

Official Program Outline



HERZING
— UNIVERSITY —

Bachelor of Social Work

Program Description

The Bachelor of Social Work program is designed to prepare students for generalist social work practice, equipping them with culturally informed knowledge, skills, and values necessary to address complex social issues and to ensure the promotion of social justice in the service delivery to diverse populations and communities. The program combines academic coursework with an experiential practicum, allowing students to develop a strong foundation in social work theory and practice. Throughout the program, students engage in analysis of social problems, learn evidence-based engagement, assessment, intervention, evaluation strategies to improve the wellbeing of individuals, families, groups, organizations, and communities. The program emphasizes ethical and cultural informed practice with a commitment to serving vulnerable and marginalized populations. With the emphasis on preparation for practice, the BSW program prepares graduates to make meaningful contributions in a broad spectrum of social service settings.

Program Outcomes

Upon completion of their program, the student should be able to:

1. Demonstrate ethical and professional behavior.
2. Advance human rights and social, racial, economic, and environmental justice.
3. Engage anti-racism, diversity, equity, and inclusion (ADEI) in practice.
4. Engage in practice-informed research and research-informed practice.
5. Engage in policy practice.
6. Engage with individuals, families, groups, organizations, and communities.
7. Assess individuals, families, groups, organizations, and communities.
8. Intervene with individuals, families, groups, organizations, and communities.
9. Evaluate practice with individuals, families, groups, organizations, and communities.

Program Content

A minimum of 120.00 semester credit hours is required for graduation.

Practicum Readiness Requirement

This program requires completion of a practicum readiness preparation.

Required Courses

All courses, 59.00 semester credit hours, are required.

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
BH 200 Diversity, Equity, and Inclusion	None	3.00
BH 210 Ethics in Behavioral Sciences	None	3.00
BH 300 Research in Behavioral Sciences or HH 510 Inquiry and Information Literacy	None or None	3.00
BH 330 Adult and Aging: Behavioral Health Theory and Practices	None	3.00
BH 400 Counseling and Communication Skills in Behavioral Health	None	3.00

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
BH 410 Addictions: Assessment, Diagnosis, and Treatment in Behavioral Health	None	3.00
HH 220 Human Development Across the Lifespan	None	3.00
HH 250 Case Management and Crisis Intervention	None	3.00
HH 260 Health and Human Services for Families and Groups	None	3.00
SW 202 Introduction to Social Work	None	3.00
SW 300 Human Behavior in the Social Environment I	None	3.00
SW 301 Human Behavior in the Social Environment II	None	3.00
SW 311 Social Work Practice with Diverse Populations	None	3.00
SW 320 Generalist Practice with Individuals and Families	None	3.00
SW 321 Generalist Practice with Organizations and Communities	None	3.00
SW 323 Generalist Practice with Groups	None	3.00
SW 350 Child Welfare Services and Practice	None	3.00
SW 360 Intimate Partner Violence	None	3.00
SW 436 Seminar	None/CR: SW 435	2.00
SW 440 Social Work Policy and Advocacy	None	3.00

Open Elective Courses

A minimum of 12.00 semester credit hours is required. Eligible students can take up to 12.00 credit hours of graduate level coursework to complete a portion of the open electives requirement.

Required Project Residency Core Courses

8.00 semester credit hours are required.

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
SW 435 Field Practicum I	PR: SW 311, SW 320 or SW 321, SW 323 / CR: SW 436	4.00
SW 445 Field Practicum II	PR: Final semester, SW 435, SW 436 / CR: SW 446	4.00

Required Capstone

3.00 semester credit hours are required.

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
SW 446 Capstone Seminar	PR: Final semester CR: SW 445	3.00

Dual Credit Courses

Eligible students can replace up to 12.00 semester credit hours of the core program requirements with approved dual credit graduate level coursework. A total of 12.00 graduate semester credit hours can be taken throughout the student's program.

Graduate Program	Applicable Dual Credit Courses
Master of Science in Health and Human Services Leadership	HH 510 Inquiry and Information Literacy
Master of Social Work	There are no dual credit courses available for the MSW program. However, BSW program graduates may be eligible to apply for the MSW – Advanced Standing program (36 semester credits) instead of the standard MSW (60 semester credits).

Required Courses in General Education

Students enrolled in this bachelor's degree must complete a minimum of 36.00 semester credit hours in general education distributed among the following disciplines. Refer to the General Education section of the catalog for specific information about courses within each discipline. Courses transferred from other accredited colleges may also be used to meet these requirements.

- EN 104 English Composition I, Semester Credit Hours: 3.00
- EN 111 Information Literacy, Semester Credit Hours: 3.00
- EN 116 Speech, Semester Credit Hours: 3.00
- EN 304 English Composition II, Semester Credit Hours: 3.00
- HU 140 Cultural Diversity, Semester Credit Hours: 3.00
- HU 240 Introduction to Humanities, Semester Credit Hours: 3.00
- HU 340 Humanities and Contemporary Popular Culture, Semester Credit Hours: 3.00
- MA 109 College Algebra, Semester Credit Hours: 3.00
- MA 320 Statistics, Semester Credit Hours: 3.00
- SC 270 Environmental Literacy, Semester Credit Hours: 3.00
- PS 101 Psychology, Semester Credit Hours: 3.00
- SS 350 Social Issues and Technology, Semester Credit Hours: 3.00

Personal and Professional Development Courses

All courses, 2.00 semester credit hours, are required.

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
PD 121 Professional Development I	None	1.00
PD 202 Professional Development II	None	1.00

Distribution of Contact Hours by Course				
Course	Lecture Hours	Practicum Hours	Total Contact Hours	Credits
BH 200	45.00	0.00	45.00	3.00
BH 210	45.00	0.00	45.00	3.00
BH 300	45.00	0.00	45.00	3.00
BH 330	45.00	0.00	45.00	3.00
BH 400	45.00	0.00	45.00	3.00
BH 410	45.00	0.00	45.00	3.00
HH 220	45.00	0.00	45.00	3.00
HH 250	45.00	0.00	45.00	3.00
HH 260	45.00	0.00	45.00	3.00
SW 202	45.00	0.00	45.00	3.00
SW 300	45.00	0.00	45.00	3.00
SW 301	45.00	0.00	45.00	3.00
SW 311	45.00	0.00	45.00	3.00
SW 320	45.00	0.00	45.00	3.00
SW 321	45.00	0.00	45.00	3.00
SW 323	45.00	0.00	45.00	3.00
SW 350	45.00	0.00	45.00	3.00
SW 360	45.00	0.00	45.00	3.00
SW 435	0.00	200.00	200.00	4.00
SW 436	30.00	0.00	30.00	2.00
SW 440	45.00	0.00	45.00	3.00
SW 445	0.00	200.00	200.00	4.00
SW 446	45.00	0.00	45.00	3.00
PD 121	15.00	0.00	15.00	1.00
PD 202	15.00	0.00	15.00	1.00
Electives	180.00	0.00	180.00	12.00
Gen Ed - Communications	180.00	0.00	180.00	12.00
Gen Ed – Humanities	135.00	0.00	135.00	9.00
Gen Ed – Mathematics	90.00	0.00	90.00	6.00
Gen Ed - Science	45.00	0.00	45.00	3.00
Gen Ed – Social and Behavioral Sciences	90.00	0.00	90.00	6.00
Totals	1680.00	400.00	2080.00	120.00

New Course Descriptions

SW 202 Introduction to Social Work	This course introduces the social work profession, including its history, foundational values, ethical principles, and diverse areas of practice. Students will explore the National Association of Social Workers (NASW) Code of Ethics and its application in professional decision-making. The course examines key theoretical frameworks, systems of practice, and the profession's commitment to advancing social justice, human rights, equity, and inclusion. Students will gain an understanding of the multidimensional roles of social workers across various fields, including social services, mental health, substance use treatment, child welfare, criminal justice,
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	violence prevention, healthcare, education, and aging services. This course serves as a foundation for future social work courses, equipping students with essential knowledge and skills for ethical, culturally competent, and justice-oriented practice.
SW 300 Human Behavior in the Social Environment I	This course explores human development across the lifespan, from birth to end of life, through the lens of social work theory and practice. Students will examine how biological, psychological, social, and environmental factors shape individual and collective experiences. Emphasizing Person-in-Environment (PIE) and ecological systems perspectives, this course integrates key developmental theories, including psychosocial, cognitive, behavioral, and attachment theories, to understand how individuals navigate life transitions and challenges. Students will learn how to apply theories of human behavior to engage, assess, intervene and evaluate services with clients across all levels of practice.
SW 301 Human Behavior in the Social Environment II	This course expands on human development theories, focusing on macro-level influences that shape individuals, families, and communities across the lifespan. Students will examine the impact of systemic factors, including race, religion, poverty, trauma, oppression, and inequality, on health, well-being, and development. Through a multidisciplinary lens, students will explore structural and environmental influences that affect diverse populations and apply theoretical frameworks to engage, assess, and intervene and evaluate clients and constituencies.
SW 311 Social Work Practice with Diverse Populations	This introductory theory and practice course explores ecological and social justice theories as foundational frameworks for understanding the complexity of working with diverse clients in a global context. Students will examine key social justice concepts, differentiating between diversity, equity, inclusion, and equality, as well as prejudice, racism, discrimination, microaggressions, and privilege. Through a critical lens, students will analyze how individual, institutional, and structural discrimination operate in a global context. Emphasizing reflective practice, self-awareness, and cultural humility, this course integrates intersectionality and racial identity development theories to inform client-centered and culturally appropriate social work interventions. Students will develop practical skills for engaging in anti-oppressive, strengths-based, and empowerment-oriented practice.
SW 320 Generalist Practice with Individuals and Families	This course prepares students to engage in ethical, culturally responsive, and effective social work practice within micro-level settings by introducing students to generalist social work practice with individuals and families. The course emphasizes theoretical frameworks for assessing strengths, needs, and challenges with diverse clients. Students will develop skills in engagement and rapport building with clients through a series of video role plays demonstrating their skills conducting assessments, integrating empowerment-based, client-centered, and evidence-informed approaches to formulate mutually agreed-upon intervention goals and objectives. Students will learn to apply appropriate intervention strategies that align with research knowledge, ethical principles, and the values and preferences of diverse individuals and families. This course prepares students with the skills to engage in ethical, culturally responsive, and effective micro-level social work practice with individuals and families.
SW 321 Generalist Practice with Organizations and Communities	This course explores direct social work theories and interventions at the community and organizational levels, emphasizing their role in enhancing client outcomes and shaping effective service delivery. Students will analyze how supervision, leadership, and management influence direct services, organizational effectiveness, and systemic change. Through the application of assessment frameworks, students will learn to identify, analyze, and address community and organizational challenges, develop strategic solutions, and implement change initiatives. The course integrates the NASW Code of Ethics and professional ethical principles in macro practice, examining how macro-level decision-making intersects with micro and mezzo social work practices to create sustainable, client-centered interventions. This course prepares students to engage in ethical, evidence-informed, and equity-focused macro social work practice that supports communities, organizations, and direct service providers.
SW 323 Generalist Practice with Groups	This course explores social work theories and interventions for groups, emphasizing the role of group work in mezzo, and social work practice. Students will examine group dynamics, stages of group development, leadership roles, rapport-building techniques, and assessment methods grounded in theoretical frameworks. The course highlights the ethical responsibilities of social workers in group settings, aligning with the NASW Code of Ethics and best practices in mezzo-level social work. Students will explore various types of social work groups, including therapeutic and clinical groups,

	educational, support, self-help, social action and advocacy groups. Students will develop group facilitation skills, conflict resolution strategies, and culturally responsive engagement techniques. By the end of the course, students will be prepared to plan, implement, and evaluate group interventions that address the needs of diverse populations across various social work settings. Students will learn the knowledge and skills to engage in ethical, evidence-based, and effective group work practice.
SW 350 Child Welfare Services and Practice	This course provides an exploration of the child welfare system, including its services, policies, and interventions designed to protect children and strengthen families. Students will examine theories of abuse and neglect, family risk and protective factors, as well as the roles of public and private systems in addressing child maltreatment. Emphasizing trauma-informed, strengths-based, and family-centered approaches, the course integrates social work values and ethical principles in assessing and responding to child welfare concerns. Topics covered include reporting, foster care, adoption, group homes, independent living for youth aging out of the system. Students will analyze systemic influences, policies, and practices in child welfare systems preparing them to engage in ethical and effective trauma-informed interventions that promote child safety, permanency, and well-being. This course prepares students to work effectively within child welfare systems, advocating for child protection, family empowerment, and systemic change to improve outcomes for vulnerable children and families.
SW 360 Intimate Partner Violence	This course explores theoretical frameworks related to intimate partner violence, focusing on power, control, and abuse within relationships. Students will examine the dynamics of intimate partner violence, child abuse, elder abuse, and other forms of family violence, as well as the structural and systemic factors that contribute to these issues. Through an evidence-based and trauma-informed approach, students will learn to identify warning signs of abuse, apply empirical assessment strategies, and develop safety planning interventions. The course also covers legal protections, including the process of applying for protective orders and examining relevant state laws. Additionally, students will explore social service interventions that support survivors and promote family safety and well-being. This course prepares students to engage in ethical, advocacy-driven, and survivor-centered social work practice in addressing family violence.
SW 435 Field Practicum I	This course is the first of two generalist practicum experiences, providing students with the opportunity to apply social work knowledge, skills, and values in a supervised agency setting, allowing students to integrate classroom learning with experiential practice in social work. Under the guidance of an approved social work field instructor, students will complete 200 field education hours, engaging in social work practice and reflective assignments. Course topics include the application of the NASW Code of Ethics, legal and regulatory considerations, ethical decision-making models, research ethics, evidence-based practice, cultural humility, and social work theories. Students will be supported throughout their practicum experience, including initial, midterm, and final virtual site visits each semester and evaluations to assess competency development in all 9 Council on Social Work Education (CSWE) competencies and proficiency in generalist social work practice.
SW 436 Seminar	This course supports students in integrating their field practicum experience with the knowledge, values, and skills gained throughout the BSW curriculum. Emphasizing ethical practice, professional development, and reflective learning, students will explore how the NASW Code of Ethics guides direct client work, social work interventions, and policy engagement within field agencies. Key topics include the role of supervision, cultural humility, self-care, and reflective practice in professional growth and readiness for generalist social work practice. Students will critically analyze their field experiences through journals, case presentations, and class discussions, demonstrating their ability to apply social work competencies, cognitive and affective processes, and ethical decision-making in real-world settings.
SW 440 Social Work Policy and Advocacy	This course examines the influence of federal, state, and local policies on social work practice and service delivery. Students will explore the impact of social policies and programs on client outcomes, with an emphasis on how policy decisions shape service accessibility, effectiveness, and equity. The course will introduce theories of policy analysis, policy advocacy skills, and policy development, preparing students to navigate and influence the policy landscape. Additionally, students will examine the historical foundations of key social policies related to poverty, child welfare, aging, veterans' services, education, healthcare, mental health, and juvenile and criminal justice.

	Through case studies and critical analysis, students will understand how social work values, ethics, and practice intersect with broader policy decisions to promote social justice and improve well-being. This course prepares students to engage in policy practice, advocacy, and systems-level social work.
SW 445 Field Practicum II	This course serves as the culminating field practicum experience in the social work program, allowing students to further develop and demonstrate competency in each of the 9 Council on Social Work Education (CSWE) competencies. Under the supervision of an approved social work field instructor, students will complete 200 additional field education hours, engaging in experiential learning that integrates real world practice and classroom learning in a professional social work role. Students will continue to engage in online discussions and reflective assignments. Emphasis is placed on ethical practice, cultural competence, evidence-based interventions, and professional development. Students will be monitored and supported with virtual site visits and evaluations conducted at the beginning, midterm, and conclusion of the semester to assess competency progression and readiness for professional practice.
SW 446 Capstone Seminar	This course serves as the capstone seminar for undergraduate social work students, providing an opportunity to integrate theory, evidence-based practice, and field experience into professional social work practice. Students will examine the NASW Code of Ethics, social work interventions, and policies that shape practice, while critically reflecting on their development as generalist social workers. Key topics include the role of supervision, cultural humility, self-care, reflective practice, professional networking, licensure preparation, and ethical decision-making. Students will also explore strategies for career readiness and lifelong professional growth in the field of social work. A major component of the course is the development of a digital portfolio, where students will compile evidence demonstrating their proficiency in each of the nine CSWE competencies, showcasing their readiness for entry-level social work practice.