

**THE UNIVERSITY OF TENNESSEE  
COLLEGE OF SOCIAL WORK**

**SW 504 - Foundations of Social Work Practice III**

Course Outline  
Spring 2007

Instructor: Sandra J. Gonzalez, MSSW, LCSW  
Class time: Wednesday, 1:00 – 3:50 p.m.  
Office Hours: Wednesday, 12:00 – 1:00 p.m.

Phone: 615-256-1885 x120  
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Office: Room 263

**Required Text**

Brody, R. & Nair, M.D. (1998). Macro practice: A generalist approach (6<sup>th</sup> Ed.). Wheaton, IL: Gregory Publishing Company.

Netting, F.E., Kettner, P.M., & McMurtry, S.L. (1998). Social work macro practice (2<sup>nd</sup> Ed.). New York: Longman.

**Additional Required Readings**

Chambers, D. E., Wedel, K. R., & Rodwell, M. K. (1992) Evaluating social programs. Boston: Allyn and Bacon.

Cox, F. M., Erlich, J. L., Rothman, J., & Tropman, J. E. (Eds.). Tactics and Techniques of Community Practice (2<sup>nd</sup> Ed.).

Devore, W. & Schlesinger, E. G. (1999). Ethnic-sensitive social work practice (5<sup>th</sup> Ed.). Boston: Allyn and Bacon.

Ellis, R. A. (2002). Impacting social policy: A guide to analysis and action. Pacific Grove: Brooks Cole/Wadsworth.

Haynes, K. S., & Michelson, J. S. (1997). Affecting change: Social workers in the political arena. (3<sup>rd</sup> Ed.). New York: Longman.

Jansson, B. S. (1999). Becoming an effective policy advocate: From policy practice to social justice (3<sup>rd</sup> Ed.). Pacific Grove: Brooks Cole/Wadsworth.

Kirst-Ashman, K. K, & Hull G. H. (1997). Generalist practice with organizations and communities. Chicago; Nelson-Hall.

Smith, J. D. & Mancoske, R. J. (1998) Rural gays and lesbians: Building on the strengths of communities. Chicago: Nelson-Hall

Appleby, G. A., Colon, E., Hamilton, J. (2001) Diversity, oppression, and social functioning: Person-in-environment assessment and intervention. Boston: Allyn & Bacon

## **Course Requirements**

Students are responsible for the submission of one semester project, an organizational analysis and the satisfactory completion of a final examination. Students are also expected to actively participate in class and assigned Blackboard discussions. The final grade will reflect the following:

Organizational Analysis	30%
Semester Project	30%
Final Examination	30%
Class participation	10%
	100%

### **Organizational Analysis- 30%**

This assignment is a written analysis of certain aspects of a local organization. Most students will find it convenient to use the organization in which you are doing your field placement and to integrate this assignment into your practicum learning objectives. You may use another organization but coordinate this with the instructor. The assignment is to be double-spaced with 10 - 15 pages. Any text over the 15 pages maximum will not be read. This assignment (50% of the course grade) is *due on March 7, 2006*.

The framework for the analysis draws primarily from Netting et al.'s (1998) Framework for Analyzing a Human Service Organization (277-280). The specific Tasks to analyze are listed below. In your analysis, demonstrate your comprehension of organizational concepts covered in the readings and class.

### **Semester Project - 30%**

Students must complete a semester project related to macro practice. They may choose from the alternatives listed below or may propose an alternative for the instructor's approval. All selections must be submitted in writing to the instructor by the third week of class. Projects may be completed individually or in a group.

Alternative suggestions:

1. Participate in one of the agency projects discussed by guest speakers in the second class session.
2. Write a paper on some aspect of macro practice. The topic must be approved by the instructor by the third week of class.
3. Teach a class session using the materials identified in the syllabus.
4. Develop a 15-20 minute presentation for the class on some aspect of macro practice.

The topic must be approved by the instructor in advance.

### **Final Examination- 30%**

The final examination will consist of 10 essay questions and will be offered during the time scheduled by the university. It will cover only those readings and class sessions that occurred following the midterm examination.

### **Class participation- 10%**

### **Grading**

The grading scale used for the course will be:

- 95-100 A
- 90-94 B+
- 85-89 B
- 80-84 C+
- 70-79 C
- 65-70 D

## **Class Policies**

1. Students are expected to attend class regularly. They are expected to arrive on time and to remain in class until the completion of the class period. Any student missing more than 3 classes will receive a failing grade. Students must contact the instructor in advance via phone or e-mail if they will be absent on an assignment due date or planned examination date. Examinations will not be rescheduled unless the instructor is notified in advance.
2. Incompletes will be given only according to the rules specified in the UT Catalogue. Please refer to the catalogue for additional information.
3. All written assignments are due at the beginning of the class period of the date specified on the course outline. Assignments will not be accepted late unless prior approval is given by the instructor (e.g., in the case of an emergency).
4. Assignments are to be completed correctly at the time of submission. The instructor will be available to discuss papers and group assignments until one week prior to their due date. After that no assistance will be given. No papers or assignments may be resubmitted once a grade has been given.
5. Cheating and/or plagiarizing will not be tolerated. Any student caught cheating or plagiarizing will be subject to the disciplinary procedures outlined in the UT Student Handbook.
6. University policy regarding religious holidays will be observed. As stated by the UT student handbook, any student may request to be excused from class to observe a religious day from his/her faith.

## **COURSE OUTLINE**

### ***SECTION I- INTRODUCTION TO MACRO PRACTICE***

#### **Week 1- January 10, 2007- Introduction to Foundations III**

Introduction of class members

Syllabus review

Discussion of projects

#### **Readings for next week:**

Netting, Kettner, & McMurtry, Chapters 1: An Introduction to Macro Practice in Social Work & Chapter 2: The Historical Roots of Macro Practice.

Brody & Nair, Chapter 1: The Environmental Context Affecting Human Service.

#### **Week 2- January 17, 2007- Class Projects/Introduction to Macro Practice**

Lecture: An introduction to macro practice in social work

Lecture: The historical roots of macro practice

Lecture: The environmental context

Small group activity and discussion using *NASW Code of Ethics*: Social work ethics in the macro arena

#### **Readings for next week:**

Brody & Nair, Chapters 2: The Service Delivery System, Chapter 3: Client

Advocacy at the Macro Level

#### **Week 3- January 24, 2007- Macro Basics: Theoretical bases, roles, and ethics**

Lecture: The ecological perspective

Group discussion and lecture: Macro roles

Lecture: Macro task arenas

Small group activity and discussion: Social work ethics

**\*\*\* Report of Semester Project selection due**

#### **Readings for next week:**

Netting, Kettner, & McNair, Chapters 3: Understanding the Problem and the

Target Population, Chapter 9: Developing an Intervention Strategy, Chapter 10: Selecting Appropriate Tactics.

Brody & Nair, Chapter 21: Negotiating and Advocating Positions, Chapter 22: Developing and Coordinating Human Services

**Week 4- January 31, 2007- Macros Basics, cont./Understanding Problems/ Developing and Implementing Intervention Strategies**

Lecture: Negotiating, advocating, collaborating and coordinating

Lecture and activity using case study: Understanding problems

Lecture: Developing and implementing interventions

Lecture and discussion: Macro practice and social justice

**Readings for next week:**

Netting, Kettner, & McMurtry, Chapter 7: Understanding Organizations

Brody & Nair, Chapter 4: The Organization's Culture, Chapter 11: Organizational Structures and Processes

***SECTION II- MACRO PRACTICE WITH ORGANIZATIONS***

**Week 5- February 7, 2007- Understanding Organizations**

Lecture: Understanding organizations

Lecture and discussion: Organizational culture

Small group activities: Organizational structures and process

Lecture: Ethical processes in understanding organizations

**Readings for next week:**

Netting, Kettner, & McMurtry, Chapter 8: Analyzing Human Service Organizations.

Brody & Nair, Chapter 5: Strategic Planning

United Way, in Cox, et al., Chapter 24 (Budgeting)

**Week 6- February 14, 2007- Analyzing Organizations**

Lecture: Analyzing human service organizations

Class activity: Strategic planning

Guest speaker and class activity: Budgeting

Lecture and small group activity: diversity considerations in organizational analysis

**Readings for next week:**

Brody & Nair, Chapters 6: Setting Doable Objectives, Chapter 7: Implementing

Achievable Plans, Chapter 8: Solving Operational Problems, & Chapter 14:

Organizational Leadership and Supervision

**Week 7- February 21, 2007-Planning and Implementing Strategies for Organizational Change**

Setting doable objectives

Implementing achievable plans

Solving operational problems

Organizational leadership and supervision

Ethical considerations for planning and implementing change

**Readings for next week:**

Brody & Nair, Chapter 15: Using the Internet to Enhance Macro Practice,

Chapter 16: Searching for Funds, Chapter 17: Preparing Effective Proposals

## **Week 8- February 28, 2007- The Internet and Fund Raising**

Computer lab: Using the Internet in macro practice

Lecture: Searching for funds

### **Readings for next week:**

Netting, Kettner, & McMurtry, Chapter 4: Understanding Communities,

Chapter 5: Understanding and Analyzing Community Strengths and Problems,

Chapter 6: Understanding a Community Human Service System.

Brody & Nair, Chapter 18: Community Problem Analysis

## ***SECTION III- MACRO PRACTICE WITH COMMUNITIES***

## **Week 9- March 7, 2007- Understanding and Analyzing Communities**

Lecture: Understanding communities

Small group activity: Community problem analysis

Lecture: Understanding and analyzing community strengths

Lecture and group activity: Understanding a community human service delivery system

Lecture: Economic justice and community practice

### **Readings for next class:**

Brody & Nair, Chapter 19: How Community Organizations Affect Change,

Chapter 20: Community Development/Community Building Initiatives

Foster, Sandra Jean (1997), Rural lesbians and gays: public perceptions, workers perceptions, and service delivery pp. 23-35

Mann, Wendy M. (1997), Portraits of social services programs for rural sexual minorities, pp 95-103.

### **\*\*\*Organizational Analysis due**

## **Week 10- March 14, 2007- Spring Break**

## **Week 11- March 21, 2007- Facilitating Change in Communities**

Lecture: How community organizations affect change

Lecture and discussion: Ethics in community practice

Small group activity with handouts: Diversity in community analysis

### **Readings for next week:**

Jansson, Chapters 1: Why Engage in Policy Practice and Policy Advocacy,

Chapter 4: The Big Picture: Policy Practice in Governmental, Community, and Agency Settings

Ellis, Chapter 1: Social Policy: Definitions and Descriptions

Appleby, G. (2001) Chapter 9: Lesbian, gay, bisexual and transgender people confront heterocentrism, heterosexim, and homophobia

## ***SECTION IV- POLICY PRACTICE AND ADVOCACY***

## **Week 12- March 28, 2007- Policy Practice and Advocacy**

Lecture: Rationale for policy practice

Lecture: Basics of policy practice

Computer lab activity: The policy practice arena

### **Readings for next week:**

Haynes & Michelson, Chapter 4: Policy Models for Political Advocacy, Chapter 5: The Practitioner's Influence on Policy, Chapter 6: Influence through Lobbying, Chapter 7: Influence through Organizing Others, Chapter 9: Political Action Committees

Worden, R. (2001) Chapter 5: Women and Sexist Oppression

**Week 13- April 4, 2007- Policy Practice and Advocacy (cont.)**

Lecture: Policy models for political advocacy

Small group activity: The practitioner's influence on policy

Lecture: Political Action Committees

Lecture: Policy practice and ethics

**\*\*\* Semester projects due**

**Readings for next week:**

Kirst-Ashman & Hull, Chapter 6: IMAGINE How to Implement Macro

Intervention: Changing Agency Policy, Chapter 7: IMAGINE Project Implementation and Program Development

Solomon (Cox, et al.), Chapter 26: Evaluating Community Programs

Chambers, Wedel, & Rodwell, Chapter 4: Needs Studies

***SECTION V- PROGRAM DEVELOPMENT AND EVALUATION***

**Week 14- April 11, 2003- Program Development and Evaluation**

Lecture: Basics of program development

Lecture: Basics of program evaluation

Lecture: Basics of needs assessment

Small group activity and discussion: Culturally-sensitive program development

Lecture: Ethical considerations in program development

**Readings for next week:**

Brody & Nair, Chapter 10: Perspectives on Diversity and Ethical Behavior

Devore & Schlesinger, Chapter 9: Ethnic-Sensitive Macro Practice

***SECTION VI- MACRO PRACTICE AND CULTURAL SENSITIVITY***

**Week 15- April 18, 2007- Macro Practice, Diversity, and Cultural Sensitivity**

Lecture: Managing diversity in agencies

Discussion: Challenges of diversity

Lecture: Ethical issues

Lecture: Social work values

Lecture: Layers of understanding ethnicity

Review for final examination

**Week 16- April 25, 2007- Final Examination**