

Reimagine Initiative Report

Project Title – Reimagining School of Social Work MSW Program Leadership Structure

Unit – School of Social Work MSW Program

Lead– Sarah Bradley, MSW Program Director

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Project Summary

The MSW program has grown significantly in the last 8 years, becoming more complex, and yet the program leadership structure has not changed in over 20 years. There has been a 25% increase in students (approx. 650 students AY 2020-21), the addition of a fully online MSW degree, and 25 full time and 59 adjunct faculty in AY 2020-21. The goal is to continue to grow the MSW program, but needs a leadership structure that will support that growth and innovation, while simultaneously addressing structural racism and the ongoing curriculum, accreditation, and faculty and student needs.

The School of Social Work has a program director model in which the MSW Program Director oversees adjunct hiring and evaluation; curriculum development and monitoring; course scheduling and faculty assignments; program assessment and accreditation processes; leadership and facilitation of faculty, administrative, and curriculum committees; and student concerns around curriculum and faculty. The program leadership structure needs to be reimaged to support the functioning of the program as we continue to expand, evolve, and nurture an increasingly diverse student body and faculty. It will be difficult to build a future-ready program without restructuring the leadership responsibilities.

The goal of the project was to develop a draft proposal for a revised MSW Program leadership structure to be presented to the Dean and the MSW Faculty for input, revision, and ultimate approval.

Allocation of Funds

The funds were utilized to pay four adjunct faculty and three full time faculty to participate in the work groups and review the draft plans.

Project Outcomes

The goals of the project were achieved. The MSW Program Director convened meetings with BIPOC adjunct faculty and with full time faculty and staff to complete the following tasks:

- Identify current challenges in the MSW program administrative structure and brainstorm different administrative models.
- Small work group with adjunct faculty identified challenges and developed key recommendations to address the needs of adjunct faculty.
- Small work group of faculty and staff developed a revised model of the MSW Administrative structure, incorporating recommendations from adjunct faculty.
- Small work group of faculty developed a revised model of Curriculum Oversight, incorporating recommendations from adjunct faculty.

- Two draft proposals were developed – A revised MSW Administrative Structure proposal and a revised Curriculum Oversight proposal.
- The draft proposals were presented to the MSW Faculty on September 23, 2021 and the Curriculum Oversight proposal will continue to be discussed in the October and November faculty meetings.
- The draft proposals and the fiscal impact were presented to Dean Coll, Assoc. Dean Bryson, and Assoc Dean for Finance, David Brown, on September 23, 2021 and are being integrated into some overall School of Social Work restructuring.

Faculty and Staff involved in the project:

Sarah Bradley, MSW Program Director

Cimone Schwoeffermann, Director of Student Affairs

Thet Mar Win, MSW Program Administrative Specialist

Julie Kates, Assoc. Prof. of Practice, Director of Field

Lisa Hawash, Assoc. Prof. of Practice, MSW Online Coordinator

Val Hamby, Asst. Prof. of Practice, Eugene Distance Site Coordinator

Eddie May, Asst. Professor of Practice

Rebecca Davis, Adjunct Faculty

Michelle Lewis, Adjunct Faculty

Lucrecia Suarez, Adjunct Faculty

Henri Shields-Lucero, Adjunct Faculty