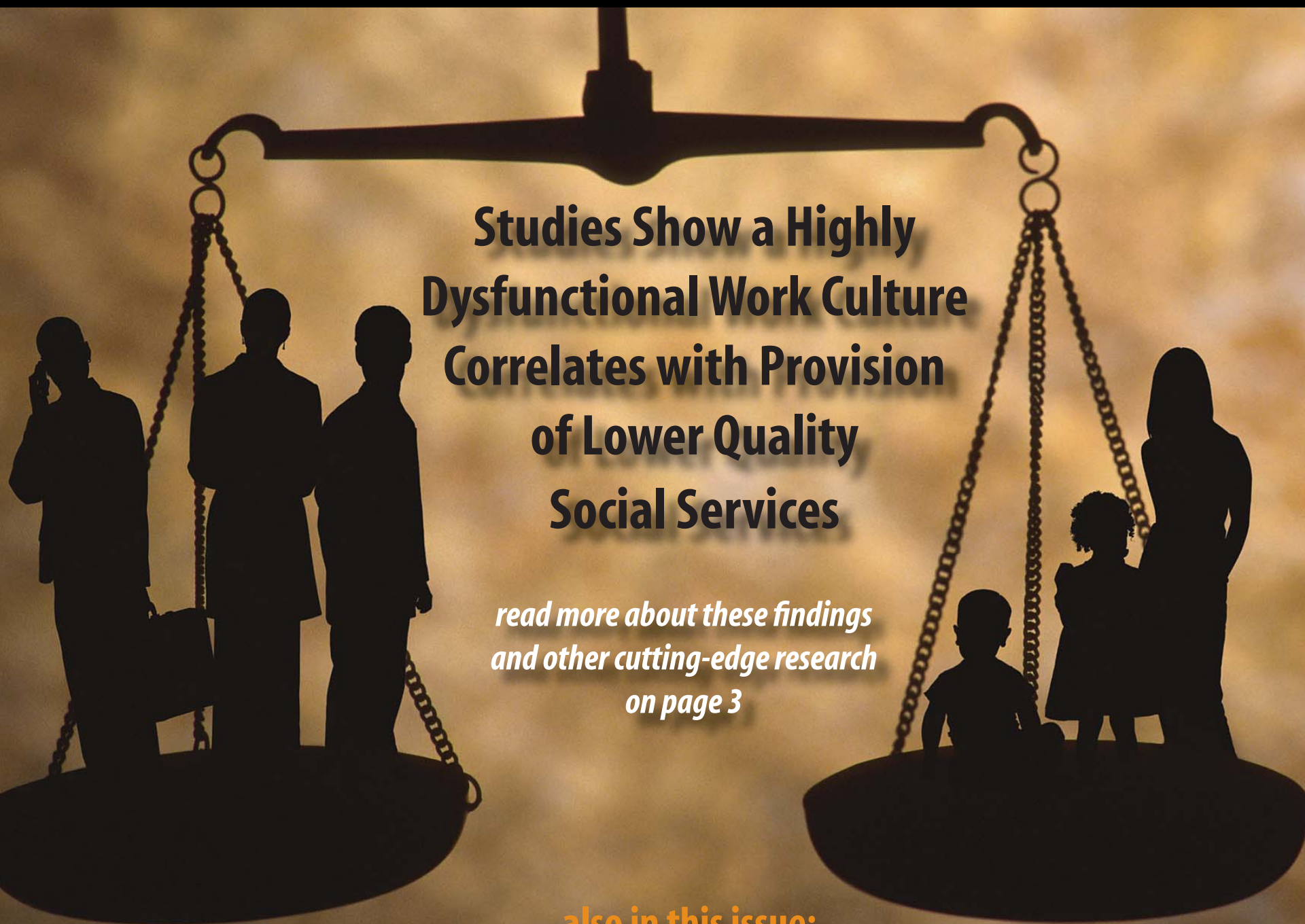




Spring/Summer
2007

stimulus

The Alumni Newsletter for the University of Tennessee College of Social Work



Studies Show a Highly Dysfunctional Work Culture Correlates with Provision of Lower Quality Social Services

*read more about these findings
and other cutting-edge research
on page 3*

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- ➡ The College of Social Work Unveils Its Strategic Diversity Plan
- ➡ Denny Dukes Honored by the Metropolitan Drug Commission
- ➡ New Funding for U.S., Canadian, and Mexican Social Work Student Exchange
- ➡ Online MSSW Courses Scheduled to Begin in the Fall



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In this issue I am pleased to provide you with an introduction to Dr. Robert Holub, our new Provost. The Provost serves as the chief academic officer for the campus and as such provides the deans with vision and direction. Dr. Holub's presence has already been felt in many wonderful ways. I hope you enjoy the interview as you learn more about Dr. Holub.

The college continues to develop and implement international initiatives. We have highlighted a few of these in this issue. Recognizing the need to prepare our students for global social work practice, we have been working diligently to develop international opportunities for students and faculty. Please let us know of any of your contacts or ideas for incorporating international initiatives into the college. Our college also continues to excel as witnessed by the many awards received by our faculty, alumni, staff, and students. These are highlighted throughout this issue.

As you plan your schedule of activities for next year you will most likely want to put the date for the Homecoming Gala on your calendar—November 2nd.

We'll be sending out reminder postcards soon. Come eat, dance, and have fun with us during Homecoming weekend!

I invite you to go to the college's Web page (<http://www.csw.utk.edu/deanmsg.htm>) and view a new personal video message about what the college has to offer. We hope you will stay connected to us through media enhancements such as this one. The current version of *Stimulus*, as well as archives of many of the previous issues, are also available on the Website on the *Alumni & Friends* page. Our Website provides general information about the faculty, staff, students, upcoming events, opportunities for giving, and our specific programs and departments within the college. We will soon be unveiling a new and improved Website design, with features that will make your online experience even more informative and functional.

Thanks to all of you for your support and friendship. The college is fortunate to have such wonderful and supportive alumni and friends.

Paul M. Sowers

The College of Social Work Unveils Its Strategic Diversity Plan

by Betsy DeGeorge

In 2004, the College of Social Work (CSW) began the process of operationalizing a college-wide diversity plan. A committee was established for the purpose of setting out strategies, benchmarks, and accountability with the goal of making the college a welcoming place for all members of the university community, especially for students and faculty who have been historically underrepresented or discriminated against. Currently serving on the CSW diversity committee are Dr. Rod Ellis, Associate Professor and coordinator of international programs; Associate Professor Dr. Stan L. Bowie; and Assistant Professor Dr. Gregory Washington.

"Diversity," states Dr. Ellis, "is just difference. Many of us are not comfortable with difference [and need to] develop techniques and strategies to encourage its acceptance. We hope that this diversity plan will assist people here at the college to become more culturally knowledgeable, competent, and effective."

After careful study, the CSW diversity plan was submitted to the UT Office of Diversity for review. It has been approved and now awaits final authorization by the faculty.

The key elements set forth in the plan are expressed in the following goal statements:

Goal One: Create and sustain a welcoming, supportive, and inclusive campus climate.

Goal Two: Attract and retain greater numbers of individuals from underrepresented populations into faculty, staff, and administrative positions.

Goal Three: Attract, retain, and graduate increasing numbers of students from historically underrepresented populations and international students.

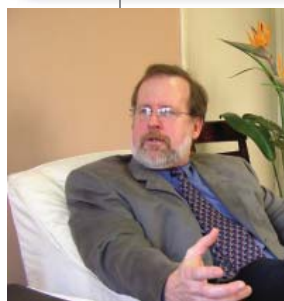
Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.

As the finishing touches are added to the plan, Ellis reports that the college is dedicating itself to taking further steps to insure a diverse and hospitable environment. "We are developing a framework for use with both faculty and students of activities and recommended resources that can bring the ideas expressed in the strategic plan to practical application," says Ellis. Some of the activities slated to begin in the coming year include a student/faculty exchange program, language learning for students planning to study abroad, and a course studying the social policy of North America that will be cooperatively delivered at partner schools in the U.S., Canada, and Mexico.

Initiatives that encourage awareness of diversity and international/intercultural understanding will require individual commitment, says Dr. Washington. He explains that attention to issues of diversity must not be just an academic endeavor, but one that will take strength of character.

He says, "It is easy to underestimate the personal investment to self examination and change that will be required of us, but our success will probably be a reflection of our degree of personal investment." Washington adds, "This level of commitment is challenging, because as Cornell West, activist, philosopher and educator states, '[much leadership is] too hungry for status to be angry, too eager for acceptance to be bold, too self-invested in advancement to be defiant.'"

—Betsy DeGeorge is the Publications Manager for SWORPS



(top to bottom)
Dr. Stan Bowie of the Knoxville campus,
Dr. Rod Ellis of the Nashville campus,
and Dr. Gregory Washington of the Memphis campus
make up the CSW Diversity Committee.

Hugh H. Vaughn Dies at Age 71



On Friday, December 29, 2006, Hugh H. Vaughn, a 40-year veteran professor and administrator of the Nashville and Memphis campuses of the University of Tennessee College of Social Work, passed away at the age of 71 after an extended illness. Dr. Vaughn was a leader who was held in high regard by his friends, family, and associates.

The son of Joe Ed and Myrtice Vaughn, he was originally from Maben, Mississippi. He graduated from Maben High School, received his Bachelor of Science degree from Mississippi State University, his Master's degree from the University of Tennessee, and his Doctorate from Memphis State University.

Upon his retirement from the college in 2004, Vaughn established the Dr. Hugh H. Vaughn Fellowship. Though this fellowship reached full funding in fiscal year 2005, the college is continuing to receive memorial donations to this fund at Vaughn's request and in honor of the life and service of this respected academician. Dr. Theora Evans, associate dean of the college's Memphis campus, commented on the life of Dr. Vaughn and his impact on students. She said, "Hugh Vaughn was a genteel and caring man who lived his life with the goal of securing social justice for those whose voices were not heard and needs were not addressed by current social systems. Dr. Vaughn was an educator whose legacy includes the preparation of social work practitioners, many of whom reside in the Memphis metropolitan area and who dedicate themselves to strengths-based and culturally competent practice in his memory."

Vaughn's roots were in pre-civil rights era Mississippi, yet he attributed a sense of justice and equality to his mother, who taught him that all people are equal and should be treated with respect. For him, that sensibility led to a life of service through the practice and teaching of social work. As a volunteer in what was known as Freedom Summer, during the early 1960's civil rights movement, Dr. Vaughn came to understand rigorous commitment to justice. He never forgot that lesson and it led him to teaching, first in Nashville, and then in Memphis, where he helped establish a new campus of the college. His final charge to his students in 2004 was, "Carry out social work practice in ethical ways. Stress diversity."

Anyone wishing to contribute to the Dr. Hugh H. Vaughn Fellowship should contact the college's Development Director, Stephanie Piper, at (865) 974-5363.

—Betsy DeGeorge

Dr. Charles Glisson Presents Findings on the Importance of Worker Well-being



The work environment and culture of social service agencies have a profound effect on the quality of services provided. In organizations where workers are stressed or unengaged, where innovation is stifled, and where initiative is discouraged, services to families and children are less effective than in organizations that strive to keep employee morale high.

by Kirche Rogers



“Bad Morale Results in Poor Quality of Services”

On January 12, 2007, University Distinguished Research Professor Charles Glisson of the College of Social Work presented the 2007 Aaron Rosen Lecture at the annual meeting of the Society for Social Work and Research (SSWR) in San Francisco, California.

The Aaron Rosen Lectureship was established in conjunction with the George Warren Brown School of Social Work at Washington University to honor the lifetime achievements of Dr. Rosen and provide the SSWR membership with an annual scholarly lecture that will move the field forward in terms of the integration of practice and research. Dr. Rosen is a world renowned social work scholar and researcher, recognized as a leader of doctoral education and of the movement to develop practice guidelines in social work; he has mentored some of social work's most successful researchers and academics.

Glisson, founding director of the college's Children's Mental Health Services Research Center

(CMHSRC), focused his lecture on research he has conducted for 20 years at the Center, specifically, his work on assessing and changing the organizational cultures and climates of mental health and social service organizations to better serve children and families. He presented the findings of two of his national studies and one of his controlled clinical trials, which suggest that

- ◆ organizations establish a culture and climate for services,
- ◆ the organizational cultures and climates directly impact staff morale, turnover, service quality, and outcomes, and
- ◆ the organizational culture and climate can be changed with planned organizational intervention strategies.

In his lecture, Glisson described the nationally-recognized organizational assessment and change model that he and other CMHSRC researchers developed. This model profiles social service organizations to determine whether their cultures are rigid, proficient, or resistant and engaged, functional, or stressful. It also

evaluates how much the rigid, resistant, or stressful organizations can change. “It can take one to three years for organizations to change,” noted Glisson. “Some won't change, and you can't force it.”

Glisson has found that in organizations in which workers are stressed and unengaged, innovation is stifled, and worker initiative is discouraged, services to family and children are less effective than in organizations that are functional and proficient, put the well-being of their clients first, have high employee morale, and offer the help their workers need to provide quality services.

“Organizations with positive cultures and climates provide more effective services, have lower staff turnover, and are responsive to the needs of children,” said Glisson. “People want to work in an environment that is motivating and supportive.” His intervention model has helped organizations reduce stress and increase the functionality of their employees.

Glisson's research interests stem from his own experience as a newly graduated MSW practitioner. He encountered organizational characteristics that were counterproductive to successful practice. "Early on, I learned from experience that organizations were getting in the way of providing quality services instead of supporting and rewarding service efforts," Glisson stated. "Those first practice experiences stimulated a personal interest that continues today in understanding how organizations affect the quality and outcomes of the services they provide."

He noted that progress has been made over the years: "The field has come a long way, and it's now accepted that organizational culture and climate impact services. Clinical social workers understand that organizational culture and climate affect the work they do."

Dr. Glisson has won a number of national research awards, and his work is frequently cited by other researchers both nationally and internationally. He is in constant demand to provide guidance to others from across

"Changing Institutions is Hard Work, and It May Take Years"

the country who are attempting to expand the knowledge about children and families and how to more effectively serve them. The prestigious Aaron Rosen Lectureship Award provided Glisson with a significant opportunity to share the last two decades of his work and to demonstrate an effective model that can help many children and families in need obtain essential services.

"It is a great honor to be selected by SSWR for the Aaron Rosen Lectureship. I am pleased to see Dr. Glisson's work recognized in this important way," says Dean Karen Sowers. ["Charles"] has built, and is continuing to build, an important body of research in the area of

organizational culture and climate and its impact on mental health outcomes. Charles's contribution in this area has been critical to improving services to children and families at risk."

—*Kirche Rogers is the editor of Stimulus*

Second CSW Organizational Study Rewarded by the Society for Social Work and Research

On January 12, 2007, Assistant Professor Dr. Sangmi Cho received the Honorable Mention award from the Society for Social Work and Research (SSWR) for her dissertation entitled "The Effects of Diversity on Organizational Behavior in a Perceived Homogenous Society: The Case Study for Korea." SSWR offers this award to encourage quality research by doctoral-level social workers.

According to Dr. Cho, her dissertation "is a unique case study that examines effects of diversity on employee perceptions and behaviors in Korea. Diversity has been recognized as a critical pre-

dictor of employee behaviors and outcomes in the U.S. Due to the perceived homogeneity of its population, these concepts are relatively new within Korean culture, and the effects of diversity characteristics on organizational behavior have not previously been examined in the Korean workforce."

Korean organizations do not generally allow researchers to observe their organizational culture, but Dr. Cho had a rare opportunity to study the organizational dynamics at Samsung, one of Korea's largest organizations. She had previously

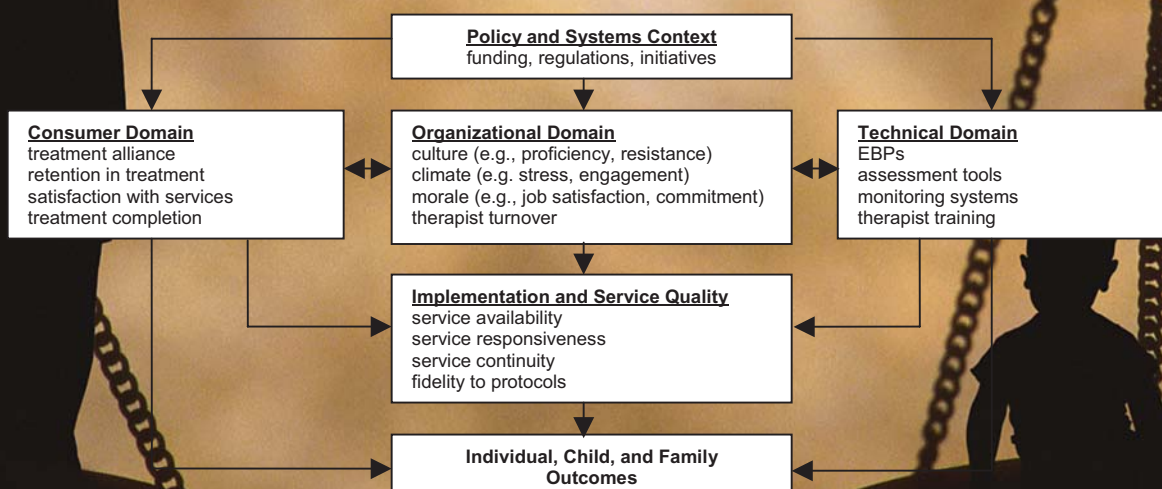


worked for Samsung as a volunteer coordinator of the head office and was able to use that connection with the employees to collect data for her study. Her dissertation concluded that individual perceptions of inclusion and fairness are affected by being in the majority or minority in Korean organizations, and these perceptions have an affect on employees' work behaviors and performance.

In response to receiving the award, Dr. Cho stated, "I feel so grateful to my family, who has shared in the process of completing the doctoral education. I am so proud of myself, not just because I received this award, but because I tried my best at each step even at times when the task seemed overwhelming and I wanted to escape. I cherish the memory of how my husband and I have struggled together with two children in the United States, overcoming difficulties at a critical stage of my doctoral studies."

—*Kathy Williams*

Implementation Model for Mental Health and Social Services



Glisson, C. (in press). Assessing and changing organizational culture and climate for effective services. *Research on Social Work Practice*.

Considering a PhD in Social Work?

The college's PhD Program offers specialized training in research methods with a focus on direct practice and management and community practice issues. It also

- ◆ Provides access to world-class faculty doing research on the culture and climate of human service agencies, child neglect, foster parenting, juvenile justice, gerontology, antisocial behavior, and school social work.
- ◆ Features guaranteed three-year stipends and fee waivers and student health insurance.
- ◆ Provides offices and computers with access to the Web for all PhD students.
- ◆ Presents opportunities to work with Children's Mental Health Services Research Center researchers.
- ◆ Is located in Knoxville, a region with a low cost of living and great community.
- ◆ Is home to two CSWE Minority Fellows.

For further information, please contact

Dr. William R. Nugent, Chair
PhD Program
The University of Tennessee
College of Social Work
Henson Hall
Knoxville, TN 37996-3333
Phone: (865) 974-6481
Fax: (865) 974-6437
Email: wnugent@utk.edu

Alumni of the Year and Heart of Social Work Awards Presented at the 6th Annual Social Work Gala

Libby McColl was the 2006 recipient of the CSW Alumni of the Year Award.



McColl is originally from Valdez, North Carolina. She graduated from Maryville College with a Bachelor of Arts degree in Art. After graduation, she began working at Peninsula Hospital, where she and her future husband met. She decided to go back to college to become an interior designer, but in a short while she switched to social work and graduated from the college in 1978 with a Master's degree. For a brief period after graduation, McColl moved to Lafayette, Louisiana, where she worked as a therapist before moving back to Tennessee. After being lured back to Tennessee by her present husband, whom she married in 1980, she worked in Madisonville with the Monroe Family Health Care, and then with a physician's office to pioneer psychiatric services. She entered private practice in the Bearden area of Knoxville and remains there today. For several years, McColl worked with the UT Lady Vol Athletic Office to develop a program for the female athletes and provided counsel for the team. She no longer provides this service, but the program she established is currently in place with a full-time social worker.

As an avid alumni of the college and member of the Board of Visitors, McColl has assisted the College of

Social Work in many ways. She has helped develop relationships with community agencies, provides visibility for the college, and provides counsel and advice to the Dean of the college on college matters. She and her husband, Robert, are long-term donors to the College of Social Work.

Outside of work, McColl is an avid antique collector and has two antique booths in Knoxville. She is the proud mother of a Chinese Crested and a miniature Shih Tzu and they accompany her to the office every day to help her with her counseling. She also has one stepson, the father of three beautiful daughters who live in Australia. One of the highlights of her life is visiting them.

The Heart of Social Work Award went to Mark Stephens, Knox County Public Defender.



This award is given annually to honor someone who gives a significant contribution to the College of Social Work and makes a difference in the life of the college.

Social work professes an allegiance to social justice. Mark Stephens, a true champion of social justice, was the 2006 recipient of the Heart of Social Work Award. He is a 1977 graduate of the University of Tennessee College of Law and was elected in 1990 as the District Public Defender for the Sixth Judicial District. Throughout his career, Stephens has

demonstrated a strong and unwavering commitment to providing quality and caring counsel to indigent clients. Because of the unmet social needs of this client population and the growing number of cases, he recognized that despite quality legal representation, more had to be done. Encouraged by his participation in a seminar at Harvard University, Stephens began to think about holistic representation, which led to the development of the Community Law Office. The office offers quality criminal defense and social services.

While the Community Law Office reflects the values and principles of the social work profession, Stephens has created new opportunities and educational experiences for social workers. The Community Law Office provides a field placement for MSSW students, and he has developed and team-taught a graduate seminar in forensic social work. Currently, he is working with social work faculty to develop a certification program in forensic social work.

Stephens is an outstanding teacher and serves as an adjunct faculty member in the Colleges of Social Work and Law. He has presented a number of workshops for the Tennessee Conference on Social Welfare, the Clinical Social Work Society, and the College of Social Work. He has opened the Community Law Office for continuing education events such as a luncheon discussion series on Motivational Interviewing and a workshop on Social Work and Legal Ethics attended by 125 Licensed Clinical Social Workers.

Dean Sowers stated at the 2006 Homecoming Gala Awards ceremony, "Mark's commitment and record of social justice and his leadership and contributions to social work education and practice underscore the fact that he is most worthy of the Heart of Social Work award."

—Kirche Rogers

Media Enhanced Feature

Dean Sowers Asks Provost Holub About Plans for the University

Dr. Robert C. Holub assumed the post of Provost, chief academic officer, of the University of Tennessee beginning with the 2006–2007 scholastic year. His presence reaffirms the University's commitment to educational excellence at all levels. Dean Karen Sowers met recently with Provost Holub for an informal interview designed to introduce him to the readers of Stimulus. The following questions and answers are slightly edited and condensed for the print version of the discussion that took place March 6, 2007. Visit the college Website to see and hear the full version of this interview at <http://www.csw.utk.edu>, including a more personal look at Dr. Holub, his education, and his family.

Dean Sowers: Do you feel like you have any special mandates from the faculty, staff, and students as you begin your work at UT?

Provost Holub: I think that the faculty, the staff, the students, and the administrators want me to contribute to [making] this university a top public research university. This is, of course, a very broad mandate. During the recent budget hearings, I discussed three things that will go into making this a leading institution.

First, we must increase faculty compensation to make salaries commensurate with abilities. Currently our salary scale is below that of other equivalent institutions, based on statistical comparisons with other Association of American Universities (AAU) schools, with SEC schools, and with our THEC peer comparison group. We must make this positive

impact in order to recruit and retain those individuals who are important researchers on the campus and important teachers.

Second, we must emphasize graduate education. When I came here there was no graduate school; there was just an office of graduate education. Because of this, I set about to re-establish the graduate school and to appoint Carolyn Hodges to the position of Dean of that school. Research and graduate education are complementary elements in outstanding higher education programs. You can't have research excellence without strong graduate studies. One of the measures of an exceptional institution is the strength of its graduate program.

Third, we must improve general, undergraduate education. The quality of students has increased tremendously over the past five years. We are now at about 26 as an average ACT score for incoming freshmen. However, there are several other indicators of the general health of the institution that are less than they should be. The retention of students from the first to the second year is only at 80 percent. We have to find out why are students leaving UT, and we have to do something about it. We need to target those first couple of years to make sure that students are getting what they deserve from the University of Tennessee.

Dean Sowers: Chancellor Loren Crabtree spearheaded several initiatives that have rippled through the university community having to do with interculturalism, internationalism, and increased awareness of and embracing of diversity. We at the College of Social Work are excited about this initiative. Could you talk a little about your vision around these areas?

Provost Holub: I come from Berkeley, where the student population

is extremely international and diverse. It is necessary for Tennessee to work harder and take the initiative to build that kind of diversity. One of the things that holds us back is that we don't feel like we are part of the world. I feel that we must work to create a diverse intercultural atmosphere. We want to enable our students to relate to a variety of different people in the world. We are a society that is becoming increasingly intercultural and we are trying to prepare our students for that world. It is difficult to target the problem of homogeneity and promote diversity. The Promise and Pledge scholarships do provide opportunities for minority students. The Opportunity Program is a program that I've put in place to promote diversity among our faculty. If the programs that we are establishing to advance diversity do not encourage change in that direction, we will go back to the drawing board and try to create something that does work.

Dean Sowers: When I came to the College of Social Work at UT in the fall of 1997, the college was fairly insular. Since that time, we've engaged in many interdisciplinary initiatives between our college and other branches of the university. One example of a very successful collaboration is that between the College of Social Work and the Veterinary School. I wonder if you could talk a little about how you see the promotion of interdisciplinary partnerships throughout the university?

Provost Holub: This is one of the key challenges in the modern university, because universities tend to be compartmentalized. The program you described is a chief example of the kind of work that cannot be accomplished by one or the other discipline, but only by both. I commend you on that and I see that as the direction, in general, that we have to go on the campus.

—Betsy DeGeorge

CSW Administrator Denny Dukes Honored



The Knox County Metropolitan Drug Commission (MDC) honored Denny Dukes and six other community leaders in April, 2006, at the agency's 20th anniversary dinner and celebration. The event took place at the Knoxville Convention Center, with more than 400 people attending. John P. Walters, Director of the White House Office of National Drug Control Policy, was the keynote speaker for the evening. He commended the MDC's commitment to reducing youth substance abuse and mobilizing all sectors of the community to work together on this issue.

"I was given the Community Champion award in recognition of my service over the years to the drug commission in various leadership roles," says Dukes. "I worked closely with the executive directors and the staff trying to achieve the goals of the drug commission and to keep awareness in the community high."

When he first became involved with the MDC, Dukes was the director of the Alcohol and Drug Recovery Center at UT Hospital. Since 1995 he has been the associate director of the UT College of Social Work Children's Mental Health Services Research Center. Dukes served as treasurer and held other key positions during his years on the MDC board from 1989 to 2001, and he was the board's president during the mid 1990s.

—Margot Kline



Start Planning Now for Fall 2007 Alumni Festivities

It's not too early to start planning! Join Dean Karen Sowers, staff members of the college, faculty, and alumni for another great homecoming weekend, November 2nd and 3rd, 2007. The festivities will include a celebration of the college's 65th Anniversary. The Homecoming Gala will include dinner, dancing, and a silent auction on Friday night at Rothchild Catering and Conference Center, 8807 Kingston Pike, Knoxville, Tennessee. Gala tickets will be \$30 per person and will go on sale this summer. Gala attendees who make advance reservations will also have the opportunity to buy football tickets for the homecoming game on the 3rd against Louisiana-Lafayette. Watch your mailbox for more information or contact Karla Edwards at 865-974-6693 or galainfo@utk.



Clockwise from top left: Farrell Cooper (member of the UTC Board of Visitors) and his wife, Gail, accompany the dean and other alumni to the 2006 UT homecoming game; alumni enjoy free food and festivities before the game; Lani Seltzer (MSSW '89), Julie Hamlin (MSSW '99), and Gay Chalpin (PhD '96) (front row, l-r) join Dean Sowers; the College of Social Work tailgate tent in Circle Park; David Dia (new faculty member in Memphis) and his son, Matthew.

The College Receives Funding for North American Student Exchange Program

Globalization has brought with it a rapidly expanding need for diversity in social services. The CSW has taken yet another step to meet the challenge of serving an increasingly multicultural society as one of the latest academic institutions to be awarded a grant from the Fund for the Improvement of Postsecondary Education (FIPSE), a division of the U.S. Department of Education. The college has used those funds to create The North American Program for Social Work, Equity, and Social Welfare (NAPSW).

As required by FIPSE, NAPSW is designed to support the provisions of the North American Free Trade Agreement. Recognizing that a closer relationship between the U.S., Canada, and Mexico would create new challenges for many professions, the governments of the three countries partnered to provide support to help them meet those challenges. NAPSW develops and builds on that support by providing a network for the exchange of students and faculty between six universities in the three countries.

The federally-mandated planning year is currently drawing to a close for NAPSW. The program is funded for an additional three years with the first students traveling between the countries in Fall 2007. Students will reside in their selected country for one semester, taking classes and completing internships in their host countries. The partners plan to exchange 120 students over the three year grant period. Faculty will also participate, traveling to teach courses and conduct research

with colleagues at the partner institutions. These activities will promote interaction and dialogue among the participants, offering unique opportunities to experience the similarities and differences between the social systems of the countries. The intended outcomes are greater mutual understanding among the partners and the preparation of practitioners with higher levels of competence in their ability to practice across countries and cultures.



Students who participate in NAPSW will live in a partner country for one semester.

In addition to the CSW, which serves as the lead institution for the United States, the other participating institutions are the University of South Florida Department of Social Work; la Universidad Autónoma de Monterey; la Univesidad de Colima; the University of Montreal; and the University of Calgary. "This is really a major event," said Dr. Rod Ellis, the UT head of the project. "It's the first such project that the U.S. Department of Education has funded for Social Work in this country."

Although the grant period lasts four years, Ellis sees this as the beginning of a long process. "We'd like this to be only the beginning; we'd like to expand this concept to other countries and continents. The ultimate goal is to truly internationalize our exchange program."

—Josh Reynolds

We'd like to thank the Sponsors of Last Year's Homecoming Gala

- ◆ B. Ray Thompson, Jr.
- ◆ Knox County Public Defender's Community Law Office
- ◆ Centerstone
- ◆ Pilot Corporation
- ◆ Child & Family of Tennessee
- ◆ Cornerstone of Recovery
- ◆ Pro2Serve

CSW Joins Efforts to Help Street Children in Indonesia *by Kathy Williams*



Dean Karen Sowers (fourth from left, top row) and Dr. Bill Rowe of the University of South Florida (top row, far right) consulted with faculty from the University of Indonesia department of social work in Yogyakarta.

On May 27, 2006, an earthquake measuring 6.2 on the Richter scale struck Yogyakarta, Indonesia, resulting in more than 5,000 deaths and the destruction of thousands of homes, schools, and businesses. More than 1 million people were left homeless. The estimated 1.6 million street children of Indonesia, already living in abject poverty, were greatly affected by the devastating earthquake, and there was no plan in place to anticipate the protection needs of the street children.

The International Association of Schools of Social Work has since funded a joint initiative between the University of Tennessee, the University of South Florida, and the University of Indonesia, Sunan Kalijaga, to help the street children in Indonesia. The project, entitled "Best Practices for Community Preparedness for Indonesian Street Children in Times of Disaster: A Curriculum and Manual Development Project," will help train the Indonesian social welfare community what to prepare for when disasters occur.

The school of social work at the University of Indonesia currently has a curriculum that comes from the West which, according to local administrators, is not appropriate

to their culture, so the project involves making the curriculum culturally relevant and appropriate for educating and training social workers there.

The project team will work closely with the Yogyakarta community, non-governmental organizations, the faculty

of the University of Indonesia's department of social work, and the local government to develop a Best Practices Manual for Disaster Preparation for Street Children to be utilized by the community and curricular modules for training social work students from the three universities for work in disaster preparedness with street children.

Progress is already being made on the project. In January, Dean Karen Sowers met with the Deputy Minister of Social Welfare in Indonesia along with students and faculty of the University of Indonesia, community agencies that serve street children, and street children themselves to begin planning an infrastructure for disaster preparedness.

Dean Sowers stated, "Indonesia has experienced catastrophic disasters in the last few years, including a tsunami and an earthquake, and many Indonesian children who live in poverty were further devastated. It's the responsibility of all of us to work with these countries that have been challenged to provide for their children. I consider it a privilege to be partnering with social workers and the University of Indonesia to help them meet these challenges."

—Kathy Williams is a Professional Assistant for SWORPS

Rachel Akins (MSSW '05) Puts Social Work Skills to Work in D.C.



Rachel Akins, a 2005 graduate of the UT College of Social Work, is putting her educational background and experience to use as the Director of Resource Development for Arlington Street People's Assistance Network (A-SPAN) in Arlington, Virginia. A-SPAN is a community-based nonprofit organization that provides direct street

outreach, emergency services, and case management and job training for homeless individuals in Arlington County. As Director of Resource Development, Akins is involved in all aspects of fundraising, including grant proposal writing, special event management, direct mail campaigns, major gifts, and marketing.

When asked how her education helped prepare her for her work in D.C., she responded, "The experience I gained through the MSSW program has been invaluable for the work I have been doing here. My professors emphasized the importance of becoming involved in the nonprofit community during the program through service projects, volunteer work, and advocacy efforts. These experiences provided me with a solid foundation that relates to the work I have been involved with in D.C." She also feels that her education allowed her to make a smooth transition into the workforce and gave her a "step up" from her other colleagues.

Before accepting the position with A-SPAN, Akins worked with the United Way of the National Capital Area, where she coordinated the community impact grant program and managed the annual eligibility process for 850 local nonprofit members throughout the D.C. Metro area.

Akins received her BA in Anthropology and MSSW from the University of Tennessee. While a graduate student at UT, she focused her studies on macro social work under the concentration of management and community practice. Her interests were resource development, nonprofit management and leadership, and political social work.

Akins stated, "Receiving an MSSW offers a unique perspective on life as much as preparation for a career. Putting into practice the lessons I've learned from the program as a professional social worker gives me a greater appreciation for having that perspective."

—Kathy Williams



1. Bill Nugent, PhD program chair, introduces a new class of doctoral students at the dean's annual cookout.



2. Darrell Smith and Mary Lindsey from the Tennessee Juvenile Court Services Association present Dean Sowers with an award check for the TJCSA Endowment.



4. Dean Sowers and Betty Robinson (Board of Visitors member) stop for a photo at the college's holiday celebration.



6. Board of Visitors member Carol Tindell with her husband, Chuck, at the college's holiday celebration.

3. Photos from the gala:

Top row: (l) the Jimmy Church Band, (r) representatives from Centerstone, one of the gala's corporate sponsors.

Middle row: (l) Attendees dance the night away, (c) Kate O'Day, President and CEO of Child and Family Tennessee and one of the gala's corporate sponsors, chats with one of her guests, (r) Guests of Cornerstone of Recovery, a CSW corporate sponsor.

Bottom row: (l) Dean Sowers presents award to Mark Stephens, (c) 2006 awardee Libby McColl chats with Betty Robinson, (r) The Phi Alpha Honor Society initiation ceremony.



5. George and Pat Cain, assistant vice president of development at UT, enjoy themselves at the college's 2006 holiday celebration held at Dean Sowers's home.



7. Guests at the college's holiday celebration enjoy singing and acting out holiday songs.



8. CSW Associate Professor Rod Ellis (r) with colleague Bill Rowe at the 2006 Annual Meeting of Project Directors, an international social work conference held last October in Guanajuato, Mexico.



9. Visiting social work professors and administrators from the U.S., Canada, and Mexico enjoy lunch outside on the plaza while attending the 2006 Annual Meeting of Project Directors.

Online MSSW Courses Scheduled to Begin in the Fall

by Josh Reynolds

Beginning in the fall of 2007, the College of Social Work will provide online learning programs to make quality higher education accessible to individuals who wish to earn a Master's degree in social work. Faculty at the Nashville campus are developing online courses that will provide the opportunity for individuals to study from their own homes and at their own schedules, utilizing computer mediated technology and the World Wide Web. This program will accommodate individuals who need a flexible educational program yet are seriously pursuing a challenging academic curriculum.

Launching in tandem with the new MSSW curriculum this fall, the online courses will be administered primarily through Nashville's campus. Sherry Cummings, Associate Dean of that campus, states that at this time, the college is still developing its plan for the initial year's offerings. This will be, she says, a "flexible program" and at first may comprise a combination of online, evening, and daytime classes.

Cummings has experience in providing some classes online. She and other faculty members Dr. Cindy Davis and Dr. Rod Ellis currently teach several online courses.

However, the intention of the college is to expand offerings to include the full Master's curriculum, beginning in the fall with:

- 510— Social Work and Social Welfare Policies and Programs
- 512— Social, Economic, and Political Environments
- 513— Lifespan and Neurophysiologic Development
- 517— Diversity, Social and Economic Justice, and Oppression
- 519— Foundation Research
- 520— Foundations of Evidence-Based Practice

Possibly some additional electives will be included. The first year of the program will be a pilot acting as a model for future development of both interactive distance learning and integration of curriculum with effective online techniques.

Admissions procedures and course pre-requisites will be rigorous and in keeping with university standards. Student participation in social work field placements will continue to be an integral part of the course of study.

—Josh Reynolds is a
Publications Specialist for SWORPS



CSW Graduate Elliott Moore Wins Advocacy Award

Elliott Moore (MSSW, '78), Vice President of Community and Government Relations for Mountain States Health Alliance (MSHA), has been recognized for her work in advocating health care legislation on the national level. She is the 2006 recipient of the James L. Scott Excellence in Advocacy Award, which is given on behalf of Premier Inc., an alliance of nearly 1,500 not-for-profit hospitals and health care systems. The award is given to the person who has made the greatest contribution to Premier's efforts nationally.



At MSHA, Moore works to educate elected officials in all levels of government about the needs of not-for-profit hospitals and to seek solutions both locally as well as on the state and federal government levels. "Throughout her advocacy initiatives, Elliott has developed and maintained strong relationships with the Tennessee Congressional delegation," said Margaret Reagan, corporate vice president for Premier. She added that Moore's work is among the best in the field: "Elliott is an invaluable contributor to Premier's grassroots program."

Moore was a member of the first graduating class of the bachelor's program in social work at the University of Alabama. After receiving her Master's degree at UT, she was Executive Director of Catholic Charities in Knoxville and then moved to Nashville to serve as Executive Director of the Tennessee National Association of Social Workers (NASW). During her tenure with NASW, legislation was passed that allowed social workers to obtain licensure and third-party reimbursements from insurance companies. Moore then moved into grassroots advocacy and legislative lobbying work.

She noted the significance of winning the James L. Scott Excellence in Advocacy Award by stating, "To be honored by my peers—people who have so much experience in government relations—is a real compliment. For my mentors to recognize my work in grassroots and legislative advocacy was a surprise and honor that I will treasure the rest of my life."

—Kirche Rogers

New MSSW Curriculum Will Be State-of-the-Art

After much research and development, a new MSSW curriculum will be implemented this fall. The concepts of critical thinking, evidenced-based practice, complexity, culturally-affirming practice, social and economic justice, and at-risk populations permeate the curriculum. The goal of the program will be to prepare MSSW graduates to make great strides in improving the quality of life of at-risk and vulnerable populations not only across the state of Tennessee but across the nation and the world.

"Our work has been guided by ongoing input and feedback from our CSW faculty, current and emerging CSWE accreditation standards, and environmental scans that involved input from social work field instructors, MSSW students, and agency heads. We also interviewed leaders in the social work field from across Tennessee and reviewed reports and findings from the CSWE Commission on Curricular Excellence and Innovation and a report from the Social Work Congress 2005. We are very excited about our new curriculum and believe that we will have one of the most innovative, cutting-edge MSSW curriculums in the country," stated Associate Professor David Dupper, a member of the Curriculum Innovation Committee.

For more information about the program, including course descriptions, visit the College of Social Work's Website at <http://www.csw.utk.edu/mssw/index.html>. If you are interested in applying to the program, contact the Office of MSSW Admissions and Student Records at (865) 974-6697.

The University of Tennessee College of Social Work
Office of Research and Public Service
UT Conference Center
600 Henley Street, Suite B80
Knoxville, Tennessee 37996-4104

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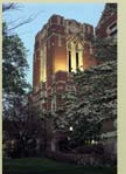
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Charles Glisson—Director, Children’s Mental Health Services Research Center
Bill Nugent—Director, PhD Program
Matthew Theriot—Interim Director, BSSW Program
Kirche Rogers—Editor
Margot Kline—Designer

Dean’s Office (865) 974-3176
Alumni Office (865) 974-6693
UT Alumni Association (865) 974-3011
Web Address <http://www.csw.utk.edu>

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