

THE UNIVERSITY of
TENNESSEE 
COLLEGE of SOCIAL WORK

Academic Programs

www.csw.utk.edu

DEGREES

BSSW ● MSSW ● PhD ● DSW

CAMPUSES

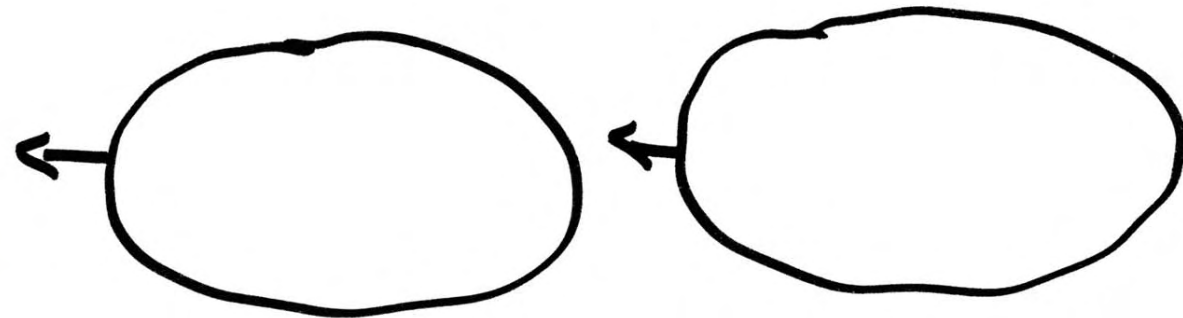
Knoxville ● Nashville ● Online



READY FOR THE WORLD

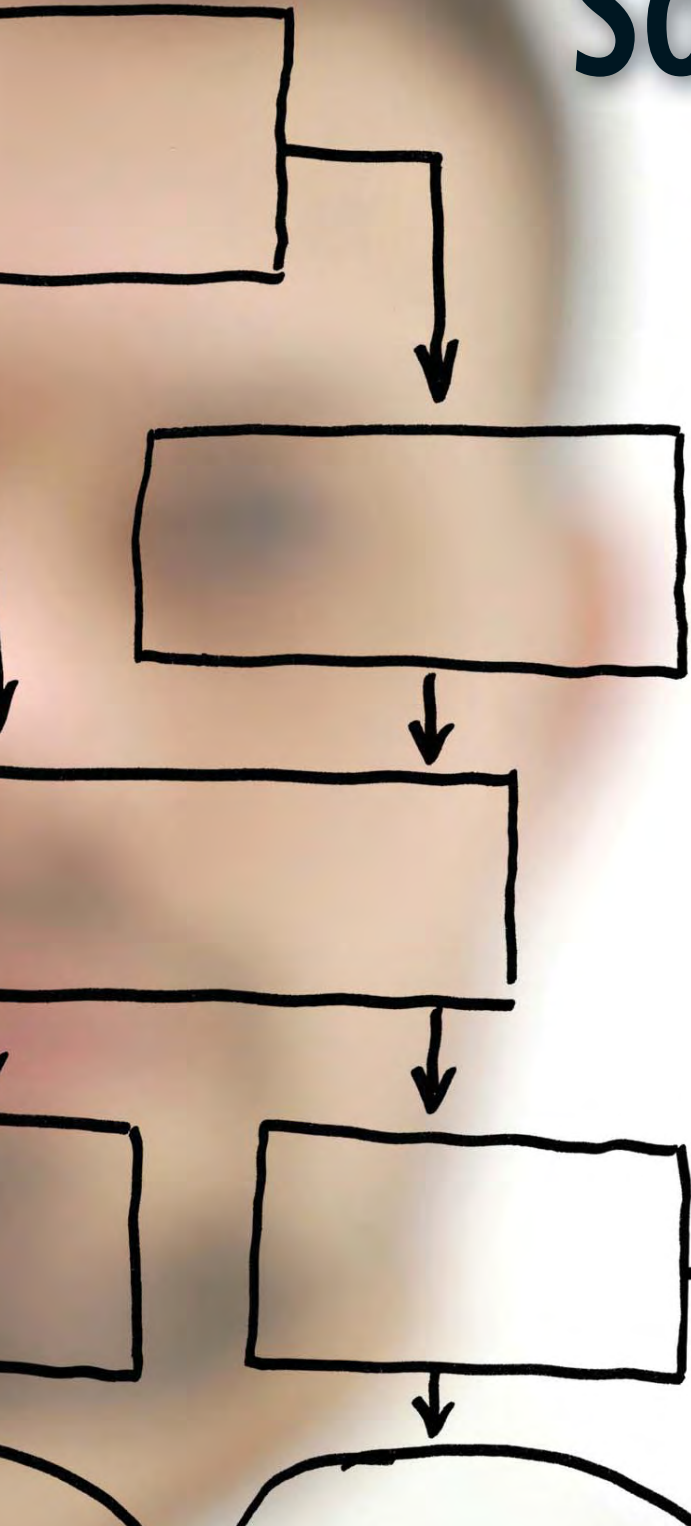
Social Work

the **Human** Profession



You

can play an important role



Dear Prospective Student:

Are you ready to be part of something unforgettable? The University of Tennessee College of Social Work is a place where the unforgettable is part of the everyday—where intellectual, social, and professional growth is the norm. It is a place where you will face challenges in the classroom, have opportunities for international experiences, and connect with experts across the state. As part of the only research flagship campus in Tennessee, the University of Tennessee College of Social Work introduces its students to the latest advances in the field and provides an environment where new knowledge is literally created every day. Our academic programs, research, and service span the state of Tennessee.

Social Work is a unique and noble profession rich with meaning, action, and the power to make a positive difference in the world. Social workers are devoted to helping people function the best they can in their environment. This heritage, in which social problems are seen as social concerns, gives contemporary social work its unique character among helping professions. Social workers help clients deal not only with how they feel about a situation but also with what they can do about it. Social workers provide direct services and work to promote social and economic justice. Equipped with knowledge and skills necessary to serve individuals, families, organizations, and communities, social workers are employed in a broad spectrum of organizations, corporations, and governmental entities, as well as for-profit and not-for-profit agencies.

If you are looking for an outstanding social work education in an environment where you will be taught by nationally renowned faculty committed to teaching and to your professional development, then the University of Tennessee College of Social Work may be just the place for you! I invite you to peruse this brochure and find out more about the wonderful learning opportunities available to you through our programs.



Karen M. Sowers, Dean
College of Social Work
University of Tennessee

“A richly diverse group of students participate in our full-time program, advanced-standing program, and extended-study program. They receive practical training and experience in a variety of settings and attract the attention of both local and national news for their accomplishments.”

—Karen M. Sowers



UT's Social Work Programs

BSSW

MSSW

PhD

DSW

Online

The College of Social Work at the University of Tennessee has a proud tradition of excellence covering more than 65 years of social work education, continually adding new and innovative techniques and technology to an already strong foundation. The University of Tennessee College of Social Work offers programs on campuses in Knoxville and Nashville, as well as online. Each campus has state-of-the-art facilities as well as nearby cultural and recreational attractions. The BSSW and PhD programs are offered at the Knoxville campus. The MSSW program is offered in Knoxville, Nashville, and Online. Currently, the core PhD courses are taught on the Knoxville campus. PhD students may complete their comprehensive exam and their dissertation research in Nashville as well. Online, the college offers MSSW, DSW, as well as Veterinary Social Work and Gerontology certification programs.

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KNOXVILLE CAMPUS

The University of Tennessee
College of Social Work
221 Henson Hall
Knoxville, TN 37996-3333
865-974-3351
865-946-1067 (fax)



NASHVILLE CAMPUS

The University of Tennessee
College of Social Work
193 Polk Ave., Suite E
Nashville, TN 37210
615-256-1885
615-248-8823 (fax)



ONLINE

The University of Tennessee
College of Social Work
offers distance education options:
MSSW—615-256-1885
DSW—865-974-6481
VSW Certificate—865-974-8387

The College of Social Work prepares students to practice culturally competent and ethically sound social work; to empower clients, advocate for greater social justice, and challenge the oppression of vulnerable populations; and to take the lead in initiating changes that make social institutions more humane and more responsive to human needs. The curriculum focuses on social and economic justice, appreciation and understanding of human diversity, and concern for populations at risk. It provides diverse opportunities and is service oriented.

The Campuses

Knoxville



The Knoxville campus is located in Henson Hall, 1618 Cumberland Avenue, at the University of Tennessee. Students have access to all UT facilities in Knoxville, including the University of Tennessee library system, the University Center, and the University of Tennessee Medical Center. The office of the Dean of the College of Social Work, the Office of Social Work Research and Public Service, the Veterinary Social Work Services Program, and the Children's Mental Health Services Research Center are all located in Knoxville.

Knoxville area attractions include the Great Smoky Mountains National Park, several TVA lakes, the Women's Basketball Hall of Fame, music, dance, and theatre venues, the Knoxville Museum of Art, and Dollywood.

Nashville



The Nashville campus is located at 193 Polk Avenue. In addition to its full-time faculty members, the campus draws upon the research and teaching resources of 16 universities and colleges within the Nashville-Davidson County area. The College of Social Work Library, with approximately 20,000 volumes, is located at the Nashville campus. Students also have access to the UT library system.

One of America's fastest growing cities, Nashville is well known in the health, insurance, publishing, and music industries. It has become the cultural and transportation center for the state. Nashville area attractions include the Country Music Hall of Fame, the Hermitage (home of President Andrew Jackson), Frist Center for the Visual Arts, Music Row, the Tennessee State Capitol, and the Grand Ole Opry.

Online



The College of Social Work's distance education offerings accommodate a variety of learning needs. The college has increased accessibility through technology, building an award-winning online MSSW program and instituting a DSW program and several certificate programs. These programs are designed for students and graduates who are unable to attend classes on campus.

- MSSW online: serves full-time as well as part-time advanced standing and extended studies students.
- DSW online: is geared toward working professionals and prepares graduates for advanced clinical practice and leadership.
- Certificate programs: the college offers specialized certification in child welfare, gerontology, and veterinary social work.

*"At UT
I gained
knowledge,
confidence, and
hands-on
experience that
prepared me
for today's
ever-changing
society."*

**—Dawn Herring
MSSW, 2008**



The BSSW Program

The Bachelor of Science in Social Work (BSSW) program at the University of Tennessee College of Social Work exists to fulfill a need for disciplined, highly educated, and field-trained generalist social workers who are equipped to help people improve their social functioning in a technologically complex, culturally diverse, and rapidly changing world. The Program focuses on the relationships between people and their environments.

Generalist social workers are doers; they are problem-solvers who are able to intervene in complicated situations and are capable of performing a variety of professional roles. Their actions are guided by a broad knowledge base, by a well defined code of ethics, and by professional standards. The faculty of the UT College of Social Work is committed to training social workers to do things

right as well as to do the right thing.

The BSSW program prepares students for social work careers in a variety of areas such as schools, youth programs, family service agencies, nursing homes, courts, mental health agencies, and welfare agencies. The degree provides graduates a competitive advantage in many jobs, the possibility of up to one year's standing in some master's degree programs in social work, and the potential to be licensed in Tennessee and in a number of states throughout the nation.

Mission

The mission of the BSSW program is to develop generalist social workers who are strategic thinkers, lifelong learners, and opinion shapers. The knowledge base, skills, and values necessary for practice are taught in an environment that fosters professional development, critical thinking, and leadership and prepares students to take appropriate action guided by the best available scientific evidence.

We are dedicated to preparing practitioners for the challenges of today's complex pluralistic world.

Our ongoing challenge is to develop and implement a curriculum that energizes students and prepares them for generalist practice today and in the future.

Goals

To provide classroom education and field training that enable students to become social work practitioners who are

- committed to advancing social and economic justice and the principles, values, and ethics that guide the social work profession.
- committed to evidence-based practice.
- well versed in systems theory and able to view people within the context of their environment.
- able to use a problem-solving process to develop holistic interventions.

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Find Your Place in the World

- able to understand human diversity, special populations, and the domestic and international challenges that influence practice interventions.
- able to use critical thinking, evaluative skills, and leadership skills to address the needs of a multifaceted, changing global world.
- committed to continuous professional development.

BSSW students complete a comprehensive program of study that includes those general education courses required by the University, at least 45 semester hours of social work courses, other social science courses, and 15 semester hours of electives.

Degree Requirements

BSSW courses combine classroom experience and agency-based field placements to provide a knowledge base in social work practice, theory, human behavior, social welfare policy, and research. Educationally directed field placements, which consist of more than 600 clock hours of supervised field instruction in a

variety of agency settings throughout greater Knoxville, offer extensive and challenging opportunities for students to apply the lessons of the classroom to the needs of society. Elective courses can be used to pursue topics of professional or personal interest, undertake an academic minor, or complete a certification in child welfare or school social work. There are also many opportunities through the College of Social Work and the University's Center for International Education for BSSW students to study, live, and learn in a foreign country.

You may contact the BSSW program office at 865-974-3352 or email bsswinfo@utk.edu. For additional information about the BSSW program, please visit our website at: www.csw.utk.edu/students/bssw

“The UT College of Social Work provided me with invaluable academic experience that enabled me to advance as a professional social worker in the nonprofit community.”



*—Rachel Akins
MSSW, 2005*

Akins received her degree from the CSW master's program with a concentration in management and community practice. She is the Director of Resource Development for Arlington Street People's Assistance Network (A-SPAN) in Arlington, Virginia. A-SPAN is a community-based nonprofit organization that provides direct street outreach, emergency services, and case management and job training for homeless individuals in Arlington County. As Director of Resource Development, Akins is involved in all aspects of fundraising, including grant proposal writing, special event management, direct mail campaigns, major gifts, and marketing.



Child Welfare Certification

"One great thing about the BSSW certification program is knowing I have a job in my chosen field waiting for me when I graduate."

**—Yarielis Torres
Senior, BSSW
program**



The Child Welfare Certification Program is a collaboration between the Tennessee Department of Children's Services (DCS) and a consortium of social work schools around the state. It seeks to strengthen the ranks of professionally trained social workers within the state child welfare system.

Paid Tuition

Undergraduate social work majors may apply for the Child Welfare Certification Program as early as the second semester of their sophomore year. If accepted, DCS will fund up to four semesters of the student's tuition and provide a stipend for education-related expenses each semester the student is in the program. In return, each student will complete a two-year curriculum in child welfare, participate in a DCS field placement during his or her senior year, and fulfill a time-for-time commitment to work as a DCS case manager upon graduation.

Employment Opportunity

One of the biggest benefits of the program is the offer of immediate employment to those who receive certification. This comes with certain obligations, including a commitment to be willing to work for DCS anywhere in the state following graduation. When applying for employment with DCS, program participants indicate the counties they would prefer to work in once they graduate, and DCS does everything possible to honor those choices. In some cases, however, there will not be an available position in the participant's chosen counties. If so, he or she may be placed in another county where there is a vacant position available.

Better Starting Salary

One other incentive is the provision of higher starting pay. DCS hires BSSW graduates of the certification program at the Case Manager 1 level, but pays them the Case Manager 2 salary.



Tuition Assistance

The IV-E Tuition Assistance Program provides financial support for current DCS employees who are selected to return to school to gain advanced education in professional social work. A total of 37 DCS employees currently participate in the program at one of the CSW's branches. Once a DCS employee decides that the program is appropriate for his or her needs, program staff help them navigate the application process and answer questions about balancing work and school. Currently, the vast majority of the IV-E program participants are fulfilling their studies through the college's extended study (part-time) option while continuing to work full-time for DCS.

Study Abroad

Student Opportunity and Exchange

Living and studying in another country is an exciting, life-changing experience that broadens one's worldview and helps develop skills and knowledge leading to success in today's global society. The College of Social Work coordinates with the University of Tennessee's *Programs Abroad* office to offer its students a variety of options for exploring the world, gaining a broader perspective, and making personal and professional contacts around the globe.

A student seeking a study abroad opportunity meets with the CSW coordinator of International Initiatives to develop an individualized plan that takes into consideration the person's unique life experiences, language abilities, educational credentials, and field placement needs. This program provides the prospect for students to:

- be part of an elite group of students representing higher education institutions across the world.
- increase their knowledge of other languages, cultures, and institutions.
- look at ways to increase the

quality of human resource development in other parts of the world.

- explore ways to prepare themselves and other students to work in a global society.
- increase cooperation and exchange among academic personnel and augment student mobility.
- develop student apprenticeships or other field experiences.

The primary goal of the CSW International Initiatives program is to encourage students to broaden their current knowledge gained from predominantly nationalistic educational experiences and to integrate a more international view to their studies. Awareness of persons from other cultures and the ability to communicate effectively in global environments is an expected outcome of participation in this program.



"The more opportunities we can provide to students during their social work education, the more prepared they will be to practice in a global society."

**—Gayle Lodato,
LCSW, Coordinator of CSW
International Initiatives**



The MSSW Program Foundation Curriculum

"Our brand new master's curriculum addresses the latest thinking in the field of Social Work."

—David Dupper,
PhD, Professor

Educating master's level social work students for competent and accountable practice with and on behalf of at-risk populations in the 21st century requires that the College of Social Work's Master of Science in Social Work curriculum provide students with cutting-edge knowledge across client systems that are situated within a complex, multilayered, multicultural, ever-changing global community. The college offers a MSSW curriculum that is informed by state-of-the-art knowledge and grounded upon core social work values and ethics. The concepts of critical thinking, evidenced-based practice, complexity, culturally affirming practice, social and economic justice, and at-risk populations permeate the MSSW curriculum. In addition, the college is offering program opportunities for international study as part of the university-wide emphasis on building intercultural partnerships. The Master of Science in Social Work program seeks to prepare MSSW graduates to make demonstrable improvements in the quality of life of at-risk and vulnerable populations— individuals, families, groups, organizations, and communities

within the state of Tennessee, the nation, and society. Students enrolling in the master's program will complete a foundational curriculum. Then they will select a practice concentration for further academic study.

MSSW Foundation Curriculum

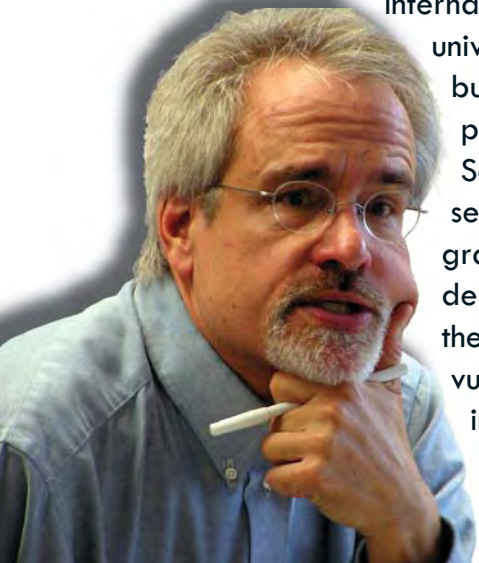
The MSSW foundation curriculum contributes to the process of professional identification and provides a comprehensive base of theory, knowledge, and skills for students entering either concentration area. The foundation curriculum is comprised of the following courses:

- Social Work and Social Welfare Policies and Programs
- Social, Economic, and Political Environments
- Lifespan and Neurophysiologic Development
- Foundation Research
- Introduction to SW Practice
- Introduction to Psychopathology and SW Practice
- Culturally Relevant Practice with Diverse Populations
- Leadership Skills and Knowledge for Advanced Social Work Practice
- Foundation Field Practice I and II

There are two concentrations offered in the new program. The first is the Evidence-Based Interpersonal Practice concentration. The second is the Management Leadership and Community Practice concentration.

Evidence-Based Interpersonal Practice (EBIP)

The Evidence-Based Interpersonal Practice concentration prepares students for clinical professional social work practice with individuals, groups, children and youth, families, and older adults. The goal of the concentration is to utilize clinical evidence-based practices for the restoration, maintenance, and promotion of interpersonal functioning. The objectives for change focus on relationships between individuals, groups, and their social environment.



Curriculum Goals



Management Leadership and Community Practice (MLCP)

MLCP is based on the underlying principle of social and economic justice. The knowledge, skills, and competencies acquired by students in the MLCP concentration produce practitioners who are prepared to work with groups, with organizations, and in communities. Students learn to deliver, develop, manage, and evaluate programs and services. They acquire skills in social and economic development, grant-writing, resources acquisition, and advocacy for change in political systems and organizations both within and outside the U.S.

The Goal of Both Concentrations

These concentrations produce social workers who are critical thinkers prepared for systemic, skill-based, evidence-based practice. In addition, students from both concentrations may elect a population-based focus including children/youth, families, and older adults/health. Students interested in work with older adults have the opportunity to complete a Graduate Gerontology Certificate Program while pursuing the MSSW. A few of the competencies that students learn in both concentrations include planning, organizing, coordinating, developing, and evaluating activities for targeted at-risk populations.

Concentrations build on the foundation curriculum, preparing students to identify issues and to logically develop and implement interventions, plan objectives, and evaluate outcomes. The concentrations prepare students to work in a variety of settings, including schools, health care facilities, mental health programs, community-based organizations, social and economic development organizations, and the political arena.

The MSSW degree can now be earned online! See page 15 for more information about the distance learning program.

“My coursework and field practice through the College of Social Work were instrumental in preparing me to perform as a generalist, directly serving children and families with sensitivity and understanding. It also taught me to be conscious of the big picture, to be able to develop grants, carry out the project mission, evaluate achievements, make improvements, bring community stakeholders together, manage budgets, and plan for the future.”

—Jane Crowe
MSSW, 2002

Crowe received her degree in 2002 from the CSW master's program with a concentration in management and community practice. She is the Development Coordinator for Telamon Corporation's Head Start youth initiatives program.



The Doctoral Programs

"The CSW taught me that effective intervention must include models of treatment that meet clients where they are."

**—Alex Washington
PhD, 2002**



The UT College of Social Work offers a Doctor of Philosophy degree with a major in social work. The purpose of social work education at the doctoral level is to foster an understanding and appreciation of the scientific method; to improve and extend the knowledge base of social work; and to develop competent leadership in social work education, research, and practice. The program includes foundation courses, electives, advanced seminars, and dissertation research.

Doctoral research is directed toward developing knowledge that can be used by social work educators, practitioners, administrators, and policy makers. Students are currently conducting research in a variety of areas, including empathy, the effects of exposure to violence on mental health, chronic pain, the death penalty, juvenile violence, the rural Appalachian poor, foster care, adoptions, and service utilization by the elderly.

PhD students may also take advantage of related research curricula such as the Intercollegiate Graduate Statistics Program. This program

enables students to obtain a minor or a master's degree in applied statistical analysis while pursuing a doctorate in social work.

Opportunities for PhD Applicants

The UT College of Social Work's PhD Program offers specialized training in research methods with a focus on direct practice and management and community practice issues. It also

- provides access to world-class faculty doing research on the culture and climate of human service agencies, child neglect, foster parenting, juvenile justice, gerontology, antisocial behavior, and school social work.
- features guaranteed three-year stipends and fee waivers and student health insurance.
- provides offices and computers with access to the internet for all PhD students.
- presents opportunities to work with Children's Mental Health Services Research Center researchers.
- is located in Knoxville, a region with a low cost of living and pleasant yearly climate.
- is home to two CSWE Minority Fellows.

DSW Online Program

The post-MSW/MSSW Doctorate of Social Work (DSW) in Clinical Practice Program is for individuals interested in advancing their clinical knowledge and becoming leaders in clinical practice. Advanced practitioners in social work are research-literate, reflective, and professional leaders in their field. They are able to draw on a range of empirical, theoretical, and professional sources of knowledge and take the lead on social work policy and practice innovations.

The DSW differs from other social work doctorates in that it is a professional practice degree, designed to prepare students for advanced clinical practice and advanced practice leadership. Geared toward working professionals, the DSW is an intensive accelerated program that provides a three-year degree completion curriculum, enabling completion without career disruption.

See page 15 for more information on the DSW online learning program. Go to our website—www.csw.utk.edu—for details on PhD and DSW degree requirements.

Auxiliary Programs

Veterinary Social Work

The University of Tennessee Veterinary Social Work Certificate Program (VSW-CP) trains University of Tennessee College of Social Work MSSW students in the four areas of veterinary social work:

- The link between human and animal violence
- Grief and loss
- Animal assisted interactions
- Compassion fatigue management

The program offers a comprehensive foundation in veterinary social work topics focusing on the knowledge and skills needed to integrate animals into social work practice in ethically sound ways and in keeping with the values of the social work profession, helping people through human-animal relationships in a variety of settings.

The VSW-CP is delivered mainly in an online format, but includes four face-to-face weekend sessions in Nashville, Tennessee. Additionally, students complete field practice training in settings that focus on or accommodate human-animal relationships. In order to participate in the VSW-CP you must be a University of Tennessee College of Social Work MSSW student or already have completed an MSSW degree at an accredited institution.

School Social Work

The Tennessee School Social Work Licensure Program at the College of Social Work is available to currently enrolled bachelor's level and master's level students as well as persons who currently hold either a bachelor's and/or master's degree in social work from an accredited program. This licensure program in school social work equips students with the knowledge and skills necessary to practice in school settings throughout the state of Tennessee.

Gerontology

The Graduate Gerontology Certificate represents an organized program of study in gerontology on the graduate level for students already enrolled in degree-specific programs. The gerontology program involves 21+ credit hours that can be taken simultaneously with many graduate programs. Completion of the gerontology certificate enables students to: 1) integrate aging-related knowledge and skills into their own discipline; 2) bring specific gerontological training to the provision of services for an older target population; and 3) demonstrate to employers that they have received formal gerontological training.



“Teaching veterinarians and students to take care of themselves is critically important. Veterinarians deal with death at a rate that is five time higher than doctors who care for humans, because of the shorter life span of animals. Veterinary Social Work teaches skills like Mindfulness-Based Stress Reduction to help ease the burden on caregivers.”

*—Elizabeth Strand, LCSW
PhD, 2003*

Strand, shown above with her dog Circe, is the Director of UT Veterinary Social Work.





Research and Service

The Children's Mental Health Services Research Center

The Children's Mental Health Services Research Center is a division of the College of Social Work at the University of Tennessee. The center seeks to help children and society by developing a body of knowledge about children who are at risk, the factors which place them at risk, the quality of the services being provided to them, and the long-term outcomes.

The center's research is funded primarily by the National Institute of Mental Health. The center's founding and current director is Dr. Charles Glisson, Distinguished University Research Professor, who for 25 years has conducted and published nationally recognized research on children at risk and the organizations that serve them.

Core faculty and senior scientists come from a number of disciplines and universities.

Purposes of the center include the promotion of high-quality interdisciplinary research and the training of talented mental health services researchers interested in children and mental health services issues.

The Social Work Office of Research and Public Service

The Social Work Office of Research and Public Service (SWORPS) is a division of the College of Social Work at the University of Tennessee. The goal of SWORPS is to improve the quality of human services practice in Tennessee, the Southeast, and the nation, for the benefit of human services workers, their agencies, and their clients. Since its inception in 1976, the office has secured more than 120 million dollars in funding from state, local, and federal grants and contracts to support training,

technical assistance, and research projects. During this period, more than 100,000 public welfare staff and related professionals and volunteers have participated in SWORPS training programs. SWORPS is composed of units that work in the areas of research, publications, staff development, professional continuing education, and e-learning.

The staff is made up of social workers, trainers, researchers, statisticians, editors, designers, and other professional and support personnel. The office is headquartered in Knoxville on the main campus of the University of Tennessee and has a statewide service area. The staff's research skills and development expertise allow them to be involved at any stage of a project, from development through implementation and review.

"The extensive field work portion of the program allowed me to participate on an ongoing basis with experienced managers of agencies on special projects."

**—Hilary Hamlin
MSSW, 1976**



Distance Learning

Earning an MSSW Degree Online

The UT College of Social Work offers MSSW students the opportunity to earn a degree online through a fully accredited distance education program.

The distance education MSSW program is designed for students who are unable to come to campus for classes due to their physical location. Distance education classes are taught primarily online. For some classes, students meet at a central location for a few face-to-face meetings. Student internships are arranged within a reasonable driving distance from the communities in which distance education students live.

Full-time, part-time, and advanced standing students are able to participate in the distance education program. It is identical to its on-campus counterpart, but has the added flexibility of learning from the student's remote location. The program is

held to the same standards as the traditional on-campus MSSW degree and is fully accredited by the CSWE (Council on Social Work Education). Classes are taught by the same professors who teach on campus.

Earning a DSW Degree Online

The distance education DSW program in clinical practice and leadership is a professional practice degree, preparing graduates for advanced clinical practice and leadership. Geared toward working professionals seeking to further their education without career disruption, the DSW is an intensive accelerated program that provides a three-year degree completion curriculum.

The DSW program is focused on evidence-based practice and designed for applicants that are working professionals with two years of post-MSW/MSSW clinical experience.



“The skill set I acquired from the UT College of Social Work without a doubt gave me the background to develop a successful career.”

*—Elliott Moore
MSSW, 1978*

After receiving her MSSW, Moore was the Executive Director of Catholic Charities in Knoxville. She moved to Nashville to serve as the Executive Director of the Tennessee National Association of Social Workers. During her tenure, legislation was passed that allowed social workers to obtain licensure and third-party reimbursements from insurance companies. She is now Vice President of Community and Government Relations for Mountain State Health Alliance (MSHA) and has won awards for her work advocating health care legislation on a national level.

www.csw.utk.edu/prospective

For more information about the MSSW distance education program, contact Kate Chaffin, distance education coordinator, at 615-256-1885, ext. 141, or kmccclern@utk.edu. For more information about the DSW distance education program, call 865-974-6481, or email dpatter2@utk.edu

**The University of Tennessee
College of Social Work
109 Henson Hall
Knoxville, TN 37996-3333**

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RETURN SERVICE REQUESTED (#164)

All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University. Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498 (V/TTY available) or 974-2440. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

PAN # #E01-4010-017-11 Project # 11042

preparing for the

FUTURE CONTRIBUTING

to the world

THE UNIVERSITY of TENNESSEE 
College of Social Work