



SCHOOL OF SOCIAL WORK

# SOCIAL WORK

UNIVERSITY OF TEXAS ARLINGTON

2021 ANNUAL REPORT

# CONTENTS

## **4 Academic & Student Affairs**

### **5 Undergraduate Program**

Programs

Partnerships

### **6 Graduate Program**

Online Expansion

Implementing New Certificates

Dual Degrees

### **8 Academic Support**

Key Initiatives & Efforts

### **9 Advising and Student Success**

Academic Advisor Student Reach

Initiatives to Support Student Success

Drinks & Dialogue Series

Connections Tutoring Lab

Interprofessional Education & Experimental Learning

Graduate & Undergraduate Student Leader Programs

Student Organizations

Celebration of Excellence

Civitas Outreach

Professional Standards & Student Success

Promoting Student Access & Success

### **10 Advising and Field Education**

Field Education

### **12 Research & Creative Works**

Partnerships & Research

Externally Funded Projects

Grant Awards

Indirect Costs

Grants & Metrics

The Reports

### **16 Communications**

### **18 Marketing & Advertising**

### **20 Community Outreach**

### **22 Administration & Business Operations**

### **24 Analyses & Resources Planning**

Recent Feedback

Student Course Survey

### **26 Performance Indicators**

### **28 Culture & Climate**

Diversity, Equity & Inclusion

### **30 Faculty & Staff Awards & Accomplishments**

#### **30 Grant & Funded Awards**

#### **32 Title & Award Winners**

#### **33 Publications & Accomplishments**

## ANNUAL PRODUCTIVITY SUMMARY

Given the challenges that the pandemic presented, the past year has been demanding for the University and the School of Social Work (SSW). Nevertheless, the SSW was well prepared to address these challenges – including working remotely while continuing to provide high-quality services and instruction to our students.

This attributed to several steps we took during and before the pandemic, including:

- Replacing desktop computers with laptops during a computer refresh cycle.
- Providing “Microsoft Teams” training to faculty and staff, so they had the knowledge and tools for working remote.
- Holding virtual meetings to ensure we connected to our faculty and staff and provided them with requested support.
- Implementing a return-to-campus plan, while balancing best practices learned through the pandemic.

Now, we have achieved an ongoing hybrid work environment as appropriate for most staff. This helps support the best work-life balance, while not compromising our commitment to student success and Tier I excellence.

This report highlights strategic initiatives implemented during the past year to increase the level of support and connectedness with our students, faculty, and staff. Also highlighted are notable accomplishments for each of the SSW’s respective operational areas.

## SCHOOL OF SOCIAL WORK

The School of Social Work staff and faculty recently ratified a new Strategic Plan. Through a collaborative and thoughtful process, we developed a strategic plan that will help guide the SSW into the future. The collective objectives and strategies align with UTA’s Strategic Themes and guiding aspirations and aims to achieve excellence in:

- Student Access & Success
- Research & Creative Works
- Inclusive Excellence
- Engagement & Community Outreach

With approval from Central Administration, the SSW recently implemented a Distance Education Fee to help build and support the infrastructure for our online students. The funding will help in our efforts to market our BSSUT, BSW and MSW programs to out-of-state students.

The capital project to build the new School of Social Work and Smart Hospital Building is planned to be completed late December 2022 with a planned move-in of Spring 2023. The building will be a state-of-the-art facility with a GSF of 156,581 and a cost of \$78.4M.

ACADEMIC & STUDENT AFFAIRS





## CONNECTIONS

Much of the work in this unit focuses on building capacity and facilitating connections and engagement of students, faculty, and adjunct instructors to promote retention and student success.

The unit consists of the following offices:

- Undergraduate Program
- Graduate Program
- Academic Support
- Advising and Student Success
- Advising and Field Education

## PROGRAMS

Our most notable recent accomplishment within the SSW was the implementation of a second undergraduate degree, the Bachelor of Science in Substance Use and Treatment (BSSUT), which launched in Fall 2021.

The BSSUT is the first of its kind in Texas and offers a pathway to a degree and licensure as a licensed chemical dependency counselor.

As part of the new degree development process, we created and implemented a first-year experience course and developed a BSSUT Honors pathway for students in the Honors College.

Press coverage following the launch of the BSSUT program has been notable, as indicated below, and we are looking forward to the continued growth of the major in the Fall 2022 semester.

## PARTNERSHIP COLLEGES

DALLAS COLLEGE  
McLENNAN COMMUNITY COLLEGE  
TARRANT COUNTY COLLEGE DISTRICT

## PARTNERSHIPS

The implementation of the BSSUT program has introduced opportunities for new community college partnerships for both BSSUT and BSW students. Highlights of these efforts include:

- Updating how transfer student transcripts are evaluated, including a process for transferring in courses from other CSWE programs and adding new key courses that count toward the Substance Use Treatment Minor.
- Establishing a transfer pathway through a new MOU with McLennan Community College.
- Revise the transfer course list for Tarrant County Community College, Weatherford College, and Dallas County Community College to ensure a clear path from these institutions to the BSW.
- In 2021, the BSW and BSSUT programs began offering online courses to out-of-state students. We are currently building our infrastructure to support enrollment growth across online programs.
- Continuing to build enrollment in our minors:
  - Diversity Studies and Certificate
  - Substance Use Treatment
  - Social Justice & Social Welfare

## PROGRAMS

At the MSW level, several exciting new developments launched in 2021 have provided new opportunities for program expansion and impact.

The expansion of the MSW degree online beyond the state of Texas for each of our five unique degree options/specializations

### NEW ONLINE

1. **COMMUNITY ADMINISTRATIVE PRACTICE (MACRO PRACTICE)**
2. **DIRECT PRACTICE IN MENTAL HEALTH & SUBSTANCE MISUSE**
3. **DIRECT PRACTICE IN AGING**
4. **DIRECT PRACTICE IN HEALTH CARE**
5. **DIRECT PRACTICE WITH CHILDREN & FAMILIES**

The development and implementation of new graduate certificates for military communities and environments. The Military Social Work Certificate as a clinical focus, while the Military, Veteran, and Social Care Certificate as a community focus.

These newest certificates expand the number of certificate program offerings in the MSW program to six:

1. **ADMINISTRATIVE LEADERSHIP CERTIFICATE**
2. **COMMUNITY LEADERSHIP CERTIFICATE**
3. **ORGANIZATION LEADERSHIP CERTIFICATE**
4. **POLICY LEADERSHIP CERTIFICATE**
5. **MILITARY AND SOCIAL WORK**
6. **MILITARY, VETERAN, FAMILY CARE CERTIFICATE**

### CERTIFICATES

### DUAL DEGREE

The development and launch of a new dual degree, which pairs the MSW with the Master of Educational Leadership and Policy Studies. We now offer a total of ten dual degree opportunities

1. **MASTERS OF BUSINESS ADMINISTRATION ADVANCED STANDING STUDENT (CAP)**
2. **MASTER OF BUSINESS ADMINISTRATION**
3. **MASTER OF PUBLIC HEALTH**
4. **MASTERS OF ART IN CRIMINOLOGY AND CRIMINAL JUSTICE**
5. **MASTERS IN SOCIOLOGY**
6. **MASTER OF ARTS IN URBAN AFFAIRS**
7. **MASTER OF PUBLIC ADMINISTRATION**
8. **MASTER OF BUSINESS ADMINISTRATION TRADITIONAL STUDENTS (CAP)**
9. **MASTER OF BUSINESS ADMINISTRATION TRADITIONAL STUDENT DIRECT PRACTICE**
10. **MASTER OF EDUCATION LEADERSHIP AND POLICY STUDIES WITH HIGHER EDUCATION ADMINISTRATION EMPHASIS (MED)**

# ACADEMIC & STUDENT AFFAIRS

## ACADEMIC SUPPORT



# SUPPORT

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Ensure that instructors are able to educate our students with engaging and innovative teaching techniques that incorporate skill development, experiential learning, and a high-quality curriculum. Highlighted below are key initiatives that support high quality instruction in the SSW.

## Sweep Series

The Social Work Educators Engaging Peers (SWEEP) Series combines professional development with an opportunity for interactive discussion and problem-solving among faculty and adjunct instructors within the SSW.

## Quality Matters

The Quality Matters (QM) program provides a nationally-recognized high-standard certification for online course development and instruction. In collaboration with Instructional Designers, we have redesigned MSW courses to meet QM standards. The QM project has resulted in:

- 27 PARTICIPATING FACULTY
- 6 COURSES IN FINAL REVIEW
- 12 CERTIFIED COURSES
- 12 COURSES IN DEVELOPMENT

## Simple Syllabus

Launched in Summer 2021, Simple Syllabus is an integrated syllabus management database that allows the development and monitoring of course syllabi that are based on course master syllabi, enhancing program quality and cohesion across courses.

## Decolonization of the Curriculum

We launched the initial phase of our curriculum decolonization efforts, where faculty assessed and evaluated the inclusivity of courses in our programs. These efforts are ongoing and seek to ensure that diverse representation is reflected in course descriptions, readings, and assignments.

## Support for Adjunct Faculty

Adjunct faculty are an essential component of the SSW's commitment to community engagement and serve an important function in ensuring that our curriculum is responsive to the evolving nature of social work practice. We have made considerable progress in developing an infrastructure to support and develop the instructional capacity of our contingent faculty.

### THESE EFFORTS INCLUDE

- The institution of a policy requiring adjunct instructors to participate in a minimum of three hours of professional development continuing education related to instruction and student engagement.
- The hosting of bi-monthly meetings with all active adjunct faculty to provide University and School policy updates and to address instructional needs and challenges.
- The development of a comprehensive module-based instructor training course within Canvas that provides an interactive orientation experience for new instructors in the SSW and serves as an ongoing resource for continuing instructors.
- The implementation of a formal mentoring and peer-review program for all contingent faculty to ensure that classroom challenges are addressed quickly and instructional support and intervention, when needed, is available.
- The integration of an annual needs assessment survey for contingent faculty to identify needs and opportunities for support and engagement.
- The use of Teams to connect full-time faculty and adjunct faculty teaching courses in the same specialty area to encourage information exchange and bridge connections between faculty and adjuncts.

# ACADEMIC & STUDENT AFFAIRS

## ADVISING & STUDENT SUCCESS

### ADVISING & STUDENT SUCCESS

Within the Office of Advising and Student Success, we continue efforts to support student success. These efforts include academic support, student engagement support, relationship building, and career preparation through field internships and community involvement.

We embrace strategies to connect and promote accessibility with online and campus-based students. Some of these strategies include:

- **Drop-In Days:** Each Wednesday, our advisors are available for drop-in appointments, promoting flexibility and availability for students with urgent advising needs.
- **Power Hours:** Academic and Field Advisors host a virtual group meeting for students to ask questions about registration and field placement opportunities.
- **Canvas Course:** A module-based course for students that provides resources and information on the SSW and UTA community.
- **Group Advising:** An option for new students to ease initial advising and registration. During the 2020-21 Academic Year, 449 students participated in a group advising session.

#### ACADEMIC ADVISOR STUDENT REACH

516,746

PHONE

EMAIL

TEAMS

OUTSTANDING  
ADVISED  
& STUDENT  
ORGANIZATION  
ADVISED  
OF THE YEAR  
NOMINATIONS

2021 RECOGNIZATION

### COMMUNITY & CONNECTIONS

Student success and retention also includes building a sense of community and facilitating connections among students and the SSW.

To this end, we have implemented several initiatives to support student success, including:

#### Drinks and Dialogue Series

A student-focused workshop series centered around the Council on Social Work Education's nine competencies. Faculty and adjunct instructors lead students in discussions about social work practice and community engagement in a Q&A format.

Launched in Spring 2021, the virtual sessions include 20-30 student participants, and recordings are available online afterwards.

#### Connections Tutoring Lab

Launched in Fall 2021, the Connections Tutoring Lab is a virtual tutoring center staffed by Advanced MSW students who provide individual and group-based tutoring sessions for other Social Work students.

To date, the lab has provided academic support to over 100 SSW students in the areas of research, writing, and community assessment.

91% of students who attended a tutoring session said they felt better prepared for their coursework after receiving help from a tutor.

#### Interprofessional Education and Experiential Learning

There are many opportunities for students to engage in experiential learning through simulations, service learning, and inter-professional education within their undergraduate and graduate program. These activities provide rich "hands-on" experience with other students outside the field of social work, promoting career preparation and critical thinking skills.

## Graduate and Undergraduate Student Leader Programs

Launched in Fall 2019, our Student Leader Programs have become a central component of student support efforts within the SSW. This peer-mentoring program pairs students with a student leader to improve relationship-building within the SSW.

A team of 40-50 GSLs and USLs received training on advocacy, leadership, and communication, and provide support to their constituents. Enhancing communication and facilitating connections among students.

## Student Organizations

We continue to support and engage students through the development and maintenance of nine student organizations, which are available to both online and campus-based students within the SSW.

- GO-GERONTOLOGY ORGANIZATION
- HEALTH WITH HEARTS
- MAVS FOR MENTAL HEALTH AWARENESS
- AFRICAN AMERICAN STUDENTS SOCIAL WORK ALLIANCE
- SPIRITUALITY AND SOCIAL WORK

## Celebration of Excellence

Each semester, we host a recognition ceremony to highlight the academic and service achievements of students in the SSW. This ceremony provides an opportunity to celebrate our students, and build connections between students and faculty.

## Civitas Outreach

Our program directors and advisors use Civitas to reach out to students who have demonstrated academic success, as well as those who have struggled, to offer support and resources on a regular basis.

## Professional Standards

For students who need additional support, our Professional Standards committee provides resource referrals, a faculty mentor, and access to additional support such as Therapy Assisted Online (TAO) modules and other university and community-based assistance.

## Promoting Student Access and Success

In 2021, a total of 784 SOCW students received scholarships totaling \$2.5M.

The SSW supported 24 PhD students and spent, via stipends and fellowships, over \$350K.

**SSW STUDENTS**  
**784 | \$2.5M**  
**SCHOLARSHIPS**  
**PHD STUDENTS**  
**24 | \$350K**  
**STIPENDS & FELLOWSHIPS**

- STUDENT ORGANIZATION FOR MACRO SOCIAL WORK
- STUDENTS FOR GLOBAL CHANGE
- PHI ALPHA HONOR SOCIETY
- SOCIAL WORK COUNCIL

## FIELD EDUCATION

The Office of Field Education continues to support student success through our signature pedagogy. Highlights include:

- Established 200 new affiliations with agencies across the state, resulting in a 20% increase in placement opportunities. We are now affiliated with 1,180 agencies.
- Through a collaboration with the Division of Student Success, we developed a unique virtual field placement experience for over 500 social work student interns focused on direct outreach to UTA undergraduate students.
- Over 2300 students received internships during the 2020-21 academic year, and 96% completed their internships each semester.
- The development of a comprehensive, module-based field orientation course in Canvas that serves as a guide for students entering Field.
- Looking ahead, we anticipate the development of a custom-designed robust field database system to support the future growth and expansion of the Field Placement program.

# RESEARCH & FACULTY AFFAIRS

12

## Using *In Her Shoes* for online interprofessional intimate partner violence education

Rachel Voith Schrag, PhD, LCSW; Karla Arenas-Ilotia, MSW; Saltanat Childress, PhD, MSW; Tracy Orwig, MSW  
School of Social Work, The University of Texas at Arlington

### Student Experience

- "I plan to look into policy and procedure of how to handle and help domestic violence situations."
- "Organizations that have the power to help... should be more compassionate because lives may be on the line here."
- "I gained more insight about the external forces that keep a victim in the situation they are in."
- "[I learned about] how widespread domestic violence is and how hard it is to break the cycle. There are multiple factors to the abuse, as well."
- "I feel I understand a lot more about why people stay in abusive relationships and the difficulties that can exist trying to leave."

### Lessons Learned

In-person vs. Online: Online activities open experiential learning up to new groups of students, and facilitated on-going instruction during COVID response. Our student participants are diverse in terms of age, race/ethnic identity, and academic discipline. Many are parents or hold full time jobs.

Synchronous vs asynchronous: Debriefing could benefit from synchronous components, however we have had success with asynchronous debriefing discussions as well. Completing the majority of the simulation asynchronously provides major benefits to students.

- COVID-era learning required IPE innovation
- Advantages of online IPE events
  - No schedule conflicts- students can participate based on their schedule and needs.
  - No capacity issue- we can add as many students as are interested in participating and have seen a significant increase in reach because of this.

### Collaborative Leadership

- Timeline for collaboration is crucial for a successful online IPE
- There are many stakeholders
- Diversity of professions is increased with an online IPE
- Look outside of health care providers as they can be essential in this work
- Activities that involves all professions is desired
- Important to identify Champions and utilize IPE Hub/Taskforce
- Grants and resources are available to support this work

### Next Steps

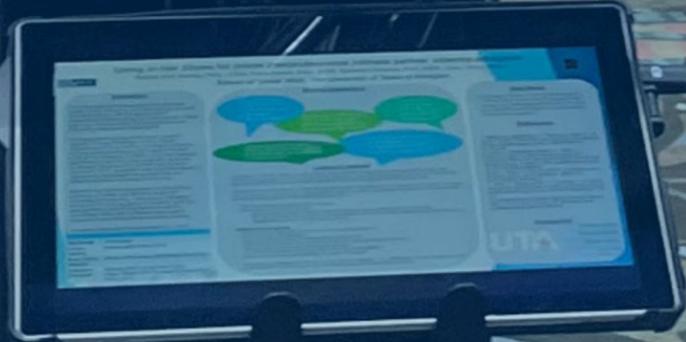
- Continuing to offer the *In Her Shoes* simulation to students across a wide variety of disciplines and backgrounds, adding additional survivor narratives,
- Expanding IPE in IPV education to including safety planning and assessment.

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### Contact Us!

Karla Arenas-Ilotia  
Rachel Voith Schrag  
Saltanat Childress  
Tracy Orwig





# RESEARCH & FACILITY AFFAIRS

## RESEARCH & FACULTY AFFAIRS

### PARTNERSHIPS & RESEARCH

We are taking several steps to increase our national prominence in social work research, beginning with setting ambitious objectives for increasing the scope of our community partnership research.

Over the last two academic years we have made strategic hires that expand the expertise of the SSW in the areas of Veterans' Affairs, Post-traumatic event interventions, Minority Health and Health Disparities, Drug Abuse Clinical Trials, and Alzheimer's interventions.

Our existing Centers on Addiction and Recovery Services (CARS) and Center for Child Welfare (CCW) have ambitious goals for increasing faculty and graduate student engagement. They have created a business plan to optimize their impact and remain financially self-sufficient. Additionally, they plan to increase research productivity via publications and collaborative grant writing.

We have plans for a new Center on Aging Innovation and Center on Social Connections, which will pursue interdisciplinary collaboration and development of projects across the university and build on the strengths of university faculty. These model centers will serve as a nexus for supporting faculty research in a core domain and will form a replicable structure for other important challenges facing our field.

The Office of Research and Faculty Affairs assist with more than 70 grant applications each year, guiding faculty towards new funding opportunities, collaborations, supporting colloquiums, symposiums, special interest synergy group meetings and projects. These assists also reduced administrative effort in the pre- and post-award process.



### EXTERNALLY FUNDED PROJECTS

**24** PhD STUDENTS

**08** TEACHING GTA's

**04** STEM GRA's

**12** EXTERNALLY FUNDED GRA'S

GRANT AWARDS

**46**

**NIST**

**NITC**  
NATIONAL INSTITUTE for  
TRANSPORTATION and COMMUNITIES

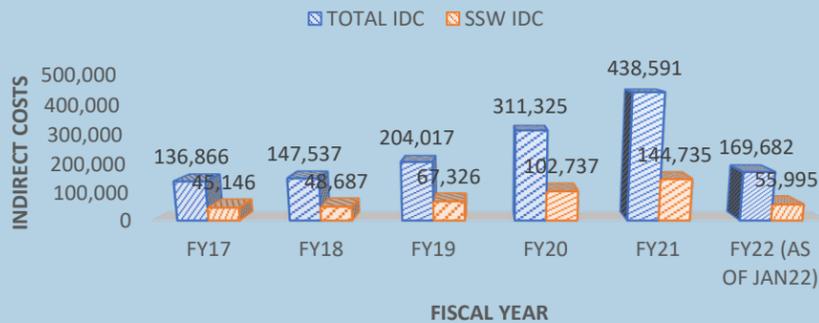
**HRSA**  
Health Resources & Services Administration



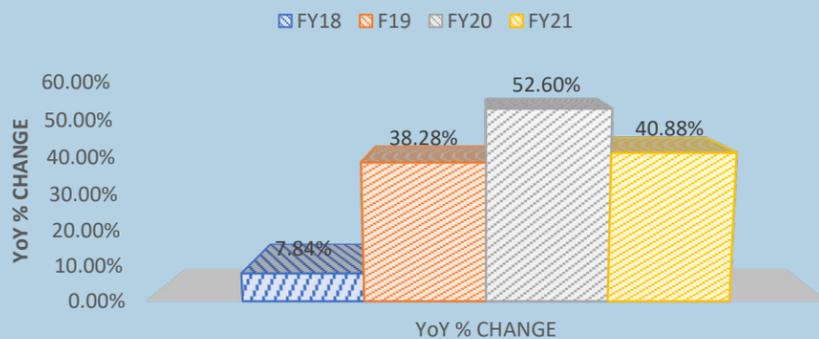
# TOTAL INDIRECT COSTS RECOVERED BY SOCIAL WORK GRANTS

## INDIRECT COSTS

### TOTAL INDIRECT COSTS BY SOCIAL WORK GRANTS TOTAL IDC/SSW IDC



### INDIRECT COSTS RECOVERED BY SOCIAL WORK GRANTS YOY % CHANGE



## THE REPORT

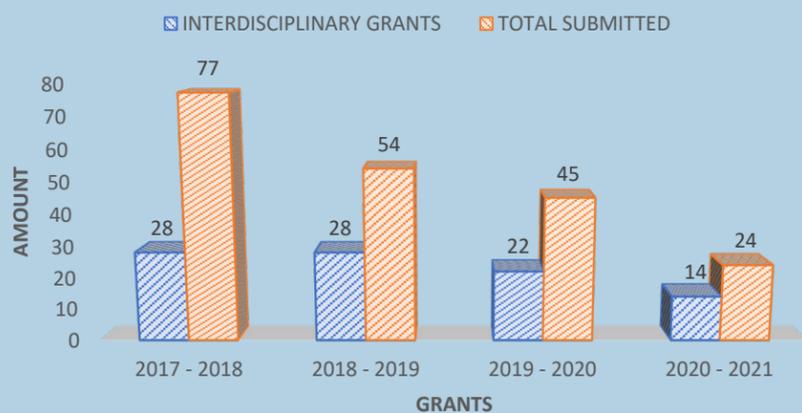
In 2021, the SSW applied for 77 grants totaling more than \$49.6 million, with \$33.2 million in applications led by our faculty. In addition:

- \$3.4M budgeted in 38 active research grants, and \$1.9M annual funds in 7 service grants.
- In Spring, the SSW applied for 30 grants with a budget of \$27.2M, and one of our faculty was a principle investigator (PI) for \$21.3M of the budget.
- In Summer, the SSW applied for 9 grants, with a budget of \$6.3M, and a SSW PI led 100% of the proposals.
- In Fall, the SSW applied for 28 grants with a budget of \$16.0M of which faculty led \$13.9M.

Since 2014, SSW faculty have applied for 290 grant, with more grants each year with increasing ambitious total amounts, via partnerships with the other UTA colleges and outside collaborators.

## GRANTS & METRICS

### INTERDISCIPLINARY GRANTS



Success rate of awarded grant proposals reduced slightly to 34% vs. 39.5% prior year.

The faculty published 131 peer-reviewed articles in 2021, with 26 papers including PhD student co-authors, 5 included 2 students, and each one with 3 and 4 student co-authors. The PhD students presented 28 conference paper presentations, 6 including two student authors, and one involving 3 student co-authors.

### PUBLISHED WORK



Between January 2021 and January 2022, the SSW faculty were collectively cited 2,822 times and have an average h-index score of 12.6. We are proud of our ambitious and young faculty for achieving these numbers.





## OFFICE OF COMMUNICATIONS & COMMUNITY OUTREACH

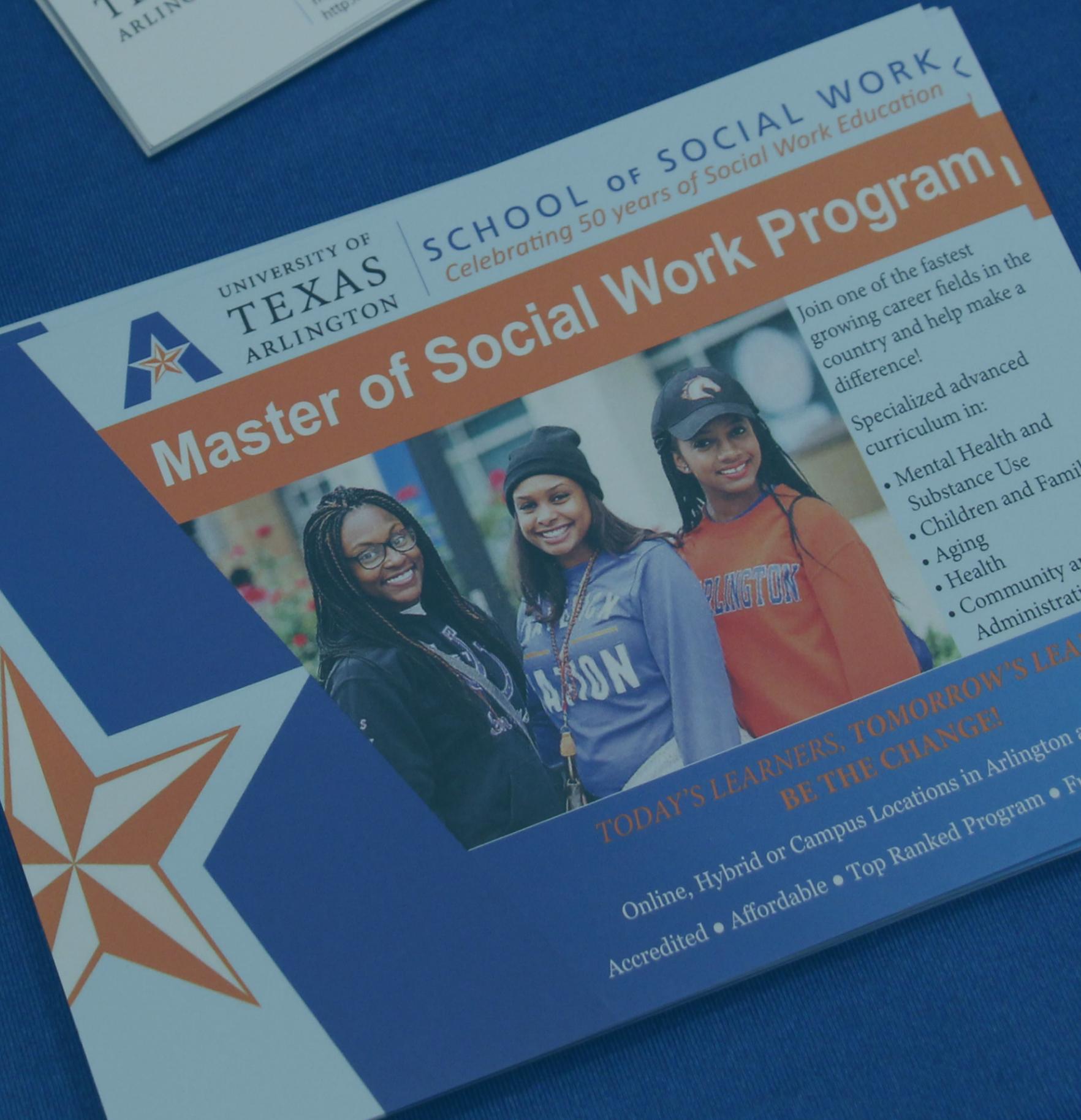
This office integrates communications (marketing /advertising) and community outreach (recruiting /admissions and special events) within one office.

- Each area is able to leverage off the others with tools and expertise in one integrated office.
- Allows recruiting, communications, and marketing to synchronize and executive strategic goals and objectives for enrollment numbers.
- Extremely successful integrated office structure other academic units on campus are beginning to replicate all or portions of our structure, which has been successful for the SSW in meeting our recruitment goals and getting our communications messages out to our audiences/public.

// PROMOTING  
**YOUR  
FUTURE** //

# COMMUNICATIONS & COMMUNITY OUTREACH

# MARKETING & ADVERTISING



# MARKETING & ADVERTISING

- ★ **Facilitated Media Relations training for faculty, students, staff, and alumni**
  - Provide support for interviews
  - Set-up interview locations
  - Prep for media interview
  - Training techniques on how to answer/respond to questions
- ★ **Monthly SSW Talk Show called “Courtyard Conversations”**
- ★ **Contracted with advertising and marketing company to expanded online digital advertising campaigns**
  - Averaging 2.5 million impressions a year, 2,500 clicks per month (2.2% to 4.8%), and remain above education industry standards for click rate and click thru rate (0.8%).
- ★ **Purchased and implemented a new Customer Relationship Management (CRM) database for School of Social Work recruiting, marketing, and admissions called HubSpot**
  - Pop-up Interest Form, Chat Function, Information Session Sign-ups, Ad Landing Pages, Auto Email Communication Flow, Manage Audiences, and Social Media Management.
  - 10,000 prospective students and students who submitted applications.
- ★ **Used Social Media Advertising on Facebook, Instagram, Twitter, LinkedIn, and YouTube**
- ★ **Created more than 20 distinct in-house ads for print, social media, and online advertising**
- ★ **Created print publication advertising for military bases, Dallas Voice and other city/community newspapers/periodicals**
- ★ **Created and managed the following types marketing and recruiting campaigns**
  - Organization Website Advertising with NASW, Dallas College-Eastfield, etc.
  - Email Marketing Campaign - 60,000+ emails a year.
  - Postcard Marketing Campaign - 45,000+ postcards a year.
  - Text Messaging Campaigns - 5,000+ text messages a year.
  - Targeted advertising, marketing and recruiting for:
    - MSW Programs, BSW programs, BSSUT Programs, Minor Programs, and Graduate Level Certificates.
- ★ **PhD program - targeted recruiting and marketing for a new cohort of 6 to 10 students starting every Fall semester**
- ★ **Expanding advertising and marketing for Non-Resident Online Distance Education (NRODE) students for all programs offered online**
- ★ **Created a state-of-the-art Video Production and Digital Media Studio**
- ★ **Produced 90+ videos recognizing student, faculty, staff, and alumni achievements**
- ★ **Produced 50+ news stories/news releases**
- ★ **Created and purchased new recruiting displays, table skirts, and tent**
- ★ **Increased content, posting, and engagement on social media pages.**
- ★ **Supported Website Modernization Campaign in synchronization with UTA**
  - Added more dynamic content to SSW website.
  - Re-designed 200+ SSW webpages.
- ★ **Published e-monthly video news updates to alumni, faculty, students, stakeholders, and prospective students**
- ★ **Produced webinars and podcasts featuring faculty research, community outreach, professional and clinical practice, etc**
- ★ **Recorded lectures in the studio and in classrooms for use by online students**
  - Beginning this Spring we will be able to conduct real-time livestreaming of lectures, events, conferences, and simulation Social Work practice training for required courses. Helped faculty with facilitating in-person and online classes together synchronously in real-time teaching and training for practice courses and guest speakers.
- ★ **Created Special Topic Webinars/Video Presentations**
  - Three-part series on Race, Diversity, Health Disparities, and COVID-19.
  - LGBTQ+ identities in the time of COVID-19 co-sponsored with LGBTQ+ program and Pride Peers.
  - Juneteenth Education Webinar.

# COMMUNICATIONS & COMMUNITY OUTREACH

# COMMUNITY OUTREACH



# Community Outreach

- Developed strategic recruiting trips and campaigns for HBCU and HSI institutions and initiatives throughout the state.
- Visited more than two dozen field agencies to recruit and giving presentations.

10,000+	Messages Sent
8,000+	Phone Calls
1,500+	Graduate Files Processed
700+	Appointments
24+	Admission Informationals
30+	College & Career Fairs
24+	Community Colleges
15+	Feeder Colleges
12+	High Schools

- Hold yearly receptions at the national Council for Social Work Education (CSWE) and Society for Social Work Research (SSWR) conferences for alumni, faculty, prospective faculty and PhD students.
- Host a Homecoming Alumni/Student Outdoor Party in SSW's Courtyard before women's and men's Homecoming basketball games.
- Fall and Spring Career Day Panel discussions for students and prospective students.
- Hold at least four co-sponsoring events with community organizations (non-profits/agencies) each year.
- Every March, hold a Field Agency/Job Fair, Research Display Contest, Keynote Speaker and breakout sessions with specific theme topics.
- Support monthly cultural, morale improvement, and diversity events, such as DEI events, Culture Trainings, Wellness Days, Luncheons, Parties and other monthly themed events.
- New Student enrollment increased 7.1% to 1,221 vs. prior year 1,139.



- Started an annual Alumni Breakfast and State of the School event to alumni, donors, and community stakeholders.
- Co-Sponsored and funded keynote speakers for the UTA Center for African American Studies (CAAS) Annual Conferences.
- SSW Admissions connected with more than 2,953 prospective applicants — an increase of 9.5% versus prior year. Respectively, our Applied to Enrolled Yield decreased moderately by .9% from the prior year.
- Hosted a 7-part national webinar series on Eliminating Racism with more than 2,100 views, and following the death of George Floyd the SSW organized a march supporting Black Lives Matter and protesting against police misconduct/abuse.
- Our faculty and staff have been hard at work addressing top social work issues and disseminating them through virtual webinar series and social media campaigns.

LGBTQ+	WORKING WITH LGBTQ+ YOUTH AND FAMILIES THROUGH THE LIFESPAN 500+ VIEWS	RACIAL JUSTICE JUNETEENTH 1,900+ VIEWS	Racial Justice Series
	SEASONAL CELEBRATIONS OF EXCELLENCE FALL, SPRING, AND SUMMER 1,800+ VIEWS	3- PART MULTIDISCIPLINARY DISCIPLINE SERIES SOCIAL WORK, NURSING, AND PUBLIC HEALTH 600+ VIEWS	

- The School of Social Work hosted its 2nd Annual Fall Harvest/Food Giveaway and Trunk or Treat event, benefiting hundreds of Arlington families who live near the campus.

The Harvest event featured a free food giveaway. Each family received approximately 40 pounds of pantry staples. More than 300 families received approximately 12,000 pounds of food.

The Trunk or Treat event featured nearly two dozen decorated vehicles and kid-friendly, costumed volunteers who handed out candy and treats to hundreds of families.

Both events were free and open to the entire community.

ADMINISTRATION & BUSINESS OPERATIONS

ADMINISTRATION & BUSINESS



# The Office of Administration and Business Operations

The Office of Administration and Business Operations encompasses Infrastructure Management, Human Resources, Information Technology, Crisis Management, and Commencement.

## INFRASTRUCTURE MANAGEMENT

As part of the infrastructure management, we:

- Moved over 15 offices within the complex buildings to increase work efficiency for the SSW.
- Replaced five multi-function copiers with updated ones.
- Supplied hundreds of face masks and shields.
- Provided over 30 office laptops for new hires.
- Completed the inventory assessment for over 100 office and classroom spaces.

## ADMINISTRATIVE SUPPORT

We provided administrative support for the New Building Advisory Group. This support includes:

- Coordinating surplus pickups of furniture during moves.
- Cleaning offices and moved computer equipment.
- Creating online maintenance request(s) form.
- Creating a new online Parking Request Form.
- Completing the fixed seating distancing capacities in classrooms and meeting rooms.
- Obtaining and distributing cleaning supplies per COVID protocols.
- Creating an electronic Emergency Faculty and Staff Contact Information spreadsheet.

## ADMINISTRATION RESOURCES

As we aspire to have best practices and policies, we created the Administration Resource Page along with the School of Social Work HOP. We updated the vacation and sick leave request with e-signature. We created FAQs for the Office of Administration and Business Operations.

## WEBSITE ENHANCEMENTS

We added the Electronic and Information Resources (EIR) Accessibility, to ensure that the webpages are accessible to those who are visually impaired.

We redesigned the following webpages within the School of Social Work website: Admissions, Programs, BSW & MSW Newsletters and Dean's List.

Other accomplishments included the creation of several new webpages within the School of Social Work website: Community and Administrative Practice, Experiential Learning, SPEAK, Wind Therapy Study, and MSW Specialty Areas.

## BUSINESS OPERATIONS

- Processed over 100 bi-weekly timesheets.
- Managed 260 room reservations.
- Coordinated the new ePerformance staff review process.
- Oversaw the SSW Compliance, and ensured that faculty and staff complete the online training and understand relevant compliance issues.
- Posted staff job openings, conducted criminal background checks and processed offer letters.
- Processed all full-time and part-time staff hires.
- Oversaw the GEM Staff Award Going the Extra Mile and gave four staff GEM Awards.

## EMERGENCY & CRISIS

Directed and coordinated the Business Continuity planning an essential element of emergency preparedness. Gathered and created business contingency plans (BCP) for the SSW to include a Crisis Management plan.

As part of preparation for unexpected disruptions, we provide video clips for active aggressors on campus, where to go in an evacuation, or what to do when you need to shelter-in-place. Provided fire drills and other emergency preparedness presentations.

## INFORMATION TECHNOLOGY

We converted conference rooms to support Microsoft Teams by adding laptops, microphones, webcams, and mobile carts for video conferencing.

We managed the Microsoft End Point Security project for all faculty and staff. We also setup two faculty listservs and user guidelines.

We provided laptop repairs and battery replacements to over 25 systems.

Successfully scanned 420+ devices (laptops, desktops, iPads, and tablets), and verified 98.8% of them. We completed over 50+ device configuration forms for equipment to be encrypted and delivered in a timely manner.

## LOGISTICS

Led and handled all the logistics for the in-person commencement and virtual ceremonies for the SSW. We updated the commencement website to reflect new information and deadlines for the students.

# RANKINGS

- #1 BEST ONLINE MASTERS PROGRAM
- #2 BEST ONLINE BACHELORS PROGRAM
- #3 SOUTHWEST REGION BEST MASTERS SOCIAL WORK SCHOOL
- #4 SOUTHWEST REGION BEST BACHELORS SOCIAL WORK SCHOOL
- #5 BEST SOCIAL WORK SCHOOL FOR VETERANS
- #7 BEST ONLINE MSW PROGRAM
- #12 BEST SOCIAL WORK SCHOOL FOR NON-TRADITIONAL STUDENTS
- #15 BEST ONLINE BACHELORS PROGRAM
- #16 ALL STAR MSW PROGRAMS
- #19 BEST MSW PROGRAM
- #25 BEST SOCIAL WORK PHD PROGRAM
- #4 MOST POPULAR SOCIALWORK SCHOOL
- #5 SOUTHWEST REGION BEST SOCIAL WORK SCHOOL
- #7 BEST ONLINE MSW PROGRAM
- #12 BEST SOCIAL WORK SCHOOL FOR NON-TRADITIONAL STUDENTS
- #15 BEST ONLINE BACHELORS PROGRAM
- #51 BEST MSW PROGRAM
- #4 MOST POPULAR SOCIALWORK SCHOOL
- #25 BEST SOCIAL WORK PHD PROGRAM

## MOST RECENT FEEDBACK

School of Social Work respondents rated the following aspects of their major department as Excellent or Good:

**94.7%** STUDENTS WOULD RECOMMEND SSW TO FRIENDS, FAMILY, AND ASSOCIATES.

**90.6%** RECENT GRADS WOULD CHOOSE SCHOOL OF SOCIAL WORK AT UTA AGAIN.

**82.8%** HOW WOULD YOU RATE THE OVERALL QUALITY OF FACULTY?

**82.3%** HOW WOULD YOU RATE THE OVERALL QUALITY OF ASSISTANCE PROVIDED BY THE DEPARTMENT?

**78.4%** HOW WOULD YOU RATE THE OPPORTUNITIES FOR INTERACTION WITH FACULTY?

**71.4%** HOW WOULD YOU RATE THE OVERALL QUALITY OF ADVISING?

## STUDENT COURSE SATISFACTION SURVEY FEEDBACK RATINGS BY FACULTY TITLE

STUDENT COURSE SATISFACTION SURVEY FEEDBACK RATING BY FACULTY TITLE

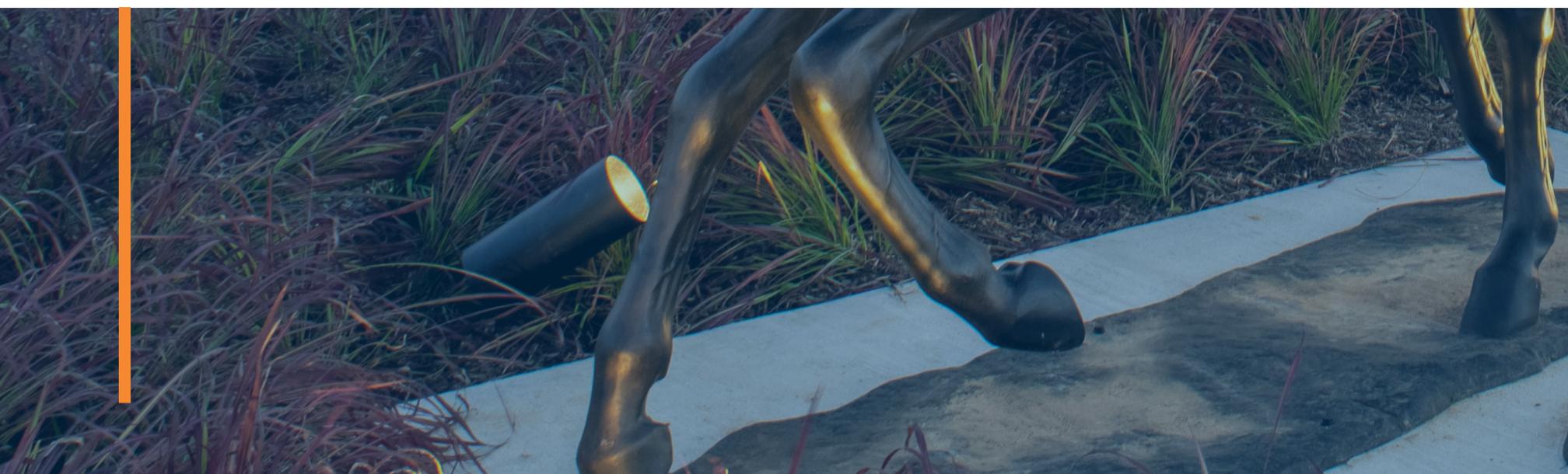
Title	Academic Year 2018-2019			Academic Year 2019-2020			Academic Year 2020-2021		
	Fall18	Spring19	Total	Fall19	Spring20	Total	Fall20	Spring21	Total
Assoc. Profesor	4.52	4.47	4.50	4.59	4.63	4.61	4.52	4.55	4.53
Assoc. Prof. of Practice	4.76	4.63	4.70	4.48	4.53	4.50	4.47	4.73	4.56
Asst. Prof.	4.52	4.44	4.48	4.64	4.63	4.64	4.65	4.69	4.67
Asst. Prof. in Practice	4.56	4.65	4.61	4.59	4.53	4.55	4.57	4.55	4.56
Prof.	4.32	4.33	4.32	4.14	4.29	4.21	4.32	4.64	4.44
Total:	4.56	4.57	4.57	4.55	4.55	4.55	4.54	4.60	4.57

### QUESTIONS

1. Instructor clearly defined/explained objectives.
2. Instructor was prepared for each activity.
3. Instructor communicated effectively.
4. Instructor encouraged students to take active role in their learning.
5. Instructor was available to students electronically or in person.

## KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATORS - Academic	AY19-20	AY20-21	% Chg vs. PY	FA21-SP22
<b>ENROLLMENT HEADCOUNT (DISTINCT)</b>	2509	2558	0.02	2478
UGRD	920	900	-0.022	778
GRAD	1589	1658	0.043	1700
<b>FTE ENROLLMENT (CUMULATIVE)</b>	5056	5065	0.002	3786
UGRD	1610	1546	-0.04	1144
GRAD	3446	3519	0.021	2642
<b>STUDENT FT/PT RATIO</b>				
UGRD	.689	0.709	0.02	0.675
GRAD	.668	.759	0.091	0.713
<b>NEW UG STUDENTS TO UTA</b>	314	282	-0.102	252
NEW FTIC	36	39	0.083	48
NEW TRANSFERS	278	243	-0.126	204
<b>NEW GR STUDENTS TO UTA</b>	825	939	0.138	889
<b>ADMISSIONS YIELD RATES</b>				
UG APPLIED TO ENROLLED	0.3	.265	-0.034	0.272
GR APPLIED TO ENROLLED	0.5	.497	-0.003	0.457
<b>FULL-TIME FACULTY</b>	48	54	0.125	50
TENURE	15	18	0.2	15
TENURE TRACK	16	17	0.063	18
NON-TENURE TRACK	17	19	0.118	17
<b>STUDENT CREDIT HOUR MEASURES</b>				
TOTAL SCH	54027	54204	0.003	42971
UGRD SCH	18763	18816	0.003	13865
GRAD SCH	35264	35388	0.004	29106
UGRD SCH/FTE ENROLLMENT	11.65	12.17	0.044	12.12
GRAD SCH/FTE ENROLLMENT	10.23	10.06	-0.017	11.02
SCH/FT FACULTY	1126	1004	-0.108	859
UGRD STUDENT/FACULTY RATIO (CSWE)	19.2	19.4	0.009	17.8
GRAD STUDENT/FACULTY RATIO (CSWE)	13	12.8	-0.018	11.2



# KEY PERFORMANCE INDICATORS

KEY PERFORMANCES INDICATORS - Academic	AY19-20	AY20-21	%CHG. VS PY	FA21-SP22
<b>UNDERGRADUATE - GRADUATION RATES</b>				
NEW FTIC - 4 YEAR	35.3%	40.9%	15.9%	-
NEW FTIC - 6 YEAR	48.3%	52.2%	8.1%	-
NEW TRANSFER - 2 YEAR	43.6%	52.2%	19.7%	-
NEW TRANSFER - 4 YEAR	69.9%	70.3%	0.6%	-
<b>PERSISTENCE RATE</b>				
UNDERGRADUATE				
SPRING TO SUMMER	69.5%	65.0%	-6.5%	-
SUMMER TO FALL	94.7%	92.7%	-2.1%	-
FALL TO SPRING	90.7%	92.2%	1.7%	87.9%
GRADUATE				
SPRING TO SUMMER	86.7%	85.0%	-1.9%	-
SUMMER TO FALL	95.9%	95.0%	-0.9%	-
FALL TO SPRING	93.0%	91.9%	-1.2%	91.5%
<b>DEGREES AWARDED</b>				
	903	1,002	11.0%	240
BACHELOR DEGREE	250	315	26.0%	65
MASTER'S DEGREE	653	687	5.2%	175
<b>TIME TO DEGREE</b>				
BACHELOR DEGREE	2.92	3.12	6.8%	
MASTER'S DEGREE	1.91	1.86	-2.6%	
<b>ENROLLMENT DEMOGRAPHICS %</b>				
ASIAN	3.1%	3.1%	-0.3%	3.8%
BLACK/AFRICAN AMERICAN	28.6%	29.2%	2.1%	28.2%
HISPANIC	31.3%	32.5%	3.7%	32.7%
INTERNATIONAL	1.0%	0.6%	-39.2%	0.9%
WHITE	2.0%	2.1%	2.8%	1.7%
OTHER	34.0%	32.5%	-4.2%	32.7%
<b>RETENTION RATES (COHRT)</b>				
YEAR 1	69.6%	73.5%	54.6%	-
YEAR 2	56.5%	61.8%	0.0%	-

2021 FEEDBACK FROM STAKEHOLDERS

CULTURE & CLIMATE

“Thanks a lot, Scott, for your kind encouragement

to have our students feel cared for! I'm so grateful for our school and the chance to work with such amazing people

Thank you for all you do

I look forward to having Nelda in the group! She always has great insights

Thanks for your communication

Thank you for this kind note

Thank you for your kind words”

# DIVERSITY, EQUITY, & INCLUSION



**DR. JANDEL CRUTCHFIELD**  
PH.D., LCSW  
**DIRECTOR OF DIVERSITY**  
**ASSOCIATE PROFESSOR**  
OF PRACTICE

In September 2021, we officially named Dr. Jandel Crutchfield to her inaugural role as “Director of Diversity, Equity, and Inclusion” for the School of Social Work. Plans are in the works to develop a dedicated webpage for our DEI efforts and accomplishments, as well as to offer and provide DEI certificate training for our staff and faculty. Diversity, Equity, & Inclusion at the SSW will focus on the following:

**Inward** - SSW DEI efforts that target outcomes for SSW students, staff, faculty, and leadership within the school.

**Outward** - Initiatives that harness the Inward SSW efforts to engage the larger UTA campus in DEI progression.

**Beyond** - Community partnerships that promote DEI work based on Inward and Outward SSW efforts.

We strive to create a positive atmosphere for faculty, staff and students where each can succeed and achieve to his/her highest potential.

# FACULTY & STAFF AWARDS & ACCOMPLISHMENTS



# Grant & Funded Awards

## Faculty | Staff

Associate Professor **Dr. Anne Nordberg** is principal investigator on the NITC grant "Developing Data and Solution Focused Approaches to Support Homeless Populations on Dallas Area Rapid Transit." Co-investigators are Associate Professor of Criminology & Criminal Justice Dr. Jaya Davis and Civil Engineering Professor Dr. Steve Mattingly. Amount: \$53,991. Dr. Anne Nordberg, Kiva Harper, and Dr. De'An Roper, Decolonizing Explorations Among Students of Social Work, \$5,000.

**Kiva Harper** partnered with Alliance Child & Family Solutions to educate therapists on systemic racism in the mental health profession. ACFS received a \$10,000 grant from the Fund to Advance Racial Equity at the North Texas Community Foundation. Kiva's work is highlighted in an article appearing in The Dallas Morning News. **Kiva Harper** was among four presenters to examine the unique mental health challenges affecting African Americans during Black, Indigenous and People of Color Mental Health Awareness Month in July.

**Dr. Kathy Lee** and colleagues from bioengineering Drs. Hanli Lu and Li Wang earned an interdisciplinary research funding for her work "Digital sensing of biomarkers for Alzheimer's Disease using non-intrusive and portable devices." **Dr. Kathy Lee** was selected to participate in the Alzheimer's Association Summer Institute where participants were taught new ways in which their existing research contributes to breakthroughs in the Alzheimer's and dementia-related disorders field. Dr. Kathy Lee and her colleague, Dr. Kate Hyun from Civil Engineering, received a \$535,000 grant from the Trustees at Communities Foundation.

**Drs. Danielle Eugene** and **Jandel Crutchfield** along with their engineering colleague at Georgia Tech earned an education grant from the Center for Transportation Equity Decisions and Dollars for their proposal entitled "Social Equity and Ecology: A Cross-system Partnership Promoting Transportation as a Transformative Tool for Client Mobility." Amount: \$77,113.

**Dr. Noelle Fields**, **Dr. Ling Xu**, and colleagues from University of Virginia and Emory University received a \$75K grant to fund research on "The Faith Care Family Project: A program for dementia caregivers".

**Dr. Diane Mitschke** is principal investigator on the NITC grant "Housing Choice, Transportation Equity and Access to Opportunities in Refugee and Immigrant Communities." Co-investigators are Social Work's **Dr. Anne Nordberg** and Civil Engineering Professor Dr. Steve Mattingly. Amount: \$69,541.

**Drs. Marie Salimbeni** and **Jandel Crutchfield**, School of Social Work, Social Work Faculty and Student Perspectives on Best Practices for Experiential Learning that Facilitates Multiculturalism, \$5,000.

**Dr. Ling Xu** and **Dr. Noelle Fields** received a \$163,479 grant on their **RRF Foundation for Aging**, entitled "Intergenerational connections: Reminiscence and digital storytelling to improve social and emotional well-being of older adults with AD/DRD. Noelle and Ling are the PIs, and included a multidisciplinary team from UTA including Dr. Kathy Daniel (nursing), Daisha Cipher (nursing), and Brooke Troutman (Librarian) are the Co-Is.

**Dr. Kathy Lee** and her colleague, **Dr. Kate Hyun** from Civil Engineering, received a \$535,000 grant from the Trustees at Communities Foundation of Texas to support their research titled: Motivational Technology to Increase Physical Activity. The Caruth Foundation will support this very important and timely project helping low-income older adults in DFW stay active and healthy using a mobile app.

**Dr. Rebecca Mauldin** and **Dr. Keith Anderson** received a \$75K grant to support research on "Building Community and Combatting Social Isolation among Assisted Living Residents".

**Dr. Rachel Voth Schrag** received a grant from the SSRC Rapid-Response Grants on Covid-19 and the Social Sciences for her project, "The Coronavirus Safety Project: Serving Domestic and Sexual Violence Survivors in the Context of a Pandemic." This program was very competitive with over 1,300 applications!



**ANNE NORDBERG, PH.D., MSW**  
ASSOCIATE PROFESSOR



**KIVA HARPER, MSSW, LCSW**  
ASSOCIATE PROFESSOR OF PRACTICE



**LING XU, PH.D.**  
ASSOCIATE PROFESSOR



**REBECCA MAULDIN, PH.D., LMSW**  
ASSISTANT PROFESSOR

## Title & Award Winners

### Faculty | Staff

**Dr. Jandel Crutchfield** welcomed numerous scholars from across the country to speak and present during her Eliminate Racism digital series. The 7-part series, broadcast once monthly, features experts who analyze how eliminating racism intersects with other Grand Challenges for Social Work. Dr. Crutchfield is co-chair of CSWE's national steering committee charged with explore ways Social Workers can eliminate racism, the profession's 13th Grand Challenge. The UTA SSW's own **Office of Communications** is responsible for hosting the webinars via Zoom and Youtube.

**Dr. Jandel Crutchfield** was named the School of Social Work's first director of diversity, equity and inclusion. In her new role. Dr. Crutchfield will promote inclusive excellence within the school and facilitate community partnerships that uplift DEI work.

**Dr. Jandel Crutchfield** spoke to Laura Harris at NBC 5-DFW about microaggressions Black women deal with in the workplace and how others may become allies by changing in their mindsets and actions. **Dr. Jandel Crutchfield** was guest speaker on the CAAS panel "The Impact of the Black Lives Matter Movement: Summer 2020 and Beyond."

**Dr. Jandel Crutchfield** was guest speaker on the CAAS panel "The Impact of the Black Lives Matter Movement: Summer 2020 and Beyond."

**Dr. Rachel Voth Schrag** earned the President's Award for Excellence in Teaching-Untenured for 2021. Dr. VothSchrag was honored in May for her contributions to student learning.

**The School of Social Work** fed hundreds of working families at its first Fall Trunk or Treat event last October. The school distributed more than 1,200 face masks and hundreds of bottles of hand sanitizer during the event.

**Dr. Brittanie Ash** was accepted into the Diversity Scholars Network at the University of Michigan, a distinguished international research community committed to advancing understandings of historical and contemporary social issues related to identity, difference, culture, representation, power, oppression, and inequality — as they occur and affect individuals, groups, communities, and institutions.

**Dr. Regina Praetorius** and a colleague at the University of Hawai'i at Manoa reported their study on suicide in the journal *Social Work in Mental Health*. The researchers hope that the issue of mothers with postpartum depression having suicidal thoughts is elevated to a public health concern.

Adjunct Professor **Dr. Pamela Hill** provided expert commentary and historical context on the Tulsa Race Massacre during a live broadcast of the national online digital program #RolandMartinUnfiltered. Dr. Hill also served as featured speaker at the Center for African American Studies Juneteenth Celebration in Brazos Park cosponsored by the School of Social Work.

**Dr. Darlene Hunter** along with her USA teammates received the Bronze Medal over the Labor Day weekend at Paralympic Games in Tokyo. Dr. Hunter is co-captain of the women's wheelchair basketball team.

School of Social Work faculty, alumni and graduate students including graduate research assistant **Jessica Williams** made nearly 60 presentations of critical mental health research at the 25th Annual Society for Social Work and Research Conference in January.

**Dean Scott Ryan** was honored with the Lifetime Achievement Award and Associate Professor of Practice **Kiva Harper** was named Social Worker of the Year by the North Central Texas Fort Worth Area Branch of the National Association of Social Workers. The two honors are the highest Social Work recognitions given by the branch.

**Dr. Noelle Fields** was named the Roy E. Dulak Professor in Community Practice Research and **Dr. Regina Praetorius** was named the Jillian Michelle Smith Professor in Family Violence Research.

**Dr. Saltanat Childress** received an award on her Violence Against Women and Children (VAWC) Manuscript from the Council on the Role and Status of Women in Social Work Education for her paper "Plates and Dishes Smash; Married Couples Clash': Cultural and Social Barriers to Help-Seeking Among Women Domestic Violence Survivors in Kyrgyzstan.

Associate Dean for Academic and Student Affairs **Dr. Diane Mitschke** was inducted in April into the UTA Academy of Distinguished Teachers.

**Dr. Catherine LaBrenz** received an award from the Texas Center for Child and Family Studies for her project entitled, "Evaluation of a Specialized Court Model for Children and Youth in the Permanent Managing Conservatorship of the State of Texas." Casey Family Programs has funded the project for Catherine's excellent work to refine a model for youth in extended foster care.

**Dr. Brittanie Ash** was announced as a 2021 Sexual Orientation and Gender Identity and Expression (SOGIE) scholarship awardee. Her paper "Differential Experiences of Dating Violence and Sexual Violence Among Trans/Gender Diverse Youths" was recognized by CSWE's Council on Sexual Orientation and Gender Identity for its contribution to scholarship and knowledge about sexual orientation and gender identity and expression.

**Dr. Genevieve Graaf** co-authored the article "COVID-19, Social Determinants Past, Present and Future and African Americans' Health" with Dr. Lonnie Snowden at the School of Public Health at the University of California – Berkeley. The article concludes that "both in this generation and the next, COVID-19 is likely to reinforce or increase African American's poverty" and that "COVID-19 can entrench, or widen, African American-white health disparities."

**Dr. Micki Washburn** received a Notice of Award from the NIH for her R41 grant to NIDA. This is for a project to develop portable and individually customizable VR software to be used as an adjunctive treatment for individuals with Opioid Use Disorder (OUD). They will be going through the FDA regulatory process to get the software approved as a medical device. The name of the project is Modular Adaptive Virtual Reality Intervention for Clinical Substance use disorder (MAVRICS).

**Dr. Micki Washburn** was selected and participated in the 2021 CHER Institute at the Center for Health Equity Research (CHER) Institute at California State University, Long Beach from June 7-12. This program is designed to enhance the readiness of early career faculty at minority-serving institutions (MSIs) to conduct communitybased, social and health behavior research and to increase their representation among National Institutes of Health (NIH)-funded investigators.

**Dr. Zhen Cong** and her colleagues from Engineering have received a conference grant award with from the National Science Foundation for the project entitled, "Build and Broaden: Conference on Social Connections to Promote Individual and Community Resilience in Post-COVID-19 Society."



**NOELLE FIELDS, PH.D., LCSW**  
ASSOCIATE PROFESSOR



**CATHERINE LABRENZ, PH.D.**  
ASSISTANT PROFESSOR



**BRITTANIE ATTEBERRY, PH.D., MSW**  
ASSISTANT PROFESSOR



**GENEVIEVE GRAAF, PH.D., MSW**  
ASSISTANT PROFESSOR



**ZHEN CONG, PH.D.**  
ASSOCIATE PROFESSOR

## RECOGNITIONS

### Faculty | Staff

**Drs. Catherine LaBrenz** and **Philip Baiden** earned interdisciplinary research funding for their project “County Built and Social Environments Associated with Substance Misuse Among Children and Parents at Risk for MaltreatmentMaltreatment.”

**Dr. Rebecca Mauldin** and **Dr. Kathy Lee** and adjunct **professor Antwan Williams** published “Supports and Gaps in Federal Policy for Addressing Racial and Ethnic Disparities Among Long-Term Care Facility Residents” in the Journal of Gerontological Social Work.

**Dr. De’An Roper** and her colleagues wrote the article “Welcoming Transgender and Gender Non-Conforming Clients into SUD Treatment” for the publication Advances in Addiction & Recovery. Dr. Roper is co-chair for the LGBTQ+ clinical subcommittee for NAADAC, an association for addiction professionals.

**Dr. Darlene Hunter** along with her USA teammates received the Bronze Medal over the Labor Day weekend at Paralympic Games in Tokyo. Dr. Hunter is co-captain of the women’s wheelchair basketball team.

**Dr. Brittanie Ash’s** abstract “Differential Experiences of Mental health Among Transgender and Gender Diverse Youth in Colorado” was accepted for publication in the monthly online journal Behavioral Sciences.

**We Are Very Proud Of All Of Our Faculty’s Many Publications And Recognitions, And Are Aware This Is Not All Of The Many Works Produced By The SSW Faculty.**





School of Social Work