

# Stimulus

THE UNIVERSITY OF TENNESSEE

OFFICE OF CONTINUING SOCIAL WORK EDUCATION AND ALUMNI AFFAIRS

VOL. 2, NO. 1

SCHOOL OF SOCIAL WORK

SEPTEMBER 1976

## *Rural Social Workers Meet*

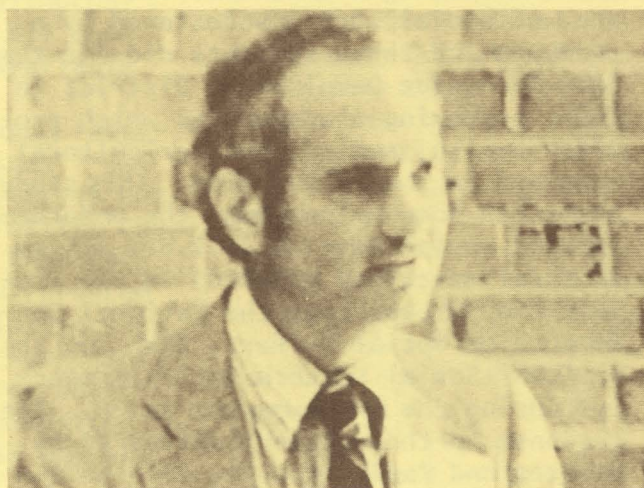
# School Hosts National Institute

The School of Social Work hosted over 100 social work educators and practitioners from thirty states and Canada in Knoxville at the First National Institute on Social Work in Rural Areas, July 13-16. About 20% of those registered were from Tennessee.

Dr. Leon Ginsberg, Dean of the School of Social Work at West Virginia University, opened the Institute with remarks on early developments in social work in small communities, conditions and trends in rural America today that have implications for social work, and trends in social work education that have impact on social workers practicing in rural areas. Closing remarks were delivered at the Institute luncheon by Dr. Clay Cochran, Chairman of Rural America, Inc.

The Institute responded to a growing interest in rural social work as evidenced by increasingly larger audiences for rural papers presented at national social work conferences over the last two years. Approximately thirty papers and workshops were offered, covering a broad spectrum of rural concerns ranging from "Cooperative Arrangements with Soil Conservation Districts" to "Deinstitutionalizing the Mentally Retarded in Rural Areas."

Professor Stephen Webster, Educational Director for the Institute, observed



*GINSBERG KEYNOTES INSTITUTE*

that the one substantive area that was least covered was clinical practice in providing therapy for rural clients. "I think that that represents the state of the art," he said. "We've not yet moved to a point where there is a definitive conception of the rural client that suggests one type of therapy as being more appropriate than another. The majority of work up to this point has been of a social development, community organization, administration and planning nature."

On the last day of the Institute, participants organized a Rural Social

*(Continued on Page 3)*

## Rural Social Work

# *A Developing Field*

Steve Webster, one of two Knoxville Branch faculty members who have a special interest in rural social work, explained that until recently there has been little attention paid to social work in rural areas.

"I think justifiably so," he said, "when you consider that the social problems that haunted the United States in the 1960's were urban riots, urban poor, and health care in urban areas. It's easy to ignore rural problems as long as you maintain a folksy attitude about a 'pristine' rural existence," he continued.

Professor Webster's interest in this area of social work was fostered by a study he and three students did for the East Tennessee Development District in 1974, surveying the agencies which provided health, social, and agricultural services in the ETDD region. This study uncovered some myths about the underdeveloped social service delivery system in rural areas and resulted in the presentation of papers at the National Conference on Social Welfare, CSWE, and the National Social Workers Skills Symposium during the following two years. The response to these papers delivered by Webster and Paul Campbell, also of the Knoxville Branch, led them to believe that rural social work was a timely concern and that a national conference in this area might be indicated.

From this experience grew the First National Institute on Social Work in Rural Areas. The Institute was well attended and well attended to. The majority of leaders and participants were involved in social work education and the program was intentionally directed towards academia.

"After having watched the growth of minority issues in social work over the past few years, I feel that one of the best ways to influence the profession is to change the ways people are educated, because that determines a lot what

people carry with them," Webster observed. "If we were training workers who had a particular rural emphasis or who identified themselves as being particularly rural social workers when they entered the job market, it's our feeling that that would eventually spiral into a national concern about rural social work."

One of the difficulties encountered by educators at both the undergraduate and graduate levels is an underdevelopment of contemporary social work literature and teaching materials with rural content. The proceedings of the Institute will be published, which Webster noted "should provide a quantum leap in the social work literature available for teaching."

Webster also believes that the Rural Social Work Caucus formed during the Institute and the numbers of social work educators and universities involved in the Institute can impact the literature. This can be achieved by indicating interest and encouraging CSWE and other social work organizations to open and advertise spots on the programs of their national conferences for people who will present papers on rural concerns. "That may be what's required to get rural educators and practitioners to write up what they're doing and what the differences are between urban and rural social work," he said.

Many undergraduate programs and several graduate social work schools are building rural content into their curriculums and developing teaching materials with a rural emphasis. Webster particularly noted West Virginia, Wisconsin, Missouri, and Montana and added, "The University of Tennessee has been no slouch either." He commented that no one institution has been willing to commit itself to leadership in this emerging field.

*(Continued on Page 3)*

## Every Day in Every Way . . .

The 1975-76 program year for the Office of Continuing Social Work Education was one of significant growth in cooperatively sponsored noncredit programs with twelve organizations across the state. OCSWE, alone or jointly, sponsored a total of 34 programs serving 1,023 social work participants and generating 805.4 CEU's.

In addition to noncredit programs, special interest credit courses were opened each quarter to practitioners in the branch cities and Chattanooga. This program will continue in 1976-77, with more effort toward convenient scheduling for social service staff.

Stage one of the continuing education needs assessment program was completed by using a social work practice demands instrument to survey workers in Tennessee. Analysis of data from this survey enabled staff to propose a major training effort with the Department of Human Services to start this coming year.

The past year also saw publication of a quarterly continuing education and alumni newsletter, STIMULUS, intended as a central information source for all continuing social work education opportunities available in Tennessee and the region.

The year culminated with a successful national institute which is described elsewhere in this issue.

Steve Webster joins OCSWE for the coming year as educational director. He will be responsible for the DHS training program. Phyllis Betz has joined the staff with responsibility for needs assessment and program evaluation, Gibbi Cox for publications and information services, Beverly Fletcher as the director's secretary, and Joye Canter as Steve Webster's secretary. Half-time faculty are being recruited for local community coordination and program evaluation in Memphis and in Nashville.

These staff additions should enable OCSWE's continued growth in responsiveness to the ongoing practice development needs of the social work community.

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## A Developing Field

*(Continued from page 2)*

It appears that impetus for the development of social work in rural areas into a significant minority issue must come as a grass-roots demand, and that this summer's institute may be seen as a consequential grass-roots event.



COCHRAN IN RURAL SETTING

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## School Hosts

*(Continued from page 1)*

Work Caucus with the purpose of developing contacts and focusing attention on rural concerns in such national organizations as NASW and the National Conference on Social Welfare. "It's sort of an interim step between being a recognized minority and being completely out of power," Webster said.

In addition to work sessions, registrants attended a reception and took a bus tour of nearby rural areas, culminating at Petros, Tennessee, with a dinner, talk, and film on strip mining hosted by Save Our Cumberland Mountains, Inc. Following dinner, the participants cut loose at a square dance at the Petros school, clearly the social highlight of the Institute. "I've never seen such a bunch," the caller reputedly commented later. "Everybody danced! Usually you get one-third of the people sitting around."

A second national Institute is being considered for next summer, to be sponsored by the University of Montana or the University of Wisconsin.

# Non-Credit Opportunities

## NATIONAL

- MIDWEST SCHOOL SOCIAL WORK CONFERENCE  
*September 29-October 1 - Chicago*
- NATIONAL COUNCIL ON FAMILY RELATIONS  
*October 19-23 - New York City*
- AMERICAN ASSOCIATION  
OF PSYCHIATRIC SERVICES FOR CHILDREN  
*November 10-14 - San Francisco*
- NATIONAL ASSOCIATION FOR MENTAL HEALTH  
*November 16-19 - Philadelphia*
- COUNCIL ON SOCIAL WORK EDUCATION  
*February 27-March 2 - Phoenix*
- AMERICAN ORTHOPSYCHIATRIC ASSOCIATION  
*April 12-16 - New York City*
- NATIONAL CONFERENCE ON SOCIAL WELFARE  
*May 22-27 - Miami Beach*

## REGIONAL

- NATIONAL RURAL DEVELOPMENT  
LEADERS SCHOOL  
*November 14-20 - Oxford, Ohio*  
For information contact Rural Development Service, U. S. Department of Agriculture, Washington, D.C. 20050  
(202) 447-2573
- ANNUAL FALL WORKSHOP  
NORTH CAROLINA CHAPTER NASW  
Techniques for Evaluating Social Work Programs - Working with the Anti-Social Personality - The Continuum of Social Work Education and Beyond - How to Bring up a Healthy Black Child in America - Social Work: Knowledge, Values and Skills, and Their Application to the Management of Human Resources  
*October 15-17 - Montreat, NC*  
For information contact Ms. Peg Sharpe, NC Chapter NASW, P. O. Box 25051, Raleigh, NC 27611

## LOCAL

### CHATTANOOGA

- SOUTHEASTERN REGIONAL CONFERENCE TCSW  
*October 8 - For information contact Charles Branch (615) 698-7758*
- WORKSHOP ON RESOCIALIZATION: STATE OF THE ART OF GERIATRIC MENTAL HEALTH

*November 9 - For information contact UTC Continuing Education (615) 755-4344*

### JACKSON

- MID-WEST REGIONAL CONFERENCE TCSW  
*November 9 - For information contact Tommy Tanner (615) 427-6743*

### KNOXVILLE

- PREPARATION FOR ACSW EXAM  
*September 8, 22, October 6, 20 - 7-9 pm*  
\$5.00 - For information contact OCSWE (615) 974-3175
- 1ST ANNUAL COALITION CONFERENCE ON CHILD CARE  
*September 25 - For information contact OCSWE (615) 974-3175*
- WORKSHOP ON EFFECTIVE INTERVENTION WITH FAMILIES OF CANCER PATIENTS  
*December 1 & 2 - For information contact OCSWE (615) 974-3175*
- MID-EAST REGIONAL CONFERENCE TCSW  
*November 17 or December 6 - For information contact Wayne Murdock (615) 523-9131*

### MARTIN

- ASSERTIVENESS TRAINING SEMINAR  
*September 28-November 2 - 9-11 am*  
Tuesday - For information contact UTM Division of Extended Services  
(901) 587-7312

### MEMPHIS

- WEST REGIONAL CONFERENCE TCSW  
*November 19 - For information contact Peggy Edmiston (901) 528-3275*

### NASHVILLE

- BRIEF CONTACT INTERVIEWS AS A THERAPEUTIC APPROACH - *October 28-29*  
For info contact OCSWE (615) 974-3175
- LEGAL SERVICES FOR THE ELDERLY - *October*
- INNOVATIONS IN SENIOR CENTER PROGRAMMING - *November*. For information on the above two contact Columbia State Community College Office of Continuing Education (615) 388-0120
- MIDDLE TENNESSEE REGIONAL CONFERENCE TCSW

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# Fall Quarter Courses

## CHATTANOOGA 755-4121

- FAMILY THERAPY IN SOCIAL WORK PRACTICE, 5440. Wilson, 2-3 credit hours, TBA
- PLANNING AND MANAGEMENT OF CHANGE IN SOCIAL WELFARE, 5671. Cates, 2-3 credit hours, TBA

## KNOXVILLE 974-5361

- SOCIAL POLICY ANALYSIS, 5130. Lohmann, N., 3 credit hours, 7:50-9:45 am Monday & Wednesday
- IMAGINATIVE PERSPECTIVES ON THE HUMAN CONDITION, 5311. Sellards, 2 credit hours, 7:50-9:45 am Tuesday
- HUMAN SEXUAL PROBLEMS, 5315. Staff, 3 credit hours, 1:15-4:15 pm Wednesday

## MEMPHIS 725-4463

- LAW AND SOCIAL WORK, 5830. Murrell, 2-3 credit hours, 1246 Union Avenue, 5-7:45 pm Wednesday
- SOCIAL ASPECTS OF ILLNESS, 5820. Lowry, 2 credit hours, 1246 Union Avenue, 3-5 pm Monday

## **Non-Credit** *(Continued from Page 4)*

For information contact Robert Bonovich (615) 329-1212

### UPPER EAST TENNESSEE

- TRANSACTIONAL ANALYSIS AS A MANAGEMENT COMMUNICATION BASE  
*September 23 & 24 - Johnson City*
- EFFECTIVE SUPERVISION  
*September 27 - Bristol*
- UNDERSTANDING & ANALYZING FINANCIAL REPORTS  
*September 29 - Johnson City*
- ADVENTURES IN ATTITUDES FOR THE BUSINESS PERSON  
*September 30, October 1 & 2 - Kingsport*
- EFFECTIVE SUPERVISION  
*October 5 - Greeneville*  
For information on the above five contact ETSU Non-Degree Programs (615) 929-4112
- UPPER EAST REGIONAL CONFERENCE TCSW  
*November 5 - For information contact Darrell Godsey (615) 323-5146*

- COMMUNITY ORGANIZATION, 5661. Feit, 2-3 credit hours, 1246 Union Avenue, 1-3 pm Tuesday & Thursday
- HUMAN SEXUAL PROBLEMS, 5315. Hirayama, 2-3 credit hours, 1246 Union Avenue, 10-12 am Tuesday & Thursday

## NASHVILLE 329-1212

For information on courses open to the community, please call Ms. Jean Stoll at the above number.

*For more information on available courses, course descriptions, and registration information, call the phone number listed after the location. Fees are \$66 per course. If you have never been admitted to the University of Tennessee there is a \$10 one-time charge and two (2) transcripts of all college work will be required. The general prerequisite for advanced course work is an MSW or permission of the instructor. Classes start the week of September 20.*

## **Please!**

If you know of someone who should be receiving this newsletter, but is not—send us his/her name and mailing address. We encourage agencies to send us a list of all their social service employees.

## **Thank you...**

for your patience. We are computerizing our mailing list and expect some mechanical indigestion while the computer adjusts to its new diet.

# **Personnel Notes**

## KNOXVILLE:

PHYLLIS BETZ, a recent MSSW from the Knoxville Branch, has joined the OCSWE staff as professional assistant for research and program evaluation. Her BA is from Michigan State.

JERRY CATES has joined UTSSW as an assistant professor. He is a doctoral candidate at the University of Michigan. He received his MSW from the University of Michigan and his BA from the University of Idaho.

GIBBI COX has returned to OCSWE as a staff assistant for promotion, publications, graphics and other information services. Ms. Cox has a BA in Geography/Geology from UT.

GHASSAN RUBEIZ has accepted appointment as assistant professor. He holds a PhD in Social Work from Washington University, an MSSW from Fresno State College, and an MA and BA from the American University of Beirut.

RAM SINGH joins UTSSW as assistant professor. He earned his PhD and MS at the Columbia University School of Social Work, his MAS at Kashi Vidyapath University of Allahabad, India.

STEVE WEBSTER has joined the OCSWE staff as educational director. He will have responsibility for the DHS training program.

## MEMPHIS:

MUAMMER CETINGOK has been appointed assistant professor. He comes to UTSSW from the George Warren Brown School of Social Work, Washington University, where he earned his PhD. His MSW is

from the University of Maryland and his BS equivalent is from the Social Services Academy at Ankara, Turkey.

MARVIN D. FEIT joins the faculty as assistant professor. He holds a PhD from the University of Pittsburg School of Social Work, M. Sci Hyg. from the University of Pittsburg School of Public Health, MS from Columbia University School of Social Work, BS from Brooklyn College.

LOIS HUMPHREY comes to UTSSW as assistant professor. Ms. Humphrey received her MSSW at the Memphis Branch of UTSSW and her BA at Lane College.

LOUISE McCULLOUGH will be an instructor in the research/demonstration project at Baptist Memorial Hospital, Memphis, providing counseling services to terminally ill cancer patients and their families. She is a recent graduate of the Memphis Branch and has an AB from Central Methodist College.

## NASHVILLE:

LOU BEASLEY has been away for two years on educational leave and has returned with her DSW from the University of Denver.

BILL BELL and JIM ORTEN are both planning a one-year educational leave this year.

GLADYS HARDY joins UTSSW as assistant professor. She holds a DSW from UCLA, an MA from the University of Chicago, and a BA from Alma College in Michigan.

DAVID KURTZ has accepted appointment as associate professor. He earned a PhD in Educational Psychology at the University of Michigan, an MSW at the University of Michigan, and a BA at St. Paul Seminary in Minnesota.

PHILLIP POPPLE, a doctoral candidate at Washington University, has joined the faculty as assistant professor. He holds an MSW from George Warren Brown School of Social Work and a BS from North Texas State.

## Condry Earns O'Meara Award

The Rhoda O'Meara Award for 1975-76 was given to Carolyn Condry, a top second year accelerated program student at the Nashville Branch, in recognition of outstanding academic work and superior performance in her administrative field practicum at Nashville Family and Children's Service.

Ms. Condry has seven years experience with the Tennessee Department of Human Services at both the county and regional levels, in positions ranging from social services worker to field supervisor. Ms. Condry's wide knowledge, skills, and experience in social service delivery, day care licensing, and medical services suggest for her a future of prominent social work leadership in the state.

### WE'D LIKE TO KNOW YOU BETTER

If you will fill out and return the form printed below it will help us know more about who our readers are—and help us, hopefully, to serve you better.

## School Reaccredited For Ten Years

The University of Tennessee School of Social Work has had its accreditation reaffirmed to June of 1986 by the Council on Social Work Education.

Dr. Ben Granger, Dean of the School, explained that this reaccreditation for the maximum ten-year period, rather than for three or four years, not only indicates that the UT graduate educational program meets basic accreditation standards, but recognizes the high quality of social work education being offered by the School.

CSWE's Commission on Accreditation based its decision on a comprehensive self-study report and a weeklong examination of the School's educational programs by an on-site evaluation team.

Granger said that "with reaccreditation now behind us we will be able to place greater effort into further evaluating the quality and effectiveness of education and training for the social services, and in expanding our research and development projects."

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## Who Says Sex Isn't Important!?

No, this isn't a pitch for sex therapy, but a comment on evidence of sex discrimination in the social service delivery system. One of the tangential findings of a salary study just completed in the East Tennessee area is clear evidence of systemic discrimination in providing salaries for women social workers.

The survey of social work salaries in the Greater Knoxville area showed a consistent pattern of lower pay for women compared with men in similar positions. No one agency can be singled out as a prime offender—in fact DHS, the largest social work employer, gave no evidence of discriminating against women—but the pattern exists in the system as a whole. For example: 49/53% of female administrators/supervisors earned less than \$12,000 a year, while 53/58% of male administrators/supervisors earned more than \$15,000 a year. These figures suggest that agencies as a group pay women less than men.

While an individual woman who is discriminated against within a specific agency has ample legal recourse, the only effective remedy for system-wide *de facto* sex discrimination is direct intervention by the specific agencies involved and by organizations funding the

social service delivery system. United Ways across the state and DHS, particularly in its Title XX contracts, should review the programs they fund to determine if they are supporting a discriminatory system in either the private or public sector. NASW and TCSW should initiate professional reviews of progress in each major section of the state.

The public policy clearly articulating that sex shall not be a factor in salary determination was firmly adopted at the federal level in 1963 and in Tennessee in 1974. It is past time for the social service system to comply.

### Stimulus

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