



MEETING OF THE BOARD OF DIRECTORS'

October 23, 2019, 1:00-5:00 PM (EST)

October 24, 2019, 9:00-12:00 PM (EST)

Present: Saundra Starks, Chair, Hilary Weaver, Vice-Chair/Secretary, Darla Spence Coffey, President, Susan Mapp, Treasurer, Monique Apple, Eunice Matthews-Armstead, Mahasweta Banerjee, Vanessa Robinson-Dooley, Jenny Jones, Debra McPhee, Lori Messinger, Shari Miller, Deana Morrow, Anthony Natale, Cathryn Potter, Michael Robinson, Joel Rubin, Andrea Tamburro, Rebecca Thomas, Maria Vidal de Haymes

Absent: Shannon Rudisill

Staff: Arminn Leopold, Julie Montross, Sharon Reed, Jo Ann Regan

Committee of the Whole

Call to Order

The meeting was called to order at 1:00 p.m. EST by Chair Saundra Starks. Dr. Starks welcomed members to the Board of Directors meeting, and everyone introduced themselves. A quorum of members was present and the meeting, having been duly convened, was ready to proceed with business.

1. Approval of the Consent Agenda

Chair Saundra Starks presented the Agenda and Consent Agenda to the Board of Directors for approval, whereupon motion duly made, seconded and accepted. (Unanimous)

2. Chair Update

Dr. Starks reviewed the Standing Board Committees appointments. A nomination was presented to the Board of Directors to appoint Dr. Lori Messinger to the Executive Committee, whereupon motion duly made, seconded and accepted. (Unanimous)

Dr. Starks announced that Dr. Anthony Natale and Dr. Jenny Jones were appointed to the National Nominating Committee as Board of Directors representatives.

Dr. Starks noted that the “Strategic Planning Committee” is now the “Strategic Plan Committee.” She reminded the board that the Strategic Plan Committee is recognized as

one of the Standing Committees of the Board of Directors. Dr. Starks reviewed the Strategic Plan Committee's Charge as stated below:

- Annually review the mission, vision and strategic plan, and recommend changes to the board needed based on changes in the market, community needs, and other factors
- Report/recommendations will come to the Board at its fall meeting

It was noted that the Strategic Plan Committee will meet on October 24th following the board meeting.

Dr. Starks presented the idea of a retreat to the Board of Directors for discussion. She mentioned that she would like the board to be more inclusive, interactive and supportive of the staff and their work, as well as representatives of the membership. Dr. Starks proposed having a board retreat in June, discussion ensued.

A Motion was presented to the Board of Directors to explore the possibility of having a retreat, create agenda, determine costs, and empower the Executive Committee to make the final decision, whereupon motion duly made, seconded and accepted. (Unanimous)

Below are outcomes of the potential board retreat discussion:

The Executive Committee will disseminate to the board via email ideas and outcomes for a retreat

- Explore location, cost and agenda
- Decide how many days for a retreat
- Potential agenda items:
 - discussion on how boards function
 - discussion on board self-assessment and president assessment
 - discussion on position statements; how CSWE respond to social issues
- Determine if both new and existing board members will participate in the retreat
- The end of June is not ideal for a retreat, other meetings are scheduled at that time which may cause a conflict

Dr. Susan Mapp, on behalf of the Executive Committee, will take the lead on gathering information for a retreat. Dr. Starks requested that the board send their retreat ideas to the Executive Committee. The board was asked to send Sharon Reed dates and information on other meetings that may cause a potential conflict for having a retreat in June.

3. **President's Report**

Dr. Darla Spence Coffey discussed a few highlights of the President's report.

She reported on a meeting that was convened on September 23, 2019 with the leadership of ASWB and NASW to discuss our respective membership databases and how to leverage current infrastructure to capture more information about the social work workforce. This was a fruitful meeting and there was a commitment among the three organizations to work together towards this goal.

The focus of our advocacy efforts are primarily addressing higher education (professional accreditation and student debt relief), health care (workforce and the role of social work in addressing social determinants of health), social work research (in partnership with the Society for Social Work and Research) and social justice (primarily focused on immigration and school safety issues).

Examples of these efforts include:

- Sponsored legislation to improve the implementation of the Public Service Loan Forgiveness (PSLF) program Engaged CSWE members to share their “PSLF” story
- Successful advocacy to ensure that the Behavioral Health Workforce Education and Training (BSWET) program be included in the federal budget
- Other health workforce programs that are the focus of our efforts include the Geriatric Workforce Enhancement Program (GWEP), the Minority Fellowship Program (MFP), and Scholarships for Disadvantaged Students (SDS)

Dr. Coffey reported that the Women’s Council Networking Breakfast has been modified and will now be known as the Feminist Networking Breakfast. As such, it will be a CSWE sponsored event, in partnership with the Women’s Council, who will assume responsibility for the programming.

Dr. Coffey updated the board on the office move. CSWE has signed a Lease and will be moving to 333 Carlyle Street, Alexandra, VA. The build-out will begin in January 2020. The move will occur in December/January 2021.

Dr. Coffey recognized the good work that is happening in the Divisions of Education, Communications & Marketing, and Finance & Operations. Dr. Coffey concluded her report whereupon motion duly made, seconded and accepted. (Unanimous)

4. Gifts and Grants

Dr. Saundra Starks present the Gifts and Grants to the Board of Directors for acceptance. The Board graciously accepted all Gifts and Grants given to CSWE, whereupon motion duly made, seconded and accepted. (Unanimous)

5. SocialWorkCAS

Heather Marshall and Mark Chalmers provided an overview on the SocialWorkCAS. They presented information related to two scenarios: CSWE continuing with SocialWorkCAS and CSWE ending its involvement with the SocialWorkCAS. Heather provided details on “Why a national centralized application for social work?” She noted the following:

- Provides aggregate data on prospective students.
- Assists with workforce projections, future trends, and national recruitment strategies.
- Promotes collaboration among peers, such as participation in interprofessional student recruiting events.
- Raises the profile of the profession of social work.

She reviewed the Motion from the June 2019 board meeting as stated below and proposed a transition timeline if the CSWE Board were to end involvement with SocialWorkCAS:

- If we continue SocialWorkCAS:
 - Identify thresholds with timeframes that we need to meet related to programs or revenue generated by students' applications.
- If we end SocialWorkCAS:
 - Identify potential options for current participating programs in terms of working with the existing vendor or a different one to maintain support and services for the application process.

Discussion ensued. A motion was presented to the board to discontinue the CSWE SocialWorkCAS with up to 4 years phase-out to be determined in consultation with the participating programs, whereupon motion duly made, seconded and accepted.

6. **Workforce Study**

Edward Salsberg provided an update on the social work workforce 3 years of data. His presentation included:

- Insights on MSWs from three years of the Survey of Social Work Graduate
- Some additional results from the Survey of 2019 MSW Graduates
- Workforce Recommendations from the NASEM Report: *Integrating Social Needs Care Into the Delivery of Health Care: Moving Upstream to Improve the Nation's Health*

Next Steps:

- Establish a Social Work Workforce Center
- Single application system: Assign unique ID; collect basic demographic/education data
- Matriculant Student Questionnaire
- Graduating Student Questionnaire
- Survey of newly credentialed social workers
- Survey at renewal of credentials

7. **Board Members as Site Visitors**

In 2013 the Board of Directors decided that members of the board could not serve as site visitors for the Commission on Accreditation. This was to address the potential perception of a conflict of interest. Going forward, to ensure clear communication, the language in the motion will be included in the board's Conflict of Interest Statement and communicated to the National Nominating Committee. The question came up regarding if this decision applied to voting and ex officio non-voting members. The board concluded that the decision is applicable to voting and non-voting members of the board. A motion was presented to the Board of Directors to not allow board members to serve as Accreditation Site Visitors, paid or unpaid consultants for the CSWE programs while serving on the board, whereupon motion duly made, seconded and accepted.
(Unanimous)

8. Recognition and Awards Committee

Dr. Lori Messinger presented a motion to the Board of Directors to accept the proposal of two separate Service and Leadership in Social Work Education Awards as presented, whereupon motion duly made, seconded and accepted. (Unanimous)

The **Early Career Faculty Service and Leadership in Social Work Education Award** recognizes a social work educator with fewer than 10 years of service excellence that advances, promotes, and provides a significant contribution to extend the reach of social work education. It acknowledges extraordinary leadership contributions that impact social work education locally, nationally or globally.

The **Established Faculty Service and Leadership in Social Work Education Award** recognizes a social work educator with 10 years or longer of service excellence that advances, promotes, and provides a significant contribution to extend the reach of social work education. It acknowledges extraordinary leadership contributions that impact social work education locally, nationally or globally.

Nomination Criteria for the Service and Leadership Awards

This award recognizes the achievements of CSWE members. The following criteria are used in selecting recipients of this award.

- Nominee: active CSWE membership is required
- Nominator: active CSWE membership is required
- Letters of Support (two to five per nomination); active CSWE membership is required of at least two of the supporters.
- Nominees should be exemplary for distinguished service contributions and innovative leadership in advancing social work education locally, nationally, or globally.
- Early career nominees should have been in the faculty role fewer than 10 years; Established nominees should have been in the faculty role for 10 years or longer.

9. Investment Report

Dr. Hilary Weaver provided an overview of the Investment Report ending June 30, 2019 to the Board of Directors for Approval, whereupon motion duly made, seconded and accepted. (Unanimous)

10. Audit Report

Dr. Maria Vidal De Haymes provided an overview of the 2018-2019 Audit Report to the Board of Directors for acceptance. She noted that the Auditor included a footnote in the Audit report regarding the development of the accreditation technology system. Dr. De Haymes concluded her report, whereupon motion duly made, seconded and accepted. (Unanimous)

11. Budget & Finance

Dr. Susan Mapp and Mr. Arminn Leopold provided an overview of the FY2020 Statement of Financial Position and Statement of Activity thru August 31, 2019 to the Board of Directors for approval. Mr. Leopold noted that CSWE continues to be

financially healthy. They concluded the report, whereupon motion duly made, seconded and accepted. (Unanimous)

12. **Policy & Procedures Committee**

Dr. Lori Messinger provided an update to the Board of Directors on the board Procedures Manual. She reported that sections of the manual were assigned to committee members to follow-up with the appropriate individuals to make sure information in the manual is clear and consistent. The committee will schedule a follow-up meeting in January to review the manual and provide an update to the board at the March meeting.

Additionally, the committee will present a proposal to the board regarding the board self-assessment and president evaluation process.

13. **Integrated IT Solution Project/Indigo Interactive update**

Dr. Darla Spence Coffey reviewed the timeline of the Integrated Technology Project with the Board of Directors. She covered the implementation process/activity from 2012 through 2019. She reported that CSWE was notified on August 23, 2019 of the dissolution of the vendor, Indigo Interactive. CSWE is in the process of determining next steps and costs involved for moving forward with the development of the integrated system. Dr. Coffey noted that CSWE's Intellectual Property was successfully secured from a third-party computer server.

Recommendations from the Board of Directors discussion:

- CSWE adopt best practices and guidelines for contracts; including monitoring the timeline of the work involved
- Provide communication to the Board on next steps, including cost, timeline and how updates will be shared with the Executive Committee and board members in general

14. **Accreditation of Practice Doctoral Programs update**

Dr. Deana Morrow provided an update of the accreditation of practice doctoral programs. At its June 2019 meeting, the Commission on Accreditation voted to not move forward on accrediting doctoral programs. Also, they voted to convene a committee to review and revise, as needed, the definition of professional practice doctoral education and the draft policies and standards.

This committee reported back to the COA in October 2019, and the Commission voted to convene a workgroup to continue this work. The full Commission will hear a report of the committee in February, engage stakeholders for feedback, and vote again in June 2020.

Dean Morrow also raised issues about workload for the current commissioners and the Accreditation staff given the number of programs that are currently accredited and in candidacy. There is a plan for Dean Morrow, the Department of Accreditation, and CSWE to discuss resources issues so that Dean Morrow can report back to the COA. Dr. Morrow concluded her report.

15. **Staff Recognition**

The Board of Directors recognized Olga Jones for 10 years of service at CSWE. Olga was not at the meeting, however, the board will present Olga her plaque at the March board meeting.

There being no further business to come before the Board, the meeting was adjourned at 12:00 p.m. EST on October 24, 2019.

Respectfully submitted,

Hilary Weaver
Vice-Chair/Secretary