



Item: AS: A-2

Tuesday, November 16, 2021

**SUBJECT: APPROVE OF PROGRAM REVIEW – COLLEGE OF SOCIAL WORK &
CRIMINAL JUSTICE**

PROPOSED BOARD ACTION

Approve program review for programs in the College of Social Work and Criminal Justice.

BACKGROUND INFORMATION

Under Florida Board of Governors Regulation 6C-8.015 adopted March 29, 2007, all academic degree programs in State universities must be reviewed at least every seven years. Program reviews ensure that academic programs are administered and delivered effectively, efficiently, and consistent with FAU's mission and the Board of Governors' strategic priorities. The results of program reviews are expected to inform strategic planning, program development, and budgeting decisions at the university level, and, when appropriate, at the state level.

Academic Program Review at FAU includes a few additional steps:

- The self-study prepared by the program's department will be submitted to an independent review committee comprised of 2-5 individuals. The committee will include at least one external reviewer who will serve as a content expert in the discipline. Other members will include nominees of the head of the academic unit in consultation with the unit's faculty.
- The external reviewer will conduct a day and a half site-visit. A written report of the reviewer's findings was submitted to the program's review committee.
- In addition to self-studies and external reviewer reports, departmental responses and action plans were prepared.
- An executive summary will be submitted to the Board of Trustees for approval.

Academic degree programs in the following 2 departments of the College of Social Work and Criminal Justice were reviewed this year:

- a) Criminology & Criminal Justice
- b) The Phyllis and Harvey School of Social Work

IMPLEMENTATION PLAN/DATE

Academic Program Review summaries will be submitted to the BOG in November 2021 pending full Board approval.

FISCAL IMPLICATIONS

N/A

Supporting Documentation: 2021 Academic Program Review Executive Summaries, PowerPoint presentation

Presented by: Dr. Naelys Luna, Dean of the College of Social Work & Criminal Justice

Phone: 561.297.2096

Executive Summary

Academic Program Review 2021

The Phyllis and Harvey School of Social Work **College of Social Work & Criminal Justice** **Florida Atlantic University**

Review Team

Dr. Karen Rice, Millersville University
Dr. Michael A. Robinson, University of Georgia
Dr. Evonne Rezler, Florida Atlantic University

Degree Programs by Level

Undergraduate Program:

Bachelor of Social Work (BSW)

Graduate Programs:

Master of Social Work (MSW)

Doctor of Social Work (DSW)

Mission and Purpose

The Phyllis and Harvey Sandler School of Social Work (Sandler School) is committed to maximizing human potential, alleviating human suffering, enhancing the vitality and caring capacity of communities, and promoting the ideals of a humane and just society. The Sandler School strives to fulfill this mission through education, research, and community engagement, as it educates competent and compassionate social workers as practitioners and leaders for the 21st Century. Graduates from the Sandler School possess critical thinking skills and engage in evidence-based practice, with a deep respect for human diversity and strengths.

The Sandler School contributes to knowledge-building through theory development and research that foster an understanding of complex systems, inform human capacities for problem solving, and promote effective social work interventions at all system levels. It also initiates community engagement and work in partnership with local, regional, national, and international communities to promote the biological, psychological, social, and spiritual wellbeing of diverse individuals, families, groups, organizations, and communities, and to redress social and economic disparities in society.

Strategic Goals and Action Plans

Goal 1: Establish a clear identity for the School

Establishing a clear identity for the Sandler School is an important and essential means for setting short-term and long-term goals for the School and its use of resources. Currently, the School has a concentration on clinical practice, with clear goals of preparing graduates for clinical practice and licensure in the profession. The Sandler School will build on this identity by also engaging in visioning exercises with the University Advancement team to further refine impact statements that are translatable to potential collaborators and support in the community. In addition, the School will conduct a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) in order to identify what it can build upon, and also explore opportunities to distinguish itself from other Schools and Colleges of Social Work and further its reputation in the local community. This will be a crucial part of the School's strategic planning process during the 2021-2022 academic year.

Goal 2: Infuse Diversity, Equity and Inclusion throughout the Curriculum and School

The Sandler School's Diversity, Equity, and Inclusion (DEI) Action Committee will promote a more inclusive and equitable environment for students, faculty and staff. Members of this team include faculty, instructors, and students. Recognizing the importance of this commitment, the Sandler School will engage a DEI expert to garner knowledge, assess and address the integration of DEI throughout the curriculum, and to serve the Sandler School by making recommendations to the Curriculum Committee and School leadership. The goal is to have social workers prepared to serve oppressed and marginalized populations in our communities at the individual level, requiring an informed clinical lens while also understanding the context of their communities and larger, dominant society. The Sandler School will also focus its DEI efforts on the areas of student development, faculty development, flexible scheduling, recruitment of students and by increasing its presence and relationship with its diverse community of students on FAU's Davie campus.

Goal 3. Diversity of Faculty

The Sandler School will soon embark on several searches for tenure track faculty. In order to increase the diversity of its faculty, the Sandler School is planning a STRIDE (Strategies and Tactics to Improve Diversity and Excellence) training to prepare faculty for potential hiring in the future to improve recruitment strategies. This also supports the goals related to DEI efforts and the focus on student needs, while ensuring that faculty reflect both the student body as well as the populations it serves in South Florida. The Sandler School is also working with the Dean's office and the Provost's office on implementing hiring policies and practices to make the faculty more diverse and representative of the student body and surrounding communities. Moreover, in Spring 2021, the Dean of the College of Social Work and Criminal Justice submitted a grant with several other Colleges and Institutes at FAU to engage in a cluster hire of diverse faculties across various units.

Goal 4. Increase Research Support and Infrastructure

The Sandler School is exploring ways to support the research activity of its faculty by partnering with other entities to promote research-related initiatives. For example, the Division of Research has a Sponsored Research Incentive policy designed to reward faculty for sustained external funding. The Sandler School also continues to develop relationships with the Division of Research in which staff members identify specific grant opportunities, based on social work faculty's research interests and expertise, and help facilitate cross-college collaborations.

In addition, the College's Budget and Grant coordinator has constructed a Pre-award Resource Guide for faculty which includes an overview of the Division of Research Sponsored Programs, the grant submission program Novelution, budget guidance, grant-related policies, resource links, and contact information. Our Budget and Grant coordinator and Assistant Dean for Academic and Research Effectiveness also joined Sandler School faculty meetings to build awareness of research supports for grant writing and gain faculty input on research needs. These are important critical steps in developing the research infrastructure in our School.

Goal 5. Review Doctoral Program

Five years after its inauguration, it has been determined that the current doctoral (DSW) program is in need of review. The Sandler School is currently conducting a market need analysis and reviewing the doctoral program curriculum with a goal of identifying ways to provide a better respond to the needs of the students and our community, while offering a more efficient program, such as collaborating with other units to offer programming and/or allowing non-matriculated students to take courses in the doctoral program. Allowing non-matriculated students into courses is also another means of recruitment for students who may pursue their doctoral degree in Social Work at FAU. The Sandler School will also ensure that the focus of the doctoral program will be clearly defined and communicated to foster consistency in students' expectations. Part of this process of ongoing review includes conducting a market need assessment through Hanover (external company) and the gathering of feedback from students, alumni, and community partners, and making curriculum changes to better prepare students to respond to the current employment and market needs of Florida and beyond. It has been noted by the site visitors as well as administrators from the Graduate College at FAU that the doctoral students in the Sandler School are producing a final product that is comparable to a dissertation. It would therefore be advantageous for the School to explore the possibility to convert the DSW into a PhD.

Executive Summary

Academic Program Review 2021

The School of Criminology & Criminal Justice **College of Social Work & Criminal Justice** **Florida Atlantic University**

Review Team

Dr. Robert Bing, University of Texas at Arlington
Dr. Faith Lutze, Washington State University
Dr. Charles Dukes, Florida Atlantic University

Degree Programs by Level

Undergraduate Program:

Bachelor of Arts in Criminal Justice (BACJ)

Graduate Programs:

Master Science in Criminology and Criminal Justice (MSCCJ)

Mission and Purpose

The mission of the School of Criminology and Criminal Justice (SCCJ) is to promote teaching and learning through challenging undergraduate and graduate programs, while instilling students with academic and professional integrity grounded in a solid ethical foundation. The School cultivates student curiosity and critical thinking through fostering student success, professional and academic development, and advancement. The faculty produce collaborative and meaningful scholarship that contributes to society and promotes social responsibility through engagement with members of the CCIJ community and general public. The School proudly embraces community engagement at all levels and the faculty is committed to being a force for positive change in the communities they serve.

Strategic Goals and Action Plans

Goal 1: Develop a Strategic Plan

The SCCJ will begin a formal planning process to revise its vision and mission and clearly define its priorities for the next 5-7 years. The college-level strategic planning process is currently underway, and following the completion of this process, the SCCJ will start developing its own strategic plan. This plan will be in alignment with the priorities of the College and the University as the School seeks to enhance interdisciplinary partnerships with the Sandler School of Social Work and to develop new collaborations

with FAU pillars and platforms including ISENSE, the Brain Institute, and new programs related to data science. The plan will also reflect the School's strong ethos of community engagement and its ongoing efforts to build strong community partnerships with justice-related agencies and not-for-profit organizations. Engagement with historically marginalized communities will also be highlighted in order to improve policies and practices that can enhance the well-being of communities and reduce differential outcomes.

Goal 2: Enhance CCJ Academic Programs

The SCCJ is exploring strategies for improving the overall quality and rigor of its undergraduate program. The School will examine the undergraduate core and determine the feasibility of requiring a lower-level, introductory course as part of the core CCJ offerings. The School is also developing a professional development course that will strengthen students' academic trajectories and employability. This course will engage students in learning about the professional culture in the criminal legal system and provide an introduction to employer expectations. The course will also help to improve students' writing and communication skills.

In addition, as part of a plan to develop and promote the online BACJ program, the SCCJ will engage in targeted hiring for faculty with experience in online pedagogy who will be dedicated to the online BACJ. The School will also work with the Center for Online and Continuing Education (COCE), the College Director of Communications and the Dean's Office to conduct digital and direct advertising campaigns to market its undergraduate and graduate programs to current and potential students—locally, nationally, and internationally. Furthermore, the SCCJ will increase the visibility of its programs by establishing meaningful connections with associations and organizations in CCJ.

Goal 3: Increase Engagement with Alumni

The SCCJ is working on cultivating stronger ties with CCJ alumni. The School is developing communication channels to showcase the success of its graduates which will help to facilitate professional growth, and instill pride in being a graduate of CCJ programs. The School will increase the activity and involvement of Alpha Phi Sigma, the criminal justice honors society, and the criminal justice student club. In addition, the School plans to secure funds for database software for intelligent use of information, to improve communications, track alumni, and increase alumni engagement. Moreover, the SCCJ will work with the College leadership team, the Director of Communications, the Development Officer, FAU Advancement and Fundraising, and FAU Alumni Relations to launch and sustain the Alumni Association, host alumni events, and develop relationships with alumni.

Goal 4: Create a Community Advisory Council

The SCCJ will develop a Community Advisory Council to advocate on behalf of the School for resources and support from community partners, criminal justice and policy leaders, and alumni who could advise and work with the School on special projects. Furthermore, the SCCJ's strategic planning process will be a key step towards the establishment of an advisory council.

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COLLEGE OF SOCIAL WORK
AND CRIMINAL JUSTICE

Florida Atlantic University

SUMMARY: ACADEMIC PROGRAM REVIEW



PHYLLIS & HARVEY SANDLER SCHOOL OF SOCIAL WORK

UG: Bachelor of Social Work (BSW)
GR: Master of Social Work (MSW)
Doctor of Social Work (DSW)

Review Team

Dr. Karen Rice, Millersville University
Dr. Michael A. Robinson, University of Georgia
Dr. Evonne Rezler, Florida Atlantic University



SCHOOL OF CRIMINOLOGY & CRIMINAL JUSTICE

UG: Bachelor of Arts in Criminal Justice (BACJ)
GR: Master Science in Criminology & Criminal Justice
(MSCCJ)

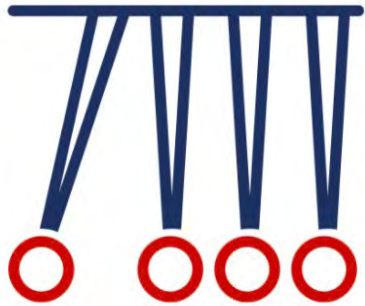
Review Team

Dr. Robert Bing, University of Texas at Arlington
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COLLEGE OF SOCIAL WORK
AND CRIMINAL JUSTICE
Florida Atlantic University

OUR MISSION



SERVING THE PUBLIC GOOD



inspire and prepare leaders, scholars, practitioners, and policymakers



integrate theory with community-centered, evidence-based practice



develop ethical, culturally competent, and inventive professionals



provide direct services to vulnerable and marginalized populations



promote just outcomes for individuals, families and communities

FAU[™]

COLLEGE OF SOCIAL WORK
AND CRIMINAL JUSTICE
Florida Atlantic University

STRENGTHS & HIGHLIGHTS

OUR DEGREE PROGRAMS

*NATIONALLY ACCREDITED



PHYLLIS & HARVEY SANDLER SCHOOL OF SOCIAL WORK

Bachelor of Social Work*

- Florida's largest BSW program with an average of 600 students
- Florida's Top 3 BSW programs based on monthly earnings within 1 year of graduation

Master of Social Work*

- *U.S. News & World Report* Top 100 program
- #3 MSW in the nation based on student evaluations
- One of FAU's largest grad programs with an average of 300 students

Doctor of Social Work

- Florida's first DSW program, which trains scholarly clinicians for positions of leadership



SCHOOL OF CRIMINOLOGY & CRIMINAL JUSTICE

Bachelor of Arts in Criminal Justice

- FAU's 3rd largest undergraduate major with nearly 1,100 students

Master's in Criminology & Criminal Justice

- Focused on the causes and prevalence of crime and preventing and responding to criminal behavior

HIGHLIGHTS: RESEARCH & COMMUNITY GRANTS, CENTERS, AND PROGRAMS



Child Welfare Institute



Healthy Aging Academy



Community
Violence Prevention

- Department of Homeland Security
- Evaluation of Adult Re-Entry Programs



Robin Rubin Center for
Happiness & Life Enhancement



Legal Studies Program



Office of Professional
Development



Mental &
Behavioral Health

- American Academy of Sleep Medicine
- National Institute of Mental Health
- Certified Peer Recovery Specialists for Pregnant or Early Parenting Women w/ Opioid Use Disorder

FLORIDA INSTITUTE FOR CHILD WELFARE

2 active; 1 pending; 6 competitive awarded grants

- Engaging and Supporting the Voice of Youth in Foster Care
- Receiving Independent Living Services

PALM BEACH COUNTY

- Comprehensive Opioid Stimulant Substance Abuse Program
- Victims of Violent Crime Advocacy Collaborative Project
- Crime Gun Intelligence Center Integration Strategy
- School & Community Violence Prevention Task Force Eval.

JOB READINESS



PHYLLIS & HARVEY SANDLER SCHOOL OF SOCIAL WORK

98% job placement rate
post-graduation

Career Path Examples

Clinical Therapist
Clinical Quality Supervisor
Community Service Manager
Social Service Agency Director
School Social Worker
Case Manager
Grief Counselor



SCHOOL OF CRIMINOLOGY & CRIMINAL JUSTICE

81% job placement rate
post-graduation

Career Path Examples

FBI/Homeland Security Agent
Secret Service
Attorney
Paralegal/Legal Assistant
Identity Expert
Victims Advocate
Police Officer/Deputy

TREMENDOUS IMPACT



700,000+

- # of clinically trained social workers in U.S.
- nation's largest group of mental health service providers
- more than psychiatrists, psychologists, psychiatric nurses *combined*



Increasing Demand

- need for social workers and those in criminal-justice related fields projected to grow by 2022 at 13% faster rate than other occupations

(Source: U.S. Bureau of Labor Statistics)



160,000

- student internship hours serving community during 2020-21 academic year, across 300+ agencies, resulting in nearly \$7.3M in added value



Community Engagement

- internationally-acclaimed faculty conduct real-world research in our local communities
- partner with 350+ agencies and 800+ community leaders through its Child Welfare Institute, and Healthy Aging Academy
- further engagement through Legal Studies Program and Office of Professional Development
- Both offer professional certifications and continuing education opportunities



COLLEGE OF SOCIAL WORK
AND CRIMINAL JUSTICE
Florida Atlantic University

SUPPORTING FAU STRATEGIC PLAN

INTER- DISCIPLINARY PARTNERSHIPS



**Criminal Justice
Decision-Making
Simulator**



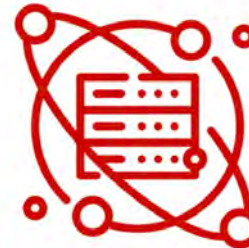
**Interprofessional
Collaboration with College of
Medicine, Nursing
& Pharmacy**



**Mental & Behavioral Health
Collaborations w/FAU Pillars –
Brain Institute, I-Health**



**Certificate Program SCCJ
+ I-Sense + College of
Engineering & Comp. Sci.**



**AI/Data Science Degree - CCJ
courses**



**Healthy Aging Academy
& Certificate Program**



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Florida Atlantic University

THANK YOU!

Goal 5: Develop School Bylaws

The SCCJ is in the process of developing its own bylaws. These bylaws will codify faculty qualifications, responsibilities, and the obligations for leadership positions. The establishment of bylaws will help the School in its efforts to achieve stability in administrative leadership and create a supportive environment for all faculty and staff regardless of rank or category. One of the most important goals of this process is to support faculty through the promotion and tenure process, including promotion to full professor. It is also important to create a formalized ongoing school-based faculty mentorship structure that will include information and support opportunities for leadership development.

Goal 6: Increase Diversity Through Faculty Hires

The review team noted that faculty lack the racial/ethnic diversity that is reflected in the student population, community and state. With this in mind, the SCCJ is developing a plan for new hires in strategic areas for SCCJ, the College and the University, focusing on increasing the racial and ethnic diversity of its faculty. The School is engaging with FAU's Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE). This initiative was developed to help search committees and other decision-makers recruit and retain diverse and well-qualified candidates.

The School has also worked with the Dean of the College, the FAU Center for Inclusion, Diversity Education, and Advocacy (IDEAs) and the Office of Equal Employment Opportunity to create inclusive job advertisements. As part of the strategic planning process, the School will also identify diverse areas of expertise to incorporate the voices and experiences of under-represented groups. The School will thoughtfully examine practices and policies in order to provide a productive, respectful, and supportive environment for all faculty to grow and thrive, and will strategically place position announcements to move beyond the traditional CCJ advertising outlets. Such efforts should attract an outstanding and diverse pool of candidates.