



# GADE 2021 CONFERENCE

AN INCLUSIVE FUTURE FOR DOCTORAL EDUCATION

**MONDAY, MAY 24 TO WEDNESDAY, MAY 26**

2021 GADE Conference hosted, virtual on Zoom, by the University of Chicago Crown Family School of Social Work, Policy, and Practice.

## **About GADE**

Group for the Advancement of Doctoral Education in Social Work (GADE) is an organization made up of over 100 social work doctoral program directors worldwide who represent their member Universities. Founded in the late 1970s, GADE's primary purpose is to promote excellence in doctoral education in social work, especially through networking, information sharing and advocacy. GADE sponsors a members-only annual conference that provides rich opportunities for networking, information exchange, and intellectual challenge and reflection around curriculum, educational administration, and doctoral program implementation.

# PROGRAM AGENDA

ALL SESSIONS IN EASTERN DAYLIGHT TIME

**MONDAY, MAY 24, 2021**

2:00 PM to 4:00 PM EDT

## **New(ish) Directors Orientation**

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

**Louanne Bakk**, Clinical Associate Professor, University at Buffalo and **Denise Burnette**, Samuel S. Wurtzel Endowed Faculty Chair in Social Work, Virginia Commonwealth University.

2:00 PM to 3:00 PM EDT

## **GADE Advisory Board Meeting**

General meeting for Advistory Board members only.

3:15 PM to 4:30 PM EDT

## **GADE Board Meeting**

General meeting for Board members only.

7:00 PM to 8:30 PM EDT

## **Conference Welcome and Opening Plenary**

Welcome remarks by **Mo Yee Lee**, GADE President, Doctoral Program Director and Professor, Ohio State University College of Social Work; **Deborah Gorman-Smith**, Dean and Emily Klein Gidwitz Professor, University of Chicago Crown Family School of Social Work, Policy, and Practice; **Julia R. Henly**, Conference Chair, Professor, University of Chicago Crown Family School of Social Work, Policy, and Practice.

## ***Reflections on the Profession and Implications for an Inclusive Future for Doctoral Education***

### **PLENARY SPEAKERS**

**Mark E. Courtney**, Samuel Deutsch Professor, University of Chicago Crown Family School of Social Work, Policy, and Practice

American social work has long claimed professional turf that includes policy practice, management practice, community practice, and a wide range of areas of direct practice with individuals, families, and groups. Social work doctoral education should prepare graduates to generate the scholarship necessary to support social work's claim to its professional turf and to educate future generations of social workers to practice professionally, in an inclusive manner, across all of these domains. In a recent issue of *Social Service Review*, a group of distinguished social work scholars commented on the last century of the development of social work in the United States and provided their assessments of the current state of the profession and social work scholarship. Informed by those assessments, in this presentation I reflect on the implications for doctoral social work education.

**Marci A. Ybarra**, Associate Professor, University of Chicago Crown Family School of Social Work, Policy, and Practice

The social work profession has a rich and long history of a value-based approach to doctoral education that reflects NASW's key tenets of racial, social, and economic justice. Indeed, our value-based profession is paramount in setting social work doctoral education apart from other social science disciplines and arguably an important domain of our competitive advantage. Yet, social work has been slow to move beyond our own history of exclusion, especially along racial lines, in the academy. We are now in the midst of an emerging and burgeoning line of social work historical analysis that compels us to not only document the profession's roles in historical and contemporary racial exclusion at all levels of research, policy, and practice but to move toward accountability in doctoral-level training as a precursor to an inclusive and just profession and professoriate. Drawing on the profession's past and present iterations of a racially, economically, and socially just profession, in this presentation I reflect on the ways in which accountability by the profession is central to training and supporting the next generation of social work scholars.

**TUESDAY, MAY 25, 2021**

11:00 AM to 12:15 PM EDT

## **The State of Doctoral Education: Where We've Been, Where Should We Be Going?**

The session includes a presentation and discussion of the CSWE-GADE report on the current landscape of doctoral education.

**Mo Yee Lee**, GADE President, Professor, College of Social Work, Ohio State University; with **Ryan Bradshaw**, Research Specialist and **Julie Rhoads**, Director, CSWE Education Initiatives and Research.

1:00 PM to 2:30 PM EDT

## **Anti-Racist and Inclusive Pedagogy in Doctoral Education**

The session will discuss our profession's efforts related to anti-racism, inclusion, and equity, including a summary of the CSWE Task Force to Advance Anti-Racism, GADE anti-racist pedagogy discussion with directors and faculty, the doctoral student report on anti-racist pedagogy, the GADE statement on anti-racism, and the new grand challenge to eliminate racism, as well as program-specific initiatives toward the adoption of anti-racist and inclusive pedagogical policies and practices.

**G. Lawrence Farmer**, Associate Professor, Graduate School of Social Service, Fordham University; **Jerome Schiele**, Professor, School of Social Work, Morgan State University; **Darla Spence Coffey**, President and CEO, Council on Social Work Education, and **Mo Yee Lee**, Professor, College of Social Work, Ohio State University.

## CONCURRENT BREAKOUT SESSIONS

3:00 PM to 4:00 PM EDT

### **Recruitment, Admission, and Retention in DSW Education: Trends, Challenges, and Opportunities**

Over the past decade, DSW programs as practice doctorates have grown in numbers and scope nationwide. These programs offer opportunities for advanced practitioners who want to enrich their knowledge and skills in theory, research and practice, but primarily remain in the practice setting, rather than pursue careers as social work researchers. For the most part, students who pursue DSW degrees have different career goals and demographic backgrounds, compared to those pursuing PhD degrees. Some of these demographics create additional challenges to recruitment, admissions, and retention for DSW programs. The session will review recruitment strategies currently used by DSW programs to identify eligible and appropriate applicants, the process and criteria for evaluating applicants and making admissions decisions, and challenges and opportunities to improving admissions processes and retaining a diverse cohort of admitted students.

**Cathy Marrs Fuchsel**, Associate Professor, School of Social Work, University of Saint Thomas; **Nicole Ruggiano**, Associate Professor, School of Social Work, University of Alabama; and **Michael LaSala**, Associate Professor, School of Social Work, Rutgers University.

3:00 PM to 4:00 PM EDT

### **Recruitment, Admissions, and Retention in PhD Education: Trends, Challenges, and Opportunities**

In making decisions about doctoral program admissions, we are making decisions about who will fill key leadership positions of the profession: its future scholars, educators, administrators, advanced clinicians, policy leaders, and innovators. Some criteria that have been longtime staples of an application package (e.g., GRE scores) have been recently questioned as valid indicators of academic success in graduate programs. The session will include discussion of recruitment strategies, admissions decision-making teams, holistic application processes, and the roles played by specific application components with particular attention to recruiting and admitting a diverse cohort.

**William Elliott III**, Professor, School of Social Work, University of Michigan and **Linda Houser**, Associate Professor, Center for Social Work Education, Widener University.

3:00 PM to 4:00 PM EDT

## Research Methods Pedagogy in Doctoral Social Work Programs

The session considers the aims and practice of research methods training in social work programs. The participants will share student learning objectives and expectations, the different approaches their programs have toward teaching research methods including the specific course requirements, the mix of quantitative and qualitative offerings within and outside of their programs. The session will also consider program challenges and concerns related to pedagogy around research methods, anti-racism, and inclusive research.

**G. Lawrence Farmer**, Associate Professor, Graduate School of Social Service Fordham University; **Manny Gonzalez**, Associate Professor and DSW Coordinator, Phyllis and Harvey Sandler School of Social Work, Florida Atlantic University; and **David A. Patterson**, Cooper-Herron Endowed Professor in Mental Health Research & Practice, College of Social Work, University of Tennessee, Knoxville.

3:00 PM to 4:00 PM EDT

## The Intersection of Racial and Economic Inequality and Its Impact on Navigating the Academy

Doctoral training strives to provide students the skills, knowledge, and cultural and social capital necessary for academic success. A robust socialization and pedagogical training is especially critical to first generation students and students of color due to both historical and contemporary inequalities and blocked opportunities. Expanding on insights from a 2019 CSWE Roundtable, the session will discuss challenges at the intersections of race, gender, and class/SES that are commonly encountered while navigating academic life and consider several factors that lead to success in the academy, especially for scholars of color, and how those factors can be nourished in doctoral programs.

**Henrika McCoy**, Associate Professor, Jane Addams College of Social Work, University of Illinois at Chicago and **Camille R. Quinn**, Assistant Professor, College of Social Work, Ohio State University.



## CONCURRENT BREAKOUT SESSIONS

4:30 PM to 5:30 PM EDT

### **Preparing PhD Students for Diverse Careers**

This facilitated discussion will focus on what doctoral programs could and should do to prepare students for a range of career possibilities for graduating students, with greater attention to PhD programs and the academic job market that awaits PhD students. We will consider each stage of PhD education, from year 1 to the dissertation stage, in terms of promoting student success in their job search. Discussion will encompass student milestones and activities as well as relevant program support, and will also consider new complexities given the realities of the COVID-19 pandemic.

**Charlotte Bright**, Associate Professor, School of Social Work, University of Maryland and **Mimi Chapman**, Frank A. Daniels Distinguished Professor for Human Service Policy Information, School of Social Work, University of North Carolina.

4:30 PM to 5:30 PM EDT

### **Production, Publication, and Dissemination of Knowledge to Increase Impact: Widening the Lens**

This session will consider changing expectations and practices related to the production, publication, and dissemination of knowledge in the Academy and implications for the training of doctoral students. How do we teach our students to think deeply and critically – and give them time for that learning – while at the same time recognize market-driven realities that may incentivize a faster production and dissemination trajectory? What are evolving modes of production and dissemination that reach diverse audiences in and outside of the Academy? What role can our programs play in training students in these diverse modalities?

**Christina Gringeri**, Professor, College of Social Work, University of Utah and **Philip Hong**, Lucian and Carol Welch Matusak Endowed Professor, School of Social Work, Loyola University.

4:30 PM to 5:30 PM EDT

## Teaching History and Theory in Social Work Doctoral Programs

This session will discuss diverse approaches to engaging theory and history in doctoral curricula and critically examine how both content and approach can serve to advance an inclusive and critical knowledge base. The implications for doctoral student professional development and scholarship will be considered.

**James Ellor**, Dorothy Barfield Kronzer Endowed Professor in Family Studies, Diana R. Garland School of Social Work, Baylor University; **Cynthia Franklin**, Stiernberg/Spencer Family Professor in Mental Health, Steve Hicks School of Social Work, University of Texas-Austin; **Elizabeth Lightfoot**, Distinguished Global Professor, School of Social Work, University of Minnesota; and **Larry Ortiz**, Professor, Department of Social Work, School of Behavioral Health, Loma Linda University.

**WEDNESDAY, MAY 26, 2021**

11:00 AM to 12:15 PM EDT

## 2021 GADE Business Meeting

A full agenda for the business meeting is provided on page 10 of the conference program.

12:30 PM to 1:45 PM EDT

## Keynote Panel: Inclusive and Effective Mentoring

This keynote panel will discuss mentoring strategies in doctoral programs. The panel will include three faculty members and administrators who have undertaken mentoring initiatives at their universities and have been recognized for their exceptional graduate student mentoring by their colleagues. The panelists will consider university-level and program-level mentoring initiatives, the practices of inclusive and collective mentoring, the differences between advising and mentoring, and the challenges and rewards of good mentoring especially when student experiences and backgrounds are different from our own. They will also discuss how doctoral program directors and chairs can work with faculty to support their capacity to engage in inclusive and effective mentoring.

**Melissa Gilliam**, MD, Vice Provost and Ellen H. Block Distinguished Service Professor of Health Justice, Obstetrics and Gynecology and Pediatrics, University of Chicago; **Kristen Shook Slack**, Professor, Interim Director and Doctoral Program Chair, Sandra Rosenbaum School of Social Work, University of Wisconsin; **Michael S. Spencer**, Presidential Term Professor in Social Work, School of Social Work, University of Washington. Recipient of the 2020 Lewayne Gilchrist Doctoral Mentor Award.

Moderated by **Allison Zippay**, Professor, School of Social Work, Rutgers University.



2:00PM to 3:00 PM EDT

## Hot Topics Virtual Coffee Hour

Informal conversation with GADE members in breakout rooms on special interest “hot topics”: Qualifying Exams, GRE Scores, Job Market, Student Health and Wellbeing, Inclusive Curriculum, and Open Session.

3:00 PM to 3:15 PM EDT

## Closing Remarks

Closing remarks by **Mo Yee Lee**, GADE President, **Allison Zippay**, Conference co-Chair, and **Julia Henly**, Conference Chair.

4:00 PM to 5:00 PM EDT

## Virtual Tour of Hull House

In this hour-long tour, visitors will learn about the conditions immigrants faced in the 19th Ward of Chicago, the unique work of the Hull-House residents, the life and work of Jane Addams, and the lasting impact of the Hull-House Settlement. This interactive tour focuses on issues related to labor, immigration, race, gender, social work, art, activism, and other special interests.

# 2021 GADE BUSINESS MEETING AGENDA

WEDNESDAY, MAY 26, 2021  
11:00AM to 12:15PM EDT

1. **President's Report** by Mo Yee Lee
2. Report from **Darla Spence Coffey**, President and CEO, Council on Social Work Education
3. **Reports from Subcommittee Chairs and Officers**
  - a. Financial Report by Michael Hurlburt, Treasurer
  - b. Awards Committee Report by Charlotte Bright
  - c. Website/Marketing Committee Report by Michael LaSala
4. **Election Results** by Lin Fang, Secretary
5. **GADE 2022 at University of Utah** by Christina Gringeri, Conference Chair

## 2020 GADE Conference Sponsorship and Donation

We would like to extend our appreciation to the following schools for their generous support to GADE. These schools have donated their 2020 GADE conference sponsorship and/or registration fee.

Adelphi University School of Social Work

Boston University

Catholic University of America, NCSSS

Colorado State University

Columbia University

Florida State University

Fordham University

Loyola University Chicago

Michigan State University

Millersville University of Pennsylvania

Morgan State University

New York University

Rutgers, the State University of New Jersey

Simmons College

The Ohio State University

The University of Alabama

The University of Texas at Austin

University of Denver

University of Connecticut

University of Georgia

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