

CHAPTER 11: FACULTY



Faculty and Participants enjoy Many Hats of Supervision Seminar at Padre Island, 2011



Chapter
11

Faculty: Modeling Leadership in Professional Education

Building on Our Human Strengths

“By learning you
will teach; by
teaching you will
learn.”
--Latin proverb

Translating our educational hopes into reality depends on our faculty. They are the craftsmen who take the building blocks of our mission, goals, and objectives, and fashion those elements into a high-quality educational product that students and other constituents can use to improve social services. Our School is fortunate to have a dedicated faculty team which works together well to continuously improve our educational product. The strength of the faculty is accentuated by the fact that, since 2003, the core faculty has grown from 11.5 FTE to the current 21 FTE (though one line is vacant at this point). This tremendous amount of growth in a relatively short time has necessitated that faculty stretch themselves to adapt to many new team members while continuing to move forward to accomplish the School’s mission. These changes have generated some stress, but the faculty is dedicated to operating as a team.



EDUCATIONAL POLICY 3.3—FACULTY. FACULTY QUALIFICATIONS, INCLUDING EXPERIENCE RELATED TO THE PROGRAM’S COMPETENCIES, AND AN APPROPRIATE STUDENT-FACULTY RATIO ARE ESSENTIAL FOR DEVELOPING AN EDUCATIONAL ENVIRONMENT THAT PROMOTES, EMULATES, AND TEACHES STUDENTS THE KNOWLEDGE, VALUES, AND SKILLS EXPECTED OF PROFESSIONAL SOCIAL WORKERS. THROUGH THEIR TEACHING, SCHOLARSHIP, AND SERVICE—AS WELL AS THEIR

INTERACTIONS WITH ONE ANOTHER, ADMINISTRATION, STUDENTS, AND COMMUNITY—THE PROGRAM’S FACULTY MODELS THE BEHAVIOR AND VALUES EXPECTED OF PROFESSIONAL SOCIAL WORKERS.

Accreditation Standard 3.3—Faculty.

3.3.1 *The program identifies each full and part-time social work faculty member and discusses her/his qualifications, competence, expertise in social work education*

and practice, and years of service to the program. Faculty who teach social work practice courses have a master's degree in social work from a CSWE-accredited program and at least two years of social work practice experience.

✓ **3.3.2** The program discusses how faculty size is commensurate with the number and type of curricular offerings in class and field; class size; number of students; and the faculty's teaching, scholarly, and service responsibilities. To carry out the ongoing functions of the program, the full-time equivalent faculty-to-student ratio is usually 1:25 for baccalaureate programs and 1:12 for master's programs.

✓ **B3.3.3** The baccalaureate social work program identifies no fewer than two full-time faculty assigned to the program, with full-time appointment in social work, and whose principal assignment is to the baccalaureate program. The majority and no fewer than two of the full-time faculty has either a master's degree in social work from a CSWE-accredited program, with a doctoral degree preferred, or a baccalaureate degree in social work from a CSWE-accredited program and a doctoral degree preferably in social work.

✓ **3.3.4** The program describes its faculty workload policy and discusses how the policy supports the achievement of institutional priorities and the program's mission and goals.

✓ **3.3.5** Faculty demonstrate ongoing professional development as teachers, scholars, and practitioners through dissemination of research and scholarship, exchanges with external constituencies such as practitioners and agencies, and through other professionally relevant creative activities that support the achievement of institutional priorities and the program's mission and goals.

✓ **3.3.6** The program describes how its faculty models the behavior and values of the profession in the program's educational environment.

Describing Our Core Faculty

Salient factors describing the School faculty are:

- ⇒ All our full-time faculty are assigned to the School 100% of their time.
- ⇒ All faculty lines are supported by School monies and are in our continuing budget.
- ⇒ All our faculty hold the MSW from a CSWE-accredited school.
- ⇒ All our faculty and adjuncts have at least 2 years of practice experience (in fact, most have considerably more practice background), so faculty who teach our practice courses meet the requirement of two years of practice experience. The practice experience of the vast majority of the faculty occurred in service arenas that address the needs of the most vulnerable populations, which is consistent with the School mission.
- ⇒ All but five of the faculty hold a doctorate, and two of the MSW-only faculty are currently enrolled as doctoral students.
- ⇒ The faculty present varied expertise that meshes well with our mission. Dr. Benton's interest in child welfare and Dr. Selber's interest in veterans and their families are only two examples of many ways our faculty prepare students to work with population groups usually served by public agencies.

Dr. Raphael
Travis, Jr. was
honored in
October 2011 as
an Afterschool
Champion by the
Central Texas
Afterschool
Network.

Several of our faculty are quite artistic and musical. Jerry McKimmey, for instance, plays in a rock band. Dorinda Noble plays church piano. Angela Ausbrooks participates in community theatre. Sally Hill Jones played violin. Mary Tijerina sings.

Dr. Kathy Selber was appointed in October 2011 to the National Advisory Council of Operation College Promise, a national project of the New Jersey Association of State Colleges and Universities which supports best practices for supporting student veterans.

- ⇒ All are eligible for licensure as social workers and all are licensed in good standing.
- ⇒ We have one vacant full-time faculty line, which we hope to fill by January 2012. It will be filled by a person holding the MSW, the doctorate, and a social work license, as these are requirements as listed on the job advertisement.

Our current faculty are:

Dr. Angela Ausbrooks, LMSW, Assistant Professor

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1997
 - Ph.D.: University of Texas-Austin, 2007 (Social Work)
- ✘ Joined Texas State in: January 2000
- ✘ Years in Social Work Practice: 9.5 (as Grant Specialist)
- ✘ Years in Social Work Education: 5 in tenure track
- ✘ Primary Practice Background: child welfare
- ✘ Primary Teaching Fields: HBSE; Research; Micro practice
- ✘ Primary Research Interests: Multiculturalism, Child welfare, Resilience

Dr. Amy Benton, LCSW, Assistant Professor

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1995
 - Ph.D.: University of California Berkeley, 2010 (Social Welfare)
- ✘ Joined Texas State in: 2010
- ✘ Years in Social Work Practice: 11
- ✘ Years in Social Work Education: 1
- ✘ Primary Practice Background: Management and program administration
- ✘ Primary Teaching Fields: Policy; Management; Child welfare
- ✘ Primary Research Interests: Managing agencies and supporting staff; child welfare; services for at-risk youth

Dr. Mary Jo Garcia Biggs, LCSW, Associate Professor and MSW Coordinator

- ✘ Graduate Degrees:
 - MSW: Our Lady of the Lake University, 1997
 - Ph.D.: Texas A&M University, 2001 (Higher Education)
- ✘ Joined Texas State in: 2002
- ✘ Years in Social Work Practice: 13
- ✘ Years in Social Work Education: 9
- ✘ Primary Practice Background: Crisis intervention; Mental health, Family violence
- ✘ Primary Teaching Fields: Policy
- ✘ Primary Research Interests: Marginalized populations; Bullying; Gerontology; Equine therapy

Dr. Nancy Feyl Chavkin, LMSW-AP, Regents' Professor and Director of Center for Children and Families

- ✘ Graduate Degrees:
 - MSW: University of Illinois-Urbana, 1974

Dr. Raphael
Travis not only
teaches how to
use hip-hop as
intervention; he
also dances hip-
hop himself.

- Ph.D.: University of Texas-Austin, 1983 (Social Work)
- ✘ Joined Texas State in: 1988
- ✘ Years in Social Work Practice: 9
- ✘ Years in Social Work Education: 24
- ✘ Primary Practice Background: School social work; Children and families
- ✘ Primary Teaching Fields: Community organization; Administrative leadership planning and development; School social work; Research
- ✘ Primary Research Interests: Research utilization; Child welfare; Family involvement in Education; School social work

Dr. Anne Deepak, LMSW, Assistant Professor

- ✘ Graduate Degrees:
 - MSW: Columbia University, 1993
 - Ph.D.: Columbia University, 2004 (Social Work)
- ✘ Joined Texas State in: 2008 (tenure-track); adjunct, 2007
- ✘ Years in Social Work Practice: 3
- ✘ Years in Social Work Education: 7
- ✘ Primary Practice Background: Mental health; Diversity and community building
- ✘ Primary Teaching Fields: Diversity, Macro practice; HBSE
- ✘ Primary Research Interests: Social capital and technology in social work education; Civic engagement of marginalized populations; Globalization; Postcolonial feminist theory and marginalized populations

Andrew Marks,
BSW
Coordinator, was
an Eagle Scout
and is still very
involved with
Scouting
activities.

Dr. Colette Duciaume-Wright, LCSW, Lecturer

- ✘ Graduate Degrees:
 - MSW: Our Lady of the Lake University, 1995
 - Ph.D.: Smith College, 2010 (Social Work)
- ✘ Joined Texas State in: 2010 (adjunct), 2011 (Lecturer)
- ✘ Years in Social Work Practice: 16
- ✘ Years in Social Work Education: 2
- ✘ Primary Practice Background: Children and families
- ✘ Primary Teaching Fields: Practice; Research
- ✘ Primary Research Interests: Attachment; Adoption; Child welfare

Dr. Catherine Hawkins, LCSW, Professor

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1985
 - Ph.D.: University of Texas-Austin, 1992 (Social Work)
- ✘ Joined Texas State in: 1991
- ✘ Years in Social Work Practice: 7
- ✘ Years in Social Work Education: 20
- ✘ Primary Practice Background: Clinical, Mental Health, Chemical Dependency
- ✘ Primary Teaching Fields: Practice, HBSE, Research
- ✘ Primary Research Interests: Spirituality, Sustainability

Mr. Dave Henton, LMSW, Clinical Assistant Professor and Assistant Field Coordinator

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1989
 - Other: Master of Arts in Pastoral Ministry, Seminary of the Southwest, 2009; Case Western Reserve: approximately 40 hours toward doctorate
- ✘ Joined Texas State in: 1995
- ✘ Years in Social Work Practice: 6
- ✘ Years in Social Work Education: 16
- ✘ Primary Practice Background: developmental disabilities and mental health
- ✘ Primary Teaching Fields: Field education; Micro practice
- ✘ Primary Research Interests: Spirituality and social work; Transpersonal psychology; Field education

Dr. Sally Hill Jones, LCSW, Associate Professor

- ✘ Graduate Degrees:
 - MSW: University of Chicago, 1978
 - Ph.D.: Institute for Clinical Social Work, Chicago, 1993
- ✘ Joined Texas State in: 2004 (was an adjunct 2001-2004)
- ✘ Years in Social Work Practice: 33
- ✘ Years in Social Work Education: 10
- ✘ Primary Practice Background: Mental health; Death and dying; Gerontology
- ✘ Primary Teaching Fields: Micro practice, Diagnostic assessment
- ✘ Primary Research Interests: Trauma; Secondary trauma; Self-care; Hospice; Service learning

Dr. Karen Knox, LCSW, Professor and Field Coordinator

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1986
 - Ph.D.: University of Texas-Austin, 1994 (Social Work)
- ✘ Joined Texas State in: 1995
- ✘ Years in Social Work Practice: 20
- ✘ Years in Social Work Education: 19
- ✘ Primary Practice Background: Victims' services, Forensic social work, Child abuse, Sexual Assault, Offenders and domestic violence
- ✘ Primary Teaching Fields: Field, practice, groups
- ✘ Primary Research Interests: Gerontology, Domestic violence, Texas State School of Social Work Russian Initiative

Mr. Andrew Marks, LMSW, Clinical Senior Lecturer and BSW Coordinator

- ✘ Graduate Degrees:
 - MSW: Southwest Texas State University, 1997 (now known as Texas State University-San Marcos)
 - Ph.D.: active student in Benedictine University, anticipated graduate 2014 (Education)
- ✘ Joined Texas State in: Senior Clinical Lecturer, 2008 (an adjunct since 2003 and became full-time adjunct in 2006)

Dr. Nancy Chavkin has won many awards for her teaching abilities and research leadership. In the last eight years, she has been named a Piper Professor (a highly prestigious state award for teaching excellence), and she has been named a Regents Professor by the Texas State Board of Regents for her academic excellence and leadership.

Dr. Dorinda
Noble and
Andrew Marks
regularly offer the
state-approved
supervision
course for
LCSWs who wish
to become board-
approved
supervisors.

- ✘ Years in Social Work Practice: 22
- ✘ Years in Social Work Education: 8
- ✘ Primary Practice Background: Mental health; Criminal justice; Medical social work; Administration; Professional regulation
- ✘ Primary Teaching Fields: Love and Relationships; Macro practice; Policy; Field; Supervision
- ✘ Primary Research Interests: Professional regulation; Ethics; Medical and disabilities social work

Mr. Jerry McKimmey, LCSW, Lecturer

- ✘ Graduate Degrees:
 - MSW: Our Lady of the Lake University, 1997
- ✘ Joined Texas State in: 2008
- ✘ Years in Social Work Practice: 32
- ✘ Years in Social Work Education: 4
- ✘ Primary Practice Background: Mental health; Supervision; Program development; Administration
- ✘ Primary Teaching Fields: Policy; Practice; Field
- ✘ Primary Research Interests: Not required of Lecturer

Ms. Stacie McGee, LMSW, Lecturer

- ✘ Graduate Degrees
 - MSW: Our Lady of the Lake University, 1994
- ✘ Joined Texas State in: 2007 (adjunct); 2011 (full-time)
- ✘ Years in Social Work Practice: 19
- ✘ Years in Social Work Education: 4
- ✘ Primary Practice Background: Children and families
- ✘ Primary Teaching Fields: Generalist, International
- ✘ Primary Research Interests: Not required of Lecturers

Mr. R. Steve Medel, LMSW, Clinical Senior Lecturer

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1997
 - Ph.D.: student in doctoral work at Walden University (Education)
- ✘ Joined Texas State in: Lecturer, 1999-2002; Clinical Lecturer, 2010
- ✘ Years in Social Work Practice: 15
- ✘ Years in Social Work Education: 5
- ✘ Primary Practice Background: School social work; Criminal justice, Experiential learning; Psycho-educational skills; Prevention programs for at-risk youth
- ✘ Primary Teaching Fields: Practice, Policy, and Field
- ✘ Primary Research Interests: Children with incarcerated parents; Experiential learning; Psycho-educational skills; At-risk student interventions

Dr. Dorinda Noble, LCSW, Professor and School Director

- ✘ Graduate Degrees:
 - MSW: Tulane University, 1972
 - Ph.D.: University of Texas-Austin, 1991 (Social Work)
- ✘ Joined Texas State in: 2001
- ✘ Years in Social Work Practice: 4

Jerry McKimney
and Dave
Henton own
mountain cabins
in New Mexico;
Jerry retreats to
Cloudcroft and
Dave escapes to
Eagle Nest. At a
recent School
fund-raiser for
the Karen Brown
Scholarship
Fund, they both
donated a week
in their respective
cabins for the
Silent Auction.
Those cabins
brought in big
money!

Karen Knox
raises dogs, while
Betsy Wisner
raises horses.
Mary Jo Garcia
Biggs owns a
donkey.

- ✘ Years in Social Work Education: 33
- ✘ Primary Practice Background: Child welfare
- ✘ Primary Teaching Fields: Supervision, Ethics, Legal regulation
- ✘ Primary Research Interests: Supervision, Ethics, Legal regulation

Dr. Christine Norton, LCSW, Assistant Professor

- ✘ Graduate Degrees:
 - MSW: University of Chicago, 1997
 - Ph.D.: Loyola University-Chicago, 2007 (Social Work)
 - Other: M.S., Minnesota State University-Mankato, 1998 (Experiential Education)
- ✘ Joined Texas State in: 2008
- ✘ Years in Social Work Practice: 13
- ✘ Years in Social Work Education: 7
- ✘ Primary Practice Background: School social work; Juvenile justice; Innovative interventions in child and adolescent mental health; Adventure and wilderness therapy
- ✘ Primary Teaching Fields: Practice with individuals, families, groups
- ✘ Primary Research Interests: Innovative interventions in mental health; Adventure and wilderness therapy; Group work; Foster care; Education

Dr. Amy Russell, LMSW, Assistant Professor

- ✘ Graduate Degrees:
 - MSW: University of Houston, 2004
 - Ph.D.: University of Houston, 2007 (Social Work)
- ✘ Joined Texas State in: 2008
- ✘ Years in Social Work Practice: 10
- ✘ Years in Social Work Education: 3
- ✘ Primary Practice Background: Community mental health
- ✘ Primary Teaching Fields: Research; Program Evaluation; Policy
- ✘ Primary Research Interests: Student learning outcomes; Program evaluation; Grounded theory research methods; Creativity in classroom; Lesbian health and families; Cultural oppression

Dr. Kathy Selber, LMSW, Professor

- ✘ Graduate Degrees:
 - MSW: University of Houston, 1976
 - Ph.D.: University of Texas-Austin, 1997
- ✘ Joined Texas State in: 1997
- ✘ Years in Social Work Practice: 10
- ✘ Years in Social Work Education: 35
- ✘ Primary Practice Background: Working with veterans and their families; Program development
- ✘ Primary Teaching Fields: Veterans; Administration; Management
- ✘ Primary Research Interests: Veterans

Dr. Mary Tijerina, LMSW, Associate Professor

- ✘ Graduate Degrees:
 - MSW: University of Texas-Austin, 1977

Both Dr. Kathy
Selber and Dr.
Christine Norton
run marathons.

- Ph.D.: University of Texas-Austin, 2001
- ✗ Joined Texas State in: 2001
- ✗ Years in Social Work Practice: 20
- ✗ Years in Social Work Education: 11
- ✗ Primary Practice Background: Child welfare; Administering alcohol and drug prevention and treatment programs
- ✗ Primary Teaching Fields: Administration; Organizational development; Research and evaluation
- ✗ Primary Research Interests: Behavioral health; Disabilities; Social work education

Dr. Raphael Travis, Jr., LCSW, Assistant Professor

- ✗ Graduate Degrees:
 - MSW: University of Michigan, 1997
 - D.PH: University of California at Los Angeles, 2007 (Public Health)
- ✗ Joined Texas State in: 2007
- ✗ Years in Social Work Practice: 4
- ✗ Years in Social Work Education: 4
- ✗ Primary Practice Background: Adolescent mental health; Adolescent court involvement
- ✗ Primary Teaching Fields: Practice
- ✗ Primary Research Interests: Public health and practice issues; Positive youth development in out-of-school programs and juvenile justice; Hip-Hop culture

Dr. Anne
Deepak regularly
visits her family
in India. Dr.
Catherine
Hawkins also
loves to travel
internationally.

Dr. Betsy Wisner, LMSW, Assistant Professor

- ✗ Graduate Degrees:
 - MSW: Syracuse University, 1994
 - Ph.D.: University of Texas-Austin, 2008
 - Other: M.A. Psychology, SUNY-Cortland, 1986
- ✗ Joined Texas State in: 2008
- ✗ Years in Social Work Practice: 18
- ✗ Years in Social Work Education: 3
- ✗ Primary Practice Background: Family mental health
- ✗ Primary Teaching Fields: HBSE; Micro practice
- ✗ Primary Research Interests: Therapeutic interventions with mindfulness meditation; Therapeutic interventions with equine-assisted therapy

Faculty Plan, Deliver, Refine BSW and MSW

Our faculty plan, study, teach, evaluate, and refine both the BSW and MSW curricula. It is consequently challenging to separate them into two camps, because all faculty feel committed to both degree programs. However, the full-time faculty who are most closely aligned with the BSW degree program are:

- ⇒ Andrew Marks, BSW Coordinator and Clinical Senior Lecturer
- ⇒ Dave Henton, Assistant Field Coordinator
- ⇒ Steve Medel, Clinical Senior Lecturer
- ⇒ Jerry McKimmey, Lecturer

⇒ Stacie McGee, Lecturer

Faculty who often spend half their time teaching in the BSW program are:

⇒ Dr. Betsy Wisner, Assistant Professor

⇒ Dr. Anne Deepak, Assistant Professor

⇒ Dr. Angela Ausbrooks, Assistant Professor

⇒ Dr. Raphael Travis, Assistant Professor

⇒ Dr. Christine Norton, Assistant Professor

⇒ Dr. Catherine Hawkins, Professor

⇒ Dr. Amy Benton, Assistant Professor

Clearly, the School more than meets the criterion of having at least two full-time, qualified faculty assigned to the BSW program.

Dave Henton is very engaged and involved with his lay order associated with the Episcopal Church, of which he is a vowed member.

Our Adjunct Faculty and Grant Specialists

The School also hires, as needed, adjunct faculty, who bring a current practice perspective to the classroom. In addition, through the Title IV-E funding, two Grant Specialists teach child welfare for our program. Some of the current individuals who teach per-course in our BSW classes are as follows.

- Sister Marian Aguillar, MSW, Ph.D., adjunct, is retired after many years of teaching in social work programs such as Our Lady of the Lake and University of Texas-Brownsville. Holding the doctorate from University of Illinois, she teaches drug and alcohol addiction services, and HBSE.
- Wanda Bracy, MSW, Ed.D., adjunct, is retired from an illustrious career in social work education, most recently at University of Southern Illinois. She holds the doctorate from Northern Illinois University and teaches policy and research for our students.
- Rosamaria Murrillo, MSW, Ph.D., adjunct, works with the Department of State Health Services in developing services for Hispanic women and holds the doctorate from our Lady of the Lake University. She often teaches policy courses.
- Rhonda Smith, MSW, Grant Specialist, has extensive experience in public child welfare work and supervises IV-E students in the San Antonio region. She holds the MSW from Our Lady of the Lake.
- Martha Wildberger, MSW, Grant Specialist, is an expert in public child welfare and supervises IV-E students in the Austin region. She holds the MSW from George Warren Brown.

Adequacy of Faculty-Student Ratio

Currently we have 95 full-time BSW majors and 63 FTE (i.e. 126 part-time majors). So we have 158 FTE BSW students. In the course of our normal events as a School, we do not make any strong distinction about which faculty are assigned to the BSW program and which are assigned to the MSW. All faculty make decisions about and are invested in both programs.

The School is currently interviewing to fill our 21st faculty position. The University has been very good to the School to provide additional faculty lines as our student population has grown.

For the purposes of this study, however, we have assigned to the BSW program a total of 8.5 full-time faculty (5 assigned full-time and 7 assigned 50%). Using our total BSW majors and designating 8.5 faculty to the program, our faculty-student ratio is 1:17. If we consider all the 295 undergraduate students we serve (though pre-majors and social work minors do not require full-time commitment from faculty), and using the designation of 8.5 faculty, our faculty-student ratio is 1:34. Given all these variables, we meet standards for faculty-student ratio.

The median size of our classes in the BSW major is about 28. The pre-professional classes, SOWK 1350 Introduction and SOWK 2375 Social Services and the Community, are easily taught to classes of 35-50 students. Practice classes, such as SOWK 4425 Practice III, are best taught to smaller groups of about 18-20 students, so those courses have smaller sections. Policy and research classes typically have 25-30 students, and Field classes have about 15 students per section. So we take into account the type of material in each course as we set the maximum enrollment in that course. Texas State's BSW degree program falls within the standard of 1 faculty to 25 BSW students.

Resources for Faculty

The University is quite supportive of faculty development and faculty success.

- ✓ We give new tenure-track faculty a one-course release each of two semesters so that they have additional time to jump-start their research agendas.
- ✓ New tenure-track faculty are included in a master pedagogy course which, over the course of nine months, helps beginning faculty learn about teaching methods and strategies while making connections with other new faculty across campus.
- ✓ All tenure and tenure-track faculty are eligible for funding to travel to national conferences to present their research and explore opportunities for grants. This year, for instance, the School is contributing about \$2000.00 to each tenured and tenure-track faculty to travel and make presentations.
- ✓ The University offers internal competitive grants to faculty of up to about \$17,000.00 (called Research Enhancement Funds). A number of our faculty have been successful in competing for these grants.
- ✓ The School is able to support work study students and Graduate Instructional Assistants who assist faculty.
- ✓ Faculty have private offices, new or recent computers and printers, and other supplies as needed, including long distance services. These resources are distributed equitably.
- ✓ The Faculty Advancement Center (FAC) offers both general training and individualized support to university faculty members to enhance curriculum delivery, computer skills, and professional development.
- ✓ The Instructional Technology Support Office (IT) offers technology training and equipment maintenance to both individual faculty members and academic units.
- ✓ The Office of Sponsored Programs (OSP) provides energetic and individualized assistance in crafting and procuring grants. OSP notifies

Dr. Anne Deepak won the Feminist Scholarship Award from the CSWE Women's Council in 2011.

Dr. Christine Norton, whom we lovingly refer to as our “Wild Woman” due to her fearlessness and commitment to adventure and wilderness therapy, recently took her family camping and hiking in the rough wilderness of Pedernales State Park. She was eight months pregnant at the time.

Dr. Mary Jo Garcia Biggs is quite entrepreneurial. In addition to teaching, she owned a sports bar and a Mexican food restaurant.

faculty of pertinent grant opportunities, helps us develop proposals, and assists us in administering grants.

- ✓ The Educational Testing Center (ETC) helps us develop, score, and analyze tests.

Texas State provides other supports to help us improve our educational product. The School faculty use these services often.

Teaching, Service, Scholarly Responsibilities

Our faculty are actively engaged in research and scholarly activities, publishing their works in refereed articles and books, and presenting their scholarly and professional material in state, national, and international forums. Our faculty are also extremely active in local, state, national, and international organizations that further the health and welfare of society and of the profession.

Faculty Workload. Full-time faculty at Texas State must earn at least 12 workload credits per semester.

- BSW courses equal 3 workload credits each, with the exception of SOWK 4425 Practice III (which has a lab and is equal to 4 workload credits), and the Field courses, which earn 6 workload credits.
- Faculty receive workload credit for programmatic work; for instance, the BSW Coordinator receives 6 workload credits for program leadership, while the Assistant Field Coordinator, who works closely with BSW field, receives 3 workload credits for that task. (The MSW Coordinator and the Field Coordinator also receive 6 workload credits each for their leadership roles.)
- Tenured and tenure-track faculty who have viable research agendas—and that is all our faculty in those categories—are granted a 3-credit workload release for scholarship.
- Faculty who are managing external grants, such as Dr. Nancy Chavkin and Dr. Christine Norton, receive work-load credit for those efforts.
- Given these variables, tenured and tenure-track faculty typically teach 3 courses per semester.
- Clinical faculty and lecturers teach 4 courses, as they have no job responsibilities to produce scholarship (even though they often do).
- Faculty are on 9-month contracts. The School offers summer courses, though most of them are MSW courses. The BSW Coordinator works in the summer on a summer contract in order to oversee the BSW program. Faculty who assume responsibility for summer BSW Field also get summer contracts.
- As necessary, the School Director may assign workload credit for special tasks which further the School’s mission.

The School’s workload policy is a well-ordered, reasonable way to organize faculty’s work and ensure that the School delivers its curriculum and encourages faculty scholarship and service. The policy, which complies with the University Workload Policy and has been approved by the College, the University, and the Texas Higher Education Coordinating Board, enables the School to meet its mission and keeps us accountable to the taxpayers.

Scholarship. The School's tenured and tenure-track faculty are expected to engage in producing and disseminating scholarship, an expectation which is part of their yearly evaluations. As a general rule, we expect tenured and tenure-track faculty to produce a refereed publication a year, and/or national presentations, and/or a grant proposal. And we expect that this work will filter back into the classroom, involving students in scholarship. Here are a few of the many examples of recent faculty scholarly endeavors:

- ✿ Dr. Nancy Chavkin has brought in about \$18 million dollars of external funding to the University. As Director of the Center for Children and Families, she has also been a strong mentor to other faculty to assist them in securing grants.
- ✿ Dr. Karen Knox and Dr. Betsy Wisner have been involved in developing and researching the School's partnership with a Russian university social work program.
- ✿ Dr. Christine Norton received, in 2011, a \$90,000 state grant to work with students who grew up in foster care.
- ✿ Dr. Raphael Travis recently won a Robert Wood Johnson grant.
- ✿ As their curriculum vita show, faculty are publishing their works with regularity in peer-reviewed journals and books.

Some of our students visited a web site on which college students rank their faculty. They rated Dr. Raphael Travis, Jr. with the "hot chili pepper" emblem. Dr. Travis has taken some good-natured ribbing from his faculty colleagues about him being, "hot, hot, hot!"

Service. All full-time faculty also participate in service efforts, such as working on School and University committees, as well as community and professional efforts which enhance the common good and further the School's mission. Here are a few of the many examples of how the faculty serve:

- ✿ Dr. Nancy Chavkin is a grant reviewer for the U.S. Department of Education and is considered an expert in proposals involving parent training partnerships.
- ✿ Drs. Christine Norton, Mary Jo Garcia Biggs, and Dorinda Noble are recognized by the state as board-approved supervisors.
- ✿ Andrew Marks served on the 2008-2010 Practice Analysis Task Force of the Association of Social Work Boards, a process which sets the blueprints for professional licensing tests. Dorinda Noble served on the same commission in 2002-03.
- ✿ Dr. Mary Tijerina is a member of the CSWE Commission on Diversity and Social and Economic Justice, and chairs the CSWE Council on Disability and Persons with Disabilities.
- ✿ Andrew Marks and Dr. Karen Knox regularly provide licensing test preparation workshops for groups across the state.
- ✿ Dr. Amy Russell has been active in various policy initiatives of NASW.
- ✿ Dr. Mary Jo Garcia Biggs was honored with the 2011 Distance Learning in Hispanic Education Award by the American Association of Hispanics in Higher Education.
- ✿ Dr. Dorinda Noble was recently selected as a member of the Leadership Academy of the New York Academy of Medicine.

Developing and Modeling Professional Behaviors and Values

“I started as a young part-time lecturer when we were a small unaccredited program in the sociology department. Now look at us! The transformation in the School pleases me so much!”

*--Dr. Karen Brown,
Professor Emerita
and long-time leader
of the School*

As the preceding examples of service and scholarship show, Texas State Social Work faculty are committed to this profession, and this commitment is modeled for students. Faculty discuss their involvement in research and service with students. As licensed professionals, faculty all participate in at least 15 hours yearly of continuing education, including 3 hours of ethics, but that is just the baseline for their professional development activities..

Faculty study professional theory and evidence, and work to present that material in ways that interest and engage students. They participate in University training on how to use technology in teaching and how to integrate multi-cultural content into courses. Several of them have gone through an intensive two-week training to translate a course to multicultural designation. The faculty have also learned a great deal about creating web-assisted courses, which has enriched their teaching skills in face-to-face classes as well.

Faculty engage in research and are deeply involved in community and professional endeavors, creating opportunities for students to be involved in service as well as research. Here are a few examples:

- ✿ Dr. Christine Norton is one of two U.S. representatives to the International Adventure Therapy Congress.
- ✿ Dr. Raphael Travis is a member of the United Way Capital Area Youth Leadership Council.
- ✿ Dr. Dorinda Noble sits on the Board of Directors for the Association of Social Work Boards.
- ✿ Dr. Sally Hill Jones has done a great deal of consultation with a hospice in New Braunfels.