

Leading
Critical
Conversations
2022

**HUMAN RIGHTS
ARE GLOBAL
RIGHTS**

CSWE 68th Annual
Program Meeting
November 10-13 | Anaheim, CA



2022 EPAS Information Session

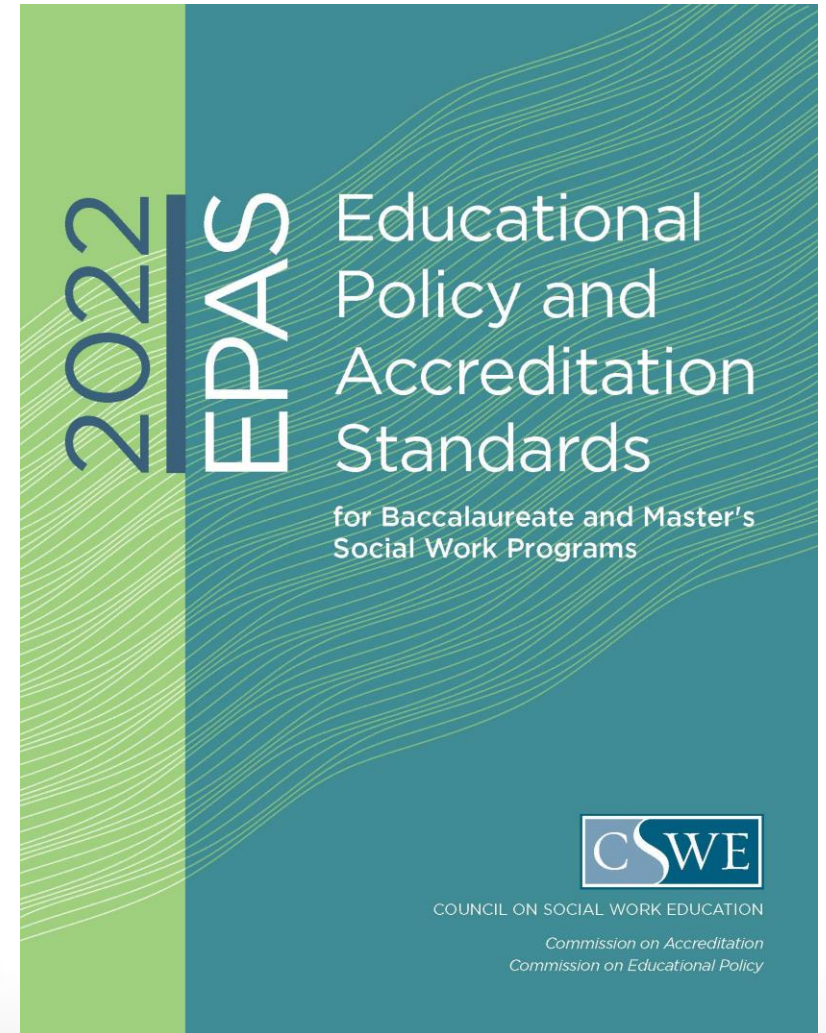
Megan Fujita, PhD, MSW
Executive Director of Accreditation

Deana F. Morrow, PhD, LICSW, ACSW
Chair, Commission on Accreditation

 #APM2022

Session Overview

- Elements of 2022 EPAS
- Major Changes: 2022 EPAS
- 2022 EPAS Implementation Timeline
- Trainings
- 2022 EPAS Toolkit
- Questions



Elements of the 2022 EPAS

Major Sections

- 1.0 Program Mission
- 2.0 Anti-racism, Diversity, Equity, and Inclusion
- 3.0 Explicit Curriculum
- 4.0 Implicit Curriculum
- 5.0 Assessment

Nine Competencies

- Behaviors denoted by letters (a.,b.,c., etc.)
- 20 behaviors (fewer than in the 2015 EPAS)

Field Education Remains the Signature Pedagogy (EP 3.3)

EP = Educational Policy
AS = Accreditation Standard

The Nine Social Work Competencies

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

Major Changes: 2022 EPAS

- **Competency 2 and Competency 3**

- Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice in 2022 EPAS – was Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice in 2015 EPAS.
- Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice in 2022 EPAS – was Competency 2: Engage in Diversity and Difference in Practice in 2015 EPAS.

Major Changes: 2022 EPAS

- **Anti-Racism, Diversity, Equity and Inclusion Efforts (ADEI)**

- Accreditation Standards 2.0.1 and 2.0.2

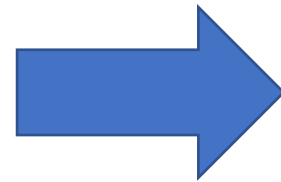
- Programs must describe how they engage in specific and continuous efforts within both the explicit and implicit curricula related to ADEI, based on Educational Policy 2.0 – ADEI.

Major Changes: 2022 EPAS

Anti-Racism, Diversity, Equity and Inclusion Efforts (ADEI)

- **EP / AS 4.0 Implicit Curriculum**

- Student development
- Admissions
- Advising
- Retention
- Termination
- Student participation in governance
- Faculty
- Administrative and governance structure
- Resources



All elements of the implicit curriculum are expected to demonstrate the program's commitment to **ADEI**.

Major Changes: 2022 EPAS

- **Generalist & Specialized Curricula**

- Accreditation Standards 3.1.1 & M3.2.3
- **Informed by professional practice community**
- Examples for the professional practice community to inform the curriculum:
 - Reserving seats / positions on curriculum committee or other relevant standing committees for field instructors or practitioners;
 - Convening a community advisory board
 - Collecting feedback via surveys or focus groups from field instructors, alumni practicing social work, or other practitioners
 - Annual review of syllabi to ensure use of current practice-based materials (e.g., books, media)
 - Guest speaker / panel invitations

Major Changes: 2022 EPAS

- **Field-Based Employment**

- Accreditation Standard 3.3.7
- Programs may choose whether to permit employment-based field placements.

If permitted:

- Student assignments and employee tasks may qualify as field hours when directly linked to the nine social work competencies and level of practice (generalist or specialized);
- Field education supervision may be provided by the same supervisor if field education supervision is distinct from employment supervision and the supervisor meets the requirements of AS 3.3.6.

Major Changes: 2022 EPAS

- **Admissions Policies**

- Accreditation Standard 4.1.1
- Admission policies must be equitable and inclusive, with particular attention to underrepresented as well as historically and currently oppressed groups.
- Examples may include:
 - Recruitment efforts
 - Funded campus visits or access to admissions counselors
 - No application fees or fee waivers
 - Accessibility of application platform
 - Inclusive demography questions on the application
 - Employing multiple evaluators per application
 - Requiring unconscious bias training for application evaluators

Major Changes: 2022 EPAS

- **Advanced Standing Requirement**

- Accreditation Standard M4.1.3
- Master's programs must offer advanced standing to graduates holding degrees from baccalaureate social work programs accredited by CSWE's Commission on Accreditation.
- Must have policy to ensure that students admitted to advanced standing programs do not repeat generalist content at the master's level that has been achieved at the baccalaureate level.

Major Changes: 2022 EPAS

- **Minimum Faculty for master's level programs**
 - Accreditation Standard M4.2.1
 - The minimum faculty for master's programs is now four full-time faculty with a full-time appointment in social work, whose principal assignment is to the master's program.

Temporary Waiver Available for M4.2.1

- This temporary waiver permits programs with accreditation reviews under the 2015 EPAS to operate with a minimum of four (4) full-time faculty.
- Programs submit a copy of the temporary waiver approval letter in response to *AS M3.2.4* in 2015 EPAS accreditation documents.

Eligibility

1. Master's social work program
2. Next pre-candidacy, candidacy, or reaffirmation accreditation review(s) will be conducted under the 2015 EPAS

Information available via the program's accreditation specialist and CSWE website in early December.



Major Changes: 2022 EPAS

- **Full-time Equivalent Faculty-to-Student Ratio**
 - Accreditation Standard B/M4.2.3
 - The full-time equivalent faculty-to-student ratio remains at 1:25 for baccalaureate programs and 1:12 for master's programs.
 - Programs may rationalize a higher ratio by providing evidence to demonstrate achievement of student competence (AS 5.0.1) and program outcomes (AS 5.0.3).

Major Changes: 2022 EPAS

- **Anti-Racism, Diversity, Equity, and Inclusion (ADEI) Assessment**
 - Accreditation Standard 5.0.2(a) & 5.0.2(b)
 - Programs are now required to have a systematic plan to assess ADEI efforts within the program's implicit curriculum as reported in AS 2.0.2.
 - Must have a process to formally review its ADEI assessment plan and outcomes.
 - Review [2022 EPAS glossary](#) for definitions.

Major Changes: 2022 EPAS

- **Program Outcomes Assessment**

- Accreditation Standard 5.0.3

- New to the 2022 EPAS is the requirement for the program to monitor its program outcomes through **graduation rates** and at least one additional outcome selected from the following: **employment rates, higher education acceptance rates, or time to program completion.**

- Review [2022 EPAS glossary](#) for definitions.

2022 EPAS Implementation Timeline

- All accredited programs are expected to transition to, and operate under, the 2022 EPAS by **July 1, 2025**.
- Exceptions for programs submitting accreditation documents on earlier Commission on Accreditation agendas.

2022 EPAS Implementation Timeline

Accredited Programs

- Before August 1, 2024 – Reaffirmation self-studies may use 2015 EPAS or 2022 EPAS.
- On/after August 1, 2024 – Reaffirmation self-studies must use 2022 EPAS.
- July 1, 2025 – All programs must operate under the 2022 EPAS.

Candidacy Programs

- On or before December 31, 2022 – Use 2015 EPAS for duration of candidacy.
- On or after January 1, 2023 – Use 2022 EPAS for duration of candidacy.
- After July 1, 2024 – If granted initial accreditation under 2015 EPAS, will have one year to transition to 2022 EPAS.

2022 EPAS Toolkit

- **Coming December 2022!**
 - Required self-study & benchmark templates
 - Required forms & samples
 - Interpretation Guide
 - Substantive change proposal template
 - Eligibility applications



2022 EPAS Training

Coming Spring 2023!

Pre-candidacy

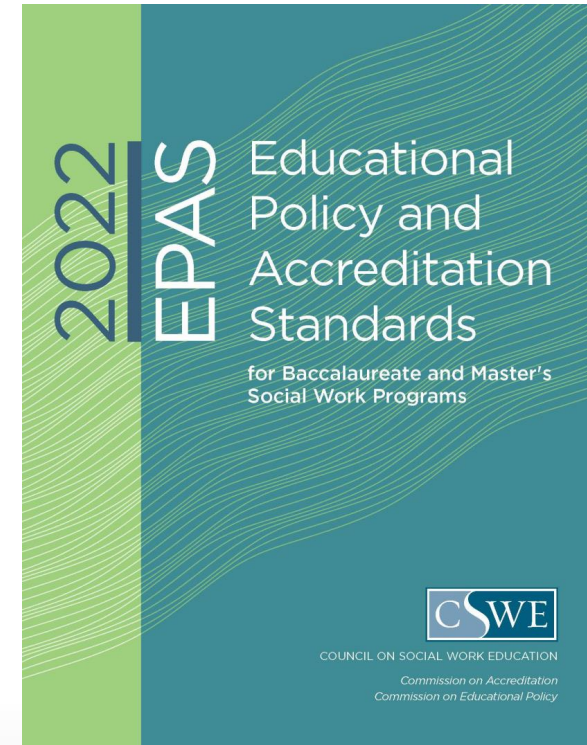
Reaffirmation

Site Visitor

Email Alyson Durant

adurant@cswe.org to

indicate interest in site
visitor volunteerism



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Questions?

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