

ASSEMBLY RESOLUTION 7-022

A RESOLUTION URGING COMPENSATION FOR SOCIAL WORK PLACEMENTS

- WHEREAS,** the School of Social Work (SSW) mandates that Master of Social Work (MSW) students must work an average of 16 hours per week over 4 semesters in addition to a full course load to successfully complete the program¹; **AND**
- WHEREAS,** SSW students who are required to undertake a one-semester field placement outside of the United States for successful program completion must work an average of 32 hours per week during that semester²; **AND**
- WHEREAS,** Social Work students are not only uncompensated for these hours, they are actually paying the University to work for free, as credit hours are earned in field placements^{3,4}; **AND**
- WHEREAS,** 73% of 110 students surveyed by the Fair Labor Organizing (FLO) Committee work at least one job in addition to their field placement and a full course load, and 40% of those students work 20 hours or more per week⁵; **AND**
- WHEREAS,** the School of Social Work's field placement structure contributes to financial instability and academic difficulties in its students, and is especially predatory toward low-income and/or out-of-state students⁶; **AND**
- WHEREAS,** there is institutional precedent--in the University's Higher Education⁷ and Public Health⁸ Master's programs--for the provision of financial compensation to students completing mandatory internships; and there is precedent within the social work discipline, as evidenced by the University of Oklahoma⁹; **AND**
- WHEREAS,** requiring MSW students to work a substantial number of hours without compensation is not aligned with the ethical standards of the National

¹ <https://ssw.umich.edu/my-ssw/field-instruction-forms/incoming-students>

² <https://ssw.umich.edu/programs/global-activities/global-field-placements>

³ <https://ssw.umich.edu/programs/msw/program-length>

⁴ <http://www.ro.umich.edu/tuition/tuition-fees.php>

⁵ <https://fairlaborsocialwork.weebly.com/about.html>

⁶ <https://fairlaborsocialwork.weebly.com/stories-from-social-workers>

⁷ http://www.soe.umich.edu/academics/masters_programs/he/

⁸ <https://sph.umich.edu/internships/requirements.html>

⁹ http://socialwork.ou.edu/Websites/socialwork/images/field_education/Forms_Reference/Tulsa_Specific/Stipends.pdf

Association of Social Work¹⁰, nor the goals of the University-wide or SSW unit Diversity, Equity, and Inclusion plans^{11,12}; **THEREFORE, BE IT**

RESOLVED, that the Central Student Government (CSG) Assembly strongly encourages the School of Social Work and its Office of Field Instruction to permanently implement means of compensating students for field placements--through grants; scholarships; reduced or waived tuition costs for credit hours spent in field placement; or stipends provided by field placement agencies--beginning in the Fall 2018 semester; **AND BE IT FURTHER**

RESOLVED, that CSG fully supports FLO's call for SSW administration to implement a fully need-based means of providing financial aid, as a part of efforts to compensate students for field placement; **AND BE IT FURTHER**

RESOLVED, that CSG stands with international students, and thus encourages the SSW administration to implement these changes in a way which does not jeopardize their work limitations; **AND BE IT FURTHER**

RESOLVED, that CSG fully supports FLO's call for restorative justice in the form of one semester of retroactive retribution in the form of grants, scholarships, and/or reduced tuition costs per credit hour that is spent in field placement being provided to Social Work students who are still in the program; **AND BE IT FINALLY**

RESOLVED, that a copy of this resolution be sent to President Mark J. Schlissel, Vice President E. Royster Harper, and the following SSW Faculty and Staff: Dean Lynn Videka; MSW Program Director Barb Hiltz; Dean Daniel Fischer; Dean Mary Ruffolo; Dean Tim Colenback; Dr. Lorraine Gutiérrez; and Candace Terhune-Flattery.

¹⁰ <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

¹¹ <https://diversity.umich.edu/wp-content/uploads/2016/10/strategic-plan.pdf> (p.5)

¹² <https://ssw.umich.edu/sites/default/files/documents/dei/ssw-dei-plan-final.pdf> (p. 13-20)

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President's Approval

Anushka Sarkar, LSA

Presented to the Assembly for *First Reads* on _____

Presented to the Assembly for *Second Reads* on _____

Yes: _____ No: _____ Abs: _____ Date: _____

Signature Necessary: _____ Signature Received By _____: _____

