# Table of Contents

**ACADEMIC CALENDAR 2018-2019** ................................................................. 4

**THE PROFESSIONAL BSW PROGRAM AT MU** ..................................................... 6

- MISSION OF THE SCHOOL OF SOCIAL WORK .................................................................. 6
- BSW PROGRAM MISSION STATEMENT ............................................................................. 6

**BSW PROGRAM GOALS** ...................................................................................... 6

- LIBERAL ARTS FOUNDATIONS COURSES ........................................................................ 7
- GENERAL EDUCATION PREREQUISITES ....................................................................... 10
- BSW PROFESSIONAL PROGRAM CORE COURSES - 50 HOURS ................................ 11
- SENIOR PORTFOLIO ....................................................................................................... 12
- GRADUATION REQUIREMENTS ...................................................................................... 13
- GRADUATION CHECK/APPLICATION FOR GRADUATION ........................................ 14
- BSW PROFESSIONAL PROGRAM CORE COURSES PREREQUISITES .......................... 14
- COURSE DESCRIPTIONS ............................................................................................... 15

**ACADEMIC ADVISING** ...................................................................................... 23

- ADVISING IN THE SCHOOL OF SOCIAL WORK .......................................................... 23
- UNDERGRADUATE ADVISORS ...................................................................................... 24
- CONTACTING ADVISORS .............................................................................................. 24
- FACULTY ADVISOR RESPONSIBILITIES ..................................................................... 24
- STUDENT RESPONSIBILITIES ...................................................................................... 25
- REGISTRATION ADVISING ........................................................................................... 25
- ACADEMIC AND CURRICULAR RESOURCES .............................................................. 26

**ACADEMIC PROCEDURES, RULES AND REGULATIONS** ................................. 27

- ACADEMIC INTEGRITY ................................................................................................. 27
- ACADEMIC STANDING ................................................................................................ 27
- ADD/DROP ..................................................................................................................... 27
- ADDRESS CHANGES ...................................................................................................... 28
- AMERICANS WITH DISABILITIES ACT (ADA) ........................................................... 28
- ATTENDANCE EXPECTATIONS ...................................................................................... 28
- COLLEGE LEVEL EXAMINATION PROGRAM (CLEP) ............................................... 28
- COURSE REPEAT POLICY FOR UNDERGRADUATES .................................................... 29
- ENROLLMENT – FULL-TIME .......................................................................................... 30
- GRADE CRITERION ........................................................................................................ 30
- GRADING SYSTEM ........................................................................................................ 31
- GRADING - S/U ............................................................................................................... 31
- GRADES - INCOMPLETE ............................................................................................... 31
- GRADUATE (MSW) ADVANCED STANDING INFORMATION ..................................... 32
- HONORS COLLEGE / HONORS COURSES .................................................................. 32
- HONORS - LATIN ............................................................................................................ 32
- HONOR ROLL – DEAN’S LIST ......................................................................................... 32
- DEPARTMENTAL HONORS - “SOCIAL WORK HONORS” .......................................... 33
- INDEPENDENT STUDY, SPECIAL READINGS OR CORRESPONDENCE COURSES ................................. 33
- LIFE OR WORK EXPERIENCE POLICY ........................................................................ 33
- MINORS AND CERTIFICATES  HTTP://CATALOG.MISSOURI.EDU/SEARCH/?P=MINORS .................................................................................................................. 33
### FALL SEMESTER 2018

<table>
<thead>
<tr>
<th>Event</th>
<th>Day</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class work begins at 8 a.m.</td>
<td>Monday</td>
<td>August 20</td>
</tr>
<tr>
<td>Labor Day Holiday (no classes)</td>
<td>Monday</td>
<td>September 3</td>
</tr>
<tr>
<td>Thanksgiving recess begins at close of day*</td>
<td>Saturday</td>
<td>November 17</td>
</tr>
<tr>
<td>Class work resumes at 8 a.m.</td>
<td>Monday</td>
<td>November 26</td>
</tr>
<tr>
<td>Class work ends at close of day*</td>
<td>Thursday</td>
<td>December 6</td>
</tr>
<tr>
<td>Reading Day</td>
<td>Friday</td>
<td>December 7</td>
</tr>
<tr>
<td>Final examinations begin</td>
<td>Monday</td>
<td>December 10</td>
</tr>
<tr>
<td>Fall semester closes at 5:30 p.m.</td>
<td>Friday</td>
<td>December 14</td>
</tr>
<tr>
<td>Commencement</td>
<td>Fri. &amp; Sat.</td>
<td>December 14 &amp; 15</td>
</tr>
<tr>
<td>Grades Due</td>
<td>Tuesday</td>
<td>December 18</td>
</tr>
</tbody>
</table>

### SPRING SEMESTER 2019

<table>
<thead>
<tr>
<th>Event</th>
<th>Day</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin Luther King Holiday (no classes)</td>
<td>Monday</td>
<td>January 21</td>
</tr>
<tr>
<td>Class work begins at 8 a.m.</td>
<td>Tuesday</td>
<td>January 22</td>
</tr>
<tr>
<td>Spring Recess begins at close of day*</td>
<td>Saturday</td>
<td>March 23</td>
</tr>
<tr>
<td>Class work resumes at 8 a.m.</td>
<td>Monday</td>
<td>April 1</td>
</tr>
<tr>
<td>Class work ends at close of day*</td>
<td>Thursday</td>
<td>May 9</td>
</tr>
<tr>
<td>Reading Day</td>
<td>Friday</td>
<td>May 10</td>
</tr>
<tr>
<td>Event</td>
<td>Date</td>
<td>Time</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-------------</td>
<td>------------</td>
</tr>
<tr>
<td>Final examinations begin</td>
<td>Monday</td>
<td>May 13</td>
</tr>
<tr>
<td>Spring semester closes at 5:30 p.m.</td>
<td>Friday</td>
<td>May 17</td>
</tr>
<tr>
<td>Commencement</td>
<td>Fri., Sat., &amp; Sun.</td>
<td>May 17, 18 &amp; 19</td>
</tr>
<tr>
<td>Grades Due</td>
<td>Tuesday</td>
<td>May 21</td>
</tr>
</tbody>
</table>

*Close of day is defined as including late afternoon and evening classes.*
THE PROFESSIONAL BSW PROGRAM AT MU

MISSION OF THE SCHOOL OF SOCIAL WORK

The mission of the MU School of Social Work is to develop leadership for social and economic justice. The School fulfills its mission by providing professional education, research and service of such quality as will meet the standards of the University and the Council on Social Work Education (CSWE). The School of Social Work, as a publicly supported institution, has a dual responsibility:

- Provide programs, courses and other related activities for the purpose of staffing social welfare positions throughout the state.
- Demonstrate an educational commitment towards social justice and the support of societal innovations necessary to achieve such goals.

BSW PROGRAM MISSION STATEMENT

The mission of the MU BSW program is to prepare students for generalist practice within the context of professional values and ethics.

A generalist social worker has the knowledge, skills, values and self-awareness to assist individuals, groups, families, organizations and communities in achieving personal and social change. At Mizzou, those skills in systematic problem solving and the awareness of the influence of individual differences are grounded in our mission of leadership for social and economic justice and provide a foundation for all activities within a generalist social work practice framework.

BSW PROGRAM GOALS

1) Students will be able to effectively apply values, ethics and skills to the generalist practice model.
   
   Objectives:
   - Understand and apply theoretical frameworks and scientific orientation to inform assessment and guide practice interventions with individuals within the environment, across the lifespan and across all systemic levels, micro, mezzo and macro.
   - Reflect identification with the social work professional including knowledge of the historical influence and commitment to continued professional development.
   - Allow professional values, ethics and skills to provide a foundational context within the generalist practice framework of engagement, assessment, intervention and evaluation across all systemic levels.

2) Students will develop and apply critical thinking skills in order to understand, create and integrate policy, practice and research.

   Objectives:
   - Recognize the influence of research and policy on service delivery as well as the influence of practice on research and policy development.
   - Use empirically based knowledge to develop practice strategies and policy advocacy and development.

3) Student will be prepared for leadership roles in social and economic justice.

   Objectives:
• Understand the structure and mechanisms of oppression and discrimination and demonstrate the knowledge and skills necessary to work effectively with populations at risk.

• Show evidence of awareness, sensitivity and respect for the influence of human diversity in shaping life experiences across the lifespan, nationally as well as globally.

• Apply, without discrimination, effective strategies or advocacy and social change that empower populations at risk and which promote social and economic justice.

LIBERAL ARTS FOUNDATIONS COURSES

Course Work Key Code

■ BSW pre-requisite. Completed prior to the beginning of the Professional BSW coursework. “C” range grade or higher required.

☐ Graduation requirement to be completed at any time. “C” range grade or higher required.

◊ Professional BSW coursework. Admitted by application. Course work must be taken in sequence. “C+” grade or higher required.

The BSW Professional Program is based on a broad liberal arts foundation. The following liberal arts foundation courses are required pre-requisite courses for the Professional BSW Program.

■ English 1000
■ Philosophy (1000, 1100 or 1200 recommended)
■ Communication 1200
■ Math 1100, College Algebra or higher level math course
■ Biology 1010 or equivalent human biology
■ Anthropology (any) (Anthropology 1300, 1350, 2030 preferred)
■ Economics (micro or macro)
■ History OR Political Science (One class must satisfy Constitution requirement before Professional BSW courses) (One class from both departments is required for graduation.)
■ Sociology 1000
■ Psychology 1000
◊ Social Work 2220 (if not completed prior, must take with 1st semester Professional BSW courses)

MU General Education Distribution of Content

Students who entered college fall of 2005 and after must take two upper-level (2000+) General Education approved courses; each representing a different Area of Distribution. BSW students are required to take upper-level courses in the social/behavioral sciences. Therefore, the second upper-level course must come from Humanities or Biological, Physical or Mathematical Sciences. This requirement is typically met through taking SW 4310 (Social Statistics) or an upper level humanities.

English Exposition and Argumentation - 3 hours

■ English 1000 – Grade must be in the “C” range or better

This course is expository prose, which stresses writing as a process involving critical reading and thinking skills, should be taken during freshman year.
### Writing Intensive Classes - 6 hours

After completing English 1000, students must take one more course designated as "Writing Intensive" by the University. They are listed in each semester's schedule of offered classes by the designation "WI." These classes may be used to satisfy other requirement areas such as humanities, social science, etc., and are generally not "extra" hours. Currently, SW 2000 – Exploration in Social & Economic Justice, SW 2220 - Human Behavior & the Environment, SW 4951 – Introduction to Research for Social Work Practice, SW 4952 - Research Methods for Social Work, and SW 4770 - Strategies of Direct Practice are all designated as WI courses. Students must earn a grade in the “C+” range or better to obtain credit for the emphasis area. As these courses are all required for BSW students, no additional WI courses are necessary for social work students.

### Humanities - 9 hours

- Philosophy (1000,1100 or 1200 is recommended) – **Grade must be in the “C” range or better**
- Communication 1200 – **Grade must be in the “C” range or better**
- Three more hours of humanities. NOTE: one course must be at the 2000 level or higher in two approved Distribution of Content areas (in Humanities or Biological, Physical and Mathematical Science and/or Behavioral and Social Science).

Humanities include philosophy, peace studies, art and music history and appreciation, classical studies, foreign civilization, literature in English or other languages, and religious studies courses. Applied art and music performance courses do not count toward the humanities requirement. A list of approved humanities courses can be found on the MU General Education website at:

[http://generaleducation.missouri.edu/courses/?category=HFA](http://generaleducation.missouri.edu/courses/?category=HFA).

*BSW students who take SW 4310 Social Statistics will meet the General Education Distribution of Content upper-level (2000+) requirement in mathematical science and can choose a lower-level humanities course from the list above.*

### College Algebra and Math Reasoning Proficiency (MRP) - 6 hours

- Math 1100, College Algebra or higher level math course. – **Grade must be in the “C” range or better**

To see the minimum MyMathTest scores required for placement in an MU course, please see [http://mathplacement.missouri.edu/prerequisite.html](http://mathplacement.missouri.edu/prerequisite.html).

Students with a Math ACT score of 28 (effective 8/09) or higher are exempt from Math 1100.

Students can take the Proctored Math Placement Exam in order to receive course credit for College Algebra (Math 1100). Fin more information at [https://www.math.missouri.edu/math-placement/proctored-math-placement-exam](https://www.math.missouri.edu/math-placement/proctored-math-placement-exam).

- Approved Statistics Course: After completing Math 1100, all students must take an approved statistics course that counts as the Math Reasoning Proficiency Requirement. **SW 4310 – Social Statistics is the required course** for social work students. – **Grade must be in the “C+” range or better**
Biological, Physical and Mathematical Science - 9 hours

- Biology 1010 or another human biology course. – **Grade must be in the “C” range or better**
- Lab science, at least one of the science courses must have a corresponding lab.
- Biological, physical, or mathematical science course: All freshmen who began college in 1996 or later must have nine hours of science (biological, physical, or mathematical) including two different areas of science.
  A list of approved science courses can be found on the MU General Education website at: http://generaleducation.missouri.edu/requirements/ click on Distribution of Content List. An approved statistics course counts as mathematical science for social work students.

BSW students who take Biology 1010 (lecture, 3 hrs.), Biology 1020 (lab, 2 hrs.) and Social Work 4310 (Social Statistics, 4 hrs.) will complete the 9-hour science requirement without needing any additional courses. BSW students who take these courses will meet the General Education Distribution of Content upper-level requirement (2000+) in a course outside the major area, and can take a lower-level humanities class.

Social Science -12 or more hours

- Economics (macro or micro) Approved Courses at MU: Ag. Econ 1041, 1042, 2070, Econ 1014, 1015, 1051 – **Grade must be in the “C” range or better**
- Anthropology (student’s choice; 1300, 1350, 2030 preferred) **Grade must be in the “C” range or better**
- Constitution course (History or Political Science) * **Grade must be in the “C” range or better**
- Political Science or History course (from department not selected for Constitution course)
  * One History course and one Political Science course are both required for graduation. One course -- either the history or political science course must meet the state mandated American History or Government Requirement and must be completed prior to beginning professional BSW coursework. (Approved courses are: History 1100, 1200, 1400, 2440, 2210, 4000, 4220, 4230 and Political Science 1100, 2100.

Behavioral Science -15 hours

- Sociology 1000 or Rural Sociology 1000 – **Grade must be in the “C” range or better**
- Psychology 1000 – **Grade must be in the “C” range or better**
- Personality Theory (Social Work 3320 or Psychology 2320) **Grade must be in the “C” range or better**
- Social Psychology (Psychology 2310 or Sociology 3310) **Grade must be in the “C” range or better**
- Human Behavior and the Environment (Social Work 2220 - Writing Intensive; Recommend during sophomore year; if not taken prior, must be taken with 1st semester Professional BSW courses.) – **Grade must be “C+” or better**
Two courses must be taken that reflect the cultural diversity of our society. SW 2000, Explorations in Social & Economic Justice is a required diversity elective (F16). Courses are often selected from certain offerings in Social Work, Black Studies, Women's Studies, Sociology, Anthropology, Peace Studies, English, Religious Studies & Human Development & Family Studies. A list of courses that count as cultural diversity credit can be found below or on the BSW website. These courses are selected in consultation with an advisor.

ANTHROPOLOGY 1350, 1300, 2030, 3700
BLACK STUDIES (any)
EDUCATION, SCHOOL & COUNSELING
PSYCHOLOGY 2000
ENGLISH 2400, 2180, 3080, 3420, 4420, 4480, 4120, 4181, 4400, 4770, 4840
HISTORY 1410, 1800, 1810, 1830, 1820, 2400, 3200
HUMAN DEVELOPMENT & FAMILY STUDIES 2300, 4300, 4670
PEACE STUDIES 1050,
PSYCHOLOGY 4815, 4825

RELIGIOUS STUDIES 1100, 1500, 2100, 2110, 2220, 2230, 2250, 2400, 2420, 2450, 2450, 2620, 2630, 2700, 2900, 2910, 2920, 2930, 2939, 3100, 3200, 3210, 3220, 3230, 3250, 3270, 3280, 3380, 3445, 3540, 3600, 3710, 3740, 3750, 3760, 3800, 3820, 4200, 4750, 4770, 5100, 5710, 5770, 5800, 5810, 8430, 8440, 8500, 8710
SOCIAL WORK (2000 required starting F16), 4360, 4380, 4455
SOCIOLOGY 1360, 2200, 2210, 2310, 3320, 3450, 4220
THEATRE 4240, 4840
WOMEN & GENDER STUDIES (any except 1001, 2001, 2370, 3450, 3960, 4001, & 4180)

New courses are developed & approved on a regular basis; be sure to check with your advisor. A grade in the “C” range is required to fulfill the requirement.

Electives

120 Credit hours are required to graduate with the BSW degree. In addition to the above liberal arts requirements and the 50 hour social work core, students select electives to reach the total credit hour requirement. The following social work electives are strongly recommended:

- SW 1110 Introduction to the Social Work Major
- SW 1115 Social Welfare and Social Work

Please note that no more than four hours may be taken from "skills" type courses to count toward the required 120 hours. More skill classes may be taken but will be in excess of the 120 hours. Examples of skills courses are P.E., applied art and music performance classes, computer skills, self-defense and first aid. Repeated courses may only be counted once toward the 120 credit hour requirements.
GENERAL EDUCATION PREREQUISITES

The following list gives the prerequisites for certain liberal arts courses. Since the curriculum emphasizes a well planned educational experience preparing entry-level generalist practitioners, students must follow the prerequisites in planning their program of study.

<table>
<thead>
<tr>
<th>Course</th>
<th>Prerequisite</th>
</tr>
</thead>
<tbody>
<tr>
<td>Writing intensive</td>
<td>Grades must be in “C” range or better</td>
</tr>
<tr>
<td>Statistics (Math Reasoning Proficiency)</td>
<td>English 1000</td>
</tr>
<tr>
<td>Theories of Personality SW 3320</td>
<td>Psychology 1000</td>
</tr>
<tr>
<td>Social Psychology - Psych. 2310</td>
<td>Psychology 1000</td>
</tr>
<tr>
<td>Social Psychology - Soc. 3310</td>
<td>Sociology 1000 or Rural Sociology 1000</td>
</tr>
</tbody>
</table>

BSW PROFESSIONAL PROGRAM CORE COURSES - 50 HOURS

Admission to the BSW Professional Program is by application and is determined on a competitive basis. Students who have completed at least 45 hours by the application deadline, February 15th, and who will complete a minimum of 55 hours prior to the beginning of the first semester of the professional program, are eligible to apply for admission. A minimum 2.5 GPA is required. Late deadline: May 15th. Application requirements and forms can be found on the SSW website at [http://ssw.missouri.edu/bswapp.shtml](http://ssw.missouri.edu/bswapp.shtml).

Course work Key Code

- □ BSW pre-requisite. Completed prior to the beginning of the Professional BSW coursework.
- □ Graduation requirement to be completed at any time.
- ◊ Professional BSW coursework. Admitted by application only. *Course work must be taken in sequence.*

Pre-Professional Course

- ◊ SW 2220 - Human Behavior and the Environment (WI) (3) Recommend during sophomore year, if not completed prior, *must be* taken with 1st semester professional BSW courses

First Semester - Fall

- ◊ SW 4710 - Social Justice and Social Policy I (3)
- ◊ SW 4730 - Introduction to Social Work Practice (SL) (3)
- ◊ SW 4740 - Introduction to Community and Organizational Processes (4)
- ◊ SW 4750 - Interaction Skills Workshop (3)
- ◊ SW Field of Practice Elective (3)
  (Course options are listed on the next page; can be taken later, if necessary.)
### Second Semester - Spring

- SW 4310 – Social Statistics (if not already completed ECP 4170) (3)
- SW 4711 – Social Justice and Social Policy II (3)
- SW 4720 - Variations in Human Behavior (3)
- SW 4760 - Theory and Practice of Social Group Work (3) (SL-Sp19)
- SW 4951 – Introduction to Research for Social Work Practice (WI) (3)

### Third Semester - Fall

- SW 4770 - Strategies of Direct Practice (WI) (3)
- SW 4952 - Research Methods for Social Work (WI) (3)
- SW 4970 - Senior Professional Seminar (3)
- SW 4971 - Undergraduate Field Practicum (6)

### Field of Practice Elective Options

- SW 4300 Women & Health Care
- SW 4320 Rural Human Services
- SW 4330 Addiction Treatment and Prevention
- SW 4350 Deaf Culture: A Social Work Perspective
- SW 4360 Working with Minority Youth
- SW 4370 Delinquency, Corrections & Social Treatment
- SW 4390 Helping Strategies with Children and Adolescents
- SW 4395 Death, Grief, & Loss
- SW 4400 Domestic Violence
- SW 4410 Law & Social Work Practice
- SW 4440 International Social Work Practices & Principles
- SW 4450 Professional Perspectives on Child Welfare Services in the 21st Century
- SW 4455 Latino/a Immigrants and Receiving Communities
- SW 4480 Helping Strategies with Older Persons

### SENIOR PORTFOLIO

All BSW seniors will complete a senior e-Portfolio as the major assignment/capstone project in SW 4970 Senior Seminar. Students are encouraged to begin collecting artifacts for this project at the beginning of their BSW coursework. Items such as syllabi, writing assignments, projects, awards, certificates, etc., may be included as evidence of a student’s professional growth and accomplishment. Students are given a thumb drive during orientation as a mechanism to save all artifacts for their portfolio.

### Undergraduate Field Practicum

SW 4971 Undergraduate Field Practicum (6 credit hours) is supervised social work practice, practicum, in
a school-approved agency, providing a full range of interventive experiences. Practica use experiential learning as the primary educational method of instruction. Field practicum are designed to offer the student opportunities in social work agencies with progressive levels of complexity. Organization of field practicum provides the context for the school’s unique contributions to social work education through its development of field experiences particularly related to social welfare needs and resources in the state of Missouri.

Field education is an integral component of social work education anchored in the mission, goals and educational level of the program. It occurs in settings that reinforce students’ identification with the purposes, values and ethics of the profession; fosters the integration of empirical and practice-based knowledge; and promotes the development of professional competence. Field education is systematically designed, supervised, coordinated and evaluated on the basis of criteria by which students demonstrate the achievement of program objectives.

Undergraduate field, SW 4971, is held during the fall semester three days a week for six credit hours. Students are expected to attend three days or 24 hours a week for a total of 400 hours for the semester. Time spent in the field practicum is usually arranged around the 8:00 a.m. to 5:00 p.m. workday basis for three days per week. There may be variations depending on the needs of the agency and clientele.

Please note: If you have criminal history, including misdemeanor or felony, your practicum placement will be affected. Please know this is a risk you assume and your choices of practicum placements may be severely limited. This means there might not be a placement available or the placement(s) you desire may not be an option. The Field Education Office attempts placements for all students but cannot change agency policy regarding acceptance of students with a criminal history. The date and type of offense both figure heavily into placement options (the more recent the offense the less likelihood of acceptance by agencies). The student must be aware that he/she will need to accept the placement available regardless of student preference or career plans or the student may have to delay practicum until an accepting agency is available.

In addition, please be aware that, depending on the offense, your ability to become licensed may also be affected. For additional information regarding licensure you can contact the Missouri Division of Professional Registration at http://pr.mo.gov/socialworkers.asp or contact them by phone at (573) 751-0885.

Please contact Tammy Freelin (freelint@missouri.edu) if you have additional questions or concerns about your professional program field placement options.

Students will plan for the senior fall field practicum experience during the spring semester of the junior year. The BSW Field Coordinator will meet each student to discuss specific details of the practicum experience. SW 4971 officially begins one full week prior to the beginning of the fall semester in August. A through orientation to field expectations is required by our program and an on-site agency orientation also takes place this week before classes begin. Attendance at these orientations is mandatory.
GRADUATION REQUIREMENTS

University policy requires that a student must have both a cumulative GPA of 2.00 and a minimum of 120 hours in order to graduate. In addition, a BSW student must adhere to the guidelines below:

- A BSW student must complete a minimum of 120 semester hours of acceptable college work (these hours must include all liberal arts general education requirements, BSW professional program course work and necessary electives).
- Thirty (30) of the last thirty-six (36) hours must be in residence on MU campus. (See also: Transfer Courses)
- BSW students must have a cumulative MU GPA of 2.5 to be recommended for the bachelor of social work degree.
- All academic coursework must be completed with a grade of C-or higher in non BSW courses.

A student in the BSW Program must maintain a minimum cumulative GPA of 2.5 in order to enroll in the third semester (fall) social work core courses and/or graduate with a BSW degree. Students must achieve a grade of “C+” or above in all required social work courses. A student may earn no more than two C+ grades in BSW core courses before entry into the third BSW semester and Field. Students who fail to attain a grade of C+ or higher will be required to retake the content.

Students who fail to meet these requirements will be placed on Social Work probation and must meet in a Special Advising session to determine criteria for the removal of probation status. Removal of Social Work probation is determined on an individual basis and could result in the delay or prevention of graduation with the BSW degree.

GRADUATION CHECK/APPLICATION FOR GRADUATION

The Student Services Coordinator completes an official graduation check for each 2nd-semester BSW student in February and each 3rd-semester BSW student in September to track progress toward graduation. Students are required to meet with their advisor each semester to gain registration codes for the following semester. Students will also review the graduation check and plan of study and ensure they are on-track for their anticipated graduation date. ADVISORS WILL BE INFORMED OF ANY CONCERNS THAT ARISE FROM GRADUATION CHECKS.

BSW seniors will complete an Anticipated Graduation form in the third semester of social work courses to indicate the semester they intend to finish requirements and graduate with their BSW degree. No further application for graduation is necessary for BSW students.
BSW PROFESSIONAL PROGRAM CORE COURSES PRE-REQUISITES

The following list gives the prerequisites for Professional Program courses. Since the curriculum emphasizes a well-planned educational experience preparing entry-level generalist practitioners, students must follow the prerequisites in planning their program of study.

<table>
<thead>
<tr>
<th>Course</th>
<th>Prerequisite</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW 2220 Human Behavior in the Social Environment</td>
<td>English 1000</td>
</tr>
<tr>
<td>SW 4310 Social Statistics</td>
<td>College Algebra</td>
</tr>
<tr>
<td>SW 4710 Social Justice and Social Policy</td>
<td>Liberal Arts coursework</td>
</tr>
<tr>
<td>SW 4720 Variations in Human Behavior</td>
<td>SW 2220 Human Behavior and the Environment</td>
</tr>
<tr>
<td>SW 4730 Introduction to Social Work Practice</td>
<td>Liberal Arts coursework</td>
</tr>
<tr>
<td>SW 4740 Introduction to Comm. and Org. Proc.</td>
<td>Liberal Arts coursework</td>
</tr>
<tr>
<td>SW 4750 Interaction Skills Workshop</td>
<td>Liberal Arts coursework</td>
</tr>
<tr>
<td>SW 4760 Theory and Practice of Social Group</td>
<td>SW 4730, SW 4740, SW 4750, SW 4710</td>
</tr>
<tr>
<td>SW 4770 Strategies of Direct Practice</td>
<td>SW 4730, SW 4750, SW 4760</td>
</tr>
<tr>
<td>SW 4951 Introduction to Research for SW Practice</td>
<td>SW 4710, SW 4711, SW 4730, SW 4740</td>
</tr>
<tr>
<td>SW 4970 Senior Professional Seminar</td>
<td>SW 4710, SW 4711, SW 4720, SW 4730, SW 4740, SW 4760, SW 4770 (Concurrent), SW 4951, SW 4952 (Concurrent)</td>
</tr>
<tr>
<td>SW 4971 Undergraduate Field Practicum</td>
<td>All BSW Professional Program courses must be completed with a C+ or above and a cum. GPA of 2.5; exceptions are SW 4770, SW 4952, and SW 4970 which are taken concurrently.</td>
</tr>
<tr>
<td>SW 4952 Research Methods in Social Work</td>
<td>SW 4951</td>
</tr>
</tbody>
</table>
1110  Introduction to the SW Major – 1 hour
Students examine their interest in social work and other human service professions; learn of career possibilities in their interest area; and develop and educational plan to reach their goal.

1115  Social Welfare and Social Work - 3 hours
Introduction to the field of social welfare and the profession of social work. This is a service learning class.

1200  Criminal Justice in Social Work – 3 hours
This course provides an introduction to the history and development of criminal justice in our country and includes policing and law enforcement, and the adjudication and court process as well as the terminology associated with each system. Theories on crime, prison, community corrections and reentry discussions for both juvenile and adult systems will be addressed. Emphasis will be placed on an overview to the major sociological and psychological perspectives on variations from normative individual and group behaviors prevalent in the U.S. society while providing a strengths perspective in which to understand them. Finally, this course will evaluate the delicate balance between community interest and personal freedom that criminal justice decision-making requires.

2000  Exploration in Social and Economic Justice - 3 hours (WI)
Explores issues of fairness and equality in economic, political and social systems, and applies social justice principles to major social problems.

2101  Topics in Social Work-1 -3 hours
Special and emerging topics in social work and social welfare. Subject, content and credit varies, depending on available faculty and student interest. For undergraduate students and graduate students outside the School. Prerequisite: consent required.

2220  Human Behavior and the Environment - 3 hours (WI)
Selected theories of human behavior and development in the context of social, economic, political and natural environment. Prerequisites: English 1000 and sophomore standing.

3101  Topics in Social Work - 3 hours
Special and emerging topics in social work and social welfare. Subject, content and credit vary depending on available faculty and student interest. For undergraduate students. Prerequisite: consent required.

3320  Understanding Personality in Social Context - 3 hours
This course introduces students to some of the major theories of personality and the research methods used to test these theories. Attention is given to comparative analysis of specific theories on particular problems or issues relevant to social work practice such as child abuse, ethnic background, parenting, life transitions, etc.

3330  Medical Social Work – 3 hours
Interrelations of biological, psychological, social factors in understanding people with common physical illnesses. Prerequisites: junior standing and instructor's consent required.

3340  Dynamics of Interviewing – 3 hours
Analysis of interviewing techniques employed in communication for securing reliable, valid data to modify behavior in accordance with professional objectives. Prerequisites: junior standing and departmental consent required.

3350  Problems in Social Work - 3 hours
Research and independent study projects offered on a tutorial basis to undergraduate social work students. Prerequisite: consent required.

4101  Topics in Social Work – 1-6 hours
Special and emerging topics in social work and social welfare. Subject, content and credit varies depending on available faculty and student interest. May be repeated for credit. Prerequisites: departmental consent required.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Description</th>
<th>Prerequisites</th>
</tr>
</thead>
<tbody>
<tr>
<td>4310</td>
<td>Social Statistics – 4 hours</td>
<td></td>
<td>Descriptive, analytic techniques applied to qualitative and quantitative social data. Prerequisite: sophomore standing. Math Reasoning Proficiency Course.</td>
<td></td>
</tr>
<tr>
<td>4320</td>
<td>Rural Human Services - 3 hours</td>
<td></td>
<td>A study of the effect of rural and small community environments on the planning and delivery of social and health services. Emphasis on policy and program analyses relevant to rural issues and concerns. Prerequisites: Junior or Senior standing required.</td>
<td></td>
</tr>
<tr>
<td>4330</td>
<td>Addiction Treatment and Prevention - 3 hours</td>
<td></td>
<td>Provides knowledge generic to social work and other disciplines involved in alcoholism treatment. Integrated approach to problems of alcoholism and development of self-awareness are emphasized. Didactic and experiential methods employed. Prerequisites: senior or graduate standing; consent required.</td>
<td></td>
</tr>
<tr>
<td>4350</td>
<td>Deaf Culture: A Social Work Perspective – 3 hours</td>
<td></td>
<td>An introduction to the deaf community as a linguistic and cultural minority. Examines the complexities of Deaf culture from a historical and contemporary perspective. Addresses cultural identity, communication, education, social services, civil rights and advocacy.</td>
<td></td>
</tr>
<tr>
<td>4360</td>
<td>Working with Minority Youth - 3 hours</td>
<td></td>
<td>Develops awareness and understanding of social, psychological and cognitive realities influencing the behavior of minority youth. Content draws upon theories, research and practice skills relevant to understanding and counseling minority youth. Junior or senior standing required.</td>
<td></td>
</tr>
<tr>
<td>4370</td>
<td>Delinquency, Corrections and Social Treatment - 3 hours</td>
<td></td>
<td>Focuses on problems and causative factors in developing and maintaining delinquent and criminal behavior and attitudes addressing critical and comparative understanding of social change strategies employed in this field.</td>
<td></td>
</tr>
<tr>
<td>4380</td>
<td>Social Work Practice with Minorities (Afro-American Emphasis) - 3 hours</td>
<td></td>
<td>Provides students with an appreciation of the black experience in the United States on a knowledge and feeling level. Prerequisite: consent required.</td>
<td></td>
</tr>
<tr>
<td>4390</td>
<td>Helping Strategies with Children and Adolescents - 3 hours</td>
<td></td>
<td>Theory and practice of work with children and adolescents. Practice with a focus on youth in transition, protective services and permanency planning, and special needs populations. Prerequisites: senior or graduate standing with consent of instructor or social work senior or graduate standing.</td>
<td></td>
</tr>
<tr>
<td>4395</td>
<td>Death, Grief &amp; Loss – 3 hours</td>
<td></td>
<td>This course is designed to provide an awareness of the impact of grief and loss whether as a result of a death or major life alteration. The perspective that grief exists in many contexts beyond death will be a focal point of the course. Theory associated with the process of dying, grief and grief resolution will be examined. Additionally, students will explore influencing factors such as life span development, religion, culture and personal responses to loss. Prerequisites: junior standing.</td>
<td></td>
</tr>
<tr>
<td>4400</td>
<td>Domestic Violence- 3 hours</td>
<td></td>
<td>This 3-hour course covers history of the domestic violence movement, intimate partner violence theories and data, legislative and organizational policy issues, and intervention models for practice with individuals who have experienced domestic violence including co-occurring issues such as trauma. Prerequisites: Junior standing.</td>
<td></td>
</tr>
<tr>
<td>4410</td>
<td>Law &amp; Social Work Practice – 3 hours</td>
<td></td>
<td>Legal processes relevant to social work practice and court procedures, and study of decisions affecting social work across micro and macro practice. Prerequisites: junior standing.</td>
<td></td>
</tr>
<tr>
<td>4440</td>
<td>International Social Work Practices &amp; Principles – 3 hours</td>
<td></td>
<td>This course explores issues of fairness and equity in economic, political and social systems, and applies social justice principles to major international social problems. Social Justice is the perspective that in a perfect world, all citizens deserve equal rights, protection, opportunities, obligations and social benefits. Recognizing that the world is not perfect, International Social Work Practice and Principles presents theories and perspectives on how to affect a more just society and world community. Social Work person in environment orientation and strong value system are used as guides in analyzing problems and determining ways of promoting a more just society and global community. Prerequisites: Junior Standing required.</td>
<td></td>
</tr>
</tbody>
</table>
**4450**  Professional Perspectives on Child Welfare Practice and Services in the 21st Century - 3 hours

This course examines the development and current state of child welfare services in America with an emphasis on the role of the public child welfare agency in delivery of those services. It is an overview course which addresses the relationship between practice issues in service delivery and administrative policy issues which enable and constrain service delivery activities. The overarching concepts of child safety, family stability, permanency for the child, and well-being of the child as a long-term outcome will be used to examine the five focal service delivery areas in child welfare; family support, preservation and reunification, child protection, foster placement, residential care, and adoptive services. This is a dual level BSW/MSW course and is an elective within the program’s curricular structure. The differentiating objectives and assignments for the MSW members of the class are noted in the appropriate areas of the syllabus. Prerequisites: BSW Professional Program status or consent.

**4455**  Latino/a Immigrants & Receiving Communities – 3 hours

This interdisciplinary course is designed to educate students about the Latino/a immigrants seeking better lives and the communities that receive them. Special attention is given to social justice issues; micro, mezzo, and macro systems will be used to explore content.

**4480**  Helping Strategies with Older Persons – 3 hours

This course is designed to provide knowledge and skill development for work with older adults and their families. It offers an intensive examination of the concepts and skills needed for effective social work practice with these populations. In particular, sociological, psychological, political, and economic factors affecting older adults will be examined as they relate to intervention, programmatic, and policy responses. Special attention will be given to assessment and intervention from macro, mezzo, and micro perspectives. The interrelationship between the aging person, the family, and society is explored since these factors affect all levels of practice. Content in this course related to the social and economic mission of the School of Social Work. Prerequisites: Junior standing in Social Work and instructor's consent required.

**4710**  Social Justice and Social Policy - 3 hours

Based on the concepts of human need and social justice, an historical and analytical approach to social welfare policies and programs. Prerequisite: SW 1115 or Junior standing in social work or instructor's consent.

**4711**  Social Justice and Social Policy II – 3 hours

Advanced course in the analysis of policies and programs relevant to social work and social welfare. Prepares students to understand and conduct policy analysis of public, voluntary, and proprietary human service organizations. Social Work Pre-requisite: Social Work Professional Standing, (SW 4710)

**4720**  Variations in Human Behavior – 3 hours

Basic concepts and principles regarding psychological/social dynamics of deviance; implications for social welfare policy and social interventions. Prerequisites: junior standing and departmental consent required. (SW 2220)

**4730**  Introduction to Social Work Practice - 3 hours

Introductory, generalist practice theory course promoting student’s understanding of professional social work practice as holistic, identifiable, unique configuration of knowledge, values and skills. Prerequisite: junior standing in social work.

**4740**  Introduction to Community and Organizational Processes - 4 hours

Introduction to contextual framework of social work practice, with particular emphasis on community and organization as social systems. Prerequisites: junior standing in social work.

**4750**  Interaction Skills Workshop - 3 hours

Interaction skills for generalist practice at individual, group and community levels. Group communication and social influence theories address generic and unique aspects of interaction across systems. Uses laboratory instruction. Prerequisite: Junior standing in Social Work.

**4760**  Theory and Practice of Social Group Work - 3 hours

Focuses on small group dynamics and models of group work practice suitable in all social work fields. Emphasizes practice theory and skills. Prerequisites: junior standing in social work. (SW 4710, 4730, 4740, 4750)

**4770**  Strategies of Direct Practice - 3 hours (WI)

Examines social structures, processes underlying assumptions/concepts of social change, client constellation, organizational arrangements, and role relationships by which social workers define professional intervention. Prerequisites: (SW 4710, 4711, 4720, 4730, 4740, 4750, 4760, 4951) and senior standing in social work.
4951  Research for Social Work Practice - 3 hours (WI)
Introduces social work research and its relevance to practice, emphasizing the School of Social Work's social
justice mission. Prerequisites: junior standing in social work; (SW 4710, 4730, 4740, 4750)

4952  Research Methods for Social Work - 3 hours (WI)
Survey of research methods germane to the development of the knowledge base of social work practice.
Prerequisites: junior standing in social work; consent required. (SW 4951, SW 4310)

4960  Special Readings - 1-3 hours
Extensive readings in selected area or intensive reading in a special field. Prerequisite: consent required

4970  Senior Professional Seminar - 3 hours
Integrative professional practice seminar for BSW students, focusing on the principles of generic social work and
its application to direct practice in diverse fields, career planning and responsibilities. Co-requisites: 4971.

4971  Undergraduate Field Practicum - 6 hours
Supervised social work practice in a school-approved agency focusing on development of direct practice skills.
Fall semester, three days a week. S/U graded only. Prerequisites: senior standing in social work. SW 2220, 4710,
4720, 4740, 4750, 4730, 4760, and 4952 and consent required. Co-requisites: SW 4770 and 4970.

4971H Advanced Study for Social Work Honors – 3-6 hours (variable)
Individual study and research or practicum leading to Honors in Social Work. Enrollment is limited to students
accepted into the Professional BSW Program and for Social Work Honors. Students accepted for Social Work
Honors must be admitted to the Professional BSW Program. Students must work with a selected faculty member
and propose for approval an advanced study project to 1) substitute for a required BSW class or 2) serve as an
addition to the required BSW curriculum. Advanced Study proposals for Social Work Honors must extend
learning outcomes beyond the expectations of existing BSW course requirements.
## SAMPLE BSW FOUR-YEAR PROGRAM OF STUDY

Note: Admission to the Professional BSW Program is by application and is determined on a competitive basis.

- Complete prior to beginning BSW Program
- Complete prior to graduation
- Professional BSW course

### FRESHMAN YEAR

**Fall Semester**
- English 1000 (3)
- Biology 1010 (3)
- History (Constitution) (3)
- SW 1110 (Elective) (1)

Total Hours: 15

**Spring Semester**
- Communications 1200 (3)
- Math 1100 (or higher) (3)
- Sociology 1000 (3)
- Anthropology (any) (3)
- SW 1115 (Elective) (3)

Total Hours: 15

### SOPHOMORE YEAR

**Fall Semester**
- Philosophy (any) (3)
- SW 2000 Expl Soc Just (WI) PPO Diversity (3)
- Social Psychology (3)
- Political Science (any) (3)
- Elective (3)

Total Hours: 15

**Spring Semester**
- Economics (3)
- SW 2220 Human Behavior & Environ (WI) (3)
- Humanities–2000+ level (3)
- SW 3320 (Theories of Personality) (3)
- Elective (3)

Total Hours: 15

### JUNIOR YEAR

**Fall Semester**
- SW 4710 Social Justice & Social Policy (3)
- SW 4730 Intro to Social Work Practice (3)
- SW 4740 Intro to Community & Org. Proc. (4)
- SW 4750 Interaction Skills Workshop (3)
- SW Field of Practice (FoP) Elective (3)

Total Hours: 16

**Spring Semester**
- SW 4310 Social Statistics (4)
- SW 4711 Social Justice & Policy II (3)
- SW 4720 Variations in Human Behavior (3)
- SW 4760 Thry & Prct of Social Group Work (3)
- SW 4951 Research Methods for SW I (WI) (3)

Total Hours: 16

### SENIOR YEAR

**Fall Semester**
- SW 4770 Strategies of Direct Practice (3)
- SW 4952 Research Methods for SW II (WI) (3)
- SW 4971 Undergrad. Field Practicum (MWF) (6)
- SW 4970 Senior Professional Seminar (3)

Total Hours: 15

**Spring Semester**
- PPO Diversity Elective (Soc 2200) (3)
- Electives (4)
- Electives (or MSW/Senior Dual Enrollment) (6)

Total Hours: 13

Total Hours to graduate: 120

This sample program of study allows for graduation within 4 years with no summer session courses. Individual schedules may vary. Please note that when a course number is not referenced, more than one course will fulfill the requirement. Consult the MU Schedule of Courses and your Academic Advisor for guidance.
BSW Degree Requirements Sheet

<table>
<thead>
<tr>
<th>Student Name</th>
<th>Student Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sem/Yr. Admitted to MU SSW BSW SW Advisor

- = Must be completed prior to the beginning of the first semester of the BSW Professional Program.
* = Minimum grade must be in the “C” range. Prof. Program student can only incur 2 grades of C+ in the Prof. Program.

<table>
<thead>
<tr>
<th>Course</th>
<th>Sem/Yr.</th>
<th>Grade</th>
<th>Credits Earned</th>
<th>Initial /Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>English Composition (3 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>English 1000 (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>COLLEGE ALGEBRA (3 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Math 1100 (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HUMANITIES (9 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Philosophy (3) 1000, 1100, 1200 recommended</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication 1200 (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MU Gen. Ed. Distribution of Content Requirement – One course in either Humanities OR Biological/Physical/ Mathematical Sciences (circle) must be at the 2000 level or higher. Met with:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOLOGICAL/PHYSICAL/MATHEMATICAL SCIENCE (9 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biology 1010 (human)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lab science</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Statistics (4) (MRP)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add'l Science/Math hrs. to meet MU Gen. Ed req.?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SOCIAL SCIENCE (12 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anthropology (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economics (Micro or Macro) (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>History or Political Science* (3) (State Law Const.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Political Science or History (3) (any)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEHAVIORAL SCIENCE (15 hrs.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sociology or Rural Sociology 1000 (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychology 1000 (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Theories of Personality (Social Work 3320 or Psych 2320) (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Psychology (Psych 2310 or Soc 3310) (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Work 2220 (3) (WI); prerequisite for SW 4720.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Admission to the Professional BSW Program is competitive & requires a 2.5 cum GPA on 55-60 cr. hrs. and completion of all prerequisite courses. Application is made during sophomore year with an application deadline of February 15 (late deadline is May 15). Admission is granted junior year; fall semester only.

ADVISOR NOTES:
BSW PROFESSIONAL PROGRAM (Core + SW 2220 + SW 4310 = 50 cr. hrs)

Revised 08/07/2018

<table>
<thead>
<tr>
<th>BSW Core – First semester – Fall (Junior Year)</th>
<th>Sem/Yr.</th>
<th>Grade</th>
<th>Credits Earned</th>
<th>Initial/ Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>◆◆ SW 4710: Social Justice &amp; Social Policy (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4730: Intro to Social Work Practice (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4740: Intro to Community &amp; Org (4)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4750: Interaction Skills Workshop (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BSW Core – Second semester – Winter (Junior Year)</th>
<th>Sem/Yr.</th>
<th>Grade</th>
<th>Credits Earned</th>
<th>Initial /Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>◆◆ SW 4310 : Social Statistics (4) (MRP)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4720: Variations in Human Behavior (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4711: Social Policy II (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4760: Theory &amp; Practice of Social Group Work (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4951: Intro to Research for Soc Wk Practice (3) (WI &amp; CP)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BSW Core – Third semester – Fall (Senior Year)</th>
<th>Sem/Yr.</th>
<th>Grade</th>
<th>Credits Earned</th>
<th>Initial /Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>◆◆ SW 4770: Strategies of Direct Practice (3) Taken with SW 4970 &amp; SW 4791. (WI)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4952: Research Methods for Social Work (3) (WI)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4970: Senior Professional Seminar (3) Taken with SW 4970 &amp; 4971.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>◆◆ SW 4971: Undergraduate Field Practicum (6) Taken with SW 4970 &amp; 4971.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enrollment in SW 4770, 4951, 4952, 4970 & 4971 requires a 2.5 cum GPA

◆◆ SW Field of Practice Elective (3) FALL or WINTER

| BSW Core subtotal | 43 hrs. |

ELECTIVES (SW 1115 strongly recommended) (Electives + General Education + BSW Core courses must total 120 hrs.)

<table>
<thead>
<tr>
<th>Sem/Yr.</th>
<th>Grade</th>
<th>Credits Earned</th>
<th>Initial /Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sub-total 20 hrs.

Grand Total 120 cr. hrs.

WI = writing intensive
CP=computer proficiency

1. SW 2220 & SW 4951 satisfy two required writing intensive courses. SW 2000, 4770 & 4952 are also taught as WI.
2. SW 4951 satisfies the computer and information proficiency requirement.
3. Only 4 credits in “skill” courses such as PE, voice, piano, art, HES 1100 etc. count toward the 120 hours.
4. Students must take College Algebra or equivalent prior to Statistics if Statistics is to count as their Math Reasoning Proficiency (MRP) credit. SW 4310 is required statistics course for BSW students.
5. No credit hours are given for Math 0110. No credit hours are given for life experience.
6. Pass/Fail: Only 1 course/semester can be taken S/U; can effect Honors. Consult Undergraduate Catalog for details.

Progress Toward Graduation
1st Check (during 2nd BSW semester):
2nd Check (during 3rd BSW semester):
Projected Graduation Date:
ACADEMIC ADVISING

Academic advising as defined by the 1993 Provost’s Task Force on Undergraduate Advisement:

Academic advising is an ongoing, active process involving student, advisor, and institution, the primary goal of which is to assist students in the development and accomplishment of meaningful educational plans that are compatible with their life goals.

To be successful, academic advising must incorporate three distinct types of advising:

- Developmental advising to enable the student to derive the greatest possible benefits from his or her university experience. Developmental advising aims to help the student solve whatever problems stand between the individual and academic success.
- Career advising to provide information and advice about career options and opportunities.
- Curricular and programmatic advising to assist the student in selecting courses, planning programs of study, and meeting existing requirements.

ADVISING IN THE SCHOOL OF SOCIAL WORK

All students majoring in social work are assigned to a faculty academic advisor within the School. Once accepted into the social work program, students will be notified of their advisor change beginning in the fall semester. Students are expected to contact their advisor for an advising appointment prior to Registration each semester and as the need arises. If at all possible, students retain the same advisor throughout their enrollment in the program. However, the student may request a change in advisor through a request to the Director of Undergraduate Studies. Following consultation with the advisor and the student, a decision is made which will be in the best interests of the student’s learning.

It is suggested that students meet with the advisor at least once each semester to ensure satisfactory progress toward graduation.

Individual advisors will be notified when special circumstances arise for an advisee (failing midterm grade; academic actions; withdrawal from course (s); etc.).

Undergraduate advisors meet once each month. These meetings will serve to update advisors to new MU or SSW policies and procedures that will affect student advising. The meeting will also be a forum to discuss program effectiveness and develop recommendations for program changes.

Purpose

1) Provide each student with access to a faculty member who is familiar with the total educational program and who can assist the student in obtaining the best and most from his/her education.
2) Provide a relationship system through which the School can communicate with students, and carry out administrative functions related to student matriculation (e.g. registration and notification and clarification of program changes).
UNDERGRADUATE ADVISORS

Bailey, Rachel 715 Clark Hall 882-4136 baileyrm@missouri.edu
Freelin, Tammy 722 Clark Hall 882-1656 freelint@missouri.edu
Dr. Ramseyer Winter, Ginny 705 Clark Hall 884-8077 ramseyerwinterv@missouri.edu
Dr. Peters, Clark 719 Clark Hall 884-1411 peterscm@missouri.edu
Ms. Piester, Jane 726 Clark Hall 884-6704 Piesterj@missouri.edu
Dr. Robinson, Erin 708 Clark Hall 884-3907 robinsonel@missouri.edu
Dr. Sanchez, Ninive 712 Clark Hall 882-0920 sanchezni@missouri.edu
Woods, Christine 711 Clark Hall 882-5102 woodscm@missouri.edu
Dr. Yoon, Dong 701 Clark Hall 882-0916 yoond@missouri.edu

CONTACTING ADVISORS

Students are encouraged to see their academic advisors at least once each semester. Faculty office hours are posted and students are welcome to drop in. However, to ensure the advisor is available, appointments are strongly recommended. The Director of Undergraduate Studies/Student Services Coordinator & Student Services Specialist may be contacted to respond to advising needs when the assigned advisor is unavailable.

Students must see their advisor to obtain registration material each semester. Students may contact advisors via phone, e-mail, or MU Connect as available.

FACULTY ADVISOR RESPONSIBILITIES

1) Faculty advisors have primary responsibility for helping students make maximum use of learning opportunities and, in general, advancing the student’s best interests. Specifically, the advisor:
   a) Makes available a schedule of office hours (both to the students and the Academic Specialist). Notifies students about the use of phone, email or sign-up sheets to schedule appointments.
   b) Meets with students regarding any change in their course of study or status, and signs forms which require an advisor’s signature. These may include add/drop, withdrawals, etc.
   c) Helps the student plan his/her program of study.
   d) Helps the student identify learning strengths or concerns and plans with the student to develop the means by which to enhance his/her learning.
   e) Consults with students about academic preparation for career planning goals, including field placement ideas or suggestions, graduate school interests, etc.
   f) Prepares responses to requests for references for the school’s official educational evaluation of students for whom s/he is the designated faculty advisor.
   g) Serves as chair when a Special Advisement is held, is responsible for a written report of the discussion and suggestions made, and shares the recommendations with the student.
   h) Provides the student with information and/or referrals if personal issues affect academic performance. With the student’s permission the advisor may notify appropriate faculty or staff.
When the student’s advisor is not available in his/her office, the student should make an effort to reach the advisor by phone to make an appointment. The Undergraduate Student Service Specialist in 723 Clark may be able to assist the student in locating the advisor. An interim measure would be to see the Student Services Coordinator or the Director of Undergraduate Studies.

**STUDENT RESPONSIBILITIES**

Students have the primary responsibility for:

1) Knowing who their advisor is and how s/he may be reached.
2) Checking the BSW website and BSW-L email to obtain relevant advising & registration information.
3) Scheduling appointments, each semester prior to early Registration, by the method chosen by the advisor, i.e., by telephoning or emailing for appointment or by MU Connect.
4) Notifying the School of Social Work and Admissions of any change in address or telephone number both local and permanent. This notification should occur within one week of the change.
5) Notify the advisor of personal issues, i.e., illness, death in family, that are affecting academic performance and seek assistance in maintaining good academic standing.

**REGISTRATION ADVISING**

Social work students are required to meet with their advisor each semester in order to discuss their course plans for the upcoming semester in addition to individual plans for professional development.

Approximately 2 weeks prior to Early Registration for the next semester, advisors should begin scheduling sign ups with their advisees. Advisors can e-mail their advisees with available appointment times or use MU Connect for scheduling. Prior to a scheduled appointment with a student, the advisor will obtain the student file from the designated location in the main SSW office.

Discussion with the student might include previous course performance, course selection for upcoming semesters, GPA, graduation requirements, a possible minor, preparation to apply to the BSW Professional Program, practicum placement ideas, career goals, etc. At the meeting, completed course grades should be recorded on the Degree Requirements Sheet complete with the date and advisor initials.

After the meeting, the student will proceed to the student service specialist for any necessary BSW course permission numbers. Please note that the permissions numbers will not be given over the telephone. After each meeting with the student, the advisor should make notes on the File Notes page in the student file, including comments about progress toward graduation and anticipated graduation date.
ACADEMIC AND CURRICULAR RESOURCES

The following resources are important in assisting social work students in planning their course of study:

1) Student file (located in the undergraduate student service specialist’s office)
2) Degree Requirements Sheet (yellow; legal-sized attached inside student file)
3) Academic Advising Profile/Unofficial transcript (can be viewed or printed from myZou)
4) myZou: myzou.missouri.edu
5) BSW Student Manual
6) BSW website: http://ssw.missouri.edu/bsw.shtml
7) MU – Advising website: www.advising.missouri.edu
8) MU Connect https://muconnect.missouri.edu/
9) Student Services Coordinator – Tammy Freelin
10) Undergraduate Student Service Specialist – Kathleen Claxton

Prior to meeting with an advisor for the first time, a student will have had an Orientation with the Student Services Coordinator. At that Orientation, the student’s previous college work is evaluated and recorded on the Degree Requirements Sheet. The Degree Requirements Sheet would also contain any beginning notes about the student’s plan of study and notations about future class selections.
ACADEMIC PROCEDURES, RULES AND REGULATIONS

ACADEMIC INTEGRITY

https://oai.missouri.edu/about/academic-integrity/

Academic honesty is fundamental to the activities and principles of a university. All members of the academic community must be confident that each person’s work has been responsibly and honorably acquired, developed and presented. Any effort to gain an advantage not given to all students is dishonest whether or not the effort is successful. The academic community regards academic dishonesty as an extremely serious matter, with serious consequences that range from probation to expulsion. WHEN IN DOUBT ABOUT PLAGIARISM, PARAPHRASING, QUOTING OR COLLABORATION, CONSULT THE COURSE INSTRUCTOR.

Academic Integrity is expected of all students in a university community. A charge of academic dishonesty is a serious and can have serious consequences if guilt is established. In all cases of academic dishonesty, the faculty member makes an academic judgment about the student's grade on that work and in that course and reports all incidents to the provost for disciplinary action. Discipline ranges from a warning to expulsion from the University. In addition, the instructor may award a failing grade in the assignment, a failing grade in the course, or may adjust the grade as deemed appropriate.

Violations of academic integrity and action(s) taken will be handled in accordance with Article VI, the Academic Integrity https://oai.missouri.edu/instructors/reporting-dishonesty/.

ACADEMIC STANDING

A student whose term and cumulative grade point averages are 2.0 or higher is in Good Standing. (Note: The word “term” in these Regulations applies to semester, summer session, and intersession.) A student in Good Standing whose term or cum grade point average falls below 2.0 is placed on scholastic probation. Any beginning student admitted to the University of Missouri who does not meet the minimum entrance standards as specified in Article II, Admissions, Advanced Standing, and clarification will enter in Scholastic Probation. A student on Scholastic Probation must establish a 2.0 cumulative grade point average with two successive terms; otherwise, he/she is ineligible to re-enroll. A student whose term grade point average falls below 1.0 is ineligible to enroll for a period of one year; s/he may apply to be re-admitted by writing a letter to the HES Status and Appeals Committee. All Professional BSW Students must maintain a grade point average of 2.5 to remain in good standing.

ADD/DROP

Students may drop a course during the first five (5) weeks each spring or fall semester without any notation on their transcript. During those first five weeks, if the student does not have registration holds they may add/drop through myZou. No class may be added after the first week of classes, other than Part-of-Term courses, or Problems, Special Readings, online, or Research courses with instructor approval. If a course is dropped after the fifth (5) week and before the last six weeks of classes, the course grade will be either a “W” (withdraw passing) or F (failing). Students who wish to add or drop late must
obtain a Late Changes to Registration form from the Undergraduate Student Service Specialist or [http://registrar.missouri.edu/forms/add-form.pdf](http://registrar.missouri.edu/forms/add-form.pdf). After obtaining the advisor’s signature and Dean’s stamp, students should take the form to 130 Jesse Hall for processing. Students may withdraw from a class up to the last Monday of classes for the semester.

### ADDRESS CHANGES

Students can easily change their address and telephone information using myZou.

### AMERICANS WITH DISABILITIES ACT (ADA)

The University of Missouri complies with the Americans with Disabilities Act and other applicable laws and regulations. If you have a disability and need accommodations in connections with registration or advisement, please contact Disability Services, [http://disabilityservices.missouri.edu](http://disabilityservices.missouri.edu), S5 Memorial Union, Voice (573) 882-4696, TTY (573) 882-8054, or by e-mail at disabilitycenter@missouri.edu as soon as possible so that necessary arrangements can be made. If you need this information in an alternative format (Braille, large print, audio tapes or computer disk) Disability Services can provide assistance.

To request academic accommodations (for example, a note taker or extended time on an exam), students must register with Disability Services, [http://disabilityservices.missouri.edu](http://disabilityservices.missouri.edu), S5 Memorial Union, 573-882-4696. It is the campus office responsible for reviewing documentation provided by students requesting academic accommodations, and for accommodations planning in cooperation with students and instructors, as needed and consistent with course requirements. For other MU resources for students with disabilities, click on “Disability Resources” on the MU homepage.

### ATTENDANCE EXPECTATIONS

The University expects students to attend all scheduled course sessions. An instructor may establish their own attendance standards and will determine whether a student will be permitted to make up work missed as a result of an absence. There are no “dean’s excuses” or “official absences”. Students may be dropped from a course due to excessive absences. The instructor’s policy on absences shall be provided, preferably in writing, to students at the beginning of the course. Whether a student should be dropped from a course due to a number of absences remains the prerogative of the instructor.

Students are expected to attend all classes in the BSW Professional Program. Unexcused absences in classes and fieldwork reflect poor organization and unprofessional behavior, and will adversely affect your grade and subsequent success in the program.

### COLLEGE LEVEL EXAMINATION PROGRAM (CLEP)

The College Level Examination Program (CLEP) is a national program of credit-by-examination that offers students the opportunity to earn college credit for achievement acquired through previous study, personal experience, adult learning, and other sources. CLEP provides general examinations and subject examinations; however, credit may be awarded for CLEP subject exams only. CLEP general exams are not considered. Credit must be applicable in a student’s program of study.
It is important that students check with the Student Services Coordinator or the MU Testing Office, testingservices@missouri.edu, on the types of courses and number of credits that can be applied towards their program of study PRIOR to making an appointment and completing the CLEP exam. Only students who have fewer than 90 semester hours of college credit are eligible to take CLEP exams. Go to http://admissions.missouri.edu/howtoapply/freshman/earnedCredit/collegeLevelExamination.php for the University of Missouri's policies. Students can retake the same CLEP test after 6 months.

**COURSE REPEAT POLICY FOR UNDERGRADUATES**

THE COURSE REPEAT POLICY WILL NOT AUTOMATICALLY BE APPLIED TO A STUDENT'S GPA. After completing the second attempt of a course, a student must submit a request for GPA Adjustment form [http://registrar.missouri.edu/policies-procedures/course-repeat.php](http://registrar.missouri.edu/policies-procedures/course-repeat.php) to the Office of the University Registrar- Records Department, 126 Jesse Hall.

1) **GPA calculations for repeated courses.** When a grade received in an initial attempt, for an undergraduate course at University of Missouri, is a "C-", "D+", "D", "D-", "F", or "WF", the grade will be replaced in the calculation of the GPA by the grade received in any second attempt of the same course at the University of Missouri (unless the repeat grade is an "I" or "W"). All grades received in second and subsequent attempts will be included in GPA calculations. No more than 15 semester hours will be dropped from the calculation of the student's GPA. All attempts of a given course will appear on the official transcript with the grade(s) earned. The transcript will have an explanation that the GPA is calculated using all grades earned in a course except the initial attempt when a course has been repeated. This policy is effective with course work where the initial enrollment and completion of the course was Fall Semester 2000 and thereafter.

2) **Grading system of repeated courses.** Any course being repeated may not be taken on an S/U basis.

3) **Limitations:**
   a) Applicability of policy. The policy is applicable to undergraduate students only.
   b) This policy does not imply a guarantee that openings will be available in course(s) if and when students wish to retake them, and instructors will not ordinarily know whether a student is enrolled in a course for the second time. When a course is repeated all applicable fees apply.

4) **Degree credit for repeated courses.** Degree credit may be earned only once for a particular course unless a department or division has, in other policies, allowed for multiple-credit from that course.

5) **Impact of repeated courses.**
   a) Students are strongly encouraged to visit with an adviser to determine whether course re-enrollment is advisable (certain department or divisional policies may be important in this connection).
   b) Further, students should be aware that repeating a course may have an impact on financial aid, insurance, entrance to professional schools, participation in athletics, immigration status, and other non-academic matters.
   c) The academic status of a student in a given semester will not change as a result of repeating a course.

6) **Evaluation of policy.** The Registrar's office will monitor this new policy, and will report back to Faculty Council and appropriate advisers and administrators by the end of summer, 2005.
Grades of C or greater may not be replaced under the Course Repeat Policy because these grades are considered acceptable work and would not prevent a student from graduating from MU.

Students may not apply the course repeat policy to courses once they have graduated. This also applies to students who are seeking a second undergraduate degree.

For the purposes of this policy, an undergraduate course is any course an undergraduate student attempts for undergraduate credit regardless of the course level. A student may not apply the course repeat policy to a course repeated as an undergraduate student for graduate credit.

If the department or course number has changed since the student completed the first attempt of a course, the department offering the course will verify that the subsequent course is substantially the same and the course repeat policy may apply.

If the initial course is a cross-listed course, a student may apply the course repeat policy if the student subsequently completes the cross-listed course offered by the alternate department.

Students may replace the grade earned from the course at the University of Missouri or any other University of Missouri campus with a grade earned in an equivalent course at any University of Missouri campus.

Students cannot replace the grade earned from a course at the University of Missouri with a grade earned in an equivalent course at another University of Missouri campus or other college or university.

Courses for which a "W" is assigned is not considered an attempt since no final grade has been recorded.

Questions may be directed to the Office of the University Registrar, Records, 126 Jesse Hall or by telephone at (573)882-4249

ENROLLMENT - FULL-TIME

Students are normally expected to enroll in a minimum of 12 credit hours each semester. This is considered full-time enrollment. Student may have fewer than 12 credit hours as long as 12 hours are not a provision of their re-enrollment. It should be noted that financial aid, scholarship recipients, honor roll recognition, and insurance coverage usually stipulate at least 12 credit hours. If students drop below 12 credit hours, they need to talk with their financial aid advisor in 11 Jesse Hall regarding the implications of that decision. Once a students has been accepted into the BSW Professional Program full time status varies within each semester. If he/she (student) decides to not register for the semester class load outlined an advisor will need to be consulted to identify a formal plan of study as the graduation plan will be revised.

GRADE CRITERION

University Policy requires that a student must have both a cumulative GPA of 2.00 and a minimum of 120 hours in order to graduate.
The BSW program requires a minimum cumulative GPA of 2.5 in order to enroll in the third semester (fall) social work core courses and/or graduate with a BSW degree. A student must achieve a grade of C+ or above in all required social work courses. A student may earn no more than two (2) C+ grades in BSW Core courses before entry into the third BSW semester/Field. Students who fail to meet these requirements will be placed on Social Work Probation and must meet in a special advising session to determine criteria for the removal of probation status.

GRADING SYSTEM

(See also Faculty Handbook: Grades & Credits section) The purpose of grading is to provide a framework in which the faculty can report evaluation of student performance and achievement. The grades of S, U, and W are not incorporated in the grade point average. Grades calculated in the grade point average are:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>4.0</td>
</tr>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>C-</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>D-</td>
<td>0.7</td>
</tr>
</tbody>
</table>

GRADING - S/U

Students may change from one grading system to the other during the first ten (10) days of classes in the Fall/Spring semesters or the equivalent thereof in a shorter session. Students cannot enroll in more than one course per semester on an S/U basis, excluding courses offered only on an S/U basis. Note that S/U grading can affect honors eligibility for certain students. Beginning students and students on Scholastic Probation are not eligible to enroll in courses on an S/U basis. ‘S’ is recorded for A+/-, B+/-, or C+/- academic performance and a “U” is recorded for D+/- or F performance. Consult the Undergraduate Catalog for more detailed information. **NOTE: Students may not elect to take Professional BSW courses on an S/U basis.** Field Practicum SW 4971 is the exception with automatic S/U grading.

GRADES – INCOMPLETE

A grade of "I" (Incomplete) is given only in unusual circumstances and at the discretion of the instructor. Special circumstances are those that interrupt a student’s ability to complete the semester once successfully begun; it does not include simple failure to perform tasks or attend classes. The student must develop, together with the instructor, a plan for completion of the course within a designated time period. Note that a grade of "I" must be replaced by the date specified by the instructor, but no later than the end of one calendar year. Incompletes older than one year will be removed and recorded as a grade of “F” automatically by the university registrar’s office. Students should be aware that grades of "I" may prevent their ability to take subsequent required courses and thereby delay graduation. Note also that a student with three or more outstanding incompletes may not register for additional academic or practicum courses.
GRADUATE (MSW) ADVANCED STANDING INFORMATION

A student who satisfactorily completes the BSW may be eligible to apply to the graduate, MSW program at MU, as well as other accredited graduate social work programs, as an advanced standing student.

The Advanced Standing MSW at MU is a 39-hour degree (compared to the regular 60-hour degree). Students may begin the program in either the fall semester (August) as a part-time student, or in the Spring semester (January) as a full-time or part time student. The MU MSW degree is also available in an online format.

The advanced standing early application deadlines are January 15th for Fall admission and September 15th for spring admission. Detailed information about the MU MSW program is available at: http://ssw.missouri.edu/msw.html.

Students can visit http://cswe.org/Accreditation/Accredited-Programs.aspx to research accredited MSW programs throughout the U.S.

HONORS COLLEGE/HONORS COURSES

Admissions the MU Honors College is selective. To be eligible to enroll in Honors College courses or Honors Sections of regularly offered courses, a student must file an application with the Honors College. After acceptance in the Honors College, students are required to maintain eligibility through GPA and participation requirements. Students should consult http://honors.missouri.edu for more information. Note that S/U grading can affect honors eligibility for certain students.

BSW students who are members of the Honors College can apply for Social Work Honors. The Social Work Honors application is found in the back of this manual. Social work students may also do honors-by-contract in foundation courses with the consent of the instructor. See “Departmental Honors” below.

HONORS – LATIN

Latin Honors are calculated on the University of Missouri overall grade point average the semester before their intent to graduate. Students are not allowed to take any courses (by grading option) pass/fail during their last 30 credit hours to be eligible for Latin Honors.

➤ Cum Laude = 3.5 – 3.69
➤ Magna Cum Laude = 3.7 – 3.89
➤ Summa Cum Laude = 3.9 – 4.0

HONOR ROLL – DEAN’S LIST

Students completing 12 or more graded hours during any semester with both a term and cumulative GPA of 3.0 or above are listed on the Dean’s Honor Roll. BSW students are not eligible for Dean’s Honor Roll while taking SW 4971 Field Practicum, as it is graded on an S/U basis.
**DEPARTMENTAL HONORS - “SOCIAL WORK HONORS”**

Professional BSW students may apply for departmental Social Work Honors. Students must already be a member of the MU Honors College and submit the Social Work Honors application for approval by the BSW faculty. The faculty will review the applicant based on several factors including course & assignment proposal, leadership, maturity & social work values and ethics.

**INDEPENDENT STUDY, SPECIAL READINGS OR CORRESPONDENCE COURSES**

Faculty and advisors may elect to supervise an individual student in a Social Work Problems (3350) or Special Readings (4960) course. The instructor and student should complete a Learning Plan form, secure all the necessary signatures and place a copy of the form in the student’s file.

**Mizzou Online**

Mizzou Online at the University of Missouri offers a variety selection of coursework that may be used to fulfill specific graduation requirements. Students in the College of HES may be enrolled simultaneously in independent study as well as courses at MU. The credit will count toward residency as well as figure in the MU GPA. No more than 30 hours of independent study or correspondence courses may be counted toward graduation. Students should check with their advisor to be certain the credits will be accepted toward degree requirements.

**LIFE OR WORK EXPERIENCE POLICY**

In accordance with CSWE accreditation standards, the MU SSW does not grant social work course credit for life or work experience at the BSW (or MSW) level.

**MINORS AND CERTIFICATES**

[HTTP://CATALOG.MISSOURI.EDU/SEARCH/?P=MINORS](HTTP://CATALOG.MISSOURI.EDU/SEARCH/?P=MINORS)

MU offers academic minors and certificates though numerous departments. Students can access the link above for a current list of minors and certificates available to MU students.

BSW students are not required to earn a minor, but may choose any minor they might desire. Generally, minors are a way to group elective hours required to graduate. Although, students may choose any available MU minor, common minors for BSW students include: psychology, sociology & HDFS. Students should contact the department offering the minor for course requirements and paperwork or most departments post necessary information on their departmental website. Students should notify their SW advisor of their planned minor and provide a copy of the minor application form for their social work file.

Minors & certificates are not listed on the diploma, but are noted on the MU transcript.
MINORS OFFERED IN THE SCHOOL OF SOCIAL WORK

Financial Literacy for Helping Professionals Minor:  
[http://ssw.missouri.edu/minor_financial.html](http://ssw.missouri.edu/minor_financial.html)

This minor is available to students regardless of academic major. A minimum of 15 hours, comprised of the courses below, and a minimum grade of “C-” in minor coursework (including College Algebra and Microeconomics) is required to complete the Financial Literacy for Helping Professionals Minor. Applicants must apply and earn a 2.5 GPA to obtain the Minor.

Social Justice Minor:  
[http://ssw.missouri.edu/minor.shtml](http://ssw.missouri.edu/minor.shtml)

This minor is available only to non-Social Work majors.

In accordance with RSMO 337.600 regarding title protection, students who complete the Social Justice minor are not considered professional social workers and may not refer to themselves as BSW level social workers upon graduation.

Gerontology Minor:  
[http://ssw.missouri.edu/minorGerontology.html](http://ssw.missouri.edu/minorGerontology.html)

This minor is available to all majors. A minimum of 15 credit hours, comprised of the courses below, and a minimum grade of "C." in minor coursework is required to qualify for the minor. Applicants must apply and earn a 2.5 GPA to obtain the Minor.

Criminology/Criminal & Juvenile Justice Minor:  
[http://ssw.missouri.edu/minor_cj.html](http://ssw.missouri.edu/minor_cj.html)

Available Fall 2018

This minor is available to all majors. A minimum of 18 hours, comprised of the courses below, is required to complete the minor. Students must have a 2.5 minimum GPA to apply for and earn the minor. Note that students must earn a grade of C- or higher in all courses and a maximum of 6 credit hours from transfer institutions may be applied toward the minor.

MULTICULTURAL CERTIFICATE: [HTTP://MULTICULTURAL.MISSOURI.EDU/INDEX.SHTML](HTTP://MULTICULTURAL.MISSOURI.EDU/INDEX.SHTML)

To earn the MU Multicultural Certificate, students are required to complete a cohesive program of 15 credit hours from a list of approved courses. Approved courses for the certificate critically evaluate and examine issues such as gender, race, ethnicity, religion, region, sexuality, and class inequality, globally and in the United States. Many of the approved courses for the certificate are already requirements for the BSW degree (Anthropology, SW 2000, Sociology 2200, SW 4710) making the Multicultural Certificate fairly easy to earn for BSW students. Students should complete the Multicultural Certificate application form through the University of Missouri Degree Audit system [https://registrar.missouri.edu/degree-audits/](https://registrar.missouri.edu/degree-audits/) and submit two (2) copies to M128 Student Success Center. [https://multicultural.missouri.edu/application/](https://multicultural.missouri.edu/application/)
PROBATION & DISMISSAL

To be full-time and in good standing, a student must maintain a minimum of twelve (12) hours and cumulative and term grade point average (GPA) of 2.0. A student who receives below a 2.0 for the semester or whose cumulative GPA is below a 2.0 is placed on Scholastic Probation.

If the GPA for the second consecutive semester is also below a 2.0, the student is placed on Continued Probation. When a student earns below a 2.0 for three consecutive semesters, or below a 1.0 in one semester, that student is declared ineligible to enroll in HES. That status is generally effective for one year. The student may then appeal to re-enroll. Students who are allowed to re-enroll must return to Good Standing and earn a minimum Term GPA of 2.0 or above. Students who fail to earn a Term or Cum GPA of 2.0 or 2.5 in the Professional Program may be declared Ineligible to Enroll at MU and this status is generally considered permanent.

REGISTRATION

An essential part of the academic success is planning course work to explore and meet academic goals. One part of the advising process is registration for classes. After being advised, students can register through their myZou account at or after their scheduled appointment time. (myzou.missouri.edu). Students should:

- Know specific dates for registration. Early registration occurs in October/November and March. Watch MU e-mail for a message from the Registrar with details, including their scheduled registration appointment times and any holds on their account.
- Make an appointment to see their faculty advisor.
- Use the Undergraduate Course Catalog, BSW student handbook, BSW website or checklists to develop a list of possible courses and to work out a tentative schedule. [http://ssw.missouri.edu/bsw_courses.html](http://ssw.missouri.edu/bsw_courses.html)
- Use myZou to check course availability. [https://myzou.missouri.edu/psp/csprdc/?cmd=login](https://myzou.missouri.edu/psp/csprdc/?cmd=login)
- Meet with their faculty advisor to discuss class choices and questions, and receive any needed permission number for BSW classes
- Remove advising, new student or Dean’s holds in 723 Clark Hall.
- Register for classes in myZou at their assigned day and time.

Registering through myZou

MU Students register through myZou at myZou.missouri.edu. Students need the following to register for courses:

1) PawPrint and Password.
2) Course numbers for the courses they want to take.
3) Permission numbers necessary for any BSW Professional Courses.
4) E-mail from MU Registrar with scheduled registration appointment time.

Certain students may have Holds on registration, which restrict their registration for new courses. Students may check myZou for the type of hold they have (Financial, Immunization, etc.) and for instructions on what to do to remove the hold. The Undergraduate Student Specialist or Student Services Coordinator will be able to assist in removing the hold to allow the student to register.
New Students and Freshman Hold

All new HES students and freshman will have an automatic HES advising hold for their first semester. To remove the hold, students must meet with their advisor. After this meeting, the Student Service Specialist or Student Services Coordinator can remove the hold.

REGISTRATION HOLDS

Registration holds are locks placed on the computer system that prohibit a student from being able to register or modify an existing schedule. Holds are entered by different offices for different reasons. Listed below are the various registration holds and the office students should contact if that hold applies to them.

<table>
<thead>
<tr>
<th>Reg. Form Code</th>
<th>Definition</th>
<th>Office Authorized to Release</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACAD</td>
<td>Academic Hold</td>
<td>Provost’s Office, 111 Jesse Hall</td>
</tr>
<tr>
<td>ADMIN</td>
<td>Admin. Hold</td>
<td>Admissions Office, 230 Jesse Hall</td>
</tr>
<tr>
<td>ADVISING</td>
<td>See Advisor</td>
<td>Academic Advising Unit</td>
</tr>
<tr>
<td>CASHIERS</td>
<td>Account Hold</td>
<td>Cashiers Office, 15 Jesse Hall</td>
</tr>
<tr>
<td>DEAN</td>
<td>Dean's Manual Hold</td>
<td>Academic Advising Unit</td>
</tr>
<tr>
<td>GRAD EXAM</td>
<td>Graduate Exam Required</td>
<td>Graduate School, 210 Jesse Hall</td>
</tr>
<tr>
<td>GRAD PLAN</td>
<td>Graduation Plan Hold</td>
<td>Academic Advising Unit</td>
</tr>
<tr>
<td>IMMUNIZATION</td>
<td>Measles Immunization</td>
<td>Student Health Center</td>
</tr>
<tr>
<td>NEW STUDENT</td>
<td>New Student Hold</td>
<td>Academic Advising Unit</td>
</tr>
<tr>
<td>PROBATION</td>
<td>Probation Hold</td>
<td>Academic Advising Unit</td>
</tr>
<tr>
<td>SSVCS</td>
<td>Student Services</td>
<td>Student Life, A02 Brady Commons</td>
</tr>
</tbody>
</table>

REGISTRATION PERMISSION NUMBERS

Some MU courses are restricted to certain types of students. Such courses require permission numbers to enroll. All Professional BSW courses are restricted to students admitted to the Professional BSW Program. Students can obtain BSW permission numbers from the Undergraduate Student Service Specialist after being advised. Numbers cannot be given out over the phone. Permission numbers for courses outside of social work should be obtained from the department offering the course.

REQUIRED WORK IN RESIDENCE

Students seeking the BSW degree must complete 30 of their last 36 hours in residence on the MU Campus during their senior year.

STUDY ABROAD

The MU International Center offers an endless array of study abroad opportunities. Social Work students who wish to study abroad should be advised that courses in the BSW Professional Program are only offered on the MU campus. Therefore, students typically study abroad in their freshman or sophomore years before they start the BSW Professional Program or in their senior year after completing the BSW courses. Students may also choose to study abroad in a summer semester which is less likely to interfere with required BSW coursework. Students who plan to apply to the BSW Professional Program while abroad should carefully consider how to turn in their application packet prior to the application deadline.
Upon deciding to study abroad, students must consult with an advisor to choose applicable courses at the foreign institution. Advisors must sign the Request for Academic Approval to study abroad form (provided by the student) and indicate how each course at the foreign institution will count toward the BSW degree requirements.

International Center/Study Abroad Office, N52 Memorial Union: 882-6007, https://international.missouri.edu/

TRANSFER COURSE EQUIVALENCIES

MU accepts courses from other Missouri institutions and those outside of Missouri to count for credit. Students are urged to check with their advisor before selecting courses at another institution. Students who wish to receive prior approval for a transfer course can complete a Transfer Course Approval Form at: https://admissions.missouri.edu/apply-transfers/credits-transfers/

Students are encouraged to check the MU Transfer Course Equivalency website at: transfercourses.missouri.edu to determine how general education courses taken at other institutions will transfer to MU. Unusual course transfer equivalency issues are referred to the MU Registrar.

Course equivalencies of social work courses taken at other universities will be determined by the Director of Undergraduate Studies or the Student Services Coordinator and may require course syllabi to make the final determination. In accordance with CSWE policy, the MU SSW will not require students to repeat coursework determined to be successfully completed elsewhere.

See also: Required Work in Residence

80% Rule:

On transfer equivalency, if student has met at least 80% of the course requirement in credit hours, the course requirement will be considered fully satisfied. For example, a student who has completed 4 credit hours (with lab) in biology at another institution will be considered to have satisfied the biology requirement (with lab), here at MU. Student will still be required to have a total of 120 hours to graduate.

TRANSFER OF DIVISION APPLICATIONS (CHANGE OF MAJOR FORM)

A Transfer of Division Application Form can be obtained online at http://transferofdivision.missouri.edu. Forms may be completed at any time. However, there are certain dates during which the Registrar processes transfer applications. These dates are listed in the campus Schedule of Courses (see the Academic Calendar). If transfer applications are completed outside the published dates, the applications will be pending until the next processing period.

TRANSFERRING INTO SOCIAL WORK (CHANGE OF MAJOR)

To transfer into the School of Social Work, a student must complete a Transfer of Division Application at: https://musis2.missouri.edu/transfer_division/for_student.cfm. The Student Services Coordinator, Director of Undergraduate Studies, or Student Service Specialist will approve/deny the transfer request online.

In addition to submitting the transfer application, the student should make an appointment with the Student Services Coordinator or the Director of Undergraduate Studies to evaluate credits and create a new plan of study for the BSW degree. A copy of the BSW plan of study is provided to the student and placed in the student’s file.
Acceptance as a pre-professional social work major or transferring into the social work major does not guarantee admission to the Professional BSW Program. Admission to the Professional BSW Program is a separate process determined by competitive application.

**Transfer Students - Internal**

MU students who wish to declare the social work major may transfer into the School of Social Work as a pre-professional student if one of the following conditions has been met:

1. Students with fewer than 55 credit hours must be in good academic standing; and, beginning Fall 2012,
   a. Freshman-level students (0-29 credit hours) must have at least a 2.3 GPA.
   b. Sophomore-level students (30-54 hours) must have at least a 2.4 GPA.
2. Students with more than 55 credit hours must be in good academic standing with a cumulative GPA of 2.5 or higher on all college work attempted.

Students can submit a [Transfer of Division Application](http://ssw.missouri.edu/bsw_admission.html) online for approval as a pre-professional Social Work major. New transfer students should schedule a meeting with the [Student Services Coordinator](http://ssw.missouri.edu/bsw_admission.html) for orientation to the School, a plan of study and advisor information. Acceptance as a pre-professional social work major or transferring into the social work major does not guarantee admission to the Professional BSW Program. Admission to the Professional BSW Program is a separate process determined by competitive application (see BSW Admission Requirements: [http://ssw.missouri.edu/bsw_admission.html](http://ssw.missouri.edu/bsw_admission.html)).

**Transfer Students - External**

Students transferring into the University from another college or university must complete the University of Missouri Application for Undergraduate Admissions and submit transcripts from all colleges attended. The application should be marked to indicate social work as the intended major. Applications and transcripts are sent to Admissions, 130 Jesse Hall. Once processed by Admissions, the application is sent electronically to the Student Services Coordinator or the Director of Undergraduate Studies for acceptance. Students with more than 55 hours must have a GPA of 2.5 or higher on all college work attempted in order to be eligible for acceptance as a pre-professional social work major.

The Student Services Coordinator will determine course equivalencies, complete a Degree Requirement form, and an individual study plan for all accepted pre-professional social work majors.

Acceptance as a pre-professional social work major or transferring into the social work major does not guarantee admission to the Professional BSW Program. Admission to the Professional BSW Program is a separate process determined by competitive application (see BSW Admission Requirements: [http://ssw.missouri.edu/bsw_admission.html](http://ssw.missouri.edu/bsw_admission.html)).

Students must complete 30 of the last 36 hours in residence at MU to graduate from MU. Students with Associate of Arts degrees from Missouri community colleges are exempt from MU’s General Education requirements. A listing of MU’s General Education requirements can be found at the General Education website: generaleducation.missouri.edu.

**TRANSFERRING OUT OF SOCIAL WORK**

A student who is transferring out should contact the Student Services Coordinator for an exit interview. Following the interview, the student should complete the transfer of division form on line at: [http://transferofdivision.missouri.edu](http://transferofdivision.missouri.edu).

Once approval process has been completed the Student Service Specialist will deactivate the student file and remove the student from the advisement list.
UNDERGRADUATE CATALOG

It is recommended that students become thoroughly familiar with academic regulations outlined in this handbook as well as the MU Undergraduate Catalog and the M-Book. Special attention should be given to regulations and deadlines for adding and dropping courses.

WITHDRAWING FROM A COURSE

Students withdrawing from a course after the Drop deadline will receive a grade of “W” if they are passing at the time OR A GRADE OF “F” IF THEY ARE FAILING. Students who plan to withdraw must:

1) Inform the instructor of intent to withdraw. Obtain the “Withdrawal Grade Verification” form from the Undergraduate Student Specialist and present it to the instructor for signature.
2) Bring the form signed by the instructor to the Undergraduate Student Specialist and complete a Course Withdrawal form.
3) Get advisor’s signature and Dean’s stamp on the Course Withdrawal form and submit to 130 Jesse Hall to complete withdrawal process.

WITHDRAWING WITH THE UNIVERSITY (DROPPING ALL COURSES)

Students who wish to withdraw from MU (and are currently enrolled in courses) must do so by the last day of the scheduled course work.

1) Obtain “Withdrawal Grade Verification” forms from the Undergraduate Student Service Specialist and present it to the instructor of each class for signature and notation of grade (W=pass or F=fail). (See procedures for withdrawing from a course.) These forms should be included with the student’s records. Students should be aware that if s/he is failing at the time of withdrawal, a grade of F is recorded on the transcript and figured into the GPA.
2) Obtain & complete a “Term Withdrawal Form” from the Undergraduate Student Service Specialist at
http://registrar.missouri.edu/policies-procedures/withdrawal-university.php. Have the form signed by the advisor and signed/stamped by the Dean of Division and submit the form to 130 Jesse Hall to complete the term withdrawal process.
UNDERGRADUATE MAJOR ASSESSMENT

ACAT

The University of Missouri requires all undergraduate degree programs and emphasis areas within each department to document performance progress of its majors. The School of Social Work, currently, administers the Area Concentration Achievement Test (ACAT) to assess student performance. The ACAT is a nationally formed examination covering core areas in social work education: Human Behavior in the Social Environment, Policy, Practice, and Research. The examination will be given as a pre-test prior to beginning the first semester of the professional program, and as a post-test late in the third (final) semester of the professional social work core.

CAAP ETS EXAM

All students will participate in a nationally formed general education exam. (UNIVERSITY OF MISSOURI CURATORS, 1991) The exam selected by the MU Academic Assessment Committee is the CAAP exam. All students who have completed at least 75 semester credit hours will be assessed. The exam is given to students in a one-hour time in the capstone course, SW4970 or in SW 4952 Research Methods for Social Work.

SOCIAL WORK EDUCATION ASSESSMENT PROJECT (SWEAP EXAM)

At the 1986 Bachelor Program Directors Conference (BPD) in Texas, four social work faculty had a discussion about creating an outcome measure that would assist social work programs. During this time the faculty wanted alumni data from college programs in preparedness for professional employment. Later, the outcome measure changed and other research data began to be included. In 2013 what was known as the BEAP exam changed to the SWEAP (Social Work Education Assessment Project). As a result of the 2015 EPAs information from the Council of Social Work Education (CSWE) conference the team decided to change the outcome measure. The new SWEAP measure will fully assess student individual and group competencies based upon the Values, Skills and Knowledge, and Cognitive effective processes.

The MU School of Social Work has now re-adopted the SWEAP exam as our sole outcome measure for accessing student performance. All students will take the SWEAP exam at the beginning and the ending of the BSW Professional Program.
STUDENT MEMBERSHIPS AND ORGANIZATIONS

A BSW student has many opportunities to become actively involved in the School of Social Work, the College of Human Environmental Sciences and the Profession of Social Work.

NATIONAL ORGANIZATION OF SOCIAL WORKERS (NASW)

NASW, the National Organization of Social Workers, is a nationwide organization of more than 100,000 professional social workers. Membership includes a subscription to "Social Work and NASW News", both publications of NASW, provides opportunities to attend workshops and seminars relevant to social work. Students have an opportunity to participate in local activities. NASW has been, and is, instrumental in professionalizing social work and is actively involved in studying and making significant efforts in changing public social policy at all governmental levels. It is strongly recommended that students join NASW. Membership applications may be obtained in the School of Social Work. Visit http://www.nasw-mo.org/ for more information.

EMPOWER MISSOURI (Formerly known as) (MASW)

The mission of Empower Missouri advocates for the well-being of all Missourians through civic leadership, education and research. Empower Missouri envisions Missouri becoming a more just, equitable and democratic society that assures every person’s health, safety, security, independence, human rights, dignity and the opportunity to reach full potential.

During the legislative session Empower Missouri identifies, analyzes and tracks social policy legislation being considered by the Missouri General Assembly. There are about 1700 bills introduced in any session. About 600 of those deal with social policy, but only 20-40 of them pass. In addition, to the new bills there is a second parallel legislative process, appropriations for existing programs and agencies. Since there are literally thousands of those, Empower Missouri tracks those on a selective basis. Contact http://empowermissouri.org/ for more information.

MIZZOU COUNCIL OF STUDENT SOCIAL WORKERS (MCSSW)

The Council of Student Social Workers (CSSW) is an organization open to all students in the School. Activities are determined by the Council each academic year and may include community service programs, fundraising to support scholarships and attendance at professional meetings, as well as various special activities. Meetings and activities for the semester will be posted on the BSW-L listserv. For more information contact the Student Service Specialist, the CSSW bulletin board outside of 722 Clark, or the website at http://ssw.missouri.edu/studentsorgs_CSSW.html

CHRISTIAN SOCIAL WORKERS ASSOCIATION (CSWA)

MU CSWA supports the integration of Christian faith and professional social work education and practice in the lives of its members, influencing the profession and the church, promoting love and justice in social service and social reform. For more information see the website at http://ssw.missouri.edu/studentorgs.
PHI ALPHA HONOR SOCIETY

Phi Alpha is a national social work honorary. Membership is by invitation to students in the professional undergraduate and graduate social work programs. The highest honor that a student can receive in Social Work at MU is to be extended an invitation to join Phi Alpha Honor Society. Invitations to join the Chi Delta chapter of Phi Alpha are extended at the beginning of each semester to those students who attain excellence in social work education and in their cumulative academic history.

Eligibility requirements for undergraduate students include:

1) admitted by formal application into the Professional BSW Program
2) achieved junior standing
3) completed 9 hours in required social work courses
4) achieved a minimum cumulative GPA of 3.0
5) achieved a minimum GPA of 3.5 in social work courses

Chi Delta Phi Alpha members who maintain active membership (by service hours and participation in Chapter events) are eligible to receive and wear the distinguished Phi Alpha gold medallion at graduation. For more information, contact the Student Services Coordinator, or Christine Woods the Phi Alpha bulletin board outside of 704 Clark Hall, or the website at http://ssw.missouri.edu/phi_alpha.html
SCHOLARSHIPS

The College of Human Environmental Sciences (HES) & the School of Social Work (SSW) offer several scholarships to eligible social work students.

To apply for HES scholarships, students should complete the MU Scholarship Application form each academic year at https://sfa.missouri.edu. A list of available HES scholarships can be found here: http://hes.missouri.edu/scholarships.html

To apply for SSW scholarships, students should complete the BSW Scholarship Application form each academic year at http://ssw.missouri.edu/scholarships.html. A list of some SSW scholarships available to BSW students are included below.

The application deadlines for all scholarships are as follows:

- December 1 for entering Freshman
- February 1 for continuing or transfer students.

It is highly recommended that all students applying for scholarships complete the Free Application for Federal Student Aid (FAFSA) to be eligible for any awards based on financial need. FAFSA forms may be obtained from the MU Financial Aid Office, 11 Jesse Hall.

Judith and Joseph Davenport Scholarship in Rural Social Work

This scholarship is awarded to upper class undergraduate students as well as graduate students majoring in Social Work. Recipients shall exhibit academic excellence and shall be motivated students. Preference is given to students from small towns or rural areas.

Rintha Mary Carter Social Work Scholarship Fund

Awarded to worthy students in the School of Social Work.

Helen Smith Burnam Memorial Scholarship in Social Work

Awarded to a junior or senior student enrolled in the professional social work program who maintains good academic standing.

Bettyann Dubansky Memorial Scholarship in Social Work

Established in memory of Bettyann Dubansky, a former faculty member of the School of Social Work from 1964-1992. Awarded to social work students, with preference given to students with disabilities who are pursuing a social work career working with individuals with disabilities.

Dr. Colleen Galambos Scholarship

Established by Dr. Colleen Galambos, current faculty member and previous director for the School of Social Work. This award provides assistance to single mothers who are pursuing undergraduate or graduate degrees in social work at MU. This assistance will be provided to help offset the challenges these individuals face and to give recognition for the courage these individuals demonstrate in pursuing the dream to have a career focused on advancing social and economic justice for all persons.

Jennifer Davenport Undergraduate Scholarship in Social Work

Established by Drs. Joseph & Judith Davenport in honor of their daughter Jennifer Schroeder. Awards will be for students that have designated social work as their major. The Davenports wanted to cultivate an interest in Social Work with students who are Missouri residents with demonstrated financial need. The scholarship is outlined for Freshman or Transfer students who have earned an Associate degree prior to enrolling at MU.
Dr. Judith A. Davenport Millennium Scholarship Fund
Established by Dr. Davenport’s husband, Joseph Davenport, and daughter, Jennifer Kemper, in honor of her eight years as director and continuing service to the School. Awarded to social work undergraduate or graduate students with an interest in mental health. Academic performance, community service, extracurricular activities, financial need and potential for significant contribution to the field of social work should be taken into consideration.

Stanley G. & Sondra S. Remer Scholarship Fund
Established by the Remers to provide awards to students in the School of Social Work who are members of the MU Association of Christian Social Workers. Awarded to social work students who exemplify the goals of the North American Association of Christians in Social Work in integrating Christian faith and professional social work. The donors may wish to be involved in the selection process of the candidates in the ranking or the final recipient.

Stemmons Family Scholarship in Social Work
Awarded to students pursuing a degree in social work and who have a demonstrated financial need.

Robert G. Silvers Scholarship in Social Work
Preference shall be given to students with a demonstrated financial need.

Norman Gerald Barrier & Catherine Sherrill Broyhill Memorial Scholarship in Social Work
Students enrolled in the SSW. Preference given to students interested in international studies.

Stephen Grant Orton Scholarship Fund in Social Work
Awarded to students pursuing a degree in social work who have an interest in medical social work, especially pediatric and adolescent health.

Veterans United Scholarship
This fund will provide scholarship awards to students in the School of Social Work in the College of Human Environmental Sciences.

Other Sources of Scholarship and Financial Aid Information are listed below:

- MU Financial Aid Office: [https://sfa.missouri.edu/](https://sfa.missouri.edu/)
  11 Jesse Hall, Columbia, MO 65211
  (573) 882-7506 or (800) 255-6075 within Missouri and Illinois
  Free online scholarship searches: [https://sfa.missouri.edu/free.html](https://sfa.missouri.edu/free.html)

- The National Association of Student Financial Aid Administrators: [http://www.nasfaa.org](http://www.nasfaa.org)
  Comprehensive website with a variety of information including family contribution calculators, scholarship resources, school Title IV listing, and much more

  Extensive web site with information regarding "FAFSA on the Web," Department publications, on-line guides and facts, information on programs and services.
SPECIAL ADVISEMENT

Purpose

Special advisement procedures are designated to provide extended advisory resources in the interest of enhancing the student's learning opportunities and/or changing a student's program.

Special advisement is advisory to the student and his/her faculty and will not relate to administrative decisions about student status. Special advisement is one of several possible resources of choice available to advisor and student to supplement or reinforce the regular services of the advisor. Special advisement should be considered by the advisor and student along with other available advisory supplements. Special advisement must be used prior to the scheduling of a Student Status Review, provided that in emergency or exceptional circumstances reported in writing by the advisor or the student, the Director may waive the requirements of Special Advisement prior to Student Status Review.

Initiation

The faculty advisor normally initiates Special Advisement but the student or a faculty member may also initiate it, upon written request to the advisor stating the situation that is believed to make special advisement desirable. Special Advisement procedures may be initiated whenever there are special academic interests and/or difficulties believed to require advisory services other than that available from the advisor.

Composition of Special Advisement Committees:

A special advisement committee shall include:

1) The student's faculty advisor, who shall serve as chair, be responsible for a written report of the discussion and suggestions made and share the recommendations with the student,

2) Faculty member(s) concerned with the special interests and/or difficulties,

3) At the option of the student, an additional faculty member of the student's choice.

Procedures for Special Advisement

The faculty advisor will arrange a meeting of the committee as soon as possible after the need arises or the request is made.

1) The student shall be provided opportunity to meet with the committee and participate in discussion when appropriate.

2) The advisor will have responsibility for assessing the suggestions and collaborating with the student and others on follow up actions.
The Student Status Review Committee is charged by the Faculty of the School of Social Work with the responsibility for the academic review of any student's academic performance and progress in the classroom and in the practicum setting which violate expectations of performance appropriate for a social work student.

Social work students are expected to establish and maintain professional relationships at all levels, both within and outside the classroom (with faculty, staff, and students; with individual clients, groups the community and others). This entails, among other things, adhering to standards of academic honesty; respecting self and others; and being able to communicate in ways that are non-exploitive of others. Moreover, social work students are expected to subscribe to and abide by the values and standards of the social work profession as exemplified in the National Association of Social Workers (NASW) Code of Ethics (see Appendix).

The student may appeal the Committee's decision to the Director of the School. Upon receipt of the Committee's decision and the minutes of the hearing, and/or an appeal from the student, the Director will act upon the matter and implement his/her decision. The Director will communicate this decision to the student and the Committee.

The student status review process may be initiated by:

1) The student
2) The student's faculty advisor
3) Any faculty member concerned about the student's status.

A faculty member who initiates the review and who serves on the Committee shall be temporarily replaced by his/her alternate to the Committee and shall not vote on the matter before the Committee.

Any one initiating the student status review process must make the request to the Chair of the Committee. The committee in the following circumstances will review student performance and behavior:

1) Student fails to correct deficits in his/her academic performance as stipulated in prior Special Advising agreements.
2) Faculty concern over attitudinal, behavioral or ethical considerations which questions the student's fitness for the profession of social work,

The committee will include in its deliberations all available information relating to student performance, including academic performance, attitudinal or ethical considerations, and personal circumstances which affect academic performance. The Committee may recommend one of the three actions on the basis of factual evidence:

1) Dismissal from the School of Social Work
2) Academic probation
3) Proceed without probation
**Dismissal from School**

The Committee may recommend dismissal from the School for students whose academic classroom or practicum performance is judged to be unacceptable.

A student who fails to satisfy conditions of probation will be dismissed.

A student will be dismissed when his/her academic performance in the classroom or in the practicum setting is inconsistent with the spirit and the letter of the NASW Code of Ethics in situations in which ethical judgment is to be exercised and professional intervention or professional conduct is planned.

**Academic Probation**

Stipulations herein delineated reflect minimum standards of academic performance in professional social work courses which may exceed University rules and regulations on term and cumulative GPA.

1) **Criteria for academic probation.** (Such criteria are not intended to exhaust all ways a student might be placed on probation.)
   a) Any student may be placed on probation whose academic performance and/or professional development is judged to be inadequate, e.g. not consistently progressing toward completion of the degree.
   b) Any student failing a professional social work course shall be placed on probation.
   c) Any undergraduate whose GPA in professional social work courses falls below 2.50 shall be placed on probation.
   d) Any graduate student whose GPA falls below 3.0 shall be placed on probation.
   e) **Duration.** The duration of academic probation will be at the discretion of the Committee where there are no set rules and regulations. A student cannot graduate from the program while on probationary status or below the required published 2.50 grade point average.
   f) **Required student performance.** The Committee will delineate specific expectations for student performance while on probation. At the conclusion of the probationary period the Committee will review the student's performance and make one of the following decisions:
      i) Remove from probation
      ii) Continue probation
      iii) Dismiss from school. A recommendation to dismiss will require a simple majority of voting members of the Committee.

2) **Intervention.** Academic probation sets in motion interventions which are designed to maximize the opportunity for the student to learn. The committee may recommend interventions which would facilitate student performance. Examples might include referral to the Learning Laboratory; an additional field placement and/or extended field placement; regular meetings with academic advisor; or medical or psychiatric evaluation, delay of Block Field Placement, etc.
1) A written request for student status review with supporting material must be made to the Director of the Undergraduate Program. Such request must specify student performance and/or conduct that necessitate review of the student's status.

2) The Chair of the Committee will forward the request and supporting material to members of the Committee. The Committee will review the request and determine if the issues meet requisite conditions for student status review within two (2) weeks following receipt of the request. If the matter falls within the purview of the Committee, the Committee will set a date for the student status review. The notification to the student shall be in writing and shall specify the alleged deficiencies in performance and/or conduct; and the date, time, and location of the review. The notification shall be delivered to the student by registered mail, specifying receipt requested. The notification shall also be sent to the student's faculty advisor, and the Director of the School. The Student Status Review meeting will be set to convene at least two (2) weeks following written notification to the student. The two weeks notification provision may be waived at the request of the student or with the student's written approval, at the Committee's request.

3) The person initiating the request for a Student Status Review may request that such review be canceled or discontinued by submitting a written request to the Chair of the Committee giving reasons for the request. Upon receipt of the request for cancellation, the Chair of the Committee shall poll members to determine whether cancellation is appropriate. Such request shall be made as early as practical.

4) The person initiating the review must be present during the Student Status Review process.

5) A student shall have the right to present data which challenges the allegations necessitating this review.

6) A student may ask others to address the Committee on his/her behalf.

7) A student shall be able to question any one participating in the proceedings.

8) The procedure for Student Status Review Committee meeting include the following:
   a) Call to order
   b) Roll call of participants
      i) Verification of presence of Committee members
      ii) Verification of presence of student
      iii) Verification of presence of student's academic advisor
      iv) Verification of presence of student's invitees (if student has invited others to address Committee on his/her behalf)
   c) Verification of due notice to student of his/her academic difficulties.
   d) Disposition of procedural questions, if any.
   e) Hearing
      i) Statement of the circumstances necessitating this review
      ii) Statement by the student (if desired)
      iii) Presentation of School's evidence
      iv) Additional statement by the student (if desired)
      v) Presentation of student evidence
      vi) Statements of invitees speaking on student's behalf
      vii) Chair's written notification to student of the date and location where a copy of the minutes may be obtained.
   f) Executive session to review facts to determine decision.

9) The Chair shall make the procedures for the meeting available to all participants.
10) Minutes of the Student Status Review proceedings shall be taken by the appointed secretary. The student will be advised in writing, during the student status review process of the date and location a copy of minutes may be obtained. It is the student's responsibility to obtain a copy of the minutes. Corrections to the minutes shall be made within six (6) working days from the date of the hearing. The student will be given a copy of the minutes to sign or delineate disagreement.

11) The Chair will notify the student in writing of the Committee's decision within two (2) weeks following the hearing. Notification shall be delivered to the student by registered mail, specifying receipt requested.

12) The Chair will submit signed minutes and the Committee's decision to the Director within two (2) weeks following the hearing.

13) Students may appeal the Committee's decision to the Director within two (2) weeks after receiving notification of the decision. The appeal shall be in writing.

14) The Director will act upon the committee's decision and/or the student's appeal and implement his/her disposition of the matter within two (2) weeks of receipt of the decision and/or the student's appeal.

THE STUDENT MAY APPEAL AN ADVERSE DECISION IN THE MANNER PRESCRIBED BY THE UNIVERSITY.
HES ACADEMIC STATUS AND APPEALS COMMITTEE

Appeals of any nature for the Academic Status and Appeals Committee are taken to 117 Gwynn. The Committee is comprised of one representative from each department and the School of Social Work. Meetings are usually held prior to the beginning of each semester or at other times as the need arise.

This committee hears appeals for admission, academic status, general education course substitution and other college-wide issues. Issues of the departmental admission appeal are handled by the Department Faculty.

Scholastic Penalties in HES

1) First semester freshmen and MU transfers:
   a) 0.00-0.99 term GPA: Automatic dismissal
      May petition Academic Status and Appeals committee for possible re-admission.
   b) 1.00-1.99 term GPA; Probation

2) All other undergraduates in the College of Human Environmental Sciences:
   a) A student whose term and cumulative grade point average is a 2.0 or higher is in good standing. A student in good standing whose term GPA falls below 2.0 (but at least a 1.0 or above is placed on scholastic probation.
   b) Students on scholastic probation will have two semester (as long as term GPA remains above 1.0) in which to attain good academic standing (2.0 minimum term and cumulative GPA) or be subject to dismissal. Students are eligible for removal from probation if their term and cum GPA is at least a 2.0.
   c) A student whose term GPA falls below 1.0 is subject to dismissal.
   d) The Academic Status and Appeals committee may, in extenuating circumstances waive any of the foregoing regulations governing eligibility to re-enroll for an individual student.
   e) The College of Human Environmental Sciences requires a 2.0 minimum GPA in all UM courses attempted.

3) Further Provisions of the College of Human Environmental Sciences concerning students who have been dismissed:
   a) A student who has been judged in-eligible to re-enroll may be readmitted only upon the approval of the Academic Status and Appeals Committee, which usually expects the students to present evidence of acceptable academic work completed at other accredited institutions. In addition, the Academic Status and Appeals Committee expect dismissed students to present realistic goals before they are eligible for admission.
   b) The college examines the records of students who have been dismissed by other MU Schools and Colleges with great care before determining whether they may be admitted to the College of Human Environmental Sciences. We do honor the one year dismissal period prescribed by the students' previous college but do help them in planning courses to take at other institutions until the period has passed.
   c) Students enrolled in schools and colleges other than HES are expected to have a cumulative and final term GPA (fall or spring) of at least 2.0 in order to be eligible to transfer into HES. However, student may be admitted on probation to HES when they have met three out of the following four conditions and have not been dismissed within the previous semester:
      i) grade of a “C” or better in English 1000
      ii) grade of a “C” or better in College Algebra
      iii) MU term GPA of a 2.0 or higher from the previous semester
      iv) UM overall GPA of a 2.0 or higher.
   d) Students who are eligible for re-enrollment in the college must remember that eligibility for reenrollment in the College does not mean or guarantee eligibility for acceptance in a department.
Chapter 390: Student Discrimination Grievances

Bd. Min. 12-17-82, Bd. Min. 1-25-90, Amended Bd. Min. 10-16-03, Amended Bd. Min. 11-29-07, Amended Bd. Min. 6-19-14, Amended Bd. Min. 2-5-15. Deleted in entirety 2-9-17 with an effective date of 3-1-17. All claims of discrimination may now be processed via the applicable Equity Resolution Process (See Section 600).

Chapter 600: Equal Employment/Educational Opportunity

Executive Order 41, 9-22-14; Amended 2-09-17 with effective date of 3-1-17.

A. General. The University will promptly and appropriately respond to any complaint of violation of the University’s Anti-Discrimination policies. The procedures described below apply to such complaints when the Respondent is a student, students or a student organization.

B. Jurisdiction. Jurisdiction of the University of Missouri generally shall be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action, including, but not limited to, the imposition of sanctions under Section 600.030 of the Collected Rules and Regulations against students for conduct occurring in other settings, including off-campus, (1) in order to protect the physical safety of students, employees, visitors, patients or other members of the University community, or (2) if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the University’s educational programs, activities or employment.

If a Complainant alleges or the investigation suggests that a student conduct policy violation occurred in concert with the alleged violation of the University’s Anti-Discrimination Policies, the University shall have the authority to investigate and take appropriate action regarding each of the alleged violations of the student conduct policy pursuant to this Equity Resolution Process (i.e., the Student Conduct Procedure shall not apply). In conducting such investigations, the Equity Resolution Officer, Title IX Coordinator, and/or their Investigator may consult with and/or seek guidance from the Student Conduct Coordinator or Residential Life Coordinator as appropriate.

C. Definitions:


2. Complainant. “Complainant” refers to the person alleged to have been subjected to discrimination, harassment or sexual misconduct in violation of the University’s Anti-Discrimination Policies. The University may serve as the Complainant when the person alleged to have been subjected to discrimination, harassment or sexual misconduct in violation of the University’s Anti-Discrimination Policies chooses not to act as the Complainant in the resolution process or requests that the Complaint not be pursued. If the University decides to pursue a claim of discrimination by a visitor, third party or applicant through the applicable equity resolution process, the University will act as the Complainant. Former University Faculty or Staff members may act as the complainant in the applicable equity resolution process only when their employment is terminated and they allege that the termination of employment was...
discriminatory. For any other allegations of discrimination by former University Faculty or Staff members, the University will investigate and appropriately respond to complaints of violation of the University’s Anti-Discrimination policies and if the University decides to pursue a claim of discrimination through the applicable equity resolution process, the University will act as the Complainant.

3. **Respondent.** The student, students or student organization alleged to have violated the University’s Anti-Discrimination Policies.

4. **Student.** A person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the campuses of the University. For the purpose of these rules, student status continues whether or not the University’s academic programs are in session.

5. **Student Organization.** A recognized student organization which has received Official Approval in accordance with Section 250.010 of the Collected Rules and Regulations. Three members of the organization may represent the student organization as the Party.

6. **Complaint.** Any verbal or written communication or notice of an alleged violation of the University’s Anti-Discrimination Policies.

7. **Advisors.** The individuals selected by the Complainant and the Respondent to provide support and guidance throughout the Equity Resolution Process. Each Party is allowed one Advisor.

8. **Investigators.** Investigators are trained individuals appointed by the Equity Officer or Title IX Coordinator (or their designee) to conduct investigations of the alleged violations of the University’s Anti-Discrimination Policies.

9. **Equity Officer.** The Equity Officer is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of reports or complaints regarding violation of the University’s Anti-Discrimination Policies. All references to “Equity Officer” throughout this policy refer to the Equity Officer or the Equity Officer’s designee.

10. **Title IX Coordinator.** The Title IX Coordinator is a trained administrator designated by the Chancellor (or Designee) to receive and assist with the investigation and resolution of reports or complaints regarding violation of the University’s Sex Discrimination, Sexual Harassment and Sexual Misconduct in Employment/Education Policy. All references to “Title IX Coordinator” throughout this policy refer to the Title IX Coordinator or the Title IX Coordinator’s designee.

11. **Equity Resolution Hearing Panelists Pool (“Hearing Panelist Pool”).** A group of at least ten (10) faculty and ten (10) administrators and/or staff selected by the Chancellor (or Designee) to serve as hearing panel members in the Hearing Panel Resolution. The faculty hearing panel members selected by the chancellor (or Designee) shall be selected from a list of no less than twenty (20) faculty members proposed by the faculty council/senate.

12. **Equity Resolution Hearing Panel (“Hearing Panel”).** A group of three (3) trained Equity Resolution Hearing Panel Pool members who serve as the Hearing Panel for a specific Complaint. Whenever possible, the panel will include at least one faculty member and one administrator or staff member.

13. **Hearing Panelist Pool Chair (“Pool Chair”).** The Hearing Panelist Pool Chair is selected by the Chancellor (or Designee). The Pool Chair assigns and coordinates the hearing panel members to serve on the Hearing Panel for a specific Complaint and designates the Chair of the Hearing Panel for a specific Complaint. The Pool Chair may serve as a panel member or the Chair of the Hearing Panel for a specific Complaint.
14. **Chair of the Hearing Panel ("Panel Chair")**. A Chair of the Hearing Panel for a specific Complaint is designated by the Hearing Panelist Pool Chair. The Pool Chair may serve as the Chair of the Hearing Panel for a specific Complaint.

15. **Equity Resolution Appellate Officer**. A trained, senior-level administrator appointed by the Chancellor (or Designee) to hear all appeals stemming from the Equity Resolution Process.

16. **Summary Resolution**. Resolution of the Complaint upon a determination by the Equity Officer of Title IX Coordinator that there is an insufficient basis to proceed with the Complaint that the Respondent violated the University’s Anti-Discrimination Policies.

17. **Conflict Resolution**. Resolution using alternative dispute resolution mechanisms such as mediation, facilitated dialogue or restorative justice.

18. **Administrative Resolution**. Resolution of a Complaint by the Equity Officer or Title IX Coordinator making the finding on each of the alleged policy violations and the finding on sanctions.

19. **Hearing Panel Resolution**. Resolution of a Complaint by an Equity Resolution Hearing Panel making the finding on each of the alleged policy violations and the finding on sanctions.

20. **Record of the Case in Section 600.030 Process**. The Record of the Case in the Section 600.030 Process includes, when applicable: Letter(s) of notice, exhibits, hearing record (an audio, video, digital or stenographic record of the hearing); the finding on each of the alleged policy violations and sanctions by either the Hearing Panel or the Equity Officer of Title IX Coordinator; and the decision on the appeal, if applicable.

21. **Parties**. The Complainant and the Respondent are collectively referred to as the Parties.

**D. Filing a Complaint.** Any student, employee, volunteer, visitor, or patient who believes that a student or student organization has violated the University’s Equal Employment/Education Opportunity and Nondiscrimination Policy should report the Complaint to the Equity Officer. Any student, employee, volunteer, visitor, or patient who believes that a student or student organization has violated the Sex Discrimination, Sexual Harassment, and Sexual Misconduct in Employment/Education Policy should report the Complaint to the Title IX Coordinator. Complainants may also contact campus police if the alleged offense may also constitute a crime. In order to foster reporting and participation, the University may provide amnesty to Complainants and witnesses accused of minor student conduct violations ancillary to the incident.

**E. Preliminary Investigation.** Upon receiving the Complaint, the Equity Officer of Title IX Coordinator shall conduct a preliminary investigation. The purpose of the preliminary investigation is to gather enough information to make a threshold decision regarding whether the complaint describes a possible violation of the University’s Anti-Discrimination Policies. If the Complaint describes a possible violation, the Equity Officer or Title IX Coordinator will refer the matter to the appropriate procedural process and provide appropriate interim remedies. If the Complaint does not describe a possible violation, the matter will be referred to the appropriate non-equity process. Under those circumstances, the Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The preliminary investigation shall be conducted promptly (typically within 7-10 business days of receiving the Complaint). At the conclusion of the preliminary investigation, the Equity Officer or Title IX Coordinator will provide the Complainant with written information regarding the appropriate procedural process and interim remedies, if any.

**F. Interim Remedies.** During the Equity Resolution Process and prior to finding whether the alleged violation has occurred, the Equity Officer or Title IX Coordinator may provide interim remedies including, but not limited to, one or more of the following:
1. Referral and facilitating contact for the Complainant to on- or off-campus counseling, medical services and/or mental health services.
2. Implementing contact limitations on the Respondent or on all Parties.
3. Referral of Complainant to victim advocacy and support services either on and/or off-campus.
4. Adjusting the extracurricular activities, work schedules, work assignments, supervisory responsibilities, or work arrangements of the Complainant and/or the Respondent, as appropriate.
5. If the Complainant is a student:
   a. Referral of the Complainant to academic support services and any other services that may be beneficial to the Complainant.
   b. Adjusting the courses, assignments, exam schedules of the Complainant and/or the Respondent.
   c. Altering the on-campus housing assignments, dining arrangements, or other campus services for either the Complainant and/or the Respondent.
6. Providing transportation accommodations for the Complainant.
7. Informing the Complainant of the right to notify law enforcement authorities of the alleged incident and offering to help facilitate such a report.
8. Suspending, on an interim basis, the Respondent from the University housing, classes, the University campus/facilities/events and/or all other University activities or privileges for which the student might otherwise be eligible, when the Equity Officer or Title IX Coordinator finds and believes from the available information that the presence of the Respondent on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student will be initiated within seven (7) business days.
   a. In all cases in which an interim suspension is imposed, the Respondent will be given the opportunity to meet with the Equity Officer or Title IX Coordinator prior to such suspension being imposed, or as soon thereafter as reasonably possible, to show cause why the suspension should not be implemented.
   b. At the discretion of the Equity Officer or Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an impact as possible on the Respondent.
   c. The Equity Officer or Title IX Coordinator has sole discretion to implement or stay an interim suspension and to determine its conditions and duration.
   d. Violation of an interim suspension under this policy will be grounds for expulsion.
9. Suspending, on an interim basis, the Respondent Student Organization’s operations, University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the Respondent Student Organization might otherwise be eligible, pending the completion of the Equity Resolution Process when the Equity Officer or Title IX Coordinator finds and believes from available information that the presence of the student organization on campus would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The appropriate procedure to determine the future status of the student organization will be initiated within seven (7) business days.

G. Employees and Students Participating in the Equity Resolution Process. All University employees and students must be truthful when making any statement or providing any information or evidence to the University throughout the process, including to the Investigator, Equity Officer, Title IX Coordinator, the Hearing Panel and/or the Equity
Resolution Appellate Officer, and all documentary evidence must be genuine and accurate. False statements, fraudulent evidence or refusal to cooperate with the Equity Officer, Title IX Coordinator, Hearing Panel and/or the Equity Resolution Appellate Officer by an employee may be the basis for personnel action or by a student may be the basis for student conduct action pursuant to Collected Rules Regulations 200.010.B.14 or other provisions of Collected Rules Regulations 200.010. However, this obligation does not supersede nor expand any rights the individual may have under applicable state or federal statutory law or the U.S. Constitution. Nothing in this provision is intended to require a Complainant to participate in the process.

No employee or student, directly or through others, should take any action which may interfere with the investigation. Employees and students are prohibited from attempting to or actually intimidating or harassing any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

H. Rights of the Complainant in the Equity Resolution Process

1. To be treated with respect by University officials.
2. To be free from retaliation.
3. To have access to campus support resources (such as counseling and mental health services and University health services).
4. To request reasonable housing, living and other accommodations and remedies consistent with CRR600.030.F.
5. To request a no contact directive between the Parties.
6. To have an Advisor of the Complainant’s choice accompany the Complainant to all interviews, meetings and proceedings throughout the Equity Resolution Process.
7. To refuse to have an allegation resolved through Conflict Resolution or Administrative Resolution Processes.
8. To receive amnesty for minor student misconduct that is ancillary to the incident, at the discretion of the Equity Officer or Title IX Coordinator.
9. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
10. To have Complaints heard in substantial accordance with these procedures.
11. When the Complainant is not the reporting party, the Complainant has full rights to participate in any Equity Resolution Process.
12. To be informed of the finding, rationale, sanctions and remedial actions.
13. To report the matter to law enforcement (if applicable) and to have assistance in making that report.
14. To have an opportunity to appeal the findings and sanctions.
15. Additional Rights For Hearing Panel Resolution:
   a. To receive notice of a hearing.
   b. To have the names of witnesses that may participate in the hearing and copies of all pertinent documentary evidence and any investigative report at least five (5) business days prior to the hearing. In the event the Hearing Panel becomes aware of additional witnesses or pertinent documentary evidence less than five (5) business days prior to the scheduled hearing date (or continued hearing date), the Complainant shall be provided reasonable notice of such witnesses and reasonable time to review pertinent documentary evidence prior to their introduction.
c. To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
d. To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.).
e. To have present an Advisor during the hearing and to consult with such Advisor during the hearing.
f. To testify at the hearing or refuse to testify at the hearing.
g. To present witnesses and documents deemed relevant by the Chair.
h. To question witnesses present and testifying at the hearing. See Section 600.030.N. below for limitations on directly questioning the Complainant.

I. Rights of the Respondent in the Equity Resolution Process:
1. To be treated with respect by University officials.
2. To have access to campus support resources (such as counseling and mental health services and University health services), unless removed from campus pending the completion of the process.
3. To have an Advisor of the Respondent’s choice accompany the Respondent to all meetings and proceedings throughout the Equity Resolution Process.
4. To refuse to have an allegation resolved through Conflict Resolution or Administrative Resolution Processes.
5. To have an opportunity to present a list of potential witnesses and provide evidence to the Investigator.
6. To receive notice of the policies alleged to have been violated.
7. To have Complaints heard in substantial accordance with these procedures.
8. To be informed of the finding, rationale and sanctions.
9. To have an opportunity to appeal the findings and sanctions.
10. Additional Rights For Hearing Panel Resolution:
   a. To receive notice of the hearing.
   b. To have the names of witnesses that may participate in the hearing and copies of all pertinent documentary evidence and any investigative report at least five (5) business days prior to the hearing. In the event the Hearing Panel becomes aware of additional witnesses or pertinent documentary evidence less than five (5) business days prior to the scheduled hearing date (or continued hearing date), the Complainant shall be provided reasonable notice of such witnesses and reasonable time to review pertinent documentary evidence prior to their introduction.
   c. To be present at the hearing, which right may be waived by either written notification to the Hearing Panel Chair or by failure to appear.
   d. To request alternative attendance or questioning mechanisms for the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.).
   e. To have present an Advisor during the hearing and to consult with such Advisor during the hearing.
   f. To testify at the hearing or refuse to testify at the hearing.
   g. To present witnesses and documents deemed relevant by the Chair.
   h. To question witnesses present and testifying at the hearing. See Section 600.030.N. below for limitations on directly questioning the Complainant.

J. Role of Advisors. Each Complainant and Respondent is allowed to have one Advisor of their choice present with them for all Equity Resolution Process interviews, meetings and proceedings. The Parties may select whoever they
wish to serve as their Advisor, including an attorney or parent. An Advisor is not required and any Party may elect to proceed without an Advisor.

If requested by either the student Complainant or the Respondent, the Equity Officer or Title IX Coordinator will assign a trained Advisor to provide support throughout the Equity Resolution Process. University trained Advisors are administrators, faculty, or staff at the University trained on the Equity Resolution Process. The Parties may not require that the assigned Advisor have specific qualifications such as being an attorney.

The Advisor may not make a presentation or represent the Complainant or the respondent during the hearing. At the hearing, the Parties are expected to ask and respond to questions on their own behalf, without representation by their Advisor. The Advisor may consult with the advisee quietly or in writing, or outside the hearing during breaks, but may not speak on behalf of the advisee to the hearing panelists. Advisors who do not follow these guidelines will be warned or dismissed from the hearing at the discretion of the Chair.

K. Investigation. If, following the preliminary investigation, a Complainant or the University wants to pursue a formal investigation, then the Equity Officer or Title IX Coordinator (depending on the nature of the Complaint) will promptly appoint a trained Investigator or a team of trained Investigators to investigate.

Within ten (10) business days after commencement of the formal investigation, the Investigator(s) will provide the Parties with written notice identifying the nature of the allegation(s) against the Respondent and stating that an investigation has commenced, either: (1) in person, (2) by email only to the Party’s University-issued email account if the Party has consented in writing to receipt of all notifications by email; or (3) mailed to the mailing address of the respective Party as indicated in the official University records and emailed to the Party’s University-issued email account. If there is no local address on file, mail will be sent to the Party’s permanent address. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual (when prior consent – whether electronically or in writing – has been given to receipt of all notifications by email) or 3) when mailed and emailed.

The Parties are allowed to have an Advisor of their choice present with them for all Equity Resolution Process interviews, meetings and proceedings in which they participate. All investigations will be thorough, reliable and impartial. The Investigator(s) will make reasonable efforts to include interviews with the Parties and relevant witnesses, obtain available evidence and identify sources of expert information, if necessary. The Investigator(s) will provide an investigative report to the Equity Officer or Title IX Coordinator (depending on the nature of the Complaint). This report may contain the Investigator’s observations regarding the credibility of the complainant, the Respondent, and any witnesses interviewed.

The investigation of reported misconduct should be completed expeditiously, normally within thirty (30) business days of the Equity Officer or Title IX Coordinator’s decision to accept the complaint for formal investigation. Investigation of a Complaint may take longer based on the nature and circumstances of the Complaint. A delay may also occur when criminal charges on the basis of the same behaviors that invoke this process are being investigated, to allow for evidence collection by the law enforcement agency. University action will not typically be altered or precluded on the grounds that civil cases or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

L. Summary Resolution. During or upon the completion of investigation, the Equity Officer or Title IX Coordinator will review the investigation, which may include meeting with the Investigator(s). The investigative report is not provided to the Parties during the Summary Resolution, but is provided to the Parties at either the Administrative
Resolution or Hearing Panel Resolution. Based on that review, the Equity Officer or Title IX Coordinator will make a summary determination whether, based on the evidence gathered, there is a sufficient basis to proceed with the Complaint that the Respondent is responsible for violating the University’s Anti-Discrimination Policies.

If the Equity Officer or Title IX Coordinator determines there is a sufficient basis to proceed with the Complaint, then the Equity Officer or Title IX Coordinator will direct the process to continue. The Complaint will then be resolved through one of three processes: Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. There is no right to request reconsideration or appeal the summary determination to continue the process.

If the Equity Officer or Title IX Coordinator determines that there is an insufficient basis to proceed with the Complaint, then the process will end and the Complainant and Respondent will be sent written notification of the determination. The Equity Officer or Title IX Coordinator may counsel and suggest monitoring or training opportunities to correct for inappropriate behavior that does not rise to the level of a violation.

The Complainant may request reconsideration of the summary determination ending the process by filing a written request with the Equity Resolution Appellate Officer within five (5) business days of notice of the summary determination. If the Equity Resolution appellate Officer decides there is a sufficient basis to proceed with the complaint, the equity Resolution Appellate Officer will reverse the determination ending the process and direct the process to continue. The complaint will then be resolved through one of three processes: Conflict Resolution, Administrative Resolution, or Hearing Panel Resolution. This determination to continue the process lies in the sole discretion of the Equity Resolution Appellate Officer and such determination is final. Further appeal of such determination is not permitted.

If the Equity Resolution Appellate Officer agrees with the summary determination ending the process by the Equity Officer or Title IX Coordinator and that there is an insufficient basis to proceed with the Complaint, then the process will end and the Complainant and the Respondent will be sent written notification of the determination. This determination to end the process lies in the sole discretion of the Equity Resolution Appellate Officer and such determination is final. Further appeal of such determinations is not permitted.

M. Conflict Resolution. Either Party may request Conflict Resolution at any time during the Equity Resolution Process, including during the preliminary investigation. Upon receiving such a request, or of their own accord, the Equity Officer or Title IX Coordinator will determine if conflict resolution is appropriate, based on the willingness of the Parties, the nature of the conduct at issue and the susceptibility of the conduct to the conflict Resolution. Conflict Resolution is often used for less serious, yet inappropriate behaviors and is encouraged as an alternative to the Administrative Resolution or Hearing Panel Resolution processes to resolve conflicts. Mediation is never utilized in cases involving allegations of nonconsensual sexual intercourse or nonconsensual sexual contact. It is not necessary to pursue Conflict Resolution prior to pursuing either Administrative Resolution or Hearing Panel and either Party can stop the Conflict Resolution Process at any time and request either the Administrative Resolution or Hearing Panel process.

In a Conflict Resolution meeting, a neutral, University-assigned facilitator will foster a dialogue with the Parties to an effective resolution, if possible. The Complainant’s and the Respondent’s Advisor may attend the conflict Resolution meeting. The Equity Officer or Title IX Coordinator will keep records of any resolution that is reached, and failure to abide by the agreed upon resolution may result in sanctions. In the event the Parties are unable to reach a mutually agreeable resolution, the investigation will be referred to the Administrative Resolution or Hearing Panel Resolution process as appropriate. The content of the Parties’ discussions during the conflict Resolution Process will be kept
confidential in the event the matter proceeds to the Administrative Resolution or Hearing Panel processes. The Parties’ agreement to participate, refusal to participate in, or termination of participation in Conflict Resolution shall not be factors in any subsequent decisions regarding whether a policy violation occurred.

Among those resolutions which may be reached at this stage (or at any point prior to a finding through Administrative or Hearing Panel Resolution), the Respondent may voluntarily request to permanently separate from the University of Missouri System. If the Equity Officer or Title IX Coordinator accepts the Respondent’s proposal, the Respondent must sign a Voluntary Permanent Separation and General Release agreement to effectuate their separation and terminate the Equity Resolution Process.

N. Procedural Details for Administrative Resolution and Hearing Panel Resolution. For both the Administrative Resolution and Hearing Panel Resolution, which are described in more detail below, the following will apply:

1. The standard of proof will be “preponderance of the evidence,” defined as determining whether evidence shows it is more likely than not that a policy violation occurred.
2. Three members of the organization may represent the Respondent Student Organization as the Party.
3. The decision maker (i.e., the Investigator, Equity Officer, Title IX Coordinator, or Hearing Panel Chair) has the discretion to determine the relevance of any witness or documentary evidence and may exclude information that is irrelevant, immaterial, cumulative, or more prejudicial than informative. In addition, the following rules shall apply to the introduction of evidence:
   a. Questioning or evidence about the Complainant’s prior sexual conduct is not permitted, though the decision maker may grant a limited exception in regards to the sexual history between the Parties, if deemed relevant.
   b. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding either the Complainant or the Respondent’s character is of limited utility and shall not be admitted unless deemed relevant by the decision maker.
   c. Incidents or behaviors of the Respondent not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by the Respondent that shows a pattern may be considered only if deemed relevant by the decision maker.
4. The Respondent may not directly question the Complainant and the Complainant may not directly question the Respondent. However, if both Complainant and Respondent request the opportunity, direct questioning between the Parties will be permitted in the Hearing Panel Resolution Process. Otherwise written questions will be directed to the Chair in the Hearing Panel Resolution Process, and those questions deemed appropriate and relevant will be asked on behalf of the requesting Party.
5. In the Administrative Resolution Process, The Respondent and the Complainant may provide a list of questions for the Equity Officer or Title IX Coordinator to ask the other Party. If those questions are deemed appropriate and relevant, they may be asked on behalf of the requesting Party.
6. The Administrative Resolution Process may be used when both Parties elect to resolve the Complaint using the Administrative Resolution Process.
7. At any time prior to the deadline in the Notice of Administrative Resolution, the Complainant and/or the Respondent may request that the Complaint shift from the Administrative
Resolution Process to the Hearing Panel Resolution Process. Upon receipt of such timely request from either Party, the Complaint will shift to the Hearing Panel Resolution Process.

8. The Resolution Processes will proceed regardless of whether the Respondent chooses to participate in the investigation, the finding or the hearing.

9. The Administrative Resolution or Hearing Panel Resolution will normally be completed within sixty (60) business days of the Equity Officer or Title IX Coordinator’s decision to accept the Complaint for formal investigation. Deviations from this timeframe will be promptly communicated to both Parties.

10. For good cause, the Equity Officer or Title IX Coordinator in the Administrative Resolution Process and the Chair of the Hearing Panel in the Hearing Panel Resolution Process may, in their discretion, grant reasonable extensions to the time frames and limits provided.

O. Administrative Resolution:

1. Administrative Resolution by the Equity Officer or Title IX Coordinator can be pursued for any behavior that falls within the University’s Anti-Discrimination Policies. Administrative Resolution may be used when both Parties elect to resolve the Complaint using the Administrative Resolution Process.

2. The Administrative Resolution Process consists of:
   a. A prompt, thorough and impartial investigation,
   b. A finding by the Equity Officer or Title IX Coordinator on each of the alleged policy violations, and
   c. A finding by the Equity Officer or Title IX Coordinator on sanctions for findings of responsibility.

3. At least fourteen (14) business days prior to meeting with the Equity Officer or Title IX Coordinator or if no meeting is requested, at least fourteen (14) business days prior to the Equity Officer or Title IX Coordinator rendering a finding(s) (or as far in advance as is reasonably possible if an accelerated resolution process is scheduled with the consent of the Parties), the Equity Officer or Title IX Coordinator will send a letter (Notice of Administrative Resolution) to the Parties with the following information:
   a. A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
   b. Reference to or attachment of the applicable procedures.
   c. A copy of the investigative report.
   d. The option and deadline of ten (10) business days from the date of the notice to request a meeting with the Equity Officer or Title IX Coordinator.
   e. An indication that the Parties may have the assistance of an Advisor of their choosing at the meeting, though the Advisor’s attendance at the meeting is the responsibility of the respective Parties.
   f. The option and the deadline of ten (10) business days from the date of the notice to request in writing that the matter be referred to the Hearing Panel Resolution Process. If neither Party requests the Hearing Panel Resolution Process within the required time period, the matter will be decided through the Administrative Resolution Process and the right to the Hearing Panel Resolution Process is waived.

4. Within ten (10) business days from the date of the Notice of Administrative Resolution, the Parties have the right to have the matter referred to the Hearing Panel Resolution Process. If neither Party requests the Hearing Panel Resolution Process within the required time period, the
matter will be decided through the Administrative Resolution Process and the right to the Hearing Panel Resolution Process is waived.

5. The Investigator(s) will provide an investigative report to the Equity Officer or Title IX Coordinator and Parties. This report may include the Investigator’s observations regarding the credibility of the Complainant, the Respondent, and any witnesses interviewed.

6. The Equity Officer or Title IX Coordinator can, but is not required to, meet with and question the Investigator and any identified witnesses. The Equity Officer or Title IX Coordinator may request that the Investigator conduct additional interviews and/or gather additional information. The Equity Officer or Title IX Coordinator will attempt to meet separately with the Complainant and the Respondent to review the alleged policy violations and the investigative report. The Respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If the Respondent admits responsibility, in whole or in part, the Equity Officer or Title IX Coordinator will render a finding that the individual is in violation of University policy for the admitted conduct. For any disputed violations, the Equity Officer or Title IX Coordinator will render a finding utilizing the preponderance of the evidence standard. The Equity Office or Title IX Coordinator will also determine appropriate sanctions or remedial actions. The findings and sanctions are subject to appeal.

7. The Equity Office or Title IX Coordinator will inform the Respondent and the Complainant of the finding on each of the alleged policy violations and the finding of sanctions, if applicable, in writing within five (5) business days of the findings, without significant time delay between notifications. The Notification will be made in writing and will be delivered either: (1) in person, (2) by email only to the Party’s University-issued email account if the Party has consented in writing to receipt of all notifications by email; or (3) mailed to the mailing address of the respective Party as indicated in the official University records and emailed to the Party’s University-issued email account. If there is no local address on file, mail will be sent to the Party’s permanent address. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual (when prior consent – whether electronically or in writing – has been given to receipt of all notifications by email) or 3) when mailed and emailed.

P. Hearing Panel Resolution.

1. **Equity Resolution Hearing Panelist Pool.** The University will create and annually train a pool of not less than ten (10) faculty and ten (10) administrators and/or staff to serve as hearing panel members in the Hearing Panel Resolution Process. The faculty hearing panel members selected by the Chancellor (or Designee) shall be selected from a list of no less than twenty (20) faculty members proposed by the faculty council/senate. Panelists are selected by the Chancellor (or Designee) and serve a renewable one-year term. Panelist selections should be made with attention to representation of groups protected by the University’s Anti-Discrimination Policies. The Chancellor (or Designee) will select a Hearing Panelist Pool Chair ("Pool Chair"). The Pool Chair assigns and coordinates the hearing panel members to serve on the Hearing Panel for a specific Complaint and designates the Chair of the Hearing Panel for a specific Complaint. The Pool Chair may serve as a panel member or the Chair of the Hearing Panel for a specific Complaint.

Administrators, faculty, and staff will be removed from the Hearing Panelist Pool if they fail to satisfy the annual training requirements, as determined by the Equity Officer or Title IX Coordinator. Under such circumstances, the Equity Officer or Title IX Coordinator will notify
the Chancellor (or Designee), who will inform the administrator, faculty, or staff member of the discontinuation of their term.

2. **Equity Resolution Hearing Panel (“Hearing Panel”).** When a Complaint is not resolved through the Administrative Resolution Process, the Hearing Panelist Pool Chair will assign three (3) members from the Hearing Panelist Pool to serve on the specific Hearing Panel and will also designate the Chair of the Hearing Panel. Whenever possible, the Hearing Panel shall include at least one faculty member and one administrator or staff member. Up to two (2) alternates may be designated to sit in throughout the process as needed. The Chair of the Hearing Panel helps ensure that the process adheres materially to the procedural elements of the Hearing Panel Resolution Process. The institution reserves the right to have its attorney or attorneys present during the hearing.

3. **Notice of Hearing.**
   a. At least fourteen (14) business days prior to the hearing, or as far in advance as is reasonably possible if an accelerated resolution process is scheduled with the consent of the Parties, the Equity Officer or Title IX Coordinator will send a letter to the Parties with the following information:
      
      (1) A description of the alleged violation(s) and applicable policy or policies that are alleged to have been violated.
      (2) Reference to or attachment of the applicable procedures.
      (3) An indication that the Parties may have the assistance of an Advisor of their choosing, at the hearing, though the Advisor’s attendance at the hearing is the responsibility of the respective Parties.
      (4) The time, date and location of the hearing.
      (5) A list of the names of each of the Hearing Panel members and alternates.
      (6) A copy of the preliminary investigative report or summary.
   b. This Notice of Hearing letter will be made in writing and will be delivered either: (1) in person, (2) by email only to the Party’s University-issued email account if the Party has consented in writing to receipt of all notifications by email; or (3) mailed to the mailing address of the respective party as indicated in the official University records and emailed to the Party’s University-issued email account. If there is no local address on file, mail will be sent to the Party’s permanent address. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual (when prior consent – whether electronically or in writing – has been given to receipt of all notifications by email) or 3) when mailed and emailed.

4. **Pre-Hearing Witness List and Documentary Evidence.**
   a. At least seven (7) business days prior to the hearing, the Complainant and Respondent will provide to the Investigator a list of the names of the proposed witnesses and copies of all proposed documentary evidence. At least five (5) business days prior to the hearing, the Investigator will have the names of proposed witnesses, copies of all pertinent documentary evidence and a copy of the any investigative report available for the Complainant and respondent, and a copy of the same will be sent to the Hearing Panel Chair.
   b. No employee or student, directly or through others, should take any action which may interfere with the investigation or hearing procedures. Employees and students are prohibited from attempting to or actually intimidating or harassing any potential witness.
Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

5. **Objection to or Recusal of Hearing Panel Member.**
   a. In addition, the Parties will be given a list of the names of each of the Hearing Panel members at least fourteen (14) business days in advance of the hearing. Should any Complainant or Respondent object to any panelist, they must raise all objections, in writing, to the Hearing Panelist Chair at least seven (7) business days prior to the hearing.
   b. Upon receipt, the Investigator will forward to the Hearing Panelist Pool Chair any written objection by the Complainant or the Respondent to any hearing panel member. Hearing Panel members will only be unseated and replaced if the Hearing Panelist Pool Chair concludes that good cause exists for the removal of a panel member. Good cause may include, but is not limited to, bias that would preclude an impartial hearing or circumstances in which the panel member’s involvement could impact the Party’s work or learning environment due to current or potential interactions with the panel member (e.g., a panel member being in the same department as either Party). Additionally, any panel member or Chair of the Hearing Panel who feels they cannot make an objective determination must recuse themselves from the proceedings in advance of the hearing.

6. **Request for Alternative Attendance or Questioning Mechanisms.** The Chair of the Hearing Panel, in consultation with the Parties and Investigators, may decide in advance of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized by the Investigator(s) in the investigative report or during the hearing. All Parties will have ample opportunity to present facts and arguments in full and question all present witnesses during the hearing, though formal cross-examination is not used between the Parties. If alternative attendance or questioning mechanisms are desired (e.g., screens, Skype, questions directed through the Chair, etc.), the Parties should request them from the Chair at least two (2) business days prior to the hearing. The University will make reasonable accommodations for both Parties in keeping with the principles of equity and fairness.

7. **Requests to Reschedule the Hearing Date.** For good cause, the Chair of the Hearing Panel may grant requests to reschedule the hearing date.

8. **Conduct of Hearing.** The Chair of the Hearing Panel (“Chair” in this subsection) shall preside at the hearing, call the hearing to order, call the roll of the Hearing Panel and alternates in attendance, ascertain the presence or absence of the Investigator, the Complainant and the Respondent, confirm receipt of notice of hearing, report any extensions requested or granted and establish the presence of any Advisors. Formal rules of evidence shall not apply.
   a. **Investigator’s Report and Testimony.** The Investigator(s) will first present the written investigative report and may give a narrative report of the investigation, and then be subject to questioning by the complainant, the Respondent and the Hearing Panel. The Investigator(s) may also call witnesses who will be subject to questioning by the Investigator, the complainant, the Respondent and the Hearing Panel. The Investigator may also submit documentary evidence. The investigator(s) will remain present during the entire hearing process.
   b. **Complainant’s Evidence.** The Complainant may give testimony and be subject to questioning by the Investigator, the Respondent (through the Chair as discussed above) and the Hearing Panel. The Investigator(s) may also call witnesses who will be subject to
questioning by the Investigator, the Complainant, the Respondent and the Hearing Panel. The Investigator may also submit documentary evidence.

c. **Respondent’s Evidence.** The Respondent may give testimony and be subject to questioning by the Investigator, the Complainant (through the Chair as discussed above) and the Hearing Panel. The Respondent may also call and question witnesses who may also then be questioned by the Complainant, the Investigator and the Hearing Panel. The Respondent may also submit documentary evidence.

d. **Record of Hearing.** The Chair of the Hearing Panel shall arrange for recording of the hearing, whether by audio, video, digital or stenographic means. The recording of the hearing will become part of the Record of the Case in the Section 600.030 Process.

9. **Rights of the Hearing Panel.**

   a. The relevancy and admissibility of any evidence offered at the hearing shall be determined by the Chair, whose ruling shall be final unless the Chair shall present the question to the Hearing Panel at the request of a member of the Hearing Panel, in which event, the ruling of the Hearing Panel by majority vote shall be final.

   b. To question witnesses or evidence introduced by the Investigator the Complainant or the Respondent at any time during the hearing process.

   c. To call additional witnesses and submit documentary evidence.

   d. To exclude a witness proposed by the Investigator, the Complainant or the Respondent if it is determined their testimony would be redundant or not relevant.

   e. To dismiss any person from the hearing who interferes with or obstructs the hearing or fails to abide by the rulings of the Chair of the Hearing Panel (“Chair” in this subsection).

   f. To arrange for alternative attendance or questioning mechanism for either Party or any witness at the hearing (e.g.: screens, Skype, questions directed through the Chair, etc.).

   g. To have present a legal advisor to the Hearing Panel, who shall be designated by the Office of the General Counsel.

   h. To have the names of witnesses that may be called by the Investigator, the Complainant and the Respondent, all pertinent documentary evidence that may be introduced by those Parties, and a complete copy of the investigative report at least five (5) business days prior to the hearing.

   Procedural questions which arise during the hearing and which are not covered by these general rules shall be determined by the Chair, whose ruling shall be final unless the Chair shall present the question to the Hearing Panel at the request of a member of the Hearing Panel, in which event, the ruling of the Hearing Panel by majority vote shall be final.

10. **Findings.**

   a. The Hearing Panel will deliberate with no others present, except any legal advisor to the Hearing Panel, to find whether the Respondent is responsible or not responsible for the policy violation(s) in question. The panel will base its finding on a preponderance of the evidence (i.e., whether it is more likely than not that the Respondent committed each alleged violation). If a Respondent is found responsible by a majority of the panel, the panel will find appropriate sanctions.

   b. The Hearing Panel Chair will prepare a written panel report and deliver it to the Equity Officer or Title IX Coordinator detailing the finding, how each member voted, the information cited by the panel in support of its finding and any information the Hearing
Panel excluded from its consideration and why. If the Respondent is found responsible, the report should conclude with sanctions. This report should be submitted to the Equity Officer or Title IX Coordinator within five (5) business days of the end of deliberations. Deviation from the five-day period will be communicated to the Parties, and the Equity Officer or Title IX Coordinator, along with an expected time for completion.

a. The Equity Officer or Title IX Coordinator will inform the Respondent and the Complainant of the finding on each of the alleged policy violations and the finding on sanctions for findings of responsibility, if applicable, within five (5) business days of receipt of the panel report, without significant time delay between notifications. Notification will be made in writing and will be delivered: (1) in person, (2) by email only to the Party’s University-issued email account if the Party has consented in writing to receipt of all notifications by email; or (3) mailed to the mailing address of the respective Party as indicated in the official University records and emailed to the Party’s University-issued email account. If there is no local address on file, mail will be sent to the Party’s permanent address. Notice is presumptively deemed delivered, when: 1) provided in person 2) emailed to the individual (when prior consent – whether electronically or in writing – has been given to receipt of all notifications by email) or 3) when mailed and emailed.

Q. Sanctions.

1. If the Respondent is found responsible for a violation of the University’s Anti-Discrimination Policies, the Hearing Panel, or the Equity Officer or Title IX Coordinator in the Administrative Resolution Process, will determine sanctions and remedial actions. The Equity Officer or Title IX Coordinator will apply and enforce the sanctions and remedial actions and may also add other remedial actions as deemed appropriate.

a. Factors Considered When Finding Sanctions/Remedial Actions include but are not limited to:

   (1) The nature, severity of, and circumstances surrounding the violation;
   (2) The disciplinary history of the Respondent;
   (3) The need for sanctions/remedial actions to bring an end to the discrimination, harassment and/or retaliation;
   (4) The need for sanctions/remedial actions to prevent the future recurrence of discrimination, harassment and/or retaliation; and
   (5) The need to remedy the effects of the discrimination, harassment and/or retaliation on the Complainant and the University community.

b. Types of Sanctions. The following sanctions may be imposed upon any Respondent or Respondent Student Organization found to have violated the University’s Anti-Discrimination Policies or the Student Conduct Code. Multiple sanctions may be imposed for any since violation. Sanctions include but are not limited to:

   (1) **Warning.** A notice in writing to the Respondent or Respondent Student Organization that there is or has been a violation of institutional regulations.
   (2) **Probation.** A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the Respondent or Respondent Student Organization is found to be violating any institutional regulation(s) during the probationary period.
   (3) **Loss of Privileges.** Denial of specified privileges for a designated period of time.
   (4) **Restitution.** Compensating the University for loss, damage, or injury to University property. This may
take the form of appropriate service and/or monetary or material replacement.

5. **Discretionary Sanctions.** Work assignments, service to the University, or other related discretionary assignments, or completion of educational programming or counseling.

6. **Residence Hall Suspension.** Separation of the Respondent from the residence halls for a definite period of time, after which the Respondent is eligible to return. Conditions for readmission may be specified.

7. **Residence Hall Expulsion.** Permanent separation of the Respondent from the residence halls.

8. **Campus suspension.** Respondent is suspended from being allowed on campus for a definite period of time. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Officer (or Designee).

9. **University Dismissal.** An involuntary separation of the Respondent from the institution for misconduct. It is less than permanent in nature and does not imply or state a minimum separation time.

10. **University Suspension.** Separation of the Respondent from the University for a definite period of time, after which the Respondent is eligible to return. Conditions for readmission may be specified.

11. **Withdrawal of Recognition.** Respondent Student Organization loses its Official Approval as a recognized student organization. May be either temporary or permanent.

12. **University Expulsion.** Permanent separation of the Respondent from the University.

c. **Remedial Actions.** The following remedial actions may also be imposed to address the effects of the violation(s) of the University’s Anti-Discrimination Policies on the Complainant. Such remedial actions will vary depending on the circumstances of the policy violation(s), but may include:

1. Where the Complainant is a student:
   - (a) Permitting the student to retake courses;
   - (b) Providing tuition reimbursement;
   - (c) Providing additional academic support;
   - (d) Removal of a disciplinary action; and
   - (e) Providing educational and/or on-campus housing accommodations.

2. Where the Complainant is an employee:
   - (a) Removal of a disciplinary action;
   - (b) Modification of a performance review;
   - (c) Adjustment in pay;
   - (d) Changes to the employee’s reporting relationships; and
   - (e) Workplace accommodations.

In addition, the University may offer or require training and/or monitoring as appropriate to address the effects of the violation(s) of the University’s Anti-Discrimination Policies.

d. **When Implemented.** Sanctions and remedial actions are implemented immediately by the Equity Officer or Title IX Coordinator unless the Chancellor says their implementation pending the outcome of the appeal.

R. **Withdrawal While Charges Pending.** Should a Respondent decide to withdraw from the University and not participate in the investigation and/or hearing without signing a Voluntary Permanent Separation and General Release Agreement and without the approval of the Equity Officer or Title IX Coordinator, the process will
nonetheless proceed in the Respondent’s absence to a reasonable resolution and, if the Respondent is found responsible, the Respondent will not be permitted to return to the University unless all sanctions have been satisfied.

S. Appeal.

1. **Grounds for Appeal.** Both Complainant and Respondent are allowed to appeal the findings of the Administrative Resolution Process or Hearing Panel Resolution Process. Appeals are limited to the following:
   a. A procedural error occurred that significantly impacted the outcome of the Administrative or Hearing Panel Resolution Process (e.g., substantiated bias, material deviation from established procedures, etc.).
   b. To consider new evidence, unavailable during the original hearing. Administrative or Hearing Panel Resolution Process or investigation that could substantially impact the original finding or sanction.
   c. The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the Respondent.

2. **Requests for Appeal.** Both the Complainant and the Respondent may submit a request for appeal to the Equity Resolution Appellate Officer. All requests for appeal must be submitted in writing to the Equity Resolution Panel Appellate Officer within three (3) business days of the delivery of the findings. When any Party requests an appeal, the other Party (Parties) will be notified and receive a copy of the request for appeal.

3. **Response to Request for Appeal.** Within three (3) business days of the delivery of the notice and copy of the request for appeal, the non-appealing Party (Parties) may file a response to the request for appeal. The response can address that sufficient grounds for appeal have not been met and/or the merits of the appeal.

4. **Review of the Request to Appeal.** The Equity Resolution Appellate Officer will make an initial review of the appeal request(s). The Equity Resolution Appellate Officer will then review the request for appeal to determine whether:
   a. The request is timely, and
   b. The appeal is on the basis of the any of three articulated grounds listed above, and
   c. When viewed in the light most favorable to the appealing Party, the appeal states grounds that could result in an adjusted finding or sanction.

The Equity Resolution Appellate Officer will reject the request for appeal if any of the above requirements are not met. The decision to reject the request for appeal is final and further appeals and grievances are not permitted. The Equity Resolution Appellate Officer will render a written decision whether the request for appeal is accepted or rejected within fourteen (14) business days from receipt of the request for appeal. If no written decision is provided to the Parties within fourteen (14) business days from receipt of the request, the appeal will be deemed accepted.

5. **Review of the Appeal.** If all three (3) requirements for appeal listed above are met, the Equity Resolution Appellate Officer will accept the request for appeal and proceed with rendering a decision on the appeal applying the following additional principles:
   a. Appeals are not intended to be full re-hearings of the Complaint and are therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and record of the Administrative Resolution or Hearing Panel Resolution, and pertinent documentation regarding the grounds for appeal. Appeals
b. Sanctions and remedial actions are implemented immediately unless the Equity Resolution Hearing Panel or Appellate Officer (or Designee) says their implementation pending the outcome of the appeal.

c. The Equity Resolution Appellate Officer will normally render a written decision on the appeal to all Parties within ten (10) business days from accepting the request for appeal. In the event the Equity Resolution Appellate Officer is unable to render a written decision within ten (10) business days from accepting the request for appeal, the Equity Resolution Appellate Officer will promptly notify the Parties in writing of the delay.

d. Once an appeal is decided, the outcome is final. Further appeals are not permitted.

6. Extensions of Time. For good cause, the Equity Resolution Appellate Officer may grant reasonable extensions of time (e.g.: 7-10 business days) to the deadlines in the appeal process. The Equity Resolution Appellate Officer will notify the Parties in writing if such extensions are granted.

T. Failure to Complete Sanctions/Comply with Interim and Long-term Remedial Actions. All Respondents are expected to comply with all sanctions, remedial actions and corrective actions within the timeframe specified. Failure to follow through on these sanctions, remedial actions and corrective actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/remedial/corrective actions and/or suspension, expulsion or withdrawal of recognition from the University. Suspension will only be lifted when compliance is achieved to the satisfaction of the Equity Officer or Title IX Coordinator.

U. Records. In implementing this policy, records of all Complaints, resolutions, and hearings will be kept by the Equity Officer or Title IX Coordinator (depending on the nature of the Complaint). An audio, video, digital, or stenographic record of the hearings will be maintained and will be filed in the office of the Equity Officer or Title IX Coordinator and, for the purpose of review or appeal, be accessible at reasonable times and places to the Respondent and the Complainant. The “Record of the Case in the Section 600.030 Process” includes, when applicable: Letter(s) of Notice, exhibits, hearing record (an audio, video, digital or stenographic record of the hearing), and the findings and determination by either the Equity Officer or Title IX Coordinator or the Hearing Panel; the finding of sanctions; and the decision of appeal, if applicable. The Record of the Case in the Section 600.030 Process will be kept for seven (7) years following final resolution.

V. Retaliation. Retaliation is any adverse action taken against a person because of that person’s participation in protected activity. The University strictly prohibits retaliation against any person for making any good faith report of discrimination, harassment, or sexual misconduct or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of discrimination, harassment, or sexual misconduct. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to promptly notify the Equity Officer or Title IX Coordinator. The University will promptly investigate all complaints of retaliation.
Policy on Sexual Harassment

Revisions create a more comprehensive sex discrimination policy for all, equity resolution process for all discrimination cases when students are accused (https://www.umsystem.edu/ums/news/news_releases/092314_news)

COLUMBIA, Mo. – The University of Missouri System announced today revisions to the university’s Collected Rules and Regulations (CRRs) to help promote the University of Missouri’s four campuses as environments where students, faculty and staff are safe and secure. The amended rules are revised under delegated authority of the president by the University of Missouri Board of Curators, and include updated policies in the areas of sex discrimination, sexual harassment, sexual misconduct, and student conduct procedures.

Today’s revision in policy also marks the culmination of the work of the mental health and sexual assault task force established by UM System President Tim Wolfe last January, which was created to inventory and review all resources on the four UM System campuses available to a victim of an attempted or completed sexual assault as well as related mental health services, and make recommendations for any necessary revisions to those resources or policies. Policy recommendations include today’s and earlier revisions to the university’s CRRs, and resource recommendations that will be announced in the coming days.

“Earlier this year, I directed the chancellors to lead comprehensive reviews of the resources, policies and practices on their respective campuses in terms of sexual assault education, prevention and reporting, as well as mental health services,” said University of Missouri System President Tim Wolfe. “Through the work of that task force, we have identified actions we need to take to ensure that our four campuses foster an environment that is free of sex discrimination and sexual misconduct, so that our students in particular may fully participate in and benefit from the college experience. Our revisions to our collected rules are another step in our commitment to address the challenging, societal issue of sexual misconduct.”

The revisions to the CRRs announced today will assist the university in promoting a campus community that is free of discrimination while ensuring the existence of a process for addressing such complaints that is fair and appropriate for all students. Significant revisions include:

- Clarifying that the university’s prohibitions against sex discrimination, sexual harassment and sexual misconduct apply to students, employees, volunteers and visitors (new Chapter 600, “Equal Employment/Educational Opportunity,” Section 600.020);
- Clarifying definitions of sex discrimination to be consistent with existing law and best practices (Sections 600.020.c.1-6 and 200.010B.7);
- Simplifying requirements for mandated reporters, making it mandatory for any employee of the university that becomes aware of sex discrimination to report all information to the Title IX coordinator (unless expressly exempted from doing so) (Section 600.020.E.);
- Creating a new equity resolution process for all discrimination claims when the accused is a student or student organization, with equity resolution hearing panelists for discrimination claims being trained administrators or staff appointed by the chancellor (Section 200.025.B.9, G.6.a.); and
- Removing current rules on sexual harassment and positive work environment (currently 330.060 and 330.080 respectively) and substituting this new set of rules.

The complete list of CRR revisions can be accessed at: http://umurl.us/KRhw
A. **Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education.**

The University is committed to affording equal employment and education opportunities to its employees and students, and to creating an environment free from discrimination (see Section 600.010 of the Collected Rules and Regulations). In furtherance of these commitments, both University policy and applicable state and federal law, prohibit all students, employees, volunteers and visitors at the University from engaging in discrimination on the basis of any protected characteristic, including sex, pregnancy, gender identity, and gender expression. In addition, University policy and the law prohibit sexual misconduct, sexual harassment, stalking on the basis of sex, dating/intimate partner violence, and sexual exploitation, as defined in Section 600.020.B. As used in this policy, the word “sex” is also inclusive of the term “gender.”

This policy applies to any phase of its employment process, any phase of its admission or financial aid programs, and all other aspects of its educational programs or activities. Additionally, this policy applies to allegations of sexual misconduct or allegations of other forms of sex discrimination, as defined in Section 600.020.B., occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the University’s educational programs, activities or employment. Notices of nondiscrimination are posted online and in physical locations for the UM System and each of the campuses.

B. **Definitions**

1. **Sex Discrimination.** Sex discrimination is conduct that is based upon an individual’s sex, pregnancy, gender identity, or gender expression that adversely affects a term or condition of an individual’s employment, education, living environment, or participation in a University activity.

   In addition, sexual harassment, sexual misconduct, sexual exploitation, stalking on the basis of sex and dating/intimate partner violence, as further defined below, are forms of sex discrimination which are prohibited under this policy.

2. **Sexual Harassment.** Sexual harassment is defined as:

   a. Unwelcome sexual advances or requests for sexual activity by a person or persons in a position of power or authority to another person; or

   b. Other unwelcome verbal or physical conduct of a sexual nature or because of sex, pregnancy, gender identity, or gender expression when:

      (1) Submission to or rejection of such conduct is used explicitly or implicitly as a condition for academic or employment decisions; or
      (2) Such conduct creates a hostile environment by being sufficiently severe or pervasive or objectively
offensive that it interferes with, limits or denies the ability to participate in or benefit from the University’s educational programs, activities, or employment.

3. **Sexual Misconduct.** Sexual misconduct includes: 1) Nonconsensual sexual intercourse; 2) Nonconsensual sexual contact involving the sexual touching of a body part (i.e., the lips, genitals, breast, anus, groin, or buttocks of another person) or the nonconsensual sexual touching of another with one’s own genitals whether directly or through the clothing; 3) Exposing one’s genitals to another under circumstances in which one should reasonably know that the conduct is likely to cause affront or alarm; or 4) Sexual exploitation.

4. **Stalking on the Basis of Sex.** Stalking on the basis of sex is following or engaging in a course of conduct on the basis of sex with no legitimate purpose that makes another person reasonably concerned for their safety or would cause a reasonable person under the circumstances to be frightened, intimidated or emotionally distressed.

5. **Dating/Intimate Partner Violence.** Violence, threats of violence, intimidation and acts of coercion committed by a person who is or has been in a social relationship of a romantic or intimate nature with the recipient of the violent behavior.

6. **Sexual Exploitation.** Sexual exploitation occurs when one person takes nonconsensual or abusive sexual advantage of another person for one’s own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited and which behavior does not constitute any other form of sexual misconduct. Examples of sexual exploitation include, but are not limited to, the following activities done without the consent of all participants:

   a. Invasion of sexual privacy;
   b. Prostituting another person;
   c. Taping or recording of sexual activity;
   d. Going beyond the boundaries of consent to sexual activity (e.g., letting your friends hide to watch you engaging in sexual activity);
   e. Engaging in voyeurism;
   f. Knowingly transmitting an STI, STD, venereal disease or HIV to another person;
   g. Inducing another to expose their genitals;
   h. Nonconsensual distribution of intimate images;
   i. Use or distribution of drugs or alcohol with intent to facilitate sexual contact without consent (i.e., predatory drugs or alcohol).

7. **Consent to Sexual Activity.** Consent to sexual activity is knowing and voluntary. Consent to sexual activity requires of all involved persons a conscious and voluntary agreement to engage in sexual activity. Each person engaged in the sexual activity must have met the legal age of consent. It is the responsibility of each person to ensure they have the consent of all others engaged in the sexual activity. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Consent, lack of consent or withdrawal of consent may be communicated by words or non-verbal acts.

   Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. The existence of a dating relationship or past sexual relations between the Parties involved should never by itself be assumed to be an indicator of consent. Further, consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion and force, or threat of either, invalidates consent.
8. **Incapacitated or incapacitation.** A state in which rational decision-making or the ability to consent is rendered impossible because of a person’s temporary or permanent physical or mental impairment, including but not limited to physical or mental impairment resulting from drugs or alcohol, disability, sleep, unconsciousness or illness. Consent does not exist when the Respondent knew or should have known of the other individual’s incapacitation. Incapacitation is determined based on the totality of the circumstances. Incapacitation is more than intoxication but intoxication can cause incapacitation.

Factors to consider in determining incapacity include, but are not limited to, the following:

- Lack of awareness of circumstances or surroundings (e.g., an inability to understand, either temporarily or permanently, the who, what, where, how and/or why of the circumstances; blackout state)
- Inability to physically or verbally communicate coherently, particularly with regard to consent (e.g., slurred or incoherent speech)
- Lack of full control over physical movements (e.g., difficulty walking or standing without stumbling or assistance)
- Physical symptoms (e.g., vomiting or incontinence).

C. **Title IX Coordinators.** Duties and responsibilities of the University’s Title IX Coordinators include monitoring and oversight of overall implementation of Title IX compliance at the University, including coordination of training, education, communications and coordination with the Equity Resolution Processes for faculty, staff, students and other members of the University community and investigation of complaints of sex discrimination. The University may designate Deputy Coordinators as needed to assist in fulfillment of the Coordinator’s duties and responsibilities.

NOTE: All references to “Title IX Coordinator” throughout this policy refer to the Title IX Coordinator or the Coordinator’s designee.

Any person having inquiries concerning the application of Title IX should contact their respective UM System or campus Title IX Coordinator. The following individuals serve as Title IX Coordinators and are designated to handle inquiries regarding the Anti-Discrimination policies and to serve as coordinators for purposes of Title IX compliance:

**University of Missouri System and University of Missouri-Columbia**
Andrea Hayes, J.D.
Assistant Vice Chancellor for Civil Rights & Title IX
Title IX Administrator
**Address:** 202 Jesse Hall
University of Missouri-Columbia
Columbia, MO 65211
**Telephone:** 573-882-2824
**Email:** hayesas@missouri.edu
http://civilrights.missouri.edu
D. Reporting Sex Discrimination, Including Sexual Harassment and Sexual Misconduct

1. **Students, Employees, Volunteers, Visitors, and Patients.** Students, employees, volunteers, visitors, and patients of the University who have experienced any form of sex discrimination, sexual harassment or sexual misconduct, are encouraged to report the incident promptly to the appropriate Title IX Coordinator listed in Section 600.020.C. above. In addition, students, volunteers, visitors, and patients of the University who have witnessed such conduct are encouraged to report the incident promptly to the appropriate Title IX Coordinator. The University will investigate and appropriately resolve all such reports pursuant to one of its Equity Resolution Processes (see Sections 600.030, 600.040, 600.050, 600.060). For questions regarding confidentiality or requests that the Complaint not be pursued, see Section 600.020.E. below. In order to foster reporting and participation, the University may provide amnesty to Complainants and witnesses for minor student conduct violations ancillary to the incident.

2. **Mandated Reporters.** Any employee of the University, except as noted below, who becomes aware of sex discrimination as defined in this policy (including sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence or sexual exploitation) is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer or visitor of the University.

3. **Employees with a Legal Obligation or Privilege of Confidentiality.** Employees with a legal obligation or privilege of confidentiality (including health care providers, counselors, lawyers, and their associated staff) are not considered Mandated Reporters and are not required to report when the information is learned in the course of a confidential communication. This also means that the employee seeking the exemption is employed by the University for that specific purpose and was acting in that capacity when the confidential disclosure was made. If the information is not learned in the course of confidential communication (for example, behavior is observed in class) then the employee has the same obligation as a Mandated Reporter.

4. **Designated Confidential Employees.** Consistent with the law and upon approval from the Office of the General Counsel, campuses may also designate non-professional counselors or advocates as confidential for purposes of this policy and, therefore, excluded from the definition of Mandated Reporters. However, these
individuals are required once per month to report to the Title IX Coordinator aggregate, non-personally identifiable information regarding incidents of sex discrimination reported to them. The aggregate data report should contain general information about individual incidents of sexual violence such as the nature, date, time, and general location of the incident. Confidentiality in this context is not the same as privilege under the law.

5. **Required Reporting and Disclosure.** A mandated Reporter is required to promptly report the information to the appropriate Title IX Coordinator. The Mandated Report must be made regardless of whether the person reporting the information to the Mandated Reporter requests confidentiality and regardless of how the Mandated Reporter becomes aware of the offensive behavior (personal observation, direct information from the subject of the behavior, indirect information from a third party, etc.). If the Complainant requests confidentiality or that the charges not be pursued, the Mandated Reporter should warn the Complainant that, at this stage in the process, the Mandated Reporter must report all known information to the Title IX Coordinator.

6. **Content of Mandated Report to Title IX Coordinator.** Mandated Reporters must report all details that they possess. This includes names of the Parties, if known, and all other information in the Mandated Reporter’s possession.

E. **Requests for Confidentiality or Not to Pursue an Investigation**

1. The Title IX Coordinator or other appropriate official should inform and obtain the consent from the Complainant before beginning an investigation. If the Complainant requests confidentiality or asks that the Complaint not be pursued, the Title IX Coordinator should take all reasonable steps to investigate and respond to the Complaint consistent with the request for confidentiality or request not to pursue an investigation. If a Complainant requests confidentiality or insist that identifiable information, such as the Complainant’s name, not be disclosed to the Respondent, the Title IX Coordinator should inform the Complainant that the institution’s ability to respond may be limited. The Title IX Coordinator should evaluate the Complainant’s request in the context of providing a safe and nondiscriminatory environment for the University community.

2. If, after due deliberation and based on the nature and severity of the Complaint, the Title IX Coordinator determines there is a sufficient basis to proceed with the Complaint, the Title IX Coordinator may initiate an investigation notwithstanding a Complainant’s request that the Complaint not be pursued. Such a decision should be well-reasoned and documented. Documentation of the decision will be maintained by the Title IX Coordinator. In such cases, the Title IX Coordinator will inform the Complainant of the decision to commence an investigation.

Alternatively, if after due deliberation and based on the nature and severity of the Complaint, the Title IX Coordinator determines there is not a sufficient basis to proceed with the Complaint, the Title IX Coordinator may decide not to initiate an investigation and/or may also refer the Complaint to the appropriate procedural process. Such a decision should be well-reasoned and documented. Documentation of the decision will be maintained by the Title IX Coordinator. If, after due deliberation, the Title IX Coordinator decides the University cannot or should not take disciplinary action with respect to the Respondent, the Title IX Coordinator should consider other steps to limit the effects of the alleged harassment and prevent its recurrence, and remedy its effects on the victim and the University community.

F. **Impact of Optional Report to Law Enforcement.** In accordance with federal law, the Title IX Coordinator will not wait for the conclusion of a criminal investigation or criminal proceeding to begin the Title IX preliminary investigation. It may be necessary to delay temporarily the fact-finding portion of a Title IX preliminary investigation while the police are gathering evidence. The Title IX Coordinator will promptly resume the preliminary Title IX investigation as soon as notified by the law enforcement agency that it has completed the evidence-gathering process. The Title IX Coordinator will implement appropriate interim steps during the law enforcement agency’s investigation period to provide for the safety of the Complainant and the campus community and the avoidance of retaliation.
G. Non-compliance. Failure to comply with this policy can result in disciplinary action. Employees also are cautioned that non-compliance with this policy may increase their risk of personal liability. Further, an individual who fails to report as required under this policy may be determined to be ineligible for defense or protection under Section 490.010 for any associated claims, causes of action, liabilities or damages.

H. Retaliation. Retaliation is any adverse action taken against a person because of that person’s participation in protected activity. The University strictly prohibits retaliation against any person for making any good faith report to a Title IX Coordinator or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of sex discrimination, sexual harassment or sexual misconduct. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to promptly notify the Equity Officer or Title IX Coordinator. The University will promptly investigate all claims of retaliation.

Examples of prohibited retaliation include, but are not limited to, giving a lesser grade than the student’s academic work warrants because the student filed a Complaint of sexual harassment; giving lower than justified performance appraisals because a person was a witness in an investigation of alleged sexual harassment; and threatening to spread false information about a person for filing a Complaint of sexual harassment.

I. False Reporting. False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith. False reporting is a serious offense subject to appropriate disciplinary action ranging up to and including expulsion or termination.

J. Witness Intimidation or Harassment. No individual participating in an investigation relating to a report or Complaint that a violation of this policy has occurred should, directly or through others, take any action which may interfere with the investigation. The University prohibits attempts to or actual intimidation or harassment of any potential witness. Failure to adhere to these requirements may lead to disciplinary action, up to and including expulsion or termination.

K. U.S. Department of Education—Office for Civil Rights. Inquiries concerning the application of Title IX also may be referred to the United States Department of Education’s Office for Civil Rights. For further information on notice of nondiscrimination, visit http://wdcrorobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm and for the address and phone number of the U.S. Department of Education office which serves your area, or call 1-800-421-3481.

The State of Missouri regional Office for Civil Rights is located in Kansas City and is available to provide assistance.

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut, 3rd Floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599
TDD: 800-877-8339
Email: OCR.KansasCity@ed.gov
Credits

A student may not register for, and/or receive, more credit (semester hours) for a course than is shown as approved for the course in the Schedule of Courses.

MU routinely accepts credit only from regional accredited institutions. All other schools may apply to MU for the right to have their courses reviewed for acceptance. However, the admissions office would not actually perform a review until an individual student with credits from such a institution transfers to the Columbia campus.

MU will transcript all courses taken at regionally accredited institutions, and courses from non-accredited institutions accepted under the review procedures described above, with the exception of remedial courses. Courses unlike anything offered at MU will be automatically coded on the transcript as "no credit awarded". All other courses would be transcripted as "miscellaneous electives". Individual academic units will decide whether to accept any of these courses as credit toward their degree(s).

1) The Grading System

The purpose of the grading system is to provide a framework in which the faculty can report evaluation of student performance and achievement. For undergraduates, all teachers are expected to use the grading scale approved by the faculty. This precludes any department or unit from opting to use a modification of the scale.

a) The undergraduate grading scale has fifteen grade categories. The grade categories (with associated grade points used to calculate the grade point average) are: A+ (4.0), A(4.0), A- (3.7), B+ (3.3), B(3.0), B- (2.7), C+ (2.3), C(2.0), C- (1.7), D+ (1.3), D(1.0), D- (0.7), F(0.0) FN(0.0) and W (withdrawal).

This system is appropriate for those subjects and situations that allow discrimination in quality of achievement and performance. The S/U grading system is more appropriate for students wishing to take elective courses in a subject matter field in which they will be competing with majors, for mastery learning situations, and for courses graded primarily on the basis of attendance. The grades of S, U and W are not incorporated in the grade.

The following definitions of each grade are intended to provide a standard for judgment, not a rule that can be applied mechanically; thus, while a grade of C in an undergraduate course indicates adequate work, a grade of C in a graduate course indicates work of less than adequate quality.

1. The grade of A is awarded for performance of outstanding quality.
2. The grade of B is awarded for superior, but less than outstanding performance.
3. The grade of C is awarded for adequate performance.
4. NOTE: Only a limited number of C grades may be applied toward a graduate degree.
5. The grade of D is awarded for performance that marginally meets minimum standards. In most, but not all, cases a grade of D in a prerequisite undergraduate course is regarded as adequate for enrollment in the next higher course, whether it be the same or a related department. The grade of D is not awarded to graduate students.

6. The grade of F indicates a level of performance that is unacceptable.

7. The grade of FN indicates a level of performance that is unacceptable due to student non-attendance and participation. The FN grade is appropriate for a student that stopped attending class, completing class assignments and taking exams, but is still on the class roster at the end of the term. The FN grade is for internal purposes regarding financial aid eligibility and appears as an F on the official transcript. [AMENDED 9/28/06]

8. The grade of W indicates that the student is not failing the course at the time of withdrawal.

9. All regulations currently applicable on a course by course basis and currently tied to a specific letter grade would be interpreted to mean a specific letter grade range. Hence, if a student currently must achieve a "C" in one course in order to proceed to another course, under the plus-minus grading system, that student would have to achieve a grade in the "C range" which would include the grade of "C-".

10. All regulations currently tied to a specific grade average would be interpreted to mean the numerical average currently associated with that specific grade. Hence, the required "C average or better" on all courses would be interpreted as "2.00 average or better".

b) The grading system (S/U). NOTE: Not applicable in the Schools of Law and Medicine.

To the extent authorized by this article, the S (Satisfactory) and U (Unsatisfactory) grading system may be used. The grade of S represents the grades A, B, and C, and the grade of U represents the grades of D and F. The grade of UN is not applicable toward a degree in any school or college. A grade of UN indicates a level of performance that is unacceptable due to student non-attendance and participation. The UN grade is appropriate for a student that stopped attending class, completing class assignments and taking exams, but is still on the class roster at the end of the term. The UN grade is for internal purposes regarding financial aid eligibility and appears as an U on the official transcript. [AMENDED 9/28/06] The grade of U is not applicable toward a degree in any school or college.

In most cases the instructor will report grades initially on the A to F grading system, even though a student has elected the S and U grading system. The conversion from one system to the other will be made in the Office of the Registrar. In appropriate cases, when a course is offered only on an S/U grading basis, the instructor may report grades initially as S or U.

1. Satisfaction of degree requirements by S grades. Any degree recommending faculty may allow students to satisfy its degree requirements by authorizing students to elect the S/U grading system for any available and otherwise acceptable courses, under such conditions and restrictions as the degree-recommending faculty may impose, provided, however, that in no case will more than twenty percent (20%) of the hours taken into account in determining the satisfaction of first baccalaureate degree requirements be hours passed under the S/U grading system.

2. Courses open to election on S/U grading system. Departmental prerequisites. All courses taken for undergraduate credit will be deemed open to election on an S and U grading system unless specifically prohibited by a department, school, or college.

3. Students ineligible to elect S/U grading system. Other general restrictions. Beginning students and students on scholastic probation at the time of enrollment are not eligible to elect the S/U grading system. No student may elect the S/U grading system in more than one course in any semester or summer session. These restrictions do not apply to courses in which all students are graded on an S/U basis.
4. The faculty of any School or College may adopt additional conditions and restrictions with respect to the election of the S/U grading system by students in that School or College.

5. A student who elects to begin a course under the S/U grading system is to be graded under that system upon completion of the course. Conversely, a student who begins a course under the A, B, C, D, F system is to be graded under that system upon completion of the course. A student may not elect to change from one grading system to another after the first two weeks of classes in a regular session or the equivalent thereof in a shorter session.

6. S/U grading system in special courses. If a course for not more than three semester hours of credit or a practicum course of any number of semester hours of credit is of a type in which satisfactory and unsatisfactory academic achievement of performance can be distinguished but the assignment of meaningful A to F grades is not feasible, a departmental faculty, or combination of departmental faculties, may offer the course on the basis that each student will be graded either S or U. Such credit may be used to satisfy degree requirements only as provided in subsection a. of this section.

c) Incomplete work (grade of I). (As amended Oct 21, 2004; Effective Fall Semester 2005) Whenever a student cannot be assigned a grade at the end of a course in which he/she has been enrolled because his/her work is for good reason incomplete, the instructor will postpone the grade of the student, reporting to the Registrar the fact that such student's grade is I. An I grade may be assigned only when (1) the completed portion of the student's work in the course is of passing quality, and (2) there is such evidence of hardship as to make it unjust to hold the student to the time limits previously fixed for the completion of his/her work.

Each department of the schools and colleges will maintain a card file record of I grades recorded in courses of that department. (Exemption: research courses and problems courses related to research assignments numbered 4950-4959 or 4995). This record, on a specially designated card completed by the instructor at the time the I grade is awarded, will include:

1. The name of the student;
2. The course number, title, and semester hours of credit;
3. Semester and year of enrollment;
4. The signature of the instructor;
5. A brief statement of the reason for delaying the grade;
6. An adequate guide for the removal of the I grade (with a suggested final grade in the event of the departure or extended absence of the instructor from the campus).

When an electronic explanation of the "I" grade is not recorded, a copy of the written record should accompany the grade report to the University Registrar's Office, which will in turn notify the appropriate dean. An undergraduate student who receives an "I" grade must complete the course requirements either (1) within one year from the date it was recorded (unless the course is numbered 4950-4959 or 4995), or (2) before the date of graduation (whichever comes first). When an incomplete is satisfactorily resolved, the faculty member responsible for the grade change will notify the Registrar of the revised grade. Otherwise, the Registrar will remove the "I" and record a grade of "F" in classes graded A-F or a grade of "U" in classes graded S/U. Any student planning to graduate with an unresolved "I" grade should be aware that translation to an "F" could drop the GPA below the requirements for graduation. As with any academic deficiency, the low GPA would delay the student's graduation until all requirements for graduation are met. Students called to Active Military Duty will be exempted from the one-year automated changes of I to F grades for the term of deployment and the year prior to deployment. In accordance with State statute, students may complete work upon their return from duty or may choose to maintain the I grade. Therefore, I grades for students called to Active Military Duty will remain listed as "I" until a change of grade is
submitted by the faculty member, or indefinitely, if so desired by the student. [AMENDED 8/2/07 AND 11/17/11]

Graduate and Professional Student (Law, Medicine, and Veterinary Medicine) incomplete grade policy: [AMENDED OCTOBER 2005; EFFECTIVE FALL SEMESTER 2005] An incomplete grade (I) may be recorded when the student's work is incomplete but otherwise worthy of credit, or when the instructor is unable to assign a grade at the end of the semester. The student must finish this work (Problems and Research courses exempted) within the next calendar year of residence. If the work is not completed after one calendar year, the request to change an "I" grade will require an accompanying letter of justification from the instructor. Although grades of "I" do not automatically convert to an "F" if not completed, departments or the instructor may establish conditions or regulations pertaining to "I" grades that are more stringent.

d) Assignment of grades for unenrolled students. No grade will be assigned to a student who ceases for any reason to be a member of a course prior to the beginning of the fifth week of a semester or an equivalent period of time in a summer session. A student who officially withdraws from a course after the beginning of the fifth week and who is doing failing work will be assigned the grade F. If the quality of the student's work is not judged to be failing at the time of withdrawal, the grade W will be assigned.

Reporting of previously incomplete, unassigned, or erroneous grades. Whenever it becomes necessary to assign to a student a grade in a subject in which his/her grade was Incomplete (I), or to report the assignment of a previously unreported grade, or to correct a grade erroneously reported, an update must be made in the Student Information System (myZou). Access regarding who can make the changes is controlled by security based upon how the instructors are assigned to the course. The Office of the University Registrar has step by step documentation.

Note: Grade corrections must be processed within one year of the original reporting date. [amended 11/3/05]

Unassigned grades for undergraduate students: As amended May 19, 2005; effective Fall Semester 2005. In situations when there is a failure to record a grade on the official grade sheet, the Registrar will record a NR (not reported) and send a written notification of this action to the faculty member and relevant department chair. The faculty member is responsible for submitting a corrected entry. After 12 months NR will change to an F. Any student planning to graduate with an unresolved “NR” grade should be aware that translation to an “F” could drop the GPA below the requirements for graduation. As with any academic deficiency, the low GPA would delay the student’s graduation until all requirements for graduation are met.” Students called to Active Military Duty will be exempted from the one-year automated changes of NR to F grades for the term of deployment and the year prior to deployment. In accordance with State statute, student may choose to maintain the NR grade. Therefore, NR grades for students called to Active Military Duty will remain listed as "NR" until a change of grade is submitted by the faculty member, or indefinitely, if so desired by the student.

Unassigned grades for graduate and professional school students (Law, Medicine and Veterinary Medicine): As amended October 2005; effective Fall Semester 2005. When grades are not reported by the instructor, these "Blank Grades" will be recorded as "NR" (Not Reported). The NR designation will remain on the student's transcript until a letter grade is submitted. If a letter grade is not submitted, the NR can remain on the student's record indefinitely and will not convert to an "F".

e) Grade point averages, how determined -- grades excluded. In general, the grade point average for any period is obtained by dividing the grade points earned by the total number of hours for which the student was enrolled during that period. Grades of S, U, W, or I will not be included in determining the grade point average. Since, for internal purposes, there are variations in computing the grade point average among the several schools or colleges, the student should check with the appropriate Dean's Office to determine the system in effect for that division.

f) Course repeat policy.
1. GPA calculations for repeated courses. When the grade received in an initial attempt, for an undergraduate course at University of Missouri, or any University of Missouri system campus is a "C-", "D+", "D", "D-", "F" or "WF", the grade will be replaced in the calculation of the GPA by the grade received in any second attempt of the same course at the University of Missouri (unless the repeat grade is "I" or "W"). All grades received in second and subsequent attempts will be included in GPA calculations. No more than 15 semester hours will be dropped from the calculations of the student’s GPA. All attempts of a given course will appear on the official transcript with the grade(s) earned. The transcript will have an explanation that the GPA is calculated using all grades earned in a course except the initial attempt when a course has been repeated. This policy is effective with course work where the initial enrollment and completion of the course was Fall Semester 2000 and thereafter.

2. Grading system of repeated courses. Any course being repeated may not be taken on an S/U basis.

3. Limitations.
   a. Applicability of policy. The policy is applicable to undergraduate students only.
   b. This policy does not imply a guarantee that openings will be available in course(s) if and when students wish to retake them, and instructors will not ordinarily know whether a student is enrolled in a course for the second time. When a course is repeated all applicable fees apply.

4. Degree credit for repeated courses. Degree credit may be earned only once for a particular course unless a department or division has, in other policies, allowed for multiple-credit from that course.

5. Impact of repeated courses.
   a. Students are strongly encouraged to visit with an adviser to determine whether course reenrollment is advisable (certain department or divisional policies may be important in this connection).
   b. Further, students should be aware that repeating a course may have an impact on financial aid, insurance, entrance to professional schools, participation in athletics, immigration status, and other non-academic matters.
   c. The academic status of a student in a given semester will not change as a result of repeating a course.

Note: Grades of C or greater may not be replaced under the Course Repeat Policy because these grades are considered acceptable work and would not prevent a student from graduating from MU. Students may not apply the course repeat policy to courses once they have graduated. This also applies to students who are seeking a second undergraduate degree. For the purposes of this policy, an undergraduate course is any course an undergraduate student attempts for undergraduate credit regardless of the course level. A student may not apply the course repeat policy to a course repeated as an undergraduate student for graduate credit. If the department or course number has changed since the student completed the first attempt of a course, the department offering the course will verify that the subsequent course is substantially the same and the course repeat policy may apply. If the initial course is a cross-listed course, a student may apply the course repeat policy if the student subsequently completes the cross-listed course offered by the alternate department. Students may replace the grade earned from the course at the University of Missouri with a grade earned in an equivalent course at another University of Missouri campus. Courses for which a W or a grade of I are assigned are not considered attempts since no final grade has been recorded.

H. UM grade point average and grade point average of record. Effective Spring 2011, for each undergraduate student at the University there will be calculated one cumulative GPA. The CUM GPA is the University of Missouri GPA, which will include all grades, credits, and honor points attempted at any University of Missouri campus, including all grades and credits. In computing the GPA the grade points assigned to students' transfer work are the grade points that would have been assigned if the courses had been taken on the University of Missouri System campus, including and adjustments made under policies related to course repeats and/or AcademicRenewal/Forgiveness.
The CUM GPA will be the GPA of record and will be printed on the official transcript along with the term GPAs (November 18, 2010).

I. Courses offered only on S/U grading system. Courses for credit in which the grade is determined primarily by attendance will be offered only on the S/U grading system.

J. Review of student grades.

   i. Students are responsible for meeting the standards of academic performance established for each course in which they are enrolled.
   ii. The establishment of the criteria for graduates and the evaluation of student academic performance are the responsibilities of the instructor, subject to the appeal provisions provided herein.

2. Grounds for appeal of grades. Any appeal from a grade given to a student by an instructor must be based upon the following:
   i. No grade may be appealed except the final course grade.
   ii. No grade may be appealed unless it is alleged that the grade is arbitrary and capricious as defined in subsection 10.c below.
   iii. The following non-exclusive allegations would not be grounds for appeal under these provisions:
      i. A challenge to the instructor's standards of academic performance;
      ii. A challenge with respect to the instructor's judgment of the substantive quality of the student's academic performance;
      iii. A challenge with respect to other purely judgmental determinations made by the instructor.

   d. Any review under this section is an appeal of the decision by the instructor and is not to be considered a de novo review of the academic performance of the student. In no case shall the review involve a substitution of the instructor's judgment with respect to the substantive quality of the student's academic performance. No grade shall be changed based merely on judgmental matters.

3. Arbitrary and capricious grades. A grade may be considered arbitrary and capricious under these rules only if one of the following is shown:
   i. The grade is assigned on some basis other than the performance in the course;
   ii. The grade was assigned by reference to more exacting or demanding standards than were applied to other students in the course, except that for undergraduates in 300 and 400 level courses, a different, but similarly uniform, grading standard may be applied than for graduate students in the course;
   iii. The grade was assigned by reference to a performance standard which substantially deviated from the performance standard previously announced by the instructor;
   iv. The grade was assigned after the instructor refused to correct mathematical or mechanical grading errors.

4. Procedures for appeal. If you believe you have been graded unfairly you should:

   STEP 1. Discuss the grade, as well as the performance standards expected by the instructor, with the instructor prior to the end of the semester following the one in which the grade was assigned.

   STEP 2. After unsuccessful resolution of the appeal under STEP 1, the student wishing to proceed further must file a written petition with the department chair (or with the Dean of the college or division if the instructor whose grade is being appealed is the department chair).

   a. The written petition shall state:
      i. The course in which the grade was received;
      ii. The instructor whose grade is being challenged;
iii. The semester in which the grade was received;
iv. Specific facts showing why the student considers the grade to be arbitrary and capricious;
v. The relief sought;
vi. The signature, address and local phone of the student.

b. Upon receipt of the written petition, the department chair (or Dean of the college or division) shall within 10 days:
i. Serve a copy of the petition upon the instructor whose grade is being appealed, and
ii. Acknowledge receipt of the petition in writing to the student at the address provided by the student.

c. The student may elect to provide an oral presentation to the authority considering the appeal in addition to the written petition description in subsection d.i. above.
d. The appeal shall be considered pursuant to the appeal guidelines established by the department, which guidelines shall be sent to the student with the acknowledgment letter.
e. The appeal shall be considered within 15 days after the date of the acknowledgment letter, unless the student consents to a longer time, after good cause has been shown.
f. The final determination of the department chair (or Dean of the college or division) shall be in writing. It shall state the grounds for the granting or denying of the relief requested by the student. The final determination shall be communicated to the student and the instructor within 10 days following final submission of any evidence to be considered.

6. Further review of grades.
a. There is no further direct right of appeal beyond the department under these rules. In their discretion, the Dean of the college or division (unless the original appeal was heard by the Dean), Provost, or Chancellor can grant further review of grades according to substantive guidelines established by them.
b. No such further review may be requested except to the next higher authority in the University. A request for review shall follow the order set forth in subsection e. i. above.
c. Any request for review shall be by written petition.
i. The written petition shall comply with the provisions of subsection 4 (STEP 2a) above.
ii. The petition shall state also: reviews already taken in the matter; the decisions in those reviews; why the last decision in that review was arbitrary or capricious.
iii. The petition shall be accompanied by copies of the determinations of each prior appeal or review.
d. The Dean of the college or division, Provost, or Chancellor may deny the petition for review in his discretion on the basis of the petition and the written record of the previous appeals and reviews, or may grant the petition.
e. If the petition for review is granted, the Dean of the college or division (unless the original review as heard by the Dean), Provost or Chancellor shall follow the procedural provisions contained within subsection 4 (STEP 2b, c, d, e) above.

7. Faculty Advisory Committees.
a. In any appeal or review proceeding under these provisions above the level of instructor, the party charged with deciding the appeal or review may appoint a faculty committee to hold a hearing and/or make recommendations and/or whether to grant a discretionary petition for review.
b. Any faculty committee so appointed shall consist of both faculty inside and outside the department or college in which the course under review was conducted.
c. The number of members of a faculty committee shall be in the discretion of the appointing authority, the exercise of which discretion shall not be considered under the standards of arbitrary and capricious contained herein.
d. Whenever any faculty committee is appointed or whenever such committee makes findings or recommendations pursuant to these rules, the action of the faculty committee must be reviewed by the appointing authority and any decision made pursuant to these rules is to be considered the decision of the appointing authority and not the decision of the faculty committee.

K. The reporting of grades. At the close of each semester and summer session, the Registrar will provide each student with a report of his/her grades.
Course Withdrawal Grade Verification

Complete this recommended form to begin the withdraw process. This form does NOT officially withdraw you from your course.

### Student Area (print clearly)

1. Complete Information below:
   - Name: ___________________________________________ Student Number: ______________________
   - Subject & Catalog Number: ___________________________ Class Number: ______________________
   - Course Title: ______________________________________
   - Credit Hours: _______ Semester: _____________________ Date: ______________________

2. See your course instructor for verification of the grade you will receive and his/her signature in the faculty area below.

3. Take this form to your Academic Unit or Dean’s Office and complete the required Course Withdrawal Form.

4. Take the approved Course Withdrawal Form to 125 Jesse Hall within 24 Hours of the approval to complete the course withdrawal process.

5. Keep this form in your personal records to verify that the correct grade is listed in myZou and on your transcript.

### Faculty/Instructor Area

I agree to give the above student, who is withdrawing from my class after the 26th day or 5th week of the semester the grade indicated below (classes meeting less than the standard 16-weeks will be prorated for an equivalent period). Please initial or check the appropriate grade below.

______ “W” withdrawing with a PASSING grade (Note: a “W” is not calculated into the GPA)
______ “F” withdrawing with a FAILING grade (Note: an “F” is calculated into the GPA)

Instructor’s Signature: ____________________________ Date: ____________________________
Phone: ____________________________ Email: ____________________________
Course Withdrawal Form (Used for dropping/withdraw from a course)

- This form is used to withdraw from an individual course(s).
- If this is the student’s only course for the semester, then the University Term Withdrawal Form should be used instead.
- A separate form must be used for each term and for each career (undergraduate, graduate, etc) in which you are requesting course withdrawal.
- Before students withdraw, they should consider any possible impact on status, eligibility, and services, and should contact applicable offices such as Cashiers, Student Financial Aid, Veterans Center, Residential Life, Athletics, International Center, and personal insurance carriers.
- Students should check with their academic area for withdrawal approval and to see if additional forms are required.
- Faculty will assign a grade of W or F based upon performance at the time the student withdraws from the course. Before withdrawing from a course, it is recommended that students verify with their instructor which grade will be assigned.

(Step 1) Students complete their section including entering your name/number in the right hand margin.
(Step 2) Students contact their academic area for appropriate signatures.
(Step 3) The completed form is submitted to the Office of the University Registrar (OUR).

The form must include all signatures to be accepted by the OUR. The withdrawal process is not considered complete until the OUR accepts the form. Students enrolled on campus need to submit their forms in person. Off campus students also have the option to submit the signed form by fax, or scan and email it.

---

**Student (print clearly)**

Name (Last, First) ___________________________ Student number ___________________________

Career (select one): □ Undergraduate □ Graduate □ Law □ Medicine □ Veterinary Medicine

Term (indicate year next to applicable term): □ Spring □ Summer □ Fall

Class information:

<table>
<thead>
<tr>
<th>Session 1</th>
<th>Course Name</th>
<th>Subject Area</th>
<th>Catalog Number</th>
<th>Class Number</th>
<th>Units 2</th>
<th>Attend 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ex. 16 wk</td>
<td>College Algebra</td>
<td>MATH</td>
<td>1100</td>
<td>14078</td>
<td>3</td>
<td>Y</td>
</tr>
</tbody>
</table>

1 – Indicate the session of the class: 16 week, 1st 8 week, Intersession, PT/Part of Term, MO/Mizzou Online, etc.

2 – Indicate the number of units or credit hours for this class.

3 – Indicate whether you attended at least one class or completed at least one lesson.

Student’s Signature ___________________________ Date ______________

If you are a … Submit your completed form to …

degree seeking Undergraduate student … your Academic Advising Unit (see advising.missouri.edu for details)

non-degree Undergraduate student ……… the Office of the University Registrar (OUR)

degree seeking Graduate student ……. your academic program advisor, then Graduate Studies Dean’s Office

Professional student …… your Dean’s Office

---

**Academic Area**

The academic area must complete this section. The form must be submitted to Office of the University Registrar (OUR) within 24 hours of the approval, or 5:00 pm on the last day to withdraw from a course per Faculty Council policy, whichever comes first.

Date student initiated course withdrawal process (Effective withdrawal date): ________________

Approving individual: Name ___________________________ Signature ___________________________

Dean’s signature stamp ___________________________ Approval Date ________________

---

**Office of the University Registrar**

Steps: (1) (2) (3) __________ Date processed ________ Initials ________ (6/21/18)
Late Changes to Registration Form (Add only-Not used for dropping courses)

- This form is used to request changes to registration after the applicable University deadline has passed.
- Examples of such changes include:
  - enrollment into class past the add deadline, including Problem, Research, Internship, Grad Exam or Special Readings class
  - adding additional/changing units to a class for which the student is already registered
  - changing sections, change course when cross-leveled and combined
- A separate form must be used for each term and career (undergraduate, graduate etc.) in which you are requesting a late change.
- Students should check with their academic area for late change approval and to see if additional forms are required.
- Students who are adding and dropping a course should first drop their course prior to submitting form to add the course.
- Students who need to drop a course after the last day to drop a course without a grade need to use the course withdrawal form.

(Step 1) Students complete their section including entering your name/number in the right hand margin.
(Step 2) Students contact their academic area for appropriate signatures.
(Step 3) The completed form is submitted to the Office of the University Registrar (OUR).

The form must include all signatures to be accepted by the OUR. The registration changes are not considered complete until the OUR accepts the form. Students enrolled on campus need to submit their forms in person. Off-campus students also have the option to submit the signed form by fax, or scan and email it.

<table>
<thead>
<tr>
<th>Student (print clearly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name (Last, First)</td>
</tr>
<tr>
<td>Career (select one)</td>
</tr>
<tr>
<td>Undergraduate</td>
</tr>
<tr>
<td>Term (indicate year next to applicable term): Spring _______ Summer _______ Fall _______</td>
</tr>
<tr>
<td>Class information for late add:</td>
</tr>
<tr>
<td>Session ¹</td>
</tr>
<tr>
<td>Ex. MATH</td>
</tr>
</tbody>
</table>

¹ - Indicate session of class: 16 week, 1st 8 week, Intersession, PT/Part of Term, MO/Mizzou Online, etc.
² - Indicate number of units or credit hours for this class.
³ - If signing up for a Self-paced (9 month) course, please list your Start Date. Self-paced Start Date (OEE) ________

Class information for changing sections, additional units and changing cross leveled/combined courses:

<table>
<thead>
<tr>
<th>Subject Area</th>
<th>Catalog Number</th>
<th>Section</th>
<th>Class Number</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ex. MATH</td>
<td>1100</td>
<td>01</td>
<td>05</td>
<td>14078</td>
</tr>
</tbody>
</table>

Student’s Signature __________________________ Date __________

If you are a degree seeking Undergraduate student __________________________________________ your Academic Advising Unit (see advising.missouri.edu for details) non-degree Undergraduate student __________________________ the Office of the University Registrar (OUR) degree seeking Graduate student __________________________ your academic program advisor, then Graduate Studies Dean’s Office non-degree Graduate student (post bac) __________________________ the Graduate Studies Dean’s Office Professional student __________________________ your Dean’s Office

Academic Area

The academic area must complete this section. The form must be submitted to Office of the University Registrar (OUR) within 24 hours of the approval, or 5:00 pm on the last day to register, add or change sections per Faculty Council policy, whichever comes first.

If approving increase in total maximum units for term, indicate total: __________

Approving individual: Name________________________ Signature __________________________

Dean’s signature stamp: __________________________ Approval Date __________________________

Office of the University Registrar

Steps: (1) ___ (2) ___ (3) ___ Date processed __________ Initials ________ (06/21/2018)
RELEASE OF INFORMATION - EXAMPLE

All New and Transfer Students to the School of Social Work

Release of Academic Information

The School of Social Work may release all data pertinent to my academic records to my parents.

Yes    No

Student's signature______________________________ Date_________________

If you were listed as a dependent on the federal income tax form of your parent(s) for the preceding year, information concerning your academic record can be released upon request of your parent(s) (regardless of the option checked above). Proper verification must be provided before this request can be honored.

This release of academic information will remain in your records and be in effect during the time of your enrollment in the School of Social Work. However, you may revise your option for release of information at any time by contacting the School of Social Work.

Release of Public Information

The Family Educational Rights and Privacy Act of 1974 (Buckley Amendment) grants students the right to prohibit the University from releasing "Public information" which, unlike all other information, may be released by the University without student consent. This Public Information consists of:

Name    Degrees and Awards received
Address    Enrollment status in past or present semester (full/part-time)
Telephone listing    Most recent educational agency or institution attended
Date and place of birth    Participation in officially recognized activities and sports
Major field of study    Weight and height of members of athletic teams

Interested people who might want and request this information include potential employers, banks, credit granting institutions, insurance companies, attorneys, parents and others. Students may prohibit the University from releasing this information without their consent by contacting the Registrar's Office in writing or in person to indicate this request. By prohibiting release, students will also eliminate the listing of their names in the student directory and from University of Missouri news releases pertaining to such items as dean's list, announcements of participation in activities, and announcement of honors including commencement.

Please sign below if you accept the release of public information.

Student's signature______________________________ Date_________________
Student: _______________________________  Semester: _______________________________
Instructor: _______________________________
Advisor: _______________________________

<table>
<thead>
<tr>
<th>Indication Course</th>
<th>Purpose and description of the project and/or readings:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW 3350 Problems in Social Work</td>
<td></td>
</tr>
<tr>
<td>SW 4960 Special Readings in Social Work</td>
<td></td>
</tr>
</tbody>
</table>

Credit Hours

Rational for utilizing this mode of instruction rather than a regularly schedule university or school course:

What requirement is this course designed to fulfill?

Specific tasks and expectations to be accomplished or met by the student and instructor with a calendar for completion (attach additional paper if necessary):

1) 
2) 
3) 
4) 
5) 

Student signature: _______________________________  Date: __________________
Instructor signature: _______________________________
Advisor signature: _______________________________
Director of Undergraduate Studies signature: _______________________________

Distribute one copy each to student, student file and instructor
SOCIAL WORK HONORS APPLICATION

Application for Social Work Honors
Learning Proposal for
SW 4971H – Advanced Study for Social Work Honors

STUDENT: ____________________________________________________________

MU GPA: ________  Cum GPA: ________  BSW GPA: ________

Admitted to Honors College? □ (Yes)  Honors College hours completed: ________

Honors College hours remaining for certificate: ________

COURSE TOPIC: ______________________________________________________

COURSE INSTRUCTOR: ________________________________________________

SEMESTER:  Fall/Spring/Summer  (circle one)__________(year)  CREDITS: ________

WHAT REQUIREMENT IS THIS COURSE DESIGNED TO FULFILL? (Ex: Substitution for required BSW course, Individualized BSW FoP course in specialized topic, Additional advanced study BSW course)

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

PURPOSE AND DESCRIPTION OF THE SELECTED PROJECT, RESEARCH OR PRACTICUM:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Specific readings, assignments, tasks and expectations to be accomplished or met by the student and instructor with a calendar for completion & evaluation method (attach additional paper if necessary):

1. 
2. 
3. 
4. 
5. 
6. 

**Signatures:**

Student: ________________________________ (Date)

Instructor: ________________________________ (Date)

Advisor: ________________________________ (Date)

Approved for Social Work Honors: [ ] Minimum course grades and GPA must be maintained for eligibility

Director of Undergraduate Studies: ________________________________ (Date)

Distribution List: 1 copy to student -- 1 copy to instructor -- 1 copy to student’s file