



COUNCIL ON SOCIAL WORK EDUCATION

**Commission on Membership and Professional Development**  
**February 2019 Report to the Board of Directors**  
prepared by Cheryl Parks, Chair

Charge from the Board of Directors

The Commission on Membership and Professional Development (CMPD) seeks to maximize educational outcomes in the form of highly competent social work graduates through approaching professional development with a spirit of creative inquiry that promotes inclusion and unity among social work educators.

Members

Cheryl Parks

Dawn Apgar

Robin G. Arndt

Tiffany D. Baffour, Council on Conferences and Faculty Development Chair

Joan Blakey

Joy Borah

Elaine P. Congress

Jacqueline Corcoran, Council on Publications Chair

Robert Hock

Jan M. Ivery

Sheara Williams Jennings

Shonda Kaye Lawrence

Julie E. Miller-Cribbs, Council on Leadership Development Chair

Anthony Patrick Natale

Patrick Shannon

Cheryl E. Waites

Over the last several years, the CMPD has focused on how CSWE's membership structure and professional development offerings can be more inclusive of the various roles in social work education beyond full-time faculty and administrators (e.g. adjunct faculty, field instructors). After researching membership categories at comparable organizations in 2018, commissioners are developing a proposal to revise CSWE's membership categories. The proposal will be reviewed by the commission at the 2019 Spring Governance meeting.

Yet another way the CMPD recommends that CSWE's services could be more inclusive and accessible to social work educators is by providing alternative or enhanced meeting formats to supplement the APM. The CMPD, in conjunction with its Council on Conferences and Faculty Development (CCFD), has recommended offering live, electronic access to the APM and/or regional conferences that can encourage participation from educators who are unable to travel to the APM. Both the CMPD and CCFD have been coordinating with CSWE staff to provide these

recommendations, and CSWE intends to pilot an electronic offering at the 2019 APM pending available resources.

The CMPD has also worked closely with its CCFD to assess the impact of the research contributor option that was added to the 2018 APM proposal system at the request of both committees. The Commission and Council had pushed for this addition to promote interprofessional education. The rationale behind this recommendation was that the prior requirement of registering for the APM to be included on a conference proposal might discourage collaboration with colleagues of other professions because they may not get credit for their work. The CMPD and CCFD requested the addition of several evaluation questions to the 2018 APM evaluations to assess if this new option actually encourages interprofessional collaboration as intended.

With just over a year remaining for the current chair's term, the commission discussed a leadership succession plan to provide more continuity to the commission during chair transitions. At the 2018 APM, the CMPD approved the position of a vice chair. The vice chair, elected by the commission, will support the current chair while simultaneously being trained in the chair's responsibilities. When the current chair term ends, the vice chair will be recommended to take their place.

## **Council on Conferences and Faculty Development** **Prepared by Tiffany Baffour**

### **Charge from the Board of Directors**

The Council on Conferences and Faculty Development (CCFD) is the volunteer body responsible for policy-setting related to the Annual Program Meeting and other faculty development programs at CSWE. The CCFD is part of the Commission on Membership and Professional Development (CMPD).

### **Members (2018-19)**

Tiffany Baffour, North Carolina Agricultural & Technical State University (Chair 2018-19)  
Donna Aguiniga, University of Alaska Anchorage  
Jennifer Anderson, University of Wisconsin-Whitewater  
Kathryn Brozowski, Temple University  
Bianca Harper, University of Southern California  
Nicole Nicotera, University of Denver  
Peter Kindle, University of South Dakota  
Telvis Rich, Kean University  
Melanie Sage, University of Buffalo  
Tracy Soska, University of Pittsburg  
Kathi Trawver, University of Alaska Anchorage  
June Wiley, University of Southern California

Maureen Rubin served as Chair of CCFD for six years until December, 2018 when Tiffany Baffour transitioned into the Chair position. The Council would like to thank Maureen for her contributions and many years of service. CCFD would also like to acknowledge the continuous support, and assistance of Anastasia Pruitt, staff liaison, particularly during the transition of CCFD leadership.

### **Meetings and Summary of Activities**

The Council held one face-to-face meeting at the 2018 APM. CCFD business was also conducted via e-mail, conference calls, and through assigned task groups.

Over the previous year, CCFD was charged with a variety of responsibilities on behalf of CSWE including development of a policy for the research contributor category, and review of APM submissions for “hot topics.” Additionally, CCFD reviewed a number of applications and provided recommendations regarding qualified candidates for new track chairs, awards candidates and volunteer applications for Councils/Commissions. CCFD made recommendations regarding a number of awards including:

- CSWE Council on Racial, Ethnic, and Cultural Diversity (CRECD) and the Council on Sexual Orientation, Gender Identity, & Expression (CSOGIE): 2-QTPOC Social Work Impact Award
- CSWE Commission for Diversity and Social & Economic Justice: Community Partnership Action (CPA) Award: Start a Movement!
- CSWE Council on the Role and Status of Women in Social Work Education:
  - Violence Against Women and Children (VAWC) Manuscript award
  - The Community Impact Award

At the 2018 APM, CCFD hosted the Newcomer Orientation and co-hosted a Panel on Gun Violence. In the coming year, CCFD efforts will focus upon making recommendations regarding the presentation acceptance policy for the 2020 APM in addition to reviewing applications and preparing to host professional development activities at the 2019 APM. CCFD will also work in collaboration with track chairs regarding the development, enhancement and revision of tracks.

### **Professional Development Activities at APM**

During the 2018 APM, the CCFD facilitated a number of events including Newcomer Orientation. This interactive session facilitated by Melanie Sage, took place on Thursday, November 8, 2018 from 5:00 to 6:00 and assisted new members with finding sessions of interest, networking with others and maximizing their conference experience. Additionally, the CCFD and CMPD organized a interdisciplinary panel on Gun Violence on Friday, November 9, 2018 from 12:30 pm - 1:30 pm. This session, titled Addressing Gun Violence in Educational Settings: Interprofessional Perspectives was facilitated by CCFD members June Wiley and Maureen Rubin. Panelists included Lisa Wobbe Veit, VAC Regional Field Director for the South, University of Southern California, Greg Akin, Chief Operations Officer, Volusia County Schools, and Dennis M. Lemma, Sheriff of Seminole County, Florida. Kathryn Brozowski,

June Wiley, Peter Chernack and Julie Miller assisted in the development of this important collaborative effort.

## **Policy Development**

### Development and Enhancement of Tracks

In 2017, the CCFD created a track consolidation sub-committee to address the possibility of consolidating and re-envisioning tracks. A detailed proposal was presented at the 2017 APM by Maureen Rubin to the track chairs. This proposal was tabled in order to get additional feedback from track chairs. Track chairs will receive an electronic survey in 2019 inviting feedback about the process and asked to review their track charges. CSWE will also explore surveying past submitters for feedback. CCFD will participate in survey development and provide feedback throughout the process. This is an exploratory step only, and no changes are anticipated without the support and approval of track chairs. The framework provided by the CCFD in 2017 will also be used to guide the process of feedback and improvement. CCFD hopes to make a modified set of policy recommendations in 2019 based on data and input from various constituent groups.

Track chairs are asked to consider:

- Does the stated charge still seem timely and relevant?
- Does the charge overlap with any of the other tracks?
- Do you have any recommendations for changes to the track charge/focus area?
- Are the proposals you receive generally aligned with the track charge?

### Implementation of Research Contributor Category

In alignment with the strategic goals of CSWE, the development of a research contributor category seeks to enhance interprofessional collaboration with organizations and persons external to Social Work and to appropriately acknowledge the work of various types of contributions. The CCFD developed and recommended the adoption of a research contributor category. The policy was adopted and implemented in 2018 and states that:

#### Research Contributors

- The role of a research contributor has been added as an optional role for all proposal types.
- You may designate research contributors on your proposal. Research contributors are individuals who contributed to the work, but who will not be in attendance at the APM to participate in the presentation.
- Research contributors are not required to meet presenter compliance policy requirements.

#### Presenter and Research Contributor Roles

- You can only be primary presenter on one proposal – this includes all types/formats for peer-reviewed and invited proposals.
- You can only be listed as a presenter on a maximum of three proposals.

- There is no limit on the number of proposals you can be listed on as a research contributor.
- Presenters and research contributors will be listed in the Final program and Mobile App.
- No changes to the role status are allowed after proposals are submitted. It is important that you are listed in the appropriate role at the time of proposal submission.
- Only the primary presenter can withdraw an accepted proposal from the APM.

Several questions were developed collaboratively by members of CCFD and CMPD and included in the APM Evaluation to measure the impact of the new compliance policy. For example, the survey asked APM participants, “This year, the presenter compliance policy was amended to include a new category "Research Contributors" (Research Contributors are individuals who contributed to the work but were not in attendance at APM to present). Did you use this category in your presentation?” While 11.48% of participants indicated that they used the new category (n=107), 88.84% (828 out of 935 respondents) indicated they did not. Respondents indicated that 84.11% (90) were from Social Work, whereas interdisciplinary colleagues represented the fields of law, medicine, nursing, pharmacy, public health, psychology, sociology, education, dentistry, library sciences, information sciences and gerontology. Many respondents reported more than one discipline. 50.98% (n=52) of respondents indicated that they used the category for interprofessional reasons. Others indicated childcare (6.86%), financial constraints (32.35%) and “other” (25.49%). Given this was the first year that the policy was implemented, these results are promising however the CCFD recommends collecting at least three years of data to aid in decision-making about whether to retain or amend the policy. A surprising finding was that 32.35% (n=33) indicated financial constraints as a reason that they choose to participate as a research contributor. The development of remote means of participation through technologies such as live streaming could increase the participation and reach of the APM.

## **ACTION ITEM**

### Recommendation to Institutionalize Engagement and Inclusion through Technology at APM

During a face-to-face meeting at APM in 2018, the CCFD refined the following recommendations developed by its professional development sub-committee and forwarded to the CMPD for further review:

Technology has been successfully utilized by many professional organizations to magnify the positive impact of conferences. In an effort to create opportunities to engage members and non-members of CSWE, and to learn from presentations and plenary sessions made during the Annual Program Meeting, *CCFD recommends the following:*

- a) Have all plenary sessions livestreamed to help faculty, adjunct faculty, field educators, students and other stakeholders participate and learn from the renowned speakers;
- b) Develop a process for registering and attending remotely for a reduced fee (Include one day registration for attending “live” sessions for a day just like one could register for one day registration to attend the APM in person);
- c) Have zoom or other technologies to livestream some selected sessions held during APM;

- d) Institute a policy for face-to-face attendance at reduced cost by field instructors and adjunct faculty.

Rationale: This policy is primarily geared towards increasing the number of field educators and adjunct faculty attending APM. Field education is the signature pedagogy and not many field instructors attend the APM to learn about the changing EPAS requirements and the impact it could have on the nature of field education and supervision related content. It would be beneficial to have field instructors in agencies attend the annual APM if possible or remotely through the use of technology if cost prohibits face-to-face attendance. CSWE could offer the same opportunity to adjunct faculty teaching in programs. The field instructors and adjunct faculty could get a letter of support from the social work program Dean, Director, Chair or an administrator about their role in educating social work students. Field instructors and adjunct faculty could pay a reduced fee to register to attend the entire conference in person.

## **Council on Leadership Development**

### **Charge from the Board of Directors**

The Council on Leadership Development (CLD) is responsible for policy-setting for programs and services related to the development of leaders in social work education. The CLD is part of the Commission on Membership and Professional Development, and has oversight of the CSWE Leadership Initiatives as approved by the CSWE Board of Directors in May 2008.

### **Members (2018-19)**

Julie Miller-Cribbs, University of Oklahoma (Chair 2017-2020)  
Patti Aldredge, Champlain College  
Beth Angell, Virginia Commonwealth University  
Blake Beecher, California State University, San Marcos  
Peter Chernack, Adelphi University  
Mary Collins, Boston University  
Camille Hall, University of Tennessee at Knoxville  
Stacey Kolomer, University of North Carolina at Wilmington  
Nancy Kropf, Georgia State University  
Susan Neely-Barnes, University of Memphis  
Edward Randle, Tarleton State University  
Audrey Shillington, Colorado State University

### **Meetings**

The Council held one face-to-face meeting at the 2018 APM. CLD business was also conducted via e-mail, conference calls, and small group meetings among designated task groups.

### **Activities Aligned with Strategic Goals**

The activities of the Council on Leadership Development are aligned with CSWE Strategic Goal #6 with regard to professional leadership development (bullet point #1):

Goal 6: To develop and maintain a healthy, viable organization by ensuring effective management, strong leadership, diversity of the staff, and open communication among the staff, Board of Directors, Commissions, Councils and other governance and programmatic entities.

- *Develop avenues for leadership development through the structures of CSWE.*

### **Leadership Initiatives:**

Following its meeting at the 2017 APM, the Council membership established three task groups assigned to each of the three leadership initiatives that are part of the charge of the CLD. Below is a summary of the activities under each of the three leadership initiatives. Council and task group members worked collaboratively with CSWE staff Jo Ann Regan, Anastasia Pruitt, and Vitali Chamov.

#### **Initiative 1: CSWE Leadership Institute in Social Work Education**

One Leadership Development Institute (LDI) was held on Wednesday, November 7, 2018, at 1:00 pm–4:00 pm at the 2018 APM in Orlando: A Session for Current and Emerging Women Leaders. This LDI was developed in cooperation with the Women’s Council and included three panels: Status of women in social work and higher education (panel of WC members); Panel of HERS/Harvard recipients and successful women leaders in SW education and beyond (panel of CLD members) and a joint panel of WC and CLD members to generate ideas for promoting women in leadership. More than 70 participants attend this workshop and it was well received.

#### **Initiative 2: CSWE Leadership Scholars in Social Work Education Program**

### **Program Directors Academy**

In summer of 2016, CSWE staff and the CLD successfully launched a year-long leadership academy that included an initial cohort of 51 participants who attended a series of leadership development workshops. This is in response to concerns expressed by Deans and Directors that the ‘leadership pipeline’ for academic administrators in schools of social work is in need of development.

The Program Directors Academy is targeted to directors of BSW and MSW programs who have been in their position for three years or less, many of whom are transitioning from faculty to administrative positions. A curriculum was developed for a 2-day leadership and management workshop held in Alexandria in July of each year; leadership sessions scheduled for Thursday at the APM; and webinars were scheduled through the year. Following robust response to the program and very strong evaluations of the summer 2-day workshop, the second application cycle was launched in Spring of 2017 and, as a result, 31 participants were selected for the second 2017-2018 cohort of the Academy. In 2018, CLD conducted two webinars for the Program Director Academy’s second cohort participants. In February 2018, Julie Miller-Cribbs created and delivered a webinar “Ensuring Faculty Governance: Effective Strategies for Encouraging Participation” and in May 2018, Nancy Kropf – “Developing a Strategy to Advance Professionally”.

In 2018, there was a break in the Program Directors Academy in order to reset, revamp and discuss the academy for 2019. The next 2019-2020 Program Directors Academy cycle will start in April 2019 with a new call in applications. Julie Miller-Cribbs, Camille Hall and Nancy Kropf joined advisory committee for the 2019-2020 Program Directors Academy.

### **Harvard and HERS summer institutes:**

#### **CSWE 2018 Summer Leadership Scholarship Program: Harvard HIHE**

This program is a joint effort with the Harvard Institutes of Higher Education (HIHE) for the participation of CSWE recommended members in HIHE summer residential sessions. Up to three scholarships are available for deans, directors, and seasoned administrators to participate in the Harvard programs. The Harvard Management Development Program is designed for deans and directors or the Management and the Leadership in Education is designed for seasoned administrators. Both programs are open to CSWE selected participants. HIHE reserves the right to redirect applicants to the most appropriate program and to accept or refuse applicants into the programs.

CLD members reviewed applications for the CSWE 2018 Summer Leadership Scholarship Program and recommended the following four applicants. Each was accepted by Harvard and successfully completed the program.

- Beth Wahler, Indiana University
- Patrick Shannon, University of New Hampshire
- Nicole Bromfield, University of Houston
- Teri Kennedy, Arizona State University

#### **CSWE 2018 Summer Leadership Scholarship Program: HERS Bryn Mawr Summer Institute for Women in Higher Education**

This program is a joint effort with the HERS Bryn Mawr Summer Institute for the participation of CSWE-recommended individuals. Up to three scholarships are available for women in social work higher education administration. There was one eligible application for the HERS Bryn Mawr Summer Institute for Women in Higher Education Program and one applicant was accepted for the HERS program.

- Maria Gurrola, New Mexico State University

The survey results of past HERS and Harvard participants were communicated to CLD Members at the 2018 APM in Orlando and at the 2017 APM in Dallas.

During 2016-17, the CLD Task Group on networking developed and worked on the survey to track leadership posts following participation in these institutes; and to develop a plan to encourage their future participation in CSWE commissions, committees, and other leadership opportunities.

In December 2018, based on the suggestion from the CLD Chair, Harvard/HERS social media promotion campaign was conducted: previous recipients received an email with a pre-determined hash tag and were asked to make a tweet or post about what Harvard/HERS meant to them, encouraging others to apply. As a result, number of applications increased for both Harvard and HERS programs.

### **Initiative #3: CSWE Leadership Networking Reception**

CSWE and the CLD hosted a CSWE Leadership Networking Reception at the 2018 APM (Thursday, November 8, 5-6pm). This reception recognized participants in the 2018 HERS and Harvard Leadership programs and second cohort of the Program Directors Academy; offered opportunities for current, new and future leaders to network at the APM; and provided information on the leadership programs offered by CSWE and CLD.

These initiatives continue, and the CLD plans to implement these efforts in 2019-2020.

### **Council on Publications Summary**

JSWE: The most recent impact factor for the *Journal of Social Work Education* increased from 0.847 to 1.030, continuing a steady increase over the past 5 years. COP recommends that the associate editor position be reinstated to help deal with the backlog of submissions.

Contracts: The proposal *Dilemmas in Field Education: Decision Cases for Field Educators* (Terry Wolfer & Melissa Reitmeier) will go under contract as soon as the authors respond to feedback from COP.

Guidelines for authors will be developed, including formatting, page limits, and style guidelines for prospective authors.