

Commission on Membership and Professional Development (CMPD) February 2022 Report to the Board of Directors

Prepared by Anthony P. Natale, Chair

CMPD Charge from the Board of Directors

CMPD helps to facilitate and integrate the development of innovative programs, methods, and materials that enhance and strengthen the delivery of social work education. CMPD is also a resource to guide and recommend the Annual Program Meeting structure and content, membership recruitment and retention strategies, development of leadership skills within social work education, and CSWE publication policies. The overarching goal of these activities is to maximize educational outcomes as evidenced in the form of highly competent social work graduates. The guiding principle for CMPD is to approach professional development with a spirit of creative inquiry that promotes inclusion and unity among social work educators.

Old Commission Business

- Council on Conferences and Faculty Development Report and Updates
 - Discussion of Concurrent Sessions
- Council on Leadership Development Report and Updates
 - Discussion of cycles and upcoming institutes
- Council on Publications Report and Updates
 - Review of publication excellence and need
- CMPD workgroup updates
 - Diversity, Equity, Inclusion and Belonging
 - Developed surveys for DEIB professional development
 - Working with CSWE for survey dissemination
 - Consideration of current committee and workflow structure
- Presented CSWE Connect Session on Promising Practices for Inclusion in Onboarding.

New Business

- Development of two new workgroups:
 - Mental Health/Self-Care
 - Virtual Teaching and Distance Education

Council on Leadership Development Report to the Board of Directors February 2022

Submitted by Stacey Kolomer, CLD Chair

The Council on Leadership Development met via zoom on Friday, October 15, 2021 at 3:00 pm.

Old Business

Considering on-going current context, the Council on Leadership Development discussed ways to incorporate content related to anti-oppressive leadership strategies and crisis management. The group continued to retain the focus on emerging leaders in order to attract more people into the leadership pipeline. The primary focus was achieved by developing Leadership Development Institute (LDI) themed Leadership Styles for Challenging Times and Times of Crisis for APM 2021 and identifying panelists. The LDI 2021 took place on Wednesday, November 3, 2021 in Orlando and was attended by more than 80 people.

Goal 3: Support the career development of students, faculty members and administrators.

Strategies:

- a. Support student pursuit of social work as a career.
- b. Assist faculty in advancing through their academic career.
- c. **Develop future leaders and administrators for social work education.**
- d. Advance diversity and broaden the participation of historically underrepresented groups in social work and social work education.

Activities to further this goal and strategies include:

- Leadership Development Institute (LDI) at APM
- Assist with Program Directors Academy
- Leadership Networking Reception at APM (on hold during pandemic)
- CSWE Summer Leadership Scholarship Program (Harvard/HERS) - on hold until further notice

New Business:

Primary tasks for the CLD this year are to determine the theme for this year's LDI at 2022 APM in Anaheim, CA and implement special funding project related to the need to prepare social work education administrators about antiracist leadership practices.

- This year will be a full day Institute. We are seeking proposals that prepare current and future leaders for the challenges in higher education. Proposals should be interactive and skilled based.
- With special funding received in 2021 CLD will support the interviews of current and past leaders in social work education, with a specific outreach to

administrators that identify as BIPOC. CLD identified 19 leaders for the interviews. Seven interviews have taken place with the goal of ten current leaders.

Council on Conferences and Professional Development Report to the Board of Directors

Introduction

Charge from the Board of Directors

The Council on Conferences and Faculty Development (CCFD) is the volunteer body responsible for policy setting related to the Annual Program Meeting and other faculty development programs at CSWE. The CCFD is part of the Commission on Membership and Professional Development (CMPD).

The Council held all meetings on 1/26/2021, 2/22/2021, 9/7/2021, and 10/12/2021 virtually due to the global pandemic. CCFD business was also conducted via e-mail and through assigned task groups. Over the previous year, CCFD was charged with a variety of responsibilities on behalf of CSWE including providing feedback on a number of recommended policy changes and updates to critical processes that affect APM. For example, CCFD helped to develop the initial draft of the 2022 APM Call for Proposals. The Council also provided feedback to the proposal categories. Additionally, CCFD reviewed track charges and descriptions and provided feedback to the revised description submitted by the Spanish Language Track. Approval is pending submission of the revised draft. CCFD also made several important recommendations to the CSWE Task Force to Advance Anti-Racism (Workgroup on Conferences and Faculty Development) formed in July 2020 (see Goals 3 & 4). CCFD members Tiffany Baffour and Nicole Nicotera served on the workgroup.

During the current report period, the activities of CCFD sought to support the following goals and strategies outlined in the CSWE Strategic Framework:

Goal 3: Support the career development of students, faculty members, and administrators.

Strategies:

- e. Support student pursuit of social work as a career
- f. Assist faculty in advancing through their academic career
- g. Develop future leaders and administrators for social work education
- h. Advance diversity and broaden the participation of historically underrepresented groups in social work and social work education

Goal 4: Foster a diverse, interconnected, and inclusive community of social work educators.

Strategies:

- a. Provide opportunities for networking and peer-to-peer learning around topics of shared interest
- b. Provide forums to promote and disseminate research and scholarship that advance social justice, social work, and social work education
- c. Create opportunities for member engagement, volunteer leadership, and shared governance

During its meeting on July 8, 2020, CCFD outlined several needed areas of change and development in the social work curriculum. These recommendations were shared with the CSWE Task Force to Advance Anti-Racism (Workgroup on Conferences and Faculty Development) formed in July 2020 to support Goals 3 & 4 of the CSWE Strategic Plan. Members of CCFD have continued to support this work during the current report period.

- **Development of an Anti-Racism Curricular Guide**

Important topical areas could include:

- Increase awareness about white privilege
- Increase awareness across courses about issues of inequity and disproportionality in the criminal justice system
- Increase training and knowledge about micro aggressions in clinical settings
- Include materials on restorative justice practices
- The guide could potentially address each area of the social work curriculum including the generalist curriculum (i.e., HBSE, Social Welfare Policy, Field Education, Generalist Practice, and Research) as well as common areas of specialization such as Advanced Generalist, Clinical, and Community Practice
- Instructor skill building in creating course assignments that challenge students to address racism
- Develop exemplary models of stand-alone courses that provide a framework for anti-racist and anti-oppressive social work practice

-
- **Additional Suggestions:**

- Acquire financial sponsorship to support the development of the curricular guide
- Develop pre-conference workshops and webinars that facilitate conversation about information in the curricular guide. (This has successfully occurred with other curricular guides.)

- Suggest that CSWE adopt language as part of its curricular standards that support the development of a stand-alone course for all accredited programs that focuses on anti-racist and oppressive content
- Encourage social work journals to expand their scope to include disproportionality in criminal justice, restorative justice, and other anti-racist themes such as white privilege and offender reentry (debt on release due to repayment of the cost of incarceration or the imputation of child support, access to public support for food and housing, educational support while incarcerated, reduction of licensing restrictions on employment, etc.)

ADEI Suggestions for APM

Our Council was asked by Gladys Mendez, Program Associate for CSWE, to put together some considerations regarding ADEI in thinking about the peer-review process. Here are few ideas from our most recent Council meeting that were also shared with CMPD Annual Meeting on 10/27/21.

1. Encourage training and mentorship to facilitate presenter success in peer-review process. (Gladys came up with the great idea to include a webinar to be facilitated by CSWE; our suggestion would be to have this annually after the Call is published beginning in 2023);
2. Consider discontinuing with concealed review process and move to open review process. (See various types of peer reviews at [Types of Peer Review | Wiley](#));
3. Suggest to CSWE the development of a process for public accessibility of abstracts to increase dissemination of important topics related to social work education;
4. Suggest continuation of hybrid delivery methods (offering webinars, on-demand options for APM) to promote increased equity and access among faculty from institutions with different resources;
5. Increased involvement of student organizations and volunteers. As students attend at reduced cost, this may increase access to promote attendance of diverse groups;
6. Increase networking opportunities among students and first-time attendees and explanation of the peer-review process via Newcomer Session for first-time attendees
7. Consider reduced pricing options for synchronous online options;
8. Promote transparency and information sharing about the non-peer-reviewed processes.

Summary

Summary of Activities

In 2021 CCFD held its annual Newcomer Orientation during the 2021 APM and the session was facilitated by Tiffany Baffour, CCFD chair with assistance in preparation from Gladys Mendez, staff representative. This well-attended session was well-received and helped orient first-time members to the in-person conference. The goal of the Newcomer Orientation is to acclimate first-time attendees to the conference, answer questions they may have about conference sessions, and provide networking opportunities. CCFD Councilors also assisted in the facilitation of the APM Teaching Institute, with Councilor Telvis Rich serving as lead facilitator with logistical support for the session and CCFD Chair (Baffour) providing opening remarks. CCFD Councilors also participated in Phase 1 review of hot topics for the 2021 APM.

Data- Driven Recommendations

Each year the Council on Conferences and Faculty Development reviews feedback from the APM post-Conference Survey. 2021 survey data (n=158) indicated overall satisfaction with the experience at the Annual Program meeting. When asked “Overall, how satisfied were you with your experience at APM 2021?”, 67.09% indicated satisfied or very satisfied, while 37.32 percent indicated dissatisfied or very dissatisfied. Survey participants, though representing only a small number of conference participants, indicated some of the strengths of the conference were high levels of satisfaction with content, and a strong preference for learning about CSWE Initiatives in person. Some concerns included dissatisfaction with the mobile application, conference facilities, and the conference website. Some participants also noted some dissatisfaction with new restrictions around numbers of presenters. Some acknowledged concerns that they had to add those were presenting as “research contributors” as some peer-review session types limited the number of presenters to two. Given feedback from surveys, CCFD would also like to suggest that CSWE consider increasing the number of allowed presenters, particularly for peer-reviewed presentations. This is critical to collaborative research efforts both within and across institutions. (The number of presentations was limited to two for each presenter beginning in 2022).

CCFD members have been engaged with CSWE leadership and staff including Tanya Smith-Brice, Mumbi Mwaura, and Gladys Mendez. CSWE has a clear plan to address member concerns experienced during the 2021 APM including engagement with a new company that will lead development and implementation of a new mobile application. CCFD has appreciated team efforts to work with CSWE more directly during the current report period and would like to note the more collaborative and inclusive approach of the new leadership in helping to advance the strategic goals of the organization.

Goals 3 & 4

Recommendation to Institutionalize Engagement and Inclusion through Technology at APM via Implementation of a Hybrid APM Conference

During e-mail, video-conferencing and face-to-face discussion, the CCFD refined the following recommendations:

Technology has been successfully utilized by many professional organizations to magnify the positive impact of conferences. In an effort to create opportunities to engage members and non-members of CSWE, and to learn from presentations and plenary sessions made during the Annual Program Meeting, *CCFD recommends the following:*

- a) Have all plenary sessions livestreamed to help faculty, adjunct faculty, field educators, students, and other stakeholders participate and learn from the renowned speakers;
- b) Have Zoom or other technologies to livestream some selected sessions held during APM;
- c) Consider soliciting sponsors to assume or supplement the cost of technology enhancement.

Rationale: This suggested policy is primarily geared towards increasing the number of individuals attending APM. Previous data has suggested that cost is a significant barrier to some faculty members attending APM in person. With the added concerns about COVID and continuing budget cuts experienced by public universities in particular, adopting this policy is in alignment with CSWE's strategic goals to support a diverse and inclusive community of social work educators.

Goals 3 & 4

Recommendation to Support Development of Anti-Racism in Social Work Education

Consider adopting the aforementioned ADEI Strategies for improving peer review and conference processes.

CCFD members suggest that the re-development of the current curricular guides be updated considering the changes in the standards to the 2022 EPAS. Further, CCFD recommends that councils and commissions utilize connect sessions to help disseminate changes to the curricular guides and discuss implementation strategies related to anti-racism, diversity, equity, and inclusion. Adopting this policy is also in alignment with CSWE's strategic goals to support a diverse and inclusive community of social work educators.

Respectfully submitted,

Tiffany D. Baffour
Associate Professor & Director, MSW Program, University of Utah
Chair, Council on Conferences and Faculty Development

Member, Commission on Membership and Professional Development
Member, CSWE Taskforce to Advance Anti-Racism (Co-Chair, Workgroup for Faculty
Development and Conferences)