

Administrative and Educational Support Report*

Department of Social Work

**Annual Action Plan
Annual Assessment Report**

June 2006 – May 2007

***Student Learning Outcomes for this department are available at
<http://ie.panam.edu/CoHSHSLearningOutcomes.htm>**



Annual Action Plan: June 1, 2006–May 31, 2007

Unit: Social Work

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Barbara Tucker

Unit Mission: The Department of Social Work is committed to preparing entry-level generalist and advanced professional social workers to meet the needs of an international community along the Texas-Mexico border. The educational emphasis is on cultural and professional competence, ethical practice, knowledge building and leadership in promoting social and economic justice in a bi-national environment.

UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: Ensure that graduate programs are academically rigorous and research centered, promoting independent learning and preparing graduates to contribute successfully to their chosen profession.

College Objective: Provide graduate and undergraduate programs that are academically rigorous, promote independent learning and prepare graduates to contribute successfully to their chosen professions.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Provide graduate and undergraduate programs that meet or exceed Council on Social Work Education standards. (1)	<ul style="list-style-type: none"> Prepare self-study to demonstrate compliance with accreditation standards. 	Completed self study submitted one month prior to scheduled site visit.	Completed self study submitted one month prior to scheduled site visit.	<ul style="list-style-type: none"> Increased DOE to cover printing and copying needed for self-study. Funds for hospitality for site visitors
Increase the number of	<ul style="list-style-type: none"> Establish licensure 	The number of graduates	The BSW and MSSW	<ul style="list-style-type: none"> Funds for purchase of

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<p>graduates taking and passing the state licensing exam within two years of graduation. (2)</p>	<p>preparation classes for BSW and MSSW students to be held each semester.</p> <ul style="list-style-type: none"> • Emphasize importance of licensure throughout program • Review current materials and increase licensure related material available in library. • Purchase licensure review materials to be available through the department. 	<p>(BSW and MSSW) who take and pass the licensure exams within two years of graduation will increase by 10% over the 2005 levels.</p>	<p>Coordinators will collect the data on licensure of graduates and compare it to the 2005 levels and report to the Chair by May 15, 2007. There will be a 10% increase in the number of graduates taking and passing the exam within two years of graduation as compared to 2005 levels.</p>	<p>licensure review materials for department.</p> <ul style="list-style-type: none"> • Salary (stipend) for faculty to conduct licensure preparation classes.
<p>Provide courses to allow students to graduate in a timely fashion. (3)</p>	<ul style="list-style-type: none"> • Develop a well-structured advising program with clearly understood policies available in writing to the students. • Provide advisement training for all faculty members. 	<p>85% of full-time students admitted to the major and/or the MSSW program will complete the program in two academic years.</p>	<p>BSW and MSSW Coordinators will track full-time students for time to graduation and report to Chair by May 20, 2007. 85% of full-time students admitted to the major and/or the MSSW program will complete the program in two academic years.</p>	<p>None</p>

UTPA Goal: Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Establish a research environment that is student-learner centered.

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Objective:

College Objective:

Foster a culture of faculty participation in scholarly activities in the college that is student learner centered.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Increase SW faculty scholarly productivity in areas such as: publications, funded research, proposal writing, and presentations at professional conferences. (4)	<ul style="list-style-type: none"> • Require tenured and tenure track faculty to submit an annual Professional Development Plan to the department chair that will include objectives for publications, plans for writing research grant proposals, and presentations at professional conferences. • Develop a research mentoring committee • Provide faculty members with in-service training on how to write effective proposals and how to write for publication. 	<ul style="list-style-type: none"> • Each faculty member will submit a proposal for presentation at one professional conference. 	<ul style="list-style-type: none"> • The Chair will collect information about scholarly activities during the 2006-2007 academic year. Each faculty member submitted at least one article for publication by May 31, 2007. • Each faculty member submitted one proposal for presentation at a professional conference by May 31, 2007. 	Increase in travel funds to allow for travel to make presentations as well as travel to represent the department.
Enhance student involvement and participation in research. (5)	<ul style="list-style-type: none"> • Determine the level of integration of research into the Social Work BSW and MSSW curriculum. 			<ul style="list-style-type: none"> • Faculty members with research expertise to tutor and mentor students in the area of research.

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	<ul style="list-style-type: none"> • Increase research and evidence based practice emphasis in written assignments • Involve students as research assistants on funded projects. • Research Mentoring Committee will publish a newsletter to students delineating student participation in research during 2006-2007 academic year. 	<ul style="list-style-type: none"> • Five students working as RAs during AY06-07. • One student will present at a professional conference. • One student will publish an article as an author or co-author. 	<ul style="list-style-type: none"> • Five students employed as RAs during AY06-07. • One student will present at a professional conference. • One student will publish an article as an author or co-author. 	<ul style="list-style-type: none"> • Funding to support student scholarship.
Promote interdisciplinary, community, and international partnerships and/or collaboration in research. (6)	Develop an inventory of current interdisciplinary, community and international outside funding.			None

UTPA Goal:

Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

Academic Affairs Objective:

Promote engagement with existing organizations to address challenges and opportunities.

College Objective:

Engage community organizations in college activities to address challenges and opportunities. Provide community education opportunities.

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
<p>Engage the social work community in departmental activities to address challenges and opportunities facing the Social Work Department. (7)</p>	<ul style="list-style-type: none"> • Invite members of the local community of social work practitioners to participate in an advisory committee. • Develop a list of other community members to invite to participate. • Assure participation by all practice areas. 	<p>Two meetings of the advisory committee will occur by May 31, 2007.</p>	<p>The Chair will review the minutes from the advisory meetings to document that two meetings were held by May 31, 2007.</p>	<p>Funds for lunch/refreshments for committee meetings.</p>
<p>Provide community education opportunities. (8)</p>	<ul style="list-style-type: none"> • Sponsor a continuing education event for practitioners. • Collaborate with practitioners to provide community education. 	<p>At least one continuing education event will be developed and held by March 2007.</p>	<p>Attendance sheets will be used to document that one continuing education event was held by March 31, 2007.</p>	<p>None</p>



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Division: Academic Affairs **Unit Head:** Héctor Luis Díaz, Ph.D.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Provide graduate and undergraduate programs that meet or exceed Council on Social Work Education standards. (1)	Completed self study submitted one month prior to scheduled site visit.	Completed self study submitted one month prior to scheduled site visit.	Self-Study Report for the reaccreditation for the department of social work was completed and mailed to the Council on Social Work Education on	The timely submission of the self-study document made possible the department's reaccreditation visit that took place from February

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			January 15, 2007 more than one month prior to the scheduled accreditation visit.	26-28, 2007.
Increase the number of graduates taking and passing the state licensing exam within two years of graduation. (2)	The number of graduates (BSW and MSSW) who take and pass the licensure exams within two years of graduation will increase by 10% over the 2005 levels.	The BSW and MSSW Coordinators will collect the data on licensure of graduates and compare it to the 2005 levels and report to the Chair by May 15, 2007. There will be a 10% increase in the number of graduates taking and passing the exam within two years of graduation as compared to 2005 levels.	<p>In 2005 only two BSW graduates passed their licensing exam compared to 8 in 2006. This represents a 400% increase.</p> <p>In 2005, five MSSW graduates became licensed as compared to three graduates in 2006. This represents a 60% reduction.</p> <p>Something we do not know at this point however is how many graduates are taking the licensing exam. We are in the process of purchasing these data from the licensing board.</p>	<p>In order to motivate graduates to test for the licensing exam, the department offered a 2 ½ day license review workshop in April 2007 which drew 50 participants.</p> <p>Licensing exam preparation workshops will be offered twice yearly (Fall and Spring). Anecdotal evidence suggests that the license review workshop is helpful. Two workshop participants reported that they had passed the LMSW exam and that the training had helped.</p> <p>As exam scores (data) can not be obtained directly from the Texas Social Work Licensing Board, the department is purchasing data from the national testing organization. Passage rates (data) for both programs were requested for 2006.</p>

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Provide courses to allow students to graduate in a timely fashion. (3)	85% of full-time students admitted to the major and/or the MSSW program will complete the program in two academic years.	BSW and MSSW Coordinators will track full-time students for time to graduation and report to Chair by May 20, 2007. 85% of full-time students admitted to the major and/or the MSSW program will complete the program in two academic years.	100% of full-time students (=26) in the MSSW Program who graduated in 2006 - 2007 completed their degrees within a two year period. Regardless of part-time or full-time, 84% of all graduates completed the MSSW within a 2-year period. A total of 55 students graduated from the BSW program in 2006. Approx. 77% of them completed their degrees in two years. We have not however been able to separate part time from full time students for this analysis.	Continue monitoring yearly. Categories of part-time and full-time student will need to be separated.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
<p>Increase SW faculty scholarly productivity in areas such as: publications, funded research, proposal writing, and presentations at professional conferences. (4)</p>	<p>Each faculty member will submit a proposal for presentation at one professional conference.</p>	<p>The Chair will collect information about scholarly activities during the 2006-2007 academic year. Each faculty member submitted at least one article for publication by May 31, 2007.</p> <p>Each faculty member will have submitted one proposal for presentation at a professional conference by May 31, 2007.</p>	<p>A total of 21 publications were produced by faculty members. These included 4 books, 11 journal articles, 4 book chapters, and 2 conference proceedings.</p> <p>Faculty members presented at a total of 19 professional conferences.</p>	<p>The increased scholarly productivity of faculty was reported to the Council on Social Work Education.</p> <p>These publications and conference presentations represent an outcome in themselves.</p> <p>Not every faculty member is publishing in spite of the number of reported publications. All faculty members will be required to submit Annual Development Plans to the department chair outlining their plans for research and publications.</p>
<p>Enhance student involvement and participation in research. (5)</p>	<p>Five students working as RAs during AY06-07.</p> <p>One student will present at a professional conference.</p> <p>One student will publish an article as an author or co-author.</p>	<p>Five students employed as RAs during AY06-07.</p> <p>One student will present at a professional conference.</p> <p>One student will publish an article as an author or co-author.</p>	<p>Five students were employed as RAs during AY06-07 within the department of social work.</p> <p>Two graduate students presented with Dr. Alonzo Cavazos at a workshop titled "Working with Latino Children: Theory and Practice."</p> <p>We have no record of any student publications for the 2006-2007 academic year</p>	<p>Students learned about the research process through hands-on experiences. As a result, some of them have expressed their desire to pursue doctoral education.</p>
<p>Promote interdisciplinary,</p>	<p>Develop an inventory of</p>	<p>Currently there are two</p>	<p>In 2006 Dr. Diaz and Dr.</p>	<p>Faculty members are being</p>

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community, and international partnerships and/or collaboration in research. (6)	current interdisciplinary, community and international outside funding.	open research projects in the department.	Friedman had multidisciplinary funded research projects. Dr. Diaz' project is also international.	encouraged to seek more external funding for research.

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Engage the social work community in departmental activities to address challenges and opportunities facing the Social Work Department. (7)	Two meetings of the advisory committee will occur by May 31, 2007.	The Chair will review the minutes from the advisory meetings to document that two meetings were held by May 31, 2007.	The department's advisory committee met on November 28, 2007. The committee met again on February 27, 2007 to participate in the department's CSWE accreditation visit.	New officers for the committee were elected. Report on the department's functioning, issues and plans was presented by the department chair. Upcoming reaccreditation visit was discussed. Several committee members participated in the actual reaccreditation site visit.
Provide community education opportunities. (8)	At least one continuing education event will be developed and held by	Attendance sheets will be used to document that one continuing education event	A continuing education event was held on March 7, 2007 at UTPA's student	Professional and ethical behavior among field instructors was promoted.

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	March 2007.	was held by March 31, 2007.	<p>Union building on the topic of “Values and Ethics in Field Education”. Several professors from our department participated in this event.</p> <p>A Child Welfare mini conference was held on April 27, 2007 at the CPS offices located at 900 East Esperanza St. in McAllen on the topic of recruitment and retention of CPS employees. Several professors from our department participated in this event.</p> <p>Licensing preparation workshop was sponsored by the department in April 2007. About 50 students and community practitioners attended the workshop.</p>	<p>New strategies were identified for the recruitment and retention of child welfare workers in this region.</p> <p>Revenues from the Max Siporin Lecture Series Fund will be used in 2007-2008 to bring in one or two nationally recognized speakers to present on topics that support practice with Latino clients.</p>