



The University of Utah, Salt Lake City

Group for the Advancement of Doctoral Education in Social Work

GADE 2022

ANNUAL CONFERENCE

*Societal Shifts and the Changing Landscape of Doctoral Education:
Research, Pedagogy, and Public Impact*

May 23 – 25, 2022

Salt Lake City, Utah

Hosted virtually by the

University of Utah College of Social Work



College of Social Work

THE UNIVERSITY OF UTAH



ABOUT GADE

The Group for the Advancement of Doctoral Education in Social Work (GADE) is an organization made up of over 100 social work doctoral program directors worldwide who represent their member Universities.

Founded in the late 1970s, GADE's primary purpose is to promote excellence in doctoral education in social work, especially through networking, information sharing, and advocacy. GADE sponsors a members-only annual conference that provides rich opportunities for networking, information exchange, and intellectual challenge, as well as reflection around curriculum, educational administration, and doctoral program implementation.



LAND ACKNOWLEDGEMENT

The University of Utah has both historical and contemporary relationships with Indigenous peoples. Given that the Salt Lake Valley has always been a gathering place for Indigenous Peoples, we acknowledge that this land, which is named for the Ute Tribe, is the traditional and ancestral homelands of the Shoshone, Paiute, Goshute, and Ute Tribes and is a crossroad for Indigenous peoples. The University of Utah recognizes the enduring relationships between many Indigenous peoples and their traditional homelands. We are grateful for the territory upon which we gather today; we respect Utah's Indigenous peoples, the original stewards of this land; and we value the sovereign relationships that exist between tribal governments, state governments, and the federal government. Today, approximately 60,000 American Indian and Alaska Native peoples live in Utah. As a state institution, the University of Utah is committed to serving Native communities throughout Utah in partnership with Native Nations and our Urban Indian communities through research, education, and community outreach activities.

DEAN'S WELCOME

Welcome to the 2022 GADE Conference!

As much as we hoped to host you in beautiful Salt Lake City and Utah, we appreciate the GADE planning committee's focus on safety and reliance on well established guidelines. Please know we would love to host all of you at any time you would like to visit.

The University of Utah offers the only social work doctoral program in the state. That consistently challenges us to reflect on our opportunities to support Utahns, and invest in innovative ways to increase educational access in remote areas of the state and beyond.



We find ourselves at another evolutionary point in the future of doctoral education. We are transitioning back to grounded, face-to-face teaching with a host of new skills and paradigms of teaching and pedagogy, research, and public impact. We cannot wait any longer to fully embrace and manifest issues of inclusion, diversity, equity, and accessibility (IDEAs) across every aspect of doctoral education. We must train our students in the delivery of online education, even as we foster new innovative opportunities to increase access to doctoral education.

I hope you share my excitement to hear and engage with the respected leaders in doctoral education who are participating in the 2022 GADE conference.

I wish you all well and welcome you again (virtually).

A handwritten signature in black ink, appearing to read "Philip Osteen". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Philip Osteen, Interim Dean
University of Utah College of Social Work

MONDAY, MAY 23, 2022

All sessions in Eastern Daylight Time

2:00 PM to 3:00 PM (EDT)

GADE Advisory Board meeting

General meeting for Advisory Board members only.

2:00 PM to 3:30 PM (EDT)

New(ish) directors orientation

New(ish) directors orientation will review how to manage the transition, roles, tasks, and work load. Session will discuss the DSW vs. PhD stages of responsibility, program director compensation, recruitment, admissions, student milestones, and job market preparation.



Dr. Nadia Islam
DSW Program Director,
University of Southern
California



Dr. Debbie Rice
DSW Academic
Coordinator,
Walden University



Dr. Viola Vaughan-Eden
Associate Professor,
Norfolk State University

3:00 PM to 4:00 PM (EDT)

GADE Board meeting

General meeting for Board members only.

6:00 PM (EDT)

Conference Welcome

Welcome remarks by **Dr. Julia R. Henly**, University of Chicago, GADE Co-President; **Dr. G. Lawrence Farmer**, Fordham University, GADE Co-President; **Dr. Philip Osteen**, University of Utah, Interim Dean of the College of Social Work and Associate Professor; and **Dr. Christina Gringeri**, University of Utah, Conference Planning Committee Chair.

Introduction of Opening Plenary Speaker

Dr. G. Lawrence Farmer will introduce Opening Plenary speaker **Dr. Lauri Goldkind**.



Dr. G. Lawrence Farmer
Associate Professor,
Fordham University

Opening Plenary:
Social work and AI: Into the matrix

This presentation will explore the role of artificial intelligence (AI) in social work education and practice.

Dr. Lauri Goldkind is an associate professor at Fordham's Graduate School of Social Service. Dr. Goldkind has a longstanding interest and practice background in nonprofit leadership, capacity building, and organizational development. Dr. Goldkind's



Dr. Lauri Goldkind
Associate Professor,
Fordham University

current research has two strands: technology implementation and information and communication technologies (ICT) tools in human services and nonprofits and social justice and civic engagement in organizational life. Wherever possible she combines both ICT and social justice for a sauce of tech-enhanced civic engagement and improved organizational functioning. Dr. Goldkind currently serves as the editor-in-chief of the *Journal of Technology in Human Services* and co-editor for the book *Digital Social Work: Tools for Practice with Individuals, Organizations, and Communities*.



Red Butte Garden, The University of Utah

TUESDAY, MAY 24, 2022

All sessions in Eastern Daylight Time

11:00 AM to 12:30 PM (EDT)

Keynote Panel Discussion:**Innovations in implementing anti-racist and inclusive practices in doctoral education**

Dr. Jerome Schiele will moderate a panel discussion with social work colleagues focused broadly on four areas of practice in the academy:

1. Antiracism in doctoral program policies and procedures
2. Antiracism in curricular development, teaching, and advising
3. Antiracism in research and scholarship
4. Antiracism in professional, university, and community service

In addition, panelists and participants are invited to reflect on the following questions to deepen our awareness of the academic contexts in which we work: To what extent is there racism in doctoral social work education? What are the major factors/reasons that foster and facilitate racism in doctoral social work education? How can we reduce and eliminate racism in doctoral social work education? What are some examples you have used in your teaching, advising, research, and service to contest racism in doctoral social work education and to promote greater inclusivity?



Dr. Jerome Schiele
Professor &
PhD Department Chair,
Morgan State University
(moderator)



Dr. Becci Akin
Associate Professor &
PhD Program Director,
University of Kansas



Dr. Samira Ali
Associate Professor,
University of Houston



Dr. Karina Gil
Associate Professor &
Director of the Worden
School of Social Service,
Our Lady of the Lake
University



Dr. Cindy Sousa
Associate Professor &
Doctoral Program
Director,
Bryn Mawr College

1:00 PM to 2:00 PM (EDT)

Concurrent Breakout Session I

1:00 PM to 2:00 PM (EDT)

1. Critical pedagogy approaches-critical examination of doctoral curriculum and current trends

In this collegial, generative discussion, we will focus on approaches and innovations to curriculum that address diversity, equity, anti-racism, and inclusion throughout social work doctoral curricula within research, theory, and methodology. We will be asking participants to share and reflect on innovations, opportunities, and challenges in these areas that support curriculum development at the doctoral level. In this discussion, we will help participants discuss and explore new approaches their programs have tried, and the lessons they garnered from these efforts.



Dr. Carmen Morano
Professor,
SUNY, University at
Albany



Dr. Cindy Sousa
Associate Professor,
Bryn Mawr College

1:00 PM to 2:00 PM (EDT)

2. Preparing doctoral graduates for public impact scholarship

Doctoral training has historically focused on preparing students to disseminate research through traditional scholarly channels such as peer-reviewed journals and scientific conference presentations, yet there is a growing call among emerging scholars for additional training in reaching public audiences and preparing for careers as public scholars. How can programs include this type of training and how much emphasis should be placed on it? The range of dissemination strategies is vast, from written products such as op-eds and legislative testimony to more audio-visual mechanisms such as TikTok videos and infographics. This session will focus on how doctoral programs can incorporate these types of training, how much emphasis should be placed on them, and how these strategies may differ depending on the types of careers programs are preparing students for. We will share some ideas for how our programs are building this training into our curricula and tangible ways that students have benefited from this training.



Dr. Jennifer Greenfield
Associate Professor,
University of Denver



Dr. Tova Walsh
Assistant Professor,
University of Wisconsin-
Maddison

1:00 PM to 2:00 PM (EDT)

3. Preparing social work doctoral graduates for diverse careers in government agencies, think tanks, post-docs and academia

Social work doctoral graduate expertise has value in multiple sectors of a changing job market environment. Faculty and students often focus on traditional academic pathways. However, preparing graduates for different kinds of career pathways has implications that can affect program design, mentoring, culture, and specific training. This session will include discussion of the evolving social work and wider doctoral job market context, and space for directors to share approaches to preparing students for a wider array of post-graduate opportunities.



Dr. Michael Hurlburt
Associate Professor,
University of Southern
California



2:15 PM to 3:15 PM (EDT)

Concurrent Breakout Session II

2:15 PM to 3:15 PM (EDT)

1. Mental health and wellbeing in the post-COVID era

COVID-19 has affected social work faculty, staff, and students in ways we are only beginning to understand. The impact is likely to linger as we enter the post-pandemic era and impact the work of doctoral students and the



Dr. Mimi Chapman
*Frank A. Daniels
 Distinguished Professor
 for Human Service Policy
 Information,
 University of North
 Carolina*



Dr. Lin Fang
*Associate Professor,
 University of Toronto*

faculty who teach and supervise them. In this breakout session, we will reflect on challenges to mental health and well-being focusing on the issues program directors have seen when working with students, staff, and faculty members. Together, we will share strategies and approaches to promoting well-being in post-pandemic life.

2:15 PM to 3:15 PM (EDT)

2. Recruitment and admissions in DSW programs: Current trends and practices

Over the past ten years, growth in DSW programs has been heavily influenced by demand for the degree. It is most notable that social workers who are pursuing DSW education typically have different characteristics from traditional PhD students, such as different programmatic needs, educational expectations, and career goals. This presentation will highlight the experiences of two DSW Programs in student recruitment. One program is offered at a liberal arts institution, is smaller in size (N = 29), is part-time and offers a hybrid model with regular in-person interactions. The other program is offered at a large research institution, is larger in size (N = 58), is part-time and primarily online, with an annual on-campus residency. After discussing the programs' experiences and approaches to recruitment and admissions, the presenters will discuss observations and anecdotal evidence of the characteristics and interests of those pursuing DSW degrees nationwide. Participants will have time to ask questions, discuss issues they face, and share what has worked for them.



Dr. Sharon Lyter
*Professor,
 Kutztown University*



Dr. Nicole Ruggiano
*Professor,
 University of Alabama*

2:15 PM to 3:15 PM (EDT)

3. Recruitment and admissions in PhD programs: Enduring challenges and innovative practices

Our social work doctoral programs carry a heavy responsibility: to train the next generation of social work and social welfare scholars, teachers, and leaders. The



Dr. Julie Henly
Professor,
University of Chicago



Dr. Daniel Miller
Associate Professor,
Boston University

role of PhD recruitment and admissions is a critical first step toward successfully meeting this responsibility. In this session, we will consider some of the enduring challenges and innovative practices in recruitment and admissions. We will draw from the experiences of session facilitators and attendees to learn together about our past mistakes and successes related to expanding recruitment efforts, establishing

meaningful criteria for applicant review, and implementing equitable and inclusive selection processes. We will consider how characteristics related to faculty expertise, program size, institutional resources, and geography can be used advantageously to enhance recruitment and admissions success. Throughout our discussion, we will consider conventional application components and review practices as well as newer approaches that aim to diversify and enhance our recruitment and admissions practices.

2:15 PM to 3:15 PM (EDT)

4. Supporting work-life balance for doctoral students and academics

How do we define and support “having a life” while meeting expectations for publication/research dissemination, innovative teaching, commitment to social work values, and improving community well-being for doctoral students and academics?



Dr. Alysse Loomis
Assistant Professor,
University of Utah



Elizabeth Hendrix
PhD Candidate,
University of Utah

WEDNESDAY, MAY 25, 2022

All sessions in Eastern Daylight Time

10:00 AM to 11:15 AM (EDT)

2022 GADE Business Meeting

Open to all GADE members, a full agenda for the business meeting is provided on page 14.

11:30 AM to 12:30 PM (EDT)

Concurrent Breakout Session III

11:30 AM to 12:30 PM (EDT)

1. Revising PhD quality guidelines: What revisions are needed to advance anti-racism, equity, diversity, and inclusion?

Dr. G. Lawrence Farmer
Associate Professor,
Fordham University



Dr. Mo Yee Lee
Professor,
Ohio State University

In the most recent revision of the GADE Quality Guidelines, data from multiple sources was collected and incorporated to increase the voices of diverse constituents who may benefit from PhD education. This revision also includes qualitative information from doctoral students, which is new to the process. This session will focus on the new additions or updates in the revised GADE Quality Guidelines as compared to the 2013 GADE Quality

Guidelines for PhD Programs. Building on the current six domains (i.e., development of educators, professional development, program requirements, development of researchers, social work profession, and resources for students), items focusing on commitment to anti-racism and diversity were incorporated in the survey. The importance of commitment to anti-racism and diversity in student preparation of educators and scholar will be discussed.

11:30 AM to 12:30 PM (EDT)

2. DSW accreditation

In this session, presenters will discuss the history and process of DSW accreditation and where things stand currently. There will also be an overview of the accreditation standards and a brief discussion of the current pilot process.



Dr. Michel LaSala
Professor,
Rutgers, The State
University of New Jersey

11:30 AM to 12:30 PM (EDT)

3. MSW/PhD combined programs

Many schools have a combined MSW/PhD option, and others are debating whether to initiate one. This session will explore the current structures of combined MSW/PhD programs and their advantages and challenges. Discussion topics include admissions policies and numbers of admits, plans of study, field requirements, timelines toward completion, challenges of juggling MSW and PhD level courses and the added time commitments, post-MSW practice experience, and more.



Dr. Allison Zippay
Professor,
Rutgers University



Dr. Susan Robbins
Professor &
Associate Dean for
Doctoral Education,
University of Houston

11:30 AM to 12:30 PM (EDT)

4. Doctoral programs dialogue

The goal of this session is to invite a dialogue between DSW and PhD programs. We will facilitate discussion of commonalities and differences, and explore opportunities for interfacing with one another. Through conversation, we aim to increase overall understanding of DSW programs, given the recent growth and the diverse areas of focus of these programs. We hope this session generates ongoing exchanges between DSW and PhD programs, to build on the strengths and innovations in social work doctoral education.



Dr. Jacqueline Dyer
Associate Professor,
Simmons University



Dr. Annette Semanchin Jones
Associate Professor,
University of Buffalo

1:00 PM to 2:15 PM (EDT)

Introduction of Keynote Presentation Speakers

Dr. G. Lawrence Farmer will introduce Keynote Presentation speakers **Dr. Elizabeth Lightfoot** and **Dr. Cynthia Franklin**.



Dr. G. Lawrence Farmer
GADE Co-President,
Fordham University

Keynote Presentation:

Preparing your students for the new trends in the academic job market

This presentation will discuss trends in the social work academic job market and discuss how doctoral program directors can assist their students with career preparation. In this session, we will cover the shifts towards a more competitive social work academic job market, the growing mismatch between doctoral students' job desires and availability of positions, what the "typical" PhD portfolio looks like when beginning their job search, and specific ways that doctoral program directors can help students prepare for the type of academic career they desire.



Dr. Elizabeth Lightfoot
Director &
Foundation Professor,
Arizona State University

Dr. Elizabeth Lightfoot is a Professor and the Director of the School of Social Work at Arizona State University. Prior to assuming this new position, she was the PhD Program Director at the University of Minnesota for 15 years, where she advised 25 PhD students. She previously served as the President of GADE and has published frequently on social work doctoral education. She has been inducted into the American Academy of Social Work and Social Welfare and is the previous recipient of the GADE Award for Educational Leadership in Doctoral Education.



Dr. Cynthia Franklin
Professor,
University of Texas
at Austin

Dr. Cynthia Franklin is the Stiernberg/Spencer Family Professor in Mental Health at the Steve Hicks School of Social Work at the University of Texas at Austin where she served as the past Associate Dean for Doctoral Education. She served as the Past President of GADE and is a member of the American Academy of Social Work and Social Welfare. Franklin was named one of the 100 most Influential contemporary social work faculty (Journal of Social Service Research, 2019) and received the Gary Lee Shaffer award for academic contributions to the field of school social work.

2:15 PM to 2:30 PM (EDT)

Closing remarks

Closing remarks by **Dr. Julia R. Henly**, University of Chicago, GADE Co-President; **Dr. G. Lawrence Farmer**, Fordham University, GADE Co-President; **Dr. Christina Gringeri**, University of Utah, 2022 Conference Chair; and **Dr. Keith Anderson**, University of Texas at Arlington, 2023 Conference Chair.

GADE BUSINESS MEETING AGENDA

Wednesday, May 25, 2022
10:00 AM to 11:15 AM (EDT)

2022 GADE Business Meeting Agenda

Open to all GADE members

1. **Co-Presidents' Report**
G. Lawrence Farmer, Co-President
Julia R. Henly, Co-President
2. **Reports from Committee Chairs & Officers**
 - a. Financial Report by Michael Hurlburt, Treasurer
 - b. Awards Committee Report by Anne Williford
 - c. Website/Marketing Committee Report by Michael LaSala
3. **Election Results**
Lin Fang, Secretary
4. **Constitutional Amendment: Electronic Election Voting**
Lin Fang, Secretary
5. **2023 GADE Conference**



THANK YOU FOR SUPPORTING THE 2022 GADE CONFERENCE!

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Dr. Lin Fang (University of Toronto)
Dr. Michael Hurburt (University of Southern California)
Dr. Michael LaSala (Rutgers, The State University of New Jersey)
Dr. Mo Yee Lee (Ohio State University)
Dr. Jerome Schiele (Morgan State University)
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*Special thanks to University of Utah support staff
Mirela Rankovic, Avarae Vowell, and Jennifer Nozawa*

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We are grateful to the institutions that have sponsored the GADE 2022 Annual Conference.

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