

**UNIVERSITY OF TENNESSEE**  
**BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**LAST COMPLETED ON: JUNE 2023**

**Summary of the Program's Assessment Plan | Generalist Practice**

<b>Assessment Measure #1: Field Practice Evaluation</b>	
Dimension(s) assessed:	Knowledge; Skills; Cognitive & Affective Processes
When/where students are assessed:	End of Senior Field Placement/Field Agencies <sup>1</sup>
Who assessed student competence:	Field Instructor (in consultation with student)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Aggregate student score indicating "competence" or "advanced competence" (assigned ratings for individual practice behaviors associated with each of the nine 2015EPAS core competencies using 4-point scale; competency level scores determined by calculating a mean score for each competency based on the field instructors' ratings for the corresponding set of practice behaviors. All practice behaviors associated with competency are weighted equally in calculation of the mean.)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of graduating seniors
<b>Assessment Measure #2: Senior Portfolio</b>	
Dimension(s) assessed:	Knowledge; Skills; Cognitive & Affective Processes
When/where students are assessed:	Last semester of senior year (with instructions shared early in the program)/Student reflection capstone assignment
Who assessed student competence:	BSSW Program Administrators
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or more points for each program competence (4-point scale)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of graduating seniors in first attempt

<sup>1</sup> A change introduced with revisions to the BSSW program curriculum was with respect to wording of EPAS 2015 Competency #2 and its corresponding set of practice behaviors for stronger alignment with BSSW curriculum language. The new language on the program's Senior Field Placement form reads: Engage in cultural humility and anti-racist and anti-oppressive practice; practice behaviors include: 1) Critically examine, elevate, and apply anti-racist and anti-oppressive theory and practice at the micro, mezzo, and macro levels, including on interprofessional teams; 2) Present themselves as learners of others' experiences and engage clients and constituencies as experts of their own experiences; and 3) Demonstrate self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**UNIVERSITY OF TENNESSEE**

**BACCALAUREATE SOCIAL WORK PROGRAM**

**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**PROGRAM OPTION: KNOXVILLE CAMPUS**

**LAST COMPLETED ON: JUNE 2023**

<b>COMPETENCY</b>	<b>COMPETENCY BENCHMARK</b>	<b>PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Knoxville campus N=60)</b>
Competency 1: Demonstrate Ethical and Professional Behavior	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]
Competency 2: Engage in Cultural Humility and Anti-racist and Anti-oppressive Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	99.2% [98.3% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(98.3+100)/2=99.2$ ]
Competency 5: Engage in Policy Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	97.5% [95.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(95.0+100)/2=97.5$ ]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.4% [96.7% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.7+100)/2=98.4$ ]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.6+100)/2=98.3$ ]

**UNIVERSITY OF TENNESSEE  
BACCALAUREATE SOCIAL WORK PROGRAM  
ASSESSMENT OF STUDENT LEARNING OUTCOMES  
PROGRAM OPTION: ONLINE  
LAST COMPLETED ON: JUNE 2023**

<b>COMPETENCY</b>	<b>COMPETENCY BENCHMARK</b>	<b>PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Online N=25)</b>
Competency 1: Demonstrate Ethical and Professional Behavior	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 2: Engage in Cultural Humility and Anti-racist and Anti-oppressive Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	96.0% [92.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(92.0+100)/2=96.0$ ]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 5: Engage in Policy Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	96.0.3% [92.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(92.0+100)/2=96.0$ ]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.0% [96.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.0+100)/2=98.0$ ]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	94.0% [88.0% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(88.0+100)/2=94.0$ ]

**UNIVERSITY OF TENNESSEE  
BACCALAUREATE SOCIAL WORK PROGRAM  
ASSESSMENT OF STUDENT LEARNING OUTCOMES  
PROGRAM AGGREGATE (ALL PROGRAM OPTIONS COMBINED)  
LAST COMPLETED ON: JUNE 2023**

<b>COMPETENCY</b>	<b>COMPETENCY BENCHMARK</b>	<b>PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Aggregate/Knoxville campus &amp; Online Combined N=85)</b>
Competency 1: Demonstrate Ethical and Professional Behavior	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.5% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.5+100)/2=98.3$ ]
Competency 2: Engage in Cultural Humility and Anti-racist and Anti-oppressive Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.5% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.5+100)/2=98.3$ ]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	97.7% [95.3% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(95.3+100)/2=97.7$ ]
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.8% [97.6% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(97.6+100)/2=98.8$ ]
Competency 5: Engage in Policy Practice	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	97.7% [95.3% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(95.3+100)/2=97.7$ ]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	97.7% [95.3% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(95.3+100)/2=97.7$ ]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.3% [96.5% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.5+100)/2=98.3$ ]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	98.2% [96.4% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(96.4+100)/2=98.2$ ]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of program graduates will earn 3 or more points on related item in senior year portfolio in first attempt AND receive a rating of "competence" or "advanced competence" in final program field evaluation	97.1% [94.2% of students earned 3 or more points on related item in student portfolio in first attempt and 100% of students received rating of "competence" or "advanced competence" in final program field evaluation; $(94.2+100)/2=97.1$ ]