Department of Social Work
2012-2013 ANNUAL REPORT
June 28, 2013

Section 1: 2012-13 accomplishments and activities

1) **Department of Social Work Leadership and Priorities**
   a) Dr. Quin Sullivan announced his intended retirement in January 2013. Dean Koker appointed Dr. Fredi Giesler as the Interim Chair for the department. She began her duties in September 2012. At the first meeting of the department faculty a "mini-goal plan" for the department was developed. Each faculty member identified items that should be a priority for the Department of Social Work for the 2012-2013 academic year. The following issues were identified as departmental priorities: attend to departmental communication and team building needs; prepare for CSWE re-accreditation; improve the BSW admissions process; streamline the departmental budget; include students in departmental decision-making; establish a student lounge; hire tenure-track faculty; and revise the MSW curriculum to meet CSWE competency outcomes;.
   b) Faculty and staff met twice monthly to work toward accomplishment of these goals. The results will be detailed below. Additionally, there were some projects identified in the 2011-2012 academic year that were not completed and remained priorities for the department, namely: revisions to the bylaws and the implementation of USP.
   c) During the Fall semester UWGB announced that they wanted to explore dissolving the Collaborative MSW Program. This became a priority for the department. Progress toward this outcome will be detailed below.
2) **Departmental Communication and Team Building**
   a) Faculty meetings ran very smoothly. At each meeting faculty were given the opportunity to share accomplishments, goals, hopes, dreams, and events. This fostered good communication and helped department members to get to know each other better. Meeting minutes were posted on the departmental web-page to improve access for faculty members who were not able to attend meetings.
   b) The department web-page was revised this spring and we continue to add faculty, student and departmental accomplishments at this resource.
   c) Faculty were kept appraised of progress on the search for new faculty members and filling the Department Chair position. Faculty members worked in teams on specific aspects of the Reaccreditation Self-Study and reported regularly on their progress at faculty meetings.
   d) The department invited Dean Koker and Associate Dean Barricelli to a faculty meeting to share ideas and concerns. Faculty appreciated this opportunity and they felt heard.
3) **Prepare for CSWE Reaccreditation**
   a) The BSW Reaccreditation Self-Study is due to CSWE December 2014. The Educational Policy Standards were substantially revised in 2008. This revision requires the department to reframe all courses and to focus on measuring student outcomes

practice competency). Faculty are working in teams of two to address each of the CSWE Policy Standards. Dr. David Bruno and Karen Aspenson are working on examining the departments Mission and Goals. Dr. James Brown and Dr. Fredi Giesler are examining and revising the Explicit Curriculum and student competency outcomes. Donna Altepeter and Colleen Hansen are examining the Implicit Curriculum and university infrastructure that supports the BSW Program. Amy Williams and Dr. Fredi Giesler are examining assessment and outcome efforts to measure student achievement of social work practice behaviors.

b) This work is being accomplished in concert with the proposed development of an independent MSW Program. The department anticipates requesting CSWE to delay the reaccreditation of the BSW Program in order to request accreditation of a combined BSW/MSW Program in 2015. The specifics of this proposal are currently under development and will be officially proposed during the Fall 2013 semester for campus approval.

c) The BSW degree requirements were revised to better coordinate with the new University Studies Program (USP). Bulletin and web-page updates are currently underway. These changes should benefit students who intend to graduate in no more than 8 semesters.

4) **Improve BSW Admissions Process**

a) The BSW Admissions application became electronic this year. Students were able to complete the application on-line and paper applications were not printed. This gave students greater access to application materials when the office was closed.

b) Faculty and staff reported this to be a smooth process and they will continue to improve the process and instruction to student applicants.

5) **Streamline the Departmental Budget**

a) During the summer of 2012 the department engaged in an audit process and several fiduciary and records procedures were improved as a result of this audit. A record retention and archival plan has been developed and is in compliance with Wisconsin State regulations. Money management procedures have been improved to better report and secure funds that pass through the office.

b) The department "checkbook" spreadsheet has been expanded to include all funding streams. This change has allowed for better allocation and tracking of departmental resources.

c) The department is working closely with Administrative Services and UWGB Accountants to improve reporting and tracking of the Title IVE Grant. This is an extremely complex reporting system and work to improve it is continuous.

6) **Include Students in Departmental Decision-making**

a) Alex Nelson-Zirzow, a BSW student, was elected by the Student Social Work Association to represent the BSW students at faculty meetings. Ms. Nelson-Zirzow was invited to all departmental faculty meetings (except those involving personnel issues). She attended most meetings and provided student feedback and insights regarding departmental decisions. Ms. Nelson-Zirzow was a welcome addition to the faculty meetings.

   b) A student lounge was opened in a vacant office next to the main office. This has been a place for students to connect, share resources and develop a sense of community within the department.

7) Hire Tenure-Track Faculty
   a) Three faculty candidates were brought to campus for interviews and all were offered a position in the Department of Social Work. Each candidate declined the offer and two candidates took positions at other universities.
   b) A second group of candidates were recruited and one candidate was invited to campus for an interview. The status of this candidate is pending at the time of the writing of this report.
   c) Hiring qualified, Ph.D., credentialed faculty is a priority for the Department due to the requirements for CSWE accreditation. The department has attracted well, qualified MSW credentialed academic staff and has been able to meet course obligations with these well, qualified staff. The department is committed to filling vacant tenure-line positions with Ph.D. credentialed professionals.

8) **Dissolution of the Collaborative MSW**
   a) This unexpected project consumed a considerable amount of time and energy during the 2012-2013 academic-year, and continues to do so. The department faculty were informed of this possibility in February 2013. Initially attempts were made to preserve the Collaborative MSW, but UWGB faculty were not in favor of this option. In March the Social Work faculty voted to explore dissolution of the Collaborative MSW Program. In April the Collaborative Oversight Committee voted to move to dissolve the MSW. The Collaborative faculty empowered the Department Chairs to make decisions and move the process forward. Ultimately the decision to dissolve the Collaborative MSW is the purview of the UW System Board of Regents.
   b) The Collaborative MSW Program has grown considerably since it began in 2003. Additionally, comprehensive curriculum changes are required in order to be in compliance with CSWE Educational Polices (EPAS), which changed in 2008. The Collaborative MSW Program was not required to incorporate these changes in the 2010 full accreditation. However, efforts had begun in Spring 2012 to revise the MSW curriculum to be in compliance with the new CSWE EPAS. The two faculty groups had different visions for the future of MSW education in the region. The growth and demand for MSW education in the region at this time has instigated the efforts to dissolve the MSW Collaborative.
   c) The department faculty voted to pursue the opportunity to develop an independent MSW Program. Plans for this program are currently under development and will likely include one or two focused concentrations to meet the mental health practice needs in the region. Dr. Fredi Giesler is working with Dr. Carleen VandeZande and Dr. Franca Barricelli to prepare the Collaborative MSW dissolution documents and develop an independent MSW at UW Oshkosh. Specific proposals will be submitted in the Fall 2013 term for review and approval by the faculty governance process and ultimately the UW System Board of Regents.

9) **Scholarship** (Please note the sections immediately following are organized alphabetically by faculty member name.)

a) **Journal publications:**

i) **Brown**, J.R., Holloway, E., Akakpo, F., Aalsma, M.C. (In press) "Straight up": Enhancing rapport and therapeutic alliance with previously-detained youth in the delivery of mental health services. *Community Mental Health Journal.*

ii) Weaver, L., **Brown, J.R.**, Aalsma, M.C., & Weddle, D. (2013). A content analysis of protective factors within states' anti-bullying laws. Submitted online during 2011-12 and under review for publication in the *Journal of School Violence.* doi:10.1080/15388220.2012.751537

iii) **Brown**, J.R., Aalsma, M.C., & Ott, M.E. (2013). The experiences of parents who report youth bullying victimization to school officials. *Journal of Interpersonal Violence*.

iv) **Giesler, F.**, Parris, A., Weaver, L., Hall, L., & Sullivan, Q. E. (2012). Sources of information that influence social service public policy decisions. [Research Report]. *Journal of Policy Practice, 11*(4), 236-254. doi: 10.1080/15588742.2012.714337

b) **Manuscripts submitted for review:**

i) Aalsma, M., **Brown**, **J.R.**, Holloway, E. & Ott, M. (Revised & resubmitted). A qualitative study exploring connections to mental health care upon community re-entry for detained youth. *Journal of Adolescent Health.*

ii) **Giesler, F.**, Hall, L., Parris, A., Weaver, L., & Sullivan, Q. E. (2012, 5/7/2012). *MOTIVATION AND RESPONSIBILITY OF PUBLIC SOCIAL SERVICE BOARD MEMBERS*. Research Report. Oshkosh, WI. Submitted to the *Journal of Policy Practice*.

iii) **Giesler, F.**, & Wineberg, L. (2012, October 5, 2012). *ATTACHMENT, COMMUNICATION AND STRESS COPING: CHALLENGES FACING HOMELESS FAMILIES WITH YOUNG CHILDREN*. Peer Review Journal submission. [Research report]. Submitted to the jounral *Early Childhood Research and Practice*.

c) **Manuscripts in preparation**

i) Maurer, E., **Brown**, **J.R.**, Holloway, E., Aalsma, M.C. (N.D.). Previously detained youth's perceptions to the meaning of "Mental Health:" A qualitative analysis.

ii) Dr. **Bruno** is preparing a survey to explore adherence of direct practice social workers to the strengths-based approach in their interventions with their clients.

d) **Funded Grants:**

i) Faculty Development Grant: **Giesler F.** & Wineberg L, PARENT-CHILD RELATIONSHIPS IN A HOMELESS SHELTER: PROMOTING PLAY. This grant is funded for June 2013-May 2014.

ii) **Williams, A.F.** (2008-present) *Native American Career and Technical Education Program (NACTEP) Grant*. Awarded to the College of Menominee Nation funded by the US

Department of Education (5 year cycle with outside evaluation conducted by Williams biannually).

iii) Title IV-E grant for the MSW stipend program. Thus far, since 2002, UW Oshkosh Department of Social Work has been granted federal support of more than two million dollars from the DHFS/U.S. DHHS-Title IVE for the *Long-Term Child Welfare Training Project.*

e) Conference and other presentations:

i) **Brown**, J.R, Akakpo, T.F. (Spring, 2012). *Teaching by creating cultural experiences: Primo and Segundo.* Portland, Oregon Baccalaureate Program Directors Conference.

ii) Oral Presentation: **Brown, J.R.**: *The* 9th Annual International Bullying Prevention Association *Conference, Back to middle school: Parents who discover, report & live through the aftermath of their youth's bullying victimization November, 2012. The Courage to Act: Working Together to End Bullying,* Kansas, Missouri.

iii) Oral Presentation: **Brown, J.R.,** Indiana University School of Public Health Learning Café Speaker Series: *Parents and School Bullying,* Fall, 2012, Moderator: Kate Johnson

iv) Guest Speaker: **Brown, J.R.:** News Talk 650 CKOM Radio: The Richard Brown Show, Nov 8, 2012. Radio interview: *When Parents of Bullied Kids Feel Like Victims.* http://ckom.com/audio/richard-brown-show-when-parents-bullied-kids-feel- victims/82928

v) Guest Speaker: **Giesler, F.**: UW Oshkosh, COLS Dean's Symposium, 11/28/2012: Human/Social Services Board Decision-making Study

vi) Welcoming Speaker: **Giesler, F.**, NASW-WI Lobby Day, Madison Wisconsin, 4/17/2013

vii) Conference Presentation: Dr. Wineberg presented the results of the focus group study in collaboration with **Dr. Giesler** at the 2012 *National Association for the Education of Young Children Conference and Expo* in November 2012 in Atlanta, GA.

f) <u>Other</u> research activity:

i) Faculty-Student Research Project: Van Auken, P. & **Brown, J.R.** (2013-2014) involved eight BSW Students and One Sociology Student in a study of: *Service Gaps in the Fox Valley: Examining Consumer and Service Provider Perspectives.* Sponsored by the Fox Valley Housing Coalition—John Weyenberg

ii) Faculty Mentorship: **Brown, J.R.** mentored Cornils, M., a BSW Student for Honors Credit: *NIMBYism: Local government decision-making to providing homelessness shelters in their communities,* Capstone Oral Presentation http://www.youtube.com/watch?v=Rnr-9_wjV00

iii) Faculty Mentorship: **Brown, J.R.** mentored Maurer, E., a BSW Student Honor's Thesis: *Previously detained youths' perceptions on the meaning of "mental health": A Qualitative Analysis*, Presented at the UW Oshkosh Honors Thesis Symposium, December, 2012

iv) **Giesler** supervised the Graduate STEP students, Laura Hall and Barbara Scott (15 hours/week), who have been providing excellent support to Department faculty with scholarship and professional development efforts.

a) **Other conferences and continuing education programs <u>attended:</u>**

i) **Altepeter:**

(1) Organized and attended the continuing ed conference sponsored by UW Oshkosh, dept of SW and NASW Wisconsin Chapter, "Spirituality and Social Work" , April, 2013.

(2) National Association of Social Work Annual Conference, Fall 2012, Milwaukee , WI

(3) Boundaries and Ethics and Technology in Social Work, Fall 2012, Green Bay, WI

(4) Field Supervisor Orientation, UW Oshkosh Social Work Department

ii) **Brown, Giesler, Heller, Kelm,** attended NASW Lobby Day, 4/17/2013, Madison Wisconsin. Nearly 60 students also participated in this conference and rally.

iii) **Giesler:**

(1) *Wisconsin Council on Social Work Education Biannual Meeting.* Wisconsin Dells, Spring 2013.

(2) Council on Social Work Education *Annual Program Meeting*. Fall 2012, Washington, D.C.

iv) **Giesler and Altepter:** *Northeast Wisconsin (NEW) Partnership for Children and Families Administrators Conferences* (Fall 2011 and Spring 2012).

v) **Gordon-Hempe:**

(1) NASW-WI annual conference in Brookfield, WI, Oct. 2012; served as moderator for Town Meeting

(2) Wisconsin Council on Social Work Education (WCSWE) fall meeting, Oct. 2012

(3) NASW's annual leadership meeting in Washington, D.C. April 2013

h) **Service**

a. **University and COLS committees and initiatives**

i) EAP Advisory Committee – Altepeter

ii) Social Justice Curriculum Committee- Altepeter

iii) Gateway to Success Mentoring for 1st generation minority students attending UW Oshkosh- Altepeter

iv) Co-Advisor for the Social Justice Club, Aspenson

v) Advisor for the UW Oshkosh Titan Dance Team, Aspenson

vi) UWO Student Social Work Association Faculty Advisor – Brown

vii) Faculty and Staff Experience Committee-Giesler

viii) Continuing Education consultation and development departmental representative – Williams

b. **Faculty involvement in professional organizations and other community service related to the profession**

i) **Altepeter, D.**
   (1) Northeast Branch Chair to the National Association of Social Workers Wisconsin Board of Directors.
   (2) Hospice Social Worker, casual pool, Agnesian Hospice Hope
   (3) VP on the board for the Winnebago County Literacy Council
   (4) A licensed clinical social worker for the state of Wisconsin (LCSW) and member of the Academy of Certified Social Workers for the National Association of Social Workers (ACSW).

ii) **Aspenson, K.**
   (1) Faculty Advisor for University of Wisconsin Oshkosh Titan Dance Team, which earned top honors at Dance Xtreme (DX) USA 2013 AmeriCup competition in the Minneapolis Convention Center in Minneapolis, MN, Feb. 2013.

iii) **Brown, J.R.**
   (1) UWO Social Work Department coordinator for the *Wisconsin National Association of Social Work's Lobby Day* (March 2013). Madison Wisconsin.
   (2) Faculty Advisor for the Student Social Work Association
   (3) Chair of the MSW Admissions Committee
   (4) Licensed Clinical Social Worker, Indiana

iv) **Hansen, C.**
   (1) *Field Supervisor Orientation.* UW Oshkosh Department of Social Work.
   (2) Facilitator for *You Are Not Alone* – a monthly support group for women with breast cancer
   (3) Facilitator for *Those Affected by Cancer* – a biweekly support group for individuals with cancer.
   (4) Field Supervisor for BSW and MSW interns at Thedacare Cancer Institute
   (5) Member of Fox Valley End of Life Coalition
   (6) Oncology Social Worker, Thedacare Cancer Institute

v) **Giesler, F.**
   (1) Chair of the Legislative Policy Committee for the Wisconsin Chapter of the National Association of Social Workers.
   (2) Executive Committee for the Wisconsin Council on Social Work Education
   (3) Ethics and Boundaries trainer for UW Oshkosh Continuing Education. Provided two 4-hour sessions in 2013.
   (4) Trained as a CSWE Accreditation site visitor

vi) **Gorden-Hempe, C.**
   (1) Became president of NASW-WI, Oct. 2013
   (2) Served on planning committee for the South Central branch of NASW-WI's March is Social Work Month annual continuing education and awards event. Nominated for the branch's Public Citizen Award winner.

vii) **Heller, J.**
   (1) Coordinator for ThedaCare's Remembering Through Sharing (RTS) Program, which provides bereavement support for parents experiencing a loss of a baby through miscarriage, ectopic pregnancy, stillbirth or newborn death.

(2) Coordinator for RTS Program's Spring Event, Walk To Remember and Annual Candlelight Memorial Service
(3) Field Supervisor for both BSW and MSW interns at ThedaCare.
(4) Faculty advisor for UW-Oshkosh Hip Hop Dance Club
(5) Member of Regional Council Meetings for Children's Health Alliance

viii) **Williams, A.**
(1) Licensed School Social Worker.

c. **Departmental and Collaborative MSW committee work**: This work involves all faculty members and includes, but not limited to the following committees:
i) Community Liaison Committee
ii) Merit Committee
iii) Reappointment, Tenure and Promotions Committee
iv) Professional Development Committee
v) MSW Collaborative Committee
vi) MSW Oversight Committee
vii) MSW Admissions Committee
viii) BSW Admissions Committee
ix) MSW Evaluation Committee
x) BSW Evaluation Committee
xi) MSW Field Committee
xii) BSW Field Committee
xiii) MSW Child Welfare Education Program Committee
xiv) MSW Advisory Committee
xv) Admission and Advising Committee
xvi) BSW Continuation Review Committee
xvii) MSW Academic Status Review Committee
xviii) Social Work Scholarship and Awards Committee
xix) Recruitment and Screening Committee
xx) Diversity Enhancement
xxi) Enhancement of program-alumni relations
xxii) Department Bylaws Review
xxiii) Library Liaison
xxiv) International Social Work Study Committee
xxv) NEW Partnership Administrators Continuing Education Alliance

Section 2: 2013-14 key challenges and opportunities

1) **Accreditation**
a) As noted above, the department is engaged in the self-study process required for CSWE re-accreditation. The Self-study report is due to CSWE in December 2014. This intense work requires the efforts of all full-time faculty members to:
i) Review and update the departmental mission and goals and relate these to the UW Oshkosh mission and goals.

ii) Review and revise the BSW curriculum to ensure that course content and evaluation of student outcomes is consistent with the 2008 CSWE Educational Policy and Accreditation Standards (EPAS). This work requires a comprehensive review of all course syllabi and editing of language to ensure that the educational focus is on student competency outcomes and evaluation of practice behaviors. CSWE had identified 10 specific competencies and 41 related practice behaviors that must be the focus of the curriculum and student outcome evaluation.

iii) Review and update the description of the university infrastructure as it relates to the support of the BSW Program. This review includes policies, resources, services, and practices related to program administration, budget, classrooms, technology, faculty qualifications, decision-making procedures, student support, program admission and retention, campus diversity, and library holdings.

iv) Develop procedures and tools to measure student outcomes specific to the 10 Practice competencies and 41 practice behaviors. These results have to be posted on the departmental web-page (beginning April 2013). Additionally, the self-study report must reflect how these results are used to improve the program.

b) Significant progress was made on integrating the 10 competencies into the BSW curriculum, however, for many faculty members this is the first time they have been involved in the reaccreditation process. Nearly all faculty are novices at integrating the CSWE competencies into specific courses. This work needs to be a priority for the 2013-2014 academic year. CSWE recommends that a specific faculty member be assigned to write the self-study to ensure that one, coherent "voice" is presented in the document. The department will be requesting re-assignment time for this purpose in the Spring 2014 and Fall 2015 terms.

c) Quick overview of timeline:

i) A report on student achievement related to the new competencies is due in Spring 2013.

ii) Eligibility fee is due 10/1/14

iii) Eligibility application is due 11/1/14

iv) Self-study is due 12/1/14

v) Reaffirmation fee is due 1/1/15

vi) Site visit occurs between 3/1/15 and 5/31/15

vii) Reaffirmation decision will be made in October 2015.

d) The department will need to undertake the same procedures for development of an independent MSW Program. This need will essentially double the accreditation workload for full-time faculty in the department. If an independent MSW is approved the department will request a one-year extension in order to submit a self-study for a combined BSW/MSW Program.

2) Faculty Search

a) The Department is currently conducting a search for a tenure-track faculty member, which opened because of faculty retirements/resignations.

b) Currently there are four vacant tenure-track positions within the department. These details are outlined in the Request for Return of Vacant Positions, submitted in May 2013.
c) The competition for Ph.D. credentialed Social Work faculty is extreme. It is important that the department have a flexible search process in order to recruit an adequate pool of qualified applicants. The department recently received five complete applications from qualified candidates. Other universities will hire some of these applicants before UW Oshkosh is able to interview them. There are more Social Work programs looking for Ph.D. credentialed candidates than there are available qualified professionals. Accreditation requirements are a primary reason for this deficit.

3) **Continuing work on the Dean's Action Plan Relating to the Department of Social Work**
   a) The Department continues to work on items noted in the Dean's Action Plan that are not yet fully addressed. Issues and tasks include: completion of review of department bylaws, tenure, renewal and promotion guidelines, position descriptions and expectations; future staffing plans; and department committee structures.
   b) The Department is moving forward and has made great strides to improve the working environment for all departmental members. The department continues to need support in the following key areas: (1) filling the vacant .5 LTE support position and (2) addressing the need for support for agencies that do not have MSW social workers to supervise our MSW students in their field internship.

4) **Scholarship development**
   a) The Department continues to identify enhancement of scholarly productivity as a key objective.
   b) The limited number of tenured faculty within the department has contributed to challenges in this area.
   c) One of the most important developments over the last 3 years has been the provision of STEP funding support through the Dean's Office. These funds have been an important source of support for faculty research and of highest priority is assisting tenure-line assistant professors with their research projects. (See research section above for related outcomes and involvement of students in faculty research.) This is most appreciated and we hope funds will again be provided in 2013-2014 as well.

5) **Following is a brief listing of other objectives and projects at varying stages of development and listed in no particular order.** These are in general of lesser importance than those listed immediately above, but we list them here so as to not forget.
   a) Develop a "Clinical Professor" track.
   b) Global initiatives
      i) Continue exploring opportunities, e.g., with South America, Vietnam and Korea.

ii) Expand student recruitment and explore recruitment of students for the summer course in Germany.

c) Complete the approval process for the Department's *Online and Hybrid Course Guidelines*, with final approval from the Faculty Committee and Dean expected Spring 2014.

d) Develop better connections with alumni and publicize departmental successes more. The departmental web-page was recently updated and plans are under development to create a Facebook site.

Section 3: Relationship of initiatives to COLS Strategic Plan

1) Briefly summarized here is a description of how department initiatives relate to the COLS priorities identified in the 2010 Strategic Plan:
   a) Promote the liberal arts education vision that unites the College of Letters and Science
      i) The department revised the degree requirements to better facilitate student achievement of USP requirements while preparing for application to the BSW Program.
   b) Optimize students' learning experience
      i) The new EPAS is an extensive revision that, among other changes, mandates a "competency based" curriculum. This change will have a pervasive impact on the BSW and MSW programs, e.g., impacting curriculum goals, objectives, and program evaluation.
   c) Enable COLS faculty and instructional academic staff to reach their highest potential in research and creative efforts, teaching, and service
      i) Dr. Giesler is a member of the Faculty and Staff Experience Committee that is reviewing these issues. It is anticipated that the committee's recommendations will have significant ramifications for Department of Social Work faculty and staff.
   d) Provide leaders who foster sustainable and inclusive communities
      i) A primary goal of the MSW is to develop leadership potential to lead the profession.
   e) Maintain and enhance community engagement
      i) Field internships are an important vehicle to engage the community. New accreditation standards speak of the Field component of the curriculum as the "signature pedagogy" of the profession. Preparing for accreditation will thus focus on this part of the program.
   f) Cultivate connections and collaboration across disciplines
      i) Research accomplishments of faculty (listed above) show these connections and enhancement of scholarly productivity remains a high priority of the Department.