

Board of Governors, State University System of Florida

Limited Access Program Request

Reference: BOG Regulation 6.001, Admissions

University:	University of North Florida	Degree(s) offered:	Bachelor of Social Work
Program:	Social Work	Six digit CIP code:	44.0701

1. Will the entire program be limited access or only a specific track?
__Entire Program_____
2. If only a track is limited access, please specify the name of the track

3. How many students will the program plan to accommodate?
Fall_40_____ Spring_0_____ Academic Year Total _40_____
4. When do you propose to initiate limited access?
__Fall 2013 (first semester program will be offered)_____
5. What is the justification for limiting access?

We anticipate a high demand for the BSW program and must retain the 1:25 faculty-to student ratio requirements of Council for Social Work Education, the program's accrediting body

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

Admission to the UNF BSW program will depend upon students' academic records and their demonstration of suitability for the profession of social work, commitment to the program, and level of preparation.

Students who wish to be admitted to the UNF BSW program must meet the following admission requirements:

- Acceptance to UNF;
- An AA from a public Florida college or university or successful completion of UNF general education requirements;
- A minimum cumulative GPA of 2.5;
- Completion of 15 hours of common pre-requisites with a C or better; and

- Submission of a personal essay describing the applicant’s interest in the field of social work and experiences working with or for persons who are different from one’s self.

All applications to the UNF BSW Program will first be screened by the Program Director for the minimum qualifications. Applicants who do not meet the minimum requirements will not be considered further. Applications reflecting the minimum qualifications will be further reviewed by a committee chaired by the Program Director and including two other Social Work faculty and/or faculty from the Department’s sociology program. The committee will review and score the personal essays from qualified applicants based on suitability to the profession of social work, commitment to the program, and level of preparation. Based on the personal essay scores and the student’s academic record, applicants will be ranked and then notified via email that they are either accepted to the program, wait listed (students will be told their place on the wait list and notified via email if and when an admitted applicant declines his or her place), or not accepted. Students who are waitlisted or not accepted will be invited to apply the following year, and will be advised regarding other BSW programs in the SUS and of the admission criteria for these programs.

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program?

Our current Social Welfare programs serve a diverse student population. Relative to UNF as a whole, these programs include more minority students and more women.¹

Race/Ethnicity and Gender of Social Welfare Program and UNF Students

	Percent Non-White	Percent Female
Social Welfare Concentration	41.4	89.2
Social Welfare Minor	34.9	86.0
University of North Florida	26.4	56.0

We also collected demographic information from students who responded to a survey conducted by the Department of Sociology & Anthropology as part of our efforts to assess program demand. Survey respondents were also majority female (87%), and 61% reported their race as white.² We anticipate that the Bachelor of Social Work degree will attract students with a similar demographic. In addition, UNF’s Disability Resource Center provides assistive services and technologies that will allow students with disabilities to participate in the program.

1 Sources: Banner SIS Reports retrieved October 26, 2011; UNF 2010 Fast Facts “University Profile” http://www.unf.edu/ia/pr/marketing_publications/factsheet/2010/University_Profile.aspx

2 Department of Sociology & Anthropology Student Survey, November 21, 2011.

The GPA requirement should not impede admission of a diverse cohort of students. At present, 82% of white lower division students in our social welfare programs exceed this GPA, and 100% of minority students. For upper division students in the social welfare programs, 74% of upper division minority students exceed the minimum GPA and 91% of white students.³ Sixty-nine percent of respondents to our survey of Social Welfare students reported transferring from another school,⁴ and we anticipate that the BSW will also appeal to transfer students. In addition, we anticipate that the personal essay will emphasize to students the program's commitment to diversity and the important role that respect for all persons plays in social work practice.

As part of our accreditation process through the Council for Social Work Education (CSWE), we will need to maintain a learning environment that honors many forms of diversity (“age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation”⁵). Our accreditation application demands compliance with the following standards:

3.1.1 The program describes the specific and continuous efforts it makes to provide a learning environment in which respect for all persons and understanding of diversity and difference are practiced.

3.1.2 The program describes how its learning environment models affirmation and respect for diversity and difference.

3.1.3 The program discusses specific plans to improve the learning environment to affirm and support persons with diverse identities.⁶

3 Data reported by UNF Office of Institutional Research, September 2011.

4 Department of Sociology & Anthropology Student Survey, November 21, 2011.

5 Council on Social Work Education 2008 Educational and Policy Accreditation Standards, Educational Policy 3.1, Diversity.

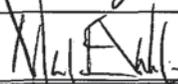
6 Ibid.

We are strongly committed to these efforts, as well as to the University's mission, goals and policies regarding diversity and equal opportunity.

Finally, a respect for diversity and capacity to work with diverse populations are among the core competencies required of CSWE for all accredited social work program graduates. We anticipate that by foregrounding these issues in the curriculum, our program will attract and retain students from differing backgrounds and who harbor respect for all persons regardless of background or status.

8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with low market demand.

The justification for a limited access despite high student demand is threefold. First, faculty-student ratios must be kept low per the accrediting body and the demands of the program curriculum, which requires a supervised internship experience. To meet this requirement, we have already reallocated substantially within the College of Arts and Sciences. This has not generated sufficient resources to make new lines available. Instead, our reallocations have allowed us to continue to meet student demands in existing programs, and we are not able to stretch these resources to fund this new program in a way that could accommodate unlimited growth. Second, developing the capacity for high-quality internship placements for BSW students will take some time. UNF's Social welfare program currently has agreements with 42 local human services agencies, but some of these may not meet the requirements specified by the BSW program's accrediting body (CSWE). The program's Field Education Director will spend substantial time during Year 1 evaluating and renegotiating existing agency agreements and recruiting additional placement agencies, particularly those that provide opportunities that are otherwise not available to our students. Finally, it is also likely that as a new program there will be merit in constricting its growth to be certain that high quality is maintained at every step of its expansion.

Request Initiated by:	Krista Paulsen, Chair, Department of Sociology & Anthropology
EEO Officer's Signature:	
Provost's Signature:	

Send the completed form to:

Dr. Dorothy J. Minear
Sr. Associate Vice Chancellor, Academic and Student Affairs
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 32399-1950