

Stimulus

The University of Tennessee College of Social Work

Increasing Aging Content in Social Work Education

Special Report

By Betsy DeGeorge

On January 15, 2002, Dr. Karen Sowers, Dean of the University of Tennessee College of Social Work, announced that a project in the College entitled *Increasing Aging Content in Social Work Education* would be funded by the Geriatric Enrichment in Social Work Education Program.

The grant for this project is sponsored by the Council on Social Work Education and is part of a broader and multifaceted proposal entitled *Strengthening Geriatric Social Work Initiative*, funded by the John A. Hartford Foundation. The focus or overall goal of the John A. Hartford Foundation is to increase the nation's capacity to provide effective and affordable care to its rapidly increasing older population. Over the years, this foundation has become a committed champion of a rapidly increasing older population. Active in a number of arenas, including health care, the foundation is particularly interested in the geriatric curricula of schools of social work, encouraging the training of social work faculty,

and the development and distribution of geriatric educational materials.

Dr. Colleen Galambos, Acting Associate Dean and Associate Professor of Social Work at the University of Tennessee College of Social Work's Nashville Campus, is project director and principal

investigator for the program. Her vision is to expose all graduate and undergraduate students to aging-rich content through the curriculum and field placements. Specifically, the Geriatric Enrichment Program will help to prepare needed, aging-savvy social workers and will improve the care and well-being of older

adults and their families. With this \$60,000 award, which will be distributed over a two-year period, the College will be able to achieve three goals. First, it can increase gerontology content within foundation courses at the graduate and undergraduate levels. Second, it will increase field-learning opportunities for social work students by increasing aging-related field placements. Third, it will further field-learning opportunities for social work students through increased exposure to the aging population in non-aging related field settings.

Led by Dr. Galambos, the University of Tennessee is developing a unique approach to curriculum transformation by incorporating baccalaureate, masters, and doctoral students. It will increase aging content within foundation courses that provide the

common body of knowledge for all students at all levels. Then it will confirm the curriculum by providing appropriate field practicum experience and insuring concentrated exposure to aging-related content.

The grant will allow for the development of a wide range



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Increasing Aging Content

of resource materials and modules that will employ both state of the art technology and traditional methodology. In order to ascertain the resource needs of faculty and field instructors, a series of brainstorming sessions have already taken place. Participants were asked to complete questionnaires that investigated perceived resource needs. Based upon this information, resource libraries will be developed for each of the three university campuses.

Sustainability is always a concern in regard to projects of this nature. In order to achieve long-term implementation, both faculty and field instructors will be engaged in the process of identifying the type of course modifications that would be most beneficial to the process of infusing gerontological content into courses and field learning situations.

In addition to these developments, the grant will also provide money for stipends for a doctoral student, an MSSW student, and a BSSW student. This prestigious award recognizes the work of the University of Tennessee College of Social Work as being in the forefront of gerontological education for social workers.

Dr. Sherry Cummings, Assistant Professor of Social Work at the University of Tennessee Nashville Campus, serves as the faculty consultant to the project. Mrs. Beth Wilson, a doctoral student, is assisting with project implementation.

Betsy DeGeorge is the manager of publications for the College of Social Work Office of Research and Public Service (SWORPS).

Emeritus Faculty Member Pledges \$100,000 Charitable Trust to the College

by Kathy Perkey and Betsy DeGeorge

Emeritus faculty member Dr. Gideon Fryer has honored the University of Tennessee and the College of Social Work by pledging a \$100,000 Charitable Trust to be used for the good of the College and students at the discretion of the Dean of the College of Social Work.

Dr. Fryer was born and raised in Goodlettsville, Tennessee. As the son of a small farm owner, he grew up with a view of the many needs of the poor. Though his initial intention was to become a lawyer, his early education and military service during World War II led him instead to a career in education and social work.

Giving seems to be second nature to Dr. Fryer. For 38 years, he worked in the academic world of the University of Tennessee College of Social Work, teaching students and mentoring graduates. His name and influence continue to support students today through the Gideon Fryer Scholarship offered to qualified students in the College of Social Work.

Dr. Fryer's gifts were not limited to the classroom, but reached beyond that world to the Knoxville community. In 1970, Dr. Fryer helped to found the East Tennessee Community Design Center, an organization that has, over the years, worked to make East Tennessee a better place to live by bringing design and planning assistance to communities lacking resources. Dr. Fryer's vision and example of volunteer service has been passed on to the many professional and student volunteers who give thousands

of hours of service each year to projects through the Community Design Center. For the past year, Dr. Fryer has been serving as interim director of the center. He has demonstrated endless efforts to prevent historic buildings in Knoxville from being destroyed.



Dr. Fryer's support of the arts has been felt and valued by many. He was the driving force in preserving and maintaining the old Fort Sanders Presbyterian Church, currently the Laurel Theater. He has volunteered for Jubilee Community Arts and has been active in the preservation of the mountain art of Harp Singing, acting as host for Old Harp singing events in the Knoxville community.

During the 1991 Knoxville Bicentennial celebration, this admired UT alumni and retired professor was named one of the Knoxville 200. *The Knoxville News-Sentinel* chose to honor 200 of the city's citizens for their volunteer efforts and positive impact upon the East Tennessee community.

Dr. Fryer's generosity and vision will live on through his gifts to the College. Karen Sowers, current Dean of the College, is thankful for the continuing influence of this outstanding educator on the life of the institution. She said, "I am very appreciative of this gift, which will be very beneficial to the people and programs of the College."

Kathy Perkey is the publications coordinator for SWORPS, and Betsy DeGeorge is the manager of publications for SWORPS.

Letter from the Dean



This year will bring to a close our 60th anniversary celebrations. In early Fall, a Phonathon will provide an opportunity for all of our alums to make a gift to the College in honor of the 60th anniversary. As state funding for public higher education decreases and tuition increases, students are more and more dependent upon scholarships to help support their education. I hope that each of you will

consider making a contribution (no matter how big or how small) to help support the work of the College.

Be sure to look in this issue of *Stimulus* for information about the College's Second Annual Homecoming Gala. Last year's Gala was a huge success, with over 250 people reconnecting with old acquaintances, laughing, dining, dancing, and having a great time. I hope that you will plan to join us. Watch your mailboxes closely for your invitation or call us to find out more.

The entire University and the College of Social Work are especially looking forward to working with our new President of The University of Tennessee, Dr. John Shumaker. Dr. Shumaker came to UT in July 2002 from the University of Louisville where he was president for eight years. In a very short period of time, the UT community has already felt the positive effects of his presence. From meeting with the legislators in Nashville to helping students move into the dorm, Dr. Shumaker's boundless energy, optimism, and outgoing personality have infused our community with a renewed sense of commitment to and hope for the University.

The College welcomes several new faculty and professional staff. Dr. Jenny Jones from Clark-Atlanta University joins our faculty in Nashville. Bobbi Thompson (Memphis) and Dr. Peggy Enochs (Nashville) join us as new Field Placement Coordinators. We are excited about the enthusiasm, fresh ideas, expertise, and commitment these new faculty and staff bring to the College. And, as we welcome these new members, we are also launching our search for several new faculty to begin next academic year.

The College of Social Work continues to strive to be the best it can be. Our faculty are engaged in meaningful and relevant research that has the potential to change social service delivery and outcomes for clients for the better. We continue to provide important consultant expertise to the community, and as always, our highest commitment is to our students to provide them with an education that will create a sound foundation for practice throughout their professional careers. Built on a foundation of 60 years of excellence in teaching, research, and service, the College is well poised to look forward to the next 60 years.

Two MSSW Students Named NASW Students of the Year

By Gina Costello

Two MSSW students from The University of Tennessee's College of Social Work Nashville campus received the Student of the Year Awards from the Tennessee Chapter of the National Association of Social Workers (NASW) on November 30, 2001. The award honors the social work student or students in an MSSW program who exemplifies the best of the local NASW chapter's mission through academic accomplishments and community involvement.

Brian Williams, who graduated from the College in May of 2002, was involved with both the college and the community. He was a member of Phi Alpha honor society and was the SGA President for the Nashville campus of the College of Social Work during his second year. He participated in many activities in the community such as "Take Back The Night" and the "Clothesline Project," which are both designed to increase awareness of domestic violence.

Williams also helped to establish an alumni brown bag lunch series at the Nashville campus and an annual job fair for graduating MSSW students.

Dennis Mosesman had many academic achievements and was involved in several community activities. He worked with the executive staff of Metropolitan Social Services in Nashville on assignments including accreditation and program development. He received his MSSW from the College of Social Work in May of 2002.

Dr. Colleen Galambos, acting dean of the Nashville campus of the College of Social Work says that these two students best exemplify the essence of social work practice. "Their enthusiasm and active involvement in the College and in the community is to be commended," she stated.

Gina Costello is the production coordinator for the publications group of SWORPS.

Photo Gallery



Dean Karen Sowers (r.) with alumna J. Karen Brown (MSSW '66) at the 30th Bi-Annual Conference of the International Association of Schools of Social Work (IASSW) in Montpelier, France, held July 15th through July 18, 2002. Dr. Brown is currently the co-director of the Center for Children and Families for the School of Social Work at Southwest Texas State University.



Frank Spicuzza received the Lifetime Achievement Award from the Tennessee Chapter of the National Association of Social Workers at an event held on November 30, 2001. Dr. Spicuzza was recognized for his expertise and his many board and University service commitments.



Quilt panels created to commemorate the College's 60th Anniversary are on permanent display at the College of Social Work's three branches in Knoxville, Nashville, and Memphis. The panels are brought together and displayed at special occasions.



Catherine Willard (MSSW '77), who is a member of the College of Social Work Board of Visitors was joined by her husband, George, at the 60th Anniversary Celebration at the TCSW Conference. Mr. and Mrs. Willard are both great supporters of the College.



Brian Bride (Nashville faculty) dances with the Dean at the TCSW 60th Anniversary celebrations in Nashville held on March 25, 2002.



Memphis students with the Dean at the TCSW Conference celebrations.



Dean Karen Sowers leads the singing of *Rocky Top* at the TCSW Conference 60th Anniversary Celebration.

Spring Phi Alpha Honor Society Initiation at the Foundry, April 11, 2002



Christopher Hargrove and Ami Brown were initiated.



Jonathan Jolles and Kimberly Minton lit candles as part of the ceremony.

Juli Cunningham Recognized for Service to the Community

By Kirche Rogers

Juli Cunningham, a recent BSSW graduate, was selected as the BSSW Social Work Student of the Year by the Tennessee State Chapter of the National Association of Social Workers (NASW) in November 2001. She was also selected as a recipient of the 2002 Harold Love Outstanding Community Involvement Award, which is a program administered by the Tennessee Higher Education Commission. The award is given to five students and five faculty/staff members each year.

Cunningham, the former Chair of the Community Service Committee of the BSSW-SWO (BSSW Student Social Work Organization), was recognized for her volunteer service to over 20 social service agencies in the past two years.

She worked with various agencies such as homeless shelters, runaway shelters, and a residential maternity shelter to coordinate volunteer activities for the 32 members of the Community Service Committee.



Frank Spicuzza, BSSW-SWO faculty advisor, praised Cunningham's success as a volunteer. "Juli is a person you can always count on to be highly responsible. When she says she'll do something, you know she'll do it well," he said.

"She is very interested in service to the community and feels that it is a responsibility of being a good citizen."

In addition to her duties as BSSW-SWO Community Service Committee Chair, Cunningham represented the College at orientation, admissions, and recruitment events; she was an active member of Team Vols; and she volunteered at Serenity Shelter. Cunningham entered the MSSW program in the management and community practice concentration this fall and would like to serve on the Community Service Committee of the MSSW program.

Cunningham was honored to have been chosen as the BSSW Social Work Student of the Year and as a recipient of the Harold Love Outstanding Community Involvement Award. "I couldn't have done it all by myself. I want to thank Frank and the committee members," she said. "Each award was an honor because I got them for doing something that I enjoy."

Kirche Rogers is a publications specialist for SWORPS

2nd Annual Homecoming Gala 60th Anniversary Event

WHEN: November 8, 2002, 6:00 p.m.—11:30 p.m.
WHERE: Rothchild Catering and Conference Center
Barons Place
8807 Kingston Pike
Knoxville, Tennessee

BLACK TIE OPTIONAL

THE GALA WILL INCLUDE AN EVENING OF

- ◆ dinner
- ◆ silent auction
- ◆ a lot of fun and friends
- ◆ live entertainment by The Jimmy Church Band
- ◆ dancing
- ◆ cash bar available until 11:00 p.m.
- ◆ initiation ceremony for Phi Alpha

Tickets are available for purchase for \$30 per person. Event registration form available at <http://www.utalumni.utk.edu>

Hotel Information: A limited number of rooms are being held at the Best Western—Cedar Bluff, close to the site of the Gala. When you make your reservation, identify yourself as a "College of Social Work Gala attendee" for special rate (two night minimum stay). **Hotel deadline: October 15.**

Best Western—Cedar Bluff
420 Peters Road, Knoxville, Tennessee
(865) 539-0058

For more information: Contact Karla Edwards at (865) 974-6693 or email galainfo@gwmail.utk.edu

**DEADLINE TO
PURCHASE GALA
TICKETS IS
OCTOBER 31ST**

Faculty Honors and Celebrations

Dulmus Receives Outstanding Teaching Award



Dr. Catherine Dulmus, Assistant Professor at the College of Social Work's Knoxville campus, received the Outstanding Teaching Award for her exceptional teaching skills and dedication to her students' learning. The award was presented to her on April 10, 2002.

The Provost's Office and Teaching Council

present the Outstanding Teaching Award each spring to six deserving individuals. The award is available to full- and part-time faculty and focuses on innovation in teaching inside and outside the classroom. Faculty, students, and administrators can make nominations. The Council spends several months reviewing and interviewing the nominees and presents the award to the recipients at the Provost's Honors Banquet.

Frank Spicuzza, Director of the College's BSSW Program, stated, "Dr. Catherine Dulmus is an outstanding educator. She is deeply committed to engaging students in the pursuit of knowledge relevant to social work practice. Dr. Dulmus brings a depth of experience and expertise to her teaching and to classroom activities. This has served her well. Students look to her as a model as they relate to various challenges in their field." Dr. Dulmus's dedication to her students is reflected in her remarkable Student Assessment of Instruction System scores and her efforts to

continuously improve her courses and teaching strategies. She says, "I was not only delighted, but surprised to learn of my selection for this award. I'm proud to work within the College of Social Work where not only is good teaching recognized, but it is expected."

—Kathy Perkey

Cruthirds Retirement Celebration

By Karla Edwards

A retirement party was held for Dr. Thomas Cruthirds on April 26, 2002, at the University Club. Approximately 125 guests, including colleagues, community members, friends, and family, attended the event. The faculty hired under the leadership of Dr. Cruthirds, who was chair of the College's faculty search committee, played out a short skit of a faculty search interview.

Dr. Cruthirds received his Ph.D. from Tulane University in 1972. He began his thirty years of service at the University of Tennessee College of Social Work's Nashville campus in 1972 and moved to the Knoxville campus in 1978.

Karla Edwards is an administrative secretary in the College of Social Work.



Among the guests at Dr. Cruthirds's retirement party were (from l.-r.) Dr. Rod Ellis, Dr. Cruthirds, Dr. David Dupper, Dean Karen Sowers, Dr. Vaughn DeCoster, and Dr. John Wodarski.

Watch your mailbox for the Fall Professional Continuing Education Brochure, which will feature the following workshops:

- √ Financial Management for Nonprofits: Guiding Lay Persons Through the Maze
- √ Ethical Decisionmaking for Professionals Working with Aging Persons and Their Families
- √ Ethical Issues Surrounding Patient Rights and Professional Responsibility
- √ Defusing Hostility: Responding to Difficult Behaviors
- √ Utilizing Specific Techniques in the Treatment of Eating Disorders
- √ Embracing Fear: Teaching Others to Move Beyond Fear's Control

For more information about these and other workshops, call (865) 974-6016 or view our online catalog by clicking on "Professional Continuing Education" at <http://sworps.utk.edu>

Alumni Feature: Prominent Alumna Kay McCullough (MSW '54) is Part of the College of Social Work's History and Future

By Kate Miller

Kathryn (Kay) Taylor McCullough (MSW '54) is an alumna of the UT College of Social Work whose work and studies parallel the history of the College, and whose legacy will live on through her charitable gifts to the College.

Mrs. McCullough began her studies at the University of Tennessee Junior College in Martin (UTJC, now known as UT Martin). After her two years at UTJC, she worked as a home demonstration agent and later as a 4-H Agent with the UT Agricultural Extension Services. During that time, she was encouraged to attend graduate school in Social Work. She was labeled "a natural" for the field. She was awarded a \$75.00 stipend from the Tennessee Department of Public Welfare (for room, board, books, and tuition), and began attending the School of Social Service Administration at the University of Chicago. While there, she was pleased to get to know many of her classmates, including Eunice Kennedy Shriver.



Before her second semester, a longing to be closer to home in Tennessee lead Mrs. McCullough to seek out the then Nashville School of Social Work (now the College of Social Work's Nashville campus). During the fall of that year, there was planning with the Memphis social and health agencies for a Memphis branch of the School of Social Work. The entire first year class, including Mrs. McCullough, was given the opportunity to go to Memphis to colonize the new campus. In January 1951, she chose to be among the first sixteen students who accepted the opportunity. Mrs. McCullough says she "was never sorry" about the move to Memphis, where she studied for one year. This would be among the many "firsts" in her academic studies and professional career.

After a two and a half-year hiatus, during which she helped to develop the first child welfare department in Dyer County, she returned to Nashville to complete her graduate degree. In June of 1954, Mrs. McCullough and her class received their degrees at the UT Knoxville campus.

After she graduated, she was the first professional social worker in a private hospital (LeBonheur Children's Hospital) in West Tennessee. She co-founded the UT Child Development Clinic, which later became the Boling Center for Developmental Disabilities. In 1960, after a year at Children's Medical Center in Tulsa, Oklahoma, she was persuaded to become the first medical

Social Work in the College of Medicine. For 25 years, Mrs. McCullough served as Associate Professor of Social Work in the College of Medicine and College of Social Work in Memphis. She has helped many of the College of Social Work's graduate students obtain appropriate training and learn valuable skills. She has also authored 14 human services resource books. Though she is currently retired, Mrs. McCullough still takes part in continuing education and maintains her Social Work license in the state of Tennessee.

Mrs. McCullough has always been actively involved in the community. She has served on social and health boards in the Memphis metropolitan area and throughout the state of Tennessee. She has worked with such organizations as the United Way, the Tennessee Department of Human Services, American Association of University Professors, and AGAPE Child and Family Services.

One of the organizations Mrs. McCullough continues to support is the UT College of Social Work. She contributed a square to the 60th Anniversary Quilt that reflected her history with the College, and has also included a charitable trust for the College in her estate. She encourages other alumni and friends to include the College in their estate planning. "Do this now!" she says. "Don't wait until it is too late."

Kate Miller is the editor of Stimulus.

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For information contact UT CSW Development Office,
109 Henson Hall, Knoxville, TN 37996-3333
(865) 974-3176

Faculty News

The College of Social Work would like to extend a warm welcome to the following new faculty members:



Dr. Peggy Enochs joined the College's Nashville campus on January 22, 2002, as a Field Coordinator. She is responsible for overseeing the field practicum

and its relevance and congruence with the overall MSSW curriculum. This includes the responsibility for developing and revising all practicum materials as well as recruitment and training of field instructors. In addition, she is responsible for the effective and efficient coordination of field practicum activities involving faculty, field consultants, students, and agencies. She has worked as an administrator, educator, and researcher and has many years of experience in social work, health care administration, and higher education. Prior to joining UT, Dr. Enochs worked at Tennessee State University from 1990 to 1996 as the Assistant Director of the University Honors program. She has also worked as the Director of the Adolescent Pregnancy Initiative for the Department of Health, Assistant Professor and Project Director of a Child Welfare Grant for the Department of Social Work and Sociology at Tennessee State University, and a part-time Instructor and Assistant Professor at the Delta State University Department of Social Work.

Dr. Enochs holds a Bachelor's degree in Sociology from Oklahoma State University, a Master of Social Work degree from the Atlanta University School of Social Work, and an Ed.D. in administration and supervision from Tennessee State University. She is married to Dr. Richard J. Enochs and has two daughters, Regina and Renee, and a granddaughter, Regine Alexis.

Enochs stated, "I am delighted to be part of the UT family and to have an opportunity to utilize my talents and skills. It is my privilege to work with students and enhance their quality of life as they embrace higher educational pursuits in the field of social work. Lifelong learning and the pursuit of excellence are two key concepts I embrace."



Dr. Jenny Jones joined the College's Nashville campus on August 1, 2002, as an Assistant Professor. Her job responsibilities include teaching in the MSSW program, student advisement, and research. Prior to joining UT, she was an Adjunct Instructor at the Clark Atlanta University Whitney M. Young, Jr. School of Social Work in Atlanta, Georgia. Dr. Jones holds a Bachelor's degree in Psychology from Valdosta

State University, a Master's in Social Work from California State University, and a Ph.D. in Social Work from Clark Atlanta University. She was a fellow through the Minority Fellowship Program sponsored by the Council on Social Work Education (CSWE), and the recipient of the Cenie Jumo Williams Scholarship sponsored by the National Association of Black Social Workers (NABSW).



Bobbie Thompson joined the College's Memphis faculty in May 2002 as a Field Coordinator. Prior to joining UT, she worked as an Executive Administrative Assistant for the Shelby County Department of Human Services. From 1986 to 1992, she was the County Director for the Shelby County Department of Human Services.

Thompson holds a Bachelor's degree in Humanities, minor in Sociology, from LeLoyne-Owen College, and a Master's degree in Social Work, Administration, and Planning from the University of Tennessee College of Social Work, Memphis. She volunteers for numerous agencies including the United Way of the Mid-South, Friends for Life, The Hunger Coalition, the Greater Memphis Interagency Coalition for the Homeless, and The State of Tennessee Homeless Coalition. She is affiliated with the Tennessee Conference on Social Welfare (TCSW) and in the fall of 1993, was published in *Black Caucus, Journal of the National Association of Black Social Workers*.

—Kathy Perkey

Youth Villages Offers Education and Opportunity to Social Work Students

By Gina Costello

For the University of Tennessee's College of Social Work students, opportunities to gain field experience, become more educated about current therapy, and even start a lasting career abound at Youth Villages.

Since its inception in 1986, Youth Villages, a private, nonprofit organization, has been helping children and families live better and more successfully. Over 2,500 youth in Tennessee and Mississippi benefit annually from services such as home-based counseling, therapeutic foster care, and residential treatment that Youth Villages provides.

The main facilities at Youth Villages are located in Memphis, Nashville, and Knoxville, so a partnership between the organization and the University of Tennessee College of Social Work is a natural fit. Bret Stockton, Recruiting and Employment Manager for Youth Villages, says that Dean Karen Sowers saw the opportunity for collaboration and recognized that it would be great for both the College and Youth Villages.

In 2001, Youth Villages began an internship program designed specifically for UT College of Social Work students. The three types of paid internships are year-long appointments that afford social work students opportunities to gain field experience.

In a first year internship, the student completes the five-day Intercept training course and then shadows a counselor. Second year and Advanced Standing internships offer more money to the student and a greater degree of responsibility. A student usually carries two cases for the year and is on call 24 hours a day to the families. The student works with other counselors and is treated like a part-time staff member.

Youth Villages is the nation's leading provider of Mutisystemic Therapy (MST). The goal of MST is to treat children and families in their own homes and communities. The MST program at Youth Villages, Intercept, sends counselors to the home to work with a child's family, school, church, and peers to effect change in the child's situation.

According to Stockton, "The counselor's approach is that family can be part of the solution to a child's problems." Keeping the child in a home environment, as long as it is safe, is a goal for the counselors, Stockton says.

The counselors at Youth Villages collaborate with a family to see what will work for their particular situation. At the point of discharge, after about four to six months working with a Youth Villages counselor, nine out of ten children are still in a home environment rather than a treatment facility or other institution. Two years after counselors have left the home, 72% of the children are still in a home environment, so the therapy has been proven effective for many families.

Some of the issues that the counselors at Youth Villages help children and adolescents with include

depression, developmental disabilities, behavioral problems, attention deficit disorder, unruly or delinquent behavior, and physical or sexual abuse. Children are referred to Youth Villages by psychiatrists; parents; judges; social workers; and Tennessee, Mississippi, and Arkansas Departments of Children's and Human Services organizations.

Youth Villages has won national and local recognition for its quality incentives and innovative approaches to therapy. Notably, Youth Villages was cited as a national model in the American Youth Policy Forum's annual report to Congress in 2000 and 2001.

Internship opportunities are not the only element of the partnership between the College of Social Work and Youth Villages. At the Memphis campus, Greg Winterbourne, a Youth Villages staff member, teaches a class about MST. The College's faculty has also worked with Youth Villages in writing grants and in clinical trial work.

Graduating students can also look to Youth Villages for employment opportunities. Experiences with Youth Villages will be especially valuable to students planning to work with children.

When hiring interns Stockton says that they look first for character, then desire, then ability. "Students [interns] come to Youth Villages to gain experience they don't have. We are more concerned with an individual's ability to be savvy and assess situations that they might be presented with," he says. "That's what field experience is all about."

For more information about Youth Villages please visit their Web site at www.youthvillages.org.



**Youth Villages: Helping Children
and Families Live Successfully**

Youth Villages strives everyday to fulfill its number one goal of helping both children and their families. Targeting multiple systems to help effect change, the MST or Mutisystemic Therapy model of treatment is utilized. For more information on MST go to www.mstservices.com. As the largest provider of MST in the world, Youth Villages with its over 930 employees, is able to serve nearly 2000 children a year. In our residential facilities, foster care program, community based homes, and Intercept program change is seen everyday. For more information about any of these programs please go to our website www.youthvillages.org. Come be a part of this very special mission, and watch this company do what it says it does!

Youth Villages provides Intercept in West Tennessee, Memphis, TN, Nashville, TN, Knoxville, TN, cities in East Tennessee, Dallas, Texas, Huntsville and Anniston, AL, and throughout Mississippi.

**Youth Villages
One Company. Endless Opportunities.
Recruiting.Dept@youthvillages.org**

**Outside Knoxville-
Tel: 1-866-302-7742
Knoxville- Tel: 1-865-560-2550**

Feature

Bingham Pope Wins Ann Kagie Award

By Kirche Rogers

Bingham Pope, Program Evaluation Manager for the Social Work Office of Research and Public Service (SWORPS), received the Ann Kagie Award for her outstanding contributions to a



Community Services Block Grant (CSBG) project conducted by SWORPS in partnership with the Tennessee Department of Human Services (TDHS). The Ann Kagie Award is given by the National Association for State Community Services Programs (NASCSPP), a professional association for state administrators of the CSBG and the U.S. Department of Energy's Weatherization Assistance Program (WAP), to recognize those who make significant contributions to the CSBG and WAP networks.

Pope and two other SWORPS program evaluation staff members were asked to join forces with TDHS in 1997 to

called ROMA, or Results-Oriented Management Accountability, to comply with the requirements of the Government Performance and Results Act of 1993. This act mandates that CSBG-funded agencies must provide detailed results of the programs they sponsor to their federal funders. The task of implementing such a large process and making the transition from focusing solely on providing services to providing services and measuring outcomes was overwhelming to Tennessee's CSBG-funded agencies. Paul Campbell, Director of SWORPS, says, "TDHS wanted to partner with SWORPS because its 25 years of experience in working with state governments has allowed SWORPS to respond quickly and effectively to problems that state agencies are not prepared to resolve due to lack of specialized staff or technology applications."

Pope was asked to lead the evaluation team from SWORPS to help the agencies determine how to implement ROMA. ROMA is a management reporting system that changes the way agencies plan, organize, and evaluate their activities. Pope explained that SWORPS's approach was a practical one. "The agencies had very little help taking the [ROMA] theory and putting it into effect in day-to-day operations," she said. "We helped agencies figure out how to do it day by day."

Pope and her team began the project by working with agencies in Knox County and Blount

County and with the Douglas/Cherokee Economic Authority in Morristown. "The smartest thing we did was to work with the pilot agencies," she explained. The SWORPS team established a collaborative and collegial working relationship with the agencies. "We worked with the agencies instead of going in and telling them what to do," Pope said. "We facilitated a process that helped them figure out how to do outcome management."

After the pilot agencies decided on a way to implement ROMA that would be most appropriate for its programs and provide the necessary data, the SWORPS evaluation team and representatives from

ROMA. SWORPS also provided technical assistance for the agencies.

Five years later, TDHS is getting telephone calls from other states that like the way Tennessee CSBG-funded agencies are implementing the ROMA program. The SWORPS evaluation team's critical and forward-looking work provided a training framework that has allowed the state of Tennessee to become a model for states facing multiple challenges in making significant strides toward meeting the requirements of ROMA and CSBG policies and procedures.

"Bingham has a mixture of skills and personality that helps her engage a group of professionals to work on a task like I've never seen before," said Maryanne Cunningham, Associate Director of Research and Evaluation at SWORPS. "She was presented a formidable task and made it look easy for the agencies who were reluctant to take it on."

Pope is pleased with the success of ROMA in Tennessee. She stated that the Tennessee agencies took ownership of the process and are now able to provide hard data to administrators of the federal program that funds Tennessee's CSBG agencies. She also explained that the results-oriented management process has been well received by field staff members who work in the CSBG agencies. "They like the way the process is reorienting agencies to why they're serving Tennesseans," Pope said.

Since SWORPS's work on the project ended in June, TDHS has formed an outcome advisory group composed of agency staff members across the state, which is continuing to ensure that ROMA is implemented in the most effective way possible. "The people in the field need to take it up at this point, and the state office has given them the structure and support to do that," Pope said.

Pope was very honored to have received the Ann Kagie Award. "The three of us on the SWORPS team were participating in good work. There is a whole community of people nationwide who are just good folks who are dedicated and compassionate, and to be recognized out of that whole group was humbling," she said. "I truly feel it was not a recognition of my work as much as a recognition of Tennessee's work because

Announcing the Management and Community Practice Post- Master's Certificate Program

This post-Master's certificate program is designed for persons with master's degrees who specialized in a clinical concentration and now either find themselves in management or administration or would like to prepare themselves to move into a management or community practice position.

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Nashville Campus Responds to Growing Hispanic Population

Soy su asistente social. I am your social worker.

This and other basic Spanish phrases were included in a tailor-made handbook of phrases given to social workers who attended a "Survival Spanish" workshop at the University of Tennessee College of Social Work's Nashville campus.

On July 16, 2002, over 50 social work practitioners in the Nashville area participated in the workshop conducted by the Ablemos group. In the two-hour plus seminar, practitioners learned the fundamental sounds of the Spanish alphabet so they would be able to read and understand the phrases in the handbook.

Dr. Colleen Galambos, Acting Associate Dean of the Nashville campus, says that the College recognized the growing Hispanic population and sought to provide education to social workers in the area. "We wanted to address the need to improve communication between the Spanish population and counselors," she said.

The workshop was led by Ed Gumucio, founder and president of Ablemos. "Ablemos," or "hablemos" (the "h" is silent, so Gumucio chose to drop it for the company name) literally means "let's talk" in Spanish. The Ablemos group specializes in creating customized language and cultural training programs that familiarize people with lingo specific to their field.

Earlier this year a cross-section of community practitioners in the Nashville area met and discussed ideas for the social workers' workshop. The group compiled a list of about 600 phrases that they thought are important for social workers to know when dealing with Spanish speaking clients.

The Ablemos group translated the English phrases and developed a book of phrases that was custom-made for social workers. The focus of the resource book and seminar was on conversational rather than formal Spanish. In the workshop, Gumucio also acquainted attendees with a few habits and beliefs that are common in Hispanic culture.

The Ablemos group works with banking, healthcare, and manufacturing businesses to bridge the communication gap between Spanish and English speaking workers and customers. The benefit of Ablemos, according to Gumucio, is that every program is customized to the exact lingo of the industry.

Evaluations of the workshop were overwhelmingly positive. Dr. Galambos hopes the College will be able to offer more educational opportunities such as similar short workshops, one-day sessions, or more intensive 12-week-long workshops to area practitioners. Dr. Galambos says that the draw to the workshops is learning something practical and usable in your field.

The need for practitioners who have basic Spanish communication skills is growing as the Hispanic population increases. The Nashville campus is involved with a community initiative called En Cuentro Latino whose purpose is to increase the number of Spanish-speaking counselors in the metro Nashville area. Dr. Galambos says, "This is just a way that the College can respond to the needs of the community."

For more information about the Ablemos group please visit their Web site at www.ablemos.com. For more information about

—Gina Costello

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