



COUNCIL ON SOCIAL WORK EDUCATION

Board Agenda Item Summary

- 1. Name of Item**
President's Report

- 2. Initiated By**
Darla Spence Coffey, President and Chief Executive Officer

- 3. Board Action**
Accept



COUNCIL ON SOCIAL WORK EDUCATION

**Report of the President and Chief Executive Officer
Submitted to the Council on Social Work Education Board of Directors
February 2022**

Since my retirement from CSWE was announced in November, I have begun to view this last year as a way to finalize and prioritize several key initiatives. So, while the Education, Communications & Marketing, Finance & Operations and Accreditation divisions are continuing the steady and customary work of the organization (though lots of innovation and creativity are

also apparent!), I intend to use this last year to laser-focus on the following goals:

1. Implement the recommendations of the Task Force to Advance Antiracism in Social Work Education.
2. Facilitate and communicate an organizational structure that clarifies the role of social work accreditation within the organization.
3. Ensure that social work is strongly represented in key interprofessional spaces.
4. Strengthen the intra-professional relationships through intentional partnership and collaboration.
5. Strengthen and sustain a strong and inclusive organizational culture within CSWE.



You will see these priorities reflected in my report below, aligned with the respective goal of the CSWE Strategic Plan. Customarily, I highlight initiatives or activities from each of the divisional/departmental reports. I will not do so here except when aligned with one of the above goals. There is tremendous work happening throughout the organization – thank you for reading the division and department reports for details of their fabulous work.

Goal 1: Provide leadership for the future of social work education.

Strategies

- a. Serve as an authoritative source of information on the preparation of social workers.

- b. Collaborate with strategic partners to advance social work education and social justice domestically and globally, including Indigenous peoples.
 - c. Provide thought leadership on critical issues facing social work education and research.
 - d. Advocate for social work education and research both within the profession and beyond.
 - e. Support data informed decision-making on the future social work workforce.
- I convene the Social Work Leadership Roundtable two-four times a year. (The Social Work Leadership Roundtable consists of the leaders of BPD, NADD, GADE, the St. Louis Group, SSWR, AASWSW, NASW, NABSW and ASWB). This March, the SW Leadership Roundtable will host a Social Work Month event linked to this year's theme:



THE TIME IS RIGHT
FOR SOCIAL WORK

- The event will launch on 3/1 by asking our respective members to submit their thoughts, images, quotes, testimonies, videos, and/or poems in response to the question, “Can you show or tell us why The Time is Right for Social Work?”. Each group will collect responses and the CSWE Communications team will create a multimedia presentation that will kick off a culminating virtual event on 3/25/2022 (2-3:30 p.m. ET). Four or five panelists will reflect on the presentation and also share their own thoughts about why “the time is right for social work.”
- During 2020, I will hold leadership roles in several interprofessional associations/coalitions. I chair the Steering Committee for The National Collaborative to Improve the Clinical Learning Environment; I serve as President of the Federation of Associations of the Schools of Health Professions; and I will complete my last term on the Board of Directors of the Interprofessional Education Collaborative. I also continue to play a visible role on the Global Forum for Innovations in Health Professional Education of the National Academies of Sciences, Engineering and Medicine (NASEM). Over the last year, social work's presence at IPEC and NASEM has been significantly enhanced by the many roles that Dr. Tany Smith Brice has assumed within these bodies. In addition, Dr. Megan Fujita was a featured panelist on how accrediting bodies can advance antiracism, diversity, equity, and inclusion at a recent NASEM workshop.
 - The CSWE Government Relations team coordinated a meeting in February for me to meet with key leadership personnel at the Administration

ADMINISTRATION FOR
CHILDREN & FAMILIES

for Children and Families to discuss the role of social workers in disaster preparedness and recovery. While we do not know the specific outcomes of such a meeting, this is an important relationship to nurture. (There was great interest in partnering with CSWE in the development of a curricular guide on the topic.)

Goal 2: Promote quality teaching, learning, and scholarship to prepare graduates for the future of social work practice.

Strategies:

- a. Provide professional and faculty development opportunities to support social work educators in their roles.
 - b. Provide curricular resources that exemplify quality and innovation in social work education.
 - c. Support member institutions in developing and maintaining an accredited program.
 - d. Promote and ensure educational quality and continuous improvement in accredited social work programs that facilitates the preparation of competent social workers.
 - e. Promote research and scholarship that informs practice and builds the science and knowledge base for social work students and educators.
- Since 2016, CSWE and SSWR have collaborated on advancing social work research within the various entities of the federal government, as well as direct legislative advocacy (through an official Memorandum of Understanding). This partnership has been instrumental in raising the visibility and utility of social work research. SSWR participates in monthly Government Relations meetings, and in mid-December, participated in a meeting to establish strategic priorities for 2022. In January, Otto Katt and I joined the SSWR Board of Directors to update the board on the past year's efforts and to enlist support and generate ideas for the coming year. It has been decided that CSWE and SSWR will hold a Congressional Briefing this spring to address Social Determinant of Health in Rural Settings.
 - After engaging in numerous conversations, including with an expert consultant in the area, Dr. Fujita and I have convened a Governance Architecture Committee made up of members of the Commission on Accreditation and the CSWE Executive Committee to articulate the role of accreditation within CSWE.
 - I have welcomed and supported the structural reorganization within the Department of Social Work Accreditation that will better support the accrediting function of the organization.

- I represent the U.S. social work education programs on the board of directors of the International Association of Schools of Social Work (IASSW). I have chaired the IASSW Capacity Building Committee over the last several years, and in that role,



IASSW AIETS

have facilitated the establishment of a 4th Regional Resource Center in East Africa. I have begun conversations with members of the Global Commission and the Kendall Advisory Committee to collaborate on IASSW efforts, as well as to encourage more U.S. schools to join IASSW.

- One of the most exciting and innovative initiatives of last year was the formation and facilitation of the Task Force to Advance Antiracism in Social Work Education. As reported earlier, the Task Force workgroups offered over 150 discrete recommendations in the areas of educational policy and accreditation standards; curriculum; faculty, student and program equity; and conferences and faculty development. (A [synthesis](#) of the recommendations has been posted on the CSWE website.) Action steps to address specific recommendations are below.
 - Several recommendations were specific to the CSWE Educational Policy and Accreditation Standards (EPAS). The EPAS Writing Group has taken these recommendations very seriously and substantive changes are reflected in the EPAS 2022 draft that will be put before the Board of Directors (to approve the EP) and the Commission on Accreditation (to approve the AS) this spring/early summer.
 - The CSWE Diversity Center has developed a series, “What Does Teaching from an Antiracist Perspective Look Like?” that responds to numerous suggestions about providing educational resources to faculty.
 - All CSWE leadership development programs have been instructed to center antiracism in its programming. An advisory group of task force or workgroup members will advise our efforts.
 - CSWE has begun to think through how to improve our annual survey of programs to include measures of ADEI. Dr. Reddy, CSWE Research Specialist, will conduct focus groups of social work program deans and directors about the annual survey this spring to learn what is helpful (or not) and what data would be useful to them in their role(s).
 - Dr. Reddy will be taking the lead on developing an assessment tool for social work programs to measure progress on achieving equity within their programs. There is an advisory group that has been formed of task force or workgroup members to advise and guide this process.



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.
- It will be wonderful to welcome student members to the Board of Directors beginning July 1, 2022. My team will be preparing appropriate orientation materials for these student members.
 - I have become engaged in efforts to raise the visibility of the value of social workers in our various roles as part of the argument to raise the compensation of social workers.
 - CSWE is eagerly looking forward to hosting the next iteration of the Program Director Academy this year. This has been a very popular – and needed – resource to support the next generation of social work education leaders.



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.

- The CSWE-NASW-ASWB collaboration, *Social Work Responds*, has been put on “pause” due to overwhelming feedback from the survey that was conducted in October. While it



was clear that respondents’ enthusiasm about the publication has waned, it was clear that our respective members saw great value in the intentional collaboration of our organizations. We have agreed to continue meeting on a

quarterly basis to strengthen communication and collaboration between us.

- The membership will vote on the board-approved change in membership structure in May 2022. I am looking forward to this change that will provide opportunities for all faculty (full and part-time), students and staff to engage with CSWE. A notice about the

bylaw vote will be released in March; I ask all Board members to assist us in communicating the rationale for the proposed changes.

Goal 5: Ensure CSWE provides exceptional value to its members and member institutions.

Strategies:

- a. Increase understanding of and engagement in the full array of programs and services CSWE offers its members.
 - b. Invest in the systems and infrastructure CSWE needs to support member engagement and data-driven decision making.
 - c. Foster an inclusive workplace culture at CSWE that hires, manages, develops, and retains talented and diverse employees
- Making the mid-year “budget reforecast” a standard operating procedure will assist the staff and the board in monitoring the financial health of the organization.
 - It has been fabulous to welcome new staff to CSWE over the last couple of months, including:
 - Dr. Swathi Reddy, Research Specialist
 - Dianna Armstrong, Director of Human ResourcesThere are additional searches being finalized as this report is being finalized: two positions in the Department of Accreditation and a CSWE Director of Grants and Special Projects.
 - Through a series of staff retreats and follow-up “book club” discussions, the organization has made a commitment to the principles of “authentic communication,” which includes mindful listening, non-triangulation, appreciative communication, and more awareness of our own conflict style(s).

Perhaps now more than ever, I am grateful for the talented staff of CSWE that show up with energy, creativity, and commitment to further the mission of our organization. They are amazing people. I am especially honored to work alongside an amazing leadership team: Sharon Reed, Arminn Leopold, Patrick Dunne, Dianna Armstrong, Dr. Tanya Smith Brice, and Dr. Megan Fujita.

In reading through the various commission reports, I am, once again, struck by the wide network of amazing members that contribute to advancing social work education. And through a very challenging couple of years, I thank you, the Board of Directors, for your commitment and support.

Respectfully,



President and Chief Executive Officer