



THE UNIVERSITY OF TEXAS AT EL PASO  
**DEPARTMENT OF SOCIAL WORK**

## **SOWK 4370: Generalist Social Work Practice III**

CRN: 21647/24832

TERM: Spring 2024

MEETING TIMES: Cotton Memorial Building 207/Undergraduate Learning Center 336

Professor: Yok-Fong Paat

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Phone: (915) 747-5789

Office Hours: Monday 8:00 am – 2:00 pm

### **Course Information: What this class is about and what we will do**

#### **COURSE DESCRIPTION**

This course provides students with an overview of macro social work practice as applied to the policy context, organizational, and community levels of analysis. Specifically, this course focuses on effective assessment, planning, intervention, and evaluation of organizations and communities using a strengths perspective. This course applies social work theories, frameworks, and approaches to examine the dynamics and change processes involved in generalist practice in macro settings utilizing practice-informed research and research-informed practice with a particular focus on the border region.

#### **DIVERSITY STATEMENT**

At UTEP, we embrace and celebrate diversity as a cornerstone of our institution's identity. As the United States' leading Hispanic-serving institution situated along the U.S.-Mexico border, we recognize the richness and value of diversity in our community's backgrounds, perspectives, and life experiences. The Department of Social Work at UTEP is committed to creating brave and inclusive spaces where students, faculty, and staff feel comfortable expressing themselves authentically knowing they will be respected and accepted as they are. The department encourages open dialogue, critical thinking, and respectful engagement across differences with the understanding that such dialogue is essential for personal and professional growth. Through our commitment to diversity, we aim to prepare social work students with the skills and knowledge to navigate and contribute to an increasingly diverse and interconnected society through an enriching and inclusive curriculum.

#### **COURSE GOALS**

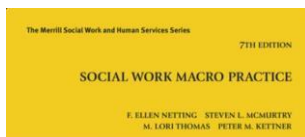
The goals of this course are to help students 1) analyze and assess the social, economic, and political contexts of different target systems; 2) increase comprehension of the planned change process at the organizational and community levels; 3) develop skills and competencies for working with at-risk-populations, minority groups, and oppressed populations; and 4) gain information and resources to create a positive social change.

## COURSE OBJECTIVES

At the conclusion of this course, students will be able to: 1) demonstrate a competent understanding of the macro practice roles of social workers (C1, C2, C3); 2) articulate perspectives, skills, methods, and approaches of intervention to practice in social work at the macro level (C4, C5, C6, C7, C8, C9); 3) identify values and ideologies inherent in the community development skills, generalist problem-solving approach, and strategies of change (C1); 4) recognize the knowledge, values, skills, tasks, and challenges for community assessment and empowerment (C1, C3); 5) apply critical thinking skills in assessing partnerships with clients, stakeholders, networks, organizations, and communities (C6, C7, C8, C9); 6) understand human rights, social justice, and action plan development in addressing critical macro-level social issues (C1, C3).

| Competencies   | Assignment(s)               |
|--|-----------------------------|
| 1: Demonstrate Ethical and Professional Behavior   | Exams, papers               |
| 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice          | Exams, papers               |
| 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice               | Exams, papers               |
| 4: Engage in Practice-Informed Research and Research-Informed Practice                   | Exams, papers, presentation |
| 5: Engage in Policy Practice   | Exams, papers, presentation |
| 6: Engage with Individuals, Families, Groups, Organizations, and Communities             | Exams, papers, presentation |
| 7: Assess Individuals, Families, Groups, Organizations, and Communities                  | Exams, papers, presentation |
| 8. Intervene with Individuals, Families, Groups, Organizations, and Communities          | Exams, papers, presentation |
| 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities. | Exams, papers, presentation |

## REQUIRED MATERIALS



Netting, F. E., McMurty, S. L., Thomas, M. L., & Kettner, P. M. (2022). *Social Work Macro Practice*: 7th Ed. Pearson.

## **COURSE ASSIGNMENTS & GRADING**

In order to satisfy the course requirements, students will be expected to participate in classroom assignments/activities and complete a syllabus quiz, 3 exams, 1 organization assessment paper, 1 community assessment paper, and 1 course presentation.

### **Classroom Participation (22.5 %)**

Classroom participation in this course entails classroom attendance (in person and via Zoom) and asynchronous activities. Students are responsible for their course participation throughout the semester. Failure to abide by the course policy can jeopardize academic standing. Class assignments will be offered every week to provide students with the opportunity to apply what they have learned in class. Students who are present and actively participate in the face-to-face and asynchronous classroom activities will receive participation points for each class fully attended. To receive full credit for their course participation, students are also required to complete their weekly assignments and participate in all course activities. At the discretion of the instructor, points may be deducted from the grade if the student 1) is consistently late, 2) regularly departs early from the class, 3) chooses not to complete any written in-class assignment, or 4) is disruptive during the classroom discussion/lecture. Since students who are absent cannot participate in classroom activities, those who anticipate challenges adhering to the attendance policy should meet and discuss this policy with the instructor as soon as possible. See also policies pertaining to course attendance. No make-up classroom participation points will be offered if students miss the class unless a prior arrangement has been made with the instructor.

### **Syllabus Quiz (2.5%)**

As part of this course, there will be a quiz on the course syllabus to test students' understanding of the course requirements. The syllabus quiz will consist of 10 multiple-choice questions. It is not required that students remember the date that each assignment is due, but students should have a fairly good grasp of the course expectations. See also policies pertaining to course attendance and make-up work.

### **Exam (30.0%)**

There will be 3 exams to test the students' understanding of the course content. Each exam is worth 40 points. Exam questions will be drawn from course readings as well as class lectures or discussions. Because attendance and punctuality are essential for an effective classroom discussion and success in this course, students who are late for the day of the exam will be excluded from taking the exam. As such, to avoid missing any exams, it is imperative that students come to class on time. Only under extenuating circumstances will a make-up exam be permitted. See also policies pertaining to course attendance. Students must bring their scantron answer sheets for the exams.

### **Community Assessment Paper (20%)**

Students are required to submit a 2-page paper in which they identify a community of their interest, define the target population, and assess the community based on the following characteristics: 1) social diversity (e.g., gender, ethnicity, social class, and age groups) and collective identity, 2) community functions, 3) historical development and process of change, 4) needs, strengths, and weaknesses, 5) social network, community linkages, and service accessibility.

### **Organization Assessment Paper (20%)**

Students are required to submit a 1-page paper in which they critically research and assess their understanding of a local, regional, or national organization based on the following characteristics: 1) history, 2) visions, missions, and goals, 3) identity and image, 4) organizational culture and structure, 5) client populations and service provision, 6) environmental relationships, and 7) strengths and challenges.

Both papers will be graded based on organization, content, relevancy, critical analysis, creativity, use of social work perspectives, readability, and quality of writing. A paper that is tainted with grammatical errors will receive a lower grade. Students are encouraged to work with and have a writing consultant at the Writing Center proofread their final draft prior to submission. The Writing Center is located in Room 227, Library Building (<https://www.utep.edu/uwc/>).

Additionally, they must submit an electronic copy of their paper on Blackboard before class. There will be a 5-point deduction from the grade for students who do not 1) number their responses, 2) bring a hard copy of the assignment to the class, and/or 3) submit their work to Blackboard on time. See also policies pertaining to course attendance and make-up work. The entries must be typed and properly cited using the APA format. A final hard copy of the write-up is due in class (not by email), and the write-up must also be submitted on Blackboard before class. Late papers (i.e., papers without Blackboard submission and/or hard copies) will not be accepted unless prior arrangements have been made with the instructor. It is strongly recommended that students back up their work for safekeeping.

### **Presentation (5.0%)**

Students will have the opportunity to present one of their papers for credit. Students who are scheduled to present their work must come to class on time as make-up presentations will not be offered to students who show up after the classroom presentation is over. A presentation should take no more than 3 minutes. Presentations are graded based on structure, subject knowledge, and clarity.

### **Extra Credit Assignments**

A number of assignments will be offered in which students will be provided with the opportunity to earn extra credits throughout the course.

### **Final Grade Calculations:**

| <b>Assignment</b>               | <b>The point value for each assignment</b> | <b>Total points</b> | <b>Weight in course (percent)</b> |
|---------------------------------|--|---------------------|-----------------------------------|
| Class Participation             | 90   | 90                  | 22.5                              |
| Syllabus Quiz*1                 | 10   | 10                  | 2.5                               |
| Exam *3                         | 40   | 120                 | 30.0                              |
| Community Assessment Paper *1   | 80   | 80                  | 20.0                              |
| Organization Assessment Paper*1 | 80   | 80                  | 20.0                              |

|                |    |     |     |
|----------------|----|-----|-----|
| Presentation*1 | 20 | 20  | 5.0 |
| Total          |    | 400 | 100 |

The following grading scale is used for this course:

- A: 90-100 % (360-400 points)
- B: 80-89.99 % (320-359 points)
- C: 70-79.99 % (280-319 points)
- D: 60-69.99 % (240-279 points)
- F: 59.99 % or lower (239 points or lower)

At the instructor’s discretion, the grade of an exam or assignment may be uniquely curved and equally applied to all students. The final grade will not be curved and is non-negotiable.

### TECHNOLOGY REQUIREMENTS

Some course content will be delivered via the Internet through the Blackboard learning management system. Ensure that your UTEP e-mail account is working and that you have access to the Web and a stable web browser. Google Chrome and Mozilla Firefox are the best browsers for Blackboard; other browsers may cause complications. When having technical difficulties, update your browser, clear your cache, or try switching to another browser.

You will need to have access to a computer/laptop, scanner, webcam, and microphone. You will need to download or update the following software: Microsoft Office, Adobe Acrobat Reader, Windows Media Player, QuickTime, and Java. Check that your computer hardware and software are up-to-date and able to access all parts of the course.

If you do not have word-processing software, you can download Word and other Microsoft Office programs (including Excel, PowerPoint, Outlook, and more) for free via UTEP’s Microsoft Office Portal. Click the following link for more information about [Microsoft Office 365](#) and follow the instructions.

IMPORTANT: If you encounter technical difficulties beyond your scope of troubleshooting, please contact the UTEP [Help Desk](#) as they are trained specifically in assisting with the technological needs of students.

### **Course Communication: How we will stay in contact with each other**

There are several ways we can keep the lines of communication open this semester:

- **Office Hours:** Monday 8:00 am – 2:00 pm
- **Email:** UTEP email is the best way to contact me. I will make every attempt to respond to your email within 24-48 hours of receiving your email. When emailing me, be sure to email from your UTEP student account.
- **Phone:** (915) 747-5789
- **Announcements:** Check the Blackboard announcements frequently for any updates, deadlines, or other important messages.

## NETIQUETTE

As we know, sometimes communication online can be challenging. It is possible to miscommunicate what we mean or to misunderstand what our classmates mean given the lack of body language and immediate feedback. Therefore, please keep these netiquette (network etiquette) guidelines in mind. Failure to observe them may result in disciplinary action.

- Always consider your audience. This is a college-level course; therefore, all communication should reflect polite consideration of other's ideas.
- Respect and courtesy must always be displayed to classmates and the instructor. No harassment or inappropriate postings will be tolerated.
- When responding to someone else's message, address, and respectfully challenge the ideas, never the person. Post only what anyone would comfortably state in a face-to-face situation.
- Blackboard is not a public Internet venue; all postings to it should be considered private and confidential. In line with the National Association of Social Workers (NASW) Code of Ethics, treat all information shared with the same level of confidentiality as you would a client. Whatever is posted in this online space is intended for classmates and professor only. Please do not copy documents and paste them to a publicly accessible website, blog, or other space.

**Course Policies: What do you need to do to be successful in the course**

## ATTENDANCE AND PARTICIPATION

Attendance in the course is determined by participation in the learning activities and course discussions. Your participation in the course is important not only for your learning and success but also to create a community of learners. Participation is determined by the completion of the following activities:

- Reading/viewing all course materials to ensure understanding of assignment requirements
- Participation in engaging in discussion with your peers during course meetings
- Participating in scheduled class presentations and other engaging activities

Because these activities are designed to contribute to your learning each week, they cannot be made up after their due date has passed.

## EXCUSED ABSENCES AND/OR COURSE DROP POLICY

According to UTEP Curriculum and Classroom Policies, "When, in the judgment of the instructor, a student has been absent to such a degree as to impair his/her/their status relative to credit for the course (more than 3 absences in this course), the instructor may drop the student from the class with a grade of 'W' before the course drop deadline and with a grade of 'F' after the deadline." The deadline for this semester is March 28, 2024. See academic regulations in the UTEP Undergraduate Catalog for a list of excusable absences. Therefore, if I find that, due to non-performance in the course, you are at risk of failing, I will drop you from the course. I will provide 24-hour advance notice via email.

OR

I will not drop you from the course. However, if you feel that you are unable to complete the course successfully, please let me know and then contact the [Registrar's Office](#) to initiate the drop process. If you do not, you are at risk of receiving an 'F' for the course.

## **ZOOM SESSIONS**

This class, on occasion, will require that you participate in scheduled ZOOM session(s). The purpose of these sessions is for you to participate in live discussions of the course material and/or to participate in small discussion groups to practice skills covered in the material.

Students are expected to, at least occasionally, participate in these sessions with a webcam and microphone. Students should not record the sessions and post them to any sites outside of Blackboard. If you are unable to attend a ZOOM session, please let me know as soon as possible so that accommodations can be made when appropriate.

## **CLASSROOM BEHAVIOR**

Students are expected to treat all others in the class with respect. Personal attacks on your peers online and in class will not be tolerated. UTEP expects students to maintain standards of personal integrity that are in harmony with the educational goals of the institution; to observe national, state, and local laws and University regulations; and to respect the rights, privileges, and property of other people. Any disruptive behavior that interrupts faculty's ability to teach compromises the safety of the learning environment, and/or inhibits students' ability to learn could lead to deductions in participation points, removal from the classroom, and reporting the behavior to the Dean of Students.

## **DEADLINES, LATE WORK, AND ABSENCE POLICY**

All assignments must be submitted electronically to Blackboard. No late assignments will be tolerated **for any reason**. "Late" is defined as any assignment that is submitted electronically past the due date and time of submission defined by the instructor. Given that all assignments are listed in the syllabus, you should begin working on them as soon as possible. This way you can turn in the assignment on time or early, even if you experience a personal or medical crisis. Approval for missing a quiz/exam/assignment will only be granted for extreme medical or personal situations. Students must provide documentation justifying the need for the extension and indicating the date on which they can take the quiz/exam or turn in the assignment. Students must provide me with hard copies of this documentation for my records.

## **MAKE-UP WORK**

Make-up work will be given *only* in the case of a *documented* emergency. Note that make-up work may be in a different format than the original work, may require more intensive preparation, and may be graded with penalty points. If you miss an assignment and the reason is not considered excusable, you will receive a zero. It is therefore important to reach out to me –in advance if possible– and explain with proper documentation why you missed a given course requirement. Once a deadline has been established for make-up work, no further extensions or exceptions will be granted.

## **ALTERNATIVE MEANS OF SUBMITTING WORK IN CASE OF TECHNICAL ISSUES**

I strongly suggest that you submit your work with plenty of time to spare in the event you have a technical issue with the course website, network, and/or your computer. I also suggest you save all your work in a separate Word document as a backup. This way, you will have evidence that you completed the work and will not lose credit. If you are experiencing difficulties submitting your work through Blackboard, please contact the UTEP Help Desk. You can e-mail me your backup document as a last resort.

## **'INCOMPLETE' GRADE POLICY**

Incomplete grades may be requested only under exceptional circumstances after you have completed at least half of the course requirements. Communicate with me immediately if you believe an incomplete is needed. I highly suggest keeping the lines of communication open with me during the semester to avoid getting to this point! However, if granted, we will establish a contract of work to be completed with deadlines.

## **ACCOMMODATIONS POLICY**

The University is committed to providing reasonable accommodations and auxiliary services to students, staff, faculty, job applicants for admissions, and other beneficiaries of University programs, services, and activities with documented disabilities in order to provide them with equal opportunities to participate in programs, services, and activities in compliance with sections 503 and 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA) of 1990 and the Americans with Disabilities Act Amendments Act (ADAAA) of 2008. Reasonable accommodations will be made unless it is determined that doing so would cause undue hardship for the University. Students requesting an accommodation based on disability must register with the [UTEP Center for Accommodations and Support Services](#) (CASS). Contact the Center for Accommodations and Support Services at 915-747-5148, email them at [cass@utep.edu](mailto:cass@utep.edu), or apply for accommodation online via the [CASS portal](#)

## **ILLNESS PRECAUTIONS**

Please stay home if you have symptoms of a communicable illness. If you are feeling unwell, please let me know as soon as possible, so that we can work on appropriate accommodations.

## **TITLE IX STATEMENT**

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance. Sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual coercion, stalking, and relationship violence. All such acts of sexual violence are forms of sexual harassment covered under Title IX.

In accordance with Title IX of the Education Amendments of 1972, UTEP does not discriminate on the basis of sex in the operation of its educational programs and activities. This commitment to non-discrimination applies to both employment in and admission to such programs and activities. [Link to full text at <http://admin.utep.edu/Default.aspx?tabid=68750>]



**Inquiries regarding Title IX should be referred to the University's Title IX Coordinator(s) at the following link: <https://www.utep.edu/titleix/Title-IX-Coordinators.html>**

### **SCHOLASTIC INTEGRITY**

Academic dishonesty is prohibited and is considered a violation of the UTEP Handbook of Operation Procedures. It includes but is not limited to, cheating, plagiarism, and collusion. Cheating may involve copying from or providing information to another student, possessing unauthorized materials during a test, or falsifying research data. Plagiarism occurs when someone intentionally or knowingly represents the words or ideas of another as one's own. Collusion involves collaborating with another person to commit any academically dishonest act. Any act of academic dishonesty attempted by a UTEP student is unacceptable and will not be tolerated. All suspected violations of academic integrity at The University of Texas at El Paso must be reported to the Office of Student Conduct and Conflict Resolution (OSCCR) for possible disciplinary action. To learn more, please visit [HOOP: Student Conduct and Discipline](#).

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### **GUIDANCE ON ARTIFICIAL INTELLIGENCE**

The use of generative AI tools such as Chat GPT is not permitted in all written assignments in this course. Students must cite any borrowed content sources to comply with all applicable citation guidelines and copyright law and avoid plagiarism. Instances that violate these guidelines will be referred to the Office of Student Conduct and Conflict Resolution.

### **PLAGIARISM DETECTING SOFTWARE**

Some of your coursework and assessments may be submitted to SafeAssign, a plagiarism-detecting software. SafeAssign is used to review assignment submissions for originality and will help you learn how to properly attribute sources rather than paraphrase.

### **Course Resources: Where you can go for assistance**

UTEP provides a variety of student services and support:  
Technology Resources

- [Help Desk](#): Students experiencing technological challenges (email, Blackboard, software) can submit a ticket to the UTEP Helpdesk for assistance. Contact the Helpdesk via phone, email, chat, website, or in person if on campus.

Academic Resources

- [https://www.utep.edu/library/UTEP Library](https://www.utep.edu/library/UTEP%20Library): Access a wide range of resources including online, full-text access to thousands of journals and eBooks plus reference service and librarian assistance for enrolled students.
- [University Writing Center \(UWC\)](#): Submit papers here for assistance with writing style and formatting, ask a tutor for help, and explore other writing resources.
- [RefWorks](#): A bibliographic citation tool; check out the RefWorks Tutorial Fact Sheet and Quick-Start Guide.

Individual Resources

- [Military Student Success Center](#): Assists personnel in any branch of service to reach their educational goals.
- [Center for Accommodations and Support Services](#): Assists students with ADA-related accommodations for coursework, housing, and internships.
- [Counseling and Psychological Services](#): Provides a variety of counseling services including individual, couples, and group sessions as well as career and disability assessments.
- [Center Against Sexual and Family Violence \(CASFV\)](#): **915-593-7300 or 1-800-727-0511**
- [UTEP Food Pantry](#): Provides food and support for students and staff who are experiencing food insecurity.
- [Foster Homeless Adopted Resources](#): Connects foster, homeless, and adopted individuals through education and advocacy with resources that will assist holistically with UTEP experience.
- For crimes, contact the El Paso Police Department or UTEP Police Department (**915-747-5611**)
- For suspected abuse of children or older persons, Child/Adult Protective Services **1-800-252-5400**
- National Domestic Violence Hotline: **1-800-799-SAFE (7233)**
- Respect Is (Dating Abuse Prevention) at [loveisrespect.org](http://loveisrespect.org)
- Mental Health Crisis Line **915-779-1800**
- National Suicide Prevention Hotline **1-800-273-8255**
- Veterans Crisis Line **1-800-273-8255**
- NAMI of El Paso (National Alliance Against Mental Illness) hosts free weekly support groups for people with mental illness and their families. [elpaso.nami@dshs.state.tx.us](mailto:elpaso.nami@dshs.state.tx.us) or **915-534-5478**

WEEKLY SCHEDULE

| Week/Class                | Assigned Reading, Topics, & Activities  | Course Competencies |
|---------------------------|---|---------------------|
| <b>Week 1:</b><br>(01/17) | First day of the class “Syllabus Day”<br>Module 1: An Introduction to Macro Practice in Social Work.<br>Require Reading: Netting et al. Ch. 1 |                     |

|                                   |  |                    |
|-----------------------------------|--|--------------------|
| <b><u>Week 2:</u></b><br>(01/24)  | Module 1 cont.<br>Required Reading: Netting et al. Ch. 1<br><br><b>Syllabus Quiz</b>   | C1, C2, C3         |
| <b><u>Week 3:</u></b><br>(01/31)  | Module 2: Historical and Contemporary Influences on Macro Practice.<br>Required Reading: Netting et al. Ch. 2                          | C1, C2, C3, C4, C5 |
| <b><u>Week 4:</u></b><br>(02/07)  | Module 3: Engaging with Diverse Populations.<br>Required Reading: Netting et al. Ch. 3   | C2, C3, C4, C5     |
| <b><u>Week 5:</u></b><br>(02/14)  | Module 3: Engaging with Diverse Populations.<br>Required Reading: Netting et al. Ch. 3<br><b>Exam 1</b>                                | C2, C3, C4, C5     |
| <b><u>Week 6:</u></b><br>(02/21)  | Module 4: Assessing Community and Organizational Conditions.<br>Required Reading: Netting et al. Ch. 8                                 | C4, C7             |
| <b><u>Week 7:</u></b><br>(02/28)  | Module 5: Understanding Communities.<br>Required Reading: Netting et al. Ch. 4<br><b>Community Assessment Paper &amp; Presentation</b> | C4, C6, C7         |
| <b><u>Week 8:</u></b><br>(03/06)  | Module 6: Assessing Communities.<br>Required Reading: Netting et al. Ch. 5   | C6, C7             |
| Spring Break                      |  |                    |
| <b><u>Week 9:</u></b><br>(03/20)  | Module 7: Understanding Organizations.<br>Required Reading: Netting et al. Ch. 6   | C4, C6, C7         |
| <b><u>Week 10:</u></b><br>(03/27) | Module 8: Assessing Human Service Organizations.<br>Required Reading: Netting et al. Ch. 7<br><b>Exam 2</b>                            | C6, C7             |

|                                   |   |                                    |
|-----------------------------------|---|------------------------------------|
| <b><u>Week 11:</u></b><br>(04/03) | Module 9: Designing and Building Support for an Intervention.<br>Required Reading: Netting et al. Ch. 9           | C1, C2, C3, C4, C5                 |
| <b><u>Week 12:</u></b><br>(04/10) | Module 10: Selecting Appropriate Strategies and Tactics<br>Required Reading: Netting et al. Ch. 10                | C6, C7, C8                         |
| <b><u>Week 13:</u></b><br>(04/17) | Module 11: Planning and Implementing an Intervention.<br>Required Reading: Netting et al. Ch. 11<br><b>Exam 3</b> | C6, C7, C8                         |
| <b><u>Week 14:</u></b><br>(04/24) | Module 12: Monitoring and Evaluating the Intervention.<br>Required Reading: Netting et al. Ch. 12                 | C4, C5, C9                         |
| <b><u>Week 15:</u></b><br>(05/01) | <b>Organization Assessment Paper/Presentation</b>   | C1, C2, C3, C4, C5, C6, C7, C8, C9 |

**\*\*SYLLABUS & SCHEDULING SUBJECT TO CHANGE AT INSTRUCTOR'S DISCRETION\*\***

**ANY CHANGES WILL BE COMMUNICATED WITH STUDENTS**