The University of Tennessee College of Social Work Welcomes Dean Karen Sowers

Dean Karen Sowers joined the College of Social Work on August 9, 1997.

The College of Social Work gained a new dean just as students were returning to classes last fall semester. Karen Sowers, PhD, came to UT from Florida International University in North Miami, where she was director of the School of Social Work. "We interviewed several excellent candidates, and Dr. Sowers emerged as the individual best suited to lead our statewide social work program into the 21st century," said John G. Peters, vice chancellor for academic affairs.

Sowers directs the College's programs in Nashville and Memphis as well as in Knoxville. "It's a complicated program that she's come to manage," says Judy Fiene, who is acting associate dean of the College of Social Work.

Sowers earned her bachelor's degree in sociology at the University of Central Florida and received both of her advanced degrees from Florida State University. Her primary areas of research have been the evaluation of social work practice, child sexual abuse, social work education, and juvenile delinquency.

Sowers began her social work practice in the mid-70s as a consultant to the Community Health Board of Central Florida. While there, she acted as a grant consultant and trainer for community and state agencies that delivered mental health and alcoholism services to the indigent. From 1977 to 1979 she worked as a clinical social worker and as the interim director of a program for women who were the victims of domestic violence. In 1979, Sowers began her distinguished career as an academician, first as an Assistant professor of social work at Winthrop College in Rock Hill, South Carolina, then as a teaching fellow at the Florida State University School of Social Work.

In 1986, she became an assistant professor of social work and the baccalaureate program director at Florida International University. She was promoted to associate professor, with tenure, in 1991, and then was named director of the program at Florida International in 1994.

In her years as a professor and administrator, she has authored more than 50 professional papers and books.

A NEW FOCUS FOR THE CSW

Dean Sowers is taking on the leadership of the College at a time when social work is undergoing profound change, and she looks forward to meeting the challenges of helping educate students become a force in shaping the future. "Many in the profession today voice concern about the drastic changes occurring in the delivery of human services," she says. "Historically, social work has always been in flux," she adds. "It is our ethical responsibility to continue to advocate for service delivery systems that are humane and that meet the needs of the most vulnerable and oppressed."

Sowers states that another challenge that faces the College is giving students the tools they need to keep up with the latest information. To achieve this goal, one of her first achievements was to hire a manager of computer and information technology and expand the College's computer lab.

"Knowledge can be transmitted very rapidly today, and it becomes quickly outdated," explains Sowers. "A very important objective of our program is to teach students critical thinking skills and to equip them with the ability to access large amounts of data, synthesize and integrate research findings, and apply information appropriately to practice."

Margot Morrow is the editor of Stimulus.

Families First: Past, Present, and Future

Welfare reform has made headline news in Tennessee and has affected the lives of countless social work professionals across the state in the past few years. But Tennessee has not been alone in implementing sweeping change. On August 22, 1996, when President Clinton signed into law the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, this legislation marked the end of 60 years of national social policy and the beginning of a major overhaul of the United States welfare system.

When the bill went into effect on July 1, 1997, it ended the AFDC, JOBS, and Emergency Assistance programs and called for the creation of the Temporary Assistance to Needy Families (TANF) Block Grant. Under this grant, individual states were asked to design welfare programs that require customers to work in order to receive benefits. States were given until July 1, 1997, to submit their plans for the use of TANF funds. Tennessee applied for and received a waiver to implement its own plan rather than follow federal welfare-reform legislation.

NATIONAL GOALS

The basic purposes of TANF is to provide assistance to needy families so that children can be cared for in their own homes; to reduce dependency by motivating job preparation, work, and marriage; to prevent out-of-wedlock pregnancies; and to encourage the formation and maintenance of two-parent families. This legislation calls for states to limit assistance to recipients to five years, although states can set shorter time limits. Other provisions of TANF are that unmarried teen parents must stay in school and live at home or in an adult-supervised setting; people who have ever been convicted of a drug-related felony are banned from TANF and the food stamp program for life, although states can opt out of this.
Alumni Profile | Jim Kelly (MSSW, '73) Believes in Validating Troubled Young Clients, Not "Fixing" Them

by Kimberley Sands

James A. Kelly has a long list of accomplishments: He has worked for years with troubled adolescents and their families and is currently a consultant with the Tennessee Association for Child Care (TACC). He has a private counseling practice and has earned the respect of colleagues for being an excellent therapist. He provides clinical counseling and mental-health education to students at Belmont University in Nashville and maintains a professional association with UT by conducting continuing-education training. But Kelly downplays his achievements and instead prefers to focus on process. In fact, he points out that perhaps his greatest accomplishment is valuing the complexities of change rather than merely seeking specific outcomes.

Sometimes when dealing with a client, Kelly feels that he has had no immediate impact, but he remains philosophical. "Maybe even when I think I'm having no influence, a seed gets planted and only later will [the client] be ready to make use of it." When asked to choose one or two of the cases that he considers success stories, Kelly says that casting his work in that light would "contradict my view of life, which is ongoing and dynamic. Everything is a learning experience. Even [when] clients have felt that something really important happened in the counseling process, that was not the end of the story."

DEVELOPMENTAL ISSUES

In keeping with this Zen-like view of the therapeutic process, Kelly believes it is critical for helping professionals to avoid trying to "fix" their clients. Kelly emphasizes this concept when he is training staff at residential facilities as part of his work with the TACC. "We all want to see results from our work. But we don't always understand the developmental implications of being a child or adolescent." He adds that just offering a safe and affirming environment may meet very important needs.

Kelly says that professionals sometimes make the mistake of communicating to troubled young clients a sense of urgency—a need for kids to "get it together." By doing this, the therapist may actually confirm negative core beliefs with which a youngster is struggling and give a young client yet another way to feel like a disappointment. "I think that we've got a lot to learn in terms of how development works and how change is slow, subtle, and incremental."

AN EARLY COMMITMENT

When Kelly was a student at Baylor University (BS, 1971), he thought he was going to enter his family's business, so he became a business major. It became clear to him in his junior year, however, that he really wanted to be involved in a helping profession. At first he envisioned himself teaching, but while still an undergraduate he began working at a large Methodist children's home in Waco, Texas, as a part-time house parent. He soon felt an affinity for residential care, and as he neared graduation, the administrators of the home offered him a stipend to get his MSW. Kelly thought to himself, "That's the degree that will enable me to continue in this work."

Kelly received his masters from the College of Social Work at UT Nashville in 1973. A "key piece of the puzzle" during his graduate-school years was his job at the Monroe Harding Children's Home. Unlike the children's home in Waco, which had several hundred residents, Monroe Harding had about 40 kids.

TIME OUT FOR A BREATHER

After graduation, Kelly stayed at Monroe Harding for four years as the director of group care. Then, he spent two years as the executive director of Brookfield, Inc., in Richond, Virginia, (where he developed a new group home for adolescents) and then two years as the director of residential care for the Barium Springs Home for Children in North Carolina. In the early 1980s, years of work in residential facilities left Kelly feeling burnt out, and he spent the next five years working as a businessman. Looking back, he says the break gave him the chance to work at something more concrete, to regroup, and to reflect on his experiences as an administrator. In 1987, Kelly returned to social work, with a renewed commitment, as a clinician in private practice. Now, he says that although he finds his counseling practice satisfying, he still feels rooted in the field of residential child care.

HOPE FOR THE FUTURE

Within a year of his return to social work, the TACC, which has promoted the professional development of child-care professionals for more than 40 years, hired him as a consultant. According to Executive Director Fran Priest, TACC's training curriculum (which Kelly developed and implemented) is responsible for much of the growth that the organization has experienced in the 90s. Kelly "continues to refine and broaden the opportunities for professionalizing the field of child welfare in Tennessee."

Kelly is familiar with the frustration that sometimes besets residential caregivers, but he urges them to maintain hope for the future: "When we have contact five or 10 years later, and we see where [clients] are in their lives, we see how important we were." He hastens to add, "It's not all us; there are other factors that we don't have control over. But just meeting basic needs and providing positive learning can make a big difference to kids."

Kimberley Sands is a publications specialist for SWORPS.
Families First Welfare Reform (continued from page 1)

The overall objectives of the 11-year process evaluation that SWORPS is conducting as part of the Families First evaluation component are to describe the implementation of Families First services to assess satisfaction with Families First from the perspectives of staff, customers, employers and business leaders, service partners, and the general public; to examine how implementation affects organizational climate; and to provide program administrators with useful information to plan, modify, and replicate various aspects of Families First. The evaluation also includes determining what the training needs of case managers are since their duties have changed as a result of the implementation of Families First.

SWORPS is evaluating the implementation of Families First by examining how Families First was planned and promoted, reviewing policies and procedures, and assessing Families First services such as case management, Job Club, Fresh Start classes, transportation, and child care, among other things. To do this, SWORPS is employing a variety of qualitative and quantitative research methodologies. SWORPS staff members are conducting focus groups and interviews with Families First staff, customers, and business leaders; performing document and case reviews; holding Best Practices Forums; distributing and analyzing an Organizational Climate Inventory; observing service delivery and case manager skills; and surveying staff, customers, employers and business leaders, and the general population.

SWORPS conducted site visits to local TDHS offices in November and December 1996, shortly after the program was implemented, and in April and May 1997. The site visits will continue every six months for the first three years of the process evaluation and annually thereafter. Eight randomly selected counties will be visited each year in the first three years and every other year thereafter.

Kirke Rogers is the training assistant for Continuing Professional Education.
CSW Graduate Jim Bailey (PhD, '97) Joins The Faculty of Ohio State

Jim Bailey, a December 1997 graduate of the PhD program at the UT College of Social Work in Knoxville, was appointed recently to the faculty of Ohio State University in Columbus. He is an assistant professor in the College of Social Work at Ohio State and is currently teaching quantitative research methods and social welfare policy courses there.

Bailey is a native of East Tennessee and graduated with a BA in liberal arts with a major in psychology from the University of Tennessee in 1984. He completed work on his MSW degree at the University of Kentucky in May 1992 and entered the doctoral program at UT in August 1992. Before beginning his doctoral work, Bailey spent several years as a social worker in Colorado, where he worked with adolescent children in state custody. He has also served as a clinical social worker at the Veteran’s Administration.

The 21st Century Campaign Gets Its Final Year Off to a Great Start!

As the University enters the last year of its five-year 21st Century Campaign, alumni and friends of the College of Social Work continue to invest generously in the future of its programs. As of January 30, 1998, $807,844 in campaign commitments had been made to help provide fellowships and scholarships, to support faculty development, to help fund the College’s Children’s Mental Health Services Research Center, and to finance other needs in the College. The College has designated the following three areas as priorities for funding during the 21st Century Campaign:

PROMOTING STUDENT DEVELOPMENT

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 educated citizens and 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.

SUPPORTING EXCELLENCE IN TEACHING

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

Income from an endowed faculty development fund will make it possible for the college to periodically invite nationally 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 Southeast region, 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. These new teaching tools serve both our degree students as well as practitioners in the community through programs of continuing education.

ADVOCATING AND EXPANDING RESEARCH

The College’s Children’s Mental Health Services Research Center is designed to reveal the impacts of poverty on children’s physical, emotional, mental, social, and intellectual health and to determine how it affects their aspirations and dreams. The center also seeks to find out why some children manage to “make it” against all odds.

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 adolescents.

ALUMNI AND FRIENDS, WE NEED YOUR HELP!

With the campaign closing date of June 30, 1998, quickly approaching, if you haven’t already done so, we ask that you thoughtfully consider making a campaign gift or pledge to benefit the College of Social Work. The reality of higher education funding is that competition is increasing for state tax dollars traditionally supporting colleges and universities. Therefore, campaign pledges are encouraged: pledges may be spread out over a period of 10 years, with the first payment not due for up to 12 months from the pledge date.

If you or your spouse is employed or retired from a company with a matching gift program, your gift could be multiplied or combined with the matching gift to significantly reduce your personal obligation. Most programs match two-to-one, and some even match three-to-one. We appreciate your contributions, since it is your support that helps the College continue to grow and prosper.

Susan Leonard is director of development for the UT College of Social Work.
Hospital in Lexington, Kentucky. Bailey’s research interests include issues that affect children in state custody, child mental health, and other outcomes of the state custody process. These topics were also the subject of his doctoral dissertation. While much of Bailey’s time is now devoted to settling into his new position at Ohio State, he continues to explore issues involving children in state custody, and he was recently awarded a research grant to investigate changes in child mental health based on services children receive while in custody.

Anonymous Donor Establishes Charitable Trust

A friend of the College anonymously made a generous campaign commitment to the University via a charitable trust. Income earned has enabled us to make our first "Thomas Jefferson" Awards to three master's students, three doctoral students, and one faculty member, for a total of $30,000. The Thomas Jefferson Endowment Fund will ensure the availability of grants in perpetuity. We are grateful to this donor, who has made these significant awards possible.

Letter from the Dean

It is an honor to have been selected as Dean of the College of Social Work at UT. The College is fast becoming one of the top social work programs in the country. Our NIH-funded Children’s Mental Health Services Research Center continues to conduct groundbreaking research on children at risk. Focusing on issues critical to the welfare of children and families, the center is engaged in research in the areas of organization and structure of services to children, aspects of accurate measurement and diagnosis of troubled children and their families, problems and issues in child-welfare services, and special problems and treatment of antisocial and aggressive children. (See the story on page 14 for a report on some of the recent research being done by the center.)

Our Social Work Office of Research and Public Service (S Wor P S) was one of only six schools of social work in the nation to receive the Children’s Bureau Grant for results-oriented child-welfare services. SWORPS continues to provide cutting-edge training for providers throughout the state. (Read more about SWORPS on pages 3, 10, and 14.)

In a recent university-wide academic review, the College of Social Work was highlighted for its excellence and recognized as one of the University’s best programs. This recognition of excellence is in fact widespread, and students who receive social work degrees from our College are well respected and rewarded. In fact, graduates of our PhD program hold faculty appointments at distinguished universities and positions of leadership in social services and policy arenas in Tennessee as well as around the nation.

As dean, I am proud of our achievements and am committed to continuing and strengthening the College's excellence in teaching, research, and service. We will continue our commitment to providing an excellent statewide program of professional education, while at the same time contributing to increasing the social science knowledge base through research.

Public universities across the nation face a continued decline in public funding. Increasingly, the University of Tennessee and the College of Social Work must compete for state resources. Our challenge for the future is to develop new funding options to ensure the quality of our faculty, our educational programs, our research, and our public and community service. One of my highest priorities is to work with the faculty, staff, and alumni to build a diverse funding base for the College. Private gifts are an increasingly essential part of the diversification of our funding, and they are crucial to maintaining and strengthening our research, educational programming, support for students, and creative community partnerships.

We are fortunate to have loyal alumni and friends of the College who make generous contributions and provide support in a variety of ways, including gifts that pay for scholarships and fellowships, faculty development, and the Children’s Mental Health Services Research Center. We invite all alumni and friends of the College to join with us as the College continues its passionate commitment to making a difference in people’s lives, their communities, and our society.
UT Serves as a Test Site for Students to Send Out Resumes on the Internet

The University of Tennessee, Knoxville, is one of the first schools in the United States to pilot the Resume Expert Web Resume Writer software program. Using this program, UTK students can create a resume on the World Wide Web. The resume then becomes part of a UTK Career Services web database called the Web Resume Book, which can be accessed by prospective employers.

To review student resumes on the Internet, potential employers can access the UTK Career Services home page at http://funnelweb.utcc.utk.edu/~career/career.html. Employers should click on the “Employer Blvd.” icon at this site. At this page, employers should click on “Information for Employers,” which brings up the web page including the Web Resume Book. After clicking on “Web Resume Book,” employers are asked to obtain an identification number before reviewing student resumes.

College of Social Work Has Far-Reaching Presence on the World Wide Web

The College of Social Work continues to expand its use of information technology to prepare students for social work practice.

Computer labs in all three locations were just upgraded with new, near-state-of-the-art computers linked to the Internet. This dramatic improvement in computer resources was made possible through a recently added information technology fee paid by all students. This fee provided the funding for the University of Tennessee, Knoxville’s Division of Information Infrastructure to give the College 60 new computers for student use. Each computer came equipped with software for word processing, data analysis, presentation preparation, statistical analysis, e-mail, and World Wide Web browsing.

The information technology fee also made it possible for the College to hire a manager of computer and information technology, Ken Wagner, who joined the College’s administration in August 1997. He brings to the job a background in both business and college information-technology management.

Since he joined the College, Wagner has designed and implemented the UTCSW web page (http://www.cssw.utk.edu), and he manages continuing additions and upgrades to the page. He also oversees the wide-area network, the College’s computer labs, and other information-technology resources. Wagner’s office is at the Nashville location, but he often travels to Knoxville and Memphis. Given the geographic spread of his duties, it perhaps goes without saying that he is a very busy person!

VISIT OUR HOME PAGE FOR CURRENT INFORMATION

The College’s Web page has been enhanced as a result of Wagner’s efforts. If you visit our web page you can find information on the BSSW, MSSW, and PhD programs; information and photographs from the Knoxville, Memphis, and Nashville locations; course syllabi; faculty and administration information and e-mail addresses; social work resources on the Internet; announcements and calls for papers; information on the Children’s Mental Health Services Research Center and the Office of Research and Public Service; listings of continuing education workshops and symposia; and employment opportuni-
ties. There are also plans to place alumni information on the College’s web site.

A NEW WAY TO STAY IN TOUCH AND NETWORK

In recent years the Alumni Council has made efforts to involve alumni and provide networking opportunities for those of you who would like to keep in touch. However, the council’s past efforts to gather information through alumni and regional meetings have met with only limited success. Now, the Internet gives us the ability to open new doors to communication. In the future, it is feasible that alumni will be able to participate in forums, utilize “chat rooms,” and perhaps create “hot links” to personal home pages on the Net or to home pages that are dedicated to private practices, organizations, agencies, or educational institutions.

INTERNET ACCESS WILL CONTINUE TO GROW

As we all know, sometimes our activity-packed lives as social work professionals prevent us from maintaining all-important connections with the College and with colleagues. The Internet will give us access to that even if we can’t always get together in person, we can nevertheless stay in touch.

Look for continuing updates on this exciting information technology in future issues of Stimulus, and visit the College web site—it is always growing and changing, and Ken Wagner is dedicated to making sure it contains the latest information.

JOIN THE NEW ALUMNI E-MAIL ADDRESS BOOK

The College is also in the process of developing an e-mail distribution list for friends and alumni. We will use this list to send you regular postings of events going on in the College. If you have an e-mail address, please send it to us at utsw.owk.alumniinfo@utk.edu.

David Patterson is an assistant professor in the College of Social Work.
Career Services maintains the website that enables you to distribute resumes on the internet. This department can also link you to potential employers' websites.

resumes on-line. Once they have reviewed the resumes, employers can follow up with Career Services to arrange interviews with students. The Web Resume Writer program at the Career Services website also assists students and alumni in creating a resume on-line. At the Career Services home page, students and alumni click on "Resume Expert Dr. ." then click on "Create Web Resume," which guides them through the process of setting up a resume. Students can update their resumes and access employer websites through the Career Services home page as well.

Charitable Trusts

Does someone you know (a client, a friend, or YOU) have some highly appreciated stocks or property? Will that someone have a capital gains tax problem 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 with a basis of $10,000 will result in a capital gains tax of as much as $25,200. By giving the property to UT, the donor avoids the capital gains tax, is able to take a present-value charitable deduction, and can establish a trust that will pay from 5 percent to 8 percent per year for the lifetimes of husband and wife.

There are obvious advantages in estate planning by removing the asset from the estate. (The value of that asset can be replaced for children's/ grandchildren's inheritance with a second-to-die life insurance policy paid through the tax savings and/or income from the trust!)

Mike Hitchcox and Woody Henderson in the UT Office of Planned Giving stand ready to assist you or any accountant or tax attorney (with no obligations) to look at this alternative in estate planning. Their expertise in estate planning is a valuable resource to accountants and attorneys. Call them at 423-974-2115 or FAX information for analysis to 423-974-2663.
Six CSW Graduate Students Are Honored with Thomas Jefferson Fellowships

This year three master’s students and three doctoral students were granted Jefferson Fellowships, which were made possible through an anonymous grant (see story on page 5). These awards provide the recipients with funding to enable them to conduct research under the supervision of CSW faculty. Several candidates were nominated by their professors, then after an interview and review process, the following six were chosen by a faculty panel:

Mary Ellen Cox is a second-year MSSW student based at the Nashville location. She received a BS in psychology from North Carolina State in 1992 and in 1995 she received a PhD in psychology from Vanderbilt University. She has spent 10 years in IBM in Raleigh, North Carolina. She earned an MSSW at UT in 1996. Her research includes understanding the grief process in normally occurring losses and investigating the role of religion and spirituality in social work practice. She has worked with Dr. Charles Gilsson, Dr. Catherine Fever and Dr. Mary Rogge. In addition to receiving the Jefferson Award, she has also received a Hilton A. Smith Fellowship.

Melissa D. Francis, a first-year master’s student in Nashville, is working with Dr. Sharon Crawford doing studies of professional health and social work to determine what factors make some people able to practice social work for extended periods without suffering “burnout.” She received a BS in psychology from North Carolina State in 1992 and an MS in psychology from Vanderbilt in 1995.

Tanya Ramsey is currently a PhD student at the Knoxville location. She was a 1989 MSSW graduate of UT in Memphis. She has had 13 years of social work experience in the health care field and has sought courses in family violence, death and dying, and gerontology at Carson-Newman College. She is working with Dr. Terri Combs-Orme in the Children’s Mental Health Services Research Center, and the primary focus of her research is investigating service utilization to resolve or prevent child physical abuse.

Sylvia Sentger, a fourth-year doctoral student at Knoxville, has degrees from

by Margarit Horsow

UT in elementary education (BS ’75), special education (BS ’77), and social work (MSSW ’77). She previously worked for 17 years in the public schools with high-risk children. The focus of her current research with Dr. Charles Gilsson in the Children’s Mental Health Services Research Center is the emotional well-being and safety of children who live in public housing. She is also studying how violent neighborhood activity affects children.

Ellen J. Zinkewicz has been working with Dr. Joanne Thompson and Dr. Martha Marley to help provide raw data that will support the implementation of the DCS Children’s Plan. This plan was initially put in place to decrease the number of children coming into state custody and to decrease the escalating costs of foster care. It now has the additional focus of making sure that children who are coming into care receive adequate services. Zinkewicz is in her second year in the MSSW program and is based in Nashville. She received a BA in political science and international studies from the University of Evansville, Indiana, in 1994.

Margarit Horsow is the editor of Stimulus.
Cynthia Rocha Helps Grassroots Organization Examine Health Care

Dr. Cynthia Rocha, an assistant professor at the UT College of Social Work in Knoxville, recently completed a qualitative study that revealed problems related to the implementation of TennCare and access to health care in the Knoxville area. The study, conducted with the grassroots group among non-Hispanic whites and African Americans in rural and urban communities, ethnicity and饮酒 patterns, alcohol use and HIV risk behaviors, and evaluations of alternative continuing medical education models for training health providers regarding STD/HIV.

James Neff, assistant professor, is the new research coordinator of the UT College of Social Work and is based at the Nashville location. He teaches in the areas of evaluation research and research methods and serves as liaison with the NIH-funded Children's Mental Health Services Research Center in Knoxville. He is currently working with other faculty members to develop collaborative research projects in the areas of serious emotional disorders among homeless adolescents, alcohol- and substance-abuse treatment for minority adolescents, and HIV risk-reduction interventions for African American college students.

Neff received his PhD in sociology from Florida State University in 1977 with specialization in medical sociology and applied statistics. During 1981-82, he was a post-doctoral fellow in preventive epidemiology at the UCLA School of Public Health. In 1995, he was awarded a master's of public health degree from the University of Texas School of Public Health. His major areas of research interest include minority mental health, race/ethnicity and alcohol use, and relationships between alcohol consumption patterns and HIV risk behaviors. Since receiving his doctorate, Dr. Neff has been involved in several large-scale federally funded projects on such topics as psychiatric impairment.

Solutions to Issues of Concern to Knoxvillians (SICK), showed that TennCare policies are not being maintained and followed properly. Rocha gathered a sample of 45 local citizens who reported problems with TennCare and found that some TennCare clients had not been allowed medications that are covered under the TennCare plan. Also, she found that some doctors who refer TennCare patients to specialists are not ensuring that such visits are covered. Other problem areas reported in the study are access to care, communication between providers and managed care organ-

New Faculty

Marylys Staudt joined the clinical faculty in Knoxville in January 1998 as our newest assistant professor. She is currently teaching a research class and will be also teaching human behavior and social work practice. Her professional background includes school social work and child and adult protective services, and she worked for nine years with the Iowa Department of Social Services and with Iowa education agencies. As part of her academic career, she was a visiting assistant professor at the University of Iowa from 1990 until 1992, where she also did practice coordination. She received an MSW from the University of Iowa in 1972 and completed her doctoral degree at the George Warren Brown School of Social Work at Washington University, St. Louis, Missouri, in 1997.

Staudt's doctoral dissertation was funded by the NIMH and focused on the use of recommended aftercare following short-term family preservation services. Her current research interests include clinical decision-making, practice evaluation, and service use and outcomes in child and family services.

SWORPS Assists Case Managers in Transition

In order to help Tennessee Department of Human Services (TDHS) staff—including case managers, supervisors, and consumer service reviewers—provide the best services possible to Families First customers, SWORPS is conducting several training activities. SWORPS staff are assisting case managers in making the transition from using eligibility skills to using case-management skills by helping them form work teams. Through these work teams, case managers, supervisors, and contract staff (case management specialists, job developers, and data clerks) pool their knowledge and ideas to help each other determine appropriate services for customers and ways to help customers meet the requirements of their Personal Responsibility Plan. Case managers are attending Case Management Refresher Training, a course developed and produced by SWORPS staff members, in which the skills, tools, and techniques covered in the case-management course are reviewed. Participants in this training have the opportunity to share what they have learned about care management since Families First was implemented and to develop new techniques and skills for working with harder-to-serve customers.

SWORPS is hiring customer service reviewers, who will work out of local TDHS offices, to ensure delivery of services.

These reviewers will collect data on proposed case closures to determine whether they should indeed be terminated. Customer Service Reviewer Training, conducted in February 1998, is a course designed to prepare customer service reviewers for their work with Families First. The data that customer service reviewers collect from their review of proposed case closures will be used to provide specific and reliable information about case closures and program outcomes and to serve as an aid in policy development. SWORPS staff members are conducting the training, designing the data-collection process, and evaluating the data that are collected. Finally, SWORPS is coordinating a Families First Best Practices Conference, which will be held on June 9-10, 1998, at the Gatlinburg Holiday Inn Sunspree Resort. The purpose of this conference is to bring together TDHS staff members and their contract agencies, members of community-based organizations, Families First council members, child care providers, employers, educators, social service agency staff, and anyone involved with welfare reform efforts to share information on what has worked best in providing services to Families First customers. Please contact Francesca Pinto at 423-974-6015 for more information.

—Kirche Rogers
izations, and a lack of information about TennCare's grievance procedure.

Policies are in place for managing these processes, but the policies are not followed by managed care organizations who contract with TennCare to provide medical services to TennCare clients. Rocha hopes the study will increase awareness of the need for TennCare enforcement.

In recognition of her work, Rocha was selected as a national winner of the MSW faculty entry in State Policy Plus One, presented by The National Committee for Education Students to Influence State Policy and Legislation.

Spring 1998

Publications


Ramona Denby and Cynthia Rocha, "Serving the mental health and social support needs of African American families: cooperative living as a social work intervention," In S. Logan and E. Freeman (Eds.), Reclaiming Our Common Heritage: The Strengths of Black Families (at press).


James Neff, "CME vs. clinic-based STD/HIV education interventions for primary care service providers: replication and extension," AIDS Education and Prevention (accepted for publication).


Mary Rogge, "Toxic risk, resilience, and justice in Chattanooga," In M.D. Hoff (Ed.) Sustainable Community Development: Case Studies in Economics, Environmental, and Cultural Revitalization, (at press).


Honors

William Nugent, associate professor, received an award from the Society of Social Work Research and was also awarded a Jefferson Grant from UT (see story on page 23).


Frank Spicuzza, associate professor, was selected by the chancellor for academic affairs to be part of the University of Tennessee, Knoxville, delegation to the American Association of Higher Education Conference on Faculty Roles and Rewards in Orlando, Florida, which took place January 29–February 1, 1998.

If you have news about any alumni that you feel should be included in upcoming issues of Stimulus, please write us at Stimulus, c/o Margot Morrow, UTCSW, Rm. 302, Henson Hall, 1618 Cumberland Avenue, Knoxville, TN 37996-3334.

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In Memoriam

Claus B. Corry, who received his MSSW from the UT College of Social Work in 1958, passed away on March 21, 1996, at the age of 81. Corry was a native of Covington, Georgia, where he was living at the time of his death. Corry received an undergraduate degree from Berry College in Georgia and worked for eight years as the superintendent of the Bethesda Home for Boys in Savannah before pursuing a graduate degree at UT, Nashville. He worked for the Tennessee DHS for several years following his graduation and then returned to his native state to work for the Georgia Department of Human Resources, from which he retired in 1985. Corry is survived by his wife, Mabel H. Corry, of Covington.
Continuing Education Programs Reach Professionals in Record Numbers across the State

For the past three years the Continuing Professional Education Program has been well received across the state. During the 1997 spring and fall season, 1,871 people attended the variety of workshops that were offered. To help support the program, the Social Work Office of Research and Public Service (SWORPS) was fortunate to receive generous donations from alumni, faculty, staff, students, friends, and corporate donors. In addition, the Continuing Education Program attracted the support of many cosponsors who helped pay for programs or provided facilities and presenters for our workshops (see the box on this page for a list).

During the year, we learned more effective ways to lobby with the assistance of our new Tennessee NASW executive director, Deborah Wolkahmer, the Tennessee NASW state lobbyist, and a host of elected officials. We tackled issues such as domestic terrorism, AIDS HIV prevention, substance abuse treatment, brief therapy, working with critically ill children, working with blended families, combating teen violence, and utilizing a variety of therapeutic interventions.

BIG KICKOFF FOR FALL!

For the third year, we co-hosted the annual Grief Teleconference in Jackson, Knoxville, and Nashville, with great local sponsors. Our new dean, Dr. Karen Sowers, arrived in August, in time to host the UTC SWD Fall Homecoming Symposium on Diversity, which was offered at no charge. The program was followed by a delicious reception brunch and a silent auction that benefited the Bachelor of Social Work Organization (BSWO). Attendees earned Continuing Education units, enhanced clinical and administrative skills, and enjoyed a very congenial and collaborative atmosphere.

THE VOCA CONFERENCE WAS A HUGE SUCCESS

A special three-day Victim Assistance Conference (VOCA) was facilitated for the Department of Human Services in Nashville this past October. This event attracted more than 400 participants and was held at the Tennessee Legislative Plaza and War Memorial Auditorium. The program featured national speakers from across the country, and we offered more than 40 workshops. Two highlights of the conference were a candlelight vigil held in memory of victims and an interactive computer lab that let everyone experience the Internet firsthand. Thanks to the hard work of SWORPS staff in Knoxville and Nashville, the conference went smoothly and received rave reviews.

SPRING AND BEYOND

The 1998 spring offerings are as exciting as last year's, with workshops on psychopharmacology, self-forgiveness, health care, various creative approaches to therapy, community building, confrontation management, and street-smart survival skills. Issues like bulimia, anorexia, aging, ethics, stress, and pain management are also being addressed by a host of expert facilitators who will most likely leave participants empowered with new skills and insights to take back to the workplace and to their personal lives. As in past years, the mission of the Continuing Professional Education Program is to deliver exceptional opportunities for lifelong learning. To achieve this goal, we plan to provide wider access through the Internet. Find out more about our programs at our new web address (http://www.tnweb.utcc.uk.edu/~sworps/ce-spr98.html), or contact assistant director Cleovenne Turner or training assistant Kirche Rogers at 423-974-6015.

Cleovenne Turner, MSW, is assistant director of Continuing Professional Education.
Tennessee Teens in Foster Care Have Their Own Newsletter—C.O.L.O.R.S.

Four years ago (when we began publishing C.O.L.O.R.S., a newsletter by and for teens in foster care) mindsets began to change. Tennessee started listening to its youth and discovered that they had much to say. Now, people across the state and also the nation are sharing the wisdom.

C.O.L.O.R.S. (which stands for Connecting Others Like Ourselves by Relating and Sharing) has, since its inception, grown into a dynamic entity. Through the funding of the Tennessee Department of Children's Services, UT's College of Social Work Office of Research and Public Service started C.O.L.O.R.S. in 1994 as a once-a-year, eight-page newsletter that was distributed to only 800 people. Now, in response to reader demand and popularity with social workers and administrators, it has expanded to become a quarterly publication of 24 pages, and it has a readership of 4,500.

This remarkable growth has meant that the publication continues to evolve, yet one thing has not changed—the articles, artwork, and poetry are written by teens in custody across Tennessee. These young writers and artists are paid stipends for their efforts, and the flow of submissions is continuous.

Impact: What have they accomplished?

The C.O.L.O.R.S. newsletter has been a valuable resource for both the young people and the adults who make up the council.

History of the TYAC

In the winter of 1995, 10 teens in foster care and a group of 10 adults (including DCS case managers, facilitators from UT SWORPS, and Tennessee Association for Child Care members) came together to discuss the needs of youths. The group said little at first, but if they had read each others minds they would have heard questions like: "Who are these adults, anyway, and are they really on our side?" "Why should I trust these kids?" and "Can I speak my mind?"

The council has been in existence for more than 5 years, and its mission has remained the same: to improve services to youths in custody.

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Children's Research Center Report

Dr. Anthony Hemmelgarn, research associate with the Children's Mental Health Services Research Center, has received funding from the National Institute of Mental Health (NIMH) to further evaluate the Research Center's Shortform Assessment for Children. Dr. Hemmelgarn and fellow center researchers designed the one-page Shortform as an easy-to-use measure of children's psychological functioning.

The Shortform is an excellent tool for initially assessing and then following children through time. At assessment, it offers clinicians and case managers in the field a quick, accurate look at children's psychosocial functioning, aiding case decisionmaking. The Shortform can then be repeated over time to monitor children's outcomes during and following child and/or family interventions.

The Shortform is completed by a parent (or caretaker) and by a teacher. These two sources see the child in very different contexts, and obtaining information from both can improve the usefulness of information gathered.

The Shortform has recently become a component of the Tennessee Department of Children's Services assessment package. DCS is working in conjunction with Dr. Hemmelgarn in implementing the current project. For more information about the Shortform and its uses, contact Dr. Tony Hemmelgarn at the Children's Research Center, 423-974-1701, or e-mail him at ahemmelg@utk.edu.

SWORPS Awarded Training Grant From DHHS

by Claire Keene

Through a recently awarded grant from the U.S. Department of Health and Human Services, Children's Bureau, SWORPS will be training managers in the Tennessee Department of Children's Services (DCS) to use outcome data to manage their resources and to document the effectiveness and efficiency of their services. Managers will learn how to write outcome goals, how to measure outcomes, and how to interpret their findings so that they can make solid decisions and manage resources well. These processes will provide the mechanisms for continuous improvement in service delivery.

The proposed training curriculum will include four competency-based courses that will be delivered to more than 75 top- and mid-level DCS administrative and management staff members. These courses will include introduction to Results-Oriented Management and Service Delivery, Outcome Indicators and Management Strategies, Measurement Tools and Implementation Strategies, and Evaluation of Pilot Data.

Exams that are administered before and after training will be used to assess how well the trainees have learned the principals and concepts presented in training. Their skills will be assessed with instruments and checklists. Statistical data from DCS databases will be used to evaluate the change in the well-being of children and their families.

In addition, the impact of training will be evaluated with outcome data as well as with skill assessments.

Some outcome data will be gathered with the Shortform Assessment for Children (SAC), developed by Dr. Charles Glisson and other staff of the UT Children's Mental Health Services Research Center, which is attached to the College and funded by the National Institute of Mental Health.

The SAC assesses a child's levels of internalizing and externalizing behaviors. Data gathered though its use over time show improvement, statics, or worsening of the child's well-being while in state custody.

DCS is currently working region-by-region to bring its computer systems online and to institute service-delivery teams. Training will begin first in regions that have already started to function under the new structure.

Training development, course delivery, and follow-up evaluation will spread over the three years of the grant period. SWORPS has been awarded $150,000 for each of these three years.

Other schools of social work awarded Children's Bureau monies for similar programs include those at the University of Kansas, the University of Wyoming, the University of Chicago, Virginia Commonwealth University, and the University of North Carolina.

Claire Keene is manager of publications for the Social Work Office of Research and Public Service.
Bill Nugent's background has spanned many disciplines, including not only social work but also astronauts and circus performance.

students at the FSU Flying High Circus in aerial trapeze acts, and even traveled with the circus in road shows! Nugent later earned an MS in counseling, an MSW, and a PhD in social work from Florida State University.

When asked what metaphor he would use to describe his role as a teacher, Nugent suggested "therapist." He went on to explain that, when teaching research courses, he has to dehumanize his student—as a therapist might—from being "terrified of the course." The ultimate goal, he says, to ensure that his students understand the crucial concepts presented.

The Bachelor of Social Work Organization (BSWO), which participated in fund-raisers and community activities throughout the fall, kicked off the 1997-98 academic year with a volleyball match and picnic. Dean Karen Sowers (l) joined seniors Mikha Nukii (middle) and Tanii Porreca (r) for lunch after the game.

Master's students Mitchell Bracklin and Mandy White (right) joined 30 other members of the Master's SWO for a welcome-back meeting at Charlie Pepper's Restaurant. This year, the MSWO enjoyed several social gatherings, but they also focused attention on such serious issues as lobbying to make classrooms accessible to handicapped students.

Photo Gallery

(l. to r.) MSWO members Bud Regan (vice-president), Brent Young, Dinah Davidson, and Karen Ratliff (MSWO newsletter editor) arranged brown-bag seminars to help students prepare for careers. Other objectives of the organization included expanding the College's nondiscrimination clause to include sexual orientation issues and organizing fund-raisers and service activities to become a larger presence in the community.

Student News

UNDERGRADUATE

Frank Spicuzza, director of the BSSW program, reports that the program is preparing for re-accreditation in 2000. A group of faculty members, social service providers, and students are meeting each week to review the curriculum and to prepare materials for a self-study document. This is an opportunity for the program to thoroughly evaluate the educational experience it offers. The document will address the program curriculum, its strengths and limitations, what students learn, and how well the program is meeting expectations.

To date, the program's missions, goals, and objectives have been reviewed and revised; an alumni survey has been developed and distributed; and two courses have been reviewed. The group will continue to meet throughout the summer and next year. The self-study document is due at the Council of Social Work Education (CSWE) on September 15, 1999. The CSWE site team visit will take place between October 1999 and March 2000.

PORTFOLIOS

Seniors in the BSSW program must complete a portfolio prior to graduation. In 1994, 1995, and 1996, participants reported that portfolio assessment was an asset to their personal and professional growth. Specifically, they felt that creating a portfolio assisted them in understanding curriculum themes, enhanced their self-awareness, and helped prepare them for employment and graduate school.

MSSW

The MSSW program continues to be the largest segment of the College of Social Work, with 383 students enrolled this year at the Knoxville, Nashville, and Memphis locations. Judy Fiene, acting associate dean of the CSSW in Knoxville and coordinator of MSSW programs at all three locations, reports that the College is in the process of reevaluating the master's curriculum. She also reports that there will be one faculty position added next fall at each of the locations, that the screening of candidates for these positions is already completed, and that candidates were able to meet most of the faculty at all locations. "The three campuses were able to have a close coordination of this process by utilizing the interactive classrooms," says Fiene.

Enrollment

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<th>Year</th>
<th>New Admissions</th>
<th>Full Time</th>
<th>Part Time</th>
<th>Advanced Standing</th>
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<td>80</td>
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<td>55</td>
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<td>Total</td>
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<td>84</td>
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</table>

TOTAL: 312

Total enrollment in the BSSW program, which is located at the Knoxville location, is 37 juniors and 26 seniors. There are 20 students enrolled in the PhD program, which is also located in Knoxville.
Don't Miss These Opportunities!

Mark Your Calendars and Plan to Attend One or More of This Spring's Continuing Education Seminars

<table>
<thead>
<tr>
<th>It's Not about the Food: Working with Anorexic and Bulimic Clients (#SW078)</th>
<th>Storyimaging—A Way of Accepting Diversity through Stories (#SW080)</th>
<th>Stress and Work in the 90s: Effects on Your Personal Health (#SW083)</th>
<th>Pain Management (#SW086)</th>
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<tr>
<td>Casponsored by Family and Children's Services</td>
<td>Casponsored by the Nursing Education Program of UT Memorial Hospital</td>
<td>Casponsored by the Human Services Specialist Program at Chattanooga State Community College</td>
<td></td>
</tr>
</tbody>
</table>

**Presenter: Thom Rutledge, LCSW**  
April 24, 1998  
9:00 AM—noon  
Family and Children's Services  
201 23rd Avenue North  
Nashville, Tennessee  

**Presenter: Tina Alston, PhD**  
April 27, 1998  
9:00 AM—noon  
Cornbread's Coffee House  
107 East Main Street  
Jonesborough, Tennessee  

**FEES:** $40, $50 after April 3  
(includes coffee, materials, and parking)  
CEUs: 0.3 (3 clock hours)

**Presenter: Maureen Groer, RN, PhD; Lois Daane, RN, MDN; LeAnne Daugherty, DSW, LCSW; Sandra Loocks, PhD; Judy Haven, LCSW; Janice Thrailkill, LCSW**  
April 29, 1998  
8:30 AM—3:00 PM  
UT Medical Center  
Wood Auditorium, 1924 Alcoa Highway  
Knoxville, Tennessee  

**FEES:** $40; $50 after April 6  
(includes continental breakfast and materials)  
CEUs: 0.3 (3 clock hours)

**Presenter: Carol Collins, LCSW**  
May 14, 1998  
1:00 PM—4:00 PM  
Chattanooga State Community College Center for Advanced Technology, Rm. C-30  
Chattanooga, Tennessee  

**FEES:** $40; $50 after April 23  
(includes materials and parking)  
CEUs: 0.3 (3 clock hours)

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