



COUNCIL ON SOCIAL WORK EDUCATION

**Commission on Membership and Professional Development (CMPD)
February 2020 Report to the Board of Directors**

Prepared by Anthony P. Natale, Chair

CMPD Members

Dawn Apgar

Robin G. Arndt

Tiffany D. Baffour (Chair - Council on Conferences and Faculty Development)

Joan Blakey

Joy Borah

Elaine P. Congress

Dianna Cooper-Bolinsky

Jacqueline Corcoran (Chair- Council on Publications)

Jan M. Ivery

Yelando Johnson

Sheara Williams Jennings

Shonda Kaye Lawrence

Julie E. Miller-Cribbs (Chair- Council on Leadership Development)

Anthony P. Natale, (Commission Chair)

Patrick Shannon

Cheryl E. Waites

CMPD Charge from the Board of Directors

CMPD helps to facilitate and integrate the development of innovative programs, methods, and materials that enhance and strengthen the delivery of social work education. CMPD is also a resource to guide and recommend the Annual Program Meeting structure and content, membership recruitment and retention strategies, development of leadership skills within social work education, and CSWE publication policies. The overarching goal of these activities is to maximize educational outcomes as evidenced in the form of highly competent social work graduates. The guiding principle for CMPD is to approach professional development with a spirit of creative inquiry that promotes inclusion and unity among social work educators.

Old Commission Business

- Council on Conferences and Faculty Development Report and Updates
- Council on Leadership Development Report and Updates
- Council on Publications Report and Updates
- Membership levels and categories proposal –approved unanimously by CMPD (3/16/19).

➤ **Requested BOD Action: Review/ Vote on Membership Categories Proposal**

New Business

CMPD engaged in a process of listing and prioritizing “big ideas and trends in social work” relevant to membership and professional development. Three distinct workgroups formed to consider the challenges and opportunities that had arisen in the big ideas session.

- Workgroup 1 - Non-tenure track, Adjunct Faculty Development
- Workgroup 2 – Cultural and Generational Challenges to Faculty Development
- Workgroup 3- Workforce Development

Each workgroup selected a leader to convene their team to meet at least once prior to the Spring Governance Meeting (SGM) to complete the following tasks.

1. Discuss challenges/trends within workgroup more fully and decide on which to address.
2. Detail 2 potential initiatives/projects for these areas that could make use of CSWE funding, including consideration of potential partnerships with other CSWE Commissions/Councils.
3. Link potential initiatives/projects clearly to the CSWE evergreen strategic framework.

Each of the workgroups will present their written workgroup reports as (SGM) for further discussion and action.

**Council on Leadership Development
Prepared by Julie Miller-Cribbs
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 (2019-20)

Julie Miller-Cribbs, University of Oklahoma (Chair 2017-2020)
Beth Angell, Virginia Commonwealth University
Blake Beecher, California State University, San Marcos
Peter Chernack, Adelphi University
Stacey Kolomer, University of North Carolina at Wilmington
Nancy Kropf, Georgia State University
Beth Wahler, Indiana 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 CSWE Strategic Framework

The activities of the Council on Leadership Development are aligned with CSWE Strategic Framework Goal Three with regard to professional leadership development (Strategy c.):

Goal Three: Support the career development of students, faculty members, and administrators

Strategy C: Develop future leaders and administrators for social work education

Leadership Initiatives:

Following its meeting at the 2018 APM, the Council membership carried out the established action items for 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 its 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, October 23, 2019, at 1:00 pm–4:00 pm at the 2019 APM in Denver: Leap Into Leadership: Finding Your Path In Social Work. Agenda included two sessions/panels: Understanding and Organizing Leadership Opportunities and Nontraditional Paths to Leadership. Participants heard from a panel of leaders in social work in current positions and learned from the experiences of those who arrived to leadership through either traditional and non-traditional paths and ways to bring their knowledge and experience back to their program and role. More than 50 participants attended this LDI 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. As scheduled, the next 2019-2020 Program Directors Academy applications cycle started in April 2019, CLD members reviewed applications and 33 participants were selected for the third (current) 2019-2020 cohort of the Academy.

Harvard and HERS summer institutes:

CSWE 2019 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 2019 Summer Leadership Scholarship Program and recommended the following four applicants. Each was accepted by Harvard and successfully completed the program.

- Joanna Bettmann Schaefer, University of Utah
- Joan Blakey, Tulane University
- Viola Vaughan-Eden, Norfolk State University
- Patricia Desrosiers, Western Kentucky University

CSWE 2019 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 were two eligible applications for the HERS Bryn Mawr Summer Institute for Women in Higher Education Program and two applicants were accepted for the HERS program.

- Joanne Corbin, Smith College
- Dorie Gilbert, Norfolk State University

As per CLD Chair suggestion, former participants in these two institutes are encouraged to participate in CSWE commissions, committees, and other leadership opportunities. Interest in these two summer leadership programs has been strong, and, as a result, numbers of applications have increased.

Initiative #3: CSWE Leadership Networking Reception

CSWE and the CLD hosted a CSWE Leadership Networking Reception at the 2019 APM (Thursday, October 24, 5-6pm). This reception recognized participants in the 2019 HERS and Harvard Leadership programs; 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 2020-2021.

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 (2019-20)

Tiffany Baffour, University of Utah (Chair 2019-20)
Donna Aguiniga, University of Alaska Anchorage
Jennifer Anderson, University of Wisconsin-Whitewater
Kathryn Brozowski, Stockton University
Bianca Harper, University of Southern California
Nicole Nicotera, University of Denver
Alhassan Mustapha, Clark Atlanta University
Peter Kindle, University of South Dakota
Kathi Trawver, University of Alaska Anchorage

Meetings and Summary of Activities

The Council held one face-to-face meeting at the 2019 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 a number of recommended policy changes and updates to critical processes that affect APM. For example, CCFD helped to develop a *Policy Statement on CSWE Conference Safety and Inclusiveness*. This process included review of similar policies developed by allied professional organizations, and several opportunities to gain feedback from both CCFD and CMPD (Commission on Membership and Professional Development). Additionally, CCFD reviewed track charges and descriptions and approved an updated description submitted by CSWE Commission for Diversity and Social & Economic Justice. CCFD made recommendations regarding conference processes that included review of presentation formats; role of track chairs, quality control of Phase 1 reviewers, training of reviewers and length of session / number of presentations per session.

CCFD continued to advocate for adopting policies to increase professional development offerings for those unable to physically attend APM. CCFD recently reviewed data from the 2019 APM that indicated 6.5% of attendees stated their institutions did not support them financially. Among those who did not participate in-person but as “research contributors” (n=112), 80% were from the field of social work. Importantly, 22% choose this category due to financial constraints and 2.7 % due to lack of childcare. Councilors suggested that some limited sessions as well as the keynote presentation could be held via webinar, perhaps beginning with the 2020 APM. This could help address financial barriers that prevent some faculty members from attending APM. During the 2019 APM, the Field Instructor’s Institute was the first event held via webinar. Overall, feedback from this session was positive; however, there is no feedback evaluating the satisfaction of webinar attendees.

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. Maureen Rubin (former CCFD Chair) presented a detailed proposal at the 2017 APM to the track chairs. This proposal was tabled in 2018 order to get additional feedback from track chairs. More information was solicited from track chairs at the Track Chair Breakfast at APM in 2019. There was not strong support from either CCFD or track chairs to move forward with a process to consolidate tracks. However, there was support from both groups to encourage track chairs to update their charges and descriptions. Both CCFD and track chairs supported the development of a process for new tracks. CCFD will work on the development of a process and prepare to share a draft with Council members and track chairs at the 2020 APM. In 2020, track chairs will receive an electronic survey inviting feedback about the process and to review their track charges. Tiffany Baffour, CCFD Chair, will provide more information during conference calls with track chairs prior to the 2020 APM.

Professional Development Activities at APM

At the 2019 APM, Kathryn Brzozowski hosted CCFD's Newcomer Orientation. Councilors Tiffany Baffour, Kathryn Brzozowski and Nicole Nicotera presented a Connect Session titled "Technology and Ethics Future Opportunities for Social Work Education, Research and Practice on Technology and Ethics." Through this well-attended session, presenters addressed technology use and its significance to ethical conduct in social work practice, education, and research. Using "Critical Questions for the Future of Social Work Education" identified in [CSWE's Futures Task Force Report](#), CCFD panelists sought to address the following questions:

- "How might social work programs better prepare students for practice environments that are increasingly value-based and evidenced-based"?
- "How might social work education prepare practitioners to apply professional values to the use of technology?"
- "How might social work education prepare students for the ethical use of big data"? CCFD plans to extend the work of this session by providing an additional session at the 2020 APM.

ACTION ITEM

Recommendation to Institutionalize Engagement and Inclusion through Technology at APM

During e-mail, video-conferencing and face-to-face discussion, the CCFD refined the following recommendations:

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) Have zoom or other technologies to livestream some selected sessions held during APM;
- c) Consider soliciting sponsors to assume or supplement the cost of technology enhancement.

Rationale: This suggested policy is primarily geared towards increasing the number of individuals attending APM. Previous data has suggested that cost is a significant barrier to some faculty members attending APM in person. Adopting this policy is in alignment with CSWE's strategic goals to support a diverse and inclusive community of social work educators.

CSWE COUNCIL ON PUBLICATIONS REPORT

(adapted from Elizabeth Simon's, editor of CSWE Press, report to the Board)

Purpose and Composition: The CSWE Council on Publications (COP) serves as the policy-making body with respect to publications and as an editorial board in acquiring publication ideas and assessing the viability of publication proposals. Current members of the council are Jacqueline Corcoran (chair), Phyllis N. Black, Danielle E. Parrish, and Elizabeth Pomeroy. The COP also oversees the *Journal of Social Work Education* (JSWE) Editorial Advisory Board.

New Books: CSWE Press debuted two new books at the 2019 Annual Program Meeting (APM):

- *Teaching Group Work Content in Social Work Education*, by Dominique Moyse Steinberg
- *Learning to Teach, Teaching to Learn: A Guide for Social Work Field Education*, 3rd edition, by Jeanne Bertrand Finch, Cheryl L. Franks, Ovita F. Williams, & Jacqueline B. Mondros

Sales: Along with last year's *Teaching Social Work With Digital Technology* (Laurel Hitchcock, Melanie Sage, & Nancy Smyth), which has become CSWE Press' s bestseller, the new books contributed to very successful sales at the CSWE Press Bookstore at the APM.

Journal of Social Work Education: Danielle E. Parrish, PhD, became the new editor-in-chief of the JSWE on January 1, 2020, taking over from Dr. Joanne Yaffe. Dr. Parrish is an associate professor at Baylor University who has served on the JSWE Editorial Advisory Board, the CSWE Council on Publications, and most recently as associate editor of JSWE.

Current Work: COP is currently soliciting and reviewing proposals to seek new manuscripts to fulfill its mission.