



COUNCIL ON SOCIAL WORK EDUCATION

**Board of Accreditation (BOA)**  
**Department of Social Work Accreditation (DOSWA)**  
*Baccalaureate and Master's Social Work Program Accreditation*

**2022 EPAS**  
**Accreditation Standard AS M5.0.1(d)**  
**Public Reporting of Assessment Outcomes**

**Northern Michigan University – Master of Social Work**

**Public Reporting Requirements**

Per the CSWE Board of Accreditation's recognition body, the Council on Higher Education Accreditation (CHEA), and *Accreditation Standard M5.0.1(d)*, master's social work programs are required to post this form publicly on their website and routinely update findings every two (2) years, at minimum. Programs provide CSWE with a website hyperlink to their posted form. Competency-based student learning outcomes are published in the CSWE [Directory of Accredited Programs](#).

## Generalist Practice | Summary of Plan

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	Instrument 1: Generalist Field Evaluation Survey	62%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Generalist Field Evaluation Survey	75%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Generalist Field Evaluation Survey	50%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 4:</b> Engage in Practice-informed Research and Research- informed Practice	Instrument 1: Generalist Field Evaluation Survey	50%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 5:</b> Engage in Policy Practice	Instrument 1: Generalist Field Evaluation Survey	50%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 6:</b> Engage with Individuals, Families, Groups,	Instrument 1: Generalist Field Evaluation Survey	50%	80%

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
Organizations, and Communities	Instrument 2: SWEAP FCAI	60%	
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Generalist Field Evaluation Survey	75%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Generalist Field Evaluation Survey	66%	80%
	Instrument 2: SWEAP FCAI	60%	
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Generalist Field Evaluation Survey	66%	80%
	Instrument 2: SWEAP FCAI	60%	

## Generalist Practice | Summary of Outcomes

**Timeframe of Student Competency Assessment: 08/24-05/25**  
**Date Publicly Posted on Program's Website: 10/2025**

<b>Competency</b>	<b>Competency: Expected Level of Achievement Inclusive of All Instruments</b>	<b>Aggregate Actual Outcomes: All Program Options  n = (27)</b>	<b>Program Option 1 Outcomes: Traditional  n = (13)</b>	<b>Program Option 2 Outcomes: Global  n = (14)</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	80%	100%	100%	100%
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	93%	100%	86%
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (A DEI) in Practice	80%	96%	100%	93%
<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	80%	85%	92%	76%
<b>Competency 5:</b> Engage in Policy Practice	80%	70%	77%	64%

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (27)</b>	<b>Program Option 1 Outcomes:</b> Traditional  <b>n = (13)</b>	<b>Program Option 2 Outcomes:</b> Global  <b>n = (14)</b>
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	80%	89%	85%	93%
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	80%	93%	100%	86%
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	93%	100%	86%
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	93%	100%	86%

## Specialized Practice | Summary of Plan

### Area of Specialized Practice: Clinical

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	Instrument 1: Final Clinical Field Evaluation Survey	75%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Final Clinical Field Evaluation Survey	75%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Final Clinical Field Evaluation Survey	60%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 4:</b> Engage in Practice-informed Research and Research- informed Practice	Instrument 1: Final Clinical Field Evaluation Survey	66%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 5:</b> Engage in Policy Practice	Instrument 1: Final Clinical Field Evaluation Survey	66%	80%
	Instrument 2: Clinical Capstone Case Study	60%	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
<b>Competency 6:</b> Engage with Individuals, Families, and Groups	Instrument 1: Final Clinical Field Evaluation Survey	75%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 7:</b> Assess Individuals, Families, and Groups	Instrument 1: Final Clinical Field Evaluation Survey	66%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 8:</b> Intervene with Individuals, Families, and Groups	Instrument 1: Final Clinical Field Evaluation Survey	75%	80%
	Instrument 2: Clinical Capstone Case Study	60%	
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, and Groups	Instrument 1: Final Clinical Field Evaluation Survey	66%	80%
	Instrument 2: Clinical Capstone Case Study	60%	

## Specialized Practice | Summary of Outcomes

Area of Specialized Practice: Clinical

Timeframe of Student Competency Assessment: 08/24-05/25

Date Publicly Posted on Program's Website: 10/2025

Competency	Competency: Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options  n = (25)	Program Option 1 Outcomes: Traditional  n = (9)	Program Option 2 Outcomes: Global  n = (16)
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	80%	92%	89%	94%
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	88%	67%	100%
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	80%	84%	78%	88%
<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	80%	80%	56%	94%
<b>Competency 5:</b> Engage in	80%	76%	56%	92%

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (25)</b>	<b>Program Option 1 Outcomes:</b> Traditional  <b>n = (9)</b>	<b>Program Option 2 Outcomes:</b> Global  <b>n = (16)</b>
Policy Practice				
<b>Competency 6:</b> Engage with Individuals, Families and Groups	80%	88%	78%	94%
<b>Competency 7:</b> Assess Individuals, Families and Groups	80%	84%	67%	94%
<b>Competency 8:</b> Intervene with Individuals, Families and Groups	80%	88%	78%	94%
<b>Competency 9:</b> Evaluate Practice with Individuals, Families and Groups	80%	80%	89%	75%

## Specialized Practice | Summary of Plan

### Area of Specialized Practice: Advanced Generalist

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	Instrument 1: Final Advanced Generalist Field Evaluation Survey	60%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Final Advanced Generalist Field Evaluation Survey	57%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (A DEI) in Practice	Instrument 1: Final Advanced Generalist Field Evaluation Survey	66%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 4:</b> Engage in Practice-informed Research and Research- informed Practice	Instrument 1: Final Advanced Generalist Field Evaluation Survey	75%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 5:</b> Engage in Policy Practice	Instrument 1: Final Advanced Generalist Field Evaluation Survey	60%	80%

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Final Advanced Generalist Field Evaluation Survey	60%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Final Advanced Generalist Field Evaluation Survey	57%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Final Advanced Generalist Field Evaluation Survey	60%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Final Advanced Generalist Field Evaluation Survey	60%	80%
	Instrument 2: Advanced Generalist Capstone Case Study	60%	

## Specialized Practice | Summary of Outcomes

**Area of Specialized Practice:** Advanced Generalist

**Timeframe of Student Competency Assessment:** 08/24-05-25

**Date Publicly Posted on Program’s Website:** 10/2025

<b>Competency</b>	<b>Competency: Expected Level of Achievement Inclusive of All Instruments</b>	<b>Aggregate Actual Outcomes: All Program Options  n = (13)</b>	<b>Program Option 1 Outcomes: Traditional  n = (10)</b>	<b>Program Option 2 Outcomes: Global Campus  n = (3)</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	80%	85%	80%	100%
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	77%	70%	100%
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (A DEI) in Practice	80%	77%	70%	100%
<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	80%	77%	70%	100%
<b>Competency 5:</b> Engage in	80%	69%	60%	100%

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (13)</b>	<b>Program Option 1 Outcomes:</b> Traditional  <b>n = (10)</b>	<b>Program Option 2 Outcomes:</b> Global Campus  <b>n = (3)</b>
Policy Practice				
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations and Communities	80%	77%	70%	100%
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations and Communities	80%	85%	80%	100%
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations and Communities	80%	92%	90%	100%
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations and Communities	80%	92%	90%	100%