Program Manual

BA – Social Work

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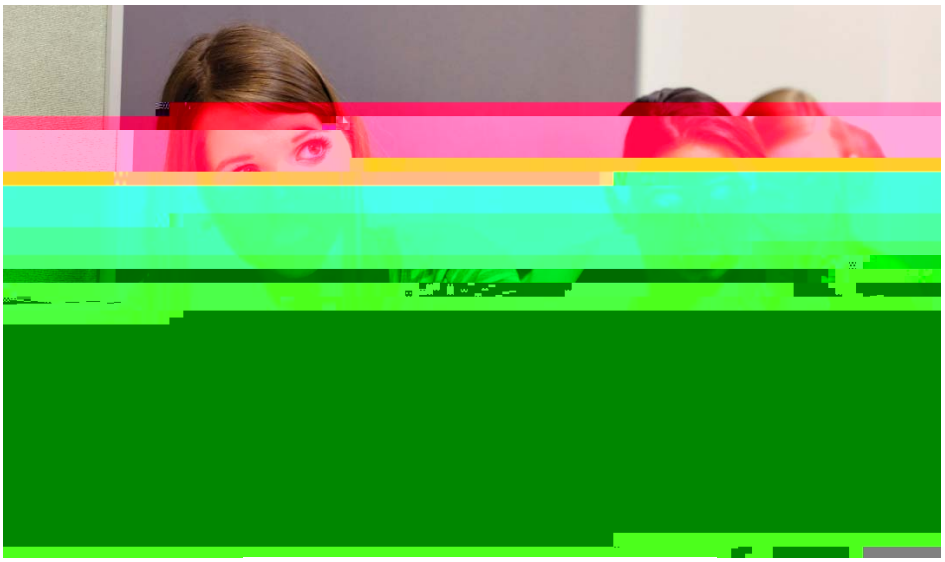

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Social Work Program Manual

PURPOSE OF THE SOCIAL WORK STUDENT HANDBOOK

7KH **Social Work Student Handbook** SURYLGHV QHFHVVDU\ LQIRUPDWLRQ U
UHVSRQVLE[SHFWLDW RQWVIHPU YRUXQHZ LQ VRF WKH 0RXQW
8QLYHUVLW\ 06-H DF6RXGHQWDEOH UDQGOULQVIRUPVDWLRQIRQW
6RFLDO :RUN 6WXGHQW +DQGERRN

,Q DGGLWLRQ WRRWKHGXSRHVLFLRQWFDQQHSRUN 6WXLGH6RW +DQG
VWXGHQWV DUHRUOVRCULHVLSRQVLQHSRUR6RHGXDH:RRX)LOG
0DQXDWKH 0RXQW 6W -RVHSK 8QLYHUV GXDWH FDWDORJ
DQG WKH 0RXQW 6W -RVHSK 8QLYHUVLW\ 6WXGHQW +DQGERRN

$&&5(',7$7,21
7KH 0RXQW 6W -RVHSK 8QLYHUVLW\ KDGKWRRUIRU$WW ± 6
:RUN PDMRUHJ%$H E\ WKH 2KLR %RDUG+RJ5HUHLRQ &R

7KH 6RFLDO :RUN 3RXQW 6WDWRWKHSK 8QLYHUVLW\ FDWGLWH
&RXQFLO RQ 6RFLDO :RUN (GXFDWLRQ &6:(VLQFH

&+$1*(127,&(
7KH 6RFLDO :RUN 3UWKHUPLJKWHUYRPDLNHHFKDQJRVHLGXUSHV
UHJXODWLRQV VXEVHTXDWLRQWRRWKHGHQ6RF+LDQGERRN 6 7KH
:RUN 6WXGHQW +DQGERRN ZLOO EH1URWYLLFHZRG FDWDQJHDVWUH
RU DQ\ DGGLWLRQV WR WKH 6RFLDO+DQGERRN ZLOO6RFLDO
WKH 0\0RXQW 'HSDUWPHQW RI 6RFLRGLRVJWUDLEGXWRGLDWR :HDUF
LQ ZULWLQJ E\ WKH 6RFLDO:RUN 3XRJWUDPHPLEHUFWRQG HDFK
UHVSRQVLEOH IRRSPULNLWHJ FKKHQJHSRUN 6WXGHQW +DQGERRN

MOUNT SAINT JOSEPH UNIVERSITY
SOCIAL WORK PROGRAM

7KH 6RFLDO :RUN SURJUDP LPSOHPHQWV7KHW8QLYHUVLWRV
&DWKROLF LQ WUDGLWLQQDO&KULVWLDQ&KDUDFWHUDQGDVVXPHVWKDWDOO
FRPPXQLW\ HGXFDWLRQDO DFWLYLWLHVKHDGRIXDOQ:HRUNSURJUDP
FRPPLWPHQW WRHVWDEOLVKLQFOXVLYHFRPPXQLWLHVHDFKGLVFLSOLQH
SURIHVVLRQ $V D 6RFLDO :RUN PDUDFWLWLRQHUZLWKLQDFDWKROLF
D FRQFHUQ IRU WKH XQHVSRXQVHGLOHUHWKHVLQRUDOVWUXFWXUHRIDQ
FKDQJLQJ VRFLHW\ PRUH UHVSRQVLYH WR KXPDQ QHHGV

:LWK VPDOO FODLWV\HDUQGWKHKBQ6LRYHDUDVDRELONH IWDRXSUR\LG
FRPPXQLW\ WKDWSEHRSQHVRWRGLHMWKWQJ HDWKQLEQW\HDUHG H[S
PXWXDO OHDUQLQQFRXDWZGHXOQGHWKLQJQL]QJ WKH VSHFL
QHHGV RI DGXOWROHUDQXHUVV6RWKBSUHZLWKRIGHUHG LQ
DQG ZHHNHQG WLPHTXLDVLHWVH DKHG SEURQJEWHDNRXULQHWRKHVH
IUDPHV DV ZHOO

7KH 6RFLDO :RUN SURJUDP KDV EHGRFLDFFUHGLW(BXFDWLRQ
VLQFH *UDGXDWHVURIHWKLHLSERBNURLFHRQVXDOH :/6: LQ 2
RWKHU VWDWHOLFHQVWKVLHPTXLUHPHQWV

The Social Work Profession

6RFLDO :RUN LVHYDVKLRQSLDQJVSUWRLGDLHQGWHVQWRXGHYHORR
RZQ VNLOOV DQGKDHELURZQHQVHWGGVRELUDWWKRHU WWKHDGLFOLHQW
ZRUNHUV DOVR VWUWLKYDHWWWRKKHHGSULRQWWKQW WRZELDOOSHUORYLGH R
IRU VHOI GHYHORSPHQW IRU H[DPSOHFOHLYHDVLQRXEWRHGLGRVH
FRPSXWHU SURJUDPPRKQLWEXWVWKSUFRDLGHWWUKDQDSSURUWLP
WKLV SHUVRQ WR UHDFK WKH MRFER PHRQLDO WRRUHVHWDEDULW
UHVRXUFHV

6RFLDO :RUN LVGDYHLQVFUSGREHOVHLSQHRSQHWZKRPV ZHWH
WKH DJHQF\ VHWWRQJDYQZGKWUKHH ZHSRHEOHRPVQHZGLVFKQGH SU
DGGUHVV 6RFSDSOHZRONHRUVDKHDODJHUHDQVGFDQVHJDRULGHLV RI K
FXOWXUDO GLYHUWKW\ZLGHFOXQHDGVRZKHJHVFLWDOHQVWRZRNHU
HPSOR\HG DUH KRSLWDOV QXUVLEHUKHDYPRVDOQGHSOWWJKUDFR
MXVWLFH DQG VFKRRO V\VWHPV

Employment

:LWK WKH ZLGH YDUURWV RDJHQFLWWHPVDLQJ E DQG
VWXGHQW LQ 6RFQDO :RUNHUV FKRRVHVDSHFDLYHQXHWLRQ
OLFHQVXUH DQG FDUHHU GHYHORSPHQWRY3LRGVHLWLJRRQGV
VWXGHQW \RXU LQPWPHUHVWV DQG WKH FKD

$FFRUGLQJ WR WKH 2KNLRM-RE VR 2XRUZRUQLHWLVHDUIRUVHWF
LQFUHDVH EHWZHHQ SHQGLQJ SRUFHQWDGHLQJFXR WKH 8 6
%XUHDX RI /DERU 6WDWLVWLFV 2RUHWDWLVWLFVZRHQWURVI LVRSUDOMHFWHG
SHUFHQW IURP WR WKDQ PXFKHIDVWHSDHLRQ DOO
(PSOR\PHQW JURZWK\ZLSHFLDOL]DWLRQ
8 6 %XUHDX RI /DERU 6WDWLVWLFV

Mission Statement of the Mount St. Joseph University

7KH 0RXQW 6W -RVHSK &DWKROLF DFDGHPLF HQGHDYRUV
YDOXHV DQG YLVLRQ RI WHVUMRQ&KDHUVW\7KHXFDWHV LW
WKURXJK LQWHUGLVFLSDQGDUROHVHQDOL]XUYDOXHV L
VRFLDO UHVSRQVLELOLW\

0HPEHUV RI WKH 0RXQW FRPPXQLW\ HPEUDFH

- H[FHOOHQFH LQ DFDGHPLF HQGHDYRUV
- WKH LQWHJUDWLRQ RI OLIH DQG OHDUQLQJ
- UHVSHFW QQGUFRQFHSUHUVRQV
- GLYHUVLW\ RIQGXOWXLHV
- VHUYLFH WR RWKHUV

Mission Statement of the MSJ Social Work Program

7KH PLVVLRQ RI WKH 0RXQW 6W -RVHSK &DWKROLF DFDGHPLF HQGHDYRUV
KDYH WKH NQRZOHGJH RDOHXHUDQGWLFHDQZRUGHU IRU
FRPSHWHQWO\ DQGVHUYLFHWR VRRYHQHV SRRWOYXDV ZHO
OHDGHUVKLS LQ DWKHQFLHWDWUYRUN WR D
UàÀ €p€ p` iGHÐ(VSVU 3VRWVPWà0VWÀ RI ¡FÀ

[Mount St. Joseph University]
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CSWE Competencies

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

6RFLDO ZRUNHUV [illegible] WRFLHW\ KDV IXQG
KXPDQ ULJKWV VXFK DV SUHMGR\P GQUDGGRIT XDWLHQJ WKHDOWK
HGXFDWLRQ 6RFLDO ZRUNHUV [illegible] QKX
YLRODWLRQV DQG [illegible] JL
WR SURPRWH VRFLDO [illegible] DQG
GHVLJQHG WR HOLP [illegible] ULJK
UHVSRQVLELOLW [illegible] H
VRFLDO DQG FXOW [illegible] ZRUNHUV
‡ DSSO\ WKHLU [illegible] GYRF
ULJKWV DW [illegible] DQG
‡ HQJDJH LQ SUD [illegible] MXVWLFH

Competency 4: Engage In Practice-informed Research and Research-informed Practice

6RFLDO ZRUNHUV [illegible] UH
UROHV LQ DGYDQ [illegible] Z
WKH SULQFLSOH [illegible] DSSUR
EXLOGLQJ NQRZOHG [illegible] GH
PXOWL GLVFLSOLQDU\ VRXUFHV DQG [illegible]
WUDQVODWLQJ [illegible]
‡ XVH SUDFWLFH [illegible]
‡ DSSO\ FULWLFDO [illegible] UHVHD
DQG UHVHDUFK ILQGLQJV DQG
‡ XVH DQG WUDQ [illegible] VHUY
GHOLYHU\

Competency 5: Engage in Policy Practice

6RFLDO ZRUNHUV [illegible] ZHO
VHUYLFHV DUH [illegible] OR
6RFLDO ZRUNHUV [illegible] DQG V
UROH RI SROLF\ [illegible] 6RF
XQGHUVWDQG WKHLU UROH LQ SRO [illegible]
WKH PLFUR PH]]R DQG PDFUR OHY [illegible]
ZLWKLQ WKRVH [illegible]
HFRQRPLF RUJDQL] [illegible] SR
DUH DOVR NQRZOHG [illegible] HYDO
6RFLDO ZRUNHUV
‡ ,GHQWLI\ VRFL [illegible] EHLQJ
GHOLYHU\ DQG DFFHVV WR VRFLDO VHUYLFHV
‡ DVVHVV KRZ VRF [illegible] W
VHUYLFHV
‡ DSSO\ FULWLFDO [illegible] DGYDQ
ULJKWV DQG VRF [illegible] MXVWLFH

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

6RFLDO ZRUNHUV [illegible] DQ
LQWHUDFWLYH [illegible] GXDO
JURXSV RUJDQL] [illegible] PDQ

‡ DSSO\ NQRZOHGJH RI KXPDQ EHKDYLRUDQGQWHKHRULHVRRQDP
RWKHU PXOWLGLVFLSOLQDU\ WKHRULHVWLFDOHQGWDWLRQVZRUNLHV
‡ XVH LQWHU SURIHVVLRQDOVODFNRQDOHGHHQWLWLHVRXWVLGHRI
‡ QHJRWLDWH PHGLDWH DQG DGYRFDWH ZLWK GLFRQVWLWXHQ
‡ IDFLOLWDWH GHVLJQ DQG GHOLYHU FROODERUDWLYH DJUHHP

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

6RFLDO ZRUNHUVHXQGHUVWDQGLVDQGHYDOXDWHSURFHVV
LQWHUDFWLYH ZRUNFHSVUDFWLFHZLWKGLYHUVHGDYDOLGXD
JURXSV RUJDQL]DWLRQV DQG FRPPXQLWLHVRUJDQL]DWLRQDO
SURFHVVHV DQG RXWFRPHVWHFKQLTXHVDSSOLHGWRZRUN
ZRUNHUV XQGHUVWDQG HWKLFDO DQG SURIHVVLRQDO EHKDYLRU
HYDOXDWH DQG DSSO\ HWKLFDO GHFLVLRQPDNLQJ WR FDVHV
DQG TXDQWLWDWLYH DQG TXDOLWDWLYH UHVHDUFK NQRZOHGJH
‡ VHOHFW DQG XVH VSHFLILF SURFHGXUHV DQG WHFKQLTXHV
‡ DSSO\ NQRZOHGJH RI KXPDQ EHKDYLRU DQG WKH RWKHU PXOWLGLVFLSOLQDU\ WKHRULHVWRDVVHVV L
‡ FULWLFDOO\ DQDO\]H PRQLWRUJUDPGSHUIRUPDQFHDVVHVV DQGV
‡ DSSO\ HYDOXDWLRQ ILQGLQJVWRLPSURYHSROLF\ PDLFUR PH]]R DQG
OHYHOV

6RXUFH&F6H((3$6 *ORVVDU\

$V SDUW RI WKH %6QJUHRYJDUDPWLRQVLRQWRZRFHOVEHVDWXGHQWG
PDVWHU\ RI WKHDEGFRPSHWHQFLHVEHKDYL

MSJ Social Work Program Admission Requirements

Introduction

7KH VRFLDO ZRUNPSLUWHHVGLWRQ VLHUDPQJLHQGLJULGXSDVDQG
FRPPXQLWLHV UHVSHUHWLQJVWHQJWKLQWVRPEL\HEH\ F'LWHJRU
QRW OLPLWHG WRLWUFRORJHQGDWLGHQDOJHULHQOLJRXV E
RULJLQ PDULWDO VEWDWLHIS SHQDOLWHV7SKEVWLVDYHDUEY H GLY
SRSXODWLRQV WKH 06- 'HSDUWPHQWVRIWRFULFRQJLVWDQGX6R
YDOXH DQG UHIOHFWKVHUVKFRUGHLYWHKHVWUDFLDQGFRZRUDJHV DSSOL
SHUVRQV UHSUHVHQWDWLRQVLYWRRDSSLY WR WKH SURJUD

Recruitment

7KH 06- 'HSDUWPHQQGR6RFLDOORJNZLRUNWKVWKHLUH6FWZDLFH RI
$GPLVVLRQV WR UHQFGUXLWDQGVJHUVWKRRQDWVFLQHWHUHQ VRFL
6RFLDO ZRUN IDFXOWXFSKDDFWLEYSQDWHVHYHQVWUHFUXDQWPHU IDL
PHHWLQJ LQGLYLGXDOVYHZLWXGHSQHWSS,QUDGRHLQWLRKQ VWFKRO
UHODWLRQVKLSV ZLDWJHFVRWRXEXLWGGHDVVLQDWVWLZRQWKKWSKVHDQG P
SURFHVV)XUWKHUPRUHEV WKHVXFQLYDLWWLRQ RI FJDUHHFRHQWLW
WR HDVH DQG RXWOLQH WKH SURFHVV IRU WUDQVIHU VWXG

Social Work Major

2QFH DGPLWWHG WR 0RXQW 6W -RVHSKV RELDWHUZRLWK DWWDC
2QFH VWXGHQWV KDYH FRPSOHWHG MRE DWQKHRUDLQQ FEDGEDYLE DGYLV

0RXQW 6W -RVHSK&DQLRYHU\3UR\UDP 6W -RVHSK 8QLYHUVLW\&RXUVHTXLUHPHQWV FU
SUHYLRXV OLIH RHU LZRUNKHQSHRULHQFH RUOLQFRUSHFXRUVHV LQ
SURIHVVLRQDO IRXQGDWLRQ FRXUVHVRXUGHVLJQHG LQ
6W -RVHSK 8QLYHUVLW\&RXUVHTXLUHPHQWV GHJU
VRFLDO ZRUN

Social Work Program Application Process

6WXGHQWV ZKR GHVLUH DGPLVVLRQ WR WKH 6RFLDO :RUN SURJUDP
VRFLDO ZRUN SURJUDP XE PLWWHG WKHLU DSSOLFDWLRQ PDWHULDOV
)HEUXDU\ WK RI WKHLU VHQLRU \HDU WR 6RQ WRQ6WRFNRXOR\ 7U
VWXGHQWV ZKR KDYH FRPSOHWHG L6RQ PDLQWDLQ6S-OR UE\DQRWHK
WK LI WKH\ DUH VRFKRHGXOHG6HG WRLQWHUYLHZ WKH\ 06- HQU
6WXGHQWV VKRXOGHKSDUHHUFHRXS\OHQWHHGSRVLWLRQ WRHHWKLH SU
07+ RU 07+ 6WHDFWRPPWQFVHG VIRUU\WRHU VRSKRPRH

)RUPDO DFFHSWDQFH LQWR WKH SURJRUDPPHXQWLEHWFKRHPSLOH
VNLOOV FRXUVH 6:WDNHZKLEKWLKHVRXQDERUZRHUDNUIDF7KHW\ V
WR DVVLVW VWXGHQWVDEROXQWOYHDFULQDQZRUNDUDWKHLFSQUHRS WKH
DGPLVVLRQ PDWHULDOV

,I WUDQVIHU VWXGHQWDYOKDYHSFORHWSDWKRQ PSDU\HDUSHTXLWLRWWK
DIWHU WKH\ KDYHPELHWHQGRUVRO ORXGVWV6LW\-RVHSK 8QLY

$SSOLFDQWV DUEHPUWTXLUHGRWRRZLQHJQDWSSOLFDWLRQ GRF
- $ FXUUHQW UHVXPH
- 2QH OHWWHU RI HHIHHWQHVV5HFRPPHQGDWRUV WUHXFHQWRU
  D ZRUN YROXQWHWWHXSHUVKRLVRGQDWWHEZLOWKR\WKRHSHU
  DFDGHPLF VHWWLQJV DQG DELOLWR\IWRKXSKRFOGOWKRHUSU
  SURIHVVLRQ 5HIHUHQFHV IURP IUSLWHQGV DQG IDPLO\ ZL
- $ SHUVRQDO HVVD\VWDWDWHPHQWVFKLGHOWRRZLQHJQDWSSOLFDWLRQ GRF
  OHDGLQJ XS WR \RXUGHFLVLRQ RWRPDSSWKDUSURIJWKLV
  DSSOLFDWLRQ \RWDWHPHQWZZWKLDWHDGGLVHVWHGE\WKHZD
  VWDWHPHQW ZLOO EH XVHG WR DVVHVV WKH GHSDUWPHQWOV RXUV ZHLQQO
  WKH GHSDUWPHQWV VXEPLWWHG WR WKH SRUWRHQDRMLRQSHFURVRQ
  VWDWHPHQW VXEPLWWHG WR WKH SSRUWRHQDWLRQDGLUHFWRUKU
  ZRUN SURIHVVLRQ 7KH SHUVRQDO HVVD\ JXLGHOLQHV D

  - 6WXGHQWV ZLOO VXEPLW D ILYH SQD J3SHRUVRQDO H
  - 'LVFXVV ZK\ \RX ZDQWWUHRUSXLQVXRFLDO ZRUN
  - PkH0\ 6RFLDO VT UN YLDO HV P 0

LGHQWLW\ VH[XDO RULHQWDWLRQ GLVFLFHK ODWQGHVGGVR
IHHO \RX PLJKW KGDYDHO DZVRUDKQLQQJGZLLWWHKDWDHQ\EJHURXSV
VSHFLILF "

- o :KDW LV \RXU SODQQ WR WKHVXRFFHLDYO ZRUN SURJUDP

Admission Decision

7KH SHUVRQDO HOXVDDWHZGLORQ EWKHHYHRQVLRQZLQJ WKUHH GLP

- x &RPSDWLELOLW\ IKIYDRXXHYDEXWKHZLSWRIHVVLRQ
- x 5HDGLQHVV WR DFFHSW UHVRQVLKEGHPWQWWRUKOHWLSJRW UHVSRQVLEOH WHLKQDYRLQRU VLQRZQHREQJLZDWWKRQVH DQRGZQFRS SUREOHPResponsibleVbehaviorLV GHPRQVWUDWHG E\ DWWHQGDQ FODVV FRQVLGHUDWLRQDRVVHUEWKWLRQDRVKPGHUQEYLQURQPWRFRPSOH FRXUVH UHTXLUHPHQWZLWKQWKHWSHDEUSXOQHZLWKQWKH FRXUV LQVWUXFWRU RUVMLHXOGSRQDIHHDEQDWWHQGDQFH VKRXOG

- x $ELOLW\ WR ZULWH LQ D FOHDU DQGGHDPVWUDQGHDQPD VWUXFWXUH VSHOOLQJ DQG]SXQFWXDWLRQ WHVW VWXGHQWV VKRXOG WKH LQVWUXFWRU ZLOO OLN WWKLHWVWXGHQWV WKDW FYRHQOVRUSPLEHXQWHRWVWRU VXEPLWWHG LQ 3 IRHUQPHUWDO DQGGVKRZDPDGLQJ 3

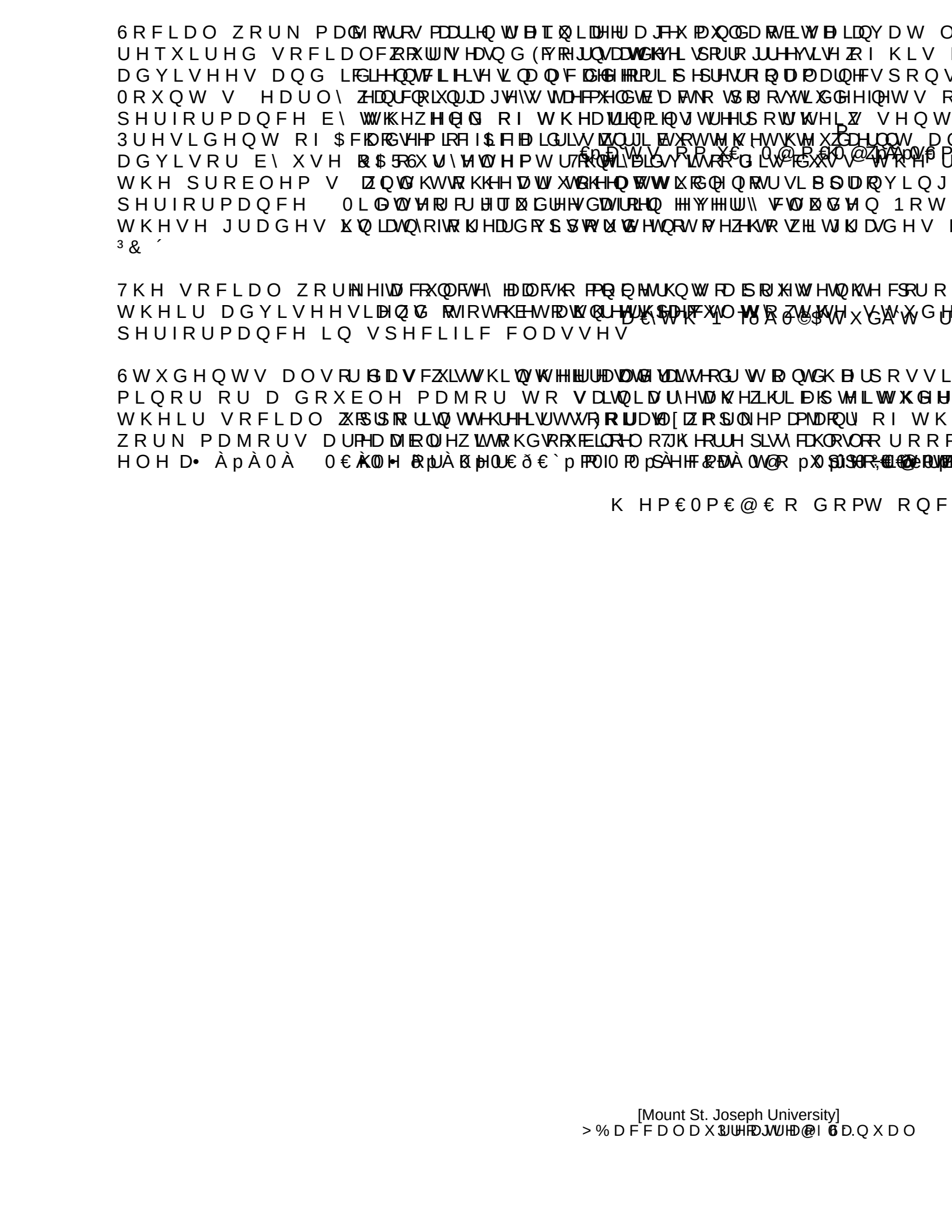
7KH 'HSDUWPHQW RRF6LRFLDORRUN\VDHQGNDUSHSDFXQWV KZKYH KL HPRWLRQDO LQWHDOVWJHRQFJH VEHQWKEQHVVRKQJULEWLQ DG FRPSOHWLQJ SURJUDP UHTXLUHPHQWV IRU6RGLPRQQWK :RUN DGPLVVLRQV FRPPXWWHHOZKGPHS DFXPHQW FRQVLGHU IDFWRUV WKDW FYRHQOVRUSPLEHXQWHRWVWKLHSDUHZRUNHUV

2QFH WKH IRUPDO DSSOLFDWLRQ SDFNDWHHLDOVXZELPLWWHGH WKH 06- 'HSDUWPHQW RI 6RFLRORJ\ DQWGWHRFL7KH :RSJNOGHP QRWLILHG HLWKQHUHPDLDODPHWWDJHUPDWWRU3UROJUKLQ GD DSSOLFDWLRQV VXEPLVVLRQ
2QFH DQ DGPLVVLRQ GHFLVLRQ KDVEHUHDFHGLHYWHRUQHLQRHGWWKH W\SHV RI ZULWWHQ UHVSRQVHV

- o IRUPDO DFFHSWDQFH LQWR WKH SURJUDP
- o SRVWSRQHPHQWURLYQHRZUGLWULQWRVLNPLSDUYRRPSDWWWH 3 UHTXLUHG SUHUHTXLVLWHV RU
- o GHQLDO ZLWKUWGKHQUDLRQF OXGHG

Criminal Offenses

6WXGHQWV DUH VHHTXLUHGGDWRKGLVFWRRQQDWLKHXDSSOLFDWLRQ GLVF UHVXOW LQ GHQLDOIKRSSOLFDWLRQ RU EDFNJURXQG FKHFNDVWV WR EH FRQGXFWHG E\ DWWHQGDQFH VKRXOG FKHFNV $GGLWLRQDOO\ VWXGHQWSVOVRVHKURXPGLYXQHGTHXLVWWDEQDG FKHFNV ZKLFK PD\ DGQLWTXIUORPI\VRSSRWLFFLRQVZRUN WKH 06- RI)LHOG (GXFDWLHRQ$WOR EHVW PHHW WW



6RFLDO ZRUN PDG[illegible]
UHTXLUHG VRFLDO[illegible]
DGYLVHHV DQG [illegible]
0RXQW V HDUO\ [illegible]
SHUIRUPDQFH E\ [illegible]
3UHVLGHQW RI $F[illegible]
DGYLVRU E\ XVH [illegible]
WKH SUREOHP V [illegible]
SHUIRUPDQFH 0L[illegible]
WKHVH JUDGHV [illegible]
³& ´

7KH VRFLDO ZRUN[illegible]
WKHLU DGYLVHHV[illegible]
SHUIRUPDQFH LQ VSHFLILF FODVVHV

6WXGHQWV DOVR[illegible]
PLQRU RU D GRXEOH PDMRU WR [illegible]
WKHLU VRFLDO [illegible]
ZRUN PDMRUV [illegible]
HOH D• ÀpÀ0À 0€[illegible]

K HP€0P€@€R GRPW RQF

7KH &RXQFLO RQ 6RFLDO :RUN (GXFDWLRQ
VWDQGDUGV RI WKH HL%HX:OPSVWLFDLWDJ\6UHQSDWXUHEVHGWKH
RI LQVWUXFWLRQ DQG ZKLFK WKH SWUVRNVHWXGHQWV WRFLOLWDWH
SUDFWLWLRQHUY H3SHRGHDVVRLJRE DOO VQWKHFVFZKLDFRG LQWH
DQG SUDFWLFH ,QLJRE DXOUHZRSUHNGDXWRDHWLRQILH7KH LQWHQW
HGXFDWLRQ LV WHRWFLFQQHDFQGWFKRHQWEVRSWRKDWOKFHRFQGWDULVEURP
SUDFWLFDO ZRUVKGWRWLQKH SWUDLPWDVRHDLDF ZRUHNHHSGX FDWLR
LQWHUUHODWHG FXUULFXOXP HDVQGWRFKH FGRHQYWHUDRQGHTLXHDOG LPSRUWDQ
WKH FXUULFXOXP HDVQGWRFKH FGRHQYWHUDRQGHTLXHDOG LPSRUWDQ
SURIHVVLRQDO SUDDWFLWRLQF HDVWVLFFDOGGRKGGWKSJHUYLVHG FRUGL
HYDOXDWHG EDVHG WRQXFGUHQWWHU LGHFRRHZKWKWRKDQWH PWKSHUR JUDP
FRPSHWHQFLHV´ &RXQFLO RQ 6RFLDO :RUN (GXFDWLRQ

)RU WKRVH VWXGHQWV ZKR QHHGSQRDQFHVPWHDQGG DHUG KRXUHQLQ
ZHHNHQGV ZH ZLOORUWDWR KMHSWHKLEWDEXOGHHQLWCGQSGODFHP
FDQ DFFRPPRGDWH WKRVH QRQ VWDQG[DEGHKRXUZHYH7KHDVW
SRSXODWLRQ LV RYHUWHGDJH:QFMDQQQRRWFDXWDHGQWHE V
VWDQGDUG KRXUVLWHOGDSQOEHFHVPHFQXWKHGVW+XRGZHQYWULVIOH[E
SRSXODWLRQ ORQFDZHLHRNQHQDGQKGRHKYUHSQLRHVOSHFFWWHLGYHE\ILWHKCHG SO
DJHQF\ ZH DUH EDVQXILWEHEQWHWKLDWH PD\ EH IRXQG

(YHU\ ILHOG SODFHPHHUQWLVHGWSLQQDFRBUQEXQWWLPNWWXDFO UHT
WKH 0RXQW 6W -RVHSK 8QLYHUVLW\ 6RFLDO :RUN 3URJUDP

3OHDVH UHIHU WR MRKUHG)HLWOGO0HQQXQIZRUPDWL+RQZHRYQHUL LQIR
SURYLGHG KHUH WR HSUYHLVHZQRM DLEDYOLZRUN VRWXGHQWV

)LHOG :RUN &RXUVH 6WUXFWXUH

,Q RUGHU WGRZRQNJR,CDQGQ6ŧ)PLLHQVDWXGH:QWV PXVW EH IXO
WR WKH VRFLDO ZRUDNPSLUQRLJPUXDPPRD QWGDQQDRLUHQF CZDKVHVQ WKH FRXU
$GGLWLRQDOO\ VWRZSHEHQWWMGPXVKWUSMDHHWDFQXGLVIL QWHHFGRXG EH
WH FR V #SURJQÐIHO _`ð@HJLQWHVCU Aep÷

)LHOG $SSOLFDWLRQ
/LVW RI $FWLYH)LHOGV
)LHOG 0DQXDO
&RPSOHWH WKH)LHOG GHVFULSWLRQ DQG KHOS WH[W IRU HDFK ILHOG
GHDGOLQH LQGLFDWHG
6XEPLW VWXGHQW HYDOXDWLRQ RI WKH 6HUYLFH/HDUQLQJ ([SHULHQFH
)LHOG (GXFDWLRQ E\ WKH GHDGOLQH LQGLFDWHG
&RPSOHWH LQLWLDO UHYLHZ RI)LHOG $JHQFLHV
%H PDWFKHG ZLWK)LHOG $JHQF\

,Q RUGHU WR HQVXUH 6HPL³QDUÓ GZRUN PXVW WGEH IXOO\ DGP
WKH VRFLDO ZRUN SURJUDP DQG KDYH JD PLQLPXP RI VHQLR
3UHUHTXLVLWH FRXUVHV LQFOXGH
6:. +XPDQ %HKDYLRUDO(QYLURQPHQW ,,
6:. *URXS $SSURDFKHG WR 3UREOHP VROYLQJ
6:.)LHOGZRUN , 6HPLQDU
&RUHTXLVLWHV FRXUVH LQFOXGH
6:. 2UJDQL]DWLRQDO&HOOPHQW

7KH 6RFLDO :RUN 3URJUDP DGPLWV VWXGHQWV HYHU\ VHPHVWHU
)DOO 6:.)LHOGZRUN , 6HPLQDU
6SULQJ 6:.)LHOGZRUN ,, 6HPLQDU

%RWK 6:. DQG 6:. UHTXLUH VXSHUYLVHG ILHOGZRUN DVVLJQD
DJHQF\ IRU D WRWDO RI KRXUV DW FRPSOHWLRQ

5HTXLUHPHQWV$GPLVVLRQ WR)LHOG :RUN
7KH SURFHVV IRU ILHOGZRUN SODFHPHQW EHJLQV
6WXGHQWV PHHW ZLWK WKHLU IDFXOW\ DGYLVHU
SUHSDUDWLRQ IRU WKH ILHOG VHWWLQJ DQG EHJLQ
SURJUDP FRXUVHVV IROORZHG TXHVWLRQV VHHN
D)RU)LHOGZRUN , 6HPLQDU 6:.

$GPLVVLRQ LQWR WKH %6: 3URJUDP
6XFFHVVIXO FRPSOHWLRQ RI)LHOGZRUN
$WWHQG)LHOG ,QWHUYLHZV DQG
6HPLQDU
&RPSOHWH DQG VXEPLW DOO
6XEPLW UHVXPH ZLWK &RYHU
&RPSOHWH LQWHUYLHZV ZLWK
%H PDWFKHG ZLWK ILHOG DJHQF\
&RPSOHWLRQ RI WKH %6:)

E)RU)LHOG :RUN ,, 6:.

%H LQ JRRG VWDQGLQJ ZLWK %6: 3URJUDP
$ JUDGH RI & RUGZHRUN, U LQ)LLHQ DU 6:.
6XFFHVVIXO FRPSOHWLRQ RI)LHOGZTRUN,, WH6VHPLQD
$SSURYDO E\ WKH)L'HOGF(GXFDWLRQ

6WXGHQWV PXVWHDWWPGHD)LHJDWKSUWLRU WR VHQWHVWLQJ)
6HPLQDU 6:. 7KH VWXGHQW ZLOOREHDSURYLGWHGWDP)LH
DSSOLFDWLRQ DQPXVWXEHFRPSOHWXHWKEDQGHDHWXQHVKRZQ
SDFNHW WR WKH GXFDWLRQ RI)LHOGQVRUN, 6:.IRU 2QF
VWXGHQW KDV VXEPDWWRG DQKHUWRXSRI)LHOGKHGXFDWLRQ
DJUHHV WR ZHHNO\HPWRWLQRVUZLWKWLPHUHJUQJW ZLOO RFFX
RQJRLQJ EDVLV XQWLO SODFHPHQW PDWFK KDV EHHQ FRQI

6WXGHQWV DUH H[SHFWKHGILWRGWDJHZ\ IRU ERWK VH

6WXGHQWV DGPLWWHG WR WKH VRFLDO ZRUN SURIHVVLRQDO
OHYHOV RI FRQGXFW ERWK DFDGHPLFDOO\ SURIHVVLRQDO

6RFLDO :RUN &RGH RI (WKLFV
7KH 'HSDUWPHQW RI 6RFLDO :RUN DGKHUHV WR WKH 1$6: &RGH RI
(WKLFV 7KH 1$6: &RGH RI (WKLFV SURYLGHV VWDQGDUGV
VRFLDO ZRUNHU GHZHOORQ PHYHQJGDQ SURIHVVLRQDO ZRUN
DUH H[SHFWHG WR VHLRQDOWEHKDHDLSRRPWKWHQWOWHFWWKH H
VRFLDO ZRUN SURIHVVLRQ DV RXWOLQHG LQ WKH 1$6: &RG

%HKDYLRU DQG VWDWHPHQW 1$6: &RGHERU (DXKLFVRPUDGHQLDO
VWXGHQW¶V DGPLVVL¶RQ WRDWXWKHSWRKGHPFL(DOPZRHV RI E
WKDW ZRXOG ZDUUDQW EXWHYLHZURQDWORLP\WHGWHRHQWV Z
RU HOHFWURQLFDOOWRZDUHGVVWXGHQWQWHQWFLHVIRU FOLHQ
'HURJDWRU\ VWDWHPHQWVHFRQWHUQ\ UHFLLR HFRQRPLF VW
JHQGHU VH[XDO RULHQWDWLRQDGDWKHZDUWDQWXVDPUHYLH

Formal Review Processes (academic and non-academic)

3ROLF\ DQG 3URFHGXUH IRU 7HUPLQDWLRQ IURP WKH 3URJU
,Q RUGHU WR UH:FRUN 3LQRJUDP 6WXGHQW WR VWHFW WKI
IRU DGPLVVLRQ WR WKH SURJUDP

'HPRQVWUDWH FRPPLWPHQW WR VRDLHWDLQQHGEHKDYLRU
ZLWK WKH 1DWLRQDO $VV:RFUDWLRQ &RLHOGI ZWKLFVHODWHC

'HPRQVWUDWH UHVSLRQ WRRPHDDHKDDLQJODE DGHPLF UHTXLUH
VHFWLRQ RQ ³5HYLHZ RI $GPLSVLRQ ³KDYLRQ VLEOW WKH 6RFLD
6WXGHQW +DQGERRN6DQG ³6WXGHQW 3RO'LFHDSGL3URF HGXUHV
8QLYHUVLW\¶V 6WXGHQW +DQGERRN

Step 2 – Formal Meeting

,I 6RFLDO :RUN IDFXOW\ FRQFXUGDHEQRWW WGKHLVFKOLRLXHVQ DGGLWLRQDO HYLGHQFH RI IDLOXQGHDWWHVVPDQHHVWLQJKZLQDO GLVFXVV WKH DOHWVURQWKHL)ILWGH ,SERVEROHPJLQWDEHHDGKZQWKHJH PD\ DOVO LQFOXGHWRKHL)ILWGH ,SERVEROHPJLQWDEHHDGKZQWKHJH

$W WKH PHHWLQJHWKSHUHDVFXQWW\ WRKSPUDDWHVRIIELHQDFSZSVV SHUIRUPDQFH WRGWKHVRWKXGHUQWKLVQXSHKQLWW¶VKHYDSHXIRU UHDVRQV $ SODQELVUGWYLHRSZGQFRWGHUVWXGHQWGLDWH GHQWZGLDWH VWXGHQW ZLVKHV WR UHPDLQ LQHWSKDSURVUXDWZGHLQWWKWHC **corrective action should be completed within the remainder of the semester, but no longer than the end of the following semester.** ,I WKH SUREOHPKHF FLXUWSLLHRUGWKRWN F ZLOO QRW EH DEHGHGW:RUHQ,RQQLRQRFVXHUV WXKHLQ VW ILHO VWXGHQW ZLOO QRW EH DEOH WURREQHUQRKDVLQHWKWKWHC

Step 3: Follow-up Meeting

$ IROORZ XS PHHGWDLQJWLKVHDHUQGRWHWKMDWLXPHWSHWKRGV W SURJUHVV

,I WKH FRPPLWWHH DJUHHV WKDFWRPSKHWEHKDYLRUZHKDVHQ HQURROPHQW LQ WKH ILHOG ZRUNFRXUVHOHWRKHPQ WLKFHDFURH ,I WKHUH LV QR HYLGHQFH WKDWHWKEHSHUGREVWKHPQ WLKFHDFURH **inform the student of dismissal from the program.**

$W WKLV SRLQWHWRXHUWWXGRHQHWVWKHWURWKHDF¶RFLDSSHRO SURF &ROOHJH SURFHGXUWKHVWUGLVEHWRWSXGHQQWY HDQGGERRN

Student Appeal Process –Social Work Program

,I D VWXGHQW ZLGLKVHPLWWRDSSHDPZKHP XSUWJULDH DKHU HTXHVW :RUN 3URJUDP 'LUHFWZRHUHDLWKQKLQWKWKGLZKFLWWXGHQHWWFD\ DV 8QLYHUVLW\ LQVWUGXFHWRQRRU QHGRUWHDEHXOWWRRH DVVRFLDWHG FRQVXOWDQW WRO KHFSV KLUHRQWKHDWLRRHWKHVWXGHQW¶V QHH ZK\ VKH KH VKRXQGVKH SHRJULDPHGHQLKHDGUZQWKZLQQWZER ZHHN UHTXHVW 7KH UHYLHZ FRPPLWWHHWZLOO DQRWKHUWVRFLWDKH PHPEHU DQG D VRHEHUVUHWZRUWKHDUHDV $ GHFLVLRQZLOEHJJWKDHQWKHDGUZQW

,Q WKH PDWWHUSRRREGLWHERSOLQ DWKHUHQHUHXQRWWWKHSHQHVDHSK 8QLYHUVLW\ 6WXGHQW +DQGERRN

Policy on Academic Grade Appeal (formal Mount St. Joseph University policy)

$ JUDGH DSSHDO PD\ EH LQLWLDWHGKEH\RUQVKWXKGHWQEWHZQRH LQDFFXUDWHO\ RUWHXQPDQUDQWLRQ WKHKWUGHHGHLQ7DKLVFRXUD VHULR LV UHFRPPHQGHG ZLKWKWKHVWXGHQW PXWWWEKHDUDFQ OWLRHSEHDEWULWQJRWKHVSHLWDLS S 7KH VWXGHQW PXWWWEKHDUDFQ OWLRQWKHKDEHLJKWKDVEERGWKHVSRQV D IDLU DQG FULWLFDO MXGJPHQWWLFHZJRUWGSQHJUWKHPHTXDOFLFWR JUDGLQJ FULWHULRQ VWDWHGLQ WKH EXUGHQRW SKURVRI WR DQG PXVW EH DEOHHHWERGSHQRFYHLGHDUSS

7KH IROORZLQJ SURFHGXUHG PLQVWLGHQJ DQ DSSHDO
:KHWKHU WKH UHFRPPHQGDWLRQGWKGWKRHQLQWUWRQRWKD VZHWR
RI WKH FRXUVH JUDGHEZHLJKWVRWWKHGRMQWKW PQV WUQF WK
'LYLVLRQ 'HDQ WKURXJKHZLKVLRKIWUHHGLQDZOLWYLQJHSDLO
KH VKH LV EHJLQQLQJ RI WKH 7KDLSVFHDPSXQLVKPDWLRQDKRZ
was determined inaccurately or unfairly according to the grading criteria in the course syllabus 7KLV ZULWWHQ VXEPLVVLRQ FRPSULVHV WR RWKHU SDUWLHQVYRQWYWKHU VWDWHPHQWV DQG LQIRUPDWLRQ
SURFHVV WKH VWDWHPHQW GRQ WHZLQQHU EHUZGTWKHVWDWHPHQW DQFDWRU
7KH FRQIHUHQFH ZPLXWWKLQVD NEHXSVDQHWXHGVDV7RKIHWLKQHVWUX
SURYLGH GRFXPHQWDWLRQ WWRR WKHHQ'RQIHWUKHQEHVL[SORU
,I WKH LQVWUXRQW'RQDLVDV'HQLRQIDKXHOGVHSPDHUPEHUQW D
WKH 9LFH 3UHVLGHQW IRU $FDGHPLF$IIGHUVJQ3WSHGRE\
ZLOO VHUYH LQ SODFH RI WKH 'HDQQ7KGH WWRXGKHQWFRQ\
HLWKHU KLV KHU DFDPHPELHFURGYWKRQWXRODFXOWHWR VHUY
DGYLVRU\ UROH WQRW WODVUDQ DVGYRRFVDHQ ZKEOLFYRQY HQH
WR GLVFXVV WKH LVVXHV UHODWHGGDWRHWKHHDJDU7G
DSSHDO WR WKHHQWWXGHQWQDZQWVQJGDL\WKRLQWKEXFR
6KRXOG WKH UHVIRDFxWRLRQWERXKQVDWXQWRWRW EXWKLHQ L E
RI WKH GHFLVLRQ UWQ\6PDHSVXEHPLWWKHHQ9PSWVGHVFWRELQJ W
FRQWLQXLQJ WKH DSSHDO SURFHVV
7KH 93$$ RU DQ DGYLLQQDWWUGDEWRWKGHW9 3U$HOZHLYDQWRFOQRE
FRUUHVSRQG ZLWQKG WKHXGHQWUWxROWHRZLKDHKLQRU VEHXSVLQDHWV
EHIRUH PDNLQJ D ILQDO GHFLVLRQ
:LWKLQ EXVLQHVGUDJ\VQDIDWHURxFWLQQDQHGHLFQVWLRHQSZLOO
WKH 93$$ RU WKH GHVLJQDWHG DGEPLVQHLGVWQDWRHUY L7HKZH R
DQG PDWHULDOV WKDW KDYHHEWHQDWXEHPLWWRGODR
QKRHJXSUWRL Q€HVPVPpGH‘€P@€p0À0P À0 R

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3 R O L F \ 7 K L V S R O L F \ L Q L Y D H S U V O L W H \ V F W R P D X Q Q F V O \ X G H P E H U W X G H Q W V

$OO VRFLDO ZRUN PDMRUV DUH SHQPEDRV WDKH 6W3XGHQWDP$ 'HS
IDFXOW\ VHOHFW KVHLXGDSQVOLEDWHVRQQGQDFLQGMPKLF GHSDU
VHUYH DV 6WXGHQW $PEDVVDGRUVVHRUYRQLH GHDVLUHQG PD\

University Support Services for Students

6RFLDO :RUN PDMRUV DUHXVHFWKHUXVOVHUDYLFHVRISVXSYLGHG
8QLYHUVLW\

, **The Learning Center** LV DYDLODEOHQWRSURYLGHXGHQWVDXW
DFDGHPLF DUHDV 7KH /HDUQLQJ &HQWHUQSULRYLGDXF
VHVVLRQV WR LQFUHDVH DFDGHPLFPNXFFHVXWRWLXG
WHFKQLTXHV 7KHG8QLYHZHVOW\HSTXRS6WXG5HGNGOQJ

IV. Student Resource Center $Q\ VWXGHQW ZKRF LDVOIEEHUQJLHLUQVKWLUDW F
SHUIRUPDQFH LQKWKVLWUHRXVSRUWVRUVWXGHQWLQDEHFWLRQDEHLQJVXIILFLH
WR DIIRUGDEOH NKHRDOWKDFHUHQGRUVHPHQWV SXOJHG WR FRQ
6WXGHQW 5HVRXUFH &HQWHU 0&-/6W%XGHQW&QWHU#XRUFM HGX

V. The Office of Diversity & Inclusion SURYLGHV FXOWXUDO SHUVRQDO DQG
VSHFLDO SURJUDPPQG QJRLXQSGVHLUHKEVRQV7KULV RIZLFH UDQJH
DQG HYHQWV WR SRQRPRGWEZDSUHQHFWLWLF\XORWXWXEHGQWLUH
FRPPXQLW\

VI. The Career and Experiential Education Center SURYLGHV FRDSHHHKVQHVLYLFHV
VWXGHQWV IURPXDWLKQJDQHGQRUJVQDLOYHPQLW7KH &HQWHU SU
VWXGHQWV ZLWWLFXQUDEQWWLQVRUJVQHUVDXQLHWLHFDUDQGJUD
SURJUDPV 7KURXJKXWFKH /&EUDHU\VWXGHQWVWXGHQWDQWHUFDQDIRFPDWL
8QLYHUVLW\ SURYLGVHLWWEQFVHDQGEFWLPHWSQJWIRVLPX VXPP
HPSOR\PHQW DUHGURQJXORDEUDSURGWLRU*UDGXDWLQQXSHRU RQ
LQWHUYLHZV ZLWKUJEEQLXLWLHRQVRWRMNLRQVJ WR ILOO S

7KH &RSHUDWLYH (GXFDWLRQ 3URJUDP RUWXQQLWLHVDXDRHEWHGO
SDLG ZRUN H[SHULHQFH [SHUFLHQFHSHZSURSYOLGHQGHVWXSHUYLV
HYDOXDWHG ZRUNUQDVWLJQQJPZHQWKV SRPOWHXGWKRI FODVVUR

VII. The Children's Center)RU FRPPXWLQJ VWXGHQWGWUHZKRWKLBGHQLYH
7KH &KLOGUHQ¶VQJ&HQWLHQJ EHHXDDWUHFKHGXVHGVH[PXG
VFKRRO ,QIRUPDW7LKHQ&KLOGUHQ¶V&HQWHU LQFOXG
6SDFHV DUH OLPLWHG DV ZH DUH PDLQWDLQLQJ ORZHU UDV
&DOO -DQHW %DPWH]HUDVWHQO\WLRRWHKHRXEH EWKLVSGDFH I
7R UHJLVWHU SDFKEHGHUXHVLHVWWKHDWDLQQ GRUHP QRWLJXDUDQWH
6WXGHQWV KDYHUHLULVWWEULRUJ\WKEQ VWDII IDFXOW
DQ KRXU IRU VQWKXGXHQWWRU VWDID IDFXOW\
*RYHUQPHQW YRXFKHUV DFFHSWHG
:H RIIHU FKLOG FDUH ZKLOH \RXDQDNHRXRXUURHQDDLWQHKGEDWDEWV
7U\LQJ WR VWHXRGQHZLWDKURXQGVW DV KDUG
:H RIIHU FDUH JRRV FKZLHHGNUVHQWR \HDUV OG
2SHQ 0RQGD\ ±)UGD\ IURP DP ± SP
/LFHQVHG E\ WKHK DYHDWKHDKQHGKZWDWUDWKLUQRJXRK 6WS 8S W
3URIHVVLRQDO WUDLQHG WHDFKHUV VLKRRIXJKOSØDFXULO
/RYLQJ QXUWXULQJ VDIH DQG FOHDQ HQYLURQPHQW
:H DUH IROORZLQ2 9,DHOHMDKQHLQQJHSURFDHGXRZHVFKLQGGEQ DQG
WKH &HQWHU
.HHSLQJ FKLOGUHQUVRXJHKDWQKGLVKDFSKSD\OROXHUQWLRQSJSULFRHULW\

VIII. Lockers and lounge DUHDV DUH SURYLGHQG DQG EQQORYHXDOOD PWHLHPWL
FRPPXWHU VWXGHQWV 7KH 0RXQW RQQVHMRD ZLWXHGHQWVV
DQG WKHUH DUH FRPSXWHU ODEV ORFDWHG RWKHU SODFHV

IX. The Division of Student Affairs SURYLGHV D FHQWUHLDZLR]UHG WRRILHQUDP
VWXGHQWV DQG HQQLFRXUVDJWH\ XYHUYLVHU7KRVSURPRWHV XQG
FRPPXQLFDWLRQ EHWZXHHQ DQGGXGHQWV VIWUDWLRQ

Professional Organizations

&RXQFLO RQ 6RFLDO :RUN (GXFDWLRQ &6:(
)RXQGHG LQ WKH

)RU D GHWDLOHG OLVWLQJ RI VRFLDO ZRUN FRXUVHV UH
&DWDORJ

0RXQW 6W -RVHSK 8QLYHUVLWL 0$ ±6DHPSOH*XLGH
6RFLDO :RUN 0DMRU %$ 'HJUHH
7KLV JXLGH LV YDOLG 8QGHUJUDGXDWH &DWDORJ RQ WR FK
JXLGH LV D UHFRPPHQGDWLRQ RQ SUDJUDP WR\ GHJUHH FRPS
FRXUVH VHTXHQFLQJ ZLOO GHVSHQGQGHQUSGDWR 0-6QW VFR
LQ PDWK UHDGLQJKHQFXUUHQWL 8QGHUJUDGXDWH &PSOHWH
DFDGHPLF SROLFLHV FXUULFXOXPWLRQVHTXLVLWHV DQG F
KWWS UHJLVWUDU PVM HGX XQGHUJUDGXDWH FDWDORJ

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DQG HQFRXUDJHG

   FUHGLWV KRXUV P
WR JUDGXDWH

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UHSODFH DGYLVLQJ E
PHPEHU ZLWKLQ WKH
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3KLORVRSK\ FUHGLW KRXUV &RGH &3			
6FLHQFHV FUHGLW KRXUV			
Biology Code CB **Geology** Code CE &KHPLVWU\ ODE RU 3K\VLFV ODE FUHGLW KRXUV **Code CN**			
Mathematics FUHGLW KRXUV **Code CMA** 0XVW EH WDNHQ ZLWKLQ WKH ILUVW KRXUV			

,QFRPLQJ WUDGLWLRQZKRDKDGYHGXUDWVIHDUHGDQ DSSURYI
VWXGHQWV FRXUVH IURP DQ DFFUHGLWHG LQVWL
ZLWK EHWZHHQ DQG FUHGLWV

will not be

3URJUDP 5HTXLUHPHQWV IRU D 0DMRU LQ 6RFLDO KRXUV

5HVLGHQF &RXUVH	5HTXLUHPHQW ± &RXUVH 'HVFULSWLRQ	KRXUV	DGH	6HPHVWHU &R &UHGLWV
	PRU &RXUVHV ± KRXUV		D	
6:.	,QWURGXFWLRQ WR 6RFLDO :RUN			
6:.	6RFLDO\OD3RG,FVXHV			
6:.	(WKLFV LQ 6RFLDO :HOIDUH			
6:.	,QWHUG\LSSSURDFKU WR 'LYHUVLW\ DQG 6RFLDO -XVWLFH			
6:.	+XPDQ %HKDYLRU LQ WKH 6RFLDO (QYLURQPHQW ,			
6:.	+XPDQ %HKDYLRU LQ WKH 6RFLDO (QYLURQPHQW ,,			
6:.	,QWHUYLHZLQ JDQG $VVHVVPHQW			
6:.	*URXS $SSURDFKHV WR 3UREOH			
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