

Illinois State University School of Social Work

FY 16 Budget Request

Part 1: FY 15 Annual Report and Accountability Reports

February 2, 2015

Section 1: Narrative

1.1: Accomplishments and Productivity for FY15

1.1. a: List the unit's goals for FY15 and elaborate on how the goals support the 2010-2015 CAS Strategic Plan and *Educating Illinois*

The School of Social Work had the following four goals:

Goal #1: Enhance the School of Social Work's distinction in academic excellence through fulfillment of the accreditation standards of the Council on Social Work Education.

This goal supports Educating Illinois Goals 1 and 2:

Educating Illinois Goal 1

Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.

Strategy 2: Strengthen the University's commitment to continuous improvement of educational effectiveness as reflected in student learning outcomes

A. Continue effective integration of the assessment of student learning outcomes into the curricula and review process of the General Education Program and all degree programs

Strategy 3: Increase opportunities for students to engage in high-quality, high-impact educational experiences

B. Increase partnerships across campus and with other educational, civic, and corporate entities that support student learning and development

Educating Illinois Goal 2: Illinois State University will provide rigorous, innovative, and high-impact undergraduate and graduate programs that prepare students to excel in a globally competitive, culturally diverse, and changing environment.

Strategy 1: Enhance and support rigorous and innovative undergraduate and graduate programs.

A. Increase the availability of state-of-the-art technology-enhanced courses and programs

This goal promotes the following College of Arts and Sciences goal:

CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.1: Develop and maintain rigorous academic curricula

Goal #2: Enhance the School of Social Work’s distinction in academic excellence through completion of the program review process for the undergraduate and graduate programs.

This goal supports Educating Illinois Goals 1 and 2:

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Goal 1.1: Develop and maintain rigorous academic curricula

Goal #3: Enhance the School of Social Work’s distinction in academic excellence through the development of a partnership with Illinois Department of Children and Family Services to prepare students for immediate employment in the child welfare sector.

This goal supports Educating Illinois Goal 1,2, and 3.

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Educating Illinois Goal 1

Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.

Strategy 3: Increase opportunities for students to engage in high-quality, high-impact educational experiences

B. Increase partnerships across campus and with other educational, civic, and corporate entities that support student learning and development

Educating Illinois Goal 2: Illinois State University will provide rigorous, innovative, and high-impact undergraduate and graduate programs that prepare students to excel in a globally competitive, culturally diverse, and changing environment.

Strategy 4. Strengthen the University's commitment to civic engagement

A. Increase curricular and co-curricular initiatives and activities that include civic engagement themes for faculty, staff, and students

B. Support programming and ensure long-term viability of community engagement activities

C. Increase the number and variety of service learning opportunities

Educating Illinois Goal 3: Foster an engaged community and enhance the University's outreach and partnerships both internally and externally.

Strategy 3. Develop partnerships with business, educational, and government entities that provide learning, financial, and mutually-beneficial opportunities

B. Increase the number of opportunities for students to work in the field, including internships, professional development, on-the-job training, and student projects that meet community needs

CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.1: Develop and maintain rigorous academic curricula

Goal #4: Enhance the School of Social Work's distinction in academic excellence through increased faculty scholarly productivity

This goal supports Educating Illinois Goal 2: Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels.

Strategy 1: Recruit, retain, and promote outstanding faculty and staff committed to the values of the University

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Strategy 4 Assist faculty and staff as they seek external funding, work to publish in their disciplines and continue to serve the University and its students.

CAS Strategic Focus 1: : Facilitate academic excellence

Goal 1.3. Enhance support for faculty research and creative activity

1.1.b: List major accomplishments for each goal:

Goal #1: Enhance the School of Social Work's distinction in academic excellence through fulfillment of the accreditation standards of the Council on Social Work Education.

The School of Social Work has delivered an accredited BSW degree program since 1980 and an accredited MSW program since 2003. The programs will be up for reaffirmation in February 2015 and successfully completed the site visit in the fall of 2014. To fulfill the accreditation standards, the School's programs had to adjust to recently revised standards that require all accredited programs to have a competency-based curriculum. Although the School of Social Work had a high-quality program, the reaffirmation process required all faculty, staff, and administrators to be focused on verifying fulfillment of the standards and making curricular modification when necessary. The process required a time-intensive curricular mapping process for all faculty with each course.

Although the final report from the Council on Social Work Education will not be received until February of 2015, the exit report from the site visitors was extremely positive and the few recommendations were easy modifications that have already been implemented.

Goal #2: Enhance the School of Social Work's distinction in academic excellence through completion of the program review process for the undergraduate and graduate programs.

The School of Social Work completed the internal program review processes for both the BSW and MSW programs. We await the decision report from the Provost Office.

Goal #3: Enhance the School of Social Work's distinction in academic excellence through the development of a partnership with Illinois Department of Children and Family Services to prepare students for immediate employment in the child welfare sector.

The School of Social Work had an opportunity to collaborate with the training division of the Illinois Department of Children and Family Services to supplement our curriculum with the required content and delivering of the 3 exams to be licensed for employment with DCFS. We redesigned two child welfare courses, SWK 323 and SWK 324 to include the DCFS content and

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license exams. SWK 323 was delivered in the fall of 2014 and SWK 324 will be delivered in the spring of 2015. Enrollment was strong in SWK 323 with 59 students enrolled and there are 24 enrolled in SWK 324. Prior to this partnership, graduates with a BSW or MSW degree, upon employment with the child welfare sector, would undergo the foundation training and take the exams before they were eligible to handle cases. This required the agency to pay the employee's salary and training costs during the period that they could not be productive in their job. The partnership between DCFS and the School of Social Work will greatly increase students' employability for child welfare sector jobs by eliminating that initial period of dormancy while the employee passes the required licensure to engage in child welfare functions. ISU graduates will be ready for employment immediately upon graduation which increases their value for child welfare positions.

Goal #4: Enhance the School of Social Work's distinction in academic excellence through increased faculty scholarly productivity.

The School of Social Work faculty maintained scholarly production this year despite the heavy work expectations for an accreditation reaffirmation year. Peer-reviewed journal publications are the primary outlet for scholarship within the social work discipline. The faculty had eleven journal publications in 2014 and there are many works in progress that will result in continued publication in 2015. There was one book chapter, five published book reviews, one professional newsletter article, and five conference presentations. The faculty currently have 5 manuscripts under review and several other manuscripts as working drafts. One of the manuscripts under review has a graduate student as co-author. This accomplishment enhances CAS Strategic Focus 1: Facilitate academic excellence and Goal 1.3. Enhance support for faculty research and creative activity.

1.1.c: List scholarship by faculty:

1. Authored books or monographs	0
2. Edited books	0
3. Textbooks	0
4. Published arts in edited books	0
5. Journal articles	11
6. Book chapters	1
7. Peer-recognized creative efforts	0
8. Conference papers in US.	5
9. Conference papers outside US	0

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Although none of the above published works were authored with students, one manuscript that is currently under review is co-authored with a graduate student. None of the above accomplishments had international co-authors.

10. Editorships:

Cynthia Edmonds-Cady: Editorial board for *Race, Gender and Class*

Dan Liechty: Editorial board for *The Journal of Sociology and Social Welfare*

Dan Liechty: Editorial board for *Social Thought: The Journal for Social Work and Spirituality*

Dan Liechty: Editorial board for *The Journal of Humanistic Psychology*

Dan Liechty: Ad hoc reviewer for *Zygon: Journal of Religion and Science*.

Karen Stipp: Ad hoc reviewer for *Community Mental Health Journal*

Doris Houston: Ad hoc reviewer for *Child and Adolescent Social Work*

Doris Houston: Ad hoc reviewer for *Child and Youth Services Review*

11. Invited public lectures:

Cynthia Edmonds-Cady: invited speaker for McLean County Family Community Resource Center, October 23, 2014

Gjesfjeld, C., Saleh, M., & Gerritsen-McKane, R. (Spring 2014). Oral webinar presentation of Master of Social Work (MSW) Curriculum Infusion Package (CIP). Available at http://frfasd.org/education/soc_cip.html.

Houston (2014). "Family Permanency, Well Being, and Disparities among Children Involved with DCFS". Illinois State University, Mennonite College of Nursing Colloquium (Normal, Illinois).

Houston (2014). "Developing a Leadership Plan". Illinois Community College Board, Student Trustee Workshop (Normal, Illinois).

Houston (2014). "Illinois Child Welfare Systems Change: A Cross Systems Framework". University of Chicago, Chapin Hall.

Houston (2014). "Working with Diverse Children and Families". McLean County CASA, (Bloomington, Illinois).

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Houston (2014). "Let Your Light Shine! Embracing the Tenure and Promotion Process with a Winning Portfolio". Illinois Committee on Black Concerns in Higher Education (ICBCHE).

Stipp, K. (2014). Changes in DSM 5. Children's Home and Aid Society. Bloomington, IL.

Stipp, K. (2014). Changes in DSM 5. Illinois Association of School Social Workers Region 7 Decatur, IL.

Zosky, D. CEU/Advocate Bromenn. "Starting where the client is: Cultural Competency". October 8, 2014. Bloomington, IL.

Zosky, D. CEU/Children's Home Association of Illinois. "Working with LGBT Youth and Families: Becoming an Affirming Child Welfare Agency". June 13, 2014. Peoria, IL

Zosky, D. CEU/Center for Youth and Family Solutions. "Working with LGBT Youth and Families: Becoming an Affirming Child Welfare Agency". August 8, 2014. Peoria, IL

Zosky, D. CEU/ First Judicial Circuit Family Violence Coordinating Council Annual Symposium. "The Silent Victims: The Developmental Impact on Children From Exposure to Domestic Violence". April 25, 2014. Metropolis, IL.

1.1.C. Indicate measures of productivity by which the unit's successes can be illustrated.

Student measures

There were 45 undergraduate degrees conferred in Spring, 2014. This represents a decrease for undergraduate students from the previous year of 60 students. Although we had 174 students declaring social work as their undergraduate major, 109 BSW students were formally admitted to the upper division major during the FY 15 year. The total number of declared majors of 174 is a 27% increase over the FY14 number and the largest number in four years. Of the 109 BSW students formally admitted in the FY 15 year, 53 are seniors and 56 are juniors. This is an increase from the FY14 cohort of 102 students. The FY15 enrollment was below our capacity of 120 students, but the trend is in the right direction.

The increased enrollment in the BSW program was not achieved at the expense of quality. The mean GPA for native ISU students was 3.06 for juniors and 3.23 for seniors. Transfer students had a mean GPA of 3.49 as juniors and 3.33 as seniors.

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The School of Social Work conferred 22 MSW degrees in Spring 2014 which was two fewer graduates than the previous year. Enrollment in the MSW program was up from 64 students enrolled in FY 14 to 72 students enrolled in FY15. This is a 12% increase.

The increase in enrollment in both programs is a result of a concerted effort by the Directors of Student Services for the BSW and MSW programs. Previous to this year, enrollments had been in a decline for the two previous years. The Director of the School asked each Student Services advisor to develop a recruitment and retention plan to increase enrollment. These efforts appear to have been successful.

Recruitment and retention of good students is a sign of success for the School, however, what the students do while in the program is also a point of pride. As a professional preparation program, our students must complete extensive volunteer and supervised practicum time in the field. This provides a rich learning opportunity for our students to integrate their theoretical learning with applied practice in highly supervised settings by experts in the field of practice. This also provides a great number of productive hours to many of our social service partners. As civic engagement is a signature characteristic of Illinois State University, students in the School of Social Work contribute to this outstanding work. The following is a listing of the number of hours in FY15 the community receives in service from social work students:

Junior BSW SWK 329 students:	2,700 hours
Senior BSW Field practicum:	31,200 hours
MSW Foundation Field:	7,600 hours
MSW Advanced Field:	17,500 hours
Total Hours:	59,000 hours

1.2 Internal Reorganization and Reallocation

- a. Describe any reallocations or reorganizations, including the movement of positions, upgrade of positions, creation of new positions, or reallocations of personnel or operating funds. Exclude tenure-track faculty positions and temporarily funded instructional positions in this description.**

There were no reallocation or reorganization of positions in this year.

- b. Describe how the unit used additional funds to enhance accomplishments and productivity.**

Enhancement dollars

The School of Social Work did not receive Enhancement dollars.

Strategic Budgeted Carryover

The School of Social Work did not receive SBC dollars.

Variance Funding:

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The School of Social Work used Instructional Capacity and NTT base dollars to fund NTT salaries for eight courses and field supervision.

Summer session funding

Summer session funding will fund two graduate level courses in summer 2015. Funding for SWK 441 Advanced Standing Transition course is necessary to be taught in the summer in order for newly admitted advanced standing students to complete their program within one year. The second course funded for the summer session is SWK 482 Supervision which is a graduate elective course. Students are required to have three electives to complete their MSW program. They only have room for one elective a semester with the required courses that are scheduled. It is necessary to offer one elective each semester, including summer term for MSW students to complete their program in one year. The school of Social Work is self-funding three other courses, one sections of SWK 498.01, one sections of SWK 422, and one elective SWK 330 Topics in Social Work: Mediation. These courses will be taught by two 12 month AP staff within their normal duties.

Enrollment Rebound Incentive Program

The School of Social Work received \$35,000 in one-time ERIP money due to successful efforts to increase enrollment. The money is budgeted for the following needs:

- \$18,200 for Graduate Assistantships
- \$1,000 for MSW student recruitment
- \$3,800 for computer recapitalization
- \$7,000 faculty research
- \$5,000 SBC for CS salary in FY16

**Illinois State University School of Social Work
FY 16 Budget Request: Planning Document**

February 2, 2015

2.1 Major Objectives for FY 16

The School of Social Work has a significant mission in the coming year, which is to achieve reaffirmation from the Council on Social Work Education. The final decision will be delivered from CSWE in February of 2015.

Goal #1: Enhance the School of Social Work's distinction in academic excellence through fulfillment of the accreditation standards of the Council on Social Work Education.

This goal supports Educating Illinois Goals 1 and 2:

Educating Illinois Goal 1

Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.

School of Social Work

Strategy 2: Strengthen the University's commitment to continuous improvement of educational effectiveness as reflected in student learning outcomes

A. Continue effective integration of the assessment of student learning outcomes into the curricula and review process of the General Education Program and all degree programs

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B. Increase partnerships across campus and with other educational, civic, and corporate entities that support student learning and development

Educating Illinois Goal 2: Illinois State University will provide rigorous, innovative, and high-impact undergraduate and graduate programs that prepare students to excel in a globally competitive, culturally diverse, and changing environment.

Strategy 1: Enhance and support rigorous and innovative undergraduate and graduate programs.

A. Increase the availability of state-of-the-art technology-enhanced courses and programs

This goal promotes the following College of Arts and Sciences goal:

CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.1: Develop and maintain rigorous academic curricula

The Council on Social Work Education will issue their final report on the reaffirmation of the BSW and MSW programs in February of 2015. Although the preliminary reports from the site visit were extremely positive, there is a possibility that the Commission's final report may include some progress reports for the first year. If this is the case, the first priority for the School of Social Work faculty will be to make the acceptable adjustments in curricula or programs to fully meet the standards.

Goal #2: Enhance the School of Social Work's distinction in academic excellence by implementing a strategic review and revision of the MSW curriculum to strengthen content on relevant trends in the profession.

This goal supports Educating Illinois Goal 1,2, and 3.

Educating Illinois Goal 1

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A. Increase curricular and co-curricular initiatives and activities that include civic engagement themes for faculty, staff, and students

B. Support programming and ensure long-term viability of community engagement activities

C. Increase the number and variety of service learning opportunities

Educating Illinois Goal 3: Foster an engaged community and enhance the University's outreach and partnerships both internally and externally.

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B. Increase the number of opportunities for students to work in the field, including internships, professional development, on-the-job training, and student projects that meet community needs

CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.1: Develop and maintain rigorous academic curricula

The faculty and staff will complete the strategic review of the current curriculum including internal scans, external scans of other MSW curricula, and focus groups with the advisory board, alumni, employers, field supervisors, and current students. Based on the data generated from the strategic review, the faculty will revise the MSW program.

Goal #3: Enhance the School of Social Work's distinction in academic excellence through the development of a partnership with Illinois Department of Children and Family Services to prepare students for immediate employment in the child welfare sector.

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Educating Illinois Goal 1

School of Social Work

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CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.1: Develop and maintain rigorous academic curricula

The School of Social Work has an opportunity to collaborate with the training division of the Illinois Department of Children and Family Services to supplement our curriculum with the required content and delivering of the 4 exams to be licensed for employment with DCFS. Currently students graduate with a BSW or MSW degree and then upon employment with the child welfare sector they must undergo the foundation training and take the exams before they are eligible to handle cases. This requires the agency to pay the employee's salary and training costs during this period that they cannot be productive in their job. The partnership between DCFS and the School of Social Work will greatly increase students' employability for child welfare sector jobs by eliminating that initial period of dormancy while the employee passes the required licensure to engage in child welfare functions. ISU graduates will be ready for employment immediately upon graduation which increases their value for child welfare positions.

School of Social Work

Goal #4: Enhance the School of Social Work's distinction in academic excellence through increased faculty scholarly productivity

This goal supports Educating Illinois Goal 2: Illinois State University will demonstrate excellence in scholarship, teaching, and learning at the undergraduate and graduate levels.

Strategy 1: Recruit, retain, and promote outstanding faculty and staff committed to the values of the University

Strategy 4 Assist faculty and staff as they seek external funding, work to publish in their disciplines and continue to serve the University and its students.

CAS Strategic Focus 1: Facilitate academic excellence

Goal 1.3. Enhance support for faculty research and creative activity

The faculty members of the School have been productive in the area of publications and presentations to the social work community. All members take pride in contributing to the knowledge base within their areas of expertise. The faculty is comprised of 5 assistant professors and 5 associate professors all of whom have a goal to reach the next level of promotion. Additionally there is one full professor and the Director who both still have active presentation and conference schedules. Consequently, the travel funds must support the needs of 12 people. Additional resources are necessary to support faculty time and travel to develop and sustain their research agendas.

An increase in faculty development travel funds will be necessary to increase faculty scholarly production. Currently faculty have professional travel allocations of approximately \$833 per year which currently covers approximately 50% of the cost to present at major disciplinary conferences. An additional request of \$2000 in the professional travel line is requested.

Goal #5: Enhance the School of Social Work's distinction in academic excellence through continued emphasis on recruitment and retention efforts to meet the target admission numbers.

This goal supports Educating Illinois Goal 1.

Educating Illinois Goal 1

Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.

Strategy 1: Recruit, enroll and retain high-achieving, diverse, and motivated students

The Director of the School and the two Directors of Student Services will continue to promote vigorous recruitment to the BSW and MSW programs. The entire faculty will work as a committed, coordinated team to emphasize retention of appropriate students.

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Goal #6: Enhance the School of Social Work's distinction in academic excellence by developing and implementing a plan to consistently track alumni regarding their contact information and their employment or admission to grad school.

This goal supports Educating Illinois Goal 3

Educating Illinois Goal 3: Foster an engaged community and enhance the University's outreach and partnerships both internally and externally.

Strategy 2: Increase pride, engagement, and sense of community among University stakeholders

CAS Strategic Focus 4: Share and promote our academic excellence

Goal 4.1. Increase mission consistent outreach and partnerships with our on-campus and community constituencies

Nurturing closer and sustained relationships with alumni will provide potential new field practicum sites, provide high-quality guest speakers in the classroom, provide consultation to the program on developing trends in the practice community, and nurture possible donors to support the mission of the School of Social Work.

- 2.2. The School of Social Work has no request for new Tenure Track Faculty.
- 2.3. The School of Social Work has no request for new Tenure Track Faculty due to non-reappointment, tenure-denial, or death
- 2.4. The School of Social Work is requesting to reserve \$5000 through SBC for FY16 to be available to support salary for a civil service position if there should be budget cuts next year.

2.5 Permanent/Temporary funding Requests:

Priority #1: Student Supervision Travel

All BSW senior students and advanced MSW students complete required two semester field practicum of 600 hours for BSWs and 700 hours for MSWs. All foundation MSW students must complete a 400 hour field practicum in the summer. The BSW and Advanced MSW placements require three in-person visits by the faculty for each student, while the MSW foundation students require one in-person visit. As field students will not be placed until later in spring semester, the supervision travel needs are an estimate based on the number of students anticipated as compared to FY15. We requested a total of \$3464 in FY15. The School of Social Work requests the same amount for FY16- **\$3465.**

Priority #2: Funding for the costs of annual accreditation fees with the Council on Social Work.

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The annual fees for accredited social work programs are due July 1. The School of Social Work pays approximately \$7000 for the BSW and MSW annual fee each year (it may fluctuate year by year depending on enrollment). In FY15, the School received \$5000 to assist with accreditation fees. The School of Social Work requests **\$5000** for FY16.

Priority #3: Increased funding for faculty professional travel.

This request supports The School of Social Work Goal #4 to enhance the School of Social Work's distinction in academic excellence through increased faculty scholarly productivity. This request supports Educating Illinois Goal 2, Strategies 1 and 2 and the CAS Strategic Focus 1, Goal 1.3.

The School of Social Work has 12 faculty that are productive and could present at conferences. An increase in faculty development travel funds will be necessary to meet the demands of increased faculty scholarly production. Currently faculty have professional travel allocations of approximately \$833 per year which currently covers only about 50% of the cost to present at major disciplinary conferences. An additional request of **\$2000** in the professional travel line is requested.

Regarding Instructional Capacity Request

The Instructional Capacity request this year is **\$31,500** needed to fill 7 **required** courses, with 5 in the BSW program and 2 in the MSW program.