



Alabama Commission on Higher Education

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New Program Proposal

The following must be submitted to complete a new program request:

Submission Checklist:

- ☒ New Program Proposal
- ☒ Business Plan (<https://www.ache.edu/index.php/forms/>)
- ☒ Undergraduate or Graduate Curriculum Plan (<https://www.ache.edu/index.php/forms/>)

Primary Contact Information

Institution: Auburn University at Montgomery

Contact: Dr. Matthew Ragland

Title: Associate Provost

Email: mragland@aum.edu

Telephone: 334-244-3138

Program Information

Date of Proposal Submission: 7/9/2026

Award Level: Master's Degree

Award Nomenclature (e.g., BS, MBA): MSW

Field of Study/Program Title: Master of Social Work

CIP Code (6-digit): 44.0701

Administration of the Program

Name of Dean: Dr. Matthew Ragland

Name of College/School: College of Liberal Arts and Social Sciences

Name of Chairperson: Dr. Kimberly Pyszka

Name of Department/Division: Department of Social Work and Anthropology

Implementation Information

Proposed Program Implementation Date: 8/7/2028

Anticipated Date of Approval from Institutional Governing Board: 11/17/2023

Anticipated Date of ACHE Meeting to Vote on Proposal: 9/11/2026

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review): Council on Social Work Education (CSWE)



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I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

Auburn University at Montgomery proposes a Master of Social Work (MSW) program that will prepare graduates for trauma-responsive, social justice-focused advanced clinical practice in both rural and urban communities. Building on AUM's established Bachelor of Social Work program and aligned with the Council on Social Work Education's Educational Policy and Accreditation Standards, the program will address Alabama's critical shortage of licensed social workers through a flexible evening format and an Advanced Standing option for qualified BSW graduates. Emphasizing evidence-based practice, ethical leadership, and service to diverse populations, the proposed MSW will strengthen the regional workforce, expand access to graduate social work education in the Montgomery area, and advance AUM's mission to meet the state's growing behavioral health and community service needs.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. Alabama is experiencing an acute shortage of social workers, with 66 out of 67 counties federally designated as Mental Health Professional Shortage Areas (MHPSA) (National Alliance of Mental Illness, 2025). The Alabama Commission on Higher Education (ACHE) considers social work one of the high-demand occupations in the state with over 1100 job openings annually (2025a). The state is currently facing class action lawsuits for lack of mental health services, mobile crisis services, and crisis stabilization services (Buckner, 2026). And, from 2024-2034, the US Department of Labor anticipates that the national demand for human and social services workers will grow, with a 6% overall increase in demand and a 10% increase in demand for mental health and substance abuse social workers (Bureau of Labor Statistics, 2025). The need for social workers is especially acute in our geographic service area (Region 5). As the capital city, most governmental agencies and many non-governmental organizations are headquartered here. In addition, there is only one other MSW program in west-central Alabama from the Mississippi state line to Montgomery, and southwest between Montgomery and Mobile, including the city of Mobile itself. AUM is geographically situated to serve this region. The new MSW program aims to address these needs.
2. We are proposing a trauma-responsive program that will educate social workers to respond to people impacted by trauma. There are no MSW programs in Alabama that specialize in trauma-responsive social work practice. Experiences of trauma are widespread, with most adults experiencing one or more adverse events in childhood that could lead to trauma (Centers for Disease Control, 2021). The impact of trauma is costly to individuals and society because individuals who experience four or more adverse childhood



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events are 4 to 12 times more at risk for “alcoholism, drug abuse, depression and suicide attempts” (Felitti et al., 1998, p. 245). “It has become evident that addressing trauma requires ...**effective trauma-specific assessment and treatment**...provided in an organizational or community context that is trauma-informed, that is, based on the knowledge and understanding of trauma and its far-reaching implications” (Substance Abuse and Mental Health Services Administration (SAMHSA), 2014, p. 2, emphasis added). With Alabama residents/citizens experiencing an increase in drug overdoses (Alabama Department of Mental Health, 2021) and suicidal thoughts (Alabama Department of Public Health, 2022), a trauma-responsive perspective is needed to improve mental health response in the state.

3. We are proposing **an evening program**, so working students may still pursue in-person graduate education. Two other MSW programs allow students to complete the degree with evening-only courses—Alabama A & M and the University of Alabama at Birmingham. However, working students in the region from which students interested in our program will come are unlikely to have time to drive to Birmingham or Huntsville to attend a program. As the capital city, many of the state’s social welfare institutions are located here, providing a potential pool of applicants for the program, namely state workers with bachelor’s degrees who would like to obtain an MSW.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program’s strengths and attach letters with the proposal at the end of this document.

1. Support Letter from Donna Collins, Executive Director of Aid to Inmate Mothers (AIM).
2. Support Letter from Steven Duer, Executive Director of AGAPE of Central Alabama.

D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Make ethical decisions incorporating knowledge of trauma, social work codes of ethics, models of ethical decision making, and relevant laws, policies, and regulations.
2. Apply a trauma-responsive, social justice-focused advanced clinical perspective to advance justice for all.
3. Engage in trauma-responsive, social justice-focused advanced clinical practices with cultural and intellectual humility.
4. Engage in trauma-responsive, social justice-focused advanced research, evaluation, and assessment to inform practice and policy.
5. Advocate for trauma-responsive social justice-focused policies, regulations, rules, and treaties that promote justice for all.
6. Apply trauma-responsive, social justice-focused advanced clinical knowledge, values, and skills to **engage, assess, intervene, and evaluate practice** with individuals, families, and groups.



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Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
44.0701	MSW	Alabama A&M	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	Alabama State University	1. AUM program can be completed 100% in evening. 2. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	Auburn University	1. AUM program can be completed 100% in evening. 2. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	Jacksonville State University	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	Troy University	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	University of Alabama	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	University of Alabama at Birmingham	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.
44.0701	MSW	University of North Alabama	1. Their Location. 2. AUM program can be completed 100% in evening. 3. AUM program is Trauma-responsive, social justice-focused.

E. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes** ☒ **No** ☐

If **yes**, please describe these relationships including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

The proposed MSW is associated with an existing BSW. AUM expects faculty from the BSW to support the proposed MSW, and some students graduating from AUM's BSW will continue their studies with the proposed MSW.



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If **not**, please describe how the institution plans to support a program unrelated to existing offerings.

F. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored? Yes ☐ No ☒

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored? Yes ☐ No ☒

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

G. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Council on Social Work Education Commission on Accreditation (CSWE-COA)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

AUM should be able to gain CSWE accreditation in time to offer classes in Fall 2028.

H. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: Yes ☒ No ☐

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If **yes**, please explain: Most of the students graduating from the proposed MSW program will take the Association of Social Work Boards exam to become licensed social workers.

Select the appropriate licensure body from the table below:

Alabama State Board of Social Workers Examiners

Select the appropriate license from the table below:

Child, Family, and School Social Workers

I. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation? Yes ☐ No ☒

If **yes**, please explain:



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J. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

Students may be admitted with any undergraduate degree from an accredited university. However, for advanced standing and the ability to complete the program in one year, requires a Bachelor of Social Work from a program accredited by CSWE or an international equivalent.

K. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

The proposed program is a face-to-face evening program; however, some courses may be completed either online or in hybrid modalities.

Can students complete the entire degree program through distance education (100% online) based on the following definition? **Yes** ☐ **No** ☒

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

L. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an **Off-Campus Site Request** if new.

The proposed program will be offered at Auburn University at Montgomery.

Will more than 50% of this program be offered at an off-campus site(s) **Yes** ☐ **No** ☒

If **yes**, which sites?

M. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOC codes can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

SOC 1 (required): 21-1023.00: Mental Health and Substance Abuse Social Workers-- graduates of our MSW program are prepared to serve at entry level clinical positions in mental health and substance misuse treatment. Based on the State of Alabama personnel website, an MSW is required for a position as a Mental Health Social Worker.



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SOC 2 (optional): *21-1021.00: Child, Family, and School Social Workers*—graduates of our MSW program are prepared to serve at advanced levels in child and adult protection, foster care and adoption, and school social work. Based on the State of Alabama personnel website, an MSW is required for a position as a Senior Social Worker.

SOC 3 (optional): *21-1022.00: Healthcare Social Workers*-- graduates of our MSW program are prepared to serve at entry and advanced levels in healthcare/medical social work. A review of job advertisements in Alabama indicates that an MSW is generally required for a position as a Medical Social Worker.

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

Alabama is experiencing an acute shortage of social workers, with 66 out of 67 counties federally designated as Mental Health Professional Shortage Areas (MHPSA) (National Alliance of Mental Illness, 2025). The Alabama Commission on Higher Education (ACHE) considers social work one of the high-demand occupations in the state with over 1100 job openings annually (2025a). The state is currently facing class action lawsuits for lack of mental health services, mobile crisis services, and crisis stabilization services (Buckner, 2026). And, from 2024-2034, the US Department of Labor anticipates that the national demand for human and social services workers will grow, with a 6% overall increase in demand and a 10% increase in demand for mental health and substance abuse social workers (Bureau of Labor Statistics, 2025). Our proposed trauma-responsive, social justice-focused advanced clinical social work practice MSW will educate social workers to respond effectively with individuals, families, and groups experiencing mental health, substance misuse, and/or trauma. Our graduates will be eligible for licensure and employment.

It is also worth mentioning Alabama House Bill 56, which Governor Ivy signed on May 3, 2023. This bill will likely increase the demand for clinical social workers in a field where Alabama already has a documented worker shortage. The bill amended section 34-30-3 of the State Code of Alabama and strengthened the role of Alabama's clinical social workers. Clinical social workers are now able to diagnose patients with mental health disorders. In support of the Bill, two Alabama Legislators were quoted as follows:

"There is a limited number of social workers in our state"—Linda Coleman Madison, Alabama State Senator; "There is a huge need for social workers in our state: geriatric, veterans, in the schools, and working with mental health"—Will Barfoot, Alabama State Senator. AUM's proposed program is well-positioned to take advantage of the recently passed bill with its focus on trauma-responsive, social justice-focused clinical social work practice.

N. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.



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No additional training or education is needed for graduates of the MSW program to gain entry-level employment in the occupations noted above. Graduates will need to pass the appropriate licensure exam.

O. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

On January 30, 2023, AUM emailed all current social work students (pre-Social Work students, majors, and minors) and sociology majors a link to an online, anonymous demand survey. We also emailed the link to all members of our BSW Advisory Board, current field supervisors, and the directors of twenty county Department of Human Resources child protection offices. All recipients were also asked to forward the link to anyone they know who might be interested in pursuing an MSW. A flier with a link to the questionnaire was also distributed to 30 BSW students who attended a licensure exam training held on the AUM campus.

The questionnaire consisted of six questions, the first being a screen for whether the respondent already has an MSW. If no, they are directed to five close-ended questions that ask when they expect to pursue an MSW, the preferred format (i.e., in-person, hybrid, asynchronous, or synchronous), their preferred hours/days (i.e., weekdays, evenings, weekends) and their current educational status (i.e., has a BSW, has a bachelor's degree in another field, or expects to graduate with a BSW in 2023, 2024, 2025, 2026 or later). Using a Likert-type scale, respondents were also asked to rate the importance of 11 factors (e.g., cost, program format, program hours) in selecting an MSW program.

Between January 31st and March 31st, we received 50 responses to the demand survey, 45 of which were usable, as the other five only answered the first question. The majority of respondents indicated they expect to begin an MSW in the Fall 2024 semester or later. A plurality of respondents (43%) indicated a preference for a hybrid program with a mix of in-person and online classes, followed by asynchronous online (35%), synchronous online (15%), and in-person (<1%). Of the 24 respondents who indicated they preferred hybrid, synchronous online, or in-person classes, 49% indicated they preferred daytime weekday classes, while 42% indicated they preferred weekday evening classes. Of the 11 factors that might impact their decision of which program to attend, participants ranked the program's licensure pass rate as the most important factor ($\bar{x}=4.21$), the reputation of the program or university ($\bar{x}=4.08$), the cost of the program ($\bar{x}=4.02$), and the time and days the program is available ($\bar{x}=4.02$). Availability of childcare was the lowest rated factor ($\bar{x}=3.04$).

In addition to the results from the demand survey, the rapid growth of AUM's BSW program also indicates there is a demand. In the past three years, we have grown from 28 pre-Social Work students to over 100 students. This number includes pre-Social Work students, majors, and minors. This growth indicates there is demand for our BSW program, and expectations are that the demand will continue for our proposed MSW program.



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*Admitted for Candidacy in Fall 2020 with majors officially starting Fall 2021

	Fall 2020*	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Spring 2026
Pre-majors	28	51	47	62	57	62	48
Majors	0	0	33	55	45	32	47
Minors	0	0	0	3	7	13	9
Total	28	51	80	120	109	113	104

Also, in April 2023, a social work faculty member facilitated a meeting with eight of our BSW students who are expected to graduate in December 2023. Of those eight students, all stated they expect to pursue an MSW. All but one student expressed an interest in going directly into an MSW program. Similar to survey respondents, the group was divided between online and in-person. However, when the facilitator indicated that AUM's proposed MSW program would be a two-semester program for students who already have a BSW, all indicated that benefit trumped any other variable, such as modality.

Based on the results of the demand survey and feedback from current BSW students, the program will identify additional ways to create more hybrid and/or online course options.

II. Program Resources and Expenses

A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	4	0	4
	Part-Time Faculty	0	0	0
	Administration	1	0	1
	Support Staff	1	0	1
**New To Be Hired	Full-Time Faculty	3	0	3
	Part-Time Faculty	0	0	0
	Administration	0	0	0
	Support Staff	0	0	0
Personnel Total				9

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:



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AUM's four current Social Work faculty are detailed below. CSWE requires two full-time faculty to offer a BSW program and four full-time faculty to offer an MSW program. AUM has sufficient faculty to ensure curriculum and program development but will need to hire three new faculty to ensure program quality, integrity, and review.

Director of MSW Program

Lacey Sloan, MSSW, Ph.D. Dr. Sloan is a Professor of Social Work at AUM and is currently teaching in our BSW program. Pending ACHE approval of our proposed program, her duties will be transferred full-time within the MSW program. Dr. Sloan received her BSW from the University of Mississippi and her MSSW and Ph.D. in Social Work from The University of Texas at Austin. Her three intertwining areas of scholarship are sexual rights and gender-based violence, social work education and practice in Islamic contexts, and environmental justice. Using local and Indigenous knowledge, since 2001 she facilitated the development and/or initial accreditation of three new MSW programs (University of Southern Maine, College of Staten Island CUNY, and Zayed University, located in the United Arab Emirates), three new BSW programs (College of Staten Island CUNY, UNICEF-Somalia, and Qatar University), and a diploma and a certificate program in Social Work (UNICEF-Somalia). Currently, she serves as a Fulbright Specialist for the Mawaddah Women's Society in the Kingdom of Saudi Arabia training staff on domestic violence and human trafficking for new domestic violence programs in the country. She is a co-author of the *CSWE Statement of Accountability and Reconciliation for Harms Done to Indigenous and Tribal Peoples*, and the *Teaching Guide: Repairing Harms Done to Indigenous and Tribal Peoples*.

Director of Field Education

Kashera Guy Robinson, DSW, LICSW-S (AL). Dr. Guy Robinson joined AUM in July 2023 as a Clinical Assistant Professor of Social Work and serves as the Director of Field Education. Dr. Guy Robinson received her DSW in April 2023 from Barry University, her MSW from the University of Alabama, and her BSW from Alabama State University. Dr. Guy Robinson worked as a school social worker in the Atlanta area for almost 20 years, often serving as a field supervisor for undergraduate and graduate social work students from local universities. She has also worked as a social work adjunct instructor at several universities. Her area of scholarship is connected to school social work, especially during the COVID pandemic.

Dr. Angie Smith, BSW, MSW, and Ph.D. Dr. Angie Smith is a first-generation college graduate whose academic path reflects her dedication to social work and education. She earned an Associate degree in Pre-Social Work, a BSW from the University of Montevallo, and both an MSW and Ph.D. from The University of Alabama. Her doctoral dissertation explored the lived experiences of Black college students following encounters with police violence. Dr. Smith's current research focuses on social work education, particularly the importance of evidence-based practice in research for undergraduate students. Her broader interests include vulnerable populations, public and mental health, advocacy, policy, and the impact of police violence. A passionate educator and mentor, Dr. Smith is committed to helping students reach their goals. She embraces the proverb, "Give a man a fish and he will eat for a day; teach a man to fish and he will eat for a lifetime," and believes mentorship is essential to student success.

Dr. Yolanda Machado, BSW, MSW, Ph.D. is an Assistant Professor of Social Work at the Department of Sociology, Anthropology, & Social Work. She is a newcomer to AUM,



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Montgomery, and Alabama. Her classroom pedagogy, research scholarship, and service are informed by the intersections of race, ethnicity, gender, ability, and class among Latinx and other transnational migrant communities of color in the U.S. and abroad. Her research interests include historic trauma, resilience and resistance in oppressed groups, systemic inequality and other barriers to access health care, self-sufficiency and inclusion of people with disabilities in social settings, social work education in Latin America, and environmental injustice and climate grief in vulnerable contexts. She has worked in direct practice, management positions, and as a social work instructor in rural and urban settings in Puerto Rico, Virginia, Georgia, and Florida.

Note: Include *any new funds* designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits **should not be included** in the Business Plan.

B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

CURRENT FACULTY

1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Dr. Lacey Sloan (FT)	All Graduate Level Social Work classes	Ph.D. in Social Work	
Dr. Kashera Guy Robinson (FT)	All Graduate Level Social Work classes	Doctor of Social Work (DSW)	
Dr. Angie Smith (FT)	All Graduate Level Social Work classes	Ph.D. in Social Work	
Dr. Yolanda Machado (FT)	All Graduate Level Social Work classes	Ph.D. in Social Work	

ADDITIONAL FACULTY (TO BE HIRED)

1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
FT	All Graduate Level Social Work classes	Ph.D. in Social Work or Doctor of Social Work (DSW) and MSW	All new faculty will be required to have a doctoral degree in Social Work or closely related field, an MSW awarded by a Council on Social Work Education (CSWE) accredited program, and at least two years of post-MSW degree social work practice experience. Licensure in Alabama will be expected.



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FT	All Graduate Level Social Work classes	Ph.D. in Social Work or Doctor of Social Work (DSW) and MSW	All new faculty will be required to have a doctoral degree in Social Work or closely related field, an MSW awarded by a Council on Social Work Education (CSWE) accredited program, and at least two years of post-MSW degree social work practice experience. Licensure in Alabama will be expected.
FT	All Graduate Level Social Work classes	Ph.D. in Social Work or Doctor of Social Work (DSW) and MSW	All new faculty will be required to have a doctoral degree in Social Work or closely related field, an MSW awarded by a Council on Social Work Education (CSWE) accredited program, and at least two years of post-MSW degree social work practice experience. Licensure in Alabama will be expected.

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment

Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site

C. Equipment

Will any special equipment be needed specifically for this program? Yes ☐ No ☒

If **yes**, list the special equipment and include all special equipment costs in the **Business Plan, Line 8**:

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program?

Yes ☐ No ☒

If **yes**, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the **Business Plan, Line 9**:

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes ☒ No ☐

If **yes**, provide the number of assistantships to be offered and include all *new* costs for assistantships in the **Business Plan, Line 10**.

One in the first year and three beginning in the second year.

Explain the function of the Assistantships (i.e., teaching, research, etc.):

Students will assist faculty in research.

F. Library

Will any **additional** library resources be purchased to support the program? Yes ☒ No ☐

If **yes**, briefly describe new resources to be purchased and include the cost of new library resources in the **Business Plan, Line 11**:



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An assessment was conducted, which examined AUM's holdings in Social Work titles in comparison with regional peer institutions, all of which have accredited programs. These schools were selected because a) they are within the southern region, and b) their curriculum is similar to AUM's. This assessment was undertaken by analyzing the holdings of the libraries of the peer institutions of Alabama A&M University, Alabama State University, Jacksonville State University, Troy University, the University of Montevallo, the University of North Alabama, and the University of South Alabama, using the OCLC worldwide catalog. The assessment involved a keyword search for each institution's holdings on materials relating to group social work and counseling. The results of the data are provided in the table below.

Comparison of AUM Library Holdings Against Peer Group

University	# Titles Held	Percentage Held by AUM
Subject Area: Group Counselling		
Auburn University at Montgomery Library	79	-
Alabama A&M University	95	83.10%
Alabama State University	104	75.90%
Jacksonville State University	175	45.10%
University of North Alabama	96	82.20%
University of Montevallo	154	51.20%
Troy University	267	29.50%
University of South Alabama	180	43.80%
Total	Avg. = 153	51.60%
Subject Area: Group Social Work		
Auburn University at Montgomery Library	71	-
Alabama A&M University	175	40.50%
Alabama State University	152	46.70%
Jacksonville State University	203	34.90%
Troy University	238	29.80%
University of Montevallo	191	37.10%



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University of North Alabama	88	80.60%
University of South Alabama	200	35.50%
Average of Peer Group	Avg. = 178	39.80%
Total Average of Peer Group	AUM Avg. 75 / 166	45.10%

The AUM Library holds 90.10% of the average holdings of the group, above the minimum goal of 75% of the peer group holdings for graduate courses. The Library provides access to the following 50 journals that can support the proposed MSW.

Journal	Coverage	Print/Database
American Psychologist	1946-present	PsycArticles
Analyses of Social Issues & Public Policy	2001-1 year ago	SocIndex
Art Therapy: J. of the Am. Art Thpy Assoc.	2008-1.5 year ago	CINAHL
Bioethics	1998- 1 year ago	Academic Search
BMC Psychiatry	2001-present	Academic Search
British Journal of Social Work	1996-present	Oxford
Child Development	1930- 1 year ago	SocIndex
Child Welfare	1965-present	SocIndex
Christian Higher Education	2002-1.5 year ago	Academic Search
Counselling Psychology Quarterly	1990-1.5 year ago	Academic Search
Crisis: J. of Crisis Interv. & Suicide Prevtn.	1995-present	PsycArticles
Critical Care Nurse	2002-present	CINAHL
European Journal of Psychotraumatology	2010-present	Academic Search
European Journal of Teacher Education	1998-1.5 year ago	Academic Search
Family Process	2000- 1 year ago	SocIndex
Generations	1990-present	SocIndex
Humboldt Journal of Social Relations	2010-present	SocIndex
International Journal of Play Therapy	1992-present	PsycArticles
International Journal of Psychology	1975- 1 year ago	Academic Search
J. for Social Action in Counseling & Psych.	2011-present	SocIndex
Journal for Specialists in Group Work	2002-1.5 year ago	SocIndex
Journal for the Scientific Study of Religion	1961- 1 year ago	SocIndex
Journal of Applied Behavior Analysis	2015-present	Wiley
J. of Community & Applied Social Psych.	1991- 1 year ago	Academic Search
Journal of Community Practice	2000-1.5 year ago	SocIndex
Journal of Contemporary Rhetoric	2011-present	Comm & Mass
Journal of Cultural Diversity	1998-present	Nursing & Allied Health Journal of
Diversity in Higher Education	2008-present	PsycArticles
Journal of Feminist Family Therapy	2000-1.5 year ago	SocIndex
Journal of Higher Education	2003- 1 year ago	Academic Search
Journal of Latinx Psychology	2012-present	PsycArticles
Journal of Marital & Family Therapy	2006- 1 year ago	SocIndex
J. of Multicultural Counseling & Dev.	1990- 1 year ago	SocIndex
Journal of Social Work Education	1990-1.5 year ago	SocIndex



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New Program Proposal

Journal of Social Work Practice	1999-1.5 year ago	SocIndex
Journal of Trauma Nursing	2000-present	Ovid Nursing
NUML Journal of Critical Inquiry	2011-present	Comm & Mass
Omega: Journal of Death & Dying	2003-present	SocIndex
Psych. Trauma: Theory, Res., Pract., & Policy	2008-present	PsycArticles
Psychology, Public Policy, and Law	1995-present	PsycArticles
Psychotherapy	1963-present	PsycArticles
Sex Education	2001- 18 months ago	Academic Search
Social Work	1956- 1 year ago	SocIndex
Social Work Research	1996-present	Oxford
Teaching in Higher Education	1996- 18 months ago	Academic Search
Theory into Practice	1975- 18 months ago	Academic Search
Training & Ed. in Professional Psychology	2006-present	PsycArticles
Traumatology	1995-present	PsycArticles
Whitireia Nursing & Health Journal	2013-present	CINAHL

While the AUM Library's collections are sufficient to support the proposed MSW, the Provost has approved, after consultation with program faculty, the Dean of the College of Liberal Arts and Social Sciences, and the Dean of the Library, the allocation of funds in the amount of \$8,439.48 to be spent on works to improve the current collection. Note: This is not reflected in the library assessment above.

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the **Business Plan, Line 12** and itemize and explain below:

CSWE accreditation costs:

- Year 1: \$10,000 Candidacy Eligibility Fee
- Years 2, 3, and 4: \$5,000/year Commissioner visit fee (\$15,000 total)
- Years 2, 3, and 4: \$2,500/year Commissioner visitor expenses (\$7,500 total)
- Years 1-7: \$3,750/year membership fee (\$26,250 total)

H. Other Costs

Please include all other costs incurred with program implementation, such as marketing or recruitment, in the **Business Plan, Line 13** and explain below:

III. Program Revenue and Funding

A. Tuition Revenue: Please describe how you calculated the tuition revenue that appears in the **Business Plan, Line 17**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

Note: Tuition Revenue should be proportional to total enrollment.

Tuition was calculated by credit hour and using in-state graduate rates. Fees were added in as well.

B. External Funding: Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? **Yes** ☐ **No** ☒



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Faculty will be encouraged to secure external funding, but it is not required. AUM faculty currently lead a grant obtained through the Alabama Department of Human Resources.

If **yes**, please include all external funding in the **Business Plan, Line 18** and explain specific sources and funding below:

C. Reallocations: For each year will tuition revenue and/or external funding cover projected expenses? **Yes** ☒ **No** ☐

If **not**, budget reallocation may be required. Please include all reallocations in the **Business Plan, Line 19** and describe below how your institution will cover any shortfalls in any given year.

1	ACADEMIC DEGREE PROGRAM BUSINESS PLAN								
2	INSTITUTION:		Auburn University at Montgomery						
3	PROGRAM NAME:		MSW					CIP CODE:	44.0701
4	SELECT LEVEL:		GRADUATE (MASTER'S)					GRADUATE (MASTER'S)	
5	ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
6		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
7	PERSONNEL SALARIES & BENEFITS	\$100,320.00	\$285,120.00	\$285,120.00	\$285,120.00	\$285,120.00	\$285,120.00	\$285,120.00	\$1,811,040.00
8	EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9	FACILITIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10	ASSISTANTSHIPS/FELLOWSHIPS	\$5,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$95,000.00
11	LIBRARY	\$8,439.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,439.00
12	ACCREDITATION	\$13,750.00	\$11,250.00	\$11,250.00	\$11,250.00	\$3,750.00	\$3,750.00	\$3,750.00	\$58,750.00
13	OTHER COSTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14	TOTAL EXPENSES	\$127,509.00	\$311,370.00	\$311,370.00	\$311,370.00	\$303,870.00	\$303,870.00	\$303,870.00	\$1,973,229.00
15	*NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT								
16		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
17	TUITION + FEES	\$134,540.00	\$454,832.00	\$482,608.00	\$494,760.00	\$494,760.00	\$494,760.00	\$494,760.00	\$3,051,020.00
18	EXTERNAL FUNDING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19	REALLOCATIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
20	TOTAL REVENUES	\$134,540.00	\$454,832.00	\$482,608.00	\$494,760.00	\$494,760.00	\$494,760.00	\$494,760.00	\$3,051,020.00
21	ENROLLMENT PROJECTIONS								
22	Note: "New Enrollment Headcount" is defined as unduplicated counts across years.								
23		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
24	FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	10.00	30.00	30.00	30.00	30.00	30.00	26.67
25	PART-TIME ENROLLMENT HEADCOUNT		2.00	6.00	10.00	10.00	10.00	10.00	8.00
26	TOTAL ENROLLMENT HEADCOUNT		12.00	36.00	40.00	40.00	40.00	40.00	34.67
27	NEW ENROLLMENT HEADCOUNT		12.00	24.00	24.00	24.00	24.00	24.00	22.00
28	Validation of Enrollment			YES	YES	YES	YES	YES	
29	DEGREE COMPLETION PROJECTIONS								
30	Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.								
31		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
32	DEGREE COMPLETION PROJECTIONS	No data reporting	0.00	20.00	24.00	24.00	24.00	24.00	23.20

Graduate Curriculum Overview

Graduate Curriculum Checklist:

1. Overview ☐
2. Components ☐
3. Options (as required) ☐

1. Graduate Overview

Enter the credit hour value for all applicable components (N/A if not applicable).
The credit hours **MUST** match the credit hours in the Curriculum Components table.

Curriculum Overview of Proposed Program	
Credit hours required in Program Courses	63
Credit hours in Program Options (concentrations/specializations/tracks)	0
Credit hours in Program Electives	0
Credit hours in Required Thesis/Research	0
Credit hours in Required Capstone/Internship/Practicum	0
Total Credit Hours Required for Completion:	63

Maximum number of credits that can be transferred in from another institution and applied to the program:	12
Intended program duration in semesters for full-time students:	4
Intended program duration in semesters for part-time students:	8

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?	YES	NO
	☐	☐
If yes , please explain (i.e., number of hours required, etc.):		

	YES	NO
Does the program include any concentrations/ tracks/ options?	☐	☐
If yes , please explain (i.e., define):		

2. Graduate Components

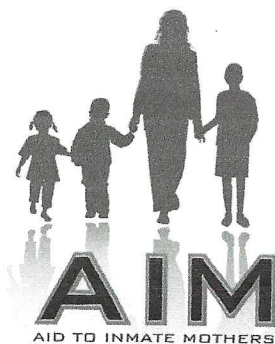
Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows as Needed

Institution:	Auburn University at Montgomery	
Program Name:	Master of Social Work	
Program Level:	GRADUATE (MASTER'S)	

Curriculum Components of Proposed Program

Course Number		Credit Hours	New? (Y)	WBL? (Y)
Program Courses				
SOWK 6100	Social Work in Context: History, Ethics and Policy	3	Y	
SOWK 6110	Advancing Human Rights & Racial, Social, Economic & Environmental Justice	3	Y	
SOWK 6120	Social Work 1: Practice with Individuals & Families	3	Y	
SOWK 6130	Social Work Practice 2: Group Work	3	Y	
SOWK 6140	Human Development and Behavior	3	Y	
SOWK 6150	Social Work Practice 3: Policy Practice	3	Y	
SOWK 6160	Social Work Practice 4: Organizations & Communities	3	Y	
SOWK 6170	Social Work Research for Social Justice	3	Y	
SOWK 6180	Social Work Practice and Domestic Violence	3	Y	
SOWK 6714	Field Internship I: Foundation Year	3	Y	
SOWK 6754	Field Seminar I: Foundation Year	1	Y	
SOWK 6200	Perspectives on Trauma and Social Justice	3	Y	
SOWK 6210	Advanced Clinical Practice I: Assessment & Diagnosis	3	Y	
SOWK 6220	Advanced Clinical Practice II: Individuals & Families	3	Y	
SOWK 6230	Advanced Clinical Practice III: Crisis Intervention	3	Y	
SOWK 6240	Advanced Clinical Practice III: Groups	3	Y	
SOWK 6250	Advanced Clinical Practice V: Substance Use and Misuse	3	Y	
SOWK 6260	Creating Trauma-Responsive Social Justice-Focused Organizations	3	Y	
SOWK 6280	Social Work Practice with Military and First Responders	3	Y	
SOWK 6814	Advanced Practice Field Internship I	3	Y	
SOWK 6854	Advanced Practice Field Seminar I	1	Y	
SOWK 6914	Advanced Practice Field Internship II	3	Y	
SOWK 6954	Advanced Practice Field Seminar II	1	Y	
Program Options (enter total credit hours from all options below)				
Program Electives				
Required Thesis/Research				
Capstone/Internship/Practicum				
Total Credit Hours Required for Completion:		63		



January 17, 2024

ACHE
100 North Union Street
Montgomery, AL 36104

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www.inmatemoms.org

To the Commissioners of the Alabama Commission on Higher Education,

I am writing to endorse the Master of Social Work degree program at Auburn University Montgomery (AUM). Our organization became a new community partner to AUM, and as someone with over twelve years of experience supervising social work interns from various schools, I was impressed with the genuine care and concern shown by the AUM staff for students in the BSW program. The staff at AUM are more hands-on with students and agency placement supervisors, which made me feel confident in the support they provided to ensure that the student had the necessary tools to succeed and that the agency was supported as well.

Our organization, Aid to Inmate Mothers (AIM), had the privilege of hosting our first intern from AUM in 2023. We were so impressed with the level of engagement exhibited by Mrs. Robinson and Mrs. Gina, from the initial contact, check-ins, and support with questions regarding components in our interns learning contract. Our intern proved to be a valuable asset to our organization, and we hired her immediately after graduation.

As an individual looking to pursue a Master of Social Work (MSW) degree, AUM is among the top schools on my list of considerations. Having evaluated the Bachelor of Social Work (BSW) program and received positive feedback regarding the MSW program, I am confident that I will receive the necessary instruction and support to complete the program despite coming from a Criminal Justice background.

I recognize that Master-level programs demand a significant level of commitment, which can be the deciding factor in a student's success. AUM has considered this and has structured its program in an attractive way that appeals to me. As an older student with financial obligations that require me to work, I appreciate that AUM has taken this into account, providing a structure that allows students to work and obtain internship placements without sacrificing either.

From a professional and personal standpoint, I support certification for the Master of Social Work Program at AUM!

Sincerely,

Donna Collins
Executive Director



P.O. Box 230472, Montgomery, AL 36123 | 334-272-9466 | Fax 334-272-0378

February 7, 2024

Dear Chancellor Stockton,

We are writing on behalf of Agape of Central Alabama, a local organization committed to addressing the social needs of our community in Montgomery. We are excited to express our strong support for Auburn University at Montgomery's Master of Social Work program.

Having witnessed the positive impact of the Bachelor of Social Work (BSW) program at AUM on our community, we firmly believe that expanding the availability of highly skilled social workers through an MSW program is crucial. Montgomery faces unique challenges related to mental health, social justice, child welfare, and social determinants of health, and we have experienced firsthand the positive contributions made by graduates of the BSW program.

Our nonprofit agency has benefited significantly from the dedication, knowledge, and expertise of individuals who completed their BSW at AUM. They have played a vital role in addressing the diverse and complex needs of our community, and we are confident that the addition of an MSW program will further enhance the level of support available.

Montgomery needs professionals who are well-equipped to tackle the multifaceted issues affecting our population. The MSW program at AUM would undoubtedly provide the advanced training and skills necessary to empower social workers to make a lasting impact on the lives of those we serve. We commend AUM's commitment to academic excellence and community engagement. The establishment of an MSW program aligns with our vision for a more resilient and empowered community, and we believe it will create a positive ripple effect that extends far beyond the university walls.

In conclusion, Agape of Central Alabama proudly supports Auburn University at Montgomery's pursuit of an MSW program. We anticipate that this initiative will contribute significantly to the betterment of our community and the overall well-being of its residents.

Thank you for considering our perspective, and we look forward to witnessing the continued positive influence of AUM's social work programs on the future of Montgomery.

Sincerely,

Riley Cowell, LMSW
Director of Maternity Services
rcowell@agapeforchildren.org

Steven A. Duer, LICSW-S
Executive Director
sduer@agapeforchildren.org

As a ministry of Jesus Christ, Agape's mission is that vulnerable and orphaned children find permanency in safe, nurturing families.