



## **MEETING OF THE BOARD OF DIRECTORS'**

**November 7, 2018, 1:00-5:00 PM (EST)**

**November 8, 2018, 9:00-12:00 PM (EST)**

**Present:** Barbara W. Shank, Chair, Saundra Starks, Chair-elect, Hilary Weaver, Vice-Chair/Secretary, Darla Spence Coffey, President, Andrea Stewart, Treasurer, Eunice Matthews-Armstead, Mahasweta Banerjee, Alan Dettlaff, Vanessa Robinson-Dooley, Jenny Jones, Susan Mapp, Debra McPhee, Lori Messinger, Shari Miller, Cheryl Parks, Cathryn Potter, Joel Rubin, Andy Safyer, Andrea Tamburro, Rebecca Thomas, Maria Vidal de Haymes

**Staff:** Arminn Leopold, Julie Montross, Sharon Reed, Jo Ann Regan

### **Committee of the Whole**

#### **Call to Order**

The meeting was called to order at 1:00 p.m. EST by Chair Barbara Shank. Dr. Shank welcomed members to the Board of Directors meeting and everyone introduced themselves. Dr. Shank requested that all Board members sign the CSWE Confidentiality and Conflict of Interest Statements. A quorum of members was present and the meeting, having been duly convened, was ready to proceed with business.

#### **1. Approval of the Consent Agenda**

Chair Barbara Shank presented the Agenda and Consent Agenda to the Board of Directors for approval, whereupon motion duly made, seconded and accepted. (Unanimous)

#### **2. Division of Communication and Marketing update**

Mrs. Julie Montross provided and updated to the Board of Directors on the Connected Community platform. She explained that the platform will provide an opportunity to promote membership engagement and collaboration. Also, the platform will assist CSWE with collecting data to improve membership engagement.

#### **3. Division of Education update**

Dr. Jo Ann Regan provided an update to the Board of Directors on the Accreditation Standards for the Practice Doctorate Program. She thanked Dr. Debra McPhee and Dr. Andy Safyer for their work on this project. She noted that the Committee had a meeting in June and the first draft of the Standards were emailed to programs and individual members for feedback. She informed the Board that feedback should be submitted online through the CSWE website by December 31, 2018.

- 4. Division of Finance and Operations update**  
Mr. Arminn Leopold provided an update to the Board of Directors on the lease process/consideration for the CSWE relocation plan. He noted that he is currently working with a broker to locate a facility. Also, he provided an update on telework options that are being considered during the relocation to make sure CSWE has the proper office space. He noted the systems/infrastructure must be strong to support telework. Mr. Leopold will provide an update at the March 2019 Board meeting.
- 5. President's Report**  
Dr. Darla Spence Coffey discussed a few highlights of the President's report. She reported that the Minority Fellowship Program (MFP) continues to be CSWE's signature program to support the diversity of practitioners and scholars through its Master's and Doctoral Fellows programs. CSWE was very fortunate to have been awarded \$95,000 in the most recent application process, allowing us to increase the number of fellows we can support, as well as the kinds of supplemental trainings that the fellows will receive. Kudos to the MFP staff on such a successful grant award.  
She informed the board that the IT project has not been completely finalized, however, we have been told by the vendor that the project will be completed this spring.  
She reported on her involvement in several twitter chats, she noted that it is an opportunity to use social media to get involved in the conversation and promote CSWE and social work education. Dr. Coffey concluded her report, whereupon motion duly made, seconded and accepted. (Unanimous)
- 6. Gifts and Grants**  
Dr. Barbara Shank present the Gifts and Grants to the Board of Directors for acceptance. The Board graciously accepted all Gifts and Grants given to CSWE, whereupon motion duly made, seconded and accepted. (Unanimous)
- 7. Executive Committee Appointments**  
Dr. Barbara Shank presented a motion to the Board of Directors to appoint Dr. Mahasweta Banerjee an Dr. Eunice Matthews-Armstead to the Executive Committee, and Shannon Rudisill as the Non-Social Work Educator, whereupon motion duly made, seconded and accepted. (Unanimous)
- 8. Recognition and Awards Committee**  
The Recognition and Awards Committee presented several awards to the board for approval/revisions. It was decided to place a one-year moratorium on proposals for new awards so that CSWE can review the process and make recommendations to support sustainability. A motion was presented to streamline the awards process, including removing the Council on Conferences and Faculty Development (CCFD) from the awards review process, whereupon motion duly made, seconded and accepted.  
(Unanimous)
  - Community Partnership Action (CPA) Award – **approved**

- 2-QTPOC Social Work Impact Award – **approved with revisions**
  - Under the Judging Criteria, remove the word “prioritize” and include “encouraged to apply”
- Annual CORSW Community Impact Award Proposal – **approved**
- Violence Against Women and Children (VAWC) Manuscript Award – **deferred**.  
The Board requested the following revisions/clarification. The award should be presented to the board at its March meeting for reconsideration of approval
  - The review process was unclear. In one section, it seemed like a two-stage review process; in the next section, it looked like a single review process. The process should be consistent.
  - Need a plan for how the award would be funded in the future. This should be included in the revision.

## 9. **Government Relations Report**

Mr. Otto Katz provided an update on the Public Policy Initiatives and examples of advocacy work that has been accomplished in the following areas.

- Tax Reform Advocacy/Action Alerts
- Higher Education; meetings, letters, actions alerts
- DACA Action Alert
- Budget: Statement on PBR; Statement on PBR; Engaged appropriators; Shaped final language
- Behavioral Health Workforce Education and Training (BHWET); Geriatrics Workforce Enhancement Program (GWEP); Minority Fellowship Program (MFP); Scholarships for Disadvantaged Students (SDS)
- Opioids; Principles; Workforce Loan Forgiveness
- Family Separation Actions Alert
- Census Comments
- Public Service Loan Forgiveness Advocacy
- Accreditation; NACIQI; Comments; Rulemaking Social Work Research; Coalitions; Meetings
- Gun Violence and School Safety

## 10. **Social Work Workforce Presentation**

Mr. Salsberg reported on the Survey of the 2018 Social Work Graduates, a nationwide sample survey of U.S. graduates of social work degree programs, and detailed data on recent graduates’ employment decision and plans. The survey gathers information on job search experience, offers of employment, expected income, as well as respondents’ overall assessment of social work-related job opportunities, both locally and nationwide. The survey questions related to employment outcomes can be used to assess the relative demand for social work-related roles and responsibilities. The survey assesses relative demand of four aspects of social work employment among new MSWs:

- Principal employment
- Primary groups served
- Practice area demographics, and
- Region

He requested that the board think about how to continue to support this work, how to improve the survey and a plan for sustainability. It was suggested that an “optional” checkbox be included on program dues invoices where members can make donations to continue this work.

11. **Investment Report**

Dr. Alan Dettlaff provided an overview of the Investment Report ending June 30, 2018 to the Board of Directors for Approval. Dr. Dettlaff concluded his report, whereupon motion duly made, seconded and accepted. (Unanimous)

12. **Audit Report**

Dr. Susan Mapp provided an overview of the 2017-2018 Audit Report to the Board of Directors for acceptance. She noted that CSWE had a clean audit and there were no recommendations or issues with this year’s audit. She reported that the organization is in a healthy position. Dr. Mapp concluded her report, whereupon motion duly made, seconded and accepted. (Unanimous)

13. **Budget & Finance**

Mr. Arminn Leopold provided an overview of the FY2019 Statement of Financial Position and Statement of Activity thru August 31, 2018 to the Board of Directors for approval. Mr. Leopold noted that CSWE continue to be financially healthy. Mr. Leopold concluded his report, whereupon motion duly made, seconded and accepted. (Unanimous)

14. **Strategic Planning Framework Discussion**

The Board of Directors provided feedback on the draft mission and vision statement. They convened 4 breakout groups to brainstorm the following goals and objectives and provided potential outcomes: The board recommended that the feedback be taken back to the committee for revision of the goals.

**Goal 1 Outcomes: Provide leadership for the future of social work education**

- Social workers graduate with a well-developed capacity for thought, reflection and reflexivity, and the critical thinking skills to assess and evaluate information for effective practice.
- There exists a body of research on best practices in social work education, including how they vary between programs and populations
- Fact sheets/modules on current social issues

**Goal 2 Outcomes: Promote quality teaching and learning that prepares graduates for the future of social work practice**

- Evidence of a data-driven perspective on learning and methods of teaching in CSWE programs (faculty development, curricular resources, assessment methods, and research on social work education.)

**Goal 3 Outcomes: Build diverse pathways to the profession for students, faculty and administrators**

- Support student pursuit of social work as career.
  - Address financial barriers to educational opportunities by expanding opportunities for debt forgiveness.
  - Increased employment of social workers in social work positions
  - Increase numbers of licensed social work professionals
  - Increase numbers of underrepresented groups who identify as social workers
- Assist Faculty in advancing through their academic career.
  - Increased participation in publication and presentation by social work faculty
  - Quicker review process of social work journals
  - Participation in mentoring opportunities for faculty/administrators
  - Promote teaching excellence through increased availability of training and discussion forums
  - Increase participation in creative collaborative forum research/practice
- Develop Future leaders and administrators for social work education.
- Expand mid-career and early career funding opportunities for training and research
- Increased representation of under-represented groups in positions of leadership

**Goal 4 Objectives: Create an inclusive community of social work educators**

- Implementation of a robust connected communities platform to create a forum to facilitate collaboration, networking and peer to peer learning.
- Establish regional leadership think tanks and summits for increasing access, participation, and engagement to advance social work education.
- Use of multiple digital technologies to engage, inform, and implement social work education

15. **Staff Recognition**

The Board of Directors recognized staff members with plaques for their milestone years of employment at CSWE.

- Sheila Bell – 25 Years of Service
- Edward Blair – 15 Years of Service
- Mia Moreno-Hines 15 Years of Service
- Monica Wiley – 15 Years of Service
- Haitao Lin – 15 Years of Service
- Eddie Wong – 15 Years of Service
- Feng (Frank) Li – 15 Years of Service
- Jessica Holmes – 10 Years of Service
- Vitali Chamov – 10 Years of Service
- Andrea Bediako – 10 Years of Service
- Elizabeth Simon – 10 Years of Service

- Linda Finnerty – 10 Years of Service

There being no further business to come before the Board, the meeting was adjourned at 12:00 p.m. EST on November 8, 2018.

Respectfully submitted,

Hilary Weaver  
Vice-Chair/Secretary