

INTRODUCTION

I. Program Description and Relationship to System-Level Goals

II. DESCRIPTION

Briefly describe within a few paragraphs the degree program under consideration, including (a) level; (b) emphases, including concentrations, tracks, or specializations; (c) total number of credit hours; and (d) overall purpose, including examples of employment or education opportunities that may be available to program graduates.

Program description and relationship to system-level goals

(a) The School of Social Work proposes a Doctor of Social Work (DSW) program.

(b) This program will be an *advanced clinical practice* degree emphasizing *evidence-based clinical social work services provided to individuals, families, and groups*, especially in social service, health and mental health care settings. It will prepare students for leadership roles in clinical social work, including specialized clinical assessments, psychosocial interventions; social service administration and leadership; social work research and evaluation; and social work education.

(c) DSW students must complete a minimum of 50 credits to qualify for their degree. (An MSW from an accredited program is required for admission to the DSW program).

(d) This program prepares graduates for leadership roles in advanced clinical social work, clinical supervision, and social work education (as clinical faculty for schools of social work teaching various levels of clinical practice). A DSW degree differs from a PhD in Social Work, in that a PhD is primarily a research-oriented degree preparing graduates for advanced research and academic positions that are research intensive. A DSW degree includes practice-oriented research and evaluation that focuses on preparing students for innovative, complex, and sophisticated areas of practice (i.e., evidence-based practices in areas that focus on the health and mental health needs of populations in south Florida). Graduates from this program should be able to take leadership roles in social service, health, mental health, and educational settings, as well as generate a body of clinical social work practice research. The practice focus of a DSW degree is similar to that of advanced practice degrees offered in other professional disciplines such as psychology (Psy.D.), nursing (DNP), pharmacy (PharmD), physical therapy (DPT), and nutrition (DSN).

The DSW degree was first offered in the early 1900s, but became less

prevalent by the 1980s as DSW programs were replaced by PhD degrees. Nationally, over the past decade a new type of DSW has emerged, quite different from its predecessor, focusing on advanced clinical social work practice at the doctoral level (Anastas, J. W. (2012). *Doctoral education in social work*. New York: Oxford University Press; Edwards, R.L., Rittner, B., & Holmes, J. (n.d.). *The doctorate in social work (DSW) degree: Emergence of a new practice doctorate. Report of the task force on the DSW degree convened by the social work leadership forum.*
<http://www.gadephd.org/Portals/0/docs/DSWGuidelines2011t.pdf> Retrieved August 29, 2014).

Now is an opportune time to develop a DSW program. Few schools, nationwide offer it, and none in Florida do. Our MSW program has grown exponentially since its 2000 introduction. The School of Social Work has the personnel platform from which it could step up to the next level. With 15 years' worth of FAU MSW graduates in the region, there is also considerable, pent up market demand for the DSW. And FAU will enjoy the benefit of "first market advantage" as it quickly establishes a niche for what we believe will be a strong, and growing, academic market. This development, in turn, goes hand in glove with the School's commitment to enhancing its research productivity, community and student responsiveness, national and international reputations, and its contributions to the region's social and economic growth.

A. SUS GOALS

Describe how the proposed program is consistent with the current State University System (SUS) Strategic Planning Goals. Identify which specific goals the program will directly support and which goals the program will indirectly support. (See the SUS Strategic Plan at <http://www.flbog.org/about/strategicplan/>)

The State University System of Florida Board of Governors Strategic Plan, Board of Governors Strategic Plan 2012-2025 (approved on November 10, 2011)

The DSW is a response to evolving and emerging critical needs in Florida, as well as across the nation. The DSW will help address most specifically to the critical need of providing effective clinical social services. A 2009 report by the Florida Center for Fiscal and Economic Policy found, "Of the 325,000 adults with severe and persistent mental illness in Florida, only 42 percent receive state mental services at the current funding level. The situation for Florida children is also poor. Fifty-two percent of children with mental illness receive care in Florida, compared to 60 percent nationally" (Mental Health Funding at Risk, Center for Public Integrity, Florida Council for Community and Mental Health, March 9, 2011). To meet the need to treat the numbers

of mentally ill Floridians, the DSW will provide highly specialized doctoral level practitioners to provide effective evidence based clinical services, to plan and evaluate programs and services, to teach in baccalaureate and graduate programs, and to provide evidenced-based practice research. The DSW level graduates will be appropriately trained for supervision and administration of programs.

GOAL: Strengthen the Quality and Reputation of Scholarship, Research, and Innovation: Improve the quality and impact of scholarship, research, and commercialization activities, and grow the number of faculty/departments/centers and institutions recognized for their scholarship, research, and commercialization endeavors.

- The DSW program will help the School of Social Work develop additional partnerships with social service, health and mental health service providers in the community, in order to develop and evaluate new responses to psychosocial health needs. The research within the DSW program will have an applied focus, so various mental health and social service providers will value the research results. The School's reputation will increase markedly, as the region's DSW cohort grows, and the cumulative impact of DSW research and our School's growing research trajectory both become apparent. As the DSW grows in reputation, we will seek candidates state-wide, and nationally – again, contributing to the School's longer term emerging reputation.

GOAL: Increase Collaboration and External Support for Research Activity: Attract more research funding from external (includes federal and private sources).

- Our school currently has a talented faculty with proven track records in publishing, and growing accomplishments in seeking external funding. By having a doctoral program, faculty will be able to apply for and attract more outside funding, particularly as some funders require applicants to have doctoral programs. Further, the program will be able to attract more faculty members interested in careers at doctoral-level institutions that encourage external funding, collaboration with research teams, and extensive publishing. As prospective leaders in social work, our DSW graduates will develop skills and experience in grant writing, research proposal writing, agency contracting, and program implementation. These capacities will return to the community, where a growing cadre of community based research leaders could collaborate with our School in grant seeking and myriad research activities – leading to still greater external resources for the School and its DSW program over time.
- The DSW program will allow us to promote greater collaboration with

private industry on research projects (including service providers for health, mental health, addictions, children's services, and services for the elderly).

- With implementation of the new Affordable Care Act, social workers are playing more important roles in health care services. This is especially true in the area of mental health. Social workers also play a key role in reducing re-admissions to hospitals after surgery or other invasive procedures. In the United States, clinically trained social workers provide over 60% of mental health services (<http://www.naswdc.org/pressroom/features/issue/mental.asp>). In private industry, the need for more social workers trained in evidenced-based mental health treatment has grown substantially. Further, community-based social workers are seen as vital to reducing health care costs associated with unnecessary hospital and nursing home admission/readmissions. These are all areas where collaboration for funding for research into best practices with both private and public health care providers can be enhanced. Advanced doctoral level trained social workers with DSW will be able to provide guidance and leadership in the practice research models necessary to address these issues.

GOAL: Strengthen the Quality and Recognition of Commitment to Community and Business Engagement

- Improve the quality and relevance of public service activities, and grow the number of institutions recognized for their commitment to community and business engagement.
- The number of community partnerships will increase with DSW students working with agencies. This will be done through DSW student internships, research projects, and community training opportunities. Faculty members will also participate in these endeavors.
- The School of Social Work Strategic Plan identified the need for mental health services in our region. Therefore, the School has proposed a plan to work with community partners and advisors to provide mental health services through a School of Social Work teaching and research clinic.
- The development of a DSW program will also help the School provide additional community education programs for practicing mental health professionals, as well as community education programs to assist with health maintenance and primary prevention programs (e.g., regarding addictions, trauma, safety for elders, and domestic violence).

GOAL: Increase Community and Business Workforce

Increase the percentage of graduates who continue their education or are employed in Florida.

- The proposed DSW program will be offered on a part-time basis so that students will be able to continue to work in the community while attending the program. In the program's first 5 years, we expect that most DSW graduates will remain in Florida to practice as advanced clinicians, program evaluators, and supervisors; some DSW graduates will also move to other areas in order to take academic positions.

GOAL: Recruitment of students, state- and country-wide

- Over time, as its regional and national reputation increases, our DSW program is expected to recruit state-wide and nationally.

B. AREAS of EMPHASIS

If the program is to be included in an Area of Programmatic Strategic Emphasis as described in the SUS Strategic Plan, please indicate the category and the justification for inclusion.

The Areas of Programmatic Strategic Emphasis:

1. Critical Needs:

- Health Professions

HEALTH PROFESSIONS

The delivery of medical social work services in health, mental health and social service settings are increasingly growing in South Florida due to a large number of populations in need, especially the aging population. Further, the demands of the Affordable Care Act and other 3rd party reimbursement companies require that practitioners use interventions that are evidence-based and demonstrate fulfillment of practice competencies.

- The DSW program will prepare doctoral-level social work clinicians to both provide direct services and supervision to clinicians working in areas of health, mental health, and social services in south Florida and the region. The complexity of mental health and health problems are requiring a wider range of clinical skills and supervision than previous times in US history. With the aging of the population in the US and as is first demonstrated in South Florida, FAU School of Social Work has the opportunity to provide more advanced clinically trained doctoral level social workers to improve the mental and physical health of specific populations such as the high concentration of elderly residing in this region. The DSW has recently gained in popularity, particularly

for social workers seeking positions in advanced clinical practice, supervision, leadership, research and evaluation, and as instructors or professors for clinical practice courses in BSW and MSW programs (Barsky, A. E., Green, D., & Ayayo, M. (2013). The need for advanced training in clinical skills has become increasingly evident. Supervision and administration of MSW level social workers is also needed by higher levels of education which can be provided by DSW trained social workers. Hiring priorities for BSW/MSW programs in the United States: Informing doctoral programs about current needs, *Journal of Social Work*. 13(2), 1-21. doi:10.1177/1468017313476772).

- Social workers with DSWs will be able to provide leadership in the development and evaluation of innovative, evidence-based practice in a broad range of contexts, including education, health and mental health, addictions/substance use, child welfare, aging, HIV and AIDS, divorce, family conflict, domestic/intimate partner and community-based violence, criminal justice, poverty and unemployment initiatives, discrimination, and disaster preparedness and response. They will be able to provide supervision and leadership to MSW level social workers within a myriad of agencies.
- The DSW will develop knowledge that results in more effective and efficient practices in a range of contexts of mental health, health and social service practice. The DSW will help develop, foster, and raise standards of practice in all fields of social work practice, including such areas as child welfare and aging, which are particularly in need of better developed evidence-based knowledge and practice skills. Further, clients, government, insurance companies, hospitals, clinics, and other stakeholders in health and mental health services are demanding higher levels of competency, accountability, and evidence of the cost-effectiveness of services. In responding to these needs, DSW graduates will enhance the state's social welfare tapestry, leading to systems improvements, service improvements, efficiencies, and therefore potential costs savings.

C. LOCATION

Identify any established or planned educational sites at which the program is expected to be offered and indicate whether it will be offered only at sites other than the main campus.

The DSW program is to be offered on the Boca Raton campus (as well as through some online courses).

INSTITUTIONAL AND STATE LEVEL ACCOUNTABILITY

III. Need and Demand

A. **NEED**

Describe national, state, and/or local data that support the need for more people to be prepared in this program at this level. Reference national, state, and/or local plans or reports that support the need for this program and requests for the proposed program which have emanated from a perceived need by agencies or industries in your service area. Cite any specific need for research and service that the program would fulfill.

A number of studies support the need for the DSW program. One is Edwards, R.L. Rittner, B., & Holmes, J. (n.d.). *The Doctorate in Social Work (DSW) Degree: Emergence of a New Practice Doctorate. Report of the Task Force on the DSW Degree Convened by the Social Work Leadership Forum.* <http://www.gadephd.org/> Accessed September 15, 2014.

A think tank, *Advanced Practice Doctorates: What Do They Mean for Social Work Practice, Research and Education*, "was convened under the auspices of the NASW Social Work Policy Institute on September 23-24, 2013 in Washington, DC. It was co-hosted by the National Association of Social Workers (NASW), the Council on Social Work Education (CSWE), the National Association of Deans and Directors of Schools of Social Work (NADD), the Association for Baccalaureate Social Work Program Directors (BPD), the Group for the Advancement of Doctoral Education (GADE), the Society for Social Work and Research (SSWR), the St. Louis Group for Excellence in Social Work and Research (SLG), and the Association of Social Work Boards (ASWB). It was also supported by Boston College, Case Western Reserve University, New York University, Ohio State University, Rutgers University, University of Denver, University of Michigan, University of Southern California and University of Tennessee."

Among the conclusions laid out in the *Advanced Practice Doctorates*:

"-Advanced practice doctorates in social work are continuing to emerge and demand is represented by the number of students ready and willing to invest in acquiring such degrees.

-Advanced practice doctorates in social work can be vehicles for producing practice relevant knowledge and for disseminating research to practice." (Action Brief, 2013, pp. 1-2).

One of the report's authors, Professor Jeane Anastas, NASW President and Professor, Silver School of Social Work, New York University, writes: "If DSW programs are developed thoughtfully with the emphasis of developing

not only advanced practice knowledge and skills but sophisticated practice-based research as well, the potential for enhancing the research capacity of our profession is great". (Full report, p. 6).

The DSW is a thoughtful response to the changing nature of doctoral education. The conventional PhD is being re-examined across the disciplines. There are over 50 PhD programs in social work country-wide, including FIU, USF, and Barry in Florida.

The DSW differs from other social work doctorates in that it is a professional practice degree, designed to prepare students for advanced clinical practice and advanced practice leadership. Geared toward working professionals, the DSW is an intensive accelerated program that enables students to satisfy all degree requirements in three years, without career disruption.

There is an emerging market for an innovative Doctor of Social Work – intended to train advanced practitioners for evidence based research, knowledge production, and community knowledge mobilization.

Nation-wide, there few schools of social work have the DSW, and none have had the program for greater than 10 years. DSWs are available at Pennsylvania, Rutgers, Tennessee, **Aurora, and are expected to launch next year at Tulane, St. Catherine University – University of St. Thomas, among others.** FAU will be one of the early innovators of this **program, and the state's first.** The State of Florida does not currently have a DSW program.

Florida's doctoral programs in social work are PhD programs which generally emphasize research. The DSW concentrates on developing advanced clinical social work skills as well as applied research that advances evidence-based clinical practice.

The DSW is responsive to part time studying through

- Innovative Course Modules focusing on evidence based practice, and community knowledge mobilization/deployment/relevance.
- Intensive weekend learning for fulltime practitioners leading to degree completion in 3 years.

Outcomes:

- Intensive, accelerated programming that enables students to satisfy all degree requirements in 3 years, without career disruption.
- Cutting-edge courses that focus on the latest breakthroughs and techniques in clinical practice, clinical research and teaching, taught by renowned faculty and clinical experts.
- A published peer reviewed research article that allows students to become content experts and contribute to the professional practice knowledge base.

-Increasing community-university engagement that contributes to the School's growing community based research activities

Responsiveness to community need:

-The School has operated a successful MSW since 2000. There is now a generation of senior clinicians, supervisors, and administrators who would greatly benefit from additional training regarding advanced social work social and behavioral science research and knowledge development. The curriculum capitalizes on the most current research in the social, health, and social work sciences, using this interdisciplinary platform as a basis for creating new knowledge for the highest level of evidence-based social work practice.

-This training will further enhance the social welfare labor market of southern Florida; and once that market has been met, greater Florida and the country.

-The community's changing social and demographic circumstances requires innovative knowledge production that is in the field.

Responsiveness to part time studying through

-Innovative Course Modules focusing on evidence based practice, and community knowledge mobilization/deployment/relevance.

-Intensive weekend learning for fulltime practitioners leading to degree completion in 3 years

- DSW graduates will be adjuncts; bridging connection between adjunct instructors and School's central mission of knowledge mobilization/training at the advanced level

-Practice research projects will bridge the gap between community and university

In alignment with School mission to be increasingly research focused and community-driven in its activities

- Another potential advantage for DSWs over PhDs is preparation for teaching. Typically, PhD programs do not offer courses on social work pedagogy. The DSW program planned for FAU would include a course on social work education (including the theory of teaching and learning, teaching skills, curriculum development, and evaluation). Improvements in teaching theory, methods, and research will have positive impacts not only for social work students, but also for the many people they serve.
- The proposed DSW program addresses the need for working individuals that are place-bound by offering courses face-to-face (on campus) once per month (75%), with the remainder of the program to be offered online (25%). The program is constructed for the student who is already employed in the work force as a social work practitioner and may have other life course demands (e.g., family, etc.).

- The need for reinvesting in social work services has been recognized by a number of members of Congress. The *Dorothy I. Height and Whitney M. Young, Jr. Social Work Reinvestment Act* is the most comprehensive piece of federal legislation aimed at addressing the significant workforce challenges facing the profession of social work. Congressman and social worker, Edolphus Towns (D-NY) introduced H.R. 5447 on February 14, 2008 and Senator Barbara Mikulski (D-MD) introduced the Senate companion bill, S. 2858 on World Social Work Day, April 15, 2008. This bill was assigned to a congressional committee on May 21, 2013, which will consider it before possibly sending it on to the House or Senate as a whole. Among its many goals, this legislation could provide additional resources for social work education and research.
- Research, education and training grants will be made available to institutions of higher education to support recruitment and education of social work students from high need and high demand areas at the Baccalaureate, Masters and Doctoral levels. Grants will also be available for faculty development, which may include DSW graduates. (Source: <http://www.socialworkreinvestment.org/content/SWRI-FL-27808-SWRI-SummaryWeb.pdf>; <https://www.govtrack.us/congress/bills/113/s997#> accessed August 31, 2014).

Alumni of DSW from other programs in the US assume senior positions in social service agencies as supervisors, researchers, managers, and leaders. The country's oldest DSW program is at the University of Pennsylvania. Their DSW alumni are employed as:

- Director, Yoon Behavioral Health Center & Assistant Project Director, The Child Center of NY
- Assistant Professor, University of Southern California, School of Social Work
- Counselor at Elementary School in the West Chester Area School District
- Director, African-American Resource Center, University of Pennsylvania
- Director of Patient and Family Services, Abramson Cancer Center, Penn Medicine (<http://www.sp2.upenn.edu/people/alumni/dsw/> Accessed September 28, 2014).

B. DEMAND

Describe data that support the assumption that students will enroll in the proposed program. Include descriptions of surveys or other communications with prospective students.

DEMAND/INTEREST

- The FAU School of Social Work conducted a survey of agency social workers that supervise BSW/MSW students in their field placements

(11/20/2011). Of the respondents (n=50), 40% stated they would be interested in obtaining a clinical DSW.

- Graduates and alumni of the FAU MSW program have continuously requested further specialization in clinical social through a doctoral level program. This interest has been consistently reported since the first graduating class in 2002.
- In annual MSW exit surveys, approximately 30% of respondents have reported that they would pursue a doctorate in social work.
- In a representative sampling of FAU's MSW students in the fall semester of 2013, interest ranged from 30% to 40% of students in several current classes.

C. SIMILARITY WITH OTHER PROGRAMS

If substantially similar programs (generally at the four-digit CIP Code or 60 percent similar in core courses), either private or public exist in the state, identify the institution(s) and geographic location(s). Summarize the outcome(s) of communication with such programs with regard to the potential impact on their enrollment and opportunities for possible collaboration (instruction and research). In Appendix B, provide data that support the need for an additional program as well as letters of support, or letters of concern, from the provosts of other state universities with substantially similar programs.

The State of Florida does not have a DSW program.

There are PhD programs in social work at other state institutions (e.g., FIU, USF, FSU, UCF, etc.) and one private university (Barry University, Miami Shores, FL). Students wishing to pursue a traditional research-oriented doctorate will continue to enroll in these PhD programs.

A letter of support was obtained from Florida International University School of Social Work (See Appendix D).

Other disciplines, such as psychology, nursing and pharmacy have sought to differentiate doctoral level scholars. In the discipline of psychology, doctoral level scholars who follow the traditional research model sometimes referred to as the Boulder model, receive a PhD in psychology. Those doctoral level scholars in psychology who follow the practice scholar model receive a PsyD (Doctor of Psychology).

Similar examples exist in other disciplines such as nursing (PhD in nursing