent directly to the student by the VA

Students who are accepted at the VA must also attend an orientation which is scheduled prior to the beginning of the academic year.

**Field Placement Preceptor Letters**

Once the Field Placement Agreement is received the Field Education Director will do the following:

1. Notify the student electronically of the compliance requirements for the specific placement agency and copy the College of Health and Human Services (CHHS) Advising
Center designee on the additional requirements. It is important to note that most hospitals require all compliance items be submitted to them by no later than July 1st.

2. Create a Student Specific Preceptor Checklist using the template on the University J drive.

3. Attach any required documentation to the template which includes, but are not limited to;
   a. Agency required forms
   b. Answer sheets for required orientation modules
   c. Physical Exams
   d. Documentation of CPR course
   e. Agency Applications
   f. Reference letters
   g. Email Clearance from the CHHS advising Office verifying Immunizations, BBP, Criminal Background Check, Drug Screen and any other health information submitted per the Affiliation Agreement.

4. Review all documents and have the final preceptor letter written, reviewed and signed by the Chair of the Social Work School.

5. Students may not begin their field placements until the written preceptor letter has been sent to the agency. **If a signature is required by the Affiliation Agreement, this must be received back to the University, before a student may begin placement.**

**CLINICAL COMPLIANCE**

As a student in the College of Health and Human Services, you will complete clinical assignments, field placements, internships, or other applications of your health and human service disciplines in health care facilities, social service agencies, or school systems. Most of these agencies are requiring that our students in social work complete criminal background checks and drug screening prior to entering the agency for any educational experience. Therefore, to complete your program requirements with an agency, the student must obtain a criminal background check (possibly including fingerprints) and drug screen, the cost of which is your responsibility.

In response to this requirement by our education affiliation agencies (hospitals, schools, nursing homes, social service agencies, etc.), the College of Health and Human Services has revised our policy regarding criminal background checks and drug screening. Obtain the results of your
criminal background check and drug screening BEFORE you enter a class that requires a clinical rotation, internship, field placement, or practicum.

The University of North Carolina at Charlotte and other UNC universities have contracted with Certiphi Screening, Inc. to conduct these criminal background checks. Once you obtain your criminal background check results from Certiphi, you are responsible for keeping these results to prove your compliance with agency's policy. The College of Health and Human Services will not keep any records of your completion of these tests. You also are responsible for paying Certiphi.

Please refer to the college’s website at
http://health.uncc.edu/advising-center/advising-center-information/clinical-agency-requirements

No other agency’s criminal background check will be accepted.

Drug screening information is on the same website under Clinical Agency Compliance. You, as a student, will be responsible for keeping the results of the criminal background check and the drug screen to demonstrate compliance to each affiliation agency. UNC Charlotte, College of Health and Human Services will not keep records of student results and therefore cannot verify for you or the agency if you are in compliance with the agency’s policy. If you do not have these tests, you will receive an unsatisfactory daily grade for your clinical rotation, practicum, internship, or field agency performance until you can demonstrate that you have completed these tests.

If an agency rejects a student based on the results of the criminal background check or drug screen, CHHS will make one (1) attempt to find a replacement clinical site, field placement, internship or practicum. A student may be dismissed from a program because education affiliation agencies will not accept the results from the criminal background check and/or drug screen.

Students may also be asked to complete a fingerprint test by some affiliated agencies and this may be obtained from the Mecklenburg County Sheriff’s School (or another local Sheriff School). The following website may be of assistance to you.


It is recommended that students discuss any requirements by the agency during their interview and if there are any questions, please do not hesitate to contact the field education office.

Students shall be notified in writing about Clinical Compliance for their field placement and should submit all required immunizations, Criminal Background Checks, and Drug Screens the designated staff in the CHHS Advising Office

Immunizations
Students shall submit all required immunizations and the **CHHS-Clinical Agency Requirements Form** to the designated staff person in the College of Health and Human Services – Advising Office prior to the their field placement commencing. It is strongly advised that students keep copies of all immunizations, drug screens, and the Criminal Background Checks because the College does not make copies of what has been submitted. It is also important to note that this requirement is in addition to what the student must submit to Student Health as part of the admission process.

**Agency Compliance Documentation**

All Field Agreements, documents required by agencies that include, but are not limited to, Applications, Healthcare CPR cards, reference letters, training modules, and forms are to be submitted to the Field Education Director, as per the most current Affiliation Agreement. Students should submit required paperwork by no later July 15th and it is **highly recommended** that it be submitted earlier.

It is important to note that some agencies require copies of the student’s Criminal Background Check and/or the Drug Screen and the student must give the documentation to them. If the Agency has this requirement, the student will be advised in writing.

If the requirements are part of the Agency Affiliation Agreement, the student will have the responsibility to cover the cost of all items.

**LEARNING AGREEMENTS**

Each student shall complete a Learning Agreement with input from their field instructor which will outline the knowledge skills, and values that he/she will develop during their field placement. The Learning Agreement shall outline the activities that the student will complete during the year that will allow them to incorporate what they are learning in the classroom and be able to demonstrate the competencies in the 2015 EPAS social work skills, values, and practice during their First Year Placement. The Second Year Learning Agreement shall support the student further developing advanced practice skills and being able to demonstrate competency, (See Attachment D). It is critical that the student review the document throughout their placement to review and adjust the Learning Agreement so that all Practice areas are an aspect of their learning.

**EVALUATIONS**

**Evaluation of Student Progress**
Students will be evaluated in their seminar as determined by the faculty liaison. The original copy of the Learning Agreement should be given to the faculty on a date which is outlined in the course syllabus and should be signed by both the student and the field instructor.

Students will typically have three (3) meetings/contacts with the faculty liaison and the field instructor in the agency per academic year. The faculty liaison will also complete a written note after each site visit or telephone contact with the student and field instructor. The initial visit will focus on the learning agreement which should be completed prior to the first field visit.

Each semester, the Field Instructor shall complete the Evaluation of the Student Form which may be found in the MSW Field Manual (see Appendix E). The field instructor and the student should complete the evaluation by no later than the last day of classes at the end of each semester and each practice behavior should be evaluated using the numbers that correspond to the letter grade. It is important the Evaluation be first completed by the student and then the field instructor shall complete their grades. They will then meet together to review the students competencies. It is also required that they review the student’s progress using the same evaluation tool mid semester since it will provide meaningful feedback to each student, but this midterm evaluation does not have to be turned in to the University. Field evaluations will be placed in the student’s field file.

The final grades for the field placement/field seminar class are a letter grade. This grade is assigned by the faculty liaison in consultation with the field instructor and is based on the seminar and the Student Evaluation as outlined. It is strongly advised that the student keep a copy of the form since many agencies require it as part of the employment application process.

**Evaluation of the Field Placement Site and Field Instructor - annually**

At the end of the field placement, students will complete an electronic evaluation of their placement agency and field instructor. Students will receive an electronic invitation from the Field Director at their UNC Charlotte email account from Survey Share to complete this anonymous evaluation. This feedback is important and helps the Field Director prepare for future students and future field placement sites.

**Evaluation of the Faculty Liaison – Annually**

At the end of each semester, students will complete an electronic evaluation of the field seminar class and of the faculty liaison. Field Instructors will receive an invitation at the email address which was noted by their instructor when the field placement agreement was completed. The evaluation of the liaison visits and faculty liaisons is crucial to the faculty of the Social Work Program to help provide quality field education.

**ADDRESSING STUDENT PROBLEMS IN THE FIELD PLACEMENT**

**Policies and Procedures Governing Academic Performance and Student Conduct**
Academic and professional standards are essential to the existence of and growth of an academic community. Maintaining academic and professional standards is ultimately the formal responsibility of the instructional faculty but is shared by all members of the academic community. The School of Social Work supports the University in its efforts to:

- maintain an environment that supports and enhances the educational purpose of the University;
- protect the health, safety, welfare, and property of all persons in the University community;
- encourage appropriate standards of individual and group responsibility to the University community; and
- foster the personal, social, and ethical development of members of the University community.

**University Level Policies and Procedures:**

Violations of the [Code of Student Responsibility - Policy 406](http://legal.uncc.edu/policies/up-406) and [The Code of Student Academic Integrity](http://legal.uncc.edu/policies/up-407) warrant immediate action and are addressed through University procedures. Examples include, but are not limited to, academic dishonesty (as defined by the instructor), sexual misconduct, acts of harm, drugs, and theft, etc. Acts of harm include harassment, intimidation, bullying, injury, and fighting words. In such cases, the instructor will notify the Program Director immediately. University policies and procedures will be followed. The student’s standing in the program may be impacted by the resolution of the case. A temporary Compliance Plan may be developed until a resolution is reached at the university level.

Students in the School of Social Work must comply with academic policies set by the University and the student conduct codes set forth by the School of Social Work. Graduate students in the School of Social Work must also comply with academic policies set by the Graduate School.

**Unit Policies and Procedures:**

MSW students are bound by conduct policies as outlined below:

- The first are University policies regarding student conduct, including Policy #406 - [Code of Student Responsibility](http://legal.uncc.edu/policies/up-406) and Policy #407 - [Code of Student Academic Integrity](http://legal.uncc.edu/policies/up-407).
- The second is the National Association of Social Workers (NASW) Code of Ethics, which can be found at [http://www.socialworkers.org/pubs/code/code.asp](http://www.socialworkers.org/pubs/code/code.asp). It is the responsibility of all social work faculty to coach students into compliance with the NASW Code of Ethics. This coaching occurs through infusion of ethics throughout the program curriculum, formal and informal meetings with the student, course-specific policies, and assignments aligned with the program curriculum map.

*In addition*, BSW and MSW students must also comply with course policies set by each course instructor. These policies should be presented in writing to the student in the course syllabus at
the beginning of the semester. Instructors are given wide latitude to set their own course policies on topics such as late work, attendance, or use of social media in the classroom.

In an effort to promote student success, the School of Social Work has the following multi-step process for resolving BSW academic performance and conduct concerns that are not addressed through University procedures.

Multi-Step Resolution Process:

**Step 1. Consultation with the Student** - Instructors should *work directly with the student to resolve academic performance and/or classroom conduct concerns* using a problem-solving approach. A problem-solving approach means the instructor identifies a specific behavior of concern, communicates constructively, and respectfully with the student about the specific concern, and, with the student’s input, devises a specific plan for resolving the concern. It is the instructor’s responsibility to document the concern, the details about the student meeting, and the proposed plan for resolving the concern. Faculty members are encouraged to inform students about available campus resources. Faculty members are encouraged to inform students about the potential consequences of not resolving the concerns (i.e. - failing grade on an assignment or in the course).

**Step 2. Consultation with the MSW Program Director Field Education Director** - If the concern remains unresolved after Step 1, the instructor may forward documentation from the initial meeting with the student to the MSW Program Director along with evidence that the concern is not resolved. The MSW Program Director will either suggest an alternative solution to the instructor or schedule a meeting with the student to discuss the concern. In cases where an alternative solution is proposed, the instructor will communicate with the BSW Program Director about the outcome and, if the suggestion did not resolve the concern, the Program Director will schedule a meeting with the student and the MSW Program Director. At Step 2, it is BSW Program Director’s responsibility to document the concern, the details about the student meeting, and the proposed plan for resolving the concern. The MSW Program Director provides a copy of the written documentation to the instructor and the student within a week of the meeting. For concerns related to academic performance or conduct in field placement, the Field Education Director will be consulted, rather than the MSW Program Director. The MSW Program Director will be kept apprised of the case.

**Step 3. Formal Review** - If the concern is still unresolved after Step 2, the concern may go to a Formal Review. In a Formal Review, the MSW Program Director provides written documentation to the student and the School of Social Work Assistant Director about the concern, proposed resolutions, and evidence that the concern remains unresolved. The MSW Program Director meets with the student and School of Social Work Assistant Director to formulate a formal *Compliance Plan*, which sets specific expectations for student conduct, deadlines for compliance with these expectations, and consequences of noncompliance, which could include a recommendation to terminate the student’s enrollment in the program. The MSW Program Director provides a written copy of the formal *Compliance Plan* to all parties within five (5) business days of the meeting with the student. If the student does not adhere to
the agreed upon plan, then the consequences outlined in the plan may result. For concerns related to academic performance or student conduct in field placement, the Director of Field Education will engage in Step 3, rather than the MSW Program Director. The MSW Program Director will be kept apprised of the case.

**Exceptions to the Multi-Step Resolution Process:**

As indicated above, Violations of the University-level Code of Student Responsibility - Policy 406 and The Code of Student Academic Integrity warrant immediate action and are addressed through University procedures. There may be some other student conduct issues that warrant immediate action (skipping Steps 1 and 2). It is within the purview of the MSW Program Director or the Director of Field Education to proceed to an immediate Formal Review (Step 3) in such cases.

**Special Note about Academic Dishonesty:**

Academic dishonesty includes cheating, fabrication, multiple submission, plagiarism, and complicity in academic dishonesty. Refer to the The Code of Student Academic Integrity for definitions of these terms. Course instructors determine whether they believe academic dishonesty has occurred. When the instructor believes academic dishonesty has occurred, University procedures are followed. However, the instructor might believe the student violated the policy on academic integrity unintentionally. In the case where a violation appears to be unintentional, the instructor can attempt to coach the student on how to avoid the problem in the future, rather than immediately reporting the violation. As part of the coaching process, the instructor can offer the student an opportunity to remedy the concern such as resubmitting work for a reduced grade. If the issue is not resolved through the coaching process, a pattern persists, or if the instructor believes the student intentionally committed academic dishonesty, then the instructor will follow the procedures outlined in University Policy #407 - http://legal.uncc.edu/policies/up-407.

**The University’s procedure for handling academic integrity cases is outlined below:**

A faculty member responsible for assigning final grades in a course may acquire evidence either directly or through information supplied by others that a student violation of academic integrity may have occurred. After collecting the documentation available, the faculty member determines whether it warrants proceeding to the next level of inquiry.

If the faculty member determines that the documentation is sufficient, he/she contacts the Dean of Students Office, which will determine from its records whether the student has previously admitted to or been found guilty of an academic integrity violation. If the suspected violation would be a second offense, the faculty member must take the case to the Chairperson of the Academic Integrity Board (AIB). If the suspected violation would constitute a first offense but one for which the faculty member considers the appropriate penalty to be more severe than "F" ("U" for graduate student) in the course, the case must be brought to the Chairperson of the AIB. If the faculty member believes, however, that the suspected violation would be remedied by a penalty no greater than "F" ("U" for graduate student) in the course, the settlement procedure is used to conclude the matter and provide a record (see Section IV. Penalties).
Once a student has received notice that he/she is charged with an academic integrity offense, and pending the outcome of an academic integrity settlement or hearing, if the student withdraws from the course, a grade for the course will still be issued. In all cases, the instructor shall assign a grade of “I” pending the outcome of an AIB hearing.

*The University’s SETTLEMENT PROCEDURE is also outlined below:*

The faculty member meets with the student and presents the evidence of an academic integrity violation, then requests an explanation from the student. After hearing the explanation, if the faculty member determines that a violation has occurred, he/she fills out and signs the settlement form (available at this link) distributed to all faculty members, noting the penalty to be applied, and gives the form to the student. The student has three business days to consider and seek advice on whether to admit guilt and accept the penalty by signing that form. If the student agrees to sign, he/she does so in the presence of the faculty member who then implements the penalty. The faculty member forwards the settlement form to the Dean of Students, who keeps a record of first offenses for eight years, and thus the matter is ended.

If the student decides not to admit guilt or not to accept the penalty, the faculty member is obligated to take the case to the Chairperson of the AIB and participate in a hearing as soon as possible, normally no later than the end of the semester following the semester in which the charge is made (not including summer sessions). If the faculty member does not take the case to the Chairperson of the AIB and participate in a hearing within the time limits set forth above, the faculty member must show sufficient justification for the delay to the Chair of the AIB and request an exception to the time limits set forth above. If the AIB Chair approves this request, the hearing may be delayed. If the AIB Chair does not approve the request, the faculty member may not proceed with the case or impose a penalty. A penalty may be imposed upon a student if, after notice and without showing sufficient justification for delay, the student is unavailable for the hearing.

The instructor must inform the program director that an allegation of academic dishonesty has been made on a student but is not required to get permission from the program director to make the allegation.

*Student Termination by the University and School of Social Work:*

The University maintains the right to terminate a student’s enrollment in a course for a variety of reasons including, but not limited to: course schedule changes, course cancellation due to low enrollment, or the student’s non-fulfillment of course prerequisites.

The University maintains the right to terminate a student’s enrollment in all courses in a term for a variety of reasons including, but not limited to: academic suspension, suspension for violation of Policy 406 - The Code of Student Responsibility, or suspension in violation of Policy 407 - The Code of Student Academic Integrity.

If the student’s enrollment at the University has been terminated, an automatic termination from the BSW Program also results.
A student can also be terminated from the BSW Program when concerns addressed through a formal *Compliance Plan* have not been successfully resolved. In such cases, the Assistant Director of the School of Social Work, in consultation with the Program Director and School of Social Work Director, will make this determination and communicate it to the student in writing within five (5) business days of the decision.

The student may invoke University Policy 411 - Student Grievance Procedure, within seven (7) business days of the receipt of the written notice from the School of Social Work. The notice can be found at: [http://legal.uncc.edu/policies/up-411](http://legal.uncc.edu/policies/up-411). Otherwise, the student’s termination from the program is final.

**Student Reinstatement:**

**BSW Program**

The [Undergraduate catalog](http://socialwork.uncc.edu/admissions/admission-policies-procedures) includes the policies and rules that govern graduate studies at UNC Charlotte. It is updated annually.

Undergraduate students in the BSW Program who have been suspended from UNC Charlotte for academic or disciplinary reasons must apply for University readmission as described in the [Readmission of Former Students policy](http://socialwork.uncc.edu/admissions/admission-policies-procedures). After being readmitted to the University, the student then follows the procedures for readmission to the BSW Program, outlined in the *School of Social Work Admission Policies and Procedures* document found at: [http://socialwork.uncc.edu/admissions/admission-policies-procedures](http://socialwork.uncc.edu/admissions/admission-policies-procedures).

Undergraduate students who were dismissed from the BSW Program (Upper Division social work major) without being suspended from UNC Charlotte for academic or disciplinary reasons, should follow the procedures for readmission to the BSW Program, outlined in the *School of Social Work Admission Policies and Procedures* document found at: [http://socialwork.uncc.edu/admissions/admission-policies-procedures](http://socialwork.uncc.edu/admissions/admission-policies-procedures).

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**Procedures Governing Concerns Related to Instructors**

**Student Concerns about a Course Instructor:**

Students might experience concerns with a course instructor. The student should follow a multi-step process for resolving concerns about an instructor.

**Step 1. Consultation with the Course Instructor** - Approach the instructor and work directly with the instructor to resolve the concern using a problem-solving approach. A problem-solving approach means the student has identified a specific behavior of concern, communicates constructively and respectfully with the instructor about the specific concern, and, devises a specific plan for resolving the concern. It is the student’s responsibility to document the concern, the meeting time, and the proposed plan for resolving the concern or clearing up misunderstandings. It is strongly recommended that the student communicate the outcome of the meeting via email to the instructor; this serves as an opportunity to thank the instructor for being responsive, clearing up the outcome of the meeting, and documenting that the issue was addressed.
Step 2. Consultation with the BSW Program Director or Assistant Director of Field Education - If the concern remains unresolved after Step 1, the student can make an appointment to speak to the MSW Program Director. Copies of written communication with the instructor about the student’s concern will be helpful. The Program Director will suggest an alternative solution to the concern. The student will carry out the alternative solution. For concerns related to a Field Liaison, the Director of Field Education would be consulted with, rather than the MSW Program Director. The MSW Program Director will be kept apprised of the case.

Step 3. Joint Meeting - If the concern is still unresolved after Step 2, then the student, the instructor, and the MSW Program Director will meet jointly to discuss a solution. All parties will arrive at a consensus solution. It is the MSW Program Director’s responsibility to provide written documentation of the meeting and the consensus solution. For concerns related to a Field Liaison, the Director of Field Education would be consulted with, rather than the MSW Program Director. The MSW Program Director will be kept apprised of the case.

Step 4. If Steps 1 through 3 do not resolve the issue, the student might consider a formal grievance. Information related to student grievance policies and procedures can be found at: http://legal.uncc.edu/policies/up-411. Students are free to file a grievance at any time, but following Steps 1 through 3 is a way to ensure the Dean of Student’s Office that the student has taken reasonable steps to resolve their concerns.

Exception to Steps 1 through 4.
Some instructor conduct warrants immediate attention. This includes intentional intimidation of students, harassment, disregarding student confidentiality, blatant discrimination based on student characteristics, or threats of harm to students. These behaviors should be reported immediately to the MSW Program Director. All instances of this conduct results in an immediate Joint Meeting (Step 3). For concerns related to a Field Liaison, the Director of Field Education Director would be consulted with, rather than the BSW Program Director. The MSW Program Director will be kept apprised of the case.

Special Note about Sexual Harassment:
Please see the university policy on reporting sexual harassment and sexual misconduct at http://uncdso.uncc.edu/org/officeofstudentconduct/Sexual_Misconduct
Students who allege sexual harassment and sexual misconduct by an instructor are not bound by Steps 1 through 4 above. They are free to report and address this conduct through the various reporting methods available at the link provided.

Student Concerns about a Field Instructor/Placement:

Students might experience concerns with a Field Instructor. The student should follow a multi-step process for resolving concerns about a Field Instructor.

Step 1. Consultation with the Field Instructor - Approach the Field Instructor and work directly with the field instructor to resolve the concern using a problem-solving approach. A
problem-solving approach means the student has identified a specific behavior of concern, communicates constructively and respectfully with the instructor about the specific concern, and, devises a specific plan for resolving the concern. It is the student’s responsibility to document the concern, the meeting time, and the proposed plan for resolving the concern or clearing up misunderstandings. It is strongly recommended that the student communicate the outcome of the meeting via email to the instructor; this serves as an opportunity to thank the instructor for being responsive, clearing up the outcome of the meeting, and documenting that the issue was addressed.

**Step 2. Consultation with the Field Liaison** - If the concern remains unresolved after Step 1, the student can make an appointment to speak to the student’s Field Liaison. Copies of written communication with the instructor about the student’s concern will be helpful. The Field Liaison will suggest an alternative solution to the concern. The student will carry out the alternative solution.

**Step 3. Joint Meeting** - If the concern is still unresolved after Step 2, then the student, the Field Instructor, and the Field Liaison will meet jointly to discuss a solution. In rare cases, inclusion of the Field Director may be asked to participate. All parties will arrive at a consensus solution. It is the Field Liaison’s responsibility to provide written documentation of the meeting and the consensus solution.

**Step 4.** If Steps 1 through 3 do not resolve the issue, then the student, Field Liaison, and Field Education Director will discuss the possibility of an alternative placement or seek other ways to resolve the problem in the current placement. Field placement change requests are reviewed and decided upon by the Field Education Committee.

**Exception to Steps 1 through 4.**

Some concerns related to a field instructor warrant immediate attention. These can include concerns related to intentional intimidation of students, harassment, disregarding student confidentiality, blatant discrimination based on student characteristics, or threats of harm to students. These behaviors should be reported immediately to the Field Education Director. All instances of reports of this conduct result in an immediate Joint Meeting.

**Academic Grievances – Social Work**

Students enrolled in the Social Work Program have the right to redress grievances related to academic matters. Students are assured freedom from reprisals for bringing a grievance.

**Procedures for Handling Academic Grievances**

Undergraduate and graduate students with an academic grievance should follow the College of Health and Human Services (CHHS) Academic Grievance Policy & Procedure outlined in the CHHS Student Handbook. That Policy and Procedure provides as follows:
1. The student shall first meet with the involved faculty/staff member(s) for discussion.

2. If this discussion does not resolve the situation, the student/faculty member(s) may request the Chair to become involved.

3. If the grievance still has not been resolved, the student may submit the grievance in writing to the CHHS Associate Dean for Academic Affairs who will obtain input from the involved faculty or staff member(s) and may appoint an ad hoc committee of faculty not involved in the course to investigate the grievance and give written advice to the Associate Dean for Academic Affairs.

4. The grievance document submitted by the student to the Associate Dean for Academic Affairs shall include:
   o substance of the grievance
   o what steps have been taken
   o desired resolution

5. The Associate Dean for Academic Affairs shall communicate in writing her/his recommendation to the involved faculty, student and academic advisor.

6. In cases where progression is not an issue, the timeframe may be more flexible, but in all cases the grievance procedure shall be completed by the end of the next academic semester.

Final course grade appeals should be conducted in accordance with the University’s Policy and Procedures for Student Appeals of Final Course Grades, available at: http://www.legal.uncc.edu/policies/GradeAppeal.html.

MSW students who have been terminated from the Graduate School as a result of a Level III review may have grounds to appeal their termination. Such appeals should be conducted in accordance with the termination appeal procedures outlined in the Graduate Catalogue.

Non-Academic Grievances
Student-initiated grievances that are not academic in nature should be conducted in accordance with the University’s Student Grievance Procedure, available at http://www.legal.uncc.edu/StudentGrievanceProcedure.html.

**NOMINATIONS**

**Nominations for “Outstanding Graduate Field Student of the Year”**

All field instructors may nominate their student for the “Outstanding Graduate Field Student Award.” One (1) 1st year MSW and one (1) 2nd year MSW graduate student will be selected for
each academic year and the students will be recognized at the Annual Field Education Conference and Event during the spring semester. The nomination form is posted on the Field Education website. (see Appendix U)

**Nominations for “Field Instructor of the Year”**

Any MSW student in field placement may nominate their field instructor for the “Outstanding Field Instructor of the Year.” One MSW Field Instructor will be recognized at the Annual Field Education Conference and Event during the spring semester. The nomination form is posted on the Field Education website and in Appendix U.

**Nominations for “Field Student of the Year”**

Any Field Instructor or Task supervisor may nominate their student for the Outstanding 1st Year or 2nd Year Student of the Year. One student from each cohort will be recognized at the Annual Field Education Conference and Event during the spring semester. The nomination form is posted on the Field Education website and in Appendix U.

**Nominations for Field Advisory Board**

The Field Education Director is responsible for meeting each semester with the Field Advisory Board (FAB). This group of social work professionals serves as field instructors for the BSW and MSW UNC Charlotte Social Work Program. Their duty is to represent the interests of the field instructors from various fields of practice and to provide feedback to the program as to the quality of the students and issues in the field placement, as well as offering mentoring support for new field instructors.

One (1) full time and one (1) extended MSW student may self-nominate for a one (1) year term on the Field Advisory Board for the current academic year. The student must submit a letter of recommendation from their advisor and a faculty member, application to the Field Education Director to be considered. The form is posted on the Field Education Webpage and a sample is in Appendix Q. The Nomination form should be submitted with a letter of recommendation by the due date noted for the current academic year.

**LIABILITY INSURANCE**

All students are required to carry professional liability insurance. Agencies will not allow students to be placed unless the student has liability insurance coverage.
This liability insurance covers only you the student and your person, not your automobile, and not any passengers that are in your automobile. The insurance is effective for the academic year only and under no circumstance shall the student have client contact prior to the first day of the academic year.

The University of North Carolina system currently provides professional and accidental insurance coverage through a policy administered by:

North Carolina Association of Insurance Agents  
P.O. Box 1165  
Cary, NC 27512.

The coverage is provided by Liberty Mutual Insurance, Policy Number: GL8335325 and claims should be submitted to the above address. The contact telephone is (919) 828-4371.

Coverage limits are $1,000,000 each occurrence for bodily injury, property damage, or personal injury claim, $3,000,000 aggregate limits; $1,000,000 each claim limit for professional liability, $15,000 for covered medical expenses, accidental death or dismemberment. The cost of liability insurance is covered by student fees.

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DISABILITY POLICY FOR FIELD PLACEMENTS –SOCIAL WORK

EMPLOYMENT BASED SOCIAL WORK FIELD PLACEMENT POLICY AND AGREEMENT

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INCLEMENT WEATHER – SOCIAL WORK

PLACEMENT CONCERNS, REASSIGNMENT OF PLACEMENT AND TERMINATION
POLICY – SOCIAL WORK

RELIGIOUS ACCOMODATION IN FIELD PLACEMENTS – SOCIAL WORK

SAFETY POLICY FOR AGENCY FIELD PLACEMENTS –SOCIAL WORK

SEXUAL HARRASSMENT POLICY AND PROCEDURE-SOCIAL WORK

SUPERVISION AND EVALUATION OF STUDENTS IN FIELD-SOCIAL WORK

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## MSW FIELD PLACEMENT MANUAL AY 2017-2018

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<td></td>
</tr>
</tbody>
</table>
Application for Graduate Social Work Field Placement

Academic Year: 2018-19

Instructions: This application will be used to recommend a field agency that is appropriate for your development of social work practice knowledge, skills, and values. This application will also be forwarded to your prospective agency and used as a screening tool for the agency to consider you to for an internship. In addition to submitting application materials, a personal interview with the Director of Field Education is required to assist with the process of agency selection.

Please email the following materials to the Interim Director of Field Education:

- Ticola Ross, PhD, MSW, LCSWA
- Tcaldw16@uncc.edu
- One (1) electronic copy of the completed application
- One (1) electronic copy of your current resume
- 3 References (Mecklenburg DSS only)

Due Date:

<table>
<thead>
<tr>
<th>STUDENT CONTACT INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name:</td>
</tr>
<tr>
<td>Home Phone:</td>
</tr>
<tr>
<td>Cell Phone:</td>
</tr>
<tr>
<td>Work Phone:</td>
</tr>
<tr>
<td>Email:</td>
</tr>
<tr>
<td>Permanent Address:</td>
</tr>
<tr>
<td>Local Address (If different from permanent):</td>
</tr>
<tr>
<td>GENERAL QUESTIONS</td>
</tr>
<tr>
<td>-------------------</td>
</tr>
<tr>
<td>All students must arrange their own transportation to field agencies. Will you have a reliable car available for transportation?</td>
</tr>
<tr>
<td>If you will not have a reliable car, please explain how you will arrange for transportation:</td>
</tr>
<tr>
<td>Do you anticipate being employed more than 10 hrs per week while completing field placement?</td>
</tr>
<tr>
<td>If you will be employed more than 10 hours, write a brief description below detailing your plan to balance work, family life, coursework and field:</td>
</tr>
<tr>
<td>Many agencies require a criminal background check and/or a current drug screen as part of the placement process. Have you ever been convicted of any felony or misdemeanor?</td>
</tr>
<tr>
<td>If you answered yes to having been convicted of any felony or misdemeanor, please explain:</td>
</tr>
<tr>
<td>Do you have any charges pending?</td>
</tr>
<tr>
<td>If you have charges pending, please explain:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SHORT ESSAYS</th>
</tr>
</thead>
</table>

Please respond to the following thoroughly and thoughtfully. Your responses should each be approximately 1 page. This is your opportunity to tell the agency more about yourself.

Please list three specific populations that you would like to work with and explain your reasons for choosing these populations.

What strengths, skills and experience do you have as a student that you would like to highlight for your prospective agency?

What skills do you hope to develop and what knowledge do you hope to gain from your internship experience?
I have completed this application to the best of my knowledge. I give permission for a copy of this application to be shared with the field agencies relating to field placement arrangements.

Student Name & Date
# Field Placement Student Time Sheet 2017-2018

~This sheet is to be filled out weekly and turned into your field liaison MONTHLY~

Month:

<table>
<thead>
<tr>
<th>Last Name:</th>
<th>First Name:</th>
<th>Middle Initial:</th>
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<table>
<thead>
<tr>
<th>DATE</th>
<th>TIME IN</th>
<th>TIME OUT</th>
<th>TOTAL HOURS</th>
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<tbody>
<tr>
<td></td>
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</tbody>
</table>

Total number of field hours worked for this time sheet __________

Total Number of hours of supervision for this time sheet __________

Total number of sick hours for the semester** __________

Total Number of hours for this semester: __________

<table>
<thead>
<tr>
<th>Signature of Field Instructor: __________________________</th>
<th>Date</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Signature of Student: __________________________</th>
<th>Date</th>
</tr>
</thead>
</table>
Emergency Contact Information

~This form is to be completed and filed with your field instructor on the first (1st) day of field~

Intern
Name: ______ Location in Placement: _____ Primary
Work Phone: _____ ext _____ Pager # _____
Secondary Work Phone: _____ ext _____ Pager # _____
Primary Home Phone: _____ ext _____ Pager # _____
Secondary Home Phone: _____ ext _____ Pager # _____

Placement Supervisor
Name: ______ Location in Placement: _____ Primary
Work Phone: _____ ext _____ Pager # _____
Secondary Work Phone: _____ ext _____ Pager # _____
Primary Home Phone: _____ ext _____ Pager # _____
Secondary Home Phone: _____ ext _____ Pager # _____

Alternative Contact Person at Placement
Name: ______ Location in Placement: _____ Primary
Work Phone: _____ ext _____ Pager # _____
Secondary Work Phone: _____ ext _____ Pager # _____
Primary Home Phone: _____ ext _____ Pager # _____
Secondary Home Phone: _____ ext _____ Pager # _____

Faculty Supervisor
Name: ______ Location in Placement: _____ Primary
Work Phone: _____ ext _____ Pager # _____
Secondary Work Phone: _____ ext _____ Pager # _____
Primary Home Phone: _____ ext _____ Pager # _____
Secondary Home Phone: _____ ext _____ Pager # _____

Alternative Faculty Contact
Name: ______ Location in Placement: _____ Primary
Work Phone: _____ ext _____ Pager # _____
Secondary Work Phone: _____ ext _____ Pager # _____
Primary Home Phone: _____ ext _____ Pager # _____
Secondary Home Phone: _____ ext _____ Pager # _____
Crisis Line Number: _____

Other Resources
Name: _____  Number: _____

Name: _____  Number: _____

Name: _____  Number: _____
Field Incident Report

Person submitting report: _____

Date of incident: _____

Date of report: _____

Persons involved in the incident: _____

Description of incident (what led up to the situation and what occurred during the incident)

_____  

Nature and description of the injury, if applicable:

_____  

Action taken:

_____  

Student signature: _______________________________ Date: ________________

Field Instructor signature: ________________________ Date: ________________

Field Liaison signature: __________________________ Date: ________________

Original form goes to the Office of Field Education, UNCC within twenty-four (24) hours of incident.
Letter of Agreement (Preceptor Letter)
Social Work Generic Preceptor Letter – No Return Signature Required

Date

TITLE PRECEPTOR FIRST NAME PRECEPTOR LAST NAME
AGENCY
ADDRESS

Dear TITLE PRECEPTOR LAST NAME,

Thank you for the opportunity to arrange for a field experience at AGENCY for STUDENT FIRST NAME
STUDENT LAST NAME for SELECT FALL, SPRING, or SUMMER semester of the SELECT ACADEMIC
YEAR academic year. STUDENT FIRST NAME is enrolled in SOWK COURSE(S) in the School of Social Work,
College of Health and Human Services (CHHS). While on your premises, the student will work with you as the
student’s designated field instructor. STUDENT FIRST NAME will require a minimum of NUMBER OF HOURS
hours during the CHOOSE SEMESTER OR ACADEMIC YEAR. The student’s hours will start on August 2017
and will be completed by April 2018.

FACULTY TITLE FACULTY FIRST NAME FACULTY LAST NAME will be responsible for overall supervision
of the student, including on-site visits to be arranged. You as the preceptor shall directly supervise the student and
ensure that the student does not work independently as a professional. If applicable, you shall countersign any
medical records/notes that the student writes and indicate that s/he has seen the patient/client referred to and that you
agree with the student’s documentation. Professional practice skills will be stressed in the classroom and should be
reinforced in the field setting. The student should be on time, prepared with paper work, and exhibit appropriate
behavior towards colleagues, clients, and supervisors. Please refer to the UNC Charlotte Social Work Field
Placement Manuals that are available to instructors and students at our website http://socialwork.uncc.edu/field-
manuals. If needed, please feel free to contact FACULTY TITLE FACULTY LAST NAME at FACULTY
PHONE NUMBER or FACULTY EMAIL ADDRESS.

UNC Charlotte, College of Health and Human Services, currently has an existing education Affiliation Agreement
with your facility dated AA DATE. The terms of that Agreement, including LIST ALL DOCUMENTATION
REQUIRED BY THE AA (e.g., LIABILITY INSURANCE, IMMUNIZATIONS, CPR CERTIFICATION,
BLOOD BORNE PATHOGEN TRAINING, HEALTH HISTORY, CRIMINAL BACKGROUND CHECK, DRUG
SCREENING), and all other requirements set forth in that Agreement are applicable to this field experience.

There shall be no compensation provided to either party for engaging in the field experience.

CHHS shall advise the student of the importance of complying with all relevant state and federal confidentiality
laws, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA), to the extent applicable,
including the need to respect the confidential nature of all information that the student has access to at Agency,
including but not limited to patients’/clients’ personal health information provided to them orally, contained in
patient/client medical records, or maintained on Agency’s electronic information system. Agency may require the
student to sign a confidentiality agreement. Agency agrees to provide the student with training regarding Agency’s
policies and procedures relative to HIPAA.

CHHS and Agency acknowledge that the student may use patients’/clients’ personal information for educational
purposes at Agency and at CHHS. To the extent practicable, all information used for such purposes shall be
appropriately de-identified so as to remove all data that may be used to connect such information back to the
patient/client to whom it relates.

Thank you again for the opportunity to participate in what should prove to be a mutually beneficial arrangement.

Sincerely,

Dr. Schnavia Smith Hatcher, PhD, MSW
Chair, School of Social Work
College of Health and Human Services
Letter of Agreement (Preceptor Letter)
Social Work Generic Preceptor Letter – Return Signature Required

Date

TITLE PRECEPTOR FIRST NAME PRECEPTOR LAST NAME  
AGENCY  
ADDRESS

Dear TITLE PRECEPTOR LAST NAME,

Thank you for the opportunity to arrange for a field experience at AGENCY for STUDENT FIRST NAME STUDENT LAST NAME for SELECT FALL, SPRING, or SUMMER semester of the SELECT ACADEMIC YEAR academic year. STUDENT FIRST NAME is enrolled in SOWK COURSE(S) in the School of Social Work, College of Health and Human Services (CHHS). While on your premises, the student will work with you as the student’s designated field instructor. STUDENT FIRST NAME will require a minimum of NUMBER OF HOURS hours during the CHOOSE SEMESTER OR ACADEMIC YEAR. The student’s hours will start on August 2017 and will be completed by April 2018.

FACULTY TITLE FACULTY FIRST NAME FACULTY LAST NAME will be responsible for overall supervision of the student, including on-site visits to be arranged. You as the preceptor shall directly supervise the student and ensure that the student does not work independently as a professional. If applicable, you shall countersign any medical records/notes that the student writes and indicate that s/he has seen the patient/client referred to and that you agree with the student’s documentation. Professional practice skills will be stressed in the classroom and should be reinforced in the field setting. The student should be on time, prepared with paper work, and exhibit appropriate behavior towards colleagues, clients, and supervisors. Please refer to the UNC Charlotte Social Work Field Placement Manuals that are available to instructors and students at our website http://socialwork.uncc.edu/field-manuals. If needed, please feel free to contact FACULTY TITLE FACULTY LAST NAME at FACULTY PHONE NUMBER or FACULTY EMAIL ADDRESS.

Our procedure for field experiences requires a signed copy of this letter in addition to the existing Affiliation Agreement. The terms of that Agreement, including LIST ALL DOCUMENTATION REQUIRED BY THE AA (e.g., LIABILITY INSURANCE, IMMUNIZATIONS, CPR CERTIFICATION, BLOOD BORNE PATHOGEN TRAINING, HEALTH HISTORY, CRIMINAL BACKGROUND CHECK, DRUG SCREENING), and all other requirements set forth in that Agreement are applicable to this field experience.

There shall be no compensation provided to either party for engaging in the field experience.

CHHS shall advise the student of the importance of complying with all relevant state and federal confidentiality laws, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA), to the extent applicable, including the need to respect the confidential nature of all information that the student has access to at Agency, including but not limited to patients'/clients’ personal health information provided to them orally, contained in patient/client medical records, or maintained on Agency’s electronic information system. Agency may require the student to sign a confidentiality agreement. Agency agrees to provide the student with training regarding Agency’s policies and procedures relative to HIPAA.

CHHS and Agency acknowledge that the student may use patients'/clients’ personal information for educational purposes at Agency and at CHHS. To the extent practicable, all information used for such purposes shall be appropriately de-identified so as to remove all data that may be used to connect such information back to the patient/client to whom it relates.

If further information or clarification is needed, please contact me. If you are in agreement with these terms, please sign and return one copy to my office as soon as possible. Please keep the second copy for your records.

Thank you again for the opportunity to participate in what should prove to be a mutually beneficial arrangement.

Sincerely,

Dr. Schnavia Smith Hatcher, PhD, MSW
Chair, School of Social Work
College of Health and Human Services

Accepted by: ___________________________ _______________________
Preceptor Date
MSW Student Learning Agreement:  
Foundation Year Field Placement

Instructions for Developing your Learning Agreement

The Learning Agreement should be developed in collaboration with the field instructor and the Department of Social Work Field Liaison. The Learning Agreement should have clear timelines noted to expose the student to each practice area and should be updated and reviewed as part of the supervisory process with objectives clearly outlined for both semesters. It is essential that the student and field instructor view the document as a work in process which may be revised to meet the particular learning needs of the student over the course of the academic year.

The Learning Agreement must reflect the student’s knowledge of the placement agency, ability to write effectively, and note professional objectives that are a component of your graduate education. It should reflect each student’s learning needs, priorities, and identify activities/tasks that will allow the student to demonstrate competency in the Foundation Practice Methods of the School of Social Work. Tasks should be focused on further development of the student’s knowledge, values, and skills as a professional social worker that were demonstrated during the first year of graduate school. Each field instructor must be able to assess the student’s for competency in all practice areas noted by the end of each semester.

Things to keep in mind before you develop your Learning Agreement

Each student brings a unique perspective to their field placement and has different experiences, educational backgrounds and expectations. During your field placement, it is anticipated that you will be placed in an area of practice that supports your field of emphasis. Your Field placement performance is a critical component for your overall grade for the Field Practicum and your experiences contribute to your overall growth as a student and professional.

The Learning Agreement must reflect the student’s knowledge of the placement agency, ability to write effectively, professional objectives that are a component of your graduate education, your particular learning needs and interests, priorities and resources, and identify tasks that will support your ability to demonstrate competency in the 2015 CSWE Educational Policy and Accreditation Standards (EPAS) practice areas. Tasks should be focused on development of the student’s knowledge, values, and skills as a professional social worker. Each field instructor must be able to assess the competencies noted by the end of each semester by the student.

It is important to think about the following areas as you develop your learning agreement and make the most of your field placement.
What do you want to learn during your advanced field placement? Students should keep in mind:
the experiences, skills and knowledge that you hope to gain from the placement;

What strengths do you bring to the placement through your volunteer, first year practicum, or work experiences;

What areas of growth are you most concerned about and hope to focus on during this academic year;

How do you most enjoy learning and what helps you to learn;

What are your long-term goals as a social worker;

Do you have any special areas of interest that might include working on a macro project, grants, or research; and

What is important to you in a supervisor? What type of constructive feedback is helpful for you to learn and succeed?

It is anticipated that the Learning Agreement and ongoing evaluation by the field instructor will foster a learning environment which allows each student to have the opportunity to transform theory to practice and accomplish the following goals:

Outline clearly what each student needs to learn during the academic year, and

Provide specific assignments, tasks, and opportunities that the student shall have in the field placement which will further develop their growth as a professional, and

Clearly outline the responsibility of both the field instructor and the student, and

Provide a mechanism to provide strength based feedback through supervision and continued professional growth.

Each student should complete and submit the learning agreement on the due date noted during the first semester.

Students are also encouraged to either share other class syllabi to provide feedback to your field instructor on what you are currently exposed to in the curriculum and to keep them abreast of your developing knowledge base. This will help your field instructor develop ideas related to discussions in supervision, possible reading assignments, or identify tasks that would allow you to work on an area of competency and give the field instructor the opportunity to observe your competency in the practice area noted.

It is also critical that you have a clear understanding from your field instructor of what you must achieve during the year to be evaluated as Excellent (A); Good (B) or Fair (C) and that this be a part of the development process with clear expectations for the student.
Student Learning Agreement:  
MSW Placement

STUDENT NAME:

__________________________________________________________________________  
(Signature)

AGENCY:

__________________________________________________________________________  
(Signature)

FIELD INSTRUCTOR:

__________________________________________________________________________  
(Signature)

FACULTY LIAISON:

__________________________________________________________________________  
(Signature)

DATES OF PLACEMENT:

From: _____________  To: _____________
Description of the Agency Setting

A. Agency History, Mission, Organizational Structure, Regulatory Agency, Licensure, and type of national accreditation if applicable.

B. Description of the Community Context where the agency is located (i.e. urban, rural, demographics of population in the area).

C. Thorough description of the services offered by the agency, theoretical basis for intervention if application, specific admission criteria and services offered by the Unit where the student is placed.

D. Types of Services Student will be Providing

Agreement with the Agency

A. Hours of Work

B. Time Commitment for Supervision

C. Expectations Regarding Documentation

D. Work Related Travel

E. Professional and Personal Liability
## Learning Objectives

### Competency 1: Demonstrate Ethical and Professional Behavior

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern makes ethical decisions by applying professional standards (i.e. the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics) as appropriate to context.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern demonstrates professional demeanor in behavior.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern demonstrates professional demeanor in appearance.</td>
<td></td>
<td></td>
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<tr>
<td>Intern demonstrates professional demeanor in oral communication.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern demonstrates professional demeanor in written communication.</td>
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<td></td>
</tr>
<tr>
<td>Intern demonstrates professional demeanor in electronic communication.</td>
<td></td>
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<tr>
<td>Intern uses technology ethically and appropriately to facilitate practice outcomes.</td>
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<tr>
<td>Intern uses supervision and consultation to guide professional judgment and behavior.</td>
<td></td>
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</tbody>
</table>
## Competency 2: Engage Diversity and Difference in Practice

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro level.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the mezzo level.</td>
<td></td>
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</tr>
<tr>
<td>Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the macro level.</td>
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<tr>
<td>Intern presents themselves as learners to clients and constituencies.</td>
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<td></td>
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<tr>
<td>Intern engages clients and constituencies as experts of their own experiences.</td>
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<tr>
<td>Intern applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</td>
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</tr>
</tbody>
</table>
### Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern applies their understanding of social justice to advocate for human rights at the individual and system levels.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies their understanding of economic justice to advocate for human rights at the individual and system levels.</td>
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</tr>
<tr>
<td>Intern applies their understanding of environmental justice to advocate for human rights at the individual and system levels.</td>
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<tr>
<td>Intern engages in practices that advance social justice.</td>
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<tr>
<td>Intern engages in practices that advance economic justice.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern engages in practices that advance environmental justice.</td>
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</tbody>
</table>
## Competency 4: Engage in Practice-informed Research and Research-informed Practice

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern uses theory to inform scientific inquiry and research.</td>
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<td></td>
</tr>
<tr>
<td>Intern uses practice experience to inform scientific inquiry and research.</td>
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</tr>
<tr>
<td>Intern applies critical thinking to engage in analysis of quantitative research methods and research findings.</td>
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<td></td>
</tr>
<tr>
<td>Intern applies critical thinking to engage in analysis of qualitative research methods and research findings.</td>
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</tr>
<tr>
<td>Intern uses and translates research evidence to inform and improve practice, policy, and service delivery.</td>
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</tbody>
</table>
## Competency 5: Engage in Policy Practice

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</td>
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</tr>
<tr>
<td>Intern assesses how social welfare and economic policies impact the delivery of and access to social services.</td>
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<tr>
<td>Intern applies critical thinking to analyze policies that advance human rights and social, economic, and environmental justice.</td>
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<tr>
<td>Intern applies thinking to formulate policies that advance human rights and social, economic, and environmental justice.</td>
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<td></td>
</tr>
<tr>
<td>Intern applies thinking to advocate for policies that advance human rights and social, economic, and environmental justice.</td>
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</tbody>
</table>
### Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.</td>
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<tr>
<td>Intern uses empathy to effectively engage diverse clients and constituencies.</td>
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<tr>
<td>Intern uses reflection to effectively engage diverse clients and constituencies.</td>
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<tr>
<td>Intern uses interpersonal skills to effectively engage diverse clients and constituencies.</td>
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</tbody>
</table>
### Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

<table>
<thead>
<tr>
<th>Performance Descriptors</th>
<th>Activities, Roles, and Responsibilities for the Student Intern</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern collects and organizes data, and applies critical thinking to interpret information from clients and constituencies.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.</td>
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</tr>
<tr>
<td>Intern develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths needs, and challenges within clients and constituencies.</td>
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<tr>
<td>Intern selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</td>
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</tbody>
</table>
## Competency 8: Intervene with Individuals, Families, Groups Organizations and Communities

<table>
<thead>
<tr>
<th>Performance Descriptors</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.</td>
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<tr>
<td>Intern uses interprofessional collaboration as appropriate to achieve beneficial practice outcomes.</td>
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<tr>
<td>Intern negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies.</td>
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<tr>
<td>Intern facilitates effective transitions and endings that advance mutually agreed on goals.</td>
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</tbody>
</table>
**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

<table>
<thead>
<tr>
<th>Performance Descriptors:</th>
<th>Activities, Roles, and Responsibilities for the Student Intern:</th>
<th>Target Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern selects and uses appropriate methods for evaluation of outcomes.</td>
<td></td>
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</tr>
<tr>
<td>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</td>
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<td></td>
</tr>
<tr>
<td>Intern critically analyzes, monitors, and evaluates intervention and program process and outcomes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies evaluation findings to improved practice at the micro level.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies evaluation findings to improved practice at the mezzo level.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern applies evaluation findings to improved practice at the macro level.</td>
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</tbody>
</table>
APPENDIX G
SOCIAL WORK FIELD PLACEMENT AGREEMENT
School of Social Work
The University of North Carolina at Charlotte

In consideration of being permitted to participate in the Social Work Field Practicum Program at UNC CHARLOTTE, I, ________________________________________, hereby agree:

1. To spend a minimum of 16 hours per week during the fall semester and 16 hours per week during the spring semester during the 2017-18 academic year in a field placement at _______________________________________.

2. To be in the agency between the hours of _____ and _____ on Monday/Tuesday (Fall) and Monday, Tuesday (Spring) beginning on ___________ and ending on ___________.

3. To make arrangements with my field instructor for any absences from the agency during the times specified above. I understand that I am expected to be in the agency except for illness or urgent personal business. When possible, I will arrange for absences in advance and make alternative plans for clients and/or any other duties that are pending.

4. To accept the supervision and instruction of the agency representative designated as my Field Instructor. I understand that I am responsible to my Field Instructor while in the agency and that we will have regular and frequent conferences to assess my learning needs and progress. Supervision conferences will occur for one hour each week during the field practicum.

5. To meet with my Field Instructor and Social Work Faculty Liaison at times that may be designated to evaluate my learning needs and progress. I understand that I am expected to evaluate myself and contribute to the evaluation conferences.

6. To follow the policies, practices, and procedures of my agency as I fulfill my responsibilities as a social work student. I will consult with my Field Instructor about policies and procedures I do not understand or find difficult to accept.

7. To arrange with my Field Instructor for use of any materials from agency records to be used in social work Field Placement seminar assignments. I understand that I am not to tape record interviews without special permission from the client, my Field Instructor, and my Social Work Faculty Liaison.

8. To regard all information I receive concerning clients as confidential. I will not use names of clients or other identifying information about them outside the agency.

9. To be responsible for providing my own transportation to and from the agency.
FIELD PLACEMENT AGREEMENT
(continued)

10. The student is not to transport clients as part of this field practicum.

11. The student is to assume personal and professional liability by carrying the level of liability insurance deemed appropriate by the agency. I understand that if I use my personal car for agency business I will be reimbursed for travel at the rate of ________ per mile. Insurance premiums may be raised for the student in accordance with the policies of their own insurance company.

12. Any exceptions or additions to the provisions of this agreement which have been agreed to by the social work student, the Field Instructor and the Social Work Faculty Advisor are to be entered below.

13. Field Agency and Field Instructor contact information:

   **Agency**
   - Name:_______________________________________
   - Physical Address:_______________________________
   - Mailing Address:________________________________
   - Phone Number:_________________________________
   - Fax Number:___________________________________
   - Website :______________________________________

   **Field Instructor (Day To Day)**
   - Name :________________________________________
   - Physical Address :_______________________________
   - Mailing Address :________________________________
   - Phone Number :_________________________________
   - Extension :_____________________________________
   - Fax Number :___________________________________
   - Email Address :_________________________________

   **If Field Instructor is not a BSW or MSW, please complete contact information below for the person who will be providing 1 hour/week Clinical Supervision for BSW Student:**
   - Name :________________________________________
   - Physical Address :_______________________________
   - Mailing Address :________________________________
   - Phone Number :_________________________________
   - Email Address :_________________________________

Field Instructor Orientation Needed:  Y or N   (Check Y if you have not attended in the past.)

Agreed this the _____ day of______________________, 20____.

_________________________________  ______________________________
Field Instructor      Social Work Student
Field Placement is a university course and students are expected to remain in the field placement for the entire semester of placement completing an evaluation at the end of each semester of placement.

The Council of Social Work Education requires that MSW Social Work Students complete a minimum of nine hundred (900) hours in field education during their graduate program.

**MSW Students**

UNC Charlotte MSW students are required to complete two (2) full days in their field placement in both the fall and spring semester. For both their foundation and advanced year of practice. The designated days are Monday and Tuesday. The minimum number of field hours required of each student during the fall semester is two hundred and twenty (232) and in the spring semester two hundred and thirty-two (232) totaling 464 hours for the academic year.

The hours at the field agency are determined by the hours that the Field Agency provides services and is able to provide learning opportunities with supervision.

Field Practicum Hours are based on the University Calendar and may fluctuate from year to year. The exact number of required hours will be announced at the beginning of each academic year.

**Orientation or Required Training Prior to Academic Year**

In some cases, field placement agencies require orientation or training prior to the academic year. Students may get credit on their time sheet for up to sixteen (16) clock hours as a result of taking the required training and use it towards their total number of hours in the field agency, but this may not be used to end the placement earlier than the last day of classes. In addition, the field instructor must agree to the use of the hours to satisfy field placement hours during the academic year. **In no circumstance shall students have client contact prior to the academic year since they will not have insurance in place.**

**Illness**

Students will generally complete more than the minimum number of required hours if there are no absences from the field placement. If students are ill, they may have up to eight (8) hours of sick time approved by their field instructor per semester and these sick hours will be noted as hours in field. Any absences beyond the eight (18) hours must be approved by the Field Instructor and the Faculty Liaison, and the student must make up the missed time from the field placement by doing additional hours for that semester. Students are expected to work every week of the semester including the last week of each semester.
School Social Work Placements

It is important to note that students who are placed in a school social work setting will follow the host district calendar for holidays, school closings, and spring break. The Field Education student would not be able to have contact with the field instructor or students if the school was not in session. Students should review the school calendar with their field instructor to assure that they will be able to meet the required number of hours for field that academic year.

University Holidays and Closings

If the University is closed for holidays, fall and spring breaks or any other closing that does not require the student to attend class; the student is not required to attend the field placement agency. The student may exercise the option of attending the field placement agency for field-related work or to make up missed time in the field.

STUDENTS WILL NOT BE ALLOWED TO FINISH THE INTERNSHIP EARLIER THAN THE LAST DAY OF CLASS OF THE SEMESTER.
APPENDIX I
“Students with disabilities attending UNC Charlotte are protected by laws that ensure equal access to education.

Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Amendment Act of 2008 protect the civil rights of individuals with disabilities. These laws state that “no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of a public entity.”

In a post-secondary education setting, the term "otherwise qualified" means "a person who meets the academic and technical standards requisite to admission or participation in the education program or activity, with or without reasonable modifications to rules, policies or practices; the removal of architectural, communication or transportation barriers; or the provision of auxiliary aids and services."

A "person with a disability" is defined as "any person who 1) has a physical or mental impairment which substantially limits one or more major life activities [including walking, seeing, hearing, speaking, breathing, learning, and working], 2) has a record of such an impairment, or 3) is regarded as having such an impairment………………." (Policies and Procedures of the Office of Disability Services)

Documented Disability
If a student has a documented disability through the UNC Charlotte Office of Disability Services, the student should make the Director or Assistant Director of Field Education aware of the Disability at the time of his/her face to face pre-placement meeting. If the student requests an accommodation at the field agency or in seminar the following must be adhered to:

1. Give a copy of the letter to the Director of Field Education; and
2. Sign a FERPA release which will allow the Field or Assistant Field Director to include this information in the Field Referral Packet, and
3. Discuss the accommodation with his/her Field Faculty (Field Instructor and Faculty Liaison) to support a positive learning environment for professional growth.

Undocumented Disability
If there are issues that occur in field placement/seminar as a result of a suspected disability, the field faculty will discuss his/her observations/concerns and make the student aware of the Office of Disability Services.

Information about available services may be found at https://ds.uncc.edu/
APPENDIX J
Employment Based Social Work Field Placement

An employment based field placement can be an option if the employing agency qualifies as an affiliated field site for the Social Work Department at UNC Charlotte. In addition, the MSW or BSW student who is applying for an employment based field placement, must be an employee of the agency that is not on probationary status and has been employed for a minimum of 90 days at the time of the application.

CSWE guidelines relevant to employment based field placements must be adhered to by the student and the employing agency.

The designated field instructor must be approved by the School of Social Work. He/she must be an MSW with at least two (2) years post-MSW experience to supervise MSW students. The field instructor cannot be the direct work supervisor of the student. The field instructor must attend mandatory new field instructor training.

The employing agency must be within a sixty (60) mile radius of the University of North Carolina in Charlotte or have the ability to use technology which would facilitate virtual visits by the faculty liaison. Because the student is employed in an agency that meets all field instruction and other UNC Charlotte Social Work Program standards and expectations, it should not be assumed that your placement will occur within your employing agency.

Field Placement learning experiences must be in an entirely different program or division than where the student is employed. The learning experiences assigned for the student must meet the requirements of UNCC field education program and must differ substantially from the student’s employee role. The level of assignments will be determined by the student’s educational role, not the employee role.

The request to complete a field placement in an employing agency packet must be submitted in writing to the Director of Field Education on the due date established by the Field Education Office during the spring semester prior to the fall placement semester as follows:

1) The student shall submit two (2) original copies of the Employment Based Field Agreement to the Director of Field Education.
2) The student shall submit the written field plan which is outlined in item number (4) of the agreement at the time of the request.
3) The written request shall be reviewed by the Field Education Committee when a decision will be made regarding the written request.
4) The student will be notified of the decision in writing by the Director of Field Education.

If approved, the field placement must achieve all of the placement objectives. The student must engage in both micro and macro graduate level practice activities under qualified social work program approved field instructors. The objectives must be reviewed be the student, the prospective field instructor, the student’s employer, and the Director of Field Education.
The school must be assured that the employment agency supports the placement as an educational experience and is committed to providing the time and supervision to be involved in discrete learning activities with specific learning objectives that are related to the placement objectives. The employing agency is expected to help the student and the university to create and maintain an environment for learning to take place.

Employment Based Field Agreements are not considered approved until the review by the Director of Field Education and the Field Education Committee and a letter will be sent confirming approval.

All terms of the employed based field placement agreement must be adhered to by the student and by the employing agency.
EMPLOYMENT-BASED FIELD PLACEMENT AGREEMENT

This Agreement is between the University of North Carolina at Charlotte, School of Social Work (“University”) and the employing agency named below (“Employing Agency”) regarding an employment-based field placement for a UNC Charlotte Social Work student who is also an employee of the Employing Agency.

Employing Agency: _________________________________________________

Agency Address: ___________________________________________________

An employment-based field placement is an option that is not routinely available for UNC Charlotte Social Work students but can be an option if a student is employed in an agency that qualifies as a field site for the UNC Charlotte School of Social Work. To be qualified as a field site for the UNC Charlotte School of Social Work, such an agency must meet all field instruction and other UNC Charlotte School of Social Work standards and expectations. The relevant current CSWE guidelines provide as follows:

   If the student is also employed in the agency where the field practicum takes place, the availability of release time for course and field instruction should be ensured. Student assignments and field practicum supervision should differ from those associated with the student’s employment. It should also be demonstrated that there is no diminution of the program’s established requirements in class and field practicum and the field instruction is educationally focused rather than solely centered on agency services. (Commission on Accreditation, CSWE, 1994, p. 129)

The student named below (“Student”) is currently an employee at the Employing Agency and will remain on employee status there during his/her field placement unless the employment status is terminated by the agency. In such case, the field placement will not remain employment based and may be terminated.

   Name of Student: ________________________________
   BSW Field Placement _________

The Employing Agency and the University agree to the following conditions as the means necessary to protect the educational integrity of the field placement:

   The designated Field Instructor named below, an employee of the Employing Agency, must be approved by the UNC Charlotte School of Social Work. He/she must have an MSW degree with at least two years post-degree experience or a BSW degree with at least five years post degree experience. The Field Instructor may not be the direct supervisor of the Student in the Student’s capacity as an employee of Employing Agency.

   Name of current supervisor
   Phone Number _____________

   Name of proposed Field Instructor
   Years of Post Degree experience_______
   Phone Number ______________

Field placement learning experiences must be in an entirely different program or division of the Employing Agency from the unit in which the Student is regularly employed. The learning experiences assigned for the Student must be as varied as possible and must differ substantially from their employee role. The level of assignments will be determined by the Student’s role as a student, not his or her role as an employee.

The Employing Agency shall release the Student from paid employment duties and expectations during the business hours and days that the Student participates in the field placement. The Student shall not be expected
to perform any employment duties while participating in field placement activities, and will not be penalized for failure to perform employment duties while participating in field placement activities.

The Employing Agency and the Student must develop a Written Field Placement Plan for the proposed field placement that details specifically how the Employing Agency will meet the conditions of this Employment Based Field Agreement. This Plan should be submitted simultaneously with the Employment Based Field Agreement to the Director of Field Education. The Written Field Placement Plan must follow the general field education guidelines outlined in the UNCC Field Placement Manual. The Written Field Placement Plan and Employment Based Agreement must be signed by the Field Instructor, the student, and approved by the Director of Field Education, no later than August 1st of the current academic year prior to the beginning of the field placement. The written plan shall include, but is not limited to, the following:

a. Specific dates of the field placement
b. Specific information about the educational learning opportunities for the proposed placement which includes the population served, service methods available for student learning, field of service, and practicum experience
c. Types of proposed activities for the student
d. The education and background of the proposed Field Instructor (Field Instructor Form) shall be set forth in the Field Placement Plan.

After approval of the Field Placement Plan, the Field Instructor will prepare a learning agreement to be signed by the Employing Agency and the Student that details the activities and responsibilities of the Student during the field placement. Such agreement must be reviewed and approved by the University’s faculty liaison and the Director of Field Education before being signed.

During the months that the Student is participating in the field placement, the Field Instructor will meet with the Director of Field Education and the Student on a regular basis for the purpose of coordinating learning plans and to review the progress of the Student.

Ticola C. Ross, PhD, MSW, LCSWA
Clinical Assistant Professor-Director of Field Education
School of Social Work

____________________________________   ____________________
Authorized Signature for Employing Agency   Date

____________________________________   ____________________
Title   Date

____________________________________   ____________________
Task Supervisor Signature   Date

____________________________________   ____________________
Field Instructor Signature   Date
Field Placements that Exceed the Current Sixty (60) Mile Radius

Field Placements for the School of Social Work at UNC-Charlotte shall be obtained within sixty (60) mile radius from the University which allows the development of strong working relationships and support of the student and field instructor during the academic year. However, if the field placement agency may be pursued in areas that exceed the sixty (60) mile radius if the following criteria are met:

1. The agency has the ability to complete virtual visits with technology or through the use of teleconference facilities; and
2. is willing to complete or has a current Affiliation Agreement with UNC Charlotte.

If the Agency only has the ability to complete telephone contacts, the placement will not be approved.

The student must submit a request in writing to the Field Education Committee for review and resolution. The request must outline the following:

1. Name of the Student and all contact information
2. Specific Reason for the Placement Request
3. Name of Proposed Agency which includes a description of the services provided, how the placement would support your academic goals, if they are Affiliated with UNC Charlotte, the name and contact information of the agency if they are not Affiliated with UNC Charlotte, name of the proposed field instructor, and verifies that the Agency has the capacity to complete virtual visits by allowing the student to download a web camera on an internet enabled computer or ability of the agency to host teleconferences.
4. Names of Social Work schools that they are currently working with for BSW and MSW students

The Director of Field Education will inform the student of the Field Education Committee’s decision. In the event the request is approved, the following criteria must be adhered to by the student, the Field Instructor in the field placement agency, and the Faculty Liaison at UNC-Charlotte.

Criteria

1) There will be at least three (3) field contacts during the academic year. The visits will be facilitated through the use of a web camera and virtual technology. Depending on the location of the agency, a face to face visit may be scheduled which is at a site negotiated by the field instructor and faculty liaison or may be at the agency.

2) If additional visits are needed, then the Field Instructor and the Faculty Liaison will need to negotiate a meeting time and place for the field visit or schedule virtual visits.
3) The prospective Field Instructor must attend a mandatory New Field Instructor Orientation at UNC-Charlotte or through a New Field Instructor Webinar for a four (4) hour training session.

4) If the student is employed by the field placement agency, the agency, the Field Instructor, and the student must agree to adhere to the Employment Based Field Placement Agreement.

5) All parties involved will sign a contract agreeing to the terms stated above.

IF AT ANY TIME THIS CONTRACT IS NOT ADHERED TO, THE FIELD PLACEMENT MAY BE TERMINATED BY THE FIELD EDUCATION OFFICE IN THE SCHOOL OF SOCIAL WORK AT UNC-CHARLOTTE
Inclement Weather

It is the student’s responsibility to become familiar with their field agency’s policy on inclement weather and how the agency makes staff aware of if the agency is open, closed, or on a delay. Strategies may include contacting a specific telephone number, notices on television, web site announcements, and/or a telephone tree to contact staff or field instructor. It is always recommended that students verify if the University or Agency is open during inclement weather before making a choice to drive to the agency.

If there is inclement weather and the University and the field agency are open, the student should consider issues of personal safety when making a decision to travel to their field practicum. However, if the student chooses not to attend their field site due to inclement weather, it is important to note that the student must notify their field instructor/task supervisor directly, still meet the hourly requirement and make up the hours before the end of the semester. It is strongly recommended that the student work directly with their field instructor to discuss strategies to make up the work if required.

If the University is closed due to inclement weather, the student is not required to attend the field placement agency. It is the responsibility of the student to contact your field instructor directly if the agency is open and you will not be coming to the placement. This will allow your field instructor to arrange coverage for your appointments or duties for the field day.

If the University is closed, a decision will be made by the School of Social Work on whether student field hours will be adjusted due to inclement weather and students will be notified in writing.
APPENDIX M
Placement Concerns

It is critical that the field instructor and student work to resolve any problems that arise in a field placement using a problem-solving approach and supporting a positive learning environment. This requires being able to provide feedback to each other directly and receive critical feedback. If the field faculty and student are unable to resolve the difficulties, it is the responsibility of the faculty liaison, to mediate the concern by scheduling a joint conference as soon as possible.

If the issues are related to student behavior, the Field Instructor and Faculty Liaison will decide if a Step I Review should be scheduled and follow the process noted to notify the student and schedule at a mutually convenient time for all attendees. During this review, it is expected that a plan of action will be developed which clarifies the problems in learning and teaching, concerns related to specific learning objectives, behavior changes expected, any necessary actions to be taken and a time frame to review the progress on the time frame.

If the issues are related to the field agency and a conference is scheduled, it is the responsibility of the field faculty to make the Field Director aware of the concerns/issues. If the problems are related to the Agency inappropriately using students and/or not providing learning opportunities that are consistent with their educational goals, the Director of Field Education will contact the Agency to resolve or decide if the site will continue to host MSW students.

Reassignment of Placement

A MSW field placement at an agency is a component of a required University course with specific hours that must be completed to receive credit for the semester. Students must demonstrate professional behavior in dealing with issues at their placement or with their field instructor and should utilize the support of their faculty liaison.

If a situation cannot be resolved or a placement does not meet the learning needs of the student, this should be discussed with the field instructor and faculty liaison to ascertain if the issues can be resolved. This must be done prior to any request for a placement to be changed. **It is important to note that in no circumstance shall a student initiating a Request to Change Field Placement be considered after February of the spring semester.**

The following process shall be followed to be considered for another placement:

1. Meet with their field instructor as a first step and if that does not resolve the situation involve the faculty liaison; and
2. Complete the Request to Change Field Placement Form; and
3. Submit the form to their faculty liaison for his/her input; and after it is completed and signed;
4. The faculty liaison or student may submit the completed form to the Director of Field Education.
5. The Request to Change Field Placement form will be reviewed by the School of Social Work Field Education Committee and if approved, the student will continue in the placement until a mutually agreed on termination date, which will allow for a smooth transition to a new agency.

6. The student may be requested to update his/her resume and field application as part of the referral process to the new agency and must be aware that the Field Director will discuss the reasons for the student’s request for Re-assignments of placement.

7. Students will be expected to update their Learning Agreement to reflect the new placement and may be requested to attend additional orientation for the new agency.

**Termination of Placement**

If a student has been approved by the Field Education Committee to terminate from his/her field agency and leave the placement prior to mid semester, the field instructor should provide a brief written performance evaluation. If the student leaves the agency after the mid semester, then the field instructor shall evaluate the student’s performance using the field education evaluation form. Each student shall assure that all required work is completed, any keys/equipment returned and that the student has terminated with all clients successfully prior to his/her last day.

If a Field Agency immediately terminates a student due to egregious behavior which includes, but is not limited to the following, including falsification of time sheets, signatures, documentation, violation of UNC Charlotte Student Code of Conduct, numerous unscheduled absences, and/or the use of alcohol or illegal substances then the Director of Field Education or designee will immediately discuss this termination with the MSW Program Director. The Field Director and MSW Program Director will decide on whether a Step III Review should be scheduled to discuss whether the student should continue in the Social Work Program. If the student is to continue, it is important that the student is aware that any proposed agency for student placement will be given all of the information related to the termination of the prior placement as part of the referral process and is under no obligation to accept the student.
UNC Charlotte Interim Policy Statement #134 notes that “UNC Charlotte provides reasonable accommodation, including a minimum of two (2) excused absences each academic year, for religious observances required by a student’s religious practice or belief. The student must follow the process noted in the University policy if they are requesting accommodation if a religious observance is on a scheduled field day as follows:

1. Students must submit to the faculty liaison a Request for Religious Accommodation Form prior to the census date for enrollment for a given semester (typically the tenth day of instruction).
2. The Faculty member will complete the form and make a decision within five (5) business days of submission and keep a copy in the Social Work Student file.
3. Students must give the fully executed copy to their field instructor and discuss with them.
4. Students will list on their time sheet the hours under religious holiday and may not approved to receive more than sixteen (16) hours for the placement in this time sheet category.

Resources for students

Request for Accommodation for Religious Observance
http://legal.uncc.edu/policies/ps-134-AccommodationForm.pdf

University Policy Statement #134
http://legal.uncc.edu/policies/ps-134.html
APPENDIX O
Student interns should be mindful of personal safety in their field placement. The practice of social work is not entirely without risk. Students in field placement agencies interact with people who are often experiencing challenges and frustration due to life circumstances. Heightened frustration increases the probability of violence; therefore, students and field instructors need to be aware of risks so as to avoid potentially dangerous situations.

This policy is dedicated to helping the student to adopt the protective behaviors and thought processes that are needed in negotiating the field placement in particular. Suggestions will be focused primarily on the student’s field work experience, but are easily adaptable to the student’s personal life as well.

While the suggestions are meant to assist the student to remain safe, they are not meant to overly alarm and cause to fear your field placement, clients, or the communities you will be visiting. Incidents are very rare. However, when working with populations that are experiencing life stressors, poverty, oppression, alienation, crisis, or other serious problems, there is a potential for impulsive, uncontrolled, or aggressive behavior in certain circumstances.

In field, personal safety of the student should be considered at all times and student’s should have a “situational awareness” which is noted by Royce, Cooper, and Rompf as knowing what is in front of you, behind you, and beside you. This will help each student be prepared in case something goes wrong. (Royce, Dooper, Rompf, page 47, 2012)

The School of Social Work is very much concerned about the student’s personal safety and well-being. A representative from the Office of Field Education has made a site visit to all affiliated field placement agencies, safety issues have been assessed, and addressed as needed. Field placement agencies which would expose students to undue risks either in going to and from the agency or during the course of their work are not utilized as field placement sites by the School of Social Work.

During orientation to the social work program and in your field seminar class you will discuss pertinent safety information.

A good source of information in policy statement #101.17 Workplace Violence

http://legal.uncc.edu/policies/up-101.17
The Field Placement Agency’s Role

The field instructor and the agency’s Executive Director are the persons in an agency who are most directly concerned with the student’s learning and general well-being. This includes issues of personal safety. Care will be exercised in selecting clients for the student’s caseload, and in determining where the student will go during the course of their field work. The agency will always attempt to shield you from undue exposure to personal risk.

If the agency views the nature of its client population or problems as potentially dangerous to works, it should have an in-service training which addresses such issues as defusing a potentially dangerous situation with a client, techniques and strategies for working with difficult, violent, or criminal clients, and personal protection during interviews and home visits. It is suggested that the student inquire about an in-service training program at their agency if the client population warrants. All agency safety policies and procedures including Universal Precaution Training should be discussed with the student during the initial orientation period.

Agency Responsibilities Include:

- Responding immediately to a student concern about safety; no safety issues can be seen as insignificant
- Informing students of safety and security programs/regulations of the agency
- Advising against students working alone in the agency, especially during late evening hours
- Informing the student if an assigned client has a history of violence
- Discussing safety issues with students prior to home visits

Student Responsibilities Include:

- Arranging office furniture with personal safety in mind, for example, always having a pathway to the door
- Never work alone in a building
- Informing the field instructor or other staff of when and where clients will be seen
- Understanding agency/school policy regarding transporting clients in a personal vehicle
- Reporting any concerns or incidents related to personal safety to the field instructor
- If the student feels concerns about safety issues have not been addressed, report the concerns to your field liaison and if needed to the Director of Field Education

Increase Awareness of Risk Factors

Preparedness includes learning all of the potential risk factors in relation to your field placement agency, and developing a plan to minimize them, or deal with them safely and successfully. You should:

- Take your agency’s safety training, if one is offered
- Discuss safety issues with your field instructor during orientation
- Incorporate the development of a personal safety plan into your learning contract as an objective if no plan is in place
❖ Develop an ongoing personal risk assessment program

Getting To and From Your Field Placement Agency
❖ Plan a safe route to and from your field placement
❖ Plan how you will leave if you have late hours
❖ Do not walk unaccompanied in unsafe circumstances

In Your Agency

Pay Particular Attention To:
❖ Time and location of interviews
❖ Office arrangements (how desk is placed, who sits where, access to door)
❖ Access to help (location of others who can help you, especially your field instructor)
❖ Emergency plan (press a button, pick up a phone, shout, etc…)

In the Field
❖ Schedule field visits during daylight hours (if possible)
❖ Plan a safe route and review it with your field instructor
❖ Let your agency know when you are leaving, where you are going, and when you will be back. Always carry a cell phone with you.
❖ Ensure that your field instructor is also aware of your plan.
❖ Check In if there is a change in your plan
❖ ALWAYS take someone from your agency with you if you feel unsafe. This person may accompany you on your visit or may wait outside or in the car as needed. Plan ahead where the person will be during your visit.
❖ Do not enter a situation that could be dangerous without first consulting with others and formulating a plan to reduce risk. Do not hesitate to see the assistance of others, including other workers or the police.

Responding to the Hostile Client

The best predictor of violence is prior violence, so it is critical to review a client file prior to the first visit. If increasing tension becomes evident in the interview, check for the signs of escalating hostility.

The warning signs of escalating hostility:

I. Increasingly sarcastic, angry, and threatening verbalization
II. Finger pointing, fist pounding, or pacing
III. Leaning forward in the chair, grasping arms tightly, creating white knuckles

To calm a client:
You stay calm and composed. Remind yourself that the client’s anger may be natural and understandable give the situation.

As much as possible, try to be empathic and understanding.

Speak slowly in a conversational tone.

Do not touch the client.

Provide the client with extra personal space.

If any negotiation, ensure that the client can “save face”.

If the client is anxious and exhibiting non-directed expenditure of energy, your best response is support. Engage in empathic, active listening, avoid judging, avoid dismissing concerns, and if appropriate, create a time out by suggesting a glass of water or a brief alone time in the waiting area.

If the client is becoming verbally aggressive and appears volatile, belligerent, hostile, and challenging, or if there is an attempt to “push your buttons” by using abusive language or personal criticism (i.e., of height, weight, gender), your best response is directive. Set behavioral limits that are clear and simple, offer the client several options that are enforceable and reasonable. Avoid getting into a “no-win” situation. Deliver the limits in a non-threatening manner using a calm, professional tone. Because anger and aggression often stem from a sense of being controlled, introducing choices gives the client some control and invites responsibility for the consequences of the choices.

Keep in mind that physical intervention with a verbally acting out client may quickly escalate into physical violence.

Responding to the Noncompliant Client

Noncompliance is very frustrating, particularly when the client seems to be relating well to you, owns up to the problem, agrees with the plan to do something about the problem, but fails to keep appointments or does not complete expected tasks. Noncompliant clients tend to be labeled resistant and unmotivated. The “costs” of compliance need to be viewed much more broadly than expenditures of finances or time. There is the cost of changing habits and altering lifestyle, the cost of acknowledging and dealing with a disease or health risk, and the cost of submitting to outside authority and losing control of one’s life. The following suggestions may be helpful in dealing with noncompliant clients:

- Try to understand what it will “cost” to change from the client’s perspective. Examine the disadvantages and obstacles to change as well as the benefits. Being “sick” can be more gratifying than being well. What is lost when one becomes “well”?
- Recognize that noncompliant behavior may be the client’s way of dealing with overwhelming circumstances, an attempt to reestablish personal dignity and control, attention getting, or even a need to express rage or hurt.
- View noncompliant behavior as taking place within a context where motives are competing or in conflict. The client may be experiencing problems but still be stuck in denying their severity or their larger ramifications. Examine your problem-solving strategy. Does it ask too much of the client?
- Provide encouragement to clients, and reinforce the efforts they make toward compliance. Watson (1994) found that an inexpensive follow-up procedure, a second
encouraging phone call, increased the compliance of clients who were initially noncompliant with referral recommendations of employee assistance counselors.

- Convey the expectation that clients assume responsibility and become compliant. You may have to help clients achieve an optimal balance between discomfort and hope. This can be done not only by encouraging clients to recognize the extent of their dissatisfaction with the problem and the hurt and anxiety it causes, but by also building on the hope that the problem can be solved with effort.
APPENDIX P
Sexual Harassment Policy and Procedure

The University of North Carolina at Charlotte affirms its commitment to ensuring an environment for all employees and students that is fair, humane, and respectful—an environment that supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors that inappropriately assert sexuality as relevant to employee or student performance are damaging to this environment. Sexual harassment is a violation of both law and University policy and will not be tolerated in the University community. Sexual harassment is a particularly sensitive issue that may affect any member of the University community and as such will be dealt with promptly and confidentially by the University Administration.

Students

Sexual harassment of students is a form of prohibited sex discrimination. Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature by a University employee, by another student, or by a third party, constitutes sexual harassment if such conduct is sufficiently severe, persistent, or pervasive to limit the student's ability to participate in or benefit from an education program or activity, or create a hostile or abusive educational environment.

"Quid pro quo" sexual harassment is equally unlawful. It occurs when a University employee explicitly or implicitly conditions a student's participation in an education program or activity, or bases an educational decision, on the student's submission to unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. "Quid pro quo" harassment occurs whether the student resists and suffers the threatened harm or submits and thus avoids the threatened harm.

UNC Charlotte and Sexual Harassment

The University Policy # 502, Sexual Harassment and Grievance Procedures of UNC Charlotte makes it clear that it is the responsibility of all students in the University to conduct herself or himself in such a way as to contribute to an environment free of sexual harassment.

See University Policy #502

https://legal.uncc.edu/policies/up-502#I

The law and University policy have been designed to protect you from sexual harassment and to provide prompt university help should it occur. You have the responsibility to recognize, discourage, and report conduct that may constitute sexual harassment.
If the student is not sure the behavior constitutes sexual harassment, consider these questions:

- Is this verbal or physical behavior sexual in nature?
- Is the conduct between parties of unequal power or authority?
- Is the behavior being initiated by one of the parties?
- Does the student have to tolerate that type of conduct to avoid consequences?
- Is the conduct so offensive that it creates an unpleasant environment for the student?

If the student answered “yes” to any of these questions, the conduct may well be sexual harassment.

Students may feel reluctant to report incidents because they believe their personal and professional standing with the agency, school, and community will be threatened. Sexual harassment is a violation of power and trust that can lead to unresolved emotional issues and may have long-term career implications. Reporting harassment, at minimum, should mean that the harassment stops and that there is not reprisal for having reported the harassment.

Sexual harassment occurs in many forms, ranging from jokes involving sexual themes to sexual intercourse. Sexual harassment is currently defined as verbal (pressure for sexual activity, comments about the female or male body, sexual boasting, and sexist and homophobic comments); nonverbal (looking up dresses or down shirts, obscene gestures, and suggestive sounds); physical contact (touching, patting, pinching, kissing, etc.); or environmental (sexually offensive literature, pictures, or music). Verbal harassment is the most common form of harassment.

Agencies are compelled by law to address the issue of sexual harassment by seeking solutions to such work-related abuse through programs of prevention, clear policies, and effective mediation and discipline.

**Intervention**

What should students do if they encounter sexual harassment at the field placement agency? The circumstances of the harassment will assist to fashion the response. Consider the following steps:

- *Speak to the offensive person at the time the incident occurred.* Speaking directly to the person will often result in the harassment stopping, particularly if it has been non-intentional. Sometimes, however, speaking directly to the person will not be enough to make the offensive behavior stop.

- *Report the harassment.* Report the harassment to a person in a position of authority. This may include the offender’s supervisor or agency director, your Field Liaison or your Field Instructor. Always report any incidents of sexual harassment to your Field Instructor, your Field Liaison and the Director of Field Education.
Keep a Record. A concrete and detailed record of what has been happening can be extremely helpful. It enables you to take a form of personal action, and it provides you with information you need in deciding how to best confront and stop the offending behavior. It is important to document the circumstances of the harassment, including dates, times; quotations, other details of the interaction/situation, and verification from any witnesses;

Write about it. Write up a three-part account of the incident(s): first provide a chronology of the facts as you see them. Second, identify your feelings and any negative impact you have experienced; and third, determine what you would like to see happen next. The writing process can be invaluable in assisting you to sort out your own thoughts and to decide how you want to handle the situation. It is important to document the circumstances of the harassment, including dates, times; quotations, other details of the interaction/situation, and verification from any witnesses;

Document your work accomplishments and maintain copies of evaluations. This documentation may be critical if your work performance becomes an issue when you take action against the harassment;

Refer to the Field Practicum Agency Policy and Procedure on Sexual Harassment, as well as, the School of Social Work Policy and Procedure. Students should consider filing a formal complaint as per the agency policy and may also consider a complaint through the North Carolinas Social Work Licensure Board;

If the situation was not resolved at the time of the occurrence or there is a pattern of behavior, consult with your faculty liaison on next steps and also request a formal meeting with the person who has harassed you with your field instructor and/ or faculty liaison.

It is important that victims of sexual harassment take action because the alleged offender could also be harassing others within the work site.
Supervision and Evaluation of Students in Field

MSW Field Instructors

It is the responsibility of the student’s field instructor to provide ongoing supervision & feedback on their practice skills, knowledge and values. This will support professional growth and learning goals outlined in the 2015 Educational Policy and Accreditation Standards.

The field instructor shall do the following:

1. Submit a Field Instructor Profile Form and updated resume to the Director of Field Education or designee at the time the Affiliation Agreement is finalized or when the student is first accepted at the Practicum Agency.

2. Participate in the new field instructor training program provided by the school, participate in on-going field instructor workshops, and related continuing education opportunities offered by UNC Charlotte.

3. Become familiar with the Council of Social Work 2015 Educational Policy and Accreditation Standards. Field instructors who supervise UNC Charlotte second (2) year MSW students will also be familiar with the School of Social Work Advanced Practice Objectives.

4. Assist in developing a Learning Agreement with the MSW student that will outline the objectives, tasks, responsibilities, and learning opportunities as specified by the Social Work Program and further develop competence as per the Council of Social Work 2015 Educational Policy and Accreditation Standards.

5. Meet with the student on a weekly basis for at least one (1) hour of personal supervision in order to assess the student’s progress with assignments, to explore his/her personal concerns and to evaluate the achievement of placement objectives.

6. Complete notes related to the weekly supervision meetings.

7. Obtain feedback from other colleagues who are working with the students on a regular basis and include, but is not limited to, co-facilitating groups, site visits, community presentations, projects, etc.

8. Complete three (3) contacts with the Faculty Liaison and the student three (3) times during the academic year to give ongoing feedback on the Practice Competencies,
specifically evaluate the student and the agency experience, and discuss any areas of need.

9. Inform the Faculty Liaison immediately if the student’s level of performance is marginal or not satisfactory and work from a strength bases perspective to support his/her success.

10. Prepare a mid-term evaluation with the student to review in supervision and if there are any areas of concern to bring this to the attention of the student and the faculty liaison.

11. Prepare a final evaluation of the student’s performance by no later than the last day of field in accordance with the program guidelines.

**Task Supervisor and CSWE Required MSW Supervision**

Students may be placed in an affiliated field practicum agency that does not have a Social Worker if the learning opportunities will support their professional growth and learning needs. In every placement, supervision by a qualified social worker **must be in place** prior to the placement being approved, assuring that the standard of one (1) hour weekly supervision is provided by a MSW with two (2) years’ experience for graduate students. Agencies may make arrangements for a CSWE supervisor through the use of board members, contracting with a social worker who meets the criteria, and/or requesting the University faculty consider filling this role.

The task supervisor shall do the following:

12. Submit a Field Instructor Profile Form and updated resume to the Director of Field Education or designee.

13. Participate in the new field instructor training program provided by the School, participating in on-going field instructor workshops, and related continuing education opportunities provided by UNC Charlotte.

14. Become familiar with the Council of Social Work 2015 Educational Policy and Accreditation Standards and the field instructors who supervise UNC Charlotte second (2) year MSW students will also be familiar with the School of Social Work Advanced Practice Objectives.

15. Assist in developing a Learning Agreement with the MSW student that will outline the objectives, tasks, responsibilities, and learning opportunities as specified by the social work program and further develop competence as per the Council of Social Work 2015
Educational Policy and Accreditation Standards. The task supervisor shall also advise the student to review the Learning Agreement with the CSWE social work supervisor.

16. Meet with the student on a weekly basis for supervision in order to assess the student’s progress with assignments, to explore his/her personal concerns, and to evaluate the achievement of placement objectives. The task supervisor will also assure that the student has time to meet with the CSWE supervisor weekly.

17. Complete supervision notes related to the weekly meetings.

18. Obtain feedback from other colleagues who are working with the students on a regular basis and include, but is not limited to, co-facilitating groups, site visits, community presentations, projects, etc.

19. Complete three (3) contacts with Faculty Liaison and the student during the academic year to give ongoing feedback on the Practice Competencies, specifically evaluate the student and the agency experience, and discuss any areas of need.

20. Inform the Faculty Liaison immediately if the student’s level of performance is marginal or not satisfactory and work from a strength bases perspective to support his/her success.

21. Prepare a mid-term evaluation with the student to review in supervision and if there are any areas of concern to bring this to the attention of the student and the faculty liaison. The task supervisor shall also ask that the evaluation should also be given to the CSWE supervisor for comments and feedback specifically related to their supervision sessions and this will be done before the task supervisor and student discuss the midterm review...

22. Prepare the final evaluation of the student’s performance which will allow the student to obtain feedback from the CSWE supervisor before the last day of field. The Evaluation with feedback from the task & CSWE supervisor shall be submitted to the faculty liaison and the task supervisor shall note a recommended grade for practicum.

CSWE Supervision

UNC Charlotte School of Social Work also reserves the right to contract for supervision if there is a need for additional field sites to meet the need of increased enrollment, and/or affiliated agencies do not have capacity for UNC Charlotte social work students during the academic year.

The School will consider contracting for adjunct faculty to do supervision with students if it is determined that a student’s learning would benefit from a placement at the proposed practicum agency. However, the following conditions must be met:
1. There is not a placement option available with an Affiliated Agency that has the same areas of practice for the academic year;
2. The proposed Agency is willing to affiliate with the UNC Charlotte School of Social Work, has qualified task supervisors, has explored use of board members who are social workers, sought out social workers who might do the supervision without cost, and is not able to pay for a CSWE supervisor weekly.
3. UNC Charlotte faculty are not able to provide CSWE supervision.
4. There must be a qualified BSW or MSW in the community who could provide supervision within their area of competence.

The adjunct MSW faculty member who will do the CSWE supervision shall be paid a specified amount per student contact and should be located in an area close to the practicum site.

The outcomes expected from the adjunct faculty providing supervision is as follows;

Adjunct Faculty providing supervision shall

7. Submit a copy of their degrees, Curriculum vitae, license if applicable, and malpractice insurance; and
8. Enter into a contract with the University to provide this supervision; and
9. Schedule one (1) hour supervision sessions either at their office or agency site; and
10. Complete weekly supervision notes; and
11. Provide input into the student Learning Agreement and Evaluations, and
12. Attend a minimum of one (1) meeting with the student, field instructor, and faculty liaison during the academic year; and
13. Make the faculty liaison aware of any concern related to the student’s performance, professional development, and/or concerns related to the agency placement.
14. Provide input into the student’s final field evaluation,
NASW CODE OF ETHICS

For the most updated version, please visit…. www.socialworkers.org/pubs/code.asp
CSWE Educational Policy and Accreditation Standards

For the most updated version, please visit…
http://www.cswe.org/File.aspx?id=13780
APPENDIX T
SOCIAL MEDIA

Social media has exploded in recent years, but there are number of areas of concern related the intersection of personal life and professional roles. Social Workers must also further develop their knowledge related to changes to practices as a result of technology including, but not limited to, assuring confidentiality through the use of technology, informed consent on the benefits and risks of the use of technology, jurisdictional considerations if providing distance counseling, and the development of social media policies and procedures.

Social Media includes, but may not be limited to Facebook, Myspace, Instagram, S7apChat, Twitter, Tumbler, You Tube, blogs, texting and they are exciting ways to connect with others and share information. There can be unintended consequences and potentially damaging consequences if basic guidelines are not considered. It is also important to remember that social media sites are public domains and any and all information can be accessed by anyone.

It is the expectation of the University of North Carolina at Charlotte School of Social Work that student will adhere to the NASW Code of Ethics (http://www.socialworkers.org/pubs/code/default.asp) when using social media as a communication tool in either their personal or professional sites. Students need to be aware that the Codes requirements in the following areas:

- Informed Consent (Section 1.03)
- Dual Relationships (Section 1.06)
- Privacy and Confidentiality (Section 1.07)

Students must consider the following as they begin each field placement:

1. Does your field site have a policy on the use of social media communication tools? If so, review the policy with your field instructor. If not, what expectation does the agency have regarding the use of social media during field hours?

2. What type of information is okay to share on a personal social media site?
It seems that it should be inappropriate for students (or employees) to refer to any fieldwork site/agency, client, or client situation, etc. on their personal social media pages (e.g. Facebook, My Space, Twitter, Blog), no matter how many security settings have been invoked.

3. Should students/employees share their personal contact information including email, cell number, address, etc. with a current or former client or client group?
While social workers have an ethical obligation to protect the privacy of their clients, no such restrictions prevent a client from searching online for information about a student or employee. Any photos, videos, written comments, and other postings can serve to undermine a social worker’s personal safety and/or professional competence.

4. Students (and employees) should be expected to exercise great care in how they represent the social work profession as a whole in any online activities. It is very easy for an outsider to misinterpret statements or images out-of-context. (See *NASW Code of Ethics Section 4.06a: Misrepresentation*.)

To help facilitate these conversations, consider the following topics for discussion with your field instructor and/or task supervisor.

1. What are the agency guidelines regarding the use of Facebook and who can you friend?

2. What are the most common ethical concerns you should be aware of when using social media as a professional social worker?

3. Does the Agency have a Social Media Page, how is content added and how was it developed?

**TECHNOLOGY**

Due to developments and innovation in the technology, social work practice has also had tremendous changes. *NASW and ASWB Standards for Technology and Social Work Practice* is a resource that focuses on this area.


It is the expectation of the School of Social Work that each student become familiar with the Standards and review before placement in practicum. The use of technology includes, but is not limited to the use of internet search tools, virtual sessions with clients, use of avatars for online services, cell phones, computers, texting, and consideration related to licensure, informed consent, privacy and confidentiality.
Students must consider the following before placement:

1. Does your agency have written policies on the use of technology?
   - Review the policy and discuss with your field instructor
   - If your agency has access for clients using technology does it assure equal access to vulnerable populations who may not have access
   - Is your email system encrypted and secure
   - Do you advise clients in the initial session on information related to the use of technology?
   - If virtual sessions are conducted is the platform for services secure?
   - If your practice uses Avatars is there a mechanism to confirm the client’s identity?

2. What are your skills in the area of technology and do you have to further develop knowledge?
   - Are you skilled in the use of computer software which will allow you to track data, do presentations, circulate information
   - Are you familiar with electronic records

3. Regulatory Compliance
   - Are you aware of licensure requirements in other states and the support services
   - If your agency does virtual services cross state are you aware of services for emergency supports or the continuum of care in the state where the client is

To help facilitate these conversations, consider the following topics for discussion with your field instructor and/or task supervisor.

1. Is it ethical to search the internet for client information?

2. Is it ethical to look up a client’s Facebook page?
UNC Charlotte Field Advisory Board
Application for Student - Representative

Academic Year ______

☐  MSW Student

☐  BSW Student

There will be one BSW, one Full Time MSW, and one Extended MSW student representative selected for the academic year. Please submit the completed application to the Director of Field Education, School of Social Work- Room 489B, College of Health and Human Services by September 11, 2015

Student Name: ______ Address: ______

E-mail: ______ Telephone number: ______

Current Field Placement Assignment: ______

Any additional volunteer, school, or community activities: ______

GPA: ______

What you hope to accomplish and contribute as a member of the field advisory board: ______

Faculty Member Recommendation:
- Name of faculty Member or Academic Advisor
- Reasons
- Signature

Student Signature__________________
APPENDIX V
Social Work Department at UNC Charlotte
Outstanding Field Instructor
2017-2018

To: UNC Charlotte MSW students
From: Ticola Ross, Interim Director of Field Education

Re: Outstanding Field Instructor

Each year, the School of Social Work recognizes the outstanding MSW field instructor at the Annual Field Education Conference and Event. We would like to take this opportunity to encourage you to submit a letter of recommendation for your field instructor to be considered for this honor. Nominations must be submitted by March 18, 2018 to be considered. Later submissions will be acknowledged, but the field instructor will not be considered.

It is suggested that the letter should outline specific strengths in the following keys areas:

| Professional Behavior- Identifies as a professional Social Worker, sets priorities for use of time, meets performance deadlines, acts professionally and responsibly in the areas of punctuality, appearance and presentation of self at the agency. |
| Educator – Prepares for supervision, ability to provide constructive feedback, field instructor links field experiences to what the student is doing in the classroom, imparts social work values, knowledge and skills, encourages professional growth. |
| Practitioner - Embraces the core values of the NASW Code of Ethics, uses ethical principles to guide professional practice, demonstrates a commitment to a multicultural perspective and effectively communicates with colleagues and clients. |

Please answer the following questions – What gifts and strengths does your field instructor display as a social worker and field instructor? How has this field instructor impacted your growth as a professional?

Mail completed recommendation to:
Ticola Ross, PhD, MSW, LCSWA
UNC Charlotte –School of Social Work
CHHS Room 489C
9201 University City Boulevard
Charlotte, NC 28223
Or
To:       UNC Charlotte Field Instructors  
From:    Ticola Ross, Director of Field Education  

Re:  Outstanding Field Student  

Each year, the School of Social Work recognizes the outstanding BSW, 1st year MSW and 2nd year MSW field students at the Annual Field Education Conference and Event. We would like to take this opportunity to encourage you to submit a letter of recommendation for this honor. Nominations must be submitted by March 18, 2016 to be considered. Later submissions will be acknowledged, but the student will not be considered.

Please indicate whether your student is a BSW, an MSW student who is in their first, or an MSW student who is in their second year of placement. It is suggested that the letter should outline specific strengths of the student in the following keys areas:

- **Student as a Professional** - Identifies as a professional Social Worker, sets priorities for use of time, meets performance deadlines, acts professionally and responsibly in the areas of punctuality, appearance and presentation of self at the agency.

- **Student as a Learner** – Ability to think critically, prepares for supervision, utilizes field instructor as an educator of social work values, knowledge and skills, welcomes, accepts and utilizes supervisory feedback.

- **Student as a Practitioner** - Engagement, assessment, intervention, embraces the core values of the NASW Code of Ethics, uses ethical principles to guide professional practice, demonstrates a commitment to a multicultural perspective and effectively communicates with colleagues and clients.

Mail completed recommendation to:

Ticola Ross, PhD, MSW, LCSWA  
UNC Charlotte –School of Social Work  
CHHS Room 489C  
9201 University City Boulevard  
Charlotte, NC 28223  
Or  
E-mail completed form tcaldw16@uncc.edu  
Or
Fax recommendation to 704-687-1658