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# Overview of Program Options

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## Master in Social Work Program Options

The University of Iowa School of Social Work has offered the Council on Social Work Education (CSWE) accredited MSW program continuously since 1951. Currently – two options to complete the MSW are available, depending upon the applicant's prior preparation. Applicants to either of these options, at any of our centers, complete the same application.

- **Regular Standing** (available full-time and part-time)– designed for those who have completed a degree in a discipline other than a CSWE-accredited social work degree program.
- **Advanced Standing** (available full-time and part-time) – designed for those who have completed the BA in Social Work or BSW from a CSWE-accredited social work degree program.

## Locations admitting in 2025

The following locations are admitting to both Advanced\* and Regular Standing:  
Des Moines, Iowa City and Online

Students admitted to the MSW Online Program need to reside in one of the following states: **Iowa, Illinois, Minnesota, Missouri, Nebraska, South Dakota or Wisconsin**, as required by The University of Iowa's agreement with state and federal requirements for interstate higher education.

\*Advanced Standing 1-year-track is only available in Iowa City and Des Moines.

## Application Deadlines

**December 1st – Early Review Deadline.** Applicants completing by early review deadline will receive first consideration for admission. Early review decisions will be released no later than January 31.

- Advanced Standing 1 year & 2 year
- Regular Standing

**February 1st Deadline.** Applicants completing between December 2 – February 1, will receive a decision no later than March 31.

- Advanced Standing 2 year
- Regular Standing

Questions may be directed to: [ssw-admissions@uiowa.edu](mailto:ssw-admissions@uiowa.edu), 319-335-1250.

# School of Social Work

## MSW Admissions Policy

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### I. Criteria for Admission

Admission to the Master's program at The University of Iowa School of Social Work is granted on a selective basis as determined by the merit of the total application.

An applicant is expected to meet the following requirements:

#### A. Academic Background

1. A bachelor's degree from an accredited college or university, (or an equivalent degree from another country as determined by the Office of Graduate Admissions), with a distribution of courses reflecting a liberal arts perspective, including courses in the humanities, as well as in the social, behavioral, and biological sciences. The University of Iowa provides course opportunities to students whose pre-professional work may require additional content in a certain area and the admissions panel reserves the right to recommend such course content as a condition of admission.
2. Competency with word processing and spreadsheet application on personal computers is expected.

#### B. Academic Potential

1. A minimum undergraduate grade point average (GPA) of 3.0 on a 4.0 scale is required, or a minimum of 12 semester hours of graduate level courses at 3.0 or above. The official admission GPA is calculated by the Graduate Admissions office, 107 Calvin Hall, Iowa City IA 52242. The GPA may be cumulative or may be based on the GPA from the degree conferring school. Completion of the GRE exam is not required.
2. If the undergraduate GPA is below 3.0, and no graduate hours have yet been earned, an applicant may choose to enroll in graduate level courses as a non-degree student, earning 12 semester hours of letter-graded graduate work to become eligible for admission. Non-degree students are allowed to earn a maximum of 12 semester hours. Non-degree students are not eligible for financial aid. For assistance in calculating your admissions GPA, submit transcripts to the Graduate Admissions office, 107 Calvin Hall, Iowa City IA 52242.
3. In exceptional cases where the GPA is below 3.0, the admissions panel may determine that there is sufficient evidence of scholastic ability to request an exemption from the Graduate College. In this event, the Admissions committee may opt to process a petition to the Graduate College Dean. Permission is granted only if there is sufficient evidence of the student's academic and/or professional achievement indicating his/her potential for success in a graduate program.

#### C. Proficiency in English

For international applicants, you must have a minimum score of:

- 100 on the TOEFL iBT Total Score; a score of 26 on the speaking portion of the TOEFL is preferred; or
- 7 on the IELTS Overall Band Score, with no IELTS sub-score less than 6.0.; or

- 140 on the DuoLingo exam.
- Waiver eligibility guidelines posted [here](#).
- The course structure for international students may be individualized depending on English language proficiency, educational background, and professional experience.

Admitted students whose first language is not English are required to pass the overall English Proficiency Composition exam administered by the University's Linguistics Department/ESL Program. Failure to pass this exam will result in an automatic transfer to the part-time program. If and when the exam is passed, the student may be reinstated to the full-time program in consultation with the Advisor and Program Manager.

D. Appropriateness for Professional Social Work Education

Applicants must provide evidence of a combination of personal qualities and values that are considered essential for the professional practice of social work: good intellectual capacity and analytical skills combined with an ability to work constructively with others, good communication skills, judgment, adaptability, sense of responsibility, resourcefulness, caring and compassionate qualities, and a personal commitment to social justice, empowering individuals, and serving vulnerable and under-represented groups. Employment or practice experience in social work-related areas is highly valued. Applicants' willingness and interest in addressing social justice issues that affect human beings as a consequence of oppression, poverty, marginalization and alienation because of the intersection of multiple factors, including those identified by CSWE: class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, sex, sexual orientation, and religious, non-religious or spiritual beliefs are fundamental to a successful experience in the School. These qualities are to be evidenced in the following completed application materials, **all to be completed online**:

- The University's [Graduate College Application](#), apply and pay online.
- A School of Social Work MSW Supplemental (Departmental) Data Form.
- Applicant's Statement of Purpose
- Resume including relevant employment and volunteer experience.
- Two completed recommendation forms, one academic and one employment-based, if applicable, submitted online by the reference writers. References from professional settings are recommended.
- Unofficial transcripts from all colleges attended, other than University of Iowa, and record of current registration, if currently attending.
- Advanced Standing one year track complete one additional essay as part of the Statement of Purpose.

Please note: Applicants with a criminal history record may not be eligible for social work licensure. For more information, contact the Board of Social Work licensure in the state that you wish to reside and be licensed. A listing of [boards by state](#) is available online. In addition, applicants need to be aware that many social service agencies that meet our requirements for field/practicum placements now require background checks, some at the student's expense. These are the policies of social service agencies throughout this area, not The University of Iowa or School of Social Work policy. A criminal history may limit or prohibit a student's ability to obtain a field placement as well as limit or prohibit employment in social service agencies following graduation.

E. Transfer into the MSW Program

Applications from students seeking to transfer from another MSW program are processed if the applicant meets the following conditions:

- All admission criteria previously specified.
- Completed recommendation form from advisor and other faculty from previous school.
- Agree to complete at least 30-36 semester hours of coursework after admission to the MSW program at Iowa and agree to meet all requirements of the Iowa program.
- Timeline: Transfer requests may be made in any semester, but accepted applicants may only register for required courses when prerequisites have been met. This may mean a delay in matriculation.
- Transfer requests must be first directed to the School's Admission Office: [ssw-admissions@uiowa.edu](mailto:ssw-admissions@uiowa.edu), so the School can notify Graduate Admissions that a transfer request is coming, and you will be informed of additional materials needed to assess your status. Graduate College deadlines for application are stated on the Graduate College [Application](#).

F. Reapplication

Reapplication is required of students who:

- Withdraw from the program.
- Do not enroll in classes for two (2) consecutive semesters.
- Were admitted to the program but did not enroll in classes and did not receive written permission to defer enrollment.
- Submitted completed applications but were denied admission.
- Were dismissed from the program.

G. Deferment

If an applicant cannot enroll for the academic year accepted, a written request for delaying the enrollment date until the next academic year may be made. Granting of the request is at the discretion of the Program Administrator. Generally, such requests are granted only because of extenuating circumstances.

## II. Application Process

Applications will be accepted by early September for the following academic year. All applications must be completed and submitted online by the following deadlines:

**December 1<sup>st</sup> Early Review Deadline.** Applicants completing by early review deadline will receive first consideration for admission. Early review decisions will be released no later than January 31.

- Advanced Standing 1 year & 2 year
- Regular Standing

**February 1.** Applicants completing between December 2 – February 1, will receive a decision no later than March 31.

- Advanced Standing 2 year
- Regular Standing

A. Applicants who meet the admission criteria will be notified by email when the review process is complete.

B. An application is considered complete when the following items are received:

- The University's [Graduate College Application](#), apply and pay online.
- A School of Social Work MSW Supplemental (Departmental) Data Form.
- Statement of Purpose

- Resume including relevant employment and volunteer experience.
  - Two completed recommendation forms, one academic and one employment-based, if applicable, submitted online by the reference writers. References from professional settings are recommended.
  - Unofficial transcripts from all colleges attended, other than University of Iowa, and record of current registration, if currently attending.
  - Additional materials for international applicants, and Advanced Standing one year track applicants.
- C. If there are enrollment limits, qualified applicants may be declined for lack of space in a class.
- D. Social Work has a long history of dedication to social justice, social change and to the improvement of the well-being of marginalized and underrepresented groups. Effort will be made to seek representation of persons from marginalized/underrepresented groups and diversity will be sought from among persons of different ages.
- E. Applicants will be notified in writing of the admission decision with the timelines indicated above in Admission is not complete until the applicant has received a written offer of admission and:
1. Received, read, signed, and returned the Admission Agreement form confirming acceptance of admission center and practicum region.
  2. Further agreeing on same form to be bound by the cultural inclusion effort and the following policies:
    - a) Code of Ethics of the National Association and International Federation of Social Workers;
    - b) [Appendix B](#) – MSW Student Advancement Policy, Academic Honesty, Practica Structure and Process Policy Statement; and
    - c) The [UI Code of Student Life](#).
- F. Reapplication
1. For applicants who were never accepted to the program, application materials are kept on file by the Graduate College for 36 months and are accessible to the School of Social Work. All who wish to reapply must do so to both the Graduate College and the School of Social Work.
  2. If an applicant who was never accepted and decides to reapply the following year, they can request their current application session be updated to Fall 2026 by contacting the Graduate Admissions Office: [gradmail@uiowa.edu](mailto:gradmail@uiowa.edu), 319-335-1525. A Graduate College application can only be forwarded one time. The MSW specific application components may also be forwarded and/or the applicant can upload new application components. The components must correlate with the current admission session requirements (see Application Components section below for current requirements). Contact: [ssw-admissions@uiowa.edu](mailto:ssw-admissions@uiowa.edu) with questions.
  3. If an accepted and enrolled student in good standing becomes inactive or exceeds the time limit on their leave of absence, and it has been more than two semesters and less than 2 academic years since the initial application, the student will be required to reapply to the Graduate College. The following additional materials must be submitted to the [ssw-admissions@uiowa.edu](mailto:ssw-admissions@uiowa.edu) for reapplication to the MSW program:
    - a. A statement discussing the re-applicant's activities since the previous application. Re-applicant may opt to also rewrite the personal statement if desired, according to the current session instructions, see section III A.1 below.

- b. A current completed recommendation form from the applicant's current employer and academic advisor (if formerly a student in the Iowa program).
  - c. Transcripts for any coursework completed since previous application (other than UI).
  - d. An updated School of Social Work MSW Supplemental (Departmental) Data form.
  - e. An interview and additional recommendation(s) may be required.
4. Readmitted students must meet all requirements of the current MSW program. Readmission is not complete until the applicant has received a written offer of admission, and the applicant has submitted a signed Admission Agreement form confirming acceptance of admission center and practicum region.

### III. MSW Application components

#### A. Guidelines for Completing the Statement of Purpose, Recommendation Forms, and Resume

Evidence of a combination of personal qualities and professional experience will be provided through a statement of purpose, references, a resume, and supplemental data form (**details below**). These documents will be reviewed with the following competencies in mind: communication skills, breadth and depth of experience, orientation to social work practice, social work values and ethics, ability to analyze and synthesize and emotional capacity and judgment. A demonstration of graduate level writing skills is expected.

##### 1. Statement of Purpose

The Statement of Purpose will be evaluated based on how well our program will help you meet your goals and how well your goals and interests appear to align with the social work profession.

Begin your Statement of Purpose with these identifying points at the top of the document:

Last Name, First Name, University ID

The MSW Center location to which you wish to apply

#### **Statement of Purpose**

Please address the following points in a **two-page, double-spaced statement**.

1. Describe your short and long term professional social work goals, including potential areas of interest and goals related to creating a more just society. Examples may include:
  - a. the client population you want to work with;
  - b. whether you want to work at the micro, mezzo or macro levels;
  - c. the type of social change you want to advocate for; and
  - d. the environment you want to work in.
2. Of the many options you have for an advanced degree, discuss why you are choosing social work. Discuss your reflections concerning areas of strength that you bring to the profession, and areas of development that you will focus on during the master's program.
3. Describe your plan for achieving and maintaining academic success given the program structure of the center to which you're applying ([Des Moines](#), [Iowa City](#), or [Online](#)), identifying the resources you will draw upon to be successful, such as academic, personal, professional, financial, and technical. Describe any modifications you will need to make to your schedule and personal circumstances to be successful.

Name the file "Statement of Purpose" and upload it to your Admissions Profile in [MyUI](#).

**Required for One-year Advanced Standing program in Des Moines or Iowa City ONLY, append an additional essay to Statement of Purpose.**

Do not complete this section if you are applying to the: two-year, 36 s.h. Advanced Standing program in Des Moines or Iowa City; the 54 s.h. Regular Standing program in Des Moines or Iowa City; or the Online program.

1. Add the heading **“One-year Advanced Standing Program”**
2. Write an additional, **up to one-page** essay describing:
  - a. The programs, agencies or organizations you are considering for your specialized practicum, identifying the agencies by name and the learning opportunities you seek.
  - b. Lessons from your social work experience thus far that inform your identified practice interests and the learning opportunities you seek.

**Recommendation Forms**

All applicants are responsible for providing email addresses and assuring that two completed recommendation forms are provided. Completion of the form is required; however, a letter may also accompany the form. Recommendations from social work practitioners, allied professionals, and educators are preferred. The applicant will indicate whether they have waived the right to review the recommendation. All recommendations are destroyed once an applicant has matriculated. Applicants not approved for admission do not have access to their file.

- 1) At least one should be an academic recommendation regarding the applicant’s college experience.
- 2) If ever employed in social work or a related field, one of these recommendations should be provided from the applicant’s most recent employer.

Recommendation writers are asked to comment on the applicant’s intelligence, maturity, sound judgment, compassion, self-awareness, adaptability, a sense of responsibility and resourcefulness, and their academic and professional promise within this context. The recommendation writer is asked for general comments as well as specific examples of the applicant’s experiences as reflecting a desire and ability to enter the profession of social work. The referee is also asked to rate and comment on the applicant relative to other students, employees, or people interested in social work that they have known, on the following qualities: sensitivity and capacity for accepting differences in race, class, culture, lifestyles and ideas; maturity/emotional stability; ability to seek and accept and effectively use feedback; clarity of focus regarding career goals and areas for development/growth; attitudes and behaviors reflecting social work values and ethics; ability to manage professional relationships and boundaries; commitment to social justice and social change; oral communication skills; written communication skills; ability to think critically and capacity to successfully complete a graduate level program.

**Resume**

Provide a resume which includes relevant employment and volunteer experience with dates and whether part-time or full-time.

**School of Social Work Departmental Supplemental Data Form**

**You will complete an online form - this is an explanation of each item.**

**Item 1: How did you learn about our program.**

List how you first heard about our program.



**Item 2: Criminal background**

Applicants with a criminal history record may not be eligible for practicum placement or social work licensure, see page 2, 1-D.

**Item 3. Social Work Degree**

Applicants who have completed a BA in Social Work or BSW from a Council on Social Work Education accredited program enter the name and location of the conferring Institution, or “NA” if degree major is not social work.

**Item 4 Corresponding Program**

Identify the number of years to complete the program for the program option you’ve selected.

**Item 5: Specialization**

The **Clinical Practice Specialization** teaches specific knowledge and skills necessary for advanced social work practice with individuals and families. The **Leadership Practice Specialization** teaches methods of advanced practice that empower organizational and community change at multiple system levels. Applicants are asked to indicate the specialization they are most likely to pursue, as well as their specialized interest areas. Specializations are discussed at the Informational Sessions. Complete descriptions are found in The University of Iowa School of Social Work [catalog](#).

**Item 6: Primary Curriculum Interest(s)**

For the purpose of matching interests with a faculty advisor, list primary interest(s).

**Additional Information –Financial Arrangements and Transcripts**

**Financial Arrangements**

The School of Social Work may have a very limited number of research and teaching assistantships for MSW students. If funding is available, assistantships for MSW students are announced after April 15. Faculty select applicants based on financial need, previous experience and interests related to the position. Admitted students will be directed to assistantship application materials on our web site. Visit the web for [UI financial aid](#) information including loans and student employment, contact: [financial-aid@uiowa.edu](mailto:financial-aid@uiowa.edu) or call 319-335-1450. Admitted students may also seek assistantships and awards offered in other departments outside of the School of Social Work: <http://grad.admissions.uiowa.edu/finances>

**Additional Information about Transcripts**

If admitted to the MSW program, official transcripts are required to be sent from all previous and current educational institutions to The University of Iowa Graduate Admissions Office, 107 Calvin Hall, Iowa City IA 52242-1396 USA. University of Iowa students and alumni need not supply University of Iowa transcripts to the graduate admissions office, as they are part of your permanent record and will be provided automatically. Official transcripts from all other colleges and universities must be submitted to the UI Graduate Admissions office. An exception to this is if you were an undergraduate student at UI and outside transcripts were previously submitted as part of your BA requirements. You are also expected to report if you are currently attending any outside institutions. You will have the opportunity to upload unofficial transcripts during the application process.

You may contact the graduate admissions office directly if you have questions or concerns about official transcripts from other institutions: [gradmail@uiowa.edu](mailto:gradmail@uiowa.edu), 319-335-1525.

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# SCHOOL OF SOCIAL WORK

## PRACTICA STRUCTURE AND PROCESS

### I. Structure and Sequence

Practicum at The University of Iowa School of Social Work is composed of two levels of courses.

- A. **Generalist Practicum Course.** Students admitted to the MSW program without a bachelor's degree with a major in social work from an accredited program are required to take Generalist Practicum: 300 contact hours during the spring semester of the **first year** for full-time students; and during the spring semester of the **second year** for 3-year and 4-year program students. Three (3) semester hours of credit will be earned for successful completion of the Generalist Practicum. The Generalist Practicum must be completed before starting specialist coursework.
- B. **Specialist Practicum Course.** All students admitted to the MSW program are required to take the Practicum with Clinical or Leadership Specialization during the fall and spring of the **final year**. The minimum required 600 contact hours of Practicum with Clinical or Leadership Specialization will earn 6 semester hours of credit. Students can register for up to two additional credits of practicum if they wish, which will be considered as elective credits; each additional semester hour of credit is another 100 contact hours in addition to the 600 minimum.
- C. **Co-Requisite Courses.** Generalist Practicum Seminar for Generalist Practicum and the Clinical or Leadership Practicum Seminar I and II for the Practicum with Clinical or Leadership Specialization.

### II. Placement Assignment Process

Most established practicum sites for UISSW are located within a 50-mile radius of Des Moines, Iowa City, Sioux City, or the Quad Cities. The sites provide learning opportunities for the two specializations and many fields of practice. Students are allowed to complete practicum at a site outside of these geographic areas, but students in the Iowa City, Des Moines, and Sioux City centers should consult with their practicum administrator before seeking a practicum far from their center.

Students have an active role in reviewing practicum options arranged by UISSW or identifying new potential sites, reaching out to request interviews, and ultimately obtaining the practicum. Students in the Online program who live far from Des Moines, Iowa City, Sioux City, and the Quad Cities will need to take a leadership role in identifying and exploring potential practicum sites, because it is less likely we have established partnerships in their area. The Online Practicum Administrator is a great resource for students in identifying promising sites and strategizing how to approach them, and some sites will require the Practicum Administrator to make the first contact.

The timeline for seeking a practicum depends on the level of practicum and the geographic area in which the student is searching; the Practicum Administrator for the student's site can advise on this.

Occasionally, students fail to secure a practicum in a timely manner or do not receive an offer after multiple interviews. In those cases, the Practicum Administrator will work with the student to identify the barrier to securing a practicum and will coach the student on success strategies. In cases where the barrier appears to be student readiness, the Practicum Administrator may follow the Concern process with the ultimate goal of supporting student readiness and success, which may mean the student's plan of study slows down and they do not enter practicum as previously scheduled.

### **III. Employment While an MSW Student**

The School of Social Work is committed to part-time graduate social work education. The School endeavors to educate as broad a cross section of students as possible, including non-traditional students who must work to support families, and who therefore find it difficult to be full-time students.

Students must be available to attend classes when they are scheduled. Thus, employed students need to have made arrangements with their employers to flex their work scheduled sufficiently to attend class. In addition, it is often challenging to adjust schedules when fulfilling the requirements for the Generalist Practicum (300 hours) and the Specialized Practicum (300 hours in the fall and spring semesters each of the final year). Combining 3-4 days/week in practicum with course work will likely conflict with continuing in full-time employment. In addition, practicum occurs during the operating hours of practicum sites, which often overlap with the operating hours of students' employers.

**Before registering in the MSW program, employed students must make plans to flex, reduce or eliminate their outside employment while they are in Generalist Practicum and Specialized Practicum.**

Practicum is designed to extend and integrate learning achieved in class with practice in the profession. The student has an opportunity to employ social work interventions and ethical decision-making processes with different client populations at multiple levels. A particular focus is the application of research to social work theory and practice, including the evaluation of interventions and outcomes. Because of the importance of practicum to the overall preparation of students for the profession, as dictated by the Council on Social Work Education Accreditation Standards, work experience prior to admission into the M.S.W. program cannot meet the practicum requirements.

**Employment-based Practicum.** In some cases, students are employed in a role that aligns with social work values and ethics and includes activities that will fulfill the CSWE standards for practicum. Students are able to complete an employment-based practicum if they wish, so long as it fulfills the requirements of UISSW and CSWE and is supported by their agency. Students must receive approval from their practicum administrator to do an employment-based practicum. This is more likely to be possible at the generalist level than the specialist level, because students are often not engaged in MSW specialist-level work before obtaining their graduate degree.

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information: <https://diversity.uiowa.edu/daod/ocrc>, the University of Iowa, 202 Jessup Hall, Iowa City, IA, 52242-1316, (319) 335-3555 [daod-ocrc@uiowa.edu](mailto:daod-ocrc@uiowa.edu)

Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact School of Social Work Student Services Center at: [ssw\\_office@iowa.uiowa.edu](mailto:ssw_office@iowa.uiowa.edu) or phone: 319 335-1250.

7/3/2024

**REFERENCE WRITER complete this section in full:**

You have been asked to complete an evaluation for an applicant to the Graduate School of Social Work in order to obtain the Master of Social Work (M.S.W.) degree. Your candid opinion will be of great assistance to us in evaluating their application. Your comments will be confidential if the applicant has waived rights of review. All recommendations are destroyed once an applicant has matriculated. (Note: Applicants not approved for admission have no access to their file).

Please note **YOUR** Title:

Please note **YOUR** Credentials:

Your Last Name:

Your First Name:

Please note the **APPLICANT'S** Last Name:

APPLICANT'S First Name:

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1. How long have you known the applicant?                      Years                      Months

2. In what capacities have you known the applicant?

Professor

Research Supervisor

Academic Advisor

Field Instructor

Employment Supervisor

Co-Worker

Other \_\_\_\_\_

3. Success as a social worker requires intelligence, maturity, sound judgment, compassion, self-awareness, adaptability, a sense of responsibility and resourcefulness. Please assess the applicant's academic and professional promise within this context. We would appreciate your general comments as well as specific examples of the applicant's experiences as they reflect a desire and ability to enter the profession of social work. Feel free to attach separate letter\* and note "see letter".

**Superior / Advanced Competence:** Consistently demonstrates the ability to function independently with very high levels of awareness, knowledge and/or skill; overall work quality/task completion is exceptional, suggesting mastery of the practice behavior.

**Above Average Competence:** Typically demonstrates moderate-to-high levels of awareness, knowledge and/or skill; overall work quality/task completion exceeds basic practice standards and the level of competence is above average, suggesting additional guidance in key areas would promote mastery.

**Basic Competence:** Normally demonstrates acceptable levels of awareness, knowledge and/or skill; overall work quality/task completion meets basic practice standards, but the level of competence is somewhat rudimentary, suggesting additional training and guidance may be beneficial but that the student is ready to enter the field.

**Below Average Competence:** Commonly demonstrates levels of awareness, knowledge and/or skill that are below basic practice standards; overall work quality/task completion is below acceptable standards and the degree of competence is lacking, suggesting the need for additional training and consideration of corrective action.

4. Please rate the applicant relative to other students, employees, or people interested in social work that you have known.

	Superior/ Advanced Competence	Above Average Competence	Basic Competence	Below Average Competence	Not Observed
Sensitivity and capacity for accepting differences in race, class, culture, lifestyles and ideas					
Maturity/emotional stability					
Ability to seek and accept and effectively use feedback.					
Clarity of focus regarding career goals and areas for development/growth.					
Attitudes and behaviors reflecting <b>social work values and ethics</b>					
Ability to manage professional relationships and boundaries.					
Commitment to social justice and social change					
Oral communication skills					
Written communication skills					
Ability to think critically					
Capacity to successfully complete a graduate level program					

5. If on the previous ranking you rated the applicant particularly high or particularly low on any item, please comment or "NA" (not applicable).

6. Please select one:

- I recommend highly.
- I recommend.
- I recommend with reservations.
- I do not recommend.

\*Optional reference letter. If you would like to submit a letter please be sure to address the qualities mentioned in numbers 2 and 4 above, if applicable. Upload the letter with the completed form per the instructions in the e-mail.

**Thank you for submitting this reference as soon as possible. Please note the application deadlines.**

**December 1<sup>st</sup> Early Review Deadline**

- Advanced Standing 1-year-track applicants (Iowa City & Des Moines)
- Advanced Standing 2-year-track applicants (Iowa City, Des Moines and Online)
- Regular Standing 2, 3, and 4-year-track applicants (Iowa City, Des Moines and Online)

**February 1<sup>st</sup>**

- Advanced Standing 2-year-track applicants (Iowa City, Des Moines and Online)
- Regular Standing 2, 3, and 4-year-track applicants (Iowa City, Des Moines and Online)

If the reference form does not arrive by the deadline, the applicant file will be incomplete and NOT reviewed.

If you have questions about our program, visit our website: <https://socialwork.uiowa.edu/graduate/msw-social-work>

If you have difficulty with this form, you may contact UI Graduate Admissions office as directed in the original email, or you may contact the School's Admissions Coordinator, Tomeka Petersen at: [ssw-admissions@uiowa.edu](mailto:ssw-admissions@uiowa.edu)

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information: <https://diversity.uiowa.edu/daod/ocrc>, the University of Iowa, 202 Jessup Hall, Iowa City, IA, 52242-1316, (319) 335-3555 [daod-ocrc@uiowa.edu](mailto:daod-ocrc@uiowa.edu)

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7/3/2024

SAMPLE