

USC Suzanne Dworak-Peck

School of Social Work

DSW Residency I Social Work 712

Fall 2019

3 Units

Instructor: Dr. Stacy Kratz
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Course Day: see below
Course Time: see below
Course Location: VAC LMS

Meeting Schedule:

Online Sessions: Weeks 1, 7, and 12

Friday, August 30, 12:45 – 2:15pm PST

Friday, October 11, 5-6:30pm PST

Friday, November 15, 5-6:30pm PST

Residency 1 in Los Angeles (Week 13 – November 18-22, 2019)

I. COURSE PREREQUISITES

Concurrent enrollment in Preparatory Scholarship for Capstone (710) is mandatory for enrollment in this course. Successful completion of the following prerequisite courses is also required: Strategic Innovations for Grand Challenges (704), Design Laboratory for Social Innovation 1 (711) and 2 (723), and Leading and Managing Large Complex Systems (706).

II. CATALOGUE DESCRIPTION

A five-day campus-based residency in the third semester of the DSW program designed for community building, continued development of innovation skills, and presenting a Capstone Project and four online prep sessions for the residency experience.

III. COURSE DESCRIPTION

This course is intended to provide students with a five day campus based residency in the third semester of the DSW program. Residency I will be the first opportunity for students to meet each other in a non-virtual, on the ground space in Los Angeles. The Residency I experience will train and prepare students to become innovative leaders in the social work profession so they are effective and impactful. During these five days, students shift from focusing on their particular project in relation to specific Grand Challenges to a broader scope of influence. To accomplish this, students will be reexamining and deepening their understanding of the first two semesters' course material (learning), challenging their knowledge base (reading); and relating their ideas with the goal of leading an innovation (critical thinking). Students will also prepare and present a proposal of their capstone project to their Qualifying Assessment committee.

The key elements of the residency include:

- Examining and practicing the five Discovery Skills as found in the *Innovator's DNA*. Application of these skills will be used to discover fresh new ideas to solve the selected Grand Challenge for Social Work.

- Engaging in group discussions and design sessions to apply learnings from the interviews and readings to specific elements related to the field and Capstone Project.
- Networking with peers and leaders in the field, social change makers, innovators, and others to enable progress in the important cause of innovation.
- Completing Qualifying Assessment for Capstone Proposal.

IV. COURSE OBJECTIVES

During this residency week, students' skills will move from their ability to recall, explain, and apply new material they have learned to a deeper set of skills such as the ability to understand relationships, contextualize the material and contribute to the knowledge base, and establish new relationships within what is known. Through the residency experience students will be able to demonstrate the following:

- a. Appraise innovative processes as they exist within their Grand Challenge area and assignments in the DSW program to date.
- b. Synthesize the content of their previous DSW coursework as it relates to their capstone project, drawing deeper understanding of their past curriculum.
- c. Create and manage a social network of support by connecting with faculty, other doctoral students, and curated relationships with key resource persons in the student's selected Grand Challenge area.
- d. Compose daily reflections, integrating their experiences, lectures, and knowledge of the literature as it relates to their capstone project and overall progression in the DSW program.
- e. Complete successfully a Qualifying Assessment, an oral presentation/defense of their Capstone Project and perspectives on the innovation designed to address a selected Grand Challenge.

V. COURSE FORMAT / INSTRUCTIONAL METHODS

Course format will consist of class discussions derived from readings and asynchronous content, discussion and debate of course materials, guest presentations, and experiential exercises. Confidentiality of material shared in class will be maintained where appropriate. Because exchange of ideas is an integral part of the learning process, students are required to come to class ready to discuss assigned readings and other materials. Each day, students will be asked to reflect on the progress of their work, their experiences, and the impact on their capstone projects.

VI. STUDENT LEARNING OUTCOMES

The in-person residency experience will help students practice and refine skills they have learned in the previous two semesters and learn new skills as they further develop as social work leaders. In particular, over the third semester students will exhibit the following competencies:

Objective Number	Objectives
1	Develop creative, expansive, and rigorous design principles that advance innovation to address a selected Grand Challenge for Social Work. [DSW 1, 3]
2	Leverage evidence from secondary sources in addition to primary data collection strategies to assess the existing social and practice landscape as a basis for designing new responses to complex social problems. [DSW 1, 4]
3	Apply relevant social work and social science theories to develop ideas for innovation, program or policy implementation, and evaluation. [DSW 1, 3, 4, 7]

Objective Number	Objectives
4	Convene thought leaders and resources to assist in the discovery and ideation processes of design thinking and refine, forward-thinking solutions to complex social problems across organizational boundaries. [DSW 6]
5	Articulate, communicate, and present capstone proposal to a review committee [DSW 1-9]

VII. COURSE ASSIGNMENTS, DUE DATES, AND GRADING

Course grades will be based on the following three assignments:

Assignment	% of Final Grade	Due Date
Presentation Rehearsal - Peer Feedback	10%	Week 7
Meaningful Class Participation + Experiential Exercises	20%	Ongoing
Competitive Analysis	10%	Tuesday of Residency Week
Slide Deck	10%	Night prior to Residency Qualifying Assessment
Qualifying Assessment (Oral Presentation/Proposal Defense)	50%	Residency: Qualifying Assessment

Each of the major assignments is described below:

Presentation Rehearsal: Students will create a 5-minute recording the first three sections of area 7 of the Capstone Project Standards and Guidelines. The recordings (mp4) will be uploaded to the course wall. Students will view at least one other presentation and comment using the assignment 1 rubric by week 7.

Students will go to Zoom.us and register for a free account and to record students should:

1. Start a meeting
2. Click the Record button in the Zoom toolbar (bottom of screen)
3. Select Record locally (to your computer) to begin recording without charge.
4. To stop recording, click Pause/Stop Recording or End Meeting. Note: Once the recording has been stopped, it will be processed before viewing.
5. After processing, Zoom will email the recording link to students.

100 points. 10% of total grade.

Meaningful Class Participation: Daily, during the residency, students will be asked to actively engage in class exercises. Exercises are developed to increase creativity, critical thinking, and challenge current

ways of “knowing and doing.” Students should be open to new learning modalities and pedagogies of learning. Active engagement means coming to class prepared (having read assigned readings); contributing to the development of a positive learning environment; and demonstrating their perspectives through meaningful participation. Meaningful participation is dependent on attendance and completion of exercises at a minimum of 85%.

100 points. 20% of total grade

Competitive Analysis: Students will be asked to create a Competitive Analysis as part of Residency 1. The purpose of a Competitive Analysis is to understand (1) who your competitors are in the field; (2) what they are doing; and (3) how they operate. Students will bring their completed Competitive Analysis Exercise to Residency 1 on Tuesday of Residency week. The exercise will be shared in class and turned into their Residency 1 instructor.

100 points. 10% of total grade.

Slide Deck. Students will include content as outlined by the Capstone Project Standards and Guidelines. It is recommended that students limit the amount of text per slide, have a deck that accurately represents and appropriately reflects the capstone project. References should be in APA format.

100 points. 10% of total grade.

Oral Presentation/Defense (Qualifying Assessment). Students will give a formal presentation of their capstone project. Presentations will be 10 minutes long followed by 5 minutes of questions and 5 minutes of comments from the review panel. This assignment will be graded by a review panel composed of faculty.

100 points. 50% of total grade.

Final grades for the course will be determined on the basis of points earned on each assignment.

4-point scale		100-point scale	
3.85–4.00	A	93–100	A
3.60–3.84	A-	90–92	A-
3.25–3.59	B+	87–89	B+
2.90–3.24	B	83–86	B
2.60–2.89	B-	80–82	B-
2.25–2.59	C+	77–79	C+
1.90–2.24	C	73–76	C
		70–72	C-

Within the School of Social Work, grades are determined in each class based on the following standards, which have been established by the faculty of the School:

Grades of A or A– are reserved for student work that not only demonstrates very good mastery of content but which also shows that the student has undertaken a complex task, has applied critical thinking skills to the assignment, and/or has demonstrated creativity in her or his approach to the assignment. The difference between these two grades would be determined by the degree to which these skills have been demonstrated by the student.

A grade of B+ will be given to work that is judged to be very good. This grade denotes that a student has demonstrated a more-than-competent understanding of the material being evaluated in the assignment.

A grade of B will be given to student work that meets the basic requirements of the assignment. It denotes that the student has done adequate work on the assignment and meets basic course expectations.

A grade of B– will denote that a student's performance was less than adequate on an assignment, reflecting only moderate grasp of content and/or expectations.

A grade of C would reflect a minimal grasp of the assignment, poor organization of ideas, and/or several significant areas requiring improvement.

Grades between C– and F will be applied to denote a failure to meet minimum standards, reflecting serious deficiencies in all aspects of a student's performance on the assignment.

VIII. INSTRUCTIONAL MATERIALS AND RESOURCES

Required Textbook and Readings

Dyer, J., Gregersen, H. & Christensen, C. (2011). *The innovator's DNA: Mastering the five skills of disruptive innovators*. Boston, MA: Harvard Business Review Press.

Required APA Style Formatting

APA formatting and style guide. (2009). The OWL at Purdue. Retrieved from <http://owl.english.purdue.edu/owl/resource/560/01/>

American Psychological Association. (2009). *Publication manual of the American Psychological Association* (6th ed.). Washington, DC: Author.

USC Guide to Avoiding Plagiarism

See www.usc.edu/student-affairs/student-conduct/ug_plag.htm

Suggested Websites

The American Accounting Association: www.aaahg.org.
American Public Human Services Association: www.asphsa.org
The Peter F. Drucker Foundation for Non-Profit Management: www.fpdf.org
FinanceNet: www.financenet.gov
The Foundation Center: www.fdncenter.org
Free Management Library: www.fdncenter.org
Stanford Social Innovation Review: www.ssireview.org
National Association of Nonprofit Accountants: www.nonprofitcpas.com
National Council of Nonprofits: www.councilofnonprofits
The Wallace Foundation Knowledge Center: wallacefoundation.org
The Nonprofit Quarterly: www.npqq.org
Public Risk Management Association: www.primacentral.org

As a professional school, class attendance and participation is an essential part of your professional training and development at the USC Suzanne Dworak-Peck School of Social Work. You are expected to attend all classes and meaningfully participate. For Ground courses, having more than 2 unexcused absences in class may result in the lowering of your grade by a half grade. Additional absences can result in additional deductions. For VAC courses, meaningful participation requires active engagement in class discussions and maintaining an active screen. Having more than two unexcused absences in class may result in the lowering of your grade by a half grade. Additional absences in the live class can result in additional deductions. Furthermore, unless directed by your course instructor, you are expected to

complete all asynchronous content and activities prior to the scheduled live class discussion. Failure to complete two asynchronous units before the live class without prior permission may also lower your final grade by a half grade. Not completing additional units can result in additional deductions.

Course Schedule—Detailed Description

Please note that due to various reasons, course scheduling may change. Students are asked to be flexible in light of any schedule changes and will be informed as soon as any changes are made.

Pre-Residency 1 Online 90-minute Sessions (Weeks 1, 7, & 12)

Note: Date and Time for the Sessions will be determined by the instructor

Week	Topics	
1	Pre-Residency 1 Schedule <ul style="list-style-type: none"> • Objectives Residency 1 Experience <ul style="list-style-type: none"> • Expectations • Learning Outcomes • Deliverables • Q & A Session 	Week of August 26
7	Capstone Presentation Rehearsal	Week of October 7
12	Mapping Innovation using Lean Canvas	Week of November 11

Residency 1 Schedule November 18-22, 2019

Day 1: Monday : Discovery Skill: Observing

- 9:00 am: Welcome breakfast
- 10:00 am: Innovation Keynote
- 11:00 am: Introduction Exercise/ Guest Speaker
- 1:00 pm: Lunch on your own
- 2:00 pm: Capstone Proposal Exercise / Workshops

Readings:

Dyer, J., Gregersen, H. & Christensen, C. (2011). *The innovator’s DNA: Mastering the five skills of disruptive innovators*. Boston, MA: Harvard Business Review Press

- Chapter 1: The DNA of Disruptive Innovators (pp. 17-40)
- Chapter 3: Discovery Skill #2 Questioning (pp. 65-88)
- Chapter 4: Discover Skill #3 Observing (pp. 89-112)

Day 2: Tuesday : Discovery Skill: Networking

- 8:00 am: Breakfast on own
- 9:00 am: Debrief Day 1
- 12:00 pm: Lunch on own
- 1:00 pm: Capstone Proposal Exercise / Workshops
- 3:00 pm: Activity / Workshop

Readings:

Dyer, J., Gregersen, H. & Christensen, C. (2011). *The innovator's DNA: Mastering the five skills of disruptive innovators*. Boston, MA: Harvard Business Review Press

- Chapter 5: Discovery Skill #4 Networking (pp. 113-132)
- Chapters 8–10: Putting the Innovator's DNA Into Practice (pp. 175–234)

Day 3: Wednesday: Discovery Skill: Experimenting & Associating

- 8:00 am: Breakfast on own
- 9:00 am: Experiential Space
- 12:00 pm: Lunch on own
- 1:00 pm: Capstone Proposal Exercise / Workshops
- 3:00 pm: Review and Revise Presentation

Readings:

Dyer, J., Gregersen, H., & Christensen, C. M. (2011). *The Innovator's DNA: Mastering the five skills of disruptive innovators*. Boston, MA: Harvard Business School.

- Chapter 2: Discovery Skill #1 Associating (pp. 41-64)
- Chapter 6: Discovery Skill #5 Experimenting (pp. 133-156)
- Chapter 9: Putting the Innovator's DNA into Practice, Processes (pp. 215-234)

Day 4: Thursday: Discovery Skill: Associating

- 8:00–9:00 am: Breakfast on own
- 9:30 am–6 pm: Presentation Preparation / Presentations/Meet w/ Interviewees

Readings:

Dyer, J., Gregersen, H., & Christensen, C. M. (2011). *The Innovator's DNA: Mastering the five skills of disruptive innovators*. Boston, MA: Harvard Business School.

Day 5: Friday

- 8:00–9:00 am: Breakfast on own
- 9:30 am–6 pm: Presentation Preparation/Presentations /Meet w/ Interviewees

University Policies and Guidelines

IX. ATTENDANCE POLICY

Students are expected to attend every class and to remain in class for the duration of the unit. Failure to attend class or arriving late may impact your ability to achieve course objectives which could affect your course grade. Students are expected to notify the instructor by email (skratz@usc.edu) of any anticipated absence or reason for tardiness.

University of Southern California policy permits students to be excused from class for the observance of religious holy days. This policy also covers scheduled final examinations which conflict with students' observance of a holy day. Students must make arrangements *in advance* to complete class work which will be missed, or to reschedule an examination, due to holy days observance.

Please refer to Scampus and to the USC Suzanne Dworak-Peck School of Social Work Student Handbook for additional information on attendance policies.

X. ACADEMIC CONDUCT

Plagiarism – presenting someone else's ideas as your own, either verbatim or recast in your own words – is a serious academic offense with serious consequences. Please familiarize yourself with the discussion of plagiarism in *SCampus* in Part B, Section 11, "Behavior Violating University Standards" <https://policy.usc.edu/scampus-part-b/>. Other forms of academic dishonesty are equally unacceptable. See additional information in *SCampus* and university policies on scientific misconduct, <http://policy.usc.edu/scientific-misconduct>.

XI. SUPPORT SYSTEMS

Student Counseling Services (SCS) – (213) 740-7711 – 24/7 on call

Free and confidential mental health treatment for students, including short-term psychotherapy, group counseling, stress fitness workshops, and crisis intervention. engemannshc.usc.edu/counseling

National Suicide Prevention Lifeline – 1 (800) 273-8255

Provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week. www.suicidepreventionlifeline.org

Relationship and Sexual Violence Prevention Services (RSVP) – (213) 740-4900 – 24/7 on call

Free and confidential therapy services, workshops, and training for situations related to gender-based harm. engemannshc.usc.edu/rsvp

Sexual Assault Resource Center

For more information about how to get help or help a survivor, rights, reporting options, and additional resources, visit the website: sarc.usc.edu

Office of Equity and Diversity (OED)/Title IX Compliance – (213) 740-5086

Works with faculty, staff, visitors, applicants, and students around issues of protected class. equity.usc.edu

Bias Assessment Response and Support

Incidents of bias, hate crimes and micro aggressions need to be reported allowing for appropriate investigation and response. studentaffairs.usc.edu/bias-assessment-response-support

The Office of Disability Services and Programs

Provides certification for students with disabilities and helps arrange relevant accommodations. dsp.usc.edu

USC Support and Advocacy (USCSA) – (213) 821-4710

Assists students and families in resolving complex issues adversely affecting their success as a student
EX: personal, financial, and academic. studentaffairs.usc.edu/ssa

Diversity at USC

Information on events, programs and training, the Diversity Task Force (including representatives for each school), chronology, participation, and various resources for students. diversity.usc.edu

USC Emergency Information

Provides safety and other updates, including ways in which instruction will be continued if an officially declared emergency makes travel to campus infeasible. emergency.usc.edu

USC Department of Public Safety – UPC: (213) 740-4321 – HSC: (323) 442-1000 – 24-hour emergency or to report a crime. Provides overall safety to USC community. dps.usc.edu

USC Policy Reporting to Title IX: <https://policy.usc.edu/reporting-to-title-ix-student-misconduct/>

USC Student Health Sexual Assault & Survivor Support: <https://studenthealth.usc.edu/sexual-assault/>

XII. ADDITIONAL RESOURCES

Students enrolled in the Virtual Academic Center can access support services for themselves and their families by contacting Perspectives, Ltd., an independent student assistance program offering crisis services, short-term counseling, and referral 24/7. To access Perspectives, Ltd., call 800-456-6327.

XIII. STATEMENT ABOUT INCOMPLETES

The Grade of Incomplete (IN) can be assigned only if there is work not completed because of a documented illness or some other emergency occurring after the 12th week of the semester. Students must NOT assume that the instructor will agree to the grade of IN. Removal of the grade of IN must be instituted by the student and agreed to be the instructor and reported on the official “Incomplete Completion Form.”

XIV. POLICY ON LATE OR MAKE-UP WORK

Papers are due on the day and time specified. Extensions will be granted only for extenuating circumstances. If the paper is late without permission, the grade will be affected.

XV. POLICY ON CHANGES TO THE SYLLABUS AND/OR COURSE REQUIREMENTS

It may be necessary to make some adjustments in the syllabus during the semester in order to respond to unforeseen or extenuating circumstances. Adjustments that are made will be communicated to students both verbally and in writing.

XVI. CODE OF ETHICS OF THE NATIONAL ASSOCIATION OF SOCIAL WORKERS (OPTIONAL)

Approved by the 1996 NASW Delegate Assembly and revised by the 2017 NASW Delegate Assembly
<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

Preamble

The primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. A historic and defining feature of social work is the profession's focus on individual well-being in a social context and the well-being of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

Social workers promote social justice and social change with and on behalf of clients. "Clients" is used inclusively to refer to individuals, families, groups, organizations, and communities. Social workers are

sensitive to cultural and ethnic diversity and strive to end discrimination, oppression, poverty, and other forms of social injustice. These activities may be in the form of direct practice, community organizing, supervision, consultation, administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation. Social workers seek to enhance the capacity of people to address their own needs. Social workers also seek to promote the responsiveness of organizations, communities, and other social institutions to individuals' needs and social problems. The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- Service
- Social justice
- Dignity and worth of the person
- Importance of human relationships
- Integrity
- Competence

This constellation of core values reflects what is unique to the social work profession. Core values, and the principles that flow from them, must be balanced within the context and complexity of the human experience.

XVII. ACADEMIC DISHONESTY SANCTION GUIDELINES

Some lecture slides, notes, or exercises used in this course may be the property of the textbook publisher or other third parties. All other course material, including but not limited to slides developed by the instructor(s), the syllabus, assignments, course notes, course recordings (whether audio or video) and examinations or quizzes are the property of the University or of the individual instructor who developed them. Students are free to use this material for study and learning, and for discussion with others, including those who may not be in this class, unless the instructor imposes more stringent requirements. Republishing or redistributing this material, including uploading it to web sites or linking to it through services like iTunes, violates the rights of the copyright holder and is prohibited. There are civil and criminal penalties for copyright violation. Publishing or redistributing this material in a way that might give others an unfair advantage in this or future courses may subject you to penalties for academic misconduct.

XVIII. COMPLAINTS

If you have a complaint or concern about the course or the instructor, please discuss it first with the instructor. If you feel cannot discuss it with the instructor, contact the chair of the DSW@USC, Dr. Nadia Islam. If you do not receive a satisfactory response or solution, contact the Director of Doctoral Programs, Dr. Michael Hurlburt, for further guidance.

XIX. Tips for Maximizing Your Learning Experience in this Course (Optional)

- ✓ Be mindful of getting proper nutrition, exercise, rest and sleep!
- ✓ Come to class.
- ✓ Complete required readings and assignments BEFORE coming to class.
- ✓ BEFORE coming to class, review the materials from the previous Unit AND the current Unit, AND scan the topics to be covered in the next Unit.
- ✓ Come to class prepared to ask any questions you might have.
- ✓ Participate in class discussions.
- ✓ AFTER you leave class, review the materials assigned for that Unit again, along with your notes from that Unit.
- ✓ If you don't understand something, ask questions! Ask questions in class, during office hours, and/or through email!

✓ Keep up with the assigned readings.

Don't procrastinate or postpone working on assignments.

(Revised August 8, 2019)