

**Agenda**  
**UWF Board of Trustees**  
**Academic and Student Affairs Committee**  
**International House**  
**1 p.m., Thursday, June 17, 2004**

**Roll call**

**Approval of minutes**

- 1) Feb. 20, 2004 meeting

**Action items**

- 1) Request to explore BA in Economics degree program
- 2) Request to explore BSBA in Real Estate degree program
- 3) Request to explore Master of Social Work degree program

**Other business**

**Adjournment**

**UWF Board of Trustees  
Academic and Student Affairs Committee  
June 17, 2004**

**Issue:** Request to explore BA in Economics degree program

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**Proposed action:** Approve

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**Background information:**

This request complies with UWF procedures of requesting new academic programs and has been approved at each level of governance by:

- Department chair
- Dean
- Faculty Senate
- Provost
- President

If approved by the Academic and Student Affairs Committee, the department will proceed with exploring the possibilities for the new programs and, if warranted, prepare a formal request to implement the new programs.

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**Supporting documentation:** Request to explore document

**Prepared by:** Dr. Carl Backman  
850-474-2502

**The University of West Florida  
Academic Programs Inventory  
Request to Explore and Plan New Academic Programs Form**

**Name of Proposed Program:** Bachelor of Arts in Economics 45.0601

**Department:** Marketing and Economics

**College:** Business, *in cooperation with Arts and Sciences*

**Nature of the Proposed Program:**

The Faculty of the Department of Marketing and Economics recommends that the University of West Florida add a BA Economics degree (CIP 45.0601) to complement the current BSBA program in Business Managerial Economics (CIP 52.0601). The BSBA program is strong and growing, and we believe that we can leverage its base resources to produce an equally strong BA.

The difference between the two degree programs is best illustrated by the difference in curricula and their associated outcomes. The Business Managerial Economics BSBA curriculum is primarily targeted to students who want to pursue careers in business such as budget analyst, financial analyst, equities analyst, and revenue forecasting. Thus, it includes the 30 semester hour College of Business core and the state mandated Common Prerequisites for business programs. Depending on the student's choice of Specialization, Economics courses comprise 18 to 24 semester hours and major-related electives range from 6 to 12 hours.

In contrast, the Economics BA is targeted to students who have non-business related career goals such as working in environmental policy, economic development, politics, journalism, and urban planning; or who plan on attending law school or graduate programs in economics. The preliminary curriculum design for the UWF BA Economics program allows for 27 to 30 semester hours of Economics courses, with up to 30 hours of major-related electives. The larger block of major-related electives, common in BA Economics programs, allows Economics majors to easily accommodate a minor in their program. Typically, this would be in an area in which the student wishes to focus her/his future career. Examples include minors in Environmental Studies, Political Science, Mathematics, Statistics, Journalism, etc.

Not all institutions offer the two degrees (see Table below), however, it is not uncommon to do so.

*Request to Explore Bachelor of Arts in Economics*

Comparison Group	Percentage of Group Offering Program		
	54.0601 Business Economics	45.0601 Economics	Both
SUS Universities ( <i>n</i> = 11)	46%	73%	36%
UWF Peer Universities ( <i>n</i> = 10)	70%	50%	30%
UWF Aspirational Universities ( <i>n</i> = 5)	100%	100%	100%

**Anticipated Impact of the Proposed Program on:**

**1. Students**

Addition of the BA would essentially give students who are not planning careers in business (e.g., those with a focus on governmental/public policy careers, intentions to attend law school, intentions to attend graduate school in Economics, etc.) an alternate route to the Economics degree that does not include the 30 hour College of Business core. This will allow students to take more economics within the 120 hour constraint, in addition to allowing more flexibility for "in field" specialization (e.g., students with an interest in environmental economics policy could take a minor in Environmental Studies). We would expect some cannibalization from the current BSBA program, but it should be minimal. We also assume that most students in the BSBA have elected that program as their preferred alternative within a business degree, because the business core occupies such a larger portion of the curriculum. Finally, we anticipate that the BA program will attract students who wish to major in Economics, but have forgone their first choice because they have little interest in a business career.

**2. Faculty and Staff**

The BA in Economics, at its inception, will leverage existing faculty, advising, and staff resources. Preliminary analysis indicates that current tenure-track faculty lines allocated to Economics, if kept filled, will be able to accommodate roughly a 50 to 60 percent increase in the combined major count for the BSBA and BA programs, beyond current BSBA enrollment. Current administrative and advising support for the BSBA program can be stretched to handle that level of increase, also.

**3. Community**

The BA Economics program will offer another undergraduate degree option for students in the UWF market area. We anticipate an emphasis on internships in the program. Due to its structure, the BA is very "internship friendly." As the bulk of any internships would be in the local area, this will benefit the local community, particularly if we are

*Request to Explore Bachelor of Arts in Economics*

successful in placing interns in local governmental and policy making entities.

**4. Budgets**

We anticipate little impact on University, College, or Departmental budgets at the inception of the BA program. If the program grows beyond a 50 to 60 percent increase in current BSBA enrollment, additional resources may be required.

**5. Space**

No new space, classroom or administrative, will be required at program startup. Faculty, advisor, and staff will be housed in the Department of Marketing and Economics.

**6. Related Programs**

See the "Nature of the Proposed Program" section for a comparison with the Business Managerial Economics BSBA.

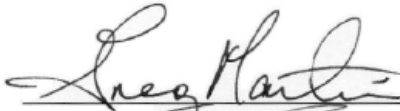

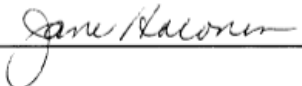
**7. Accreditations**

Due to AACSB accreditation issues, we recommend that the BA degree be awarded through, and in cooperation with, the College of Arts and Sciences. However, administration of the BA program and faculty staffing will be the responsibility of the Department of Marketing and Economics in the College of Business. This arrangement is not uncommon between accredited Colleges of Business and Arts and Sciences and will be fully articulated as soon as permission is granted to Explore and Plan.

**Other Related Information:**

This program is a top academic priority within the College of Business strategic plan.

**Approvals:**

<b>Program Chair</b>		<b>Date:</b> <u>12-3-03</u>
<b>COB Dean</b>		<b>Date:</b> <u>12/3/03</u>
<b>CAS Dean</b>		<b>Date:</b> <u>1/14/03</u>
<b>Faculty Senate</b>	_____	<b>Date:</b> _____
<b>Provost</b>	_____	<b>Date:</b> _____

*Request to Explore Bachelor of Arts in Economics*

**President** \_\_\_\_\_ **Date:** \_\_\_\_\_

**BOT A&SA Committee** \_\_\_\_\_ **Date:** \_\_\_\_\_

**UWF Board of Trustees  
Academic and Student Affairs Committee  
June 17, 2004**

**Issue:** Request to explore for BSBA in Real Estate degree program

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**Proposed action:** Approve

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**Background information:**

This request complies with UWF procedures of requesting new academic programs and has been approved at each level of governance by:

- Department chair
- Dean
- Faculty Senate
- Provost
- President

If approved by the Academic and Student Affairs Committee, the department will proceed with exploring the possibilities for the new programs and, if warranted, prepare a formal request to implement the new programs.

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**Supporting documentation:** Request to explore document

**Prepared by:** Dr. Carl Backman  
850-474-2502

**The University of West Florida**  
**Academic Programs Inventory**  
**Request to Explore and Plan New Academic Programs Form**

**Name of Proposed Program:** Bachelor of Science in Business Administration  
(BSBA) in Real Estate 52.1501

**Department:** Marketing and Economics

**College:** Business

**Nature of the Proposed Program:**

The BSBA with a major in Real Estate will join existing College of Business programs that offer a comprehensive core of business knowledge supplemented by a more focused curriculum in the major. The Real Estate program will be designed to produce graduates who are qualified to work in a variety of fields within the real estate industry. Potential areas of focus include Development, Property Management, Sales, Asset Management, and Finance, Investment, and Appraisal. In addition to the BSBA degree, the program will eventually include certification, licensing, and professional education components.

A Program Summary sheet is attached.

**Anticipated Impact of the Proposed Program on:**

**1. Students**

The BSBA in Real Estate will provide students who wish to work in this industry with a focused degree that is currently obtainable at only three other SUS institutions. Attending the programs at Florida International University and Florida Atlantic University may place geographic hardships on Northwest Florida students, while the program at Florida State University is a Limited Access program. We anticipate that the program will attract students new to the College of Business and new to the University, as well as attracting some existing business students in other majors such as Finance and Marketing. One facet of the program development process will be a rigorous investigation of career opportunities and entry-level demand in the region, with the



objective of building networks with key employers.

## **2. Faculty and Staff**

The BSBA in Real Estate will be housed within the Department of Marketing and Economics (we anticipate renaming the Department to Marketing, Economics, and Real Estate at the appropriate time). At its inception, the program will leverage existing advising and staff resources. Existing faculty in the College (primarily in the areas of Marketing, Economics, and Finance) have the expertise to teach some courses that will be specifically developed for the program. We also anticipate recruiting qualified professionals from industry to serve as Adjunct Faculty in targeted courses. However, the creation of a high quality program such as we envision will require the addition of new faculty. At this very preliminary stage, we anticipate that a base of two new faculty with terminal degrees in field will be needed at the inception of the program, with enrollment growth dictating the need for additional new lines.

## **3. Community**

The Real Estate industry is a major force in the Northwest Florida economy. We have identified an "expert group" of 35 professionals in the Northwest Florida region that will be asked to furnish input as we seek to design a program that will be tailored to regional needs, yet will qualify our graduates to seek employment without geographical constraint. These experts represent leading firms in each of the potential specialization areas (Development, Property Management, Sales, Asset Management, and Finance, Investment, and Appraisal) that we will consider in the design process. A general script (Expert Interviews) of questions for these expert interviews and focus groups is attached.

Although program graduates will be educationally qualified to pursue careers nationwide, the program will strive to ground itself in the context of the real estate career paths available and common in the University's primary service region.

## **4. Budgets**

Primary budget impact will be in the area of human resources. As noted above in section (2.), at this preliminary stage, we anticipate the need to add two new faculty to

launch the program.

**5. Space**

Space requirements at program start-up will be minimal, primarily for faculty office space. Faculty, advisor, and staff will be housed in the Department of Marketing and Economics area in Building 53.

**6. Related Programs**

The BSBA in Real Estate will utilize courses from all functional areas (Accounting, Economics, Finance, Management, Management Information Systems, and Marketing) within the College. In addition, every effort will be made in the curriculum design process to utilize existing courses in other Colleges across the University. For example, the Legal Studies program in the College of Arts and Sciences currently offers PLA3610 Real Estate Law, which we anticipate will be a required course for all Real Estate majors. Environmental Studies (e.g., GIS-related courses) and Health, Leisure, and Sports (e.g., focused resort management courses) may also be used as sources for specific courses, depending on the curriculum Specializations developed within the Real Estate program.

**7. Accreditations**

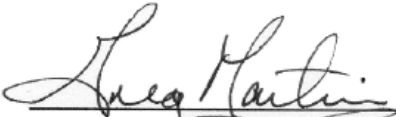
The BSBA in Real Estate will be included within the College of Business's AACSB accreditation and will of course meet all University accreditation criteria.

**Other Related Information:**

This program is a top academic priority within the College of Business strategic plan.

Request to Explore BSBA in Real Estate

**Approvals:**

**Program Chair**  **Date:** 1-27-04

**COB Dean**  **Date:** 4/27/04

**Faculty Senate** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Provost** \_\_\_\_\_ **Date:** \_\_\_\_\_

**President** \_\_\_\_\_ **Date:** \_\_\_\_\_

**BOT A&SA Committee** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Proposed Real Estate Program**  
**College of Business, University of West Florida**

**Program Summary**

**Contact:**

Dr. Greg Martin, Chair, Department of Marketing and Economics  
[gmartin@uwf.edu](mailto:gmartin@uwf.edu) or 850.474.2623

**Degree:**

- Bachelor of Science in Business Administration (BSBA) with a major in Real Estate
- AACSB accredited

**Required Business Foundation Courses:**

- |  |                                     |
|--|-------------------------------------|
| • Accounting (3 courses)                 | • Marketing (1 course)              |
| • Economics (2 courses)                  | • Finance (1 course)                |
| • Math [beyond basic algebra] (1 course) | • Information Systems (1 course)    |
| • Statistics (1 course)                  | • International Business (1 course) |
| • Management (1 course)                  | • Professional Writing (1 course)   |

**Real Estate Program Courses (13 courses):**

**Proposed Required Real Estate Foundations (6 courses):**

- |                          |                                    |
|--------------------------|------------------------------------|
| • Real Estate Principles | • Real Estate Appraisal            |
| • Real Estate Marketing  | • Real Estate Investment           |
| • Real Estate Law        | • Professional Selling/Negotiation |

**Potential Specialization Areas (up to 7 additional courses in the Specialization):**

*Specializations focus student course work toward a defined career area. For example, a student with plans to work in resort property management could earn a degree in Real Estate / Property Management.)*

- Finance/Appraisal
- Development
- Property Management
- Sales (Residential/Commercial)
- Asset Management

**Professional Licensing:**

- All students will satisfy pre- and post-education requirements for Florida Real Estate Sales Associate and Broker licenses. All students required to have an active Sales Associate license prior to graduation. Florida licenses are recognized in Alabama, Mississippi, Georgia and seven other states.
- All students will partially satisfy the education requirement for becoming a Florida Registered Trainee Appraiser. Interested students will have the option to complete education requirements by special arrangement.

**Proposed Real Estate Program**  
**College of Business, University of West Florida**

**Expert Interviews**

The Regional Employment Outlook

1. In the broad industry of "Real Estate" how would you characterize the regional job market for college grads right now? Lots of opportunities? Limited? How about four or five years from now?
2. More specifically, which career fields (e.g., sales, finance, appraisal, etc.) have the best employment prospects now? Which ones are worst? How about four or five years from now?
3. In the career field(s) where you see the best prospects for employment, what is your estimate of how many program graduates could find jobs in this region now? How about four or five years from now?
4. In the career field(s) where you see the best prospects for employment, what are typical entry-level positions? What is the average starting salary for these positions?

Program Design

1. In the career field(s) where you see the best prospects for employment, what basic skills, knowledge, and/or characteristics do employers expect all job applicants to possess?
2. In the career field(s) where you see the best prospects for employment, what applicant skills, knowledge, and/or characteristics do employers use to separate the top 10 percent of applicants from the rest of the pack?
3. In the career field(s) where you see the best prospects for employment, what skill, piece of knowledge, or characteristic do employers prize the most in new hires?
4. Do you think that all Real Estate students should be required to do at least a 160 hour internship in their Senior year?
5. In the career field(s) where you see the best prospects for employment, are there any professional certifications that students could earn before they graduate?

**UWF Board of Trustees**  
**Academic and Student Affairs Committee**  
**June 17, 2004**

**Issue:** Request to explore Master's in Social Work degree program

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**Proposed action:** Approve

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**Background information:**

This request complies with UWF procedures of requesting new academic programs and has been approved at each level of governance by:

- Department chair
- Dean
- Faculty Senate
- Provost
- President

If approved by the Academic and Student Affairs Committee, the department will proceed with exploring the possibilities for the new programs and, if warranted, prepare a formal request to implement the new programs.

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**Supporting documentation:** Request to explore document

**Prepared by:** Dr. Carl Backman  
850-474-2502

### **Nature of the Program**

The University of West Florida has had an accredited social work undergraduate program since 1974, the first year that the Council on Social Work Education recognized undergraduate social work programs. Until 1974, the only recognized social work professional program was the Master of Social Work. Today, there are 168 Master of Social Work programs and 445 Baccalaureate Social Work programs accredited by the Council on Social Work Education.

The UWF BSW program has a strong community partnership and reputation for producing graduates with generalist practice skills and a commitment to social justice. The MSW program would expand on this base by producing graduates who are qualified to engage in independent social work practice at all levels.

### **Students**

A survey of interest was conducted in Fall 2002. Those surveyed were students on the three UWF campuses and those employed in the field. Of the 179 who completed the survey, 122 or 68% said that they had plans to enroll in an MSW program. The Pensacola campus was the most popular site for the program with 73% stating they would prefer it. Of those who responded, 66% (119) had a B.A. in Social Work and 34% (60) had degrees from other disciplines. See Appendix C.

The proposed program will be housed on the UWF Pensacola Campus with courses potentially telecast or web based to the other existing UWF program sites. This program format will be a cohort of no more than 15 2-year and 15 advanced standing students to allow for attrition. Courses will be offered at night and on weekends. A new cohort of students will be admitted biannually.

### **Faculty and Staff**

The department currently has ten faculty with 1.5 staff support positions, with eight faculty in Pensacola and one each on the Fort Walton Beach campus and the Chipola College campus. To meet accreditation guidelines, combined BSW and MSW programs must have a minimum of six faculty primarily dedicated to the MSW program and two primarily dedicated to the BSW program. The MSW program chair must have .5 release time, the BSW program chair must have a minimum of .25 release time; the Field Instruction Coordinator must have a minimum of .5 release time. In addition, there must be a faculty student ratio of 25/1 at the undergraduate level and 15/1 at the graduate level.

### **Community**

The social work program at the University of West Florida serves a large geographic area including the Florida Panhandle and contiguous counties of South Alabama. This area has become one of the fastest growing in the state. Census data (2001) indicates that most of the counties served either meet or exceed state demographics in percentage of children per total

population, percentage of high school graduates, and percentage of BA/BS college graduates (Table 1). This indicates that our potential pool of candidates remains strong.

**Table 1**  
**2001 U.S. Census Bureau Quick Facts**

	Population	% Increase	% High School Graduates	% College Graduates	% Children
<b>Florida</b>	16,396,515		79.9	22.3	22.8
Escambia	293,205	12	82.1	21.0	23.5
Santa Rosa	123,101	44.3	85.4	22.9	26.6
Okaloosa	173,065	18.6	88.0	24.2	24.7
Walton	42,644	46.3	76.0	16.2	21.7
<b>Alabama</b>	4,464,356		75.3	19.0	25.3
Baldwin	145,799		82.0	23.1	24.4
Escambia	38,181		68.5	10.6	24.1
Mobile	399,773		76.7	18.6	27.5

Source: <http://quickfacts.census.gov/gfd/states/>



Other demographic data indicates that the need for social workers in the workforce will remain strong. These include rising percentages of children and elderly, high poverty rates, percentage of the population with disabilities, for examples, see Table 2.

**Table 2**  
**2001 U.S. Census Bureau Quick Facts**

	Population	% Children	% Elderly	% Minority	% Poverty	% Disability
<b>Florida</b>	16,396,515	22.8	17.6	22	12.5	20.0
Escambia	293,205	23.5	13.3	17.6	15.4	19.6
Santa Rosa	123,101	26.6	11.0	8.3	9.8	18.0
Okaloosa	173,065	24.7	12.1	15.6	8.8	16.8
Walton	42,644	21.7	15.8	11.6	14.4	23.7
<b>Alabama</b>	4,464,356	25.3	13.0	29.9	16.1	21.2
Baldwin	145,799	24.4	15.5	12.9	10.1	19.7
Escambia	38,181	24.1	13.6	35.9	20.9	24.1
Mobile	399,773	27.5	12.0	36.9	18.1	21.7

Source: <http://quickfacts.census.gov/gfd/states/>

UWF has the only social work program west of Panama City, east of New Orleans, south of Tuscaloosa and Hattiesburg. Since the inception of the Florida tuition fee waiver, we have drawn from contiguous Alabama counties. In 2002, we initiated cohort undergraduate programs at the UWF Fort Walton Beach campus and at the Chipola College University Center in Marianna. It is proposed that the University of West Florida initiate a Master of Social Work Program to meet the staffing needs of the region. Currently the residents of this region who desire a full time advanced degree program in social work must move to Tallahassee, Hattiesburg, Tuscaloosa, or more distant cities.

Because so many of our BSW graduates are place bound, only about 5 or less of our graduates per year are able to attend a full time graduate program. Consequently our BSWs are holding positions that other states and other regions of our state would only fill with MSWs. Such positions include School Social Work, Hospital Social Work, Home Health Care, Hospice Social Work, Dialysis and Renal Care as examples. Other positions that only MSWs can hold, and which are needed in the region we serve, include supervisory positions, individual, family, and group therapy, Military Family Services Centers or military hospitals, VA Clinics or Hospitals, Employee Assistance Programs, Federal or State prisons, Federal or State Victim Advocacy Programs, Quality Assurance positions.

Another indication of the strength of community support and the need for the MSW program arises from community partnerships with social service agencies. There are ongoing needs and frequent requests for students to participate in practica. Communities frequently have limited practica options, however this community has a higher demand than students to fill placements.

#### **Employment of Graduates**

Social Work has consistently been listed as one of the top ten growth occupations in the country. The U.S. Department of Labor's Bureau of Labor Statistics shows social work is one of the nation's fastest growing careers. The need for social work services is expected to increase by 30 % by 2010. Currently, nearly 600,000 people hold degrees in social work. Professional social workers are the nation's largest providers of mental health services. According to government sources, 60 % of mental health treatment is delivered by social workers.

A recent study by the Florida Agency for Workforce Innovation of regional needs, which was published in the Pensacola News Journal, lists social work as the 8<sup>th</sup> fastest growing occupation. See Appendices A and B. Appendix B demonstrates that all counties served by UWF in Florida and Alabama have social work job growth rate ranges from 2.5% to 4.9%.

The social work degree prepares graduates to practice in twelve different fields of practice including: Health Care, Mental Health Care, Children and Family Services, Child Welfare Services, Gerontology, Criminal Justice, Rehabilitative Services, Developmental Disabilities Services, School Social Work, Military Family Services, Community Development, and Addictions. In all of these fields of practice, there are positions which require the MSW or the LCSW (Licensed Clinical Social Worker) credentials. The cited published job indicators do

not capture employment needs or positions filled in all of these twelve fields of practice, therefore it is difficult to predict the full scope of the job market.

### Program Format

There are two existing forms of MSW programs. To be accredited, the program must offer the two year format. The traditional and required format is a two year 60 semester hour program for students who have a degree in a discipline other than the Bachelor of Arts degree in social work. In this format, the first year provides students with a combination of coursework and field instruction on the generalist perspective. In the second year, the advanced practice year, students concentrate on advanced theory and skills in a focus area through additional course work and field placement. The Advanced Standing format is for students who have graduated with a Bachelor of Arts degree in Social Work from a CSWE accredited program. These students enter the program in the second or advanced practice year.

In 1992, the program hired a consultant to work with the faculty on our planning. He identified our program strengths as our generalist practice sequence and our attention to social justice. Based on these existing strengths and the nature of our poor and rural, small town, and metropolitan service areas, he suggested a non clinical focus for our program. To accommodate the diverse needs of the communities encompassed in the geographic area served, the focus of the proposed UWF MSW program will be *Families in Communities*. The program will be a two year program with an advanced standing option.

It should be noted that the department currently offers six dual listed graduate level courses which can be incorporated into the proposed MSW curriculum. These same courses can be offered for CEUs to local professionals to maintain licensure.

The outline of the proposed curriculum follows.

#### Year 1 Generalist Perspective

- Semester 1: Human Behavior in the Social Environment
  - Policy
  - Research Design
  - Generalist Practice
  - Social Justice
- Semester 2: Field Instruction in Generalist Practice
  - Field Seminar
  - Elective

## Year 2 Families in Communities

- Semester 1: Psychopathology  
Crisis Intervention  
Family Counseling  
(to be determined)  
(to be determined)
- Semester 2: Field Instruction in Specialization  
Seminar  
Thesis

### **Budgets**

#### **Faculty and Staff**

It is anticipated that the combined BSW and MSW programs would require a minimum of two additional faculty. The key position is the MSW Program Chair/Chair of the Division of Social Work. This person must have a doctorate and an MSW and be at the Associate or Professor level. In addition to BSW program experience, this position requires experience with accreditation at the MSW level, graduate teaching and administration, and a strong record of published scholarship.

A second position is that of Associate Professor. This person must have a doctorate and an MSW, teaching experience at the MSW level, and evidence of published scholarship. It would be preferable to have someone with experience and success at grant writing and with distance education.

An additional staff position at .5 will be needed to provide support to the programs. It is also anticipated that a graduate assistant will be assigned to the program (\$3672.00 annually).

#### **Professional Development**

Faculty development monies will be needed to support the Division Chair/MSW Program Chair to attend the CSWE Annual Program Meeting, the National Association of Deans and Directors meetings (twice annually), and the Florida Association of Deans and Directors Meetings. This is critical during the candidacy years. The BSW Program Chair needs support to attend the Association of Social Work Baccalaureate Program Directors' (BPD) annual conference. The Field Director will need support to attend the CSWE Annual Program Meeting and the meetings of the Florida Field Consortium (twice annually). The BSW field coordinator should be supported to attend the annual BPD conference.

#### **Expenses**

Budgetary expenditures will include additional general expenses and OPS dollars to the Division of Social Work to be directed toward the new program. Funds for the next five years will be allocated based on FTE Growth.

In addition to the annual CSWE membership fee for the undergraduate program, there will be a \$1,650.00 eligibility and candidacy fee for the MSW program. After accreditation of the MSW program, there is an annual fee for the combined BSW/MSW program estimated at \$5,000.00. (Fee is based on number of graduates per year.) There are three candidacy visits by a Commissioner from the Accreditation Board of CSWE. During the second year of program operation, there is a site visit by an accreditation team. The estimated total expense for visits between 2005 and 2008 is \$6,600.00.

#### **Library**

Library resources are adequate given that Social Work received a supplemental holdings allocation for 2002-2003. This allocation represented \$13,000 in library expenditures and demonstrates institutional support for the MSW program.

#### **Space**

Current classroom and support staff office space resources are sufficient to house the proposed program. Two additional faculty offices will be needed as two offices formerly allocated to the program are now occupied by faculty from other divisions.

#### **Related Programs**

##### **Internal**

Other disciplines at UWF may contribute specialty courses for students in the program. These might include Administrative Studies, Diversity Studies, and Interdisciplinary Aging Studies. At the same time, Social Work courses may serve other existing graduate programs. For example, Social Work currently offers three master level courses for the M.S. Health Education Aging Studies Specialization.

##### **External**

For two decades the Department of Social Work has endeavored to bring an MSW program to Pensacola. This included negotiating with the Eckerd Foundation for support and negotiating with Florida State University to collaborate on a joint program on the UWF campus. When the latter attempt failed, the department negotiated with President Marx to allow FSU to offer its program in our classrooms, to use our library, and to provide office space in the UWF Social Work area for the FSU local coordinator. FSU graduated two part time cohorts on our campus. Subsequently FSU School of Social Work received a large grant to develop a completely web based program for the state. They no longer offer a traditional program in our area.

A full-time program offered locally at the Pensacola campus is most frequently desired by our BSW graduates because the existing full-time programs require them to quit jobs, disrupt family lives and relocate to other cities. Students enrolled in the online program offered by FSU have anecdotally reported quitting the online program because of the slow progress as a part-time

cohort. They then transfer to the main campus in Tallahassee to complete the MSW program as a full-time student.

Part-time program options in our area include: the web delivered part time program offered by Florida State University to a statewide cohort of 25 students, an FSU part time program initiated by FSU at the Chipola University Center in 2003, and an FSU part time program in Panama City. The statewide web based program offered by FSU began with 27 students in Fall 2003. There are now 19 still enrolled with 14 of these BSW's from Pensacola. At the CSWE conference in February, the Dean of the School of Social Work at FSU announced receipt of a \$450,000 grant to expand their on-line MSW program into underserved areas, specifically in Alabama and two other northern states. Another alternative to the MSW degree sought by our graduates locally is the Master of Counseling degree offered through Troy State University.

#### **Accreditations**

The accreditation of the B.S.W. program was reaffirmed in Fall 2002 by the Council on Social Work Education. The MSW program must be separately accredited by this same body. The time table for candidacy and accreditation follows. Following the initial accreditation of the MSW program, reaffirmation can be moved to the same schedule as the BSW program. There are fees for the accreditation candidacy process and annual fees post accreditation. The annual fees are based on the numbers of graduates each year. Reaffirmation of accreditation is required every eight years.

**Time Frame for Accreditation / Program Implementation**

<b>DATE</b>	<b>ACCREDITATION</b>	<b>PROGRAM APPROVED</b>
<b>2004</b>		
March/April	Development of curriculum, syllabi, practica sites, etc. are ongoing	Approval of Intent to Explore through COPS and Faculty Senate
May		Present Intent to Explore to BOT for Approval
July/December		
<b>2005</b>		
January/March	Development of curriculum, syllabi, practica sites, etc. are ongoing	
March		Present CCRs to COPS Council
April		Present CCRs to Faculty Senate
May		Request to Implement Program presented to BOT
July		Request Letter of Support from President Cavanaugh
August	Pre-Candidacy Eligibility Application	
September	Annual Candidacy Report Benchmark Level I	
November/December	Pre-Candidacy Visit Request	
<b>2006</b>		
January/March	Pre-Candidacy Visit	
March		Request legislative approval for program
April	Completed file to Commission	
June	Commission Meeting	Hire Field Coordinator to begin 2006 - 07
October	Annual Candidacy Report: Benchmark Level II	
November/December	First Candidacy Visit Request	
<b>2007</b>		
January/March	First Candidacy Visit	Recruit Students
June	Commission Review	

August		Admit First Class
October	Draft Self-Study	
November/December	Second Candidacy Visit Request	
<b>2008</b>		
January/March	Second Candidacy Visit	
March		Recruit Advance Standing Students
April	Completed file to Commission	
May		Admit Advance Standing Students
August	Self-Study due for Authorization Report	
September/October	Authorization Report for Site Visit Review	
<b>2009</b>		
April	Completed file to Commission	
June	Commission Review	



Appendix A  
Agency Workforce for Innovation Chart

Appendix B  
Predicted Growth on Jobs in Region Served

Appendix C  
Survey of Interest in MSW Program

Do your career plans include returning to school to obtain a graduate degree in social work (MSW)?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	57	31.84	31.84	31.84
Yes	122	68.16	68.16	100.00
Total	179	100.00	100.00	

Would you pursue the MSW degree if the courses were offered at the Pensacola campus?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	49	27.37	27.37	27.37
Yes	130	72.63	72.63	100.00
Total	179	100.00	100.00	

Would you pursue the MSW degree if the courses were offered at the Fort Walton Beach campus?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	111	62.01	62.01	62.01
Yes	68	37.99	37.99	100.00
Total	179	100.00	100.00	

Do you have a bachelor's degree in social work (BSW) or are you currently enrolled in a program?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	60	33.52	33.52	33.52
Yes	119	66.48	66.48	100.00
Total	179	100.00	100.00	

Would you enroll in the MSW program as a full or part time student?

	Frequency	Percent	Valid Percent	Cumulative Percent
Part-time	69	38.55	38.55	38.55

Full-time	79	44.13	44.13	82.68
No Response	31	17.32	17.32	100.00
Total	179	100.00	100.00	

