

Curriculum

Goal 1: Assure that the SW Department's interdisciplinary minors in Gerontology and Chemical Use/Abuse are responsive to the needs of practitioners in the field and to other academic departments on campus who have students enrolled in the minor.

Rationale: There is a shortage of addiction counselors in ND which can be fulfilled by a curriculum that is responsive to the needs of the ND Board of Addiction Counseling Examiners and various treatment providers. Additionally, the combination of a license in social work and a license as an addiction counselor provides excellent job opportunities for our alumni. A strong gerontology minor would be responsive to regional needs, given that ND has the largest percentage of their population of any state in the country that are 75 and older.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Seek external funding sources to enhance the gerontology minor.	Faculty release time, staff time.	BSSW Coordinator and Gerontology Minor Coordinator.	2005-2006.	Funding is secured.
Seek external funding sources to enhance the chemical abuse minor.	Faculty release time, staff time.	BSSW Coordinator and Substance Abuse Minor Coordinator.	2005-2006.	Funding is secured.
Develop and implement a plan to enhance service, teaching and research components in both areas.	Faculty and staff time, funding resources.	BSSW Coordinator, Gerontology Minor Coordinator and Substance Abuse Minor Coordinator.	Beginning upon receipt of funding.	Both minors are operational and enhanced to better meet regional needs.

Goal 2: Continue implementation of systems theory as the theoretical framework for our generalist curriculum and complexity theory for our advanced generalist curriculum.

Rationale: To assist with preparation of self-study for accreditation and to enhance horizontal and vertical integration of the curriculum.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Conduct monthly faculty brown bag lunch discussions.	Faculty time.	Department Chair will schedule, faculty responsible to participate.	Ongoing.	Discussions are scheduled and well-attended.
Prepare course outlines that are responsive to this integration.	Faculty time.	BSSW and MSW Coordinators and all faculty.	Ongoing.	Course outlines integrate differentiated generalist and advanced generalist curriculum.
Assigned faculty will coordinate information and organize into descriptive document.	Faculty and staff time.	BSSW and MSW Coordinators.	By summer 2006.	Documents prepare for accreditation site review in fall 2006.

Enrollment Management

Goal 1: Achieve an enrollment and faculty-student ratio that is maximized within accreditation requirements.

Rationale: This will help achieve successful re-accreditation and maximize capacity for potential students in the region.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Increase optimal BSSW enrollment to about 75.	Faculty and staff time, recruitment funds.	BSSW Coordinator.	Ongoing.	Maintain 1:25 BSSW faculty to student ratio.
Increase optimal MSW enrollment to about 72.	Faculty and staff time, recruitment funds.	MSW Coordinator.	Ongoing.	Maintain 1:12 MSW faculty to student ratio.

Goal 2: Achieve a faculty allocation that meets accreditation requirements.

Rationale: The SW Department will be undergoing an accreditation survey in the Fall of 2006.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Maintain a minimum of 2 faculty allocated to the BSSW program.	Advertisement funding, faculty and staff time.	Chair, Personnel committee.	Ongoing.	At least 2 FTE of faculty time is allocated to the BSSW program.
Maintain a minimum of 6 faculty allocated to the MSW program.	Advertisement funding, faculty and staff time.	Chair, Personnel committee.	Ongoing.	At least 6 FTE of faculty time is allocated to the MSW program.

Goal 3: Provide professional education, particularly MSW education, to the larger state and region.

Rationale: This will help to meet our mission statement regarding preparation of social workers for employment in this region.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Provide professional MSW education which allows distant and time-flexible enrollment.	Faculty and staff, adequate funding.	MSW Coordinator and faculty, Chair.	Ongoing refinement.	Enrollment in a part-time MSW program delivered to distance sites, and in selected web-based instruction.

Facilities/Technology

Goal 1: Adequate facilities are development of practice skills and abilities in all areas of practice.

Rationale: Social Work facilities need to provide access to equivalent classrooms and technology for distant and on-campus students.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Access recording technology to allow review of practice skills.	Faculty and staff time, funds for technology.	Chair, Program Coordinators.	Ongoing.	Recording technology will meet needs for review of practice skills.
Access computer technology which facilitates assessment and evaluation.	Faculty and staff time, technology consultation, funds for upgrades as needed.	Chair, Program Coordinators.	Ongoing.	Computer technology will adequately facilitate assessment and evaluation.

Goal 2: Adequate facilities are available for development of research skills and abilities in qualitative and quantitative research.

Rationale: Social Work facilities need to provide access to equivalent classrooms and technology for distant and on-campus students.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Access computer facilities with capacity for research software.	Faculty and staff time, funds for software and hardware purchases.	Administrative Committee.	Ongoing.	Adequate computer facilities are available with research software.
Access software for data collection, measurement, and data analysis.	Funds for purchase of software and training.	Administrative Committee.	Ongoing.	Adequate software will be available for research activities in Department.

Goal 3: Smart classrooms are available which facilitate local and distant instruction and the various modes of instruction utilized across the curriculum.

Rationale: Social Work facilities need to provide access to equivalent classrooms and technology for distant and on-campus students.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Identify needs for additional smart classroom availability.	Faculty and staff time.	Chair, faculty as a whole.	Fall 2005.	Needs will be identified.
Request access to needed classrooms.	Additional classroom access or funding for classroom upgrades.	Chair.	Spring 2006.	Classrooms will be available.
Faculty utilize a variety of modes of technology, including websites, IVN, video streaming, etc. for teaching and faculty development.	Faculty time, funding for new technology.	All faculty.	Ongoing.	Multiple methods of teaching and learning using technology are used.
Study the optimum utilization of technology, balanced with traditional face-to-face teaching methods.	GRA time, funds, Faculty time.	MSW and BSSW Coordinators.	To begin in 2005.	Guidelines are developed regarding use of technology, based on research.

Faculty/Staff Development

Goal 1: Provide a consistent approach to student learning and advisement across faculty.

Rationale: Improve the quality of SW education and student morale.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Faculty review implementation of new curriculum on ongoing basis.	Faculty willingness to participate, funds for materials and books.	Program Coordinators.	Ongoing.	Feedback from students. Focus groups.
Develop policies on advisement and related topics as needed.	Faculty and staff time.	Administrative team.	Ongoing.	Documents approved and available for use.
Promote faculty/student development opportunities.	Faculty time and travel funds.	Faculty responsible to bring back and share information.	Ongoing.	All faculty benefit from and utilize information gained.

Goal 2: All faculty and staff positions are filled and all administrative positions are designated and stable.

Rationale: Academic program would be stable and improved, and creativity can flourish.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Identify administrative, faculty and staff needs.	Assistance of consultant, faculty and staff participation in retreat.	Faculty and staff.	By January 7, 2005.	Plan in place.
Recruit and fill vacant faculty and staff positions.	Time, advertising and budget.	Chair and Personnel Committee.	By April 15, 2005 for current vacancies, ongoing as needed.	Positions filled.
Need to identify an MSW Program Coordinator.	Interested and willing faculty.	Chair appoints position.	By January 11, 2005.	Assignment is completed.
Inform CSWE of changes.	Letter to CSWE from program.	Chair.	By January 15, 2005.	Letter sent.

Research and Scholarship

Goal 1: Secure funds to reestablish the Child Welfare Research Bureau.

Rationale: There is a legislative mandate that this research bureau exist. Many child welfare research contracts have been going to NDSU and not the Child Welfare Research Bureau.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Seek state, federal, and other grant funding.	Faculty release time, staff time.	Chair and IVE coordinator.	2005.	Funding is made available.
Develop needed infrastructure.	Faculty release time, staff time, funds for equipment and graduate assistants.	Chair to name Child Welfare Research Bureau director to develop program.	2005-2006.	Child Welfare Research Bureau is implemented.
Integrate ND Children and Family Services Training Center.	Faculty and staff time.	Chair, IVE Committee Chair, CFSTC Director.	2005-2006.	CFSTC is integrated as necessary.

Goal 2: Establish a Research and Training Center on Mental Health and/or Substance Abuse.

Rationale: None exist in ND, and there is a need and federal dollars available.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Seek funding from state and federal sources.	Faculty release time, staff time.	Coordinator of Substance Abuse Minor, Department Chair.	2005-2006.	Funding is secured.
Develop needed infrastructure.	Faculty release time, staff time, grant funds.	Coordinator of Substance Abuse Minor, Department Chair.	2006-2007.	Training center is operational.

Goal 3: Increase scholarship outcomes by all tenure and tenure track seeking faculty members, including, but not limited to work in the areas of mental health, substance abuse, and child welfare.

Rationale: There is a need for increased scholarship to meet an optimal level of productivity.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Adequate faculty time is available for research.	Full capacity of faculty hired, contract faculty as needed to teach classes.	Department Chair.	Reviewed each semester.	Faculty have adequate time to pursue research.
Faculty productivity is measured upon faculty evaluation.	No new resources.	Promotion, Tenure, and Evaluation Committee, Department Chair.	Annually.	Faculty deployed to do research produce and publish products.
Develop access to internal supports for faculty, such as a writers group, mentoring, and brown bag discussions.	Faculty time.	Interested faculty.	Ongoing.	Faculty have access to supports to increase scholarship activity and outcomes.

Service

Goal 1: Explore the potential expansion of the MSW distance learning program to South Dakota.

Rationale: There are currently not schools of Social Work that offer BSW workers in South Dakota the opportunity to obtain an MSW degree, making this a potential area for program growth.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Develop relationship with SD BSW programs.	Faculty time, travel funds.	MSW Coordinator, Chair, Continuing Education.	2005-2006.	Relationships are developed and ongoing.
Do needs assessment in collaboration with SD BSW programs.	Faculty time, travel funds.	MSW Coordinator, Chair, Field Coordinator.	2005-2006.	Assessment results indicate adequate need.
Determine availability of IVN sites in SD.	Same.	MSW Coordinator.	2005.	IVN sites identified.
Begin to develop field sites in SD.	Same.	Field Coordinator.	2005.	Preliminary field sites developed.
Recruit pilot cohort of students.	Same.	MSW Coordinator.	2005-2006.	Identify small pilot cohort to enroll 2006.

Goal 2: Develop stronger partnerships with community social service agencies in ND.

Rationale: Provide service to communities, increase student opportunities, and enhance relationships.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Conduct agency-related research.	Faculty time, research expertise, funds, GRA's.	Interested faculty.	Ongoing.	Research products.
Provide and coordinate SW CEU opportunities for agency personnel.	Faculty and staff time, expertise, and funding.	Chair, Field Coordinator, and appropriated staff.	Begin 2005.	Trainings are provided.

Goal 3: Establish a training unit at the County Social Service Center in Grand Forks to train social work students in child welfare practice.

Rationale: There are a growing number of students enrolled in the Child Welfare Stipend program in the Grand Forks area who need approved field placement opportunities. A training unit model would also address the strained relationship between the Department and the county and regional child welfare agencies, and free up resources in these agencies.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Explore feasibility with GF County leadership.	Faculty time.	Department Chair, IVE Coordinator, Field Coordinator.	Spring 2005.	Determination made regarding intent to proceed.
Explore IVE funding for staff/contract position with State officials.	Faculty time, staff time.	IVE Coordinator, Chair.	Spring 2005.	Determination of available funding.
Determine most efficient delivery model.	Faculty time, GTA time.	Chair, Field Coordinator.	Spring/Summer 2005.	Model chosen.
Implement pilot project.	Faculty and staff time, funding.	Field Coordinator and Field faculty.	Fall 2005.	Students involved in field placement using this model.

Goal 4: Develop stronger partnerships with American Indian Reservations in ND.

Rationale: There is a need to enhance the ability of the department to train Native social workers, and in turn, to benefit the tribes of ND, as trained Social Workers return to reservations with practice and research skills.

Action Step	Resources Needed	Responsible Person(s)	Proposed Timeline	Assessment
Identify and develop stipends for American Indian students.	Faculty and staff time for grant writing and development.	Interested faculty.	Ongoing.	More stipends and scholarships available.
Further develop agreements with tribal colleges for 2+2 programs.	Faculty and staff time.	BSSW Coordinator, Chair.	Ongoing.	Agreements are in place with each interested tribal college.