

DELTA STATE UNIVERSITY: ACADEMIC ANNUAL REPORT
Academic Year 2006-07

I. Unit Title: Department of Social Work

School or College: Arts & Sciences

Unit Administrator: Alinda Sledge

II. Educational Program Learning Outcome Assessment Plan

These are Learner Outcomes identified for the **current** year.

<p>Learning Outcome <i>What should a graduate in the social work major know, value, or be able to do at graduation and beyond?</i></p>	<p>Data Collection and Analysis <i>1. What assessment tools and/or methods will you use to determine achievement of the learning outcome? 2. Describe how the data from these tools and/or methods will be/have been collected. Explain the procedure to analyze the data.</i></p>	<p>Results of Evaluation <i>What were the findings of the analysis?</i></p>	<p>Use of Evaluation Results <i>1. List any specific recommendations. 2. Describe changes in curriculum, courses, or procedures that are being made as a result of the program learning outcome assessment process?</i></p>
<p>Learning Outcome # 1 Students should be able to apply the values of the social work profession with an understanding of and respect for the positive value of diversity.</p>	<p>When students enter the two introductory courses, SWO 201 Introduction to the Profession of Social Work and SWO 305 Interviewing Techniques & Skills, they will be given the values index (a set of values cases with choices of actions taken). They will be given this same test at graduation and a comparison will be made.</p> <p><u>Analysis Procedure:</u> BEAP is a National Standardized sixteen page test that is administered to students preadmission to the social work program and at graduation. Results will be analyzed and sent to the department by BEAP administration. Satisfactory exit values will be 6.0 or above on a 1-10 scale.</p>	<p><u>Findings:</u> We began this process in Fall 2005. Findings will be available in Summer 2007.</p>	<p>We began this process in Fall 2005 to further incorporate evaluation of values education into the social work curriculum. When findings are available in Summer 2007 the department will review the student learning outcome to assess for needed change.</p>
<p>Learning Outcome # 1</p>	<p>Based on Program Objectives (Appendix A), the Alumni survey (Appendix B) was mailed to 2004-05 graduates. Review and score surveys. Scale 4 (Excellent) to 1 (Poor).</p>	<p>2004-05 Mean = 3.8 N = 13 2000-03 Mean = 3.56 N = 18</p>	<p>Score is above threshold of 2.8. Need to have larger return of surveys. Will send alumni survey yearly since return is low. Were sending every 3 years.</p>

	Report mean of scores.		
Learning Outcome # 1	Field evaluations 2007 – Field instructors complete evaluation on students at end of semester. Surveys are tabulated. Score 5 (Excellent) to 1 (Poor). Mean score is reported. See Appendix C.	2007 Mean = 4.78 N = 27 2006 Mean = 4.64 N = 25 2005 Mean = 4.41 N = 28 2004 Mean = 4.73 N = 23 2003 Mean = 4.86 N = 16	No recommendations – score is above threshold. However, evaluations will continue annually to ensure that field evaluations remain constant. The field advisory committee met April 23, 2007 in an effort to give field instructors an additional avenue to express concern about the students. Although students met the goal, recommend more help in grammar skills.
Learning Outcome # 2 Students are to be able to analyze social policies and how they impact client systems, workers, & agencies.	<u>Data Collection:</u> Students are required to write a policy analysis paper in the SWO 430 Social Welfare Policy class. Faculty will grade according to rubric. See Appendix D. <u>Analysis Procedure:</u> Each student will receive points from 1 to 100. The cumulative percent of students completing policy analysis paper will fall into the 90% range indicating a ‘C’ or better.	2006 – cumulative percent = 93.5% N=31 2005 – cumulative percent = 100% N = 31 2004 – cumulative percent = 100% N = 25	Plan to continue using the rubric for policy paper to ensure students can analyze social policies. Because of results showing grammar deficiencies, plan to start a formal identification of students with writing skills deficiencies. They will receive a grammar booklet in beginning classes SWO 201, 305, 311. Will identify weaknesses early in these courses. They will be referred to writing lab & academic support lab for remedial work. Faculty will copy student’s work to referral and give copy to chair, student, and student file. Student will be identified as having a writing concern and will receive official letter from chair. Student must be able to write well to chart notes, proposals, letters, etc., that are necessary for successful social work practice.

<p>Learning Outcome # 2</p>	<p>Alumni survey, based on program objectives of graduates. 2004-05 Survey mailed to students and scores tabulated 4 (Excellent) to 1 (Poor). Mean will be reported. See Appendix A & B.</p>	<p>2004-05 Mean = 3.40 N = 13 2000-03 Mean = 3.22 N = 18</p>	<p>No change. Result above threshold of 2.8. Continue assessment, but need to increase response rate. Will start July 07 to send yearly to previous graduating class.</p>
<p>Learning Outcome # 2</p>	<p>Field evaluations 2006 (Appendix C) completed by field instructors at the end of semester and tabulated. Scale 5 (Excellent) to 1 (Poor). Mean will be reported.</p>	<p>2007 Mean = 4.48 N = 27 2006 Mean = 4.50 N = 25 2005 Mean = 4.16 N = 28 2004 Mean = 4.40 N = 23 2003 Mean = 4.40 N = 15</p>	<p>No changes needed. Score is well above threshold at 3.5. Will continue to meet with field advisors to allow them an additional avenue to evaluate and express concern. Continue assessment.</p>
<p>Learning Outcome # 3 Demonstrate communication with integrity and respect for individuals as mandated by the Code of Ethics</p>	<p><u>Data Collection:</u> Distribute field evaluation forms on all seniors enrolled in SWO 475 Field Instruction to the field instructors every April. <u>Analysis Procedure:</u> Mean of graduating seniors will be calculated and will be 3.5 or above on 5 – 1 scale. 5 (Excellent) to 1 (Poor). See Appendix C.</p>	<p>2007 Mean = 4.63 N = 27 2006 Mean = 4.63 N = 25 2005 Mean = 4.58 N = 28 2004 Mean = 4.62 N = 23</p>	<p>No changes needed. Score is above threshold of 3.5. Will continue to communicate with field instructors by meeting individually and allow them to expand on items that are not necessarily in the evaluation form. This will be recorded on the field evaluation form Continue assessment.</p>
<p>Learning Outcome # 3</p>	<p>Alumni survey of 2004-05 graduates. Surveys are mailed and tabulated when returned. Scale 4 (Excellent) to 1 (Poor). Mean is reported. The threshold is 2.8 or above. See Appendix B.</p>	<p>2004-05 Mean = 3.8 N = 13 2000-03 Mean = 3.67 N = 18</p>	<p>No changes needed. Well above threshold of 2.8. However, will continue to evaluate to maintain integrity of the program. Continue assessment, except change to yearly survey to increase response rate.</p>
<p>Learning Outcome # 4 Illustrate behavior without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.</p>	<p><u>Data Collection:</u> An alumni survey was sent to 2004-05 graduates. The survey is a Likert Scale with 4 (Excellent) to 1 (Poor). <u>Analysis Procedure:</u> Review survey on question about nondiscrimination, the mean of which will be 2.8 or above. See Appendix B.</p>	<p>2004-05 Mean = 3.72 N = 13 2000-03 Mean = 3.67 N = 18</p>	<p>No change needed. Well above threshold. Will continue to monitor. All classes have content on indicated behavior. In curriculum meetings content is reviewed. Beginning July 07, will send out yearly to increase rate of response.</p>

Learning Outcome # 4	Field evaluations 2007 completed by field instructors at end of semester. Results to be tabulated by chair. Scale 5 (Excellent) to 1 (Poor). Mean to be reported. See Appendix C.	2007 = Mean = 4.70 N = 27 2006 Mean = 4.25 N = 25 2005 Mean = 4.48 N = 28 2004 Mean = 4.69 N = 23 2003 Mean = 4.43 N = 16	No changes needed at this time. Score well above threshold of 3.5. Will continue to monitor.
Learning Outcome # 5 Formulate an interview that involves the professional use of self. (This identifies own personal descriptive and behavioral attributes that hinder or promote effective intervention with client system.)	<u>Data Collection:</u> Students in SWO 421 are given a video assignment in which they must role-play as the social worker. <u>Analysis Procedure:</u> Faculty will use the video rubric to measure competency and professional use of self. The mean of students engaged in interview assignment will be 13 on 1-32 scale with 32 being maximum points that can be received. See Appendix E.	2006 Mean = 18.50 N = 28 Range of 2006 scores was from 13-27. 2005 Mean = 20.44 N = 25	There is no need for action as the mean is well over the threshold of 13. This rubric/evaluation measure was developed to more effectively critique student performance. Continue using rubric to score assignment.
Learning Outcome # 5	Alumni survey sent to 2004-05 graduates. Surveys are tabulated by chair. Scale 4 (Excellent) to 1 (Poor). Mean to be reported. See Appendix B.	2004-05 Mean = 3.50 N = 13 2000-03 Mean = 3.61 N = 18	No changes needed at this time. Score is well above threshold of 2.8. Will begin July 07 to send survey yearly to graduates of previous year. Need higher rate of return.
Learning Outcome # 5	Field evaluations completed by agency field instructors. Chair tabulates scores. Scale 5 (Excellent) to 1 (Poor). Mean to be reported. See Appendix C.	2007 Mean = 4.63 N = 27 2006 Mean = 4.70 N = 25 2005 Mean = 4.35 N = 28 2004 Mean = 4.53 N = 23	Although score is above range of acceptable, advisory board stated at their meeting that students needed additional instruction in telephone skills and computer skills. Additional material on these skills will be added to SWO 481, Integrative Seminar.

III. Division/Department Goals for the Current Year

This is a report on progress towards goals for the **current year**. These are operational goals for the units that are NOT tied directly to student learning outcomes, which are reported in the table above.

- A. Goal # 1** Increase number of students attending professional conferences to enhance their knowledge base of social work practice through interaction with social work professionals statewide.

1. Institutional Goal which was supported by this goal:

Listed in the Strategic Plan or in the Quality Enhancement Plan. Please note if the unit goal is in support of a Strategic Plan goal (e.g., SP#2) or a Quality Enhancement Plan goal (e.g., QEP#1).

Increase student-student and student-faculty interaction, increase knowledge, practice communication skills, and increase faculty-student communication. QEP 1, 3, 4

2. Evaluation Procedure(s):

How did you determine if this goal is met?

The department will document number of students attending conferences. Numbers will be kept and compared from year to year. Will work to expand number for upcoming years.

3. Actual Results of Evaluation:

Explain if the evaluation is not complete

- a. Thirty students and four faculty attended the Alabama/Mississippi Social Work Education Conference (AL/MS) at the University of Alabama, Oct. 2006. Students interacted with students/faculty from social work departments at Alabama & Mississippi colleges and universities. Students attended workshops on various social work topics and social events. The conference helped students with academic career choices as they heard about various fields of social work. Exhibitors, students/faculty from two states, and social work practitioners interacted to help Delta State University students to increase student engagement in free-flowing, multi-directional communication. Students served as conveners..
- b. National Association of Social Workers (NASW) Legislative Day, January 2007. Eighteen students and two faculty attended the event. Students met with faculty/students from universities/colleges throughout the state. Students met with their legislators and attended committee meetings.
- c. National Association of Social Workers (NASW) Annual Program Meeting, March 2007. Twenty students and five faculty attended the conference. Students and faculty attended various workshops on social work education and practice. Attending conferences increased student-student and faculty-student communication as well as helped students practice a variety of communication skills. Students served as conveners.
- d. Delta State University Department of Social Work Conference in March 2007. Seventy students, five faculty and seventy community social workers attended the conference on group work

4. Use of Evaluation Results:

How were the results used to improve programs, operation, or services? Indicate if this led to a new goal for the next year.

Plan to continue encouraging students with incentives, because this is an excellent way to address QEP goals 1, 3, 4 and meet students' needs. Also, attending helps with students' development of professional use of self. The department was able to provide gas money for students to attend the AL/MS Social Work Education and NASW State Conferences. Students did fundraisers for NASW and AL/MS conferences. Faculty gets \$250 travel money for conferences. Students are given extra credit by some faculty for attendance.

B. Goal # 2 Increase success of students' writing skills by implementing a new identification and referral system.

1. Institutional Goal which was supported by this goal: (QEP 1, 3)

Increase student-student and student-faculty interaction and increase knowledge and practice or communication skills.

2. Evaluation Procedure(s):

In outcome evaluation faculty meetings a referral process was developed and faculty discussed which students were referred and how many completed and improved after the process. Students are put on "writing concern" list and work is monitored by faculty teaching student in class.

3. Actual Results of Evaluation:

Eight students were formally referred to the writing lab/academic support for the year 2006-07. One student improved so much that she was taken off writing concern list. Others were closely monitored by faculty. Chair sent letter to each one regarding deficiency. Grammar handouts were given to classes SWO 201 & 305 and seniors. Ms. Tullos worked each week with the seniors on grammar. Seniors in exit interviews reported improved grammar skills. Faculty report that most of the students referred to the writing lab/academic support have improved. All social work majors in SWO 210 & 305, received handbook, but faculty in SWO 201, 305 did not give the 4 question test. They identified student's writing problems from their assigned papers.

4. Use of Evaluation Results:

Faculty discussed procedure at Outcomes Evaluation Faculty Meeting May 8, 2007, and made suggestions for new procedure. Faculty thought there are two kinds of students with writing problems. Some students need help with small points of grammar and others have needs that are beyond the help of the writing lab. The latter students need to be referred for remedial help at the academic support lab. It was decided to give students a writing (SWO 201, 305, 311) and refer appropriate students to the writing lab or academic support lab. Students referred to the academic support lab would receive a letter from the chair emphasizing the importance of increasing written communication skills to be successful in the social work program. Also, faculty member, Margaret Tullos will continue updating a grammar handbook that will be given to students in orientation. These plans will be incorporated into goals for next year.

C. Goal # 3 – Revise SWO 315 & 416 Human Behavior and the Social Environment sequence to cover SWO 315 book in both courses with additional macro content added to SWO 416.

1. Institutional Goal which was supported by this goal: Strategic Plan Goal 1:

Enhanced academic programs will ensure that graduates are well prepared for successful careers and ready to contribute to the civic life of their communities.

2. Evaluation Procedure:

To discuss in faculty meeting and curriculum committee meeting.

3. Actual Results of Evaluation:

In spring, 07, SWO 315 was first taught with above change. The first SWO 416 class will be fall 07. faculty teaching SWO 315 started covering one-half of the book vs. all of it was helpful to students.

4. Use of evaluation results:

Will continue to assess as SWO 416 changes are made in the fall 07.

D. Goal # 4 – Continue/expand student recruitment process.

1. Strategic plan goal process # 2 – students will enroll in greater numbers and a larger percentage will progress to graduation.

2. Evaluation process: Review success of recruitment activities in outcomes evaluation faculty meeting and other faculty meetings throughout the year.

3. Actual results of evaluation: Faculty recruited students at community colleges and other DSU recruiting events.

Faculty coordinated an event where seniors met with the new transfers. Flyers about SWO 201 Introduction to Social Work were distributed during fall and spring pre-registration. Our number of students for 06-07 remains the same as year before.

4. Use of evaluation results: Faculty met and decided that more emphasis was needed on high school recruiting. We will target high school service clubs. Mississippi Delta Community College no longer teaches SWO 201 Introduction to Social Work, so efforts at MDCC will be important. Faculty will present to Sociology class. The decision was made to host an event for declared social work students and other students interested in the social work major. This will be a goal for the 2007-08 school year.

- E. Goal # 5 - Offer workshop with nationally acclaimed speaker to the social work field supervisors, social work practice community, faculty, and students.**
1. **Institutional goal** which was supported by this goal: Strategic plan goal # 5. The citizens of the region will benefit from increases in university outreach, service, and partnership initiatives.
 2. **Evaluation Procedure:** Count the number of persons that registered for the conference.
 3. **Actual Results of Evaluation:** There were 145 participants (68 students, 72 community social workers and field instructors, and social work faculty). Practice community and students gave evaluations of excellent. Students were observed using information learned when working with clients in the field and in discussions in class.
 4. **Use of evaluation results:** Will plan another workshop for 2007-08 academic year. This is also a way to thank field instructors for their time and expertise in training students in the field as well as provide extra training for the students and field instructors.
- F. Goal # 6 – Maintain/expand relationships with community agencies in the Delta.**
1. **Institutional goal** which was supported by this goal: Strategic plan goal # 5. The citizens of the region will benefit from increases in university outreach, service, and partnership initiatives.
 2. **Evaluation Procedure:** Review of list of field instruction for spring semester and community partners with SWO 101 Volunteering in the Community Habitat class.
 3. **Actual Results of Evaluation:** There were thirteen new agencies added to field instruction and one new agency added to Habitat class.
 4. **Use of evaluation results:** Continue to find quality social work agencies and field instructors at a convenient locale for the students. This will be a continued goal for 2007-08.
- G. Goal # 7 – Add to SWO 481 Seminar, information regarding community/civic advisory boards in which social workers participate to increase students’ knowledge/awareness.**
1. **Institutional Goal** which was supported by this goal: SP 1. Enhanced academic programs will ensure that graduates are well prepared for successful careers and ready to contribute to the civic life of their communities.
 2. **Evaluation Procedure:** View new information in the SWO 481 syllabus and ask faculty re: assignment completed.
 3. **Actual Results of Evaluation:** In spring 2007 SWO 481 class community involvement was discussed and students often had opportunity to attend meetings in the community with their field instructor. Assignment added to course outline of activities.
 4. **Use of evaluation results:** Continue this assignment in SWO 481 as it helps students to have knowledge of the need for participation in community/civic advisory boards on a macro level.

H. Goal # 8 – Organize a social work alumni reception at the annual State NASW Conference.

1. **Institutional goal supported by this goal:** SP4 Friends of Delta State University, along with the general public, will become more aware and more supportive of the institution.
2. **Evaluation Procedure:** Note if the alumni event was organized. Have participants sign in to count how many involved. Actual results of evaluation: the event was held March 8, 2007 at the NASW Conference. Alumni Association provided two door prizes and \$100 for food. Approximately _____ signed in. Also _____ students and _____ faculty attended. Others said they had to leave and the time was not convenient or they did not enough prior notice.
3. **Use of Evaluation Results:** Faculty met May 8, 2007 to evaluate results. It was decided to have another meeting at NASW Conference in 2008. Plan to send out email about the event to alumni association list. Also, will send same group the Department Newsletter.

IV. Data and information for department:

Number of students/majors:123

Number of graduates:2006-07 – 27

Credit-hour productionSp. '06 – 1158 Sum. '06 – 231 Fall '06 – 939 Sp. '07 –

Faculty advisory load.....full-time faculty – 31

Internal funding and grant activity:

- Department received Faculty Development Funds for Dr. Kropf Conference.
- Margaret Tullos received Faculty Development Funds for attending and presenting at the Baccalaureate Social Work Program Directors Conference
- Dr. Jeannie Falkner received \$850 Health & Wellness grant from the President's Office.
- Alinda Sledge received grant from the Delta State University Research Committee to present at AL/MS Social Work Education Conference in Tuscaloosa, AL
- Alinda Sledge applied for Title IV-E funding for \$150,000 from the MS Department of Human Services (MDHS). The director decided not to fund any of the state university social work programs.

V. Personnel:

A. Noteworthy activities and accomplishments:

- The Council on Social Work Education selected the program based on our reaffirmation self-study to be exemplary. Margaret Tullos participated in a telephone interview as part of a research project regarding infusing aging content into the curriculum.
- Margaret Tullos was presented the DSU Foundation for Excellence in Service Faculty Prize.
- Hosted a conference on group work with Dr. Nancy Kropf, a nationally known speaker. Over 140 students, community field instructors, and social workers attended.
- Dr. Jeannie Falkner started a program for faculty and students called Wellness Wednesdays. The group meets at noon to eat healthy meals, and discuss various ways o increase healthiness. A. \$850 grant was awarded to enlarge the program in the 2007-08 academic year.
- Social Work Club sponsored a Health & Wellness walk on March 30 on the quad. The club also sponsored several fundraisers and activities for local social service agencies.
- The department hosted the East Bolivar County Dept. of Human Services Blue Ribbon Campaign 2007 Child Abuse Awareness Month.
- Alinda Sledge was named to the National Baccalaureate Program Directors (BPD) Conference Committee as the Local Planning Committee (LPC) Chair. Dr. Jeannie Falkner and Dr. Tracy Mims will chair committees for the LPC.
- Dr. Jeannie Falkner was appointed to the National Association of Social Work Board's Task Force on social work supervision.
- The department has successful community partnerships in place with 33 organizations such as the following: Department of Human Services; Habitat for Humanity; Cleveland School District Mentor Program; Braswell Group Home; Bolivar Health & Rehab, and the Bolivar Community Action Homeless Shelter. Students in various service learning classes serve throughout the semester in over 75 agencies and organizations across the Delta area.
- Twenty-nine seniors in seniors in field placement volunteered 440 hours each in Delta agencies. **The estimated dollar value of volunteer time is \$18.77 per hour for 2006 according to Bureau of Labor Statistics. That would total to \$242,227 of resources given to the community. In addition seven classes each semester require differing amounts of volunteer time. These classes had a total of 4,962 hours logged. This amounts to \$93,137 of services given to the community.**
- Department held the 1st DSU Social Work Alumni Event at the National Association of Social Workers Conference (MS Chapter).
- Alinda Sledge received the President's Award for participation in the leadership team for the Year of Cleveland, October, 06.
- Professional Presentations.
Margaret Tullos and Alinda Sledge presented at the Baccalaureate Program Directors (BPD) (National conference).
Totals are: A. Sledge – 5 M. Tullos – 4 J. Donahoe – 2 J. Falkner – 4 T. Mims – 4

- Publications – papers and abstract.
Alinda Sledge – 3 Jeannie Falkner – 4 Margaret Tullos – 3 Jana Donahoe – 1 Tracy Mims - 1
- Tracy Mims received his Ph.D. from Jackson State University in May 07. His dissertation research was on Persistence of Males in Higher Education.
- Classes taught and creative activities added to most classes.
- Faculty consistently rated highly by student evaluations.
- Faculty development workshops attended
Sledge – 12 Tullos – 6 Falkner – 5 Donahoe – 2 Mims – 5
- Faculty and students attended three conferences where they served as conveners and participated in workshops. They also interacted with students, faculty from other colleges as well as community social workers. Jeannie Falkner and Jana Donahoe sponsored students to present at state and regional conferences.
- Senior students were taken on a senior field trip to agencies in Memphis by Alinda Sledge and Margaret Tullos.
- Margaret Tullos and Alinda Sledge worked with Dr. Alan Barton on social work questions for the Delta Rural Poll: “Documenting Attitudes and Perceptions of Residents of the Mississippi Delta.”
- Jeannie Falkner and Tracy Mims took students to NASW Legislative Day in Jackson.
- Continued recruiting efforts with recruitment day, college fairs, community college recruitment, and calling potential recruits.
- Alinda Sledge was appointed to _____.
- All faculty were heavily involved in service to the department, university, profession, and the community.

Please see Appendix F for full details of personnel’s work.

B. New position(s) requested, with justification:

We do not need a new position. We hope to keep Dr. Jana Donahoe as adjunct faculty.

C. Recommended change of status

A change of status form has been completed for **Tracy Mims** to change his title to **Dr. Tracy Mims** and a monetary increase for receiving the Ph.D. before the raise is applied.

VI. Degree Program Addition/Deletions and/or Major Curriculum Changes:

Changes made in the past year:

- In SWO 309 Aging and the Community, the prerequisite of SWO 201 was dropped. Two new courses were taught as SWO 492 in the intersession classes. The courses are Understanding Rural Communities and Working with At-Risk Children and Adolescents.
- In the Human Behavior and Social Environment sequence (SWO 315, 416) a change started spring 07 and will continue.

It has been discussed for several years that there **was** too much information in the book used for SWO 315 (HBSE) to be covered in one semester. We **began** to teach this book over two semesters in SWO 315 (HBSE I) and SWO 416 (HBSE II). **Starting in spring 07** in SWO 416 (HBSE II) supplemental information on macro content will be added **for the fall of 07**.

VII. Department Goals for Coming Year

This is a statement of goals for the **coming year**. These are operational goals for the units that are NOT tied directly to student learning outcomes.

A. Goal # 1

1. Institutional Goal(s) supported by this goal:

Increase number of students attending professional conferences to enhance students' knowledge base of social work practice by interacting with social work professionals statewide.

1. **Institutional goal** supported by this goal – QEP 1, 3, 4 Increase student-student and student-faculty interaction; increase knowledge and practice of communication skills; increase faculty-student communication
2. **Expected results:** **Twenty** students will attend statewide social work conferences.
3. **Evaluation procedures:** Faculty will attend conferences and count total number of students attending.
4. **Use of evaluation results:** Students will increase knowledge, and practice of communication skills and faculty-student interaction.

Goal # 2: Increase success of students' writing skills by implementing a new identification and referral system.

1. **Institutional goal** supported by this goal: QEP 1, 2 Increase student-student and student-faculty interaction; increase knowledge and practice of communication skills.
2. **Expected results:** Deficient students (5-10) will be identified by **reviewing autobiographical statement in SWO 210, multicultural assignment in SWO 305, and research paper in SWO 311** and referred to either the writing lab or academic support lab. Students will be given grammar handouts in orientation.
3. **Evaluation procedures:** Will determine if all new social work majors in SWO 201, 305, **311**, are given **assignments** and handbook based on the sign-up sheet, and faculty observation. Writing improvement will be measured by students' work before and after attendance at the writing center or academic lab.
4. **Use of evaluation results:** Increase writing skills of students to help them improve in class and field.

Goal # 3: Revise SWO 315 & 416 Human Behavior in the Social Environment sequence to cover SWO 315 book in both courses with additional macro content added to SWO 416.

1. **Institutional Goal** supported by this goal: SP1 Enhanced academic programs will ensure that graduates are well prepared for successful careers and ready to contribute to the civic life of their communities.
2. **Expected Results:** Students will learn Human Behavior in the Social Environment (HBSE) content better as evidenced by increased scores on exams **and faculty observation. Macro Human Behavior book for SWO 416 will be dropped.**
3. **Evaluation Procedure(s):** Will compare scores of students from previous year **and have faculty teaching course. Evaluate students' progress in learning HBSE content.**
4. **Use of Evaluation Results:** **Students traditionally have difficulty with understanding and learning HBSE content.** Hope to increase students' HBSE assessment and treatment of clients and passage of the licensure exam.

Goal # 4: Continue to expand student recruitment process.

1. **Institutional goal** supported by this goal: SP2. Students will enroll in greater number and a larger percentage will progress to graduation.
2. **Expected Results:** Increase number of students selecting social work as a major. **Faculty to present to high school service clubs, MDCC Sociology class, have social work career day at DSU, and send brochures to counselors.**
3. **Evaluation Procedure(s):** Compare number of majors from last year to this year.
4. **Use of Evaluation Results:** Plan to keep a variable, active, exciting program going with new students.

Goal # 5: Offer workshop featuring a well-known speaker to social work field supervisors, social work practice community, faculty, and students.

1. **Institutional goal** supported by this goal: SP5. The citizens of the region will benefit from increases in university outreach, service, and partnership initiatives.
2. **Expected Results:** have 100-125 participants.
3. **Evaluation Procedure(s):** Review list of participants.
4. **Use of Evaluation Results:** Use information in the classroom, increase skills of field instructors who work with our students in the field.

Goal # 6: Maintain/expand relationships with community agencies in the Delta.

1. **Institutional goal** supported by this goal: SP5. The citizens of the region will benefit from increases in university outreach, service, and partnership initiatives.
2. **Expected results:** To increase agencies that provide services to our students as needed.
3. **Evaluation Procedure(s):** Review list of agencies used by students for field instruction and identify new ones.
4. **Use of Evaluation Results:** Continue to have new agencies utilized to meet needs of students regarding location to their home and the quality of the field instruction.

Goal # 7: Organize a social work alumni reception at the annual State NASW conference.

1. **Institutional goal** supported by this goal: SP4. Friends of Delta State University along with the general public, will become more aware and more supportive of the institution.
2. **Expected results:** Increase communication and support with alumni group.
3. **Evaluation Procedure(s):** Note if the alumni event was organized **and prior notice sent to alumni**. Have everyone sign in and count how many involved.
4. **Use of Evaluation Results(s):** Increase communication with alumni and start developing a social work alumni association.

Respectfully Submitted:

Alinda Sledge, Chair
Department of Social Work

APPENDIX

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APPENDIX A

Program Objectives:

1. Practice within the values of the social work profession with an understanding of and respect for the positive value of diversity.
2. Identify and assess problems in the relationship between people and social institutions (including service gaps), plan for their resolution, and evaluate their outcomes.
3. Understand the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.
4. Communicate effectively with others in a purposeful way, encouraging open and trusting relationships.
5. Understand the history, purposes, and philosophy of the social work profession and its contemporary structures and issues.
6. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
7. Apply the knowledge and skills of generalist social work practice with systems of all sizes, including rural systems.
8. Demonstrate the professional use of self.
9. Use communication skills differentially with a variety of client populations, colleagues, and communities.
10. Apply critical thinking skills within the context of professional social work practice.
11. Analyze, formulate, and influence social policies and how they impact client systems, workers, and agencies.
12. Understand agency structure, allocation of role performance, and the impact of organizational power and policies on client systems and, under supervision seek necessary organizational change.
13. Evaluate research studies and apply findings to practice, evaluate their own practice interventions and those of relevant systems.
14. Use supervision and consultation appropriate to social work practice.
15. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

8: NOT APPLICABLE

14. Location (city, state): _____
8. NOT APPLICABLE

15. What is your **current** job title? _____

16. How long have you had this job? _____ (months) _____ (years) 8: NOT APPLICABLE

17. Please, indicate the setting of your **current** job:

1. Public Protective Services
2. Family Services
3. Corrections/Criminal Justice
4. Medical/Health Care
5. Mental Health
6. Public Assistance/Welfare
7. School Social Work
8. Services to the Aged
9. Alcohol/Drug Treatment
10. Developmental Disabilities/Mental Retardation
11. Community-based Client Support Services
12. Occupational
13. Other _____

8. NOT APPLICABLE

18. Overall, how long have you been employed full-time as a social worker?

_____ (months) _____ (years)

19. How many different social agency settings have you work in full-time since you graduated from our program? _____ (number)

20. If you are full-time employed in a social work position, what is your salary range?

- | | |
|------------------------|------------------------|
| 1. less than \$15,000 | 6. \$27,001 - \$30,000 |
| 2. \$15,001 - \$18,000 | 7. \$30,001 - \$33,000 |
| 3. \$18,001 - \$21,000 | 8. \$33,000 - \$36,000 |
| 4. \$21,001 - \$24,000 | 9. \$36,000 & above |
| 5. \$24,001 - \$27,000 | 10. NOT APPLICABLE |

21. Do you belong to any professional organization?

- 1: Yes, Specify _____
- 2: No

22. Have you **passed** the social work licensure exam?

- 1: Yes, Indicate Score and Date _____
- 2: No

23. Please evaluate how well you were prepared as a student in the social work program:

4 – Excellent	Performance consistently above expected level.
3 – Good	Performance often at expected level
2 – Fair	Performance generally at expected level

16. Practice within the values of the social work profession with an understanding of and respect for the positive value of diversity.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

17. Identify and assess problems in the relationship between people and social institutions (including service gaps), plan for their resolution, and evaluate their outcomes.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

18. Understand the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

19. Communicate effectively with others in a purposeful way, encouraging open and trusting relationships.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

20. Understand the history, purposes, and philosophy of the social work profession and its contemporary structures and issues.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

21. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

22. Apply the knowledge and skills of generalist social work practice with systems of all sizes, including rural systems.

4 3 2 1
 Excellent Good Fair Poor

Comments: _____

23. Demonstrate professional use of self.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

24. Use communication skills differentially with a variety of client populations, colleagues, and communities.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

25. Apply critical thinking skills within the context of professional social work practice.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

26. Analyze, formulate, and influence social policies and how they impact client systems, workers, and agencies.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

27. Understand agency structure, allocation of role performance, and the impact of organizational power and policies on client systems and, under supervision seek necessary organizational change.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

28. Evaluate research studies and apply findings to practice, evaluate their own practice interventions and those of relevant systems.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

29. Use supervision and consultation appropriate to social work practice.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

30. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

APPENDIX C

Mid-Term_____

Final_____

**Delta State University
Department of Social Work
Field Instruction
Evaluation SWO 475**

Student's Name _____

Placement Agency _____

Agency Field Instructor _____

On the following pages, evaluate the student's performance in the described areas. The key below should be used in your decision making. Please make every attempt to make this evaluation realistic. The **mid-term** evaluation should be done according to expectations commonly held for students at mid-semester, not at the end, of this educational experience; likewise, **final** evaluations should reflect expectations commonly held for students at the completion of their undergraduate education. Graduates are expected to continue their professional growth after graduation, and this instrument should be beneficial to them in planning for that growth.

Please explain 'Excellent', 'Poor' or 'NA' ratings at the end of the form or on additional paper.

5 - Excellent	Performance consistently above expected level
4 - Good	Performance often above expected level
3 - Average	Performance generally at expected level
2 - Fair	Performance often below expected level
1 - Poor	Performance often below acceptable level
NA	Unable to practice this skill during placement

I. PROFESSIONAL SKILLS AND KNOWLEDGE

1. Demonstrates application of social work values.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

2. Demonstrates application of social work ethics.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

3. Demonstrates an understanding and respect for the value of diversity. (Respects the beliefs and values of those whose lifestyle and/or culture may be different from own while remaining comfortable with the management of own beliefs and values. Works with clients who are racially/culturally different from himself/herself.)

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

4. Demonstrates the ability to identify and assess problems in the relationship between people and social institutions, including service gap.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

5. Demonstrates ability to plan for solution of problems in relationship between people and social institutions.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

6. Demonstrates an understanding of the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

7. Communicates effectively with others in a purposeful way, encouraging open and trusting relationships.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

8. Demonstrates the ability to assess the needs of populations-at-risk with emphasis on working with rural populations as both client and action systems.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

9. Demonstrates the following skills in working with systems of varying sizes, including rural populations: interviewing, defining issues, collecting data, recording, assessing, planning, contracting, intervening in alternative ways, evaluating, terminating, and following-up with systems of varying sizes including rural populations. (If all topics in this item cannot be rated the same, use the lines below and the back of the page to make needed comments.)

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

10. Demonstrates the professional use of self. (Identifies own personal descriptive and behavioral attributes that hinder or promote effective intervention with client systems.)

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

11. Uses communication skills, both oral and written, differentially, with a variety of client populations, colleagues, and members of the community.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

12. Applies critical thinking skills within the context of professional social work practice.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

13. Demonstrates the ability to analyze social policies and how they impact client systems, workers, and agencies.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

14. Demonstrates an understanding of agency structure, allocation of role performance, and the impact of organizational power and policies on client systems, and under supervision, seeks necessary organizational change

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

15. Evaluates research studies and applies findings to practice.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

16. Constantly evaluates own practice through obtaining feedback from peers, client populations, supervisors, liaison, and assignments.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

17. Uses supervision appropriate to generalist practice to enhance learning.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

18. Recognizes the limitations of their own competence and respects contributions of other helping resources, professional and nonprofessional.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

19. Applies knowledge of biopsychosocial variables that affect individual development and behavior, and uses theoretical frameworks to understand the interactions among individuals and between individuals and social systems (i.e. families, groups, organizations, and communities).

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

II. Professional Work Habits

1. Dresses appropriately to agency setting.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

2. Attends as required.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

3. Adheres to required work hours.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

4. Performs work punctually.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

5. Demonstrates an attitude of enthusiasm, cooperation, and initiative.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

Field Instructor's Signature _____ Date _____

Student's Signature _____ Date _____

Field Liaison's Signature _____ Date _____

APPENDIX D

Rubric Results
Policy Analysis Paper Grading Criteria
Tracy T. Mims, Assistant Professor of Social Work
SWO-430/Fall 2005

Quality Points/ Number Grade		Writing (15)	Quality of Research (30)	Coverage (55)
5 (100) <i>7 students in this category</i>	Superior 15 30 55	Free of punctuation, spelling and grammatical errors. The logical flow and structure of the paper is easy to follow and understand	At least 4 peer reviewed articles used and 4 top quality sources were used. Your points/arguments were thoroughly researched.	The problem the bill addresses and your proposed amelioration are very lucidly stated. Alternative policies are discussed and very thoroughly analyzed. A very clear plan is presented for how the policy will be implemented.
4 (90.5-99.89) <i>10 students in this category</i>	Above Average 13.1-14.95 25.1-29.95 52.3-54.99	Less than 4 punctuation, spelling and grammatical errors. Logical flow and structure of paper easy to understand	At least 3 peer reviewed articles and 5 top quality sources were used. Your points/arguments were thoroughly researched.	The problem the bill addresses and your proposed amelioration are very lucidly stated. Alternative policies are discussed and thoroughly analyzed. A plan is presented for how the policy will be implemented.
3 (74.5-90) <i>7 students in this category</i>	Average 11.1-13 23.1-25 40.3-52	Between 4-8 punctuation, spelling and grammatical errors. Logical flow and structure of paper workable.	At least 2 peer reviewed articles and 6 top quality sources were used. Your points/arguments were thoroughly researched, although a little more could have been said.	The problem the bill addresses and your proposed amelioration are lucidly stated. Alternative policies are discussed and analyzed. A plan is presented for how the policy will be implemented.

Quality Points		Writing (15)	Quality of Research (30)	Coverage (55)
2 (63.5-74.4) <i>1 student in this category</i>	Passable 7.91-10.9 15.9-22.9 39.7-40.6	Between 9-20 punctuation, spelling and grammatical errors. Structure and flow of paper needs work.	At least 8 top quality sources were used. Your Points/arguments were well researched, but substantially more could have been said.	Your bill fails to do one of the following things. 1. State the problem 2. Propose an amelioration 3. analyze alternative policies 4. present a plan for your policy
1 (0-63.4)	Not passable 0-7.9 0-15.9 0-39.6	More than 20 punctuation, spelling and grammatical errors. Structure and flow of paper not there.	Fewer than 8 sources were used. Your points/arguments were poorly researched.	Your bill fails to do more than one of the following things. 1. State the problem 2. Propose an amelioration 3. analyze alternative policies 4. present a plan for your policy

n-25

mean- 3.72 or 90.84

median- 92

mode-100

28 % of students ranked at 5 quality points

40 % of students ranked at 4 quality points

28% of students ranked at 3 quality points

4% of students ranked at 2 quality points

APPENDIX E

INTERVIEW II SKILLS RATING SHEET

Student _____

Date _____

<u>Skills & Concepts</u>	0	1	2	<u>Points Received</u>	<u>Min. Points Required for Section</u>	<u>Total Points</u>
	<u>Improvement Needed</u>	<u>Satisfactory</u>	<u>Excellent</u>			
<u>Section A</u>						
*1. Opening remarks						
2. Sessional turning-in						
* a. Clarifying needs for immediate work						
b. Tuning in to Client's sense of urgency						
c. Tuning to Worker's own feelings						
*3. Sessional contracting						
*4. Summarization of interview content						
*5. Ending interview appropriately (including length)					5	

Section B

1. Expression of empathy/ rapport						
2. "Hearing" client's indirect communication						
3. Use of silence						
4. Confrontation of client's inconsistencies						
5. Challenge of illusions of work						
6. Making a demand for work						
7. Focusing on meaning of behavior						
8. Focusing on subject being discussed						
9. Elaborating						
10. Probing						

- 11. Reframing
- 12. Sharing data

6

Section C

- *1. Voice quality and volume
- *2. Use of standard English
- *3. Body posture
- *4. Appropriate eye contact
- *5. Behavioral congruence/facial expression
(words match outward appearance)
- 6. Worker composure

5

* = required

See next page for grading scale.

Positive Comments About Strengths Demonstrated During the Interview

APPENDIX F

**Faculty Activity Report
Delta State University
School of Arts and Sciences
Department of Social Work
Dr. Jana Newton Donahoe
Assistant Professor of Social Work
January 1 to December 31, 2005
January 1 to May 10, 2006**

TEACHING ACTIVITIES

- SWO 201: Introduction to the Profession of Social Work (Fall and Spring, 2005)
- SWO 309: Aging in the Community (Spring, 2005; Spring, 2006)
- SWO 303: Child and the Community (Fall, 2005)
- SWO 370: Research Methods in Social Work (Spring, 2005)
- SWO 492: Special Topics: Senior Research Practicum (Fall, 2005)

WORKSHOPS/CONFERENCES ATTENDED

- Alabama/Mississippi Social Work Education Conference, October 2005, Tunica, MS.
- ROMEA Faculty Development Seminar, September, 2005
- MS Chapter of the National Association of Social Workers Annual Meeting, March, 2005, Jackson, MS
- MS Chapter of the National Association of Social Workers Annual Meeting, March, 2006, Jackson, MS
- Delta State University Reamer Conference featuring Dr. Frederick Reamer, March 2005, Cleveland, MS
- Delta State University Capuzzi Conference featuring Dr. Capuzzi, March 2006, Cleveland, MS

WORKSHOPS/PRESENTATIONS CONDUCTED

- “Making the Grade: A Learning Skills Workshop” Presented by Dr. Jana Donahoe and Georgene Clark at Delta State University, March 2005, Cleveland, MS
- “Promoting Healthy Social Work: Preventing and Treating Burnout” Presented by Dr. Jana Donahoe, Lisa Moon, and BSW students Willie Gloria Garner and Deloris Gordon at the MS Chapter of the National Association of Social Workers Annual Meeting, March, 2005, Jackson, MS
- “Empowering the Spirit of the Profession: Improving Social Work’s Image at DSU” Presented by Dr. Jana Donahoe and BSW students Blythe Davis, Brenda Gilbert, Donna Peoples, and Dana Weeks at the Alabama/Mississippi Social Work Education Conference, October, 2005, Tunica, MS
- “Empowering the Spirit of the Profession: Improving Social Work’s Image at DSU [Delta State University]” Presented by Dr. Jana Donahoe and BSW Students Blythe Davis, Brenda Gilbert, Joyce Juitt, and Dana Weeks at the MS Chapter of the National Association of Social Workers Annual Meeting, March, 2006, Jackson, MS

- “Improving the Public’s Perception of Social Work: Using and Educational Intervention to Change Knowledge and Attitudes about Social Work?” Presented by Dr. Jana Donahoe and BSW Students Blythe Davis, Brenda Gilbert, Joyce Juit, Donna Peoples, and Dana Weeks at “May We Present? DSU Scholars Day Student Research” April, 2006 Delta State University, Cleveland, MS

PUBLICATIONS

- “Improving the Public’s Perception of Social Work: Using an Educational Intervention to Change Knowledge and Attitudes about Social Work” by Dr. Jana Donahoe and BSW Students: Blythe Davis, Brenda Gilbert, Joyce Juit, Donna Peoples, and Dana Weeks. Published in the *2005 Conference Proceedings* of the Alabama/Mississippi Social Work Education Conference
- The above paper is being examined for further publication by the NASW Foundation Campaign for Social Work Public Education (sent for review in April, 2006)

SERVICE TO OTHERS

Service to Delta State University and the Department of Social Work

- Admissions Committee
- Chair, Recruitment Committee
- Strategic Planning and Assessment Committee
- Outcomes Evaluation Committee
- QEP (Quality Enhancement Program) Committee
- Student Advisement
- Faculty Sponsor: DSU NACSW Student Chapter (meets bi-monthly)
- Department/Program Re-Accreditation Committee

Service to Professional Organizations

- MS Chapter Coordinator/Contact Person, North American Association of Christians in Social Work, 2003-2005
- Member, National Association of Social Workers
- Executive Member, American Association of Christian Counselors
- Member, International Association of Play Therapists

Service to the Community

- Delta Coordinator/Contact Person: Rural Poverty Initiative/Partners in Hope, MS Cooperative Baptist Fellowship
- Board of Directors/Coordinating Council, Mississippi Cooperative Baptist Fellowship
- Board of Directors, Delta Missions Ministries, Indianola, MS
- VBS Teacher/Leader, Delta Missions Ministries, Indianola, MS
- Chair, Committee on Committees, First Baptist Church, Indianola, MS
- Co-Chair, Personnel Committee, First Baptist Church, Indianola, MS
- Historical Committee, Co-Chair, Youth Committee Member, First Baptist Church, Indianola, MS
- Ministry Team Leader and Coordinator, First Baptist Church, Indianola, MS

- Young Married Couples Sunday School Teacher, Choir President, Hand-bell Choir, etc. First Baptist Church, Indianola, MS
- Community Crisis Intervention Team, Indianola Academy, Indianola, MS
- Co-leader, Explorer's Bible Study, Indianola, MS

RESEARCH INTERESTS

- The Spiritual Aspects of the Assessment and Treatment of Mental Disorders and Social Problems
- Music as a Method of Spiritual Treatment with Mental Disorders and Social Problems
- Rural Poverty in the Mississippi Delta
- The History of BSW, MSW, and Doctoral Social Work Education
- The History of Professional Associations in Social Work Education
- Learning Style Theory's Use in Social Work Education
- Children of Divorce
- Recruitment and Retention in Social Work Education
- The Integration and Ethics of Faith and Social Work Practice and Education
- Malpractice Issues in Social Work Education and Field Instruction/Educational Liability
- Values and Ethics in Social Work Supervision

Jana Donahoe, LCSW, Ph.D.
Assistant Professor of Social Work

Alinda Sledge, LCSW, ACSW
Chair, Department of Social Work

Date _____

Date _____

**Faculty Activity Report
Delta State University
College of Arts & Sciences
Academic Year 2005-06
Margaret H. Tullos, Professor of Social Work**

TEACHING ACTIVITIES

Courses Taught:

SWO 300 Human Diversity
SWO 309 Aging and the Community
SWO 421 Methods of Social Work
SWO 475 Field Practicum
SWO 481 Integrative Seminar

Other Duties:

Director of Field Instruction

Other Classes Taught

GST 100 with Tracy Mims, Fall, 2005

Innovative Teaching

Invited students from South Dakota State University to attend SWO 300 Human Diversity class on March 7, 2006. The SDSU students were in Cleveland for their Spring Break, comparing the poverty and rural lifestyle found in the Mississippi Delta with that of their home state. The DSU students provided southern potluck and the SDSU students shared Norwegian sweets. A lively dialogue among the students broadened the life perspective of all present during the three hour night class. Later, while processing their experiences, the SDSU students reported that this class was the highlight of their trip. DSU students likewise reported an in-depth increase in their knowledge and understanding about people from a different culture and concomitantly about themselves.

Invited Dr. Vicki Hartley to speak to the SWO 300 Human Diversity class on life for persons with disabilities. She brought with her the 12 students from her special education class, for collaborative learning.

SCHOLARLY AND CREATIVE ACTIVITIES

Presentations

“Greenhouses: An Innovative Approach to Nursing Home Care,” Round Table on Successful Aging, University of Oxford, Oxford, England, August 11, 2006.

“Bridging Field Practicum and the Integrative Field Seminar with Major Student Activities,” Baccalaureate Social Work Program Directors Annual Conference, Austin, TX, November 5, 2006, Co-presenter with Alinda Sledge.

“Ageism: Increasing Social Work Educators’ Self-Awareness (Bringing Age out of the Closet),” Council on Social Work Education Annual Conference, Chicago, February 18, 2006, Co-presenter with Alinda Sledge and Lisa Moon.

“Ageism: Increasing Social Work Educators’ Self-Awareness,” May We Present, DSU, April 24-25, 2006, Co-presenter with Alinda Sledge.

FACULTY DEVELOPMENT

Professional Workshops and Conferences Attended

Round Table on Successful Aging, University of Oxford, Oxford, England, August 7-12, 2005.

Baccalaureate Social Work Program Directors Annual Conference, Austin, TX, November 2-6, 2005.

Council on Social Work Education, Chicago, IL, February 16-19, 2006.

National Association of Social Workers, Jackson, MS, March 9-10, 2006.

Dr. Eiser, University Faculty Conference, DSU Sept. 28, 2005.

Dr. David Capuzzi Workshop, “Approaches to Group Work: Applications for Practitioners,” DSU, March 23, 2006.

Renewed social work license for 2 years (Licensed Certified Social Worker)

GRANTS

Internal Grants Received

Faculty development grant to attend Council on Social Work Education, Chicago, IL, February 16-19, 2006.

Faculty development grant to attend Roundtable on Successful Aging, The University of Oxford, Oxford, England, August, 2005.

SERVICE TO OTHERS

Service to the University

Developed the concept for “The Social Work Record,” a newsletter for the Department of Social Work. Wrote and published the first issue.

Recruitment for DSU Department of Social Work done by speaking to Introduction to Sociology class, Mississippi Delta Community College, Moorhead campus, March 29, 2006.

Recruited for DSU and the profession of social work with an eighth grade class from Clarksdale who were touring Delta State, April 21, 2006.

Co-Coordinator of David Capuzzi Workshop, “Approaches to Group Work: Applications for Practitioners,” sponsored by DSU Department of Social Work, March 23, 2006.

Member, DSU Special Programs Committee and helped develop the first “Arts in April” program

Member DSU Diversity Committee

Member DSU Writing Committee

Member DSU Faculty Senate

Chair Department of Social Work Tenure and Promotion Committee

Chair Department of Social Work Faculty Advisory Committee, regarding disciplinary actions

Chair Field Instruction Advisory Committee

Faculty Advisor of The Alliance beginning with the founding of the organization, Fall 2005

Substituted for other faculty when they were away from campus for school-related activities.

Attended meetings for Chair when she had conflicts with other school-related activities.

Service to the Profession

Member, Board of Directors of National Association of Social Workers, Mississippi Chapter

Member, Diversity Committee, National Association of Social Workers, Mississippi Chapter

Chair of sessions at annual program meetings of BPD and NASW

Service to the Community

Facilitator, “Aging: Out of the Closet” (study group for middle-aged professional women in the community)

Presenter: “Accepting Aging,” Cleveland Exchange Club, June 2, 2005

Presenter: “Single in a Couple’s World,” Hospice Survivors’ Support Group, Greenville, MS, October 18, 2006

Presenter: “Accepting Aging,” Ruleville 20th Century Club, October 20, 2006

GOALS

Professional

To submit a professional article for consideration for publication in an academic journal.

Work-Related

To have all students admitted to Field Instruction speaking and writing standard English.

To coordinate a workshop on a timely topic for students, Field Instructors, and other social work practitioners in the Delta.

Margaret H. Tullos

Date

Alinda Sledge,
Chair, Department of Social Work

Date

FACULTY ACTIVITY REPORT
Delta State University
Department of Social Work

Tracy Treon Mims

Department of Social Work

Assistant Professor of Social Work

Service Years: 3.5

Academic Year of Report: 2005-2006

Teaching Activities:

- Added role plays to Social Welfare History to provide students with a vicarious feel of social reform during eras such as the Early Republic, Lost Opportunities: the Frontier, Pre and Post Civil War, Industrialization, the Progressive Era, the New Deal, the Great Society, The Paradoxical Era and so forth.
- Social Welfare History students are assigned sections to read and reflect upon in typed format and must be submitted to professor at the subsequent class meeting. The purpose of this assignment is to prod students to read more.
- A game called the Circling of Differing Gifts is a technique used to facilitate student dialogue in my Child and Community Class. The purpose of the game is to heighten student awareness of how important it is to promote positive comments about each other, specifically in working with children with low self-esteem, foster children and those children experiencing the residue of abuse and neglect. Students leave the classroom with a page of positive comments that is empowering for them and helpful for others.
- Require service-learning students to create a visual for their final project and present to class. The rationale for this activity is to allow the student reflection time regarding the volunteer experience.
- Received Institutional Higher Learning Award for Black History Month, Feb. 2005
- Received a State Senate Proclamation for Educator of the Year/Higher Learning Black History, March 7, 2005
- Invited East Bolivar County's Area Social Work Supervisor to my Child and Community Class to engage the students in real life experiences that involved them in documenting information on an Abuse and Neglect Intake Form to complete a pseudo-investigation. Moreover, students were allowed to speak with pertinent parties involved in an actual investigation such as law enforcement, lawyers, the truancy officer and youth court officer.

Scholarly and Creative Activities:

- African American Voices as a Healing Intervention for Social Work Practice, National Association of Social Workers Conference, March 2005, Jackson, MS (Presenter).
- Removing Barriers to Enhance Fatherhood, Oct. 2005, Alabama/Mississippi Conference, Tunica, Mississippi (Presenter).
- Wrote a proposal to attempt funding from the Bryce Griffiths Presidential Endowment Fund to fund AKOS (Academia Karaoke One Stop). Proposal not accepted, January 2005

Service:

- Coordinator, Delta State University Social Work students for National Association of Social Work Legislator's Day, Capitol Rotunda, Jackson, MS, February, 2006
- Selected by the Dean of Arts and Sciences as a member of the Champion Assessment Team (Referencing Southern Association of Colleges and Schools), Jan. 2005
- Secretary for the 34th Annual Alabama/Mississippi Social Work Education Conference, 2005.
- Selected Participant by Dean of Arts and Sciences for the Chamber of Commerce/Leadership Bolivar County
- Member, West Tallahatchie Habitat for Humanity Board, 2004-present
- Volunteer with East Bolivar County Department of Human Services, 2004-present
- Instructor, Emerging Leaders, GST 100 Fall 2004 – Present
- Social Work Club Sponsor Fall 2004 – Present

Faculty Development:

- National Association of Social Work Conference, March 2006
- Cappuzi's Social Work Education Workshop on Groups, March 2006
- Attended National Leadership Conference, Hampton University, November 2005
- Alabama/Mississippi Social Work Education Conference, October 2005
- National Association of Social Work Conference, March 2005
- Reamer Conference on National Association of Social Work Ethics, March 2005

Other:

- A member of the Family Selection Committee for West Tallahatchie Habitat for Humanity
- A member of the National School Boards Association
- Served as a committee member on the initial application selection committee for the Mississippi Governor's Math and Science School, February, 2006
- Elected school board official, West Tallahatchie County
- Received Parent of the Year Award for West Tallahatchie School District, May 2006

•
Goals/Professional:

- Complete my Ph.D. at Jackson State University in Urban Education
- Take Spanish classes at Delta State University

Goals/Work Related:

- Place lectures in power point format.
- To formulate an interdisciplinary student debate on a historical/policy issue between my social welfare policy class and a class in the history department.
- Complete development of my tenure portfolio.
- Develop additional instructional rubrics to better measure student learning outcomes.
- To enhance student learning through role-play with professional community leaders regarding child welfare.

How Can Delta State University Help in my Professional and/or Developmental Goals:

Delta State University can help in my professional and development goals by continuing to support me in pursuing my Ph.D. at Jackson State University.

Achievements:

A major achievement is the near completion of one year towards my Ph.D. Moreover, it was a major accomplishment to visit Paris, France, in April 2006 to compare and contrast urban studies of Europe with the United States.

Resources:

I do not need any additional resources at this time.

Tracy Mims

Date

Alinda Sledge, Chair
Department of Social Work

Date

Faculty Activity Report 2005-2006
Delta State University
Dr. Jeannie Falkner, Assistant Professor of Social Work
Department of Social Work

TEACHING ACTIVITIES

Established written teaching goals and objectives for each class consistent with the mission and goals of the University.

Classes Taught

Summer 2005

- Statistics for Social Work (2 sessions)
- Methods of Social Research

Fall 2005

- Interviewing in Social Work
- Human Behavior II
- Health and Mental Health
- Social Welfare Policies and Services

Spring 2006

- Interviewing in Social Work
- Human Behavior I
- Methods for Social Research (2 sections)

Courses Revised

- **SWO 305 Interviewing in Social Work:** New textbook chosen and integrated into class. Enhanced student practice skill integration with the inclusion of new text with CD-Rom exercises, both for home and classroom assignments. Added recording project to the Video Assignment that has students write a client SOAP report of the role play on the Video skills assignment.
- **SWO 370 Methods of Social Research:** Taught Research during Summer Session I and Spring 2006. Organized and assisted students in the development of a research project, design of the project, selection of instrumentation, and collection of data for a class project.
- **SWO 403 Integrated Health and Mental Health:** Selected new textbook, revised class, changed title to reflect the current changes and trends in health and mental health and the changing role of social work. Added a preventative health lab to weekly class work.
- **SWO 416 Human Behavior in the Environment II:** Developed and included power point presentation of lecture material. Added material on family systems, including single parents, parents of divorce, effects of divorce on children, remarried/step-family dynamics as requested by the students. Proposed change in HBSE I & II to add material from HBSE I to HBSE II for a more in-depth examination of the stages of adult development. Added material on global human trafficking and immigration.
- **COUN 570 Multicultural Counseling** - DeSoto Center (University of Mississippi, Student Instructor). Primary instructor for graduate level course.
- **COUN 672 Ethics and Issues in Counseling** – (University of Mississippi, Student Instructor). Primary instructor for graduate level course.

Student Engagement

- Organized 15 students to attend MS Legislative Day in Jackson, MS. Attended committee meeting on proposed Senate Bill with students. Met with Senators Jordan and Simmons.
- Organized Phi Alpha Honor Society to serve as registration committee for Department of Social Work Annual Conference with Dr. David Capuzzi

SCHOLARLY AND CREATIVE ACTIVITIES

Publications

- Falkner, J. (2006). *A Study Investigate Counselor Financial Wellness as a Predictor of Counselor Money Practices Among Counseling Professionals in Private Practice*. (submitted to DAI, University of Mississippi)
- Falkner, J. (2006). *Development of the Money Practices Survey*, Research and Scholarship Symposium Abstracts, Delta State University: Cleveland, MS
- Falkner, J. (2005). *Promoting Economic Justice Through Changing Poverty Scripts*, AL/MS Social Work Educators Conference Published Papers, University of Southern Mississippi, Hattiesburg, MS
- Abstract Reviewer for American Association for Marriage and Family Therapist National Conference, December, 2005.

Faculty Development

- Completed doctoral studies and successfully defended doctoral dissertation, March, 2006.
- Baccalaureate Program Directors Annual Conference, Austin, TX: Completed Site Visitor Training (7 hrs) for the Commission on Accreditation of the Council on Social Work Education.
- DSU-“Taking Stock of What Matters to Student Success,” Dr. George D. Kuh
- DSU – “Active Learning Strategies for Small and Large Classes & Promoting Deep Learning: Ways Faculty Can Assist Students,” Dr. James Eison
- DSU – Grant Writing 101 – An Overview of Grant Writing At Delta State University
- United States Of America Transactional Analysis Association National Conference, “Healthy Living in a Changing World,” Nashville, TN
- National Association of Social Work-MS Chapter Annual Conference, Jackson, MS

Professional Presentations

- “Show Me the Money: Promoting Economic Justice Through Changing Poverty Scripts,” presented for AL/MS Social Work Educators Conference, Tunica, MS
- “May We Present,” “Enduring Rhythms: African American Voices as a Health Intervention for Social Work Practice,” Delta State University, Cleveland, MS, 2005
- “May We Present,” The Initial Development of the Money Practices Survey,” Poster session, Delta State University, Cleveland, MS, 2006

Professional Memberships

- National Association of Social Work
- American Association of Marriage and Family Therapists-Clinical Member
- American Group Psychotherapy Association-Clinical Member
- American Counseling Association
- Mississippi Counseling Association

- Redecision Therapy Association

Awards and Honors

- Chi Sigma Iota Counseling Academic and Profession Honor Society
- Phi Alpha Social Work Honor Society

Licenses and Certifications

- Licensed Certified Social Worker-MS # C-2741
- Licensed Marriage and Family Therapist-MS T101
- Certified Group Psychotherapist-Founding Member

SERVICE TO OTHERS

Delta State University

- DSU Faculty Senate Nominee/Elected for 2006-2008
- DSU Research Committee
- Social Work Curriculum Committee-Chair
- Social Work Admission Committee-Chair
- Phi Alpha Honor Society-Advisor
- Conducted Faculty Enhancement “Using a Supervision Model to Role Play in the Classroom”
- Social Work Outcome Evaluation Committee
- Provided decorations for Social Work Awards Banquet
- Selected and provided hospitality and transportation for speaker, Dr. David Capuzzi, for the Social Work Department’s Annual Conference
- Conducted “Stress Buster” Relaxation Classes for Social Work Students
- Conducted APA Writing Skills and Conflict Resolution seminars for Student Orientation
- Advise approximately 35 students per semester

Service to Discipline

- MS-NASW Nominations Chair 2005-2007
- MS-NASW Annual Conference Planning Committee 2006
- MS-NASW Continuing Education Review Committee 2006
- MS Social Work Educators Consortium Research Subcommittee for the MS Department of Human Services, Family and Children Services - 2005-2006

Jeannie Falkner
Assistant Professor
Department of Social Work

Alinda Sledge
Professor and Chair
Department of Social Work

Faculty Activity Report – Academic Year 2005 – 06

Delta State University – College of Arts & Sciences

Alinda Sledge – Department of Social Work

TEACHING

Classes Taught – Fall 2005

- SWO 101 Vol. in the Community I
- SWO 102 Vol. in the Community II
- SWO 422 Social Work Methods III

Classes Taught – Spring 2006

- SWO 320 Social Work Methods I
- SWO 475 Field Instruction
- SWO 481 Integrative Seminar

Creative Teaching & Student-Student & Student-Faculty Interaction

- SWO 101 and SWO 102 students went to the computer lab to research topics relevant to educational outcome.
- SWO 102, a new service-learning class last year. Students played a multicultural diversity game and interacted excitedly with each other. Added to syllabus a DVD and discussion on Learning Social Responsibility.
- SWO 422 students played the “Millionaire Game” to review and learn various terms. They interacted with each other and found the experience to be very helpful as opposed to lecture.
- SWO 320 – added sexual abuse assessment material with a speaker from the Department of Human Services. Enhanced the live assessment interview video started in Spring 2005. All students were given written comments on their skills in the interview as well as ability to complete the assessment form.
- SWO 475/481 – a group (mezzo practice) assignment was added to these classes. The group experience is planned and implemented in SWO 475 and graded in SWO 481. Students have had meaningful experiences and enhanced group skills. A section on test taking anxiety was added to SWO 481 to help in passing the licensure exam. Weekly licensure workshops were held to increase integration of curriculum to field and assist in passing the exam.

Faculty Evaluations

- Consistently rated excellent by students in course evaluations.

Awards

- Certificate of Appreciation for Commitment and Leadership in Service-Learning given by the Delta Center of Culture and Learning, April 2006.
- New initiate into Alpha Sigma Lambda National Honor Society, April 2006.
- Who’s Who Among America’s Teachers, 2005

Professional Workshops Attended – Faculty Development

- AL/MS Social Work Education Conference, Tunica, MS, October 2005.
- State-Wide Teaching in Higher Education Conference, DSU, September 2005.
- Baccalaureate Program Directors Annual Education Conference, Austin, TX, Nov. 2005.
- Council on Social Work Education Annual Conference, Chicago, IL, February 2006.
- Active Directory Migration Microsoft Exchange Implementation Training, DSU, Fall 2005.

- Ethnography & Oral History: Tools, Techniques, & Texts for Engagement, DSU, Sept. 2005.
- Research and Statistics (SPSS) Training, MS Dept. Human Services, November 2005.
- Department of Educational Leadership, Delta State University, October 2005.
- Techniques in Supervision, Delta State University, November 2005.
- Smart Cart Training, Delta State University, November 2005.
- Grant Writing 101, Delta State University, January 2006.
- Grant Writing Brown Bag Lunch, Delta State University, February 2006.
- Our Corner: Academic Excellence and Community Partnerships, Delta State University, April 2006.
- Building an Engaged Department beyond the Single Course Experience, Student Engagement, Delta State University, April 2006.

Other Related Teaching

- Placed eleven students as conveners at the regional meeting of the AL/MS Social Work Education Conference, Tunica, MS
 - Coordinated thirty students attending the AL/MS Social Work Education Conference, Tunica, MS, October 2005. Also worked with students to attend the National Association of Social Workers (NASW) annual meeting in Jackson, MS, March 2006.
 - Sponsored and coordinated eight students to volunteer on the coast after Hurricane Katrina, October 2005. The students worked under the Department of Human Services, Aging Division.
 - Advisement of students includes 37 advisees in addition to advising new students and transfers as needed.
 - Faculty mentoring – Faculty mentor each other in conversations about teaching techniques, etc. in weekly faculty meetings. Chair also works with individual faculty.
- Licensure
- LCSW (Licensed Certified Social Worker) renewed April 2006.
 - C-ASWCM (Certified Advanced Social Work Case Manager) renewed December 2005.

LEADERSHIP

- Provided leadership to department's reaffirmation process. The Commission on Accreditation of the Council on Social Work Education voted to reaffirm the program's accreditation for eight years ending October 2013. The program is one of 20% nationwide that did not have to do a progress report.
- Made a request for funds from the Bryce Griffiths Presidential Endowment Fund for technology equipment for a classroom. The request was denied but Dr. Thornell, Provost and Vice President for Academic Affairs, agreed to pay for proposal request.
- Successful Community partnerships are in place with the following organizations: Department of Human Services, Family & Children's Services; Habitat for Humanity; Cleveland School District mentor Program; Braswell Group Home; Bolivar Health & Rehab; and the Rainbow Home. Students in various service learning classes serve throughout the semester in over 75 agencies and organizations.
- Appointed as candidate to represent Cleveland in the Empire Who's Who of Women in Education.

- Revised the Graduation Bachelor of Science Degree form that is utilized for evaluating transcripts for transfers and graduation.
- Supervised and provided support and feedback to faculty, staff, RSE and Work Study positions.
- Promoted faculty scholarship, effective teaching, and faculty accomplishments.
- Continued recruitment efforts in 2005-06.
- Attended Memphis Agricenter College Fair and took students to recruit as well. Two faculty members recruited at Mississippi Delta Community College. The department hosted a recruitment day. Chair coordinated this activity. Chair interacts regularly with potential recruits.
- Department hosted a conference on group work with a nationally known speaker, Dr. David Capuzzi. Over 140 students and social work practitioners attended.
- Completed several reports for the Council on Social Work Education (CSWE).
- Completed second year as chair of the social work department. Completed all reports timely and held weekly faculty meetings.
- Kept all documents such as catalogs, Department's Student Handbook, recruitment materials, course of study, etc. up-to-date.
- Maintain accurate and timely records on assessment, QEP, SACS, and other required documents and department reports.
- Manage budget and fiscal matters for the department.
- Review student records for appropriate GPA and communicate in writing to students about their status.
- Participated actively in department chair meetings for college of Arts & Sciences.
- Prepared the annual report for the department.
- Conduct annual performance reviews for faculty.

SCHOLARSHIP

Grants

- Worked jointly with Margaret Tullos on Wyatt Faculty Development grant for \$2,316 to sponsor the Dr. Capuzzi conference.
- Awarded Department of Human Services IV-E grant for \$148,800 and served as principal investigator. Grant includes training of foster parents and the Department of Human Services social workers, as well as student stipend recipients. In Spring 2006, also served as project director as staff was terminated due to funding.

Professional Presentations

- "Combining Field Practicum and the Integrative Field Seminar with Major Student Activities." Baccalaureate Program Directors Conference, Austin, TX, Nov. 2005.
- "Techniques in Supervision," Delta State University, November 2005.
- "Resiliency in Children," AL/MS Social Work Education Conference, Tunica, MS, October 2005.
- "Ageism: Increasing Social Work Educators' Self-Awareness (Bringing Age out of the Closet)," 2005, Council on Social Work Education Annual Conference, Chicago, IL, February 2006.
- Our Corner Academic Excellence and Community Partnerships Session Panelist, Delta State University, April 2006.

- “Ageism: Increasing Social Work Educators’ Self-Awareness,” 2nd Annual Delta State University Faculty Research and Scholarship Symposium, 2005.

Publications

- Moon, L. and Sledge, A. (2005). Resiliency in Children; *AL/MS Social Work Education Conference Proceedings*. University of Southern Mississippi Dept. of Social Work: Hattiesburg, MS.
- Sledge, A. (2006). Abstract. *Faculty Research and Scholarship (1999-2005)*. Delta State University
- Tullos, M. and Sledge, A. (2006). Ageism: Increasing Social Work Educators’ Self-Awareness, 2nd Annual Delta State University Faculty Research and Scholarship Symposium.

SERVICE TO OTHERS

Service to Delta State University:

- Helped coordinate all activities for major conference for community social work practitioners and social work students. Dr. David Capuzzi presented workshop on “Approaches to Group Work: Applications for Practitioners.”
- Serve on DSU President’s Year of Cleveland Committee
- Attended meeting with Dr. Tom Meredith, new Institutions of Higher Learning President, DSU, Nov. 2005.
- Graded English 300 Writing Expository papers.
- Speaker at the Annual Service Learning and Volunteer Reception, April 2006.
- Participated in student-led orientation meeting for transfers and new students. Purpose was to increase retention.
- Coordinator of Social Work Awards Lunch.
- Service Learning Committee, Secretary.
- Chair of Assessment Committee for department.
- Proxy, Delta State University Faculty Senate.
- Department admissions committee member.
- Department curriculum committee member.
- Delta State University Delta Volunteers Advisor.
- Social work Department National Association of Social Workers (NASW) student award chair.
- Strategic Plan Focus Group participant.

Service to Community:

- Sponsored the Department of Human Services, Family & Children’s Services, Foster Parent Training.
- Hosted the Home and Delta Garden Club meeting on DSU campus. Elected as secretary to the club, April 2006.
- Work with Department of Human Services on training for social workers, foster and adoptive parents.
- Advisor, I CAN COPE Support Group

- Board Member and Secretary of non-profit organization, Kimball Glassco Residential Center, Inc. and Paul Braswell Residential Facility.
- Cleveland School District Mentor Program.
- Habitat for Humanity.
- Speaker for Bolivar County Leadership Class, Fall 2005
- Family Service Advisory Committee, Bolivar County Head Start.
- American Legion Auxiliary Member.
- Service to Profession
- Participated in the National Association of Social Workers (NASW) legislative advocacy regarding Department of Human Services social work positions and needs of children & families in the state.
- Serve on the state Social Work Education Consortium (bimonthly meetings).
- Member of Baccalaureate Program Directors Membership Committee, Austin, TX, Nov. 2005.
- Professional Memberships
- CSWE (Council on Social Work Education)
- BPD (Baccalaureate Program Directors)
- NASW (National Association of Social Workers)

OTHER ACTIVITIES TO BE CONSIDERED

- Consultation
- N. Sunflower Medical Center – consultation with Sr. Care Unit re: discharge planning, assessment & treatment plans.

ACHIEVEMENTS

- To lead department through reaffirmation process and receive full eight years accreditation with no contingencies. To increase communication among faculty/staff in the department about department activities and campus wide information. To teach three classes each semester, serve as department chair, handling multitude of responsibilities. To oversee IV-E grant in fall 2005 and administer grant as sole employee in Spring 2006. Budget had to be redone several times, numerous reports completed, stipend students coordinated, and weekly licensure workshops were given to students. Presented at one international conference, Council on Social Work Education (CSWE) and one national conference, Baccalaureate Program Directors (BPD) as well as regionally and locally.

Alinda C. Sledge, Chair & Professor
Department of Social Work

Date

Department of Social Work
2006-07 Annual Report Appendices

APPENDICES

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APPENDIX A

Program Objectives:

31. Practice within the values of the social work profession with an understanding of and respect for the positive value of diversity.
32. Identify and assess problems in the relationship between people and social institutions (including service gaps), plan for their resolution, and evaluate their outcomes.
33. Understand the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.
34. Communicate effectively with others in a purposeful way, encouraging open and trusting relationships.
35. Understand the history, purposes, and philosophy of the social work profession and its contemporary structures and issues.
36. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.
37. Apply the knowledge and skills of generalist social work practice with systems of all sizes, including rural systems.
38. Demonstrate the professional use of self.
39. Use communication skills differentially with a variety of client populations, colleagues, and communities.
40. Apply critical thinking skills within the context of professional social work practice.
41. Analyze, formulate, and influence social policies and how they impact client systems, workers, and agencies.
42. Understand agency structure, allocation of role performance, and the impact of organizational power and policies on client systems and, under supervision seek necessary organizational change.
43. Evaluate research studies and apply findings to practice, evaluate their own practice interventions and those of relevant systems.
44. Use supervision and consultation appropriate to social work practice.
45. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

8: NOT APPLICABLE

14. Location (city, state): _____
9. NOT APPLICABLE

15. What is your **current** job title? _____

16. How long have you had this job? _____ (months) _____ (years) 8: NOT APPLICABLE

17. Please, indicate the setting of your **current** job:

14. Public Protective Services

15. Family Services

16. Corrections/Criminal Justice

17. Medical/Health Care

18. Mental Health

19. Public Assistance/Welfare

20. School Social Work

21. Services to the Aged

22. Alcohol/Drug Treatment

23. Developmental Disabilities/Mental Retardation

24. Community-based Client Support Services

25. Occupational

26. Other _____

8. NOT APPLICABLE

18. Overall, how long have you been employed full-time as a social worker?

_____ (months) _____ (years)

19. How many different social agency settings have you work in full-time since you graduated from our program? _____ (number)

20. If you are full-time employed in a social work position, what is your salary range?

1. less than \$15,000

6. \$27,001 - \$30,000

2. \$15,001 - \$18,000

7. \$30,001 - \$33,000

3. \$18,001 - \$21,000

8. \$33,000 - \$36,000

4. \$21,001 - \$24,000

9. \$36,000 & above

5. \$24,001 - \$27,000

10. NOT APPLICABLE

21. Do you belong to any professional organization?

1: Yes, Specify _____

2: No

22. Have you **passed** the social work licensure exam?

1: Yes, Indicate Score and Date _____

2: No

23. Please evaluate how well you were prepared as a student in the social work program:

4 – Excellent	Performance consistently above expected level.
3 – Good	Performance often at expected level
2 – Fair	Performance generally at expected level
1 - Poor	Performance often below expected level

46. Practice within the values of the social work profession with an understanding of and respect for the positive value of diversity.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

47. Identify and assess problems in the relationship between people and social institutions (including service gaps), plan for their resolution, and evaluate their outcomes.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

48. Understand the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

49. Communicate effectively with others in a purposeful way, encouraging open and trusting relationships.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

50. Understand the history, purposes, and philosophy of the social work profession and its contemporary structures and issues.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

51. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

52. Apply the knowledge and skills of generalist social work practice with systems of all sizes, including rural systems.

4 3 2 1
Excellent Good Fair Poor

Comments: _____

53. Demonstrate professional use of self.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

54. Use communication skills differentially with a variety of client populations, colleagues, and communities.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

55. Apply critical thinking skills within the context of professional social work practice.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

56. Analyze, formulate, and influence social policies and how they impact client systems, workers, and agencies.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

57. Understand agency structure, allocation of role performance, and the impact of organizational power and policies on client systems and, under supervision seek necessary organizational change.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

58. Evaluate research studies and apply findings to practice, evaluate their own practice interventions and those of relevant systems.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

59. Use supervision and consultation appropriate to social work practice.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

60. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

4	3	2	1
Excellent	Good	Fair	Poor

Comments: _____

APPENDIX C

Mid-Term _____

Final _____

Delta State University
Department of Social Work
Field Instruction
Evaluation SWO 475

Student's Name _____

Placement Agency _____

Agency Field Instructor _____

On the following pages, evaluate the student's performance in the described areas. The key below should be used in your decision making. Please make every attempt to make this evaluation realistic. The **mid-term** evaluation should be done according to expectations commonly held for students at mid-semester, not at the end, of this educational experience; likewise, **final** evaluations should reflect expectations commonly held for students at the completion of their undergraduate education. Graduates are expected to continue their professional growth after graduation, and this instrument should be beneficial to them in planning for that growth.

Please explain 'Excellent', 'Poor' or 'NA' ratings at the end of the form or on additional paper.

- | | |
|---------------|--|
| 5 - Excellent | Performance consistently above expected level |
| 4 - Good | Performance often above expected level |
| 3 - Average | Performance generally at expected level |
| 2 - Fair | Performance often below expected level |
| 1 - Poor | Performance often below acceptable level |
| NA | Unable to practice this skill during placement |

I. PROFESSIONAL SKILLS AND KNOWLEDGE

1. Demonstrates application of social work values.

5	Excellent	4	Good	3	Average	2	Fair	1	Poor	NA
---	-----------	---	------	---	---------	---	------	---	------	----
2. Demonstrates application of social work ethics.

5	Excellent	4	Good	3	Average	2	Fair	1	Poor	NA
---	-----------	---	------	---	---------	---	------	---	------	----

3. Demonstrates an understanding and respect for the value of diversity. (Respects the beliefs and values of those whose lifestyle and/or culture may be different from own while remaining comfortable with the management of own beliefs and values. Works with clients who are racially/culturally different from himself/herself.)

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

4. Demonstrates the ability to identify and assess problems in the relationship between people and social institutions, including service gap.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

5. Demonstrates ability to plan for solution of problems in relationship between people and social institutions.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

6. Demonstrates an understanding of the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

7. Communicates effectively with others in a purposeful way, encouraging open and trusting relationships.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

8. Demonstrates the ability to assess the needs of populations-at-risk with emphasis on working with rural populations as both client and action systems.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

9. Demonstrates the following skills in working with systems of varying sizes, including rural populations: interviewing, defining issues, collecting data, recording, assessing, planning, contracting, intervening in alternative ways, evaluating, terminating, and following-up with systems of varying sizes including rural populations. (If all topics in this item cannot be rated the same, use the lines below and the back of the page to make needed comments.)

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

10. Demonstrates the professional use of self. (Identifies own personal descriptive and behavioral attributes that hinder or promote effective intervention with client systems.)

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

11. Uses communication skills, both oral and written, differentially, with a variety of client populations, colleagues, and members of the community.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

12. Applies critical thinking skills within the context of professional social work practice.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

13. Demonstrates the ability to analyze social policies and how they impact client systems, workers, and agencies.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

14. Demonstrates an understanding of agency structure, allocation of role performance, and the impact of organizational power and policies on client systems, and under supervision, seeks necessary organizational change

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

15. Evaluates research studies and applies findings to practice.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

16. Constantly evaluates own practice through obtaining feedback from peers, client populations, supervisors, liaison, and assignments.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

17. Uses supervision appropriate to generalist practice to enhance learning.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

18. Recognizes the limitations of their own competence and respects contributions of other helping resources, professional and nonprofessional.

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

19. Applies knowledge of biopsychosocial variables that affect individual development and behavior, and uses theoretical frameworks to understand the interactions among individuals and between individuals and social systems (i.e. families, groups, organizations, and communities).

5	4	3	2	1	
Excellent	Good	Average	Fair	Poor	NA

II. Professional Work Habits

1. Dresses appropriately to agency setting.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA
2. Attends as required.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA
3. Adheres to required work hours.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA
4. Performs work punctually.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA
5. Demonstrates an attitude of enthusiasm, cooperation, and initiative.

5	4	3	2	1	NA
Excellent	Good	Average	Fair	Poor	NA

Field Instructor's Signature _____ Date _____

Student's Signature _____ Date _____

Field Liaison's Signature _____ Date _____

APPENDIX D

Rubric
Policy Analysis Paper Grading Criteria
Tracy T. Mims, Assistant Professor of Social Work
SWO-430

Number Grade		Writing (15)	Quality of Research (30)	Coverage (55)
(100)	Superior 15 30 55	Free of punctuation, spelling and grammatical errors. The logical flow and structure of the paper is easy to follow and understand	At least 4 peer reviewed articles used and 4 top quality sources were used. Your points/arguments were thoroughly researched.	The problem the bill addresses and your proposed amelioration are very lucidly stated. Alternative policies are discussed and very thoroughly analyzed. A very clear plan is presented for how the policy will be implemented.
(90.5-99.89)	Above Average 13.1-14.95 25.1-29.95 52.3-54.99	Less than 4 punctuation, spelling and grammatical errors. Logical flow and structure of paper easy to understand	At least 3 peer reviewed articles and 5 top quality sources were used. Your points/arguments were thoroughly researched.	The problem the bill addresses and your proposed amelioration are very lucidly stated. Alternative policies are discussed and thoroughly analyzed. A plan is presented for how the policy will be implemented.
(74.5-90)	Average 11.1-13 23.1-25 40.3-52	Between 4-8 punctuation, spelling and grammatical errors. Logical flow and structure of paper workable.	At least 2 peer reviewed articles and 6 top quality sources were used. Your points/arguments were thoroughly researched, although a little more could have been said.	The problem the bill addresses and your proposed amelioration are lucidly stated. Alternative policies are discussed and analyzed. A plan is presented for how the policy will be implemented.

Number Grade		Writing (15)	Quality of Research (30)	Coverage (55)
(63.5-74.4)	Passable 7.91-10.9 15.9-22.9 39.7-40.6	Between 9-20 punctuation, spelling and grammatical errors. Structure and flow of paper needs work.	At least 8 top quality sources were used. Your Points/arguments were well researched, but substantially more could have been said.	Your bill fails to do one of the following things. 5. State the problem 6. Propose an amelioration 7. Analyze alternative policies 8. Present a plan for your policy
(0-63.4)	Not passable 0-7.9 0-15.9 0-39.6	More than 20 punctuation, spelling and grammatical errors. Structure and flow of paper not there.	Fewer than 8 sources were used. Your points/arguments were poorly researched.	Your bill fails to do more than one of the following things. 1. State the problem 5. Propose an amelioration 6. Analyze alternative policies 7. Present a plan for your policy

APPENDIX E

INTERVIEW II SKILLS RATING SHEET

Student _____

Date _____

<u>Skills & Concepts</u>	0	1	2	<u>Points Received</u>	<u>Min. Points Required for Section</u>	<u>Total Points</u>
	<u>Improvement Needed</u>	<u>Satisfactory</u>	<u>Excellent</u>			
<u>Section A</u>						
*1. Opening remarks						
2. Sessional turning-in						
* a. Clarifying needs for immediate work						
b. Tuning in to Client's sense of urgency						
c. Tuning to Worker's own feelings						
*3. Sessional contracting						
*4. Summarization of interview content						
*5. Ending interview appropriately (including length)					5	

Section B

1. Expression of empathy/ rapport						
2. "Hearing" client's indirect communication						
3. Use of silence						
4. Confrontation of client's inconsistencies						
5. Challenge of illusions of work						
6. Making a demand for work						
7. Focusing on meaning of behavior						
8. Focusing on subject being discussed						
9. Elaborating						
10. Probing						

- 11. Reframing
- 12. Sharing data

6

Section C

- *1. Voice quality and volume
- *2. Use of standard English
- *3. Body posture
- *4. Appropriate eye contact
- *5. Behavioral congruence/facial expression
(words match outward appearance)
- 6. Worker composure

5

* = required

See next page for grading scale.

Positive Comments About Strengths Demonstrated During the Interview

APPENDIX F

**Faculty Activity Report
Delta State University
College of Arts and Sciences
Department of Social Work
Dr. Jana Newton Donahoe
Assistant/Adjunct Professor
August 2006 to May 2007**

TEACHING ACTIVITIES

- SWO 303: Child and the Community (Fall, 2006)
- SWO 309: Aging in the Community (Spring, 2007)

WORKSHOPS/CONFERENCES ATTENDED

- Alabama/Mississippi Social Work Education Conference, October 2006, Tuscaloosa, AL
- Delta State University Social Work Conference featuring Dr. Nancy Kropf, March 2007, Cleveland, MS

WORKSHOPS CONDUCTED

- “Children with Attachment Disorders” Presented by Dr. Jana Donahoe and BSW Students Jennifer Harlow, Jennifer Lee, and Lovie Smith at the A to Z Conference, Delta State University, January, 2007
- “Children with Attachment Disorders” Presented by Dr. Jana Donahoe and BSW Students Jennifer Harlow, Jennifer Lee, and Lovie Smith at the MS Chapter of the National Association of Social Workers Annual Meeting, March, 2007, Jackson, MS

PUBLICATIONS

- Donahoe, J.N., Davis, B., Gilbert, B., Juitt, J., Peeples, D., & Weeks, D. (October 2005) **[published and released in September, 2006]**. “Improving the Public’s Perception of Social Work: Using an Educational Intervention to Change Knowledge and Attitudes about Social Work,” in the *AL/MS Social Work Education Conference Proceedings* (pp. 25-47). Hattiesburg, MS: The University of Southern Mississippi.

SERVICE TO OTHERS

Service to Delta State University and the Department of Social Work

- Admissions Committee
- Curriculum Committee
- Assessment and Outcomes Evaluation Committee
- QEP (Quality Enhancement Program) Committee
- Chair, Recruitment Committee
- Faculty Sponsor: NACSW Student Chapter (meets bi-monthly)

Service to Professional Organizations

- MS Delta Chapter Coordinator/Contact Person, North American Association of Christians in Social Work, 2003-2007

- Member, National Association of Social Workers
- Member, AL/MS Social Work Education Conference
- Member, North American Association of Christians in Social Work
- Executive Member, American Association of Christian Counselors
- Member, International Association of Play Therapists

Service to the Community

- Delta Coordinator/Contact Person: Rural Poverty Initiative/Partners in Hope, MS Cooperative Baptist Fellowship
- Board of Directors, Secretary and Grant Consultant to Delta Missions Ministries, Indianola, MS
- Chair, Committee on Committees, First Baptist Church, Indianola, MS
- Personnel Committee, First Baptist Church, Indianola, MS (requires SW skills)
- Ministry Team Leader and Coordinator, First Baptist Church, Indianola, MS (requires SW skills)
- Martha Ministry Coordinator, FBC Indianola (requires SW Skills)
- Community Crisis Intervention Team, Indianola Academy, Indianola, MS
- Co-leader, Explorer's Bible Study, Indianola, MS
- There are other services to the community that are not related to Social Work per se)

RESEARCH INTERESTS

- The Spiritual Aspects of the Assessment and Treatment of Mental Disorders and Social Problems
- Music as a Method of Spiritual Treatment with Mental Disorders and Social Problems
- Rural Poverty in the Mississippi Delta
- The History of BSW, MSW, and Doctoral Social Work Education
- The History of Professional Associations in Social Work Education
- Learning Style Theory's Use in Social Work Education
- Children of Divorce
- Recruitment and Retention in Social Work Education
- The Integration and Ethics of Faith and Social Work Practice and Education
- Malpractice Issues in Social Work Education and Field Instruction/Educational Liability
- Values and Ethics in Social Work Supervision

Jana Donahoe, LCSW, Ph.D. ACSW
 Assistant Professor of Social Work
 Delta State University

Alinda Sledge, LCSW,
 Chair, Department of Social Work
 Delta State University

Date

Date

Faculty Activity Report
Delta State University
College of Arts & Sciences
May 1, 2006-June 30, 2007
Margaret H. Tullos, Professor of Social Work
and Director of Field Instruction

TEACHING ACTIVITIES

Courses Taught

SWO 300 Human Diversity
SWO 309 Aging and the Community
SWO 421 Methods of Social Work
SWO 475 Field Practicum
SWO 481 Integrative Seminar

Other Courses Taught

Intercession Class Taught December 2006: SWO 306 Death, Dying, and Grief
GST 100 with T. Mims, Fall 2006

Courses Revised

SWO 421 Methods of Social Work
Revised to include content on social work related grammar therapy

SWO 300 Human Diversity
Revised to include new speakers and experiences (Dr. Kuniko Shimizu comparing her life in Japan with life in the US; Capps Museum exhibit and video about Chinese life in the Delta)

Field Instructors Trained

Social Work Field Instructors' Workshop: "Techniques for Field Instruction Supervision," January 10 and 23, 2007

Field Trip for Seniors

St. Jude Research Hospital and the National Civil Rights Museum in Memphis, April 13, 2007

SCHOLARLY AND CREATIVE ACTIVITIES

Professional Presentations

Tullos, M. & Sledge, A. (2006). *From ageism to self-awareness: Expanding borders for social work educators*. Baccalaureate Social Work Program Directors Annual Conference, Los Angeles, CA. (national)

Tullos, M. & Sledge, A. (2006). *Ageism: Increasing self-awareness for social work educators*. Alabama/Mississippi Social Work Education Conference, Tuscaloosa, AL. (regional)

Tullos, M. & Sheppard, T. (2006). *How a BSW student led in the creation of The Alliance, a campus-wide organization for gay/lesbian/bi-sexual/trans-sexual/questioning persons and friends*. Alabama/Mississippi Social Work Education Conference, Tuscaloosa, AL. (regional)

Sledge, A. & Tullos, M. (2007). *Merging social work field practicum and integrative field seminar with critical thinking exercises and student involvement in the community*. Poster presentation at the Third Annual Faculty Research and Scholarship Symposium, Delta State University.

Publications

Sledge, A. & Tullos, M. (2007). Ageism: Increasing social work educators' self-awareness, *AL/MS Social Work Education Conference Proceedings*. University of Southern Mississippi Department of Social Work: Hattiesburg, MS.

Tullos, M. & Sledge, A. (2007). Abstract. Merging social work field practicum and integrative field seminar with critical thinking exercises and student involvement in the community. *Third Annual Research and Scholarship Symposium Proceedings*, Delta State University.

Tullos, M. (2006-07). *Grammar Therapy for Social Workers: A Basic Guide to Standard English* (in progress). A handbook that addresses writing problems common among social work students—being revised into a workbook with examples and exercises from social work practice.

Research

Delta Rural Poll, Spring 2007: "Documenting Attitudes and Perceptions of Residents of the Mississippi Delta." A. Sledge and I worked with Dr. Alan Barton to add questions related to social work.

Internal Grants Received

Faculty development grant to attend Baccalaureate Social Work Program Directors Annual Conference, Los Angeles, CA. 2006.

Faculty Development Grant for Kropf Workshop, March 30, 2007

FACULTY DEVELOPMENT

Professional Workshops and Conferences Attended

Alabama/Mississippi Social Work Education Conference, Tuscaloosa, AL, October 2006

Baccalaureate Social Work Program Directors Annual Conference, Los Angeles, CA. 2006.

National Association of Social Workers, Jackson, MS, March 8-9, 2007.

ROMEIA Conference, Delta State University, September 27, 2006.

Mississippi Delta Women's Leadership Conference, Delta State University, February 26-27, 2007.

"Organizing In-Box Training," Delta State University, September 13, 2006

SERVICE TO OTHERS

Service to the University

Coordinator of Workshop for Social Work Field Instructors, Other Practitioners, and Students: "The Skipped Generation: Grandparents Raising Grandchildren," Dr. Nancy Kropf, presenter, March 30, 2007

Editor and publisher of the first edition of *The Social Work Record*, the Department of Social Work's newsletter, spring, 2006

Member, DSU Special Programs Committee

Member, DSU Diversity Committee

Chair, Department of Social Work Tenure and Promotion Committee

Chair, Department of Social Work Faculty Advisory Committee, regarding disciplinary actions

Advisor, The Alliance

FACULTY ACTIVITY REPORT
Delta State University
Department of Social Work

Tracy Treon Mims

Department of Social Work

Assistant Professor of Social Work

Service Years: 4.5

Academic Year of Report: May 1, 2006 to June 30, 2007

Teaching Activities:

- Added role plays to Social Welfare History class to provide students with a vicarious feel of social reform during eras such as the Early Republic, Lost Opportunities: the Frontier, Pre and Post Civil War, Industrialization, the Progressive Era, the New Deal, the Great Society, The Paradoxical Era and so forth.
- Social Welfare History students are assigned sections to read and reflect upon in typed format and must be submitted to professor at the subsequent class meeting. The purpose of this assignment is to prod students to read more.
- A game called the Circling of Differing Gifts is a technique used to facilitate student dialogue in my Child and Community Class. The purpose of the game is to heighten student awareness of how important it is to promote positive comments about each other, specifically in working with children with low self-esteem, foster children and those children experiencing the residue of abuse and neglect. Students leave the classroom with a page of positive comments that are empowering for them and helpful for others.
- I require service-learning students to create a visual for their final project and present to class. The rationale for this activity is to allow the student reflection time regarding the volunteer experience.
- I will invite the East Bolivar County's Area Social Work Supervisor to my Child and Community Class to engage the students in real life experiences that involve them in documenting information on an Abuse and Neglect Intake Form to complete a pseudo-investigation. Moreover, students will be allowed to speak with pertinent parties involved in an actual investigation such as law enforcement, lawyers, the truancy officer and youth court officer.

Scholarly and Creative Activities:

- Mims, T. (2007, March). *HIV/AIDS and the Older Population*. National Association of Social Work Conference. Jackson, Mississippi (Presenter).

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Mims Faculty Activity Report

- Mims, T. et al. (2007, February). *Eliminating Health Disparities in the Mississippi Delta*. National Association of African American Studies Conference (Paper Presentation), Baton Rouge, Louisiana (Presenter).
- Mims, T. (2007, January). *Child Abuse and Neglect, Blended With Knowledge Management*. A-Z Conference. Cleveland, Mississippi (Presenter).
- Mims, T. (2006, October). *Eliminating Health Issues on Diabesity (Diabetes and Obesity) in the Mississippi Delta*. Jackson, Mississippi (Presenter).
- Mims, T. (2007, March-April). Administer Survey Regarding Persistence of Students at Delta State University in collaboration with Institutional Research and Planning. Consequently, this collaboration is connected with my dissertation research on the *Persistence of Males in Higher Education*.

Publications in Press:

- *The Real Deal on Poverty and Temporary Assistance for Needy Families (TANF)*.
- A book on contextual factors involving health disparities in the Mississippi Delta.

Service to the Profession:

- BPD Conference Ron Federico Silent Auction Chair.

Service to the University:

- Instructor, Emerging Leaders, GST 100.
- Social Work Club Sponsor
- Coordinator and Transporter of Delta State University Social Work students to National Association of Social Work Legislator Day, Capitol Rotunda, Jackson, MS, January, 2007.
- Serve on the Admissions Committee, Department of Social Work, Delta State University.
- Serve on the Assessment Committee, Department of Social Work, Delta State University.
- Serve on the Curriculum Committee, Department of Social Work, Delta State University.
- Serve as Faculty Senate Proxy, Department of Social Work, Delta State University

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Mims Faculty Activity Report

Service to the Community:

- Participated in strategic planning meeting for the West Tallahatchie School District, Minter City, Ms, August 2006.
- Great Books Program (CCA Penitentiary) Facilitator with Polynesian Population, Tutwiler, MS, June 2006-.
- Received Parent of the Month Award for West Tallahatchie School District, May 2006.
- Member and Chair for Family Selection Committee, West Tallahatchie Habitat for Humanity Board, 2004-present.
- Volunteer with East Bolivar County Department of Human Services, 2004-present.
- School Board Official, West Tallahatchie County.
- A member of the National School Boards Association.

Faculty Development:

- Skipped Generation Families: Grandparents Raising Children, March 2007, Cleveland, MS.
- Podcasting Workshop, Delta State University, March 2007, Cleveland, MS
- A-Z Conference, Delta State University, January 2007, Cleveland, MS.
- Winter Faculty Technology Project, January 2007, Cleveland, MS.
- ROMEA Conference, Delta State University, October 2006, Cleveland, MS

Goals/Professional:

- Complete my Ph.D. at Jackson State University in Urban Education, August 2007.
- Continued research on the persistence of students at Delta State University in collaboration with Institutional Research and Planning.
- Take Spanish classes at Delta State University.

Goals/Work Related:

- To formulate an interdisciplinary student debate on a historical/policy issue between my social welfare policy class and a class in the history department.
- To continue development of my tenure portfolio.
- To develop additional instructional rubrics to better measure student learning outcomes.

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Mims Faculty Activity Report

- To enhance student learning through role-play with professional community leaders regarding child welfare (Youth Court Mock Trials).

How Can Delta State University Help in my Professional and/or Developmental Goals:

Delta State University can help in my professional and development goals by continuing to support me in pursuing my Ph.D. at Jackson State University.

Achievements:

I have completed a successful proposal defense regarding my dissertation on the persistence of males in higher education and will now move into collecting data.

Resources:

I do not need any additional resources at this time.

Signature

Date

Chair, Department of Social Work

Date

Faculty Activity Report 2006-2007
Delta State University
Dr. Jeannie Falkner, Assistant Professor of Social Work
Department of Social Work

TEACHING ACTIVITIES

Established written teaching goals and objectives for each class consistent with the mission and goals of the University.

Classes Taught

Summer 2006

- SWO 375 Statistics for Social Work (2 sessions)

Fall 2006

- SWO 305 Interviewing in Social Work – 2 sections
- SWO 416 Human Behavior in the Social Environment II
- SWO 311 Social Welfare Policies and Services

Spring 2007

- SWO 305 Interviewing in Social Work
- SWO 315 Human Behavior I
- SWO 370 Methods for Social Research (2 sections)

Summer Intersession 2007 (Proposed)

- SWO 492 Working with At-Risk Children and Adolescents

Courses Revised

- **SWO 305 Interviewing in Social Work:** Added a personal Social Assessment Report to improve the development of the “professional self” as well as to integrate multiple opportunities to learn professional recording methods. Revised the course and added chapters from *Understanding Generalist Practice* by Kirst-Ashman to better prepare students for theoretical basis for social work practice skills.
- **SWO 370 Methods of Social Research:** Revised the course to better meet the level of research application for the BSW student based on informal survey of BSW program directors and feedback from student. Students will prepare a hypothetical “research project” based on their literature review of chosen social work topic to enhance application of research knowledge to social work practice.
- **SWO 315:** Added case studies coordinated with chapters from the Newman and Newman text to increase application of material to social work practice through critical thinking activities.
- **SWO 416 Human Behavior in the Environment II:** Added lecture and empirical practices with family systems, including single parents, parents of divorce, effects of divorce on children, remarried/step-family. Implemented proposed change in HBSE I & II to add material from HBSE I to HBSE II for a more in-depth examination of the stages of adult development. Surveyed BSW programs in MS to review addition of macro level theory and readings as a supplement to the Newman and Newman text.

- **New Course Development SWO 492 Working with At-Risk Children and Adolescents:**
Developed a new course for Summer Intersession based on a survey of interests by social work students. Course will include readings, resources, and activities for social work practice and intervention with vulnerable children and adolescents.

Faculty Development

- AL/MS Social Work Education Conference-Tuscaloosa, AL
- National Association of Social Work-MS Chapter Annual Conference, Jackson, MS
- Plagiarism Detection Training for Faculty: *turnitin*, Delta State University
- Grant Writing 101: An Overview of Grant Writing at Delta State University
- ROMEA Faculty Development Conference, Ronald A. Berk, Ph.D., “Humor as an Instructional Defibrillator,” and “Top 14 Strategies to Measure Effectiveness”

Student Engagement

- Toured with students at the MS Legislative Day in Jackson, MS. Attended committee meeting on proposed Senate Bill with students. Met with Senators Jordan and Simmons.
- Coordinated student activities with NASW legislative activities. Took students to House Committee Meeting to address increasing state social work salaries.
- Organized Phi Alpha Honor Society students to serve as registration committee for Department of Social Work Annual Conference.
- Organized Phi Alpha Honor Society students to serve as welcome committee for the 3rd Annual Research Symposium.
- Proposed and assisted in the coordination of a first DSU student/alumni social hour at the MS NASW Annual Program in Jackson, MS.
- Coordinated students in providing a silent auction DSU basket for the MS NASW PACE Silent Auction as part of involvement in professional social work organizations.
- Sponsored 3 DSU graduates to present professional presentation at MS NASW Annual Program Meeting in Jackson, MS

SCHOLARLY AND CREATIVE ACTIVITIES

Publications

- Simpson, L., & Falkner, J. (in press). I'll Cry Tomorrow: Diverse Youth and the Scars that Don't Show In D. Capuzzi, & D. Gross, (Eds.), *Youth At Risk*, 4th ed.
- Falkner, J. (2006). *A Study Investigate Counselor Financial Wellness as a Predictor of Counselor Money Practices Among Counseling Professionals in Private Practice*, (submitted to DAI, University of Mississippi).
- Falkner, J. (2007). *A Study Investigate Counselor Financial Wellness as a Predictor of Counselor Money Practices Among Counseling Professionals in Private Practice*, presented for the 3rd Annual Research and Scholarship Symposium Publication, Delta State University, Cleveland, MS.
- Falkner, J. (2007). *Mindfulness in Social Work Education: Creating Resilient Social Workers*, AL/MS Social Work Educators Conference Published Papers, University of Southern Mississippi, Hattiesburg, MS.

Professional Presentations

- “Mindfulness in Social Work Education: Creating Resilient Social Workers,” presented for AL/MS Social Work Educators Conference, Tuscaloosa, AL
- “Supervision for Social Work: A Buffer for Compassion Fatigue and Burnout,” presented for the MS NASW Annual Program Meeting, Jackson, MS
- “A Study Investigate Counselor Financial Wellness as a Predictor of Counselor Money Practices Among Counseling Professionals in Private Practice, presented for the 3rd Annual Research and Scholarship Symposium Publication, Delta State University: Cleveland, MS
- “Counseling Children in Non-Traditional Families: Children of Divorce, Single-Parent Homes, and Stepfamilies,” presented for the A to Z Social Work and Child Development Conference, Delta State University Department of Social Work and Bolivar Medical Center, Cleveland, MS

Professional Memberships

- National Association of Social Work
- Baccalaureate Program Directors Association
- American Association of Marriage and Family Therapists-Clinical Member
- American Group Psychotherapy Association-Clinical Member
- Redecision Therapy Association

Awards and Honors

- Chi Sigma Iota Counseling Academic and Profession Honor Society
- Phi Alpha Social Work Honor Society
-

Licenses and Certifications

- Licensed Certified Social Worker-MS # C-2741 *Approved Supervisor (2007)
- Licensed Marriage and Family Therapist-MS T101
- Certified Group Psychotherapist-Founding Member

SERVICE TO OTHERS

Delta State University

- DSU Faculty Senate
- DSU Research Committee
- DSU Research Symposium Committee
- Social Work Curriculum Committee-Chair
- Social Work Admission Committee-Chair
- Phi Alpha Honor Society-Advisor
- Social Work Outcome Evaluation Committee
- Conducted APA Writing Skills and Conflict Resolution seminars for Student Orientation
- Advise approximately 35 students per semester
- Conducted transfer student orientation for prospective students
- Provided decorations for Social Work Awards Banquet

Service to Discipline

- MS-NASW Nominations Chair 2005-2007
- MS-NASW Annual Conference Planning Committee 2006-2007
- MS-NASW Silent Auction PACE Chair
- MS-NASW Continuing Education Review Committee 2006-2007
- MS Social Work Educators Consortium Research Subcommittee for the MS Department of Human Services, Family and Children Services - 2005-2006

Service to the Community

- Presented “Counseling Children in Non-Traditional Families: Children of Divorce, Single-Parent Homes, and Stepfamilies,” for social work practitioners at the A to Z Social Work and Child Development Conference, sponsored by the Delta State University Department of Social Work and Bolivar Regional Hospital, Cleveland, MS
- Taught SWO 630 – Mental Health Assessment for the Master of Social Work Program at Mississippi Valley State University
- Presented a yoga demonstration to third grade students at Nailor Elementary for the “Year of Wellness” theme at Delta State University
- Conducted a “Stress Reduction” meditation, yoga stretches, and breathing class for Delta State University social work student for the “Year of Wellness” at Delta State University
- Served as the Social Work Advisor for the Fred Woodall Spring Conference for the Helping Professions
- Coordinated the selection of Dr. David Capuzzi for the Department of Social Work Field Instructors Conference at Delta State University

Jeannie Falkner
Assistant Professor
Department of Social Work

Alinda Sledge
Professor and Chair
Department of Social Work

Date

Date

Meritorious Achievement Document – May 1, 2006 – June 30, 2007

Delta State University – College of Arts & Sciences

Alinda Sledge – Department of Social Work

TEACHING

Classes Taught – Fall 2006

- SWO 101 Vol. in the Community I
- SWO 422 Social Work Methods III

Classes Taught – Spring 2007

- SWO 320 Social Work Methods I
- SWO 475 Field Instruction
- SWO 481 Integrative Seminar

Creative Teaching & Student-Student & Student-Faculty Interaction

- SWO 422 students played the “Millionaire Game” to review and learn various terms. They interacted with each other and found the experience to be very helpful as opposed to lecture.
- SWO 320 – added new sexual abuse, spiritual and elderly assessment material and cases. Enhanced the live assessment interview video. All students were given written comments on their skills in the interview as well as ability to complete the assessment form.
- SWO 475/481 – a group (mezzo practice) assignment was added to these classes in spring 2006. The group experience is planned and implemented in SWO 475 and graded in SWO 481. Faculty enhanced group skills exercises. Weekly licensure workshops were held to increase integration of curriculum to field and assist in passing the licensure exam.

Faculty Evaluations

- Consistently rated excellent by students in course evaluations.

Professional Workshops Attended – Faculty Development

- Teaching Technology Fair, Office of Institutional Technology, Delta State University, July 2006.
- Teaching in Higher Education Conference, Reaching Out to Mississippi, Education in Action, Delta State University, September 2006.
- Alabama/Mississippi Social Work Education Conference, 3 R’s of Social Work, Resiliency, Rebuilding, Recovery, October 2006.
- Baccalaureate Program Directors National Conference, Expanding Borders for Social Work Education, Los Angeles, CA, October 2006.
- A to Z Conference on Children, Delta State University, January 25-26, 2007.
- Building Leaders in Social Work Education: Pathway to Success, Council on Social Work Education (CSWE), Charleston, SC, February 2007.
- Mississippi Delta Women’s Leadership Conference, Delta State University, February 2007.
- Social Workers: A Source of Hope and Health, National Association of Social Workers (NASW), Jackson, MS, March 2007.
- Third Annual Research & Scholarship Symposium, Delta State University, April 2007.
- Skipped Generation Families: Grandparents Raising Grandchildren, Social Work Conference, Delta State University, March 2007.

Other Related Teaching

- Helped coordinate fifteen students attending the AL/MS Social Work Education Conference, Tuscaloosa, AL, October 2006. Many were conveners of sessions. Also worked with students who were conveners at the National Association of Social Workers (NASW) annual meeting in Jackson, MS, March 2007.
- Advisement of students includes 34 advisees in addition to advising new students and transfers.
- Faculty mentoring – faculty mentor each other in conversations about teaching techniques, etc. in weekly faculty meetings. Chair also works with individual faculty.

Licensure

- LCSW (Licensed Certified Social Worker)
- C-ASWCM (Certified Advanced Social Work Case Manager)

LEADERSHIP

- Provided leadership to department's reaffirmation process. The Commission on Accreditation of the Council on Social Work Education assessment process must be done continually.
- Successful Community partnerships are in place with 33 organizations such as the following: Department of Human Services, Family & Children's Services; Habitat for Humanity; Cleveland School District mentor Program; Braswell Group Home; Bolivar Health & Rehab; and the Rainbow Home. Students in various service learning classes serve throughout the semester in over 75 agencies and organizations across the Delta area.
- Supervised and provided support and feedback to faculty, staff, RSE and Work Study positions.
- Promoted faculty scholarship, effective teaching, and faculty accomplishments.
- Continued recruitment efforts in 2006-07. Attended the Fall Visit Day, November 2006.
- Department will host a conference on Skipped Generation Families: Grandparents Raising Grandchildren. We expect 140 students and social work practitioners to attend March 30, 2007.
- Completed several reports for the Council on Social Work Education (CSWE).
- Completed third year as chair of the social work department. Completed all reports timely and held weekly faculty meetings.
- Kept all documents such as catalogs, Department's Student Handbook, recruitment materials, course of study, etc. up-to-date.
- Maintain accurate and timely records on assessment, QEP, SACS, and other required documents and department reports.
- Manage budget and fiscal matters for the department.
- Provide guidance to students/faculty on various crisis situations and make appropriate referrals, plans.
- Review student records for appropriate GPA and communicate in writing to students about their status.
- Participated actively in department chair meetings for college of Arts & Sciences.
- Prepared the annual report for the department.
- Conduct annual merit reviews for faculty.

- Continue to monitor and work with the Department of Human Services IV-E grant. This includes doing workshops for licensure, completing reports on 2004-06 stipend students as to employment, collecting payback funds from students that are not employed by the Department of Human Services, as required.
- Attended all orientations for students.
- Worked with Mr. Tracy Mims on various social work club projects, including fund-raisers for students to go to conferences and the meet & greet session held in September 2006 to engage new students.
- The department co-sponsored with Bolivar Medical Center and the Delta State University Child Development Center, the A to Z Conference on Children, January 2007.
- The department was selected to participate in a project sponsored by the National Council on Social Work Education Gero-Education Center. Of the 45 self study narratives that were reviewed using an analytical qualitative software program, Delta State University's Social Work Department was selected with a limited number to have a follow-up interview. Our program was identified as having gerontology education opportunity for students. Margaret Tullos participated in the interview. The document "Infusion of Gerontology Content in 2005-06 Bachelor and Master of Social Work. Accreditation Reports: A Content Analysis" by Dr. John Rife was published by CSWE Gero-Ed Center.
- Participated in the Question and Answer session with President Hilpert and Provost Dr. Thornell on December 1, 2006 and the third Thursday with President Hilpert on January 18, 2007.
- Organized social work orientation classes for new students, Fall 2006 and Spring 2007. All faculty participated.
- Work with alumni association to start an alumni chapter. Held 1st Delta State University Social Work Department alumni event at the National Association of Social Workers Conference in Jackson, MS, in March 2007.

Presentations Attended for Leadership:

- Building Leaders in Social Work Education, Council on Social Work Education, Charleston, SC, February 20, 2007.
- Institutions of Higher Learning Workplace/Sexual Harassment Training, Delta State University, January 2007.

Honor Regarding Leadership

- Was asked to present at the pre-conference workshop at the Baccalaureate Program Directors National Meeting on program administration. The invitation stated that I had been identified as someone with qualities of leadership. I did not present because I pointed out that I only had two years experience as a program director and the requirement was three years. I attended the workshop on new program directors for mid to large programs.

SCHOLARSHIP

Grants

- Worked jointly with Margaret Tullos on Wyatt Faculty Development grant social work conference with a nationally known speaker to be held March 30, 2007.
- Received \$287.50 from Delta State University Research Committee to present at AL/MS Social Work Education Conference in Tuscaloosa, AL.

- Applied for Title IV-E funding for \$150,000 from the Mississippi Department of Human Services (MDHS), Division of Family and Children's Services (DFCS). The director at MDHS decided not to fund the program to any of the state university social work programs.

Research

- Participated in the Delta Rural Poll planned for Spring 2007. Worked with Dr. Alan Barton in a meeting and in consultation on the questions in which social work is interested. Several questions were reviewed and added to the Delta Rural Poll, Documenting Attitudes and Perceptions of Residents of the Mississippi Delta.

Professional Presentations

- Ageism: Increasing Social Work Educators' Self-Awareness, AL/MS Social Work Education Conference, Tuscaloosa, AL (Regional Meeting), October 2006.
- From Ageism to Self-Awareness: Expanding Borders for Social Work Educators, Baccalaureate Program Directors Conference, Los Angeles, CA, (National Meeting) November 2006.
- The Use of Resiliency to Empower the Human Spirit," A to Z Conference on Children, Delta State University, January 2007.
- Supervision in Social work, National Association of Social Workers, Jackson, MS, (State Meeting) March 20, 2007.
- Merging Social Work Field Practicum and Integrative Field Seminar with Critical Thinking Exercises and Student Involvement in the Community. Third Annual Research and Scholarship Symposium, Delta State University, April 2007.
- Will submit presentation proposal in April 2007 for the Preparing the Next Generation of Educators, Council on Social Work Education Conference to be held in San Francisco in October 2007.
- Will submit a presentation proposal in June 2007 for AL/MS Social Work Education Conference to be held in November 2007 at the University of Mississippi.

Publications

- Sledge, A. & Tullos, M. (2007). Ageism: Increasing Social Work Educators' Self-Awareness, *AL/MS Social Work Education Conference Proceedings*. University of Southern Mississippi Dept. of Social Work: Hattiesburg, MS.
- Sledge, A. (2006). Abstract. *Faculty Research and Scholarship (1999-2005)*. Delta State University
- Tullos, M. & Sledge, A. (2007). Abstract. Merging Social Work Field Practicum and Integrative Field Seminar with Critical Thinking Exercises and Student Involvement in the Community. *Third Annual Research and Scholarship Symposium Proceedings*, Delta State University.

SERVICE TO OTHERS

Service to Delta State University:

- Helped coordinate all activities for major conference for community social work practitioners and social work students. Dr. Nancy Kropf to present workshop on "Skipped Generation Families: Grandparents Raising Grandchildren," March 30, 2007.

- Participated in student-led orientation meeting for transfers and new students. Purpose was to increase retention.
- Coordinator of Social Work Awards Lunch.
- Service Learning Committee, Secretary.
- Chair of Assessment Committee for department.
- Department admissions committee member.
- Department curriculum committee member.
- Assisted with Delta State University monitoring report for SACS accreditation affirmation effort.
- Delta State University Delta Volunteers Advisor.
- Social Work Department National Association of Social Workers (NASW) student award chair.

Service Award

- President's Award for participation in the leadership team for the year of Cleveland, October 2006.

Service to Community:

- Sponsored the Department of Human Services, Family & Children's Services, Foster Parent Training, October 2006.
- Child Abuse program scheduled for April 2007.
- Worked with Bolivar County Junior Auxiliary on Community Teen Suicide Awareness Workshop, October 2007.
- Advisor, I CAN COPE Support Group
- Board Member and Secretary of non-profit organization, Kimball Glassco Residential Center, Inc. and Paul Braswell Residential Facility.
- Cleveland School District Mentor Program.
- Habitat for Humanity.
- Family Service Advisory Committee, Bolivar County Head Start.
- Center for Substance Treatment for Women Partner Board
- Served on Bolivar County Community Action Agency's Family Service Advisory Committee. Participated in their national accreditation visit.
- Presented on the "Field of Social Work" to fourteen students in the Allied Health Class from Greenwood, MS High School.

Service to Profession

- Participated in the National Association of Social Workers (NASW) legislative advocacy regarding the Department of Human Services social work positions and needs of children & families in the state.
- Serve on the state Social Work Education Consortium (bimonthly meetings).
- Member of Baccalaureate Program Directors Membership Committee, Austin (National Appointment).
- Chair of the Local Planning Committee for Baccalaureate Program Directors (BPD) Annual Meeting, 2008 (National appointment)
- Serve on Spirituality Committee (National Committee).
- Served as a convener (moderator) at two conferences: Alabama/Mississippi Social Work Education and Baccalaureate Program Directors.

Professional Memberships

- CSWE (Council on Social Work Education)
- BPD (Baccalaureate Program Directors)
- NASW (National Association of Social Workers)

OTHER ACTIVITIES TO BE CONSIDERED

Consultation

- N. Sunflower Medical Center – consultation with Sr. Care Unit re: discharge planning, assessment & treatment plans.

Alinda C. Sledge, Chair & Professor
Department of Social Work

Date