Stimulus

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Eunice Shatz Reflects on Accomplishments

by Johnny Royster



Dean Eunice Shatz provided inspired leadership to the College of Social Work during her 8-year term.

Outgoing Dean of the College of Social Work Eunice Shatz is proud of the many achievements and the significant growth that the college achieved during her eight years as dean.

"The College of Social Work is in gorgeous shape. We've revamped our curriculum entirely. We have a marvelous mix of tenured and soon-to-be tenured professors," Shatz said. "We've reshaped the master's degree program. We have a new research center that was funded by the National Institute of Mental Health, the second out of three national centers that have been funded in the past few years."

You're Only as Good as Your People

"I think that if the college is successful, then the dean is successful. You're only as good as your people. We also have a strong student body and support staff," Shatz said.

During Shatz's time as dean, she provided a high level of support to the Social Work Office of Research and Public Service. This office, which was established in 1976, has generated more than $22 million in state, local, and federal grants since its inception. It acts as the voice of the college in the community and employs a staff of 58 social workers, trainers, researchers, statisticians, editors, and professional support staff who provide training services, technical support, and research. SWORPS offices are located in Knoxville, Memphis, and Nashville.

In addition, a professional continuing education program has been started during Shatz's term as dean (see page 13 for a report on this program), as well as a distance-education program that connects the Knoxville, Nashville, and Memphis campuses (see story on page 12). Shatz also anticipates further growth.

"We want to continue to prepare our students for professional practice," said Shatz. "Our biggest challenge is to find a new dean who will be able to keep the college moving in the present direction."

When asked about awards she has received, Shatz mentioned none of her own, preferring to take pride in those won by other faculty members. She specifically refers to the Alexander Prize awarded this spring to Professor Charles Glisson, who was recently appointed interim dean of the college. The Alexander Prize was created by former UT President Lamar Alexander and his wife Honey to honor a faculty member who demonstrates excellence in the classroom and in the pursuit of scholarship.

"[Glisson] has contributed so much to the college. He wrote the winning proposal for the research center and he is the chairperson of our doctoral program. This [award] is a credit to the College of Social Work," Shatz said.

Building a National Reputation

Shatz's colleagues commend her for the tireless leadership she gave to the college.

"We're going to miss her. She's been a great dean. It has taken an extraordinary amount of time and effort for her to travel every week to each of the three sites where we have branches of the College of Social Work. She has been wonderful, and the college has made a lot of great strides forward under her leadership," said Bill Nugent, associate professor of social work.

"When Eunice came to UT as dean of the college, the benchmark we used to evaluate our success as a college was the programs of other southern universities, such as Georgia,

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How Budget Cuts Have Affected UTCSW

by Paul Campbell

In March of 1996 a $3.2 million budget reduction in UT's state funding allocation for the 1996-1997 fiscal year was announced. This cut was the result of several factors. First, Governor Don Sundquist, who along with the Tennessee Higher Education Committee determines funding levels for state-supported schools, recommended that money spent on higher education should remain the same this year as for the previous year. Second, the state formula used to determine funding allocations took into account variables such as enrollment and student satisfaction, and as a result of UT's overall performance, the university was granted less money. Third, the legislature mandated a 3 percent pay increase for all state teachers and covered only 2 percent of this increase, requiring the remaining 1 percent to be made up by universities.

In response to the $3.2 million cut in UT's state funding, John Peters, Vice Chancellor of academic affairs, canceled the search for three new deans--in the College of Arts and Sciences, the College of Education, and the College of Social Work. In each of the colleges the vice chancellor selected an interim dean to fill in until the search process could be reinstated.

Each academic program was also required to develop a plan to decrease its budget by 3 percent. To meet the College of Social Work's required reduction, the search for three faculty positions in Knoxville, Memphis, and Nashville was halted. These searches were to fill vacant positions that were the result of retirement or resignations.

Faculty in each location were also asked to increase teaching and advising work loads to compensate for the loss of the positions. Because of a 10 percent enrollment *increase* at the UT College of Social Work, along with previous funding cuts that have already affected our school's budget, our operational resources were already at a minimal level. It is hoped that the positions can be filled by the 1997-98 academic year and that the dean's search can also go forward.

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Emeritus Faculty Profile: Gideon Fryer Bestowed 1996 NASW Lifetime Achievement Award

by Kimberley Sands



After a lifetime of contributions, Gideon Fryer is being celebrated for his work. He has benefited everyone around him, not just through professional and community service, but also through a less direct legacy--teaching and training hundreds of social workers who are now practicing across Tennessee and around the country. In addition, he has served as a mentor to many members of the UTCSW faculty.

Fryer says that his teaching style was well suited to the time when he was most active in the college: "It was a great experience, especially under the quarter system. We all had three new beginnings a year. I think of it as a 'forgiving education.' We [teachers and students] were given the chance to absorb material over time, to learn each other's styles of learning and being." The two-year master's program afforded everyone involved the time to come together as a group and to share ideas both inside and outside the classroom, explains Fryer.

"Gid was instrumental in establishing the graduate program at Knoxville and over the years has been a great influence on many students and faculty members," says Dr. Roger M. Nooe.

"As a faculty colleague, I always appreciated his ability to offer a challenge for action or to get our feet back on the ground when we became too serious," says Nooe. He continues, "One of my favorite experiences was at a faculty meeting. I seem to remember that we had belabored a minor point in extremely serious tones for something like an hour when Gid brought us back to reality with the comment, 'Are we supposed to be taking this seriously?' "

The Wonder Years

Fryer entered the University of Tennessee, Knoxville, in 1939 and since then has been associated with UT in several capacities--first as a student (B.A. History '47, M.A. Sociology '50) and later as a faculty member, an administrator, and an active alumnus. In 1951 he joined the School of Social Work faculty in Nashville when it became a unit of the University of Tennessee. Fryer then earned his Ed.D. from Columbia Teachers' College in New York City in 1957.

Fryer came back to Knoxville in 1963 as branch director of the College of Social Work, where he taught classes in social welfare and community organization and also supervised students' theses. In 1986 he retired after 35 years of service to the institution.

Advancing Social Work

Gideon Fryer has contributed immensely to the advancement of social work education in Tennessee. In 1955 he was a delegate from middle Tennessee to the national NASW founding convention in Chicago. He was also active in the Tennessee Conference on Social Welfare and was elected as its president in 1960.

Fryer was named Knox Area Social Worker of the Year in 1972 and in 1975 helped organize Tennessee's NASW state chapter, which this year honored him with a lifetime achievement award. In addition to these professional commitments, throughout several decades he has represented social work interests in the legislature and in fundraising for a wide variety of charities.

Equal Rights Efforts

Fryer became a proponent of equal rights when he was still a young man. He was drafted in 1942 and spent four years in the service during World War II. One of the major influences he carried away from his experience in the military was a desire to honor the principles set forth in the United Nations Charter composed by the Allies in 1945.

Among the goals that the charter discussed was one that had a special resonance for Gid: "promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion." It was an idea that he took very much to heart, and it changed his professional aspirations. Although he had once planned to study law, when he returned in 1946 he wanted to be part of "education for a democratic society" (a precursor of ethnic diversity studies), which was a burgeoning field of academic study when Fryer was a doctoral student at Columbia.

Fryer's commitment to equal rights was also reflected in the activities he pursued in the 1960s. During the Civil Rights Movement, Fryer served as president of the Committee of Southern Churchmen for about 10 years. He worked with Executive Director Will Campbell and others to aid clergy whose professional lives were jeopardized when they voiced their advocacy of the movement.

"We supported preachers when they spoke their convictions about desegregation, and some of them lost their pulpits in the process," says Fryer. In such instances, the committee helped find clergymen new positions, which sometimes also involved locating retreats where the ousted ministers and their families could live.

Community Work

Gideon Fryer has been and continues to be actively involved in the Knoxville community. He was a longtime participant in the Epworth Ministry, an ecumenical effort that sought to stabilize the Fort Sanders community by using two abandoned churches and several old houses as gathering places where area artists and residents could participate in performance series and educational programs.

This urban ministry brought together artists and their audiences through music, dance, crafts, literature, poetry, and theatre events. It has since evolved into Jubilee Community Arts, a community-based performing arts and

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How Families First Welfare Reform Will Change the Culture and Operations of DHS

by Ed Lake

This article was excerpted from The DHS Record. *It explains that the organizational culture and operational procedures of DHS must change to accomplish the goals of Families First. Its author, Ed Lake, is the assistant commissioner of field placement for the Department of Human Services.*

"Cultural change?" you ask. "Whatzat?"
"Why change it anyway?"
"What's it have to do with the Families First program--or me, for that matter?"

Whoa! Slow down! Fair questions all, so let's take a minute to talk about a pretty complex concept and process here--the art and science of changing organizational culture. As we do, we'll see how it applies to the Department of Human Services' Family Assistance programs. First, I'll take a stab at defining "organizational culture"--the "what" we're trying to change. The simplest definition I've come across is in the influential book *Corporate Cultures* by Terrence Deal and Allan Kennedy. They state that organizational culture is "the way we do things around here."

According to these authors, the way organizations do things evolves from the complex interplay of elements:

- the environment
- values or core beliefs, spoken and unspoken
- role models (leaders, or "heroes"): people at all levels who personify the ideals of the organization
- "rites and rituals," or the rou tines of life in the organization
- the "cultural network," or informal communication lines that serve to pass on values and beliefs.

A strong and positive organizational culture is important to have because of its power in helping employees do a better job. It is a system of informal rules that guides behavior and fosters productivity. It also helps people pull together toward common goals, creating a strong organizational identity. People feel better about themselves and are more likely to work with greater energy and enthusiasm.

That's the "what" of organizational culture (much condensed). To understand the "why change it?" we need to briefly contrast these elements of culture as they have existed in Family Assistance with our understanding of where we're headed in the near future. For example, how would you describe the DHS--Family Assistance "environment?" Obviously our basic context is government. That means bureaucracy, a great deal of interdependence with other public and private entities, and a certain tension between the organizational and political forces that reflect public sentiment. Further, in Family Assistance we've all grown up in an environment largely shaped by federal laws, regulation, rules, court decisions, and our own myriad policies and procedures designed to put all the rest into practical application.

Taken together, these written rules define whom, how, to what extent, and for how long we may serve. The work itself has mostly been about determining eligibility quickly, fairly (or at least-consistently), accurately, and in great numbers. The environment clearly has influenced our actions, behaviors, and values--and culture--in many positive and not-so-positive ways. Aren't we just a bit "rule-bound" (dependent on rules and policies)? Is our decision-making still fairly centralized and hierarchical? Our managers and supervisors too often seen as a little too controlling? Have we been focused over the years almost entirely on processes (how we do the work) rather than on the outcomes of our efforts (what happens to our clients)? Probably so.

On the other hand, don't we project a real "can-do" attitude? That no challenge is too great? That we always deliver? Haven't we made great strides in involving employees in decision-making, making a real commitment to customer service and quality work? Hasn't the JOBSWORK experience fostered new partnerships with the public and private sector to help our customers? Very much so.

So how is all this connected to Families First? Well, Families First embodies the changes in expectation of our citizens, of politicians, of employees, and of customers of the welfare system. Help and support will be provided, but in return, those being helped and doing the helping will be expected to accomplish something more than benefit eligibility. To be blunt, it's all about people getting jobs rather than depending on long-term public assistance. In order to successfully meet the expectation that our new role will be to help people join the work force and get off of welfare, we are convinced we need to move as rapidly as possible to change our organizational culture.

Because DHS's culture is a complex system, forged over time but continually evolving, changing it will require time, concentrated effort, and constant attention from all employees. Our work on this in connection with welfare reform began as we implemented the JOBSWORK program in the early '90s. However, our focus crystallized at the beginning of this administration when Governor Don Sundquist articulated key goals--with welfare reform at the top of the list.

The Department of Human Services employees recently were asked to review and comment on the new Mission-Vision-Values statement. As a result, we think this really is a forward-looking document, describing our purpose and culture for the not-so-distant future. With this "formal" framework in place, we moved on to designing a process for carrying the change out. For assistance we turned to longtime partner UT SWORPS (UT Social Work Office of Research and Public Service) and relatively new partner, MAXIMUS corporation. MAXIMUS has worked extensively with government agencies at all levels on systems, management, and operational projects. They have also provided "privatized" JOBS and Child Support services, with a decided customer-service orientation. The product of this partnership was a comprehensive

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Jeanette Jennings Leaves Administrative Post at UT College of Social Work

Jeanette Jennings, Ph.D., has left her administrative position as associate dean at the Knoxville location after four years of service. She has been an associate professor in the College of Social Work since 1982 and was named associate dean in 1992.

Jennings received a B.A. in Sociology from Jackson State University in Jackson, Mississippi, an M.S.W. from Tulane University, an M.A. in Political Science from the University of Michigan, and a Ph.D. in Social Work and Political Science from Michigan.

Jennings began her professional career in 1966 as a social worker in the Mississippi Department of Public Welfare. She also worked as the Assistant Director for a National Housing Audit at the Fair Housing Center in Detroit in the mid-70s.

Prior to coming to UT, Jennings's academic achievements included doing gerontological research at the University of Michigan, teaching at the University of Michigan in the Center for Afro-American and African

The 21st Century Campaign: Two Years and Counting

by Susan Leonard

UT 's 21st Century Campaign comes to a close June 30, 1998, less than two years away. By the end of the campaign, each alumnus of every college on all campuses of UT statewide will be approached in some fashion (in person, by phone, or by mail). A campaign representative--either a UT volunteer, a student caller, or an employee--will be in touch asking alumni to make a campaign commitment.



UT's 21st Century National Campaign Chair William Stokely, III, (left) and UT President Joseph Johnson.

Vision and Commitment

The vision of the College of Social Work has been defined as "a creative commitment to the values of social justice, enhanced quality of life, and productive activity which is respected in environments made more human by those who inhabit them."

The College is committed to providing a high-quality statewide program of professional education, while contributing to increasing the social science knowledge base through research and public service.

As part of UT's 21 Century Campaign, the College of Social Work determined the following priorities in achieving the mission:

Promoting Student Excellence

Since its inception, the College has sought out the most talented and academically able students. Committed to diversity, the college attracts many first-generation college graduates--young men and women from Appalachia, and minorities of color. They enter the profession with the commitment to work in communities and neighborhoods to deal with problems many of them battled themselves to overcome in their youth. Theirs is an ideology informed by the science and art of social research and human behavior.

Scholarships and fellowships make it possible to accept the most qualified and promising applicants without regard for their ability to pay and to graduate a new generation of skilled workers. Many are students in mid-life with families and jobs. Scholarships allow them the chance to work part-time, focus on studies, and complete degrees sooner. Others come from poverty, move into the profession, and, through example, knowledge, and skill, challenge others to overcome similar obstacles.

Excellence in Teaching

First and last, the educational program and the profession is about people. National searches have brought to us creative teachers and skilled researchers--professionals who have honed their knowledge in the real world of social work agencies, communities, and policy-making institutions. Seeking, attracting, and retraining the talent and diversity of people on the leading edge of research and professional experience is competitive and costly.

Income from an endowed faculty development fund will make it possible for the College to periodically invite nationally and internationally recognized experts to join the faculty of the college for teaching and scholarly activity. These individuals will also participate in conferences and activities in Tennessee and in the South east, adding their expertise in areas such as working with children at risk. Visiting distinguished scholars will bring global perspectives and fresh insights to our college community, state, and region. Faculty enrichment resources will provide salary supplements and research grants for distinguished faculty who regularly teach in our programs.

Funds will also expand our current knowledge in the use of information technology such as interactive instruction and distance learning.

Please Act Now

The student and faculty of the College of Social Work ask your thoughtful consideration in investing in the future of our programs, as we soon enter the "National Phase" of the campaign. We encourage you to make a multi-year gift or pledge. You may not know it, but pledges can be spread out over a period of up to 10 years, and the first payment on the pledge can be delayed for up to one year from the date the pledge is made.

Research-Supported Advocacy

In 1995 the College received a five-year grant from the National Institute for Mental Health, making us the second of only three national social work research centers in the country awarded funds to establish such programs. Granted $2.5 million, the Center is committed to conducting research on children at risk in the areas of the quality of service delivery, accurate measurement and diagnosis of troubled children, problems and issues in the child welfare system, and treatment of violent adolescent youth.

We will disseminate information to parents, human service agencies, and policymakers to use in their decision-making processes, through the Institute for Southern Children in Poverty. This model program for distributing the information will benefit agencies in the entire Southeast to link others and as a source of information exchange.

The Institute for Southern Children in Poverty will present the findings of the Center's research to students, community decision makers, legislators, and lay persons throughout the region to assist them in making informed policy and fiscal decisions that affect families and children. Through conferences and seminars, newsletters, and clearinghouse activities, the Institute will make the Center's research findings available in language that is lively, clear, and readily understandable. Moreover, this information brought into the classroom will ensure

Dr. Jeanette Jennings has made many important contributions to the social work program during her long and successful career at the University of Tennessee.



Studies, and teaching in the department of Sociology and Social Work at the University of Mississippi.

In addition to her many contributions as a faculty member in the UT College of Social Work, Jennings served on a number of academic boards and was the Chair of the UT Minority Affairs Committee from 1986-1996 and the Chair of the Social Welfare Administration and Planning Committee from 1982-1996. She also served on several boards in the community, including the Tennessee Conference on Social Welfare, the Detoxification Rehabilitation Institute, the Beck Cultural Exchange Center, and the NASW.

that social work students will have access to state-of-the-art information.

Designate How Gifts Are Used

You can designate your gift or pledge to any area you wish--for scholarships and fellowships, faculty support, for our Research Center, for advocacy programs, or to our Social Work Enrichment Fund to be used throughout the college where needed most.

Please join recent contributors like Katherine Sergeant, who has made a generous President's Club pledge of $10,000 to provide undergraduate scholarships and graduate fellowships. Kathy (B.S.S.W. '87 and M.S.S.W. '89) also gives of her time and leadership skills by serving on the College's campaign advisory committee. Kathy is director of mental health services at Baptist Hospital in Knoxville.

Dr. James and Mrs. Betty Robinson chose to benefit their academic areas with a President's Club pledge as well, splitting their gift designations between the colleges of Engineering and Social Work. Betty (M.S.S.W. '90) is a therapist at the Tennessee Psychiatry and Psychopharmacology Clinic in Knoxville.

An anonymous Nashville benefactor has generously established a graduate fellowship fund in Social Work. This gift represents a portion of income received from a charitable trust and deferred gifts via a charitable remainder trust the donor established to benefit several UT programs.

For more information about contributing to these funds or other existing funds in the College or to learn more about the variety of gift vehicles available to make a 21st Century Campaign commitment, please contact Susan Leonard in the Development Office at 423-974-7617.

Susan Leonard is Director of Development for UT College of Social Work.

Linda Herbert Scholarship Fund Endowed

The College of Social Work would like to thank all those who contributed this past year to bringing the Linda Miller Herbert Scholarship Fund to the minimum $15,000 endowment level. The fund was originally created in Linda's memory by faculty, fellow students and co-workers, and friends and family. These individuals, corporations, and foundations have contributed annually to increase the endowment.

Since the fund was first established in 1992, Linda's husband, Richard, personally made annual stipends in Linda's name until the account was fully funded (July 1996) and could generate annual income to make awards. Thanks to the generosity of donors to this fund, the endowment is now at nearly $17,500.

Awards will continue to benefit master's level students at the UT College of Social Work in Memphis, recognizing outstanding students who are single working parents with primary responsibility for child care. Financial need is a factor.

Prior to her tragic death in November 1992 in an automobile accident, Linda was a master's student in the UT College of Social Work at the Memphis location. Linda often remarked on the courage of single parents returning to school and respected their persistence in achieving their goals even though it was often a struggle to balance many responsibilities.

Alumni Council

During 1996, the UT College of Social Work Alumni Council seeks to be more active in all areas of Tennessee. Regional associations are being formed, and each of the five regions will involve several additional alumni.

Tom Burton, president of the Alumni Council, comments, "With alumni in every part of the state and with three locations, we have opportunities to involve more of our alumni and connect them with the school without requiring them to travel across the state. For our own business, the council has been able to use the interactive classrooms, which gives us a more regional identification."

To provide your input to the Alumni Council, contact any of the following:

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Judy Fiene, NASW Social Worker of the Year, Is Knoxville's Acting Associate Dean

Judy Fiene, Ph.D., an associate professor in the UT College of Social Work and the new acting associate dean of the Knoxville location, was recently named NASW 1995 Social Worker of the Year for the Knox area. Fiene began her career assisting families of persons admitted to state psychiatric facilities and later worked to provide services to families with developmentally impaired children. Her interest in families and in women's roles in the family led her to complete Ph.D. research on the lives of Appalachian women. Her doctoral thesis, *The Social Reality of a Group of Rural, Low-status Appalachian Women: A Grounded Theory Study*, was published in 1993 by Garland Press.

In 1989 Fiene received a UT Faculty Research Award for a study of battered women. She has been an active member of the Knox County Task Force Against Domestic Violence

Children's Mental Health Services Research Center Leads the Way in Important Research

by Denny Dukes

In February 1995, the National Institute of Mental Health funded a Social Work Research Development Center at UT, establishing the Children's Mental Health Services Research Center under the direction of Acting Dean Charles Glisson. There are now four such NIMH-funded centers in the nation. The Children's Research Center's goal is to expand social work research knowledge, with particular interest in children at risk and the organizations that serve them.

In January 1996, the Center moved into its permanent home following several months of renovation. The Center, along with the College of Social Work and SWORPS, is located in Henson Hall on the UT Knoxville campus. The Center now has in place state-of-the-art computer facilities, with the capacity to analyze large data sets and to share information between staff housed at the center and researchers in the field. Also, if you are on the Internet, you can visit the Center's new home page at http://social133.csw.utk.edu. Resources available via the home page will increase steadily in the months ahead, so we encourage you to keep checking it out.

The Center has extended its presence to Memphis through the addition of Dr. Lisa Werthamer, Research Coordinator for the Center in West Tennessee and Associate Professor of the College. She brings with her NIH-funded research in progress on the prevention of drug use and other risk behaviors in children. The College is now recruiting for a similar position in Nashville.

Denny Dukes, C.M.S.W., has joined the center's staff as Associate Director at the Knoxville location, and Dr. Tony Hemmelgarn has become a full-time Research Associate in the Knoxville location.

The Center is currently operating four interdisciplinary research teams. The *Organization and Structure of Services to Children at Risk Team*, headed by Dr. Charles Glisson, is designing a pilot study to test changes in how work is organized and conducted within Tennessee's child welfare system. The team is now in the process of completing several journal articles, some of which have already been accepted for publication.

The *Special Problems Associated with Violent and Aggressive Children Team*, led by Dr. William Nugent, is conducting a pilot study on a technique called Aggression Replacement Training and is also preparing an article for publication.



Dr. Charles Glisson (center), interim dean of the College of Social Work and director of the Children's Mental Health Research Center, meets with center staff Terri Combs-Orme, Mary Rogge, John Orme, David Patterson, and Bill Nugent (left to right around table).

The *Maternal and Child Health Problems Within Child Welfare and Related At-Risk Populations Team*, led by Dr. Terri Combs-Orme, will soon be initiating four pilot studies across the state on the design and delivery of prevention services for child maltreatment. And the *Assessment and Measurement Issues Associated with Foster Care Team*, led by Dr. John Orme, is conducting a pilot study in Chattanooga. Three of the four teams have also submitted new research proposals to NIMH this year.

The Center has recently received funding from NIMH to investigate mental health issues for children and families related to pediatric trauma and serious illness. Nationally, this is an area in which surprisingly little empirical research has been done. In conjunction with health-care professionals, the Center intends to develop and test a model for effectively addressing the psychosocial needs of families attempting to cope with very serious injuries or illnesses of children.

Assistant Professor Ramona Denby has also recently received funding through NIMH's "Research Supplements for Underrepresented Minorities" to support her work with the Center during the next four years. This work will focus on family preservation services.

The Center's 1996-1997 interactive workshop series has recently been announced. These workshops are conducted via UT's interactive classrooms and permit simultaneous presentation and participant response in Knoxville, Memphis, and Nashville.

Topics include preventative interventions on early risk behaviors, psychiatric diagnosis in infants and preschoolers, measuring child health status, developing and preventing aggressive behavior in children, and research efforts at other NIMH centers. Presenters include our own faculty and other distinguished scientists from across the nation.

If you would like additional information about the Center or its activities, please call us at 423-974-1707, fax us at 423-974-1662, or write to us at UT Children's Mental Health Services Research Center, 128 Henson Hall, Knoxville, TN 37996-3332.

Denny Dukes, C.M.S.W., is the Associate Director of the Children's Mental Health Services Research Center.

Dr. Judy Fiene, associate professor of Social Work, has devoted much of her professional and personal life to educating the public about domestic violence and AIDS.



and she chaired the force in 1994. Fiene has helped develop standards for batterer's treatment programs statewide, has published several articles on domestic violence, and has worked diligently to educate UT students as well as the community about domestic-violence issues. Fiene has also served the community by working with persons who have HIV/AIDS. She co-teaches a course on AIDS and society that is open to all UT students. She has been a board member for AIDS Response Knoxville (ARK) from 1994 to the present, and helps supervise volunteer leaders for ARK.

Alumni in the News

In Memory of Bennie McKenzie Fleming ('61)

Bennie McKenzie Fleming passed away at the age of 75 on September 16, 1996. She received her M.S.W. at the University of Tennessee, Knoxville in 1961, and had worked for many years in the Knoxville community. Her career included teaching and working with the Knox County Juvenile Court, with the Tennessee Department of Human Services, with Lake Shore Mental Health Institute, and with the American Red Cross Disaster Relief Program.

She may be best remembered for inaugurating the Social Services Department at Fort Sanders Regional Medical Center in Knoxville, and she directed that program as well as the prestigious Patricia Neal Rehabilitation Center until her retirement in 1988.

Mrs. Fleming was an avid historian, and she served as a member of the Tennessee Historical Society with a special interest in her native Rhea County. After her retirement, she authored a book chronicling the Scopes Trial, which was held in Rhea County and in which her grandfather, Benjamin H. McKenzie, participated.

Mrs. Fleming was also an active member of the Democratic party and served as a member of the State Council on Aging and as a member of the board of Goodwill Industries.

Mrs. Fleming was known for her contagious energy, keen wit, candor, her dedication to her work, and for her steadfast devotion to family and friends.

Evelyn Barkley Stewart ('74) Authors Book on Panic Disorders

Evelyn Barkley Stewart, who graduated from the UT College of Social Work in 1974 with a Masters in Clinical Social Work, has published *Life with the Panic Monster: A Guide for the Terrified*, (Thom Rutledge, publisher), which deals with panic disorder. Stewart is a medical social worker who lives in Ashland City, Tennessee, with her husband Maxey Gilleland.

Lieutenant Colonel Michael C. Spradlin ('76) Promoted

Michael C. Spradlin L.C.S.W., who received his M.S.W. from the UT College of Social Work in 1976, has recently taken the position of Chief of the Department of Social Work at Darnell Army Community Hospital in Fort Hood, Texas. He has supervised field placement students from UTCSW in the past and encourages students to contact him about placements in the Killeen, Temple, and Waco area.

Kia J. Bentley ('79) Publishes College Text

Kia J. Bentley, who recieved an M.S.W. from the UT College of Social Work in 1979, recently published *The Social Worker and Psychotripic Medication* (1996, Brooks/Cole, publishers), a textbook for use in practice and behavior classes. Bentley teaches in the School of Social Work at Virginia Commonwealth University in Richmond, Virginia.

Let us know of any alumni who have recently had their names in the news! Contact the Alumni Office, Tyson Alumni House, 1609 Melrose, UTK, Knoxville, Tennessee 37996-3550.

SWORPS Presents at National Development And Training Seminar

Several staff members from the Social Work Office of Research and Public Service (SWORPS) presented workshops recently at the 9th Annual National Staff Development and Training Association's annual conference held September 29 - October 2 in Charleston.

On Sunday, September 29 Michael McSurdy, who is the program manager of Foster/Adoptive Parent Training and Independent Living Skills Programs, and Sherry Haines, a training specialist who works in the same program with Michael, presented a workshop entitled *Paradigm Shifts: Involving Clients in Training.*

On Tuesday October 1 M. Gail Myers, a Program Manager with SWORPS, Jeanne Brooks, Coordinator of Quality Assurance, and Denise Alexander, Staff Development and Training Specialist, presented the workshop *Focusing on Quality: Outcome-Based Program Evaluation.*



Denise Alexander copresented a workshop on outcome-based program evaluation.

On Wednesday October 2, the closing day of the seminar, SWORPS staff members made two presentations: Joanna Cheatham, Instructional Design Consultant, and Darlene Lawson, Manager of Staff Development and Training, presented *Competency-Based Training Laments from the Field: "Knowledge is Important and Performance is a Must."* Claire Keene, Manager of Publications for SWORPS, presented *Getting It Down in Print.*

Donors Make a Difference!

We express deep appreciation to the individuals and companies listed below for their support during the past fiscal year--July 1, 1995 through June 30, 1996. Contributions by these alumni, faculty, staff, friends, and firms make a stronger College of Social Work possible. If we have inadvertently omitted your name, or if you would like to make a donation, please contact Susan Leonard, Director of Development, at 615-974-7617.

Alumni:

1945--Verna Collins Thompson
1948--Ruth Dropkin
1949--Florence Wolff
1951--John Glenn; Betty Anne Murphy
1952--Frank Bock; Dorothy Fitzwater; Rachel Porter; Kate Powell
1954--Kathryn McCullough; Dorothy Stone
1955--Mary Blair; Mildred Murphey; Alvah Stewart
1956--Jeanette Guy; Betty Snyder
1958--Valeria Spann
1959--Tommy Perkins, Sr.
1960--L. Portis Cunningham; Betty Lighton; Nina Lunn; Ann Norman; Hugh Vaughn
1962--Rachel Dedmon; Martha Greathouse; Charles Rhyne
1964--Elizabeth Moss; Richard Zeglen
1965--Beverly Barney; Johnnie Bell; Margaret Graham
1966--Mary Chamorro; Betty Glasscock; Jean Johnson; Susan Kneeland; Sarah Kreutziger; Fay Melton; Lynda Weems
1967--Suzanne Burns; Betty Campbell; Farrell Cooper; Mary Denton; Elaine Haas; Edna Shults
1968--Joseph Davenport III; Mary Gillespie; Paul Hunninen; Joy Larue
1969--Susan Bell; Betty Cathey; NevinTrammell, Jr.; Lois Young
1970--Paul Campbell; Judith Davenport; Mary Harkleroad; Mavis Harrop; Linda Martin; James McDonald
1971--Virginia Rubin; Cara Smith
1972--Paula Fogelberg; Daniel Nehus; Billie Spicuzza; Frank Spicuzza
1973--Edwin Hawkins, Jr.; Deborah Winoker; John Miller; Barbara Palmer
1974--Carl Anderson, Jr.; Sandra Cambeilh; Scarlet Cardwell; David Hollingsworth; Betsy Jenkins; Gary May; Jeanette Wadsworth
1975--Swoca Bandera; Bruce Besse; Carolyn Hall; Ann Kirkland; Mona McNutt; Caroline Page; Robert Pugh; Mary Sherrell
1976--Phyllis Betz; Andy Black; Jack Hollis; Dana Kessler; Linda Kuiken; Susan Marsolek; James Ware; Gary Whitfield; Josephine Zarger
1977--Lynn Barton; Christina Blanchard; Denzel Dukes; Melinda Groom; Emily Guinn; Delores Jenison; David Poteat, Jr.; Janeth Spaccarelli; Robert Williams
1978--Emily Baker; Patricia Boggs; Stan Burrows III; Delores Butler; Christopher Cameron; Nancy Dickinson; Douglas Harvey; Judy Knoblock; Steven McArthur; Patrick Mooney
1979--Patricia Boland
1980--Susan Belgrad; Linda Doyle; Patricia Nash;

Calling All Alumni

Last year we asked you to help us locate some of our College of Social Work alumni whose addresses had changed. Thanks to your help, we were able to find 492 of those alumni! Now, we're still looking for a few more "missing" UT College of Social Work grads. If you know any of the people whose names appear below, please help out by giving us a call or dropping a note to tell us of their current addresses. Thanks!

Eva Acker; Roy Anderson; Claire Archer; Jinny Armstrong; Teresa Armstrong; Lorita Audette; Mary Avery; Patricia Ayers; Deborah Barbee; Lisa Barrell; James Barrell; Melissa Barringer; Carol Bass; Thomas Beasley III; Janice Beaty; Julia Birmingham; Deborah Blount; Linda Bonds; Marlene Bowling; Darrell Boyd; Margaret Brakebuch; Teresa Bramblett; Deborah Brawner, E.C. Brewer; Velma Brewer; Sue Brichetto; David Brichetto; Rachel Brown; Madgelene Burgess; Brian Buuck; Cristina Calonge; Rosalind Carroll; Alix Causby; C.J. Chambers; Brendlyn Clark; Sandra Cohn; Mary Cole; Nancy Cole; Kathryn Coleman; Jerry Collier; Rilla Cornelius; Pamela Craig; Mark Crowell; Jeanette Cursey; Billie Dickinson; Samuel Dinicola; Kathryn Dobbins; Neika Dockins; Elizabeth Donelson; Peter Donets; Cecilia Echols; Wanda Edmondson; Josephine Enlow; Carolyn Everett; Mattie Fields; Alfra Fisher; Helen Foster; Jacquelyn Fox; Leslie Fuller; Martha Gallaher; Claire Gavin; James Gavin; Tracy Glascoe; Dorothy Greer; Marrene Haley; Lynn Harrrison; Clarence Haynes; Diana Haynes; Katherine Hill; Neilah Hopper; Carl Hopper; Audrey Horn; Thomas Huffman, Jr.; Barbara Huggins; Lois Humphrey; Carolyn Hunt; Donna Jared; Gloria Jenkins; Alfred Johnson; Charlcie Johnson; Rosie Johnson; Carol Jones; Shirley Jones; Janice Keeling; Cheryl Keller; Sharon Keys; Leigh Kingsley; Patricia Lawson; Teila Lee; Judy Lengsfield; Barbara Lesch; Nancy Lewandowski; Charles Long; Carolyn Lowe; Susan Lynch; Karen Mabry; Mary Maddox; Andrea Maness; Laura Mathews; Jacque McBride; Gloria Miller; Kathleen Mishler; Samuel Moore; Joanna Morat; Janet Morgan; Christy Murray; Karen Nelson; Barbara Nemetz; Susanne Oliver; Merle Orr; James Orten; Kathy Pascoe; Lin Pelter; Carolyn Perry; Rebecca Peterson; Loretta Petty; Edna Phelps; Janey Pritchett; Zane Ragsdale; Ronald Randolph Sr.; Ellen Rardin; Von Rayford; Judith Ristler; Marsha Robertson; Linda Rosen; Madlynn Haber Rosloff; Thomas Rutledge, Jr.; Anne Sager; Lorraina Scholten; Richard Selikoff; Linda Shoun; Bruce Smith; Judith Smith; Nancy Smith; Patricia Smith; Phyllis Smith; Virginia Smith; Hussein Soliman; Gary Solomon; Carol Stevens; John Stoker; Elizabeth Sullivan; Portia Swain; Robbie Tennial; Mary Thomas; Traci Tippett; Sean Todd; Cynthia Turner; Amy Vawter; Lindee Wade; Walter Wallace; Clara Waller; Madeline McIntoshWalton; Sue Watson; Faye Weaver; Tina Webb; Anna Weeks; Harriet Weglarz; Elaine Welsh; Karen Westbrook; Karen Whelan; Michael Wilkins; Barbara Williams; Bryan Williams; Carroll WIlliams; Janice Williams; Penny WIlliams; Carol Winn; Patricia Wiseman; Pamela Womack; Donna Woodson; Chwi-Young Yang; Debra York; Kay Young; Philip Young; Pamela Wizner-Young; Tandy Young

Thanks, alumni, for your participation in the Phon-A-Thon held this fall for the College of Social Work. The response this year and last was a substantial increase over previous years. Your generous support is an investment in the future of our programs! Gifts and pledges are being tallied now and will be reported to you soon.

Diane Wyckoff

1981--Patricia Alberda-Boeve; Pamela Beyer; John Lozier

1982--Anna Becker; Inga Hailstorks; Lisa Holt; Elisa Marus; Irene Moore; Geri Rennie; James Smith

1983--Jane Marchioli; Arthur Roth, Jr.

1984--Beverly Glass; Kimberly Hudson; Kathy Sluga; James Wilson

1985--Laurie Allen; Laura Breeden; Clark Corwin; Beth Miller; Waldemar Seltzer; Elizabeth Shelov; Doris Thornton

1986--Judith Bookman; Kathleen King; Lois Lee; Sally Thomas

1987--Laura Deters; Julia Nance; Arthur Prince; Anne Shumaker

1988--Judith Fiene; Rose Klimek; Catherine Vaughn; Paul Webb

1989--Brenda Black; Kathrine Getsey; Patricia Gomez; Diane Wolf

1990--Lynn Hodge; Jamie Myers; Betty Robinson; Gloria Woodall

1991--Hugh Callens, Jr.; Brenda Haag; Sharon Hammat; Robert Hartberg; Margaret Hunt; Darlene Lawson; Andrea Reynolds

1992--Margaret Bailey; Mary Burke; Karen Hall; Susan McCormick; Doris Troxell

1993--Gail Green; Rebecca Green; Pamalee MacArthur; Annette McCauley; Irene Shivers

1994--Lori Beth Ashmore; Constance Brown; Mary Lou Hammer; Sharon Theiner; Jennifer Williams; Rodonna Yarbrough

Other Contributors: Dr. David Barton; Dr. William Bell; Dr. Edward Blanchard, Mr. and Mrs. Jay Broyles; Matthew Burke; Mrs. Barbara Burrows; Mrs. Susan Campbell; Mr. Abe Cathey; Miss Joanna Cheatham; Mr. Floyd Cogley, Jr., Miss Jennie Collier; Ms. Sharon Crawford; Dr. and Mrs. Chalmers T. Cruthirds, Jr.; Mrs. Leta Cruthirds; Mrs. Maryanne Cunningham; Ms. Vickie Dacey; Mr. Hoyt Denton; Mr. T. Joseph Deters; Mrs. Christine Dukes; Mr. and Mrs. C. W. Elder; Mr. and Mrs. Oscar E. Evans II; Mr. Paul Farms; Miss Margaret Fernea; Dr. Donald Fiene; in memory of Elizabeth Fryer; Dr. Gideon Fryer; Dr. Ronnie Fullwood; Mr. Carl Hardin; Mr. H. C. Harkleroad, Jr.; Mr. George Harrison IV; Mr. James Herbert; Mrs. Margaret Hollingsworth; Mr. Larry Holt; Ms. Karen Homer; Dr. Jeanette Jennings; Melody Kirby; Mr. James Kneeland; Mr. George Knoblock; Mr. William Larue; Mr. Edward LeMaster, Jr.; Mrs. Susan Leonard; Mr. James Lewek; Dr. Bryan Locke; Dr. H. Nelson Lunn; Mr. Carmine Marchioli; Mrs. Myrtle Martin; Mrs. Peggy May; Mrs. Jan McArthur; Mr. Robert Miller; Ms. Terri Miller; Terry Miller; Mrs. Judy Mooney; Mr. Otis Moss; Mrs. Mary Mullins; Ms. Martha Myers; Mr. William Newbern; Dr. and Mrs. Roger Nooe; Mr. Timothy Page; Mr. Preston Powell; Mrs. Dorothy Gunther Pugh; Mrs. Gail Reitter; Mr. Frank Reittter; Mrs. Gail Reitter; Dr. James Robinson; Mr. Robert Robinson; Dr. Hiasaura Rubenstein; Mr. Laurence Rubin; Mrs. Elizabeth Sammons; Mr Julius Sammons, Jr.; Dr. Eunice Shatz, Ms. Bonnie Shermer; Joanne Thompson; Mrs. Viola Thorpe; Mrs. Allyson Tracy; Mrs. Jane Tracy; Mrs. Martha Trammell; Mrs. Mary Jane Werthan; Ms. Shirley Williams; Mr. Aaron Wyckoff; Dr. Thomas Zarger, Jr.

Organizations and Firms: Burton's Consultant and Management Services; Clark Family Foundation; Contract Carpet Specialists; Philips Electronics North America

College News

Knoxville

In 1995-96 UT Knoxville graduated 56 M.S.S.W. students. It was a busy and productive year. **Rose M. Smith** was the recipient of this year's Chancellor's Award for Professional Promise. Phi Kappa Phi, the interdisciplinary honor society, initiated the following M.S.S.W. students: **Elizabeth Betterley, Stephen Brown, Karen Houck, Cherly Kilby, Lisa Martin, Andrea Mersereau, Joy Neptune, Beth Quinn,** and **Carla Vines. Kim Butler** received the Rhoda O'Meara Award, which recognizes an outstanding graduate who is committed to returning to public social services. The Knox area branch of the NASW as well as the State Chapter chose graduate **Barbara J. Toms-Canada** as M.S.S.W. Social Worker of the Year.

The **M.S.S.W. Social Work Organization** began a concerted student effort to call attention to the unmet needs of disabled students at UTK, and more specifically to the problems students face because of the physical inaccessibility of parts of Henson Hall. Members of the committee are using advocacy skills learned in the classroom and are working closely with faculty and CSW administration to develop solutions.

A **field instructors appreciation luncheon** was held in June to honor all of our field instructors. Every year approximately one hundred field instructors assist the Knoxville location in the education of our graduate and undergraduate students. A field advisory committee has been formed and met for the first time in the spring of 1996.

Denise Denton was honored by the University for having the highest grade point average of a B.S.S.W. student graduating from the College of Social Work in Spring, 1996. Denise also received the UTK Prudential Preferred Achievement Award for her work promoting multicultural awareness on campus as well as the Chancellor Award for Academic Achievement. The Knox area branch of NASW named Denise the B.S.S.W. Student Social Worker of the Year.

The following seniors were initiated into Phi Alpha, the national social work honor society, during the 1995-96 academic year: **Rhonda Chaffin, Renee Easley, Jennifer Hull, Rebecca Nichols, Shelley Parsley, Cynthia Passmore, Jeffrey Rader, Suzanne Reynolds, Laura Richardson, Tesha Sanders, and Steve Sheperd.**

In 1995-96, Phi Kappa Phi initiated the following B.S.S.W. students: **Jennifer Hull, Alison Johnston, Lisa Kelly, Paula Larkins, Cynthia Passmore, Jessica Payne, and Jeffrey Rader.**

Memphis

The 1996 Hooding Ceremony was held on Friday, May 3 at the Schrader auditorium on the UT-Memphis campus. In the ceremony, 53 new graduates received their diplomas. The 450-seat auditorium was packed with relatives, friends, and field instructors, including the parents of three Japanese students, who had traveled from their homes halfway around the world to witness the event. Retiring dean **Eunice Shatz** offered a moving and inspiring farewell speech by tracing her growth as a social worker and educator. **Ms. Monice M. Hagler,** City Attorney with the Memphis City Government, was an invited speaker. In addition to her law degree, she has an M.S.S.W. ('78) from UT-Memphis and is a practicing social worker.

During the month of June 1996, **Associate Dean Hirayama** hosted a six-member camera crew from the **University of the Air of Japan**, a forerunner of distance education, which instructs students through mass communication media throughout Japan. With a $350,000 budget, the University plans to create a 15-volume video series entitled "Social Welfare Programs in the World." The crew will be filming social work activities in five different countries: France, Japan, Sweden, Thailand, and the US. They spent six days in Memphis, taping at eight different agencies. Two volumes of the series will be produced from this: "Social Welfare Programs in the U.S.A." and "Connecting Health Care and Social Welfare." Associate Dean Hirayama wrote the scripts for these two volumes, along with two book chapters that will accompany the video. Many alumni helped organize the production and also appeared in the videos, which will be broadcast throughout Japan in 1997.

This year the Memphis location, along with the University of Memphis Department of Social Welfare and DHS, hosted the **National Conference on Child Welfare.** This conference is sponsored by Southern Illinois University School of Social Work and took place September 26-29 at the Holiday Inn Crowne Plaza in Memphis.

Nashville

The Nashville location graduated 41 students during the 1995-96 academic year. **Matthew Cushing** was the recipient of the Chancellor's Award for Academic Achievement/Professional Promise. Mr. Cushing excelled in course work and field work, and in the process maintained his volunteer services for a variety of community social services endeavors.

Lisa Muchnick Pote, president of the M.S.S.W. class of 1997 at the Nashville location, led 130 Nashville graduate social work students in their efforts to promote PEACE, a volunteer organization. One of their first community projects was a Walk to End Domestic Violence, which took place in September 1996.

The **Wide Area Network** (WAN), mentioned in the last issue of *Stimulus*, is installed and operational at the Nashville location, so there is now an electronic link between all locations of the College of Social Work. This connection between locations has already been a major facilitator of communication between faculty, students, and staff. It also gives the faculty and staff of the entire college, as well as those who work in the Social Work Office of Research and Public Services, access to the World Wide Web and to e-mail. This will enable us to more easily communicate with many alumni and social work professionals who are accessible through web sites or who have e-mail addresses. We have only begun to explore the potential educational benefits of this resource!

Alumnus Nancy Dickinson ('78) Is Executive Director of California Center

Dr. Nancy Dickinson, a 1978 graduate of the UT College of Social Work's M.S.W. program, assumed the position of executive director of the California Social Work Education Center (CalSWEC) in June 1995. Dickinson is responsible for coordinating and administering a program that awards stipends to students in 12 California graduate social work programs who agree to work in public welfare agencies upon graduation.

Dickinson has over 20 years' experience in the social work field. She began her career in North Carolina, where she worked for both public and private agencies. After graduating from UT Dickinson worked in the Social Work Office of Research and Public Service, serving one year as the project director for a national welfare research project and as the assistant director of social services training for two years.

Dickinson completed her

Faculty News



Lisa Werthamer-Larsson

has joined the faculty in Memphis as an associate professor and research coordinator. She is a social worker/ psychiatric epidemiologist with clinical and research experience in violent and criminal child behavior. She comes to UT from Johns Hopkins University, where she was an assistant professor in the Department of Mental Hygiene and the assistant director of the Johns Hopkins Prevention Research Center. She is an American Professor in the College of Social Work, the principal investigator of a NIDA-funded R01 to develop and evaluate a school-based drug- and violence-prevention program, and she is a research evaluator for a U.S. DHHS/ACF Children's Bureau-funded demonstration project under the Abandoned Infants Assistance Act. Her research involves developing and evaluating the effectiveness of early classroom-based curricular and behavioral strategies designed to prevent youth violence and drug use. She has experience with randomized clinical trial designs, community-based preventative interventions, epidemiological assessments of children and families, and longitudinal data analysis. One of the main objectives of her research is to show that early improvement in reading achievement, mathematics achievement, and behavior will have long-term positive effects on violent behavior and drug use. Her work developing and investigating school-based prevention efforts is directed at enhancing current curriculum and teaching practices and practices for managing classroom behavior problems including socially withdrawn behavior, disobedient behavior, aggressive behavior, poor work habits, and concentration problems.



Sandra Allen

is a new field coordinator at the Memphis location. She received her M.S.S.W. from the University of Tennessee, Nashville, and her BA in social welfare from the University of Memphis. Prior to joining the faculty in Memphis, Ms. Allen worked with SWORPS, where she was responsible for the development and delivery of training curriculum. She was employed by the Tennessee Department of Human Services for 15 years in a variety of positions, from a frontline child abuse worker to a program specialist in the central state office. While at DHS she was involved in a variety of activities including direct service delivery and development of policy and program evaluations. Her areas of interest are child abuse and neglect, child welfare policies, and supervision.

Families First

(continued from page 3)

training and support package for DHS's key field managers, district administrators and program directors, area managers, and program supervisors. Central office directors in Family Assistance helped in designing and delivering the training, which was held in January and April 1996.

The stated purpose of the training was

- to provide managers with the tools and information they will need
- to analyze current operations and determine the cultural, operational, and structural changes required in their local offices
- to successfully implement Families First.

The stated goal was to teach supervisors and equip them with the skills to redirect local offices to accommodate customers' employment and self-sufficiency. Included in the training were modules on

- specifics of the Families First program
- the Families First case-management model
- team building and partnering
- strategic planning
- creating a vision and plan for future offices
- outcome evaluation and performance measurement
- effective communication and consensus-building
- working with employers and businesses.

Area managers were also asked to develop a strategic plan for Families First for their county or counties and to lead local efforts to achieve these plans. Managers were and are expected to communicate frequently and comprehensively with frontline staff. In Shelby County, for example, Linda Williams, district administrator, and Mary Smith, district program director, set aside an entire week in order to meet personally with every Family Assistance work unit in their county. (In case this doesn't sound like much, keep in mind Shelby County has 300 eligibility counselors and supervisors.) Similar efforts were carried out across the state.

Okay, we've worked our way at last to that final question--"What's this have to do with me?" Well, few people, especially DHS employees, liked or wanted the welfare system that existed. In Tennessee it is being changed, perhaps not exactly as you wanted it to be, but pretty close. Both "carrots and sticks" in the form of critical support services or sanctions for the "truly uncooperative" are available. Eligibility still must be determined, as accurately and as with as much timeliness as ever, but there are new expectations--expectations by which our customers, lawmakers, and the taxpaying public will judge our competence and effectiveness. How quickly and how permanently will we enable our customers to become self-sufficient? The answer to that question depends in large part on the degree to which we're able to change "the way we do things around here."

Nancy Dickinson heads the California Social Work Education Center, which awards stipends to graduate social work students at 12 California schools. ☞



doctoral work at the University of Washington in Seattle. Her dissertation research focused on the participation of AFDC recipients in work experience programs in the state of Washington. She has continued to conduct research on the economic side of the public welfare arena throughout her career.

Dickinson has also taught at the University of California at Davis, where she received an outstanding service award in 1990 as an instructor for the social work program. Dickinson currently serves on the board of directors of the National Staff Development and Training Association.

Publications

Marcia Egan, (with G. Kadushin), "Rural Hospital Social Work: Views of Physicians and Social Workers." *Social Work in Health Care.*

Marcia Egan, "Getting Down to Business and Off Welfare: Rural Women Entrepreneurs." *Affilia, The Journal of Women in Social Work.*

Hisashi Hirayama (with A. Miyazaki), "Implementing Public Policies and Services in Rural Japan: Issues and Problems." *Journal of Aging and Social Policy.*

Hisashi Hirayama (with K. Hirayama), "Group Treatment Programs for Alcoholism in the USA and Japan." *Selected Proceedings of the XVIth Symposium of Social Work with Groups*, Joan Parry, ed., The Haworth Press.

Hisashi Hirayama (with K. Hirayama), "Bullying and Scapegoating in Groups: Process and Intervention." *Selected Proceeding of the XVIIth Symposium of Social Work with Groups*, Joan Perry, ed., the Haworth Press.

Jill B. Jones, "Representations of Menopause and Their Health Care Implications: A Qualitative Analysis." *American Journal of Preventative Medicine.*

Bill Nugent, "Integrating Single Case and Group Designs for Evaluation Research." *Journal of Applied Behavioral Science*, June 1996.

Bill Nugent, "The Use of Hypnosis in Social Work Practice," in forthcoming 4th edition of Francis J. Turner (Ed.) *Social Work Treatment.*

Bill Nugent, "Should Social Workers Use Hypnosis in Practice?" Yes." In B.A. Thyer (Ed.) *Controversial Issues in Social Work Practice.*

David Patterson, "Should Social Workers Support the Inpatient Treatment of Substance Abusers Who Do Not Need Detoxification? No!" In B.A. Thyer (Ed.) *Controversial Issues in Social Work Practice.*

David Patterson, "Research and Practice: The Great Divide in Substance Abuse Treatment" in *Reflections: Narratives of Professional Helping.*

Cynthia Rocha (with A. Johnson, K. McChesney, & W. Butterfield), "Predictors of Permanent Housing for Sheltered Homeless Families." In *Families in Society: The Journal of Contemporary Human Services.*

Mary Rogge, "Social Vulnerability to Toxic Risk from Commercial and Industrial Chemical Releases." *Journal of Social Service Research.*

Mary Rogge, "Coordinating Theory, Evidence, and Practice: Toxic Waste Exposure in Communities." *Journal of Community Practice.*

Mary Rogge (with M.D. Hoff), "Everything that Rises Must Converge: Developing a Social Work Response to Environmental Justice." *Journal of Progressive Human Service.*

Mary Rogge (with O. K. Darkwa), "Poverty and the Environment: An International Perspective for Social Work." *International Social Work.*

Presentations

Ramona Denby, " *Family Preservation Program Reform: An African-American Model.*" National Black Family Summit, Hilton Head, April 1996.

Ramona Denby, *"Considering New Directions in Family Preservation Services: A Multiple-Service Layer Approach."* The Eleventh National Conference on Child Abuse and Neglect, Washington, D.C., September 1996.

Ramona Denby (with Keith Alford), *"Special Populations and Family Preservation: Strengthening Our Commitment and Meeting Needs."* NASW 1995 Annual Meeting.

Hisashi Hirayama (with K. Hirayama), "Bullying and Scapegoating in Groups: Process and Intervention," XVIII Symposium of the Association for the Advancement of Social Work with Groups, San Diego, October 1995, and Annual Program Meeting of the Council on Social Work Education, Washington, D.C., Feb. 1996.

Hisashi Hirayama (with K. Hirayama and Y. Kuroki), "Empowerment-Based Practice: Can It Be a Universally Applicable Social Work Method?" Joint Conference of the International Federation of Social Workers & International Association of Schools of Social Work, Hong Kong, July 1996.

Jill B. Jones, "Menopause and the Change of Life: The Construction of Meaning," University of Nebraska Fourth Annual Enduring Spirit: Women as We Age Conference, Omaha, April 1996.

Jill B. Jones, "A Comparison of the Health-Related Transplant Experience of Acute-Onset and Chronic-Onset Liver Failure Transplant Recipients," North American Transplant Coordinators Organization 21st Annual Meeting, San Diego, August 1996.

David Patterson, *"HyperCDTX: Multimedia Computer-based Substance Abuse Treatment Education."* HUSITA-4 Conference, Rovaniema, Finland, June 1996.

Mary Rogge, *"Methodological Advances in Social Work Research."* Panel presentation at the GWB 70th Anniversary Conference, Washington University, St. Louis, October 1995.

Mary Rogge, Review and analysis of the American Association of State Social Work Boards' (AASSWB) Job Analysis Survey. Chantilly, Virginia, December 1995.

Mary Rogge, *"Educating Social Workers for Natural and Technological Disaster Management,"* (with David Gillespie and Karen Robards). Disaster and Traumatic Stress Symposium, Washington, D.C., February 1996.

Mary Rogge, *"Agency Preparedness for and Response to Critical Disaster Incidents"* New Directions in Post Trauma Responses Workshop, Knoxville, April 1996.

Susan Vickerstaff, research in the areas of childhood sexual abuse and the onset of obesity with its stress-related co-morbidities. American Federation for Clinical Research, Washington, D.C., May 1996, and American Society for Bariatric Surgery, Quebec, June 1996.

Lisa Werthamer, "Cost-Benefit/Cost Effectiveness Methods," National Institute on Drug Abuse Research, January 1996.

The University of Tennessee, Knoxville does not discriminate on the basis of race, sex, color, religion, national origin, age, disability or veteran status in provision of educational programs and services or employment opportunities and benefits. This policy extends to both employment by and admission to the University.

The University does not discriminate on the basis of race, sex or disability in the education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990.

Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA) or any of the other above-referenced policies should be directed to the Office of Diversity Resources & Educational Services (DRES), 1818 Lake Avenue, Knoxville, TN 37996-3560, telephone (423) 974-2498 (TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Human Resources Management, 600 Henley Street, Knoxville, TN 37996-4125.

Jo Wintker Retires from SWORPS after 18 Years Directing Foster-Parent Training

April 1978 marked the beginning of a new era of innovation in the training of foster parents in Tennessee and around the country. That was when Jo Wintker, often called "The Mother of Foster Parent Training," began her 18-year career with the University of Tennessee. In her early days on the job she was presented with a foster-parent program that had little structure and with foster parents who had almost no training and who were starved for information. From this, she developed the first foster parent training program in the country to provide continuing education.

Up until her retirement in June 1996, Jo continued to conduct training across the country, and she developed one of the first widely used curricula on parenting the sexually abused child.

In the summer of 1991, she presented at the International Foster Parent Conference in Sweden.

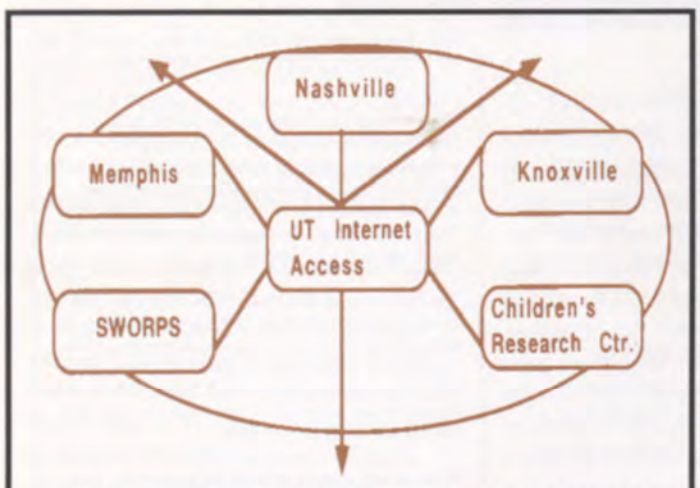
Multi-Media Programs Continue to Expand

by David Patterson

Nicholas Negroponte, the Founding Director of the Media Lab at MIT, recently wrote *Being Digital*, a book on the revolution in information technology. In this book, Negroponte details how information technology will transform how we learn and the way we work. In the College of Social Work that transformation is well under way.

Last year here in *Stimulus* I described how the UT College of Social Work had begun to enter the Information Age. We were at that time developing a wide-area computer network to link our three locations, we were teaching interactive television classes, and we were pursing the development of multimedia for social work education. This year it seems appropriate to provide an update on our progress toward being digital and teaching social work.

Perhaps one of the most important steps the College has taken in the last year is to bring on-line our wide-area computer network. At present, faculty and staff in Nashville and Knoxville are linked to the wide-area network. It is expected that the installation of hardware and software in Memphis will be completed by the middle of fall semester.



All branches of the CSW now have access to the Internet via the wide area network that connects us electronically.

Once the technical work in Memphis is completed we will become an electronically integrated college. What this means is that faculty, staff, and students in all three locations will not only be able to readily send e-mail messages to individuals and groups within the college, but also will be able to distribute fully formatted word documents, charts, graphs, and data sets electronically.

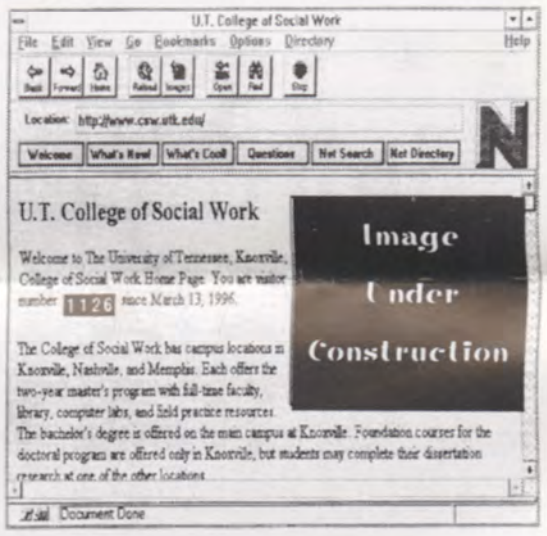
Now at first blush, this may seem about as exciting as watching butter melt, but the enhanced ability to distribute information across the state will dramatically increase the faculty's ability to teach students and to collaborate with social work colleagues.

Two brief examples may illustrate the importance of the wide-area network. Last spring, in my interactive television substance-abuse treatment class I placed an electronic copy of my class notes on the hard drive of one of our network computers in Knoxville. My students in both Knoxville and Nashville were able to go to their respective computer labs and download my notes. This allowed them to come to class prepared with questions about the notes and to follow along more closely in the lectures. Additionally, students are now able to turn in electronic copies of their papers by copying them to this shared hard drive.

A second example of the utility of the wide-area network is its ability to augment the courses now offered by the College by using interactive television. The College is increasingly using this medium to offer courses that aren't available in all three locations and to maximize faculty resources. Students taking interactive courses can e-mail professors with questions about course materials.

This is especially important to students who are taking a course at a location other than the one at which the professor is based. It also gives students a venue through which to seek more information, share ideas, and receive feedback that might not otherwise be available.

Another important advancement for the College into the digital age is our entry onto the information superhighway. The College now has a web page on the Internet's World Wide Web. Our address is http://www.csw.utk.edu/. This page, which was designed by Tracy Carter, Knoxville's Computer Programmer Technician, contains a wealth of information.



This copy of a computer screen shows the UTCSW home page, still under construction.

Visitors to the page can find faculty e-mail addresses, get information on the B.S.S.W., M.S.S.W., and Ph.D. programs, explore links to other social work resources, receive information on the College's Continuing Professional Education course offerings, and examine the College's Bulletin. Students can use the College's home page to sign up for e-mail accounts, read the user's manual for e-mail, and find out more about using the College's computer labs.

There is also a link to the College's Children's Mental Health Services Research Center home page. The Research Center's home page, which is located at http://social33.csw.utk.edu/, describes the Center, provides links to other National Institute of Mental Health Research Centers, and recommends other Internet-based sources of information on children at risk.

The College's web pages also provide a valuable source of information to current and potential students, alumni, and other social workers around the world. I anticipate that there will be continued growth of the information available on College's home page in the coming year.

If you have access to the world wide web, please visit the page and send us your feedback on what you like and don't like about it and to tell us what you would like to see available on the page. Clearly, the College's web already represents a valuable information resource for social work students and professionals around the state and around the world. We will continue to update our web pages and add links to make this an even more useful resource.

David Patterson, Ph.D., is an assistant professor in the UT School of Social Work at the Knoxville location.

Jo Wintker will be long remembered for her role in developing foster parent training programs. Her involvement with foster parents is sure to continue. ☞



Whenever she met with foster parents, Jo could frequently be seen embracing and laughing with them and empathizing with the seemingly insurmountable challenges that they faced. She was a natural "ham," and in fact had pursued a successful acting career before joining the ranks of social workers. (Those of you who recall the *Dr. Kildare* TV show may remember her in the role of Nurse Conant!)

Although Jo was often honored publicly, it was her position that the greatest honor comes from helping foster parents achieve success in their work with children.

Continuing Education Offers Great Diversity

by Clevonne Turner

I hope this brief report finds all well with each of you! During the past academic year the Professional Continuing Education Program had over 1,200 attendees at fall and spring offerings that covered a broad array of topics, from the latest developments in post-trauma responses and working with chronically ill children to computer spreadsheet specifics and teleconferencing. With the collaboration between the Social Work Office of Research and Public Service (SWORPS), the college faculty, our three statewide advisory groups, and program cosponsors, we have come a long way!

In the Spring of 1995, five well-received programs were offered at three sites (Knoxville, Memphis, and Nashville). Three trainings and two interactive satellite downlink teleconferences were attended by 155 professionals. Now, on a yearly basis, SWORPS offers 20 professional education workshops across the state, including special homecoming symposiums for returning alumni and friends. In February and April we offered two teleconferences on Violence and Sudden Loss in six locations across the state. Most conferences and workshops are face-to-face, while others are offered using distance learning technologies to link professionals efficiently in different cities. We have the assistance of in-house communications and graphics specialists who help us produce wonderful brochures each semester, which I hope all of you are receiving. If not, please write and let us know your name, graduation degree and year, and mailing address so we can put you on our active mailing list.

In partnership with the UTCSW faculty, SWORPS is working with alumni, with social work and human services providers across disciplines, with professional organizations, and with nonprofit and public agencies to constantly update the quality, timeliness, and effectiveness of this valuable statewide training. Recently, relationships have been established with numerous continuing education providers, such as the National Association of Social Workers, the Hospice Foundation of America, St. Jude's Children's Hospital, Jackson-Madison County General Hospital, Family Systems Associates, Inc., (Memphis), Comprehensive Christian Medical Center (Madison), First Hospital Corporation (Nashville), the Nashville Metropolitan Police Department, the Tennessee Valley Authority, Departments of Social Work across the state, the University of Tennessee, Martin-Jackson, the University of Tennessee, Chattanooga, as well as the UT Graduate School of Medicine and the College of Nursing, among others.

This year's academic program was kicked off in August with three dynamic, interactive Domestic Violence Workshops spread across the state and in Muscle Shoals, Alabama, with more than 600 participants spanning three states. A highly useful two-day conference on Solution-Oriented Therapy with Challenging Children and Adolescents followed on September 6-7 in Jackson, Tennessee. The remainder of the semester offers an array of whole- and half-day workshops scheduled from Johnson City to Memphis, covering such topics as Aging, Mediation, Substance Abuse Treatment, Program Evaluation, Stress Reduction, and Information Technology and culminates in the free Homecoming Symposium on November 15 at the University of Tennessee, Knoxville. (See the back page of this newsletter for more information.) This year the College of Social Work is again sponsoring the Homecoming Symposium and will feature work currently underway by the acclaimed Children's Mental Health Services Research Center under the direction of Dr. Charles Glisson, our acting interim Dean of the College of Social Work. A reception will follow, giving all an opportunity to network, meet and greet, and exchange ideas and fellowship. We hope to see many of you there and at upcoming events!

Look for a brochure soon detailing the continuing education offerings for spring. In the planning stages are workshops on play therapy, social work administration, couple's counseling, working with chronically ill children, health care issues, a hospice teleconference, and intensive training for domestic violence professionals.

Clevonne Turner, M.S.W., is the College of Social Work's Assistant Director of Professional Continuing Education.

Social Work Students Satisfied With Major

A survey conducted by the Office of Institutional Research in the fall term, 1995, asked undergraduate students "If you could choose again, would you choose the same major?" The possible responses were as follows: definitely would not, probably would not, probably would, and definitely would. As indicated below, social work was listed above the University-wide mean score and tied with Architecture for having the highest mean score!!!

College	Mean Score (4-point scale)
Social Work	3.7
Architecture	3.7
Arts and Sciences	
Humanities	3.3
Social Sciences	3.2
Natural Sciences	3.0
Engineering	3.3
Agricultural Sciences and Natural Resources	3.2
Communications	3.2
Education	3.2
Nursing	3.2
University-wide	3.2
Business Administration	3.1
Human Ecology	2.9

Alumnus Roderick Burton ('73) Receives Lucille Evans Dean Award

On February 28, 1996, Dr. Roderick Burton was presented the 10th annual Lucille Evans Dean Award. Established at the Nashville campus, this award each year recognizes an outstanding African American social worker in the community.

Burton is an Associate Professor and Program Director for the B.S.S.W. program at Tennessee State University, as well as the director of TSU's Center on Aging and director of the National Elder Abuse Institute.

Burton has made his mark in the social work profession as a scholar in the areas of gerontology and long-term care, and he has served as a consultant to hospitals and area nursing homes interested in the development of social services departments. In 1995 he received the Tennessee State University President's Distinguished Public Service Award, the Association for Gerontology and Human Develop-

Dean Shatz Retiring

(continued from page one)

Alabama, or Mississippi," said Paul Campbell, the Director of SWORPS. He adds, "In the period that she has been the dean, we have achieved national recognition, and the college's programs are now judged in comparison with recognized academic and research leaders in our discipline, such as Columbia University, the University of California, Berkeley, or the University of Michigan.

"This dramatic shift in quality of our programs, which led to a growing national reputation, is a direct result of Dean Shatz's leadership and is remarkable in that it was accomplished in a short time span of only eight years," Campbell said.

"The past eight years have been a marvelous experience at the University of Tennessee, Knoxville. I've learned a great deal. It has not been without pain or problems, but it has been wonderfully rewarding. It's been a great ride," Shatz said.

"There is never an ideal time to retire, but this is about as close as it gets. So, I'm truly grateful for having had the opportunity and the privilege. It's a great last place to work."

In the future she will take a break and have her morning paper with two or three cups of coffee, Shatz said.

"I'm going to do whatever I want to do, whenever I want to do it. I'm also going to have my first grandchild," Shatz said. "There are some-things I want to do. I'm going to Washington, D.C. and I want to travel. There are so many places I haven't been to and things I haven't done.

"It's like a big feast, I can't wait," Shatz said.

***Johnny Royster is a staff writer for the University of Tennessee* Daily Beacon.**



Muammer Cetingok, Bridget Turner, and Clevonne Turner (left to right) wished Dean Shatz the best at a reception held at the University Club in honor of Shatz's retirement.

Budget Cuts Affect CSW

(continued from page one)

There is some irony in the fact that one reason for the budget reduction was a University-wide *decrease* in graduate student enrollment: If full funding for higher education continues to be cut, the College of Social Work, which is now the state's only graduate social work program, with a enrollment of 427, could be forced to reduce enrollment in order to achieve the faculty/student ratios that would insure quality instruction.

Paul Campbell, D.S.W., is the director of SWORPS.

Fryer Tribute

(continued from page 2)

cultural center dedicated to presenting and preserving the traditional art forms of the Southern Appalachian region.

The Design Center

Fryer was also a founding board member of the East Tennessee Community Design Center and still serves on its board. According to Annette Anderson, former director of the Design Center, Fryer contributes to the organization on all levels, from conceptualizing center projects to helping with the maintenance of office space:

"I think that Gid came to love community design because it is such a good approach to community organizing," says Anderson. "He brought that perspective to the invention of the Community Design Center 25 years ago and kept us to it over the years. He has also been the center's 'best friend' for over 25 years and--like a good best friend--he does whatever the Design Center needs doing. He heads the project-selection process, entertains visitors, counsels the staff, and takes away the trash for recycling."

Fryer also served as a Democratic precinct chairman for the Mt. Olive community in Knoxville for many years.

A Life's Work Continues

Fryer and his late wife of 47 years, Bet, were well loved by the community. "Bet kept Gid from walking off the ends of the earth. She was the stable one, and he was the passionate one. He was a visionary; he could imagine a better world, and that belief was so attractive that he pursued it even if he realized it wouldn't come true. They were such strong, reliable people you could count on to be on the right side of things," says Donna W. Sherwood, associate professor of English at Knoxville College and lecturer at UT in the Department of Civil and Environmental Engineering.

Fryer has two daughters: Carol, who is a psychiatrist who practices in Albuquerque, and Nancy, who lives in Denver, where she is an investigator for the Colorado Worker's Compensation Authority.

Fryer now lives in a cabin on property that lies within a couple of hundred yards of the Great Smoky Mountains National Park. Since the early 1990s, as a participant in the park's Adopt-a-Trail Program he has been responsible for maintaining a trail near his property, where he walks frequently to check for fallen trees and litter and where he visits with the hikers he encounters there.

From his home in the Smokies to countless sites across the country where his former students and colleagues carry on their work, Gideon Fryer continues to be a powerful influence. He didn't just "imagine a better world," he made one.

Kimberley Sands is an editorial specialist in the SWORPS office.

Show that you care! Give generously to the 21st Century Campaign.

Dr. Roderic Burton has received many honors for his work in Adult Protective Services, and his community involvement includes membership on several boards.



ment in Historically Black Colleges and Universities President's Outstanding Service Award, and the Tennessee DHS Commissioner's Adult Protective Services Award.

Burton is a member of several professional organizations, including the Association for Gerontology and Human Development in Historically Black Colleges and Universities, the NASW, the Council on Social Work Education, the Southern Gerontological Society, and the National Caucus and Center on the Black Aged. He serves on several boards and is a member of the task force to reorganize DHS.

Charitable Trusts: A Win-Win Situation for University Donors

Does someone you know (a client, friend, or YOU) have highly appreciated stocks or property? Will that someone have capital gains tax problems when the stock or property is sold? Does that person want a source of lifetime income for both spouses? Then a charitable trust may be the way to go.

For example, a $100,000 piece of property will result in a capital gains tax of as much as $25,200. By giving the property to UT, the donor could avoid the capital gains tax, could take a present value charitable deduction, and could establish a trust that would pay from five percent to eight percent per year for the lifetimes of the husband and wife.

Removing such an asset also provides obvious advantages in estate planning. For example, the value of the asset can be replaced for inheritance purposes with a second-to-die life insurance policy paid through the tax savings and or income from the trust.

Mike Hitchcock and Woody Henderson in the UT Office of Planned Giving (423-974-2115 or FAX: 423-974-2663) can assist you or your tax attorney or accountant, with no obligation. Their expertise in estate planning is a valuable resource!

Student News

The three core faculty members in the undergraduate program, **Judy Fiene, Tim Page,** and **Frank Spicuzza,** have maintained their traditional strength in teaching and advising. Fiene received the NASW 1996 Social Worker of the Year award (Knoxville chapter and state), and Spicuzza received the Prudential Preferred Award for student leadership and development at UTK. In addition, **Phyllis Betz** continues to develop field placements that provide opportunities for the professional growth of students. In 1995-96, 39 social service programs were utilized for B.S.S.W. placements.

Breakfast with the Chair

For the past four years, students have had the opportunity to have breakfast with Chairperson of the B.S.S.W. program, **Frank Spicuzza.** There is no set agenda, but in the 1995-96 academic year 16 students participated in discussions involving a variety of topics including the program's admissions activities, the SWO, fund raising, Governor Sundquist's welfare reform, graduate school, and class assignments.

Job Market/Graduate School

The job market continues to be healthy for the UTK B.S.S.W. graduates. Many seniors reported job offers prior to graduation. Twelve students (38%) from the 1995-96 class were accepted into graduate programs, and six students received advanced standing.

B.S.S.W.-SWO Activities

The B.S.S.W.- Social Work Organization (B.S.S.W.-SWO) completed a very productive year. Eleven speakers from the community made presentations at the weekly general meetings. Membership increased, and treasury funds went from $100 in August 1995 to $1,500 in May 1996. The organization provided services to 10 social service programs. One highlight was the development and production of a short video that described the B.S.S.W. educational experience at UT.

Other Items of Interest

- The B.S.S.W.-SWO donated $500 to the Undergraduate Scholarship Fund at the Recognition and Hooding Ceremony on May 9, 1996.
- Marvena Almond, a senior in the B.S.S.W. program for '96-'97, was named UT Lady Vols' most valuable athlete and was made a team captain of the UT Lady's Track Team. She also was honored with a community service award by the UT/Knoxville Track Club.

Enrollment

Projected total enrollment for M.S.S.W. program for 1996-97

New Admissions	Full Time	Part Time	Advanced Standing	Total
Knoxville	40	15	8	63
Memphis	41	20	15	76
Nashville	48	19	17	84
Total	116	52	40	223

Returning Students	Full Time	Part Time	Advanced Standing	Total
Knoxville	42	25	2	69
Memphis	34	40	0	74
Nashville	28	25	8	61
Total	104	90	10	204
TOTAL	233	144	50	427

Total projected enrollment in the B.S.S.W. program, which is located at the Knoxville location, is 31 juniors and 32 seniors. There are 23 students enrolled in the Ph.D. program, which is also located in Knoxville.

See You at Homecoming!

Mark Your Calendars for November 15 and Plan to Attend This Year's Homecoming Symposium

Research on Mental Health Services for Children and Families: Implications for Practitioners and Managers

Presenters: William Nugent, Ph.D.; John Orme, Ph.D.; Terri Combs-Orme, Ph.D.

The University of Tennessee's acclaimed Children's Mental Health Services Research Center is one of only three NIMH-funded social work research development centers in the nation. At this symposium, three of the center's research team chairpersons will make presentations on the latest developments in mental health services to children and their families. Attendees will learn about recent research on aggressive and antisocial children and adolescents, child abuse, and assessing potential foster parents.

Participants in this symposium will:

- Learn about anger-control training and aggression-replacement training, their implementation, and their potential effects on antisocial behavior
- Learn how the externalizing behavior of children in state custody appears to affect the functioning of the children's services system
- Learn about methodological problems in relying exclusively on child-abuse reports for an understanding of child maltreatment and about possible remedies for this problem
- Discuss a current research project in Tennessee to examine the relationship between foster parent characteristics and the mental health and developmental outcomes of foster children
- Learn about easy-to-use measurement tools for assessing potential foster families

UTCSW alumni are especially invited to return for this alma mater homecoming symposium.

November 15, 1996
1:00 PM - 5:00 PM
UT Knoxville
University Center Crest Room
1502 Cumberland Avenue
NO CHARGE
CEUs: .4 (4 clock hours)
$10 CEU registration fee
(if you wish to earn CEUs)
Reception immediately following the program

Workshop # SW036, sponsored by the University of Tennessee College of Social Work

Call 423-974-6015 for more information about registering for this and other continuing professional education programs!

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