The Co-Convening organizations of the 2010 Social Work Congress dedicate the event and this final report to Dr. Dorothy I. Height (March 24, 1912 – April 20, 2010). Dr. Height was a legendary social worker and civil rights activist. She was prepared to attend the 2010 Social Work Congress to receive the NASW Lifetime Achievement Award, but died two days before the event. The social work community was devastated by the loss.

Dr. Height attended New York University and earned her bachelor and master’s degrees in four years. She did postgraduate work at Columbia University and the New York School of Social Work. In 1957, Dr. Height was elected the fourth National President of the National Council of Negro Women, and served in this role until 1998 when she became its Chair and President Emerita. Dr. Height was the only woman team member leader in the United Civil Rights Leadership which included Dr. Martin Luther King, Jr., Whitney M. Young, Jr., A. Philip Randolph, James Farmer, Roy Wilkins, and John Lewis.

In 1989, President Ronald Reagan presented her with the Presidential Citizens Gold Medal.
Dr. Dorothy I. Height
(March 24, 1912 – April 20, 2010)

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Dr. Height attended New York University and earned her bachelor and master’s degrees in four years. She did postgraduate work at Columbia University and the New York School of Social Work.

In 1957, Dr. Height was elected the fourth National President of the National Council of Negro Women, and served in this role until 1998 when she became its Chair and President Emeritus. Dr. Height was the only woman team member leader in the United Civil Rights Leadership which included Dr. Martin Luther King, Jr., Whitney M. Young, Jr., A. Philip Randolph, James Farmer, Roy Wilkins, and John Lewis.

In 1989, President Ronald Reagan presented her with the Presidential Citizens Gold Medal.

In 1997, President Bill Clinton awarded her the Presidential Medal of Freedom. In 2004, President George W. Bush presented Dr. Height with the Congressional Gold Medal, awarded by act of both houses of Congress, and which, along with the Presidential Medal of Freedom, is the highest civilian award in the United States. In the same year, she was inducted into the Democracy Hall of Fame International. She received 36 honorary doctorates in her lifetime.

Congressman Ed Towns and Senator Barbara Mikulski named the most comprehensive piece of social work legislation ever introduced, the Dorothy I. Height and Whitney M. Young, Jr. Social Work Reinvestment Act, after these two extraordinary social workers.
2010 Social Work Congress

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2010 Social Work Congress

Goals of the Social Work Congress

The goal of the Congress was to examine the internal challenges faced by the profession, with a special focus on transferring leadership from established leaders to emerging leaders, and to develop a vision for the future of social work.

Social Work Congress Vision and Purpose

In 2005, leaders of the social work profession gathered to develop a new vision for the next decade and to launch an action campaign to transform the social work profession. The socio-economic and political environment threatened not only the social work profession's ability to thrive in the social services arena, but also its ability to make a meaningful contribution to the well-being of all people, at every stage of the life cycle.

In 2005, leaders of the social work profession gathered to develop a new vision for the next decade and to launch an action campaign to transform the social work profession. The socio-economic and political environment threatened not only the social work profession’s ability to thrive in the social services arena, but also its ability to make a meaningful contribution to the well-being of all people, at every stage of the life cycle.

The 2005 Social Work Congress focused on these external challenges and developed a new vision set for the profession at that meeting:

- Social work expertise is highly valued for helping people, families and communities develop, advance the well-being of all people, at every stage of the life cycle.
- Five years after the first Social Work Congress, social work leaders were once again meeting to reflect on social work’s journey since 2005.

The profession now faces challenges that threaten the professional’s ability to advance the well-being of all people, at every stage of the life cycle. The country has been rocked by the worst economic recession since the Great Depression. Social work jobs in the nonprofit and public sectors are being eliminated, and competition from professions that require less training and from direct competitors is increasing. Simultaneously, social work student debt is skyrocketing and the economic feasibility of a social work career is in question.

These critical issues shaped the 2010 Social Work Congress.
Goals of the Social Work Congress

The goal of the Congress was to examine the internal challenges facing the social work profession, with a special focus on transferring leadership from established leaders to emerging leaders.

Social Work Congress Vision and Purpose

In 2005, leaders of the social work profession gathered to develop an aggressive action agenda for the next decade and to launch an action campaign to transform the social service landscape. Challenges within the socio-economic and political environment threatened not only the profession’s social justice role, but also its ability to thrive in the social services arena.

The 2005 Social Work Congress focused on these external challenges and concluded with the adoption of 12 imperatives for the social work profession, as well as a strategic plan to implement the imperatives. From 2005-2010, the convening organizations and participants worked successfully on initiatives to realize a new vision set for the profession at that meeting.

Social work expertise is highly valued for helping the global community protect and advance the well-being of all people, at every stage of life.

Five years after the first Social Work Congress, social work leaders found themselves at a new crossroads. The profession now faces challenges that threaten the professional workforce.

The country has been rocked by the worst economic recession since the Great Depression and many social work jobs in the nonprofit and public sectors are being eliminated. Social workers face increasing competition from professionals that require less training and from direct care workers who demand lower salaries. Simultaneously, social work student debt is skyrocketing and new graduates are questioning the economic feasibility of a social work career.

These critical issues shaped the 2010 Social Work Congress.
Diagnostic Statement

The convening organizations met in advance of the Congress to develop a “diagnostic statement.” The Social Work profession has several key strengths that can help it grow during the next decade. These include:

- A clear, positive purpose as a profession
- Unique knowledge, values and skills
- An ability to mobilize resources to promote social justice causes
- Leadership and advocacy roles in many sectors and institutions
- Good, rewarding careers and many diverse career paths
- A social and economic environment in which social work services are more relevant than ever

At the same time, the social work profession will improve its position as it addresses the following issues:

1) The profession is aging and baby boomer retirements will reduce workforce supply, service availability and leaders. The profession lacks diversity in age, ethnicity and other demographics to thrive in the 21st century. It has not identified its next generation of leaders.

2) The profession competes with multiple disciplines for students and jobs. Lack of clarity in the public about social work educational standards and career benefits weakens social work’s position in the face of these challenges.

3) Social workers often lack necessary business, financial and technical skills. Many social workers lack the variety of skills to secure new funding sources for programs, to build and grow small businesses, and to lead organizations.

4) Many social workers say that a lack of professional recognition, stagnant wages, and high student debt are barriers to working in the field. Current employment environments and educational support opportunities do not promote retention of social workers in the field.

Social Work Congress Proceedings

The 2010 Social Work Congress was held on April 22 and 23, 2010. 400 social work leaders were in attendance, which included a group age of 30. The focus of this Congress was a reflection on internal transfer of leadership from established social workers to new professional social work students from across the country. These students viewed, ranked the adopted imperatives, and created imperatives of their own.

In the spirit of leadership development, a parallel Student Congress was held to kick off the 2010 Congress, a Congressional briefing featuring leaders of Congress and the Obama administration. Congresswoman Barbara Lee, Congresswoman Carol Shea-Porter, Congressman Edolphus Towns, Senator Barbara Mikulski’s office and Jared Bernstein, Chief Economic Adviser to President Biden helped set the stage for a successful event with working professionals.

They each discussed how they used their social work education, training of leadership and guide their decision making process to shape national policy.

On day two of the event, Congress participants heard from Daniel B. Brook about Out to Stay Afloat in Winner Take All America. Brook discussed how social workers, have become out of reach for many individuals who can’t due to a confluence of factors—including low salaries and high educational costs of living—public service is an impossible choice for many. Brook spoke about the long-term debt model.

The Congress breakout session format allowed for discussion and dialogue on issues including: Leadership Development, Common Objectives, Educator Business of Social Work, and Influence. Participants were randomly assigned to a small group, where they engaged in a facilitated dialogue about one issue. Each discussion came three top “candidate” imperatives for consideration. A list of data points, visit SocialWorkers.org/2010Congress/sessions.

In the concluding general session, Congress participants voted on three imperatives that will guide the social work profession for the next decade.
The 2010 Social Work Congress was held on April 22 and 23, 2010 in Washington, DC. Approximately 400 social work leaders were in attendance, which included a group of 30 emerging leaders under the age of 30. The focus of this Congress was a reflection on internal professional challenges, as well as the transfer of leadership from established social workers to new professionals.

In the spirit of leadership development, a parallel Student Congress was convened entirely online with 400 social work students from across the country. These students viewed components of the live event online, ranked the adopted imperatives, and created imperatives of their own.

To kick-off the 2010 Congress, a Congressional briefing featured remarks from several social work members of Congress and the Obama administration. Congresswoman Barbara Lee, Congresswoman Allyson Schwartz, Congresswoman Carol Shea-Porter, Congressman Edolphus Towns, staffer Mona Shah from Senator Barbara Mikulski’s office and Jared Bernstein, Chief Economist and Economic Advisor to Vice President Biden helped set the stage for a successful event with words of wisdom and inspiration. They each discussed how they used their social work education, training and experience to step into roles of leadership and guide their decision making process to shape national policy.

The opening keynote address was given by Kirstin Downey, award-winning journalist and author of *The Woman Behind the New Deal: The Life and Legacy of Frances Perkins—Social Security, Unemployment Insurance, and the Minimum Wage*. She focused on the strategies and contributions of social work pioneer Frances Perkins, and revisited significant accomplishments of the profession. Downey stressed the importance of linking social policy with social work practice in order to achieve broad social change.

On day two of the event, Congress participants heard from Daniel Brook, author of *The Trap: Selling Out to Stay Afloat in Winner Take All America*. Brook discussed how public service professions, including social work, have become out of reach for many individuals who can’t afford to choose these careers. Due to a confluence of factors—including low salaries and high educational debt, combined with increasing costs of living—public service is an impossible choice for many. Brook challenged social work leaders to rethink the long-term debt model.

The Congress breakout session format allowed for discussion and debate around eight substantive areas including Leadership Development, Common Objectives, Education, Recruitment, Retention, Technology, Business of Social Work, and Influence. Participants were randomly assigned to one breakout session each day, where they engaged in a facilitated dialogue about one issue area with other leaders. Out of each discussion came three top “candidate” imperatives for consideration by the entire delegation. To see the full list of data points, visit SocialWorkers.org/2010Congress/sessions.asp.

In the concluding general session, Congress participants voted electronically for the top ten imperatives that will guide the social work profession for the next decade.
Future Plans

The 2010 Social Work Congress defined a new set of imperatives which focused internally on professional challenges. These imperatives join those established in 2005 to inform the work of social work leaders. For the social work profession to thrive and continue serving society, these imperatives must be incorporated into the daily work and future planning of all areas of the profession. Collectively, the commitments made by social work organizations, employers, allies—and individual social workers—will create an action plan that defines our future.

We should reassess our progress periodically to determine if the action plan is helping the profession achieve the goals we intended, or if revisions or additional steps are needed. More than 600,000 social workers in the United States have a role to play in creating the changes we seek and ensuring the profession’s impact for decades to come.

Contributors

Many individuals and organizations contributed significantly to the 2010 Social Work Congress. In addition to the Congress participants listed below, several deserve special recognition.

NASW Assurance Services, Inc. generously agreed to be the presenting sponsor of the Congress. The co-convening organizations were fully participating partners. They provided guidance, support, and resources. Several of them signed on when plans were just forming. Without their belief in the concept of a Congress, we could not have gone forward.

A large group of NASW staff worked on Congress planning for over a year. They were dedicated and conscientious and made the Congress look seamless. Also, the planning for the Congress included the NASW Board of Directors, and their support was greatly appreciated.

Robert Mittman of Mittman Consulting and his team of facilitators and graphical recorders are owed a debt of gratitude for their skillful facilitation and moderation of the Congress.
A new set of imperatives was established in 2005 to inform the work of social work leaders. To continue serving society, these imperatives must be incorporated across all areas of the profession. Collectively, the commitments made by leaders and individual social workers will create an action plan to determine if the action plan is helping the profession or additional steps are needed. More than 600,000 people play a role in creating the changes we seek and ensuring the profession's success.

Several roles were critical to the 2010 Social Work Congress. The roles of the participating partners, who provided guidance, support, and in-kind contributions, were essential. Without their belief in the concept, the Congress planning for over a year would not have been possible. Their dedication and commitment were greatly appreciated.

Robert Mittman of Mittman Consulting and his team of facilitators and graphical recorders are owed a debt of gratitude for their skillful facilitation and moderation of the Congress. Their work contributed significantly to the success of the event.

Social Work Imperatives for the Next Decade

- **Business of Social Work** - Infuse models of sustainable business and management practice into social work education and practice.
- **Common Objectives** - Strengthen collaboration across social work organizations, their leaders, and their members for shared advocacy goals.
- **Education** - Clarify and articulate the unique skills, scope of practice, and value added of social work to prospective social work students.
- **Influence** - Build a data-driven business case that demonstrates the distinctive expertise and the impact and value of social work to industry, policy makers, and the general public.
- **Influence** - Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.
- **Leadership Development** - Integrate leadership training in social work curricula at all levels.
- **Recruitment** - Empirically demonstrate to prospective recruits the value of the social work profession in both social and economic terms.
- **Retention** - Ensure the sustainability of the profession through a strong mentoring program, career ladder, and succession program.
- **Technology** - Integrate technologies that serve social work practice and education in an ethical, practical, and responsible manner.

2005 Social Work Congress Imperatives

Social Work Imperatives for the Next Decade

- Increase the value proposition of social work by raising standards and instituting academic rigor of social work education programs.
- Mobilize the social work profession to actively engage in politics, policy, and social action, emphasizing the strategic use of power.
- Continuously acknowledge, recognize, confront, and address pervasive racism within social work practice at the individual, agency, and institutional levels.
- Strengthen social work's ability to influence the corporate and political landscape at the federal, state, and local levels.
- Promote culturally competent social work interventions and research methodologies in the areas of social justice, well-being, and cost-benefit outcomes.
- Connect research and practice through partnerships among researchers, the field, and communities.

Adopted at Social Work Congress 2005, March 18, 2005

Welcome Reception

The welcome reception included a short program highlighting the legacy of Whitney M. Young, Jr. The Association of Baccalaureate Social Work Program Directors presented a teaching guide, Leadership Lessons From Whitney M. Young, Jr to a film on Mr. Young. Dr. Elizabeth Clark opened the program speaking about Mr. Young, the former President of BPD, and spoke about the importance of the collaboration between students and practitioners to learn about and to strengthen their leadership skills. She spoke about her experience using the teaching guide with BSW students. The guide is due in part to the leadership lessons learned from Mr. Young.

A six-minute clip of the rough cut of the documentary was shown. Bonnie Boswell, Mr. Young’s niece. She is also the founder of The Whitney Young Development Project. A highlight of the clip was Dr. Dorothy I. Height, President of the Young Women’s League of America, including the importance of their social work skills in ensuring that the legacy of Whitney Young’s guidance reaches down through the ages. Nearly 30 years after his death, there is still much to say about the many words about social workers and our profession that still ring true. There is importance now is that we can begin saying something as social workers – government, regardless of their reasons, cannot continue to disregard the knowledge of thousands of social workers who know as much as the government does about social problems claims the spirit and resources of our nation. The tremendous legacy of leadership and of the opportunity to work towards...
The welcome reception included a short program highlighting the leadership legacy of Whitney M. Young, Jr. The Association of Baccalaureate Social Work Program Directors (BPD) and NASW collaborated on a teaching guide Leadership Lessons From Whitney M. Young, Jr. to accompany an upcoming documentary film on Mr. Young.

Dr. Elizabeth Clark opened the program speaking about Mr. Young and the project. Dr. Freddie Avant, former President of BPD, spoke about the importance of the collaboration and the need for social work students and practitioners to learn about and to strengthen their leadership skills. Dr. Susan Kosche-Vallem spoke about her experience using the teaching guide with BSW students. Using the information from the guide, students applied it to a service project conducted annually. This year’s results were greatly expanded, due in part to the leadership lessons learned from Mr. Young.

A six-minute clip of the rough cut of the documentary was shown. The documentary is being produced by Bonnie Boswell, Mr. Young’s niece. She is also the founder of The Whitney Young Film and Leadership Development Project. A highlight of the clip was Dr. Dorothy I. Height’s reflections about working with Mr. Young, including the importance of their social work skills in ensuring the 1963 March on Washington occurred.

Whitney Young’s guidance reaches down through the ages. Nearly 40 years since his untimely death, his words about social workers and our profession still ring true. There is a lot more to tell the public. The important thing now is that we can begin saying something as persistently as we can. The media and the government, regardless of their reasons, cannot continue to disregard the findings of current research and the knowledge of thousands of social workers who know as much or more than the so-called experts on the social problems draining the spirit and resources of our nation.

The reception served to remind us of our tremendous legacy of leadership and of the opportunity to work together for the future of the profession.

Daniel Brook – Keynote Speaker

Daniel Brook is the author of The Trap: Selling Out to Stay Afloat in Winner-Take-All America and a journalist whose work has appeared in Harper’s, The Nation, and Slate, among other publications. Brook won the Rolling Stone College Journalism Contest in 2000, while a student at Yale. He is at work on a new book on the use of Western architecture in non-Western cities, to be published by W.W. Norton in 2012. He lives in Philadelphia.
Kirstin Downey – Keynote Speaker

Kirstin Downey became a staff writer for the Washington Post in 1988. In the mid-1990s, Downey began writing articles and columns on the American workplace, tracking employment statistics and emerging trends. She initiated a series of articles on the increasing incidence of sexual harassment incidents nationwide. In 2000, Downey was awarded a Nieman fellowship at Harvard University, where she studied American economic history at Harvard Business School and participated in the Harvard Trade Union Program, where young labor activists are trained to become leaders in the movement. The fellowship also gave Downey the opportunity to focus full-time on research for her new book, The Woman Behind the New Deal: The Life of Frances Perkins, FDR's Secretary of Labor and His Moral Conscience (2009). In 2008, Downey shared in the Pulitzer Prize awarded to the Washington Post staff for coverage of the campus slayings at Virginia Tech.

Robert Mittman – Facilitator

As founder of Facilitation, Foresight, Strategy, Robert Mittman works with groups of organizations to discover and implement shared approaches to complex and intractable problems. He engages audiences in a lively exchange of perspectives to turn simple meetings into forums that allow diverse individuals to work productively together.

Robert facilitates strategic thinking with non-profit health organizations, government agencies, and the for-profit health care industry, including the National Cancer Institute, the Centers for Disease Control and Prevention; the American Association for Cancer Research; the University of California, San Francisco’s School of Medicine; Health Level 7; the Pacific Business Group on Health; the California HealthCare Foundation; Ascension Health; and Kaiser-Permanente. Recent work has included integrating the disciplines of biophysics, physical chemistry, and mathematics into biological research; developing a vision of how information technology can improve quality and safety in a range of health care settings from research to the clinic to the home; and crafting a vision for personalized health care.

Robert’s health care strategic analysis combines both quantitative and qualitative methodologies to examine how the health system will evolve. His forecasts include work on the role of the Internet in health care, an analysis of the diffusion of innovation in health care, an investigation of the future of cost and utilization controls across health care practice settings, the development of cancer care quality measurements, and an analysis of the impact of managed care on the practice of oncology. His column, Technology Foresight, is available on www.ihealthbeat.org, and he is a co-author of The Internet in Health Care: A Five-Year Forecast and The Diffusion of Innovation in Health Care.

For nearly two decades, Robert provided strategic advice to health care organizations as director at the Institute for the Future. Robert holds graduate degrees in computer science and public policy analysis, and a Bachelor of Science degree in electrical engineering, all from the University of California at Berkeley.

Opening Remarks by Elizabeth J. Clark, Executive Director, University of Southern California, School of Social Work

We are delighted to have a diverse and representative group of attendees together to focus solely on the social work profession. The Social Work Congress was competitive, and we have invited social workers of all ages to attend this event and voice their concerns to our 30 emerging leaders under the age of 30 who are chosen as one of the top leaders in the social work profession.

In an effort to make sure that the social work profession will survive and thrive for the next few years, we have invited social workers of all ages to attend this event and voice their concerns. Our Social Work Congress is competitive, and we have invited social workers of all ages to attend this event and voice their concerns.

Robert’s expertise and experience have been recognized in numerous areas, including the social work profession, the future of social work, and the future of social work education, policy, practice and research. We adopted 12 imperatives for the past five years. We’ve made significant progress on those imperatives and drive the profession for many years to come.

In 2005, we held the first Social Work Congress. Many of you attended the first Social Work Congress and launched an action campaign to transform the social service landscape. We have invited social workers of all ages to attend this event and voice their concerns.

In 2010, we held the first Social Work Congress. Many of you attended the first Social Work Congress and launched an action campaign to transform the social service landscape. We have invited social workers of all ages to attend this event and voice their concerns.
Opening Remarks by Elizabeth J. Clark, Executive Director, NASW

We are delighted to have a diverse and representative group of leaders come together to focus solely on the social work profession. The selection process for the Social Work Congress was competitive, and you are sitting in this room because you have been chosen as one of the top leaders in our profession. You are diverse in terms of geography, ethnicity, practice area, and experience. You each bring a specific skill set and knowledge that is critical to the success of this event. Your expertise and experience have been recognized by others and we look forward to hearing from you over the next two days.

In an effort to make sure that the social work profession will survive and thrive for many years to come, we have invited social workers of all ages to attend this event and voice their concerns. We want to extend a special welcome to our 30 emerging leaders under the age of 30 who make up approximately eight percent of our attendees. Their opinions are critical to the discussion, as they will play a major role in implementing the imperatives we develop. They have much to learn from those of you with years of experience, and in turn, they will have insights that will provide important guidance as we craft our professional blueprint.

In addition, 400 students from 17 schools of social work are viewing the Congress as it is live-streamed to them in the first virtual Student Social Work Congress. This inclusive representation is not only indicative of our ethical commitment to diversity but also ensures that the work we do today will transcend our careers and drive the profession for many years to come.

In 2005, we held the first Social Work Congress. Many of you attended that event, where our goal was to launch an action campaign to transform the social service landscape. We focused our discussion on the areas of aging, behavioral health, children and families, and health and health disparities, as well as social work education, policy, practice and research. We adopted 12 imperatives that have driven the profession for the past five years. We've made significant progress on those imperatives since 2005 and will continue to work on them in the coming years.

The 2010 Social Work Congress has a different purpose. As social workers, it is our professional obligation to serve others. As such, many of us have become uncomfortable speaking up when we need help ourselves. However, our clients, our students, and our careers depend on protecting and advancing the profession. Therefore, we want to celebrate our past, address the realities of the present, and prepare for the challenges that the future holds.

You joined us today because you care about this profession. We each became social workers to help others and to change the world. Whether we provide direct services, conduct research on society’s most pressing problems, run nonprofit organizations, advocate on a macro level for societal change, or educate future social workers, we all are invested in the future of social work. But it’s because of that diversity and the broad range of work that we do, that people still do not clearly understand the profession. This includes nor
2010 Social Work Congress

We can continue to discuss the same problems without offering solutions. We are looking for the profession’s leading minds. But my hope is that we each leave here with a new perspective and a fresh approach to solving our challenges. We must be innovative and think greater than our challenges. We need to develop solutions. As Dr. Dorothy I. Height once said, “We hold in our own—but the nation’s future.”

Social work students are emerging from school with increasingly high educational debt and are faced with positions that often pay inadequate salaries. Will students continue to choose social work as a career when they are presented with options such as human service professional or counselor, which require less rigorous educational requirements, less time and less money?

The economy is worse than most of us have ever witnessed in our lifetimes. This puts a “double-squeeze” on most social workers as we must provide services to an ever increasing number of clients, while struggling with high caseloads and dwindling budgets. Many of us rely on grant funding to keep our organizations running, and with a tightened fiscal environment, our agencies are at risk. Likewise, associations are undergoing drastic changes and relying on dues revenue may quickly be an outdated method of operation.

In response to these problems, the co-convening organizations have developed a “diagnostic statement” in preparation for our discussions at this Congress. These issues have a great impact on our profession and our day-to-day professional activities. They were difficult to define and will be even more difficult to overcome.

However, the social work profession also has many strengths, and is more relevant today than ever before. Social work is necessary for a healthy society. We have spent a century building our reputation as “the helping profession,” but we must adapt to the changing requirements of business, the political climate, and of an increasingly competitive workforce.

We are not here to complain. We are here to develop fresh ways of thinking about the challenges we face. Many of these challenges are within our control, but we’ve been stuck in old patterns of thought for too long. Perhaps, we haven’t updated our vision to reflect a new reality.

As author and leadership blogger Michael Hyatt said, “Vision is the lifeblood of any organization. It is what keeps us moving forward. It provides meaning to the day-to-day challenges and setbacks that make up the tumble and tumble of real life.” However, he goes on to say that in difficult circumstances such as a down economy, “We are just trying to survive. What worked yesterday does not necessarily work today. What works today may not necessarily work tomorrow. Decisions become pragmatic. But after awhile this wears on people. They don’t know why their efforts matter. They cannot connect their actions to a larger story...this is where leadership makes all the difference. Leadership is more than influence. It is about reminding people what it is we are trying to build—and why it matters.”

I encourage you to think about how the world has grown and if the profession has evolved along with it. Many of us pride ourselves on being change agents. We consider it our role as social workers to be the leaders who are the impetus for great societal change. Yet as a profession we often cling to dead ideas, or the status quo, or even the social work profession of the past. Our world is complex and sophisticated, and the profession of social work must reflect that. If we fail to keep pace with the rapid changes around us, our clients, our students, our communities and our society will suffer as a result.
We can continue to discuss the same problems without offering solutions and waste this opportunity with 400 of the profession’s leading minds. But my hope is that we each take this call to action very seriously. We must be innovative and think greater than our challenges. We need your experience and expertise to develop solutions. As Dr. Dorothy I. Height once said, “We hold in our hands the power to change not only our own—but the nation’s future.”

Social Workers in the Federal Government

Dr. Jared Bernstein  
Office of Vice President Biden

Congresswoman Susan A. Davis  
(CA-53)

Congressman Luis V. Gutierrez  
(IL-4)

Congresswoman Barbara Lee  
(CA-9)

U.S. Senator Barbara Mikulski  
(MD)

Congressman Ciro D. Rodriguez  
(TX-23)

Congresswoman Allyson Schwartz  
(PA-13)

Congresswoman Carol Shea-Porter  
(NH-1)

U.S. Senator Debbie Stabenow  
(MI)

Congressman Edolphus Towns  
(NY-10)
Ruth W. Mayden, MSW, is Director for the Program for Family and Child Development at the E. Casey Foundation. She is responsible for its emerging development, with a special focus on outcomes associated with school success. She was also Dean of the Graduate School of Social Work at Bryn Mawr College from 1987 until 2002.

Andrew W. Safyer, PhD, is Dean and Professor at Adelphi University. He has been a clinical practitioner and researcher for two decades, and is author of the journal, The Clinical Supervisor. Dr. Safyer’s present interests include leadership development and succession planning in social work.

Renee Rivera, MSW, LCSW, is the Executive Director of the National Association of Social Workers (NASW) of Pennsylvania. She has been working in administration for the past ten years, although her career in social work programs. Renee has a Masters in Social Work and a doctorate in organizational management.

Ann Widger is a Deputy Associate Director with the White House Social Security Administration. She currently works with the health care and aging commission, which was the Coordinator for the American Federation of State, County and Municipal Employees (AFSCME) Retirees. She also worked as the Obama-Biden Transition Director. Ms. Widger has a BS in Social Work from Plymouth State University.

Mike Daley, President, Association of Baccalaureate Social Workers (BASW) said, “I am encouraged by discussions about moving to speak directly to the public. The united presence can really make a difference for the future of social work.”

2010 Social Work Congress

Shaping the Future of the Profession: Leadership in Transition – Panel Presentation

One of the main themes of the Social Work Congress was a transition of leadership and a focus on the emerging leaders in the profession. The Student Congress (SocialWorkers.org/2010congress/students/default.asp) provided diversity in experience, age and the 30 emerging leaders under the age of 30 made the Social Work Congress more representative of the entire profession. In the spirit of this theme, the Social Work Congress also featured a panel presentation, “Shaping the Future of the Profession: Leadership in Transition” which highlighted four social workers at different points in their career. The panel participants discussed the importance of mentorship and opportunity and shed light on how new social workers can ascend into leadership ranks.

Mit Joyner, MSW, LCSW, BCD, is currently the Director/Chairperson of the Undergraduate Social Work Department at West Chester University of Pennsylvania. She also serves as the President-elect of the Council on Social Work Education. Ms. Joyner is a former President of the Association of Baccalaureate Social Work Program Directors (BPD). She served as treasurer of the Institute for the Advancement of Social Work Research, and has been a member of the ANSWER Coalition. Co-author of Critical Multicultural Social Work (2008), Ms. Joyner is recognized nationally for her leadership in gerontology social work education. In honor of her leadership and vision, AGES-SW and BPD created the Mit Joyner Gerontology Leadership Award in 2005 for undergraduate social work faculty or students who promote leadership in gerontological social work. “The discussion by social work leaders at the historic Congress reflects the profession’s desire to address current challenges as well as prepare for an unknown and uncertain future. Significant changes are looming for the social work profession, not the least of which is the unprecedented number of social work leaders who are retiring during this decade. Successful transitions of leadership are critical for the profession, but have we paid enough attention to how these transitions will occur? We are pleased to bring together a panel of social work leaders at various points in their careers to discuss this important topic.”
Ruth W. Mayden, MSW, is Director for the Program for Families with Young Children at The Annie E. Casey Foundation. She is responsible for its emerging work in child care, and early childhood development, with a special focus on outcomes associated with children being healthy and ready to succeed in school. She was also Dean of the Graduate School of Social Work and Social Research at Bryn Mawr College from 1987 until 2002.

Andrew W. Safyer, PhD, is Dean and Professor at Adelphi University School of Social Work. He has been a clinical practitioner and researcher for twenty-five years and the former co-editor of the journal, The Clinical Supervisor. Dr. Safyer’s present interests also include clinical supervision and leadership development and succession planning pertaining to nonprofit organizations.

Renee Rivera, MSW, LCSW, is the Executive Director of the NASW Colorado Chapter. She has been working in administration for the past ten years, along with adjunct teaching in college social work programs. Renee has a Masters in Social Work from Catholic University 1988.

Ann Widger is a Deputy Associate Director with the White House Office of Public Engagement. She currently works with the health care and aging communities. Before joining the Administration, she was the Coordinator for the American Federation of State County and Municipal Employees (AFSCME) Retirees. She also served as the Obama-Biden campaign’s National Senior Vote Director. Ms. Widger has a BS in Social Work from Plymouth State University.

2010 Social Work Congress Closing Remarks

Following the final voting on the imperatives, one current and one emerging leader from each co-convening organization was asked to close the event by answering the question, “Based on the discussion during the 2010 Social Work Congress, what do you envision for the future of the social work profession?”

Mike Daley, President, Association of Baccalaureate Social Work Program Directors (BPS): “I am encouraged by discussions about moving to speak with one voice. Our numbers and united presence can really make a difference for the future of the profession.”
2010 Social Work Congress

Amanda Scott, Association Manager (BPD): “Understanding the business of social work and how the social work agenda is shaped were never emphasized in my educational training. I am inspired to encourage other young professionals to be involved in social work on all levels and to know their voice helps shape the profession’s future.”

Julia Watkins, Executive Director, Council on Social Work Education (CSWE): “The real challenge to us as a profession is to act on the work we’ve done in the past two days—to conceive strategies and operationalize them as a systemic and integrated response across all sectors of social work practice and education. The future is our opportunity.”

Meredith Eisenhart, Co-Director (CSWE) Gero-Ed Center Representative: “I appreciate the emphasis the Social Work Congress has placed on emerging leadership; it recognizes that leadership development is a process that occurs on a spectrum. It can start early in your career and continue throughout it.”

Alberto Godenzi, President, National Association of Deans and Directors of Social Work (NADD): “I agree that a crisis is a terrible thing to waste. We are mission driven, as we should be, but we are not often market savvy. What we need is collaborative, decisive action to ensure that social work is not going out of business. Let’s provide social work innovation in a time when the nation needs us most.”

Lucinda Acquaye, Doctoral Candidate—Howard University School of Social Work (NADD): “I envision a future where all social workers—micro, macro, and clinical, lobbyist, educator, psychotherapist, and community organizer—value one another’s worth and recognize that we must work together to succeed.”

Elizabeth Hoffler, Special Assistant to the Executive Director and Lobbyist (NASW): “I see us doing a better job in disseminating social work knowledge—connecting academia with the practice realm. As a future researcher, it is my responsibility to ensure that the work I do is instrumental in supporting the work of social workers in the field and can be utilized in their everyday practice.”

Jim Kelly, President, National Association of Social Workers (NASW): “We must take up the challenge of transitioning leadership—mentoring new social workers, and passing on our knowledge to them. I doubt that any of us would be in this room without experienced social workers guiding us along the way. Now, it is our turn to continue that social work tradition.”

Social Work Congress Participants

Kimberly D. Acquaye, PhD, MSW
Lucinda A. Acquaye, MSW
James P. Adams, Jr., PhD, MSW
Tony Amedee, MSW
James Aline, MSW, ACSW
Gretchen E. Allena, PhD, LCSW
Charlotte Allen, LCSW
Floyd Allen, LCSW
Jeanie Aine, DSW, MSW
Deborah Amur, ACSW
Jamea A. Amin, MSW
Irene Ainsworth, MD, MSW
Irina Antonevich, PhD, MSW, LCSW
Waman Aoki, LCSW, ACSW
Jordyn Arnold, MSW, ACSW
Margot Anderson, MSW, LCSW
Kathryn M. Aultman, MSW
Christina A. Austin-Valere, LCSW, PhD
Frederick Avant, PhD, MSW, ACSW
George B. Babcock, MSW
Glory Bailey, MSW, ACSW
Julia Baldwin
Mary B. Baneh, DSW
Melissa Barbaeva, LCSW
Lawrence Beane Baron, ACSW, LCSW
Richard F. Barks, AB, MSW, PhD
Nancy Batalov, MSW
Glenna Bates-Roberts, PhD, MSW, ACSW
Susan Becker, PhD, MPH, LCSW
Ralph D. Belk, LICSW, LCSW
William C. Bell, MSW
Tricia B. Bent-Goodley, PhD, MSW
Mary J. Beren, LCSW
Linda Bertrand, MSW, LICSW
Susan Berman, MSW
Lindsie Bertram, MSW
Tara B. Bertrand, LICSW
Mary B. Berzak, LCSW
James Berzak, MSW
Brian Berzak, MSW
Emily B. Bier, MSW, LCSW
Shana Lorraine Brathwaite, LSW
Lorna Lorraine Brathwaite, LSW
Katharine Bratilava, MSW, LICSW
Janet Lynne Brightman, MSW
Tan Browne, PhD, MSW
Patricia J. Brownell, MSW, LICSW
Valerie Bryan, MSW, PhD
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Steven Burton, MSW, LCSW
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Katherine V. Byes, PhD
Johanna O. Byrd, ACSW
Jessica C. Cabana, MSW, Ph.D
Izabel Angeline Candela-Martinez, MSW, ACSW
Raimundo A. Cardona, MSW, LICSW
Karen J. Carlson, LICSW
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Diane A. Correll, LICSW
Irene Correll, LICSW
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Jared F. Cribbs, ACSW, PhD
Elizabeth Criswell, MSW, LICSW
Monique Crisp, LICSW
Catherine Cripps, MSW, LICSW
Ellen J. Cullen, PhD
Sherry Cummings, PhD
Paul A. D’Agrano, ACSW, LCSW
Michael R. Daley, PhD, LICSW, ACSW
Cassandra Brown, PhD, MSW
Kathleen B. Boyd, ACSW, CSW
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Toni Almon, LCSW
James Alton, MSW, ACSW
Cheikh F. Akossa, PhD, LCWS
Charlotte Allen, LCSW
Floyd Allen, JMSW
James Aluko, DSW, MSW
Deborah Amuah, ACSW
Jeanne W. Amatulli, PhD, MSW
Irene Anthony, PhD, MSW, LCSW
Vivian Asiki, LCSW, ACSW
Massimo Arias, ACSW, LCSW
Judy Ann Arthur, MLSW, ACSW
Margaret Aron, MSW, ACSW
Katherine M. Audette, MSW
Christine A. Austin, LCSW, JMSW
Fredric A. Austin, PhD, PCWSAP, ACSW, CSSWS
George V. Babotke, MSW
Clay Bailey, MSW, ACSW
Julie Baldwin
Mike B. Barnhart, DSW
Melissa Barter, LCSW
Loisann steele Barrow, ACSW, LCSW
Richard F. Bank, AB, MSW, PhD
Nancy Bateham, MSW
Glenn Barsky, PhD, MPH, LCSW
Ralph D. Ball, JCSW, LCSW-C
William C. Bell, MSW
Tricia B. Bent-Goodley, PhD, MSW
Lawrence C. Betcher, LCSW
Amy Bess, MSW
Lawrence C. Bethke, LCSW
David H. Beede, MBA, MSW, BCD
Phyllis N. Black, MSW, PhD
Allison Blake, PhD, MSW
Emily W. Bleyl, MSW, ACSW
Cassandra Brown, PhD, MSW
Katharine B. Boyd, ACSW, CMWS
Sharna C. Brandon-Bennett, JCSW
Lois E. Bredeweg, MSW
Katharine Brauns, PhD, MSW
Jacqui Lynn Brueh, JCSW
Tom Brown, PhD, MSW
Patricia J. Browne, PhD, MSW
Valerie Bryan, MSW, PhD
Becky J. Bruske, DSW
Karen Buckle, MSW, LCSW
Steven Burton, MSW, LCSW
Terrence Busch, PhD, ACSW, LCSW
Katharine V. Byers, PhD
Johanna G. Byrd, ACSW
Jessica C. Cabrales, LCSW
Luci C. Candian, LMFT
Rainaldo A. Cardona, MSW, LCSW, ACSW
Roger J. Cardone, MSW
Ira Carlton-Levett, MD, JD, PhD
Andrew E. Castle, MSW, ACSW
Yvonne M. Chase, MSW
Sarah Chase, MSW
Hugh Gregory Clark, PhD, LSWSAP
Elizabeth Clark, PhD, MSW, MPH
Jennifer Clements, MSW, PhD, LCSW
Michelle Conner, PhD
Lila Colby, DSW
Stacy Collins, MSW
Crystal Collins-Carrington, PhD
Barbara Conn, ACSW
Jenny Cotte, MSW
Mardene Cooper, PhD, LCSW, ACSW
Becky S. Corbett, ACSW
John C. Crowther, JCSW
Katrina Craig, MSW, LCSW
Yang-Min C. Crain, PhD, ACSW, PhD
Elizabeth Crawford, PhD, MSW
Adrienne Craig, ACSW, LCSW
Dennis H. Crosslaw, ACSW, LCSW
Dennis J. Crouch, MD, ACSW, LCSW
Janice J. Culver, PhD
Sherry Cummings, PhD
Paul A. D’Agostino, ACSW, LCSW
Michael R. Daley, PhD, LCSW, ACSW
Harriet Dan unborn, MSW, LCSW
Timothy Davis, PhD, LCSW
Brian Deker, MSW
Donna DelGiveo, LCSW, ACSW
Peter Delany, PhD, LCSW
Nancy S. Delkman, PhD, MSW
Elizabeth S. Delkman, LCSW
Paul Deyo, MSW, ACSW, BCD
James Drake, PhD
Peter Ducharme, ACSW, LCSW
Amanda Duffy Randall, PhD
Maureen Emerick, ACSW
Jennifer M. Eley, LCSW
Joy Swanson Einstein, PhD, MSW
Amanda Evans, MSW, MEd
Theora Evans, PhD, MPH, MSW
Brock A. Fast, MSW
Sarah M. Ferguson, PhD
Jason Floyd, MSW
Monika Flynn, PhD
Sandra Jostesn Fogel, PhD
Rowena Ford, BEd
Joseph Ford, LCSW
Susan R. Fox, MSW
Anne E. Fortune, PhD
Paula D. Foster, LCSW
Karen L. Franklin, LCSW
Shakor Furtak, ACSW, LSWSAP, CP
LDM
Betsy Gentry, PhD, MSW
Sarah Gehrke, PhD, LCSW
Amy E. Gibbons, LCSW
Anna Gibert, MSW
Michael L. Gilman, LCSW, JCSW
Patricia E. Gleason-Wynn, PhD, MSW
Alberto Garcia, PhD
Bert G. Goldberg, ACSW
Robyn Golden, LCSW, ACSW, DCW
Adriana Gonzalez, LCSW, CADC
Charlotte G. Green, PhD, MSW
Jo Dee Gottlieb, MSW, ACSW
Diana Grotl, LCSW
Elizabeth Goulart, LCSW
Suzan Grodenberg, PhD, LCSW
Laura W. Groskin, LCSW
Victorio J. Hansen, LSWSAP, ACSW
Iadgos Hare, MSW, LCSW
Kimberly Harper, LCSW
Richard J. Harris, MSW, LCSW
Kimberly Haviland, MSW
Kimberly Haviland, MSW
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Kimberly Haviland, MSW
2010 Social Work Congress

Age Demographics of Social Work Congress Attendees

Age Range

- 70+ 8%
- 60-69 24%
- 50-59 25%
- 40-49 19%
- 30-39 15%
- 22-29 17%

Unknown 20%

- 0-21 0%

- 70+ 8%
- 60-69 24%
- 50-59 25%
- 40-49 19%
- 30-39 15%
- 22-29 17%

Unknown 20%
### Age Demographics of Social Work Congress Participants

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Unknown</td>
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</tr>
<tr>
<td>22-29</td>
<td>8%</td>
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<tr>
<td>30-39</td>
<td>8%</td>
</tr>
<tr>
<td>40-49</td>
<td>13%</td>
</tr>
<tr>
<td>50-59</td>
<td>25%</td>
</tr>
<tr>
<td>60-69</td>
<td>24%</td>
</tr>
</tbody>
</table>

#### Age Range Distribution

- **Unknown:** 2%
- **22-29:** 8%
- **30-39:** 8%
- **40-49:** 13%
- **50-59:** 25%
- **60-69:** 24%

The table above shows the distribution of age demographics among Social Work Congress participants.
2010 Social Work Congress
2010 Student Social Work Congress

April 22 & 23, 2010
Virtual Environment
Editors/Contributors

Elizabeth J. Clark, PhD, ACSW, MPH
Executive Director, NASW

Elizabeth Hoffler, MSW, ACSW
Co-Chair of the Student Social Work Congress
Special Assistant to the Executive Director, Lobbyist

Ebony Jackson, BA
Co-Chair of the Student Social Work Congress
Web Designer

Martha Rothblum, BA
Co-Chair of the Social Work Congress
Creative Arts Manager

Nou Vang, MPA
Special Projects Assistant to the Chief Operating Officer

Gail Woods Waller, MS
Director of Communications

2010 Student Social Work Congress

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Social Work Imperatives for the Next Decade

- **Business of Social Work** – Infuse models of sustainable business and management practice in social work education and practice.
- **Common Objectives** – Strengthen collaboration across social work organizations, their leaders, and their members for shared advocacy goals.
- **Education** – Clarify and articulate the unique skills, scope of practice, and value-added social work to prospective social work students.
- **Influence** – Build a data-driven business case that demonstrates the distinctive expertise and the impact and value of social work to industry, policy makers, and the general public.
- **Influence** – Strengthen the ability of national social work organizations to identify and clearly articulate with a unified voice, issues of importance to the profession.
- **Leadership Development** – Integrate leadership training in social work curricula at all levels.
- **Recruitment** – Empirically demonstrate to prospective recruits the value of the social work profession in both social and economic terms.
- **Retention** – Ensure the sustainability of the profession through a strong mentoring program, career ladder, and succession program.
- **Retention** – Increase the number of grants, scholarships, and debt forgiveness mechanisms for social work students and graduates.
- **Technology** – Integrate technologies that serve social work practice and education in an ethical, practical, and responsible manner.

# 2010 Social Work Congress

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The goals of the 2010 Student Social Work Congress were to explore social work as a profession and to help social work students understand, more fully, their professional careers. The Student Congress also sought to prepare a diverse group and understand the processes that are used to take student focused imperatives which are representative of the voting body and to submit them to the 2010 Congress. They voted “yes” if they agreed that the imperative should be adopted or “no” if they disagreed. They also had the opportunity to submit one imperative of their own belief.

Goals of the Student Social Work Congress

The goals of the 2010 Student Social Work Congress were to explore social work as a profession and to help social work students understand, more fully, their professional careers. The Student Congress also sought to prepare a diverse group and understand the processes that are used to take student focused imperatives which are representative of the voting body and to submit them to the 2010 Congress. They voted “yes” if they agreed that the imperative should be adopted or “no” if they disagreed. They also had the opportunity to submit one imperative of their own belief.

In addition, one representative from every sister social work organization was invited to attend.
Goals of the Student Social Work Congress

The goals of the 2010 Student Social Work Congress were to explore a transition of leadership within the profession and to help social work students understand, more fully, the workforce issues that will affect their professional careers. The Student Congress also sought to prepare students to set an agenda with a large, diverse group and understand the processes that are used to take sizeable concepts and condense them into focused imperatives which are representative of the voting body and the profession.

Students were asked to submit their votes on the final ten imperatives developed at the 2010 Social Work Congress. They voted “yes” if they agreed that the imperative should have been included as a final imperative or “no” if they disagreed. They also had the opportunity to comment on each imperative. Each class was also asked to submit one imperative of their own before the live Congress began.

Preparation for the Student Social Work Congress

Preparation for the Student Social Work Congress coincided with preparation for the Social Work Congress. Initially, information about the Student Congress was distributed to schools of social work and social work organizations with an education focus. Social Work faculty members were encouraged to apply for their class to participate in the event.

The online application was launched in November 2009. The application included the school of social work, geographic area, class focus, degree level, class size, whether the school was Historically
2010 Student Social Work Congress

Black College or University or Minority Serving Institution, willingness to commit time to the event and coordinate student participation, comfort with and previous use of technology, and a narrative asking why the professor believed his or her class should be chosen to participate. Over 80 professors applied for their classes to participate. In order to closely mirror the 2010 Social Work Congress, 16 classes were chosen for a total of approximately 400 students. Classes were chosen based on all of the factors noted above for a representative and diverse group of students from across the country. Professors were then notified of their selection and asked to submit a full roster of student names and email addresses. Students were also individually welcomed to the event via email.

Professors were asked to coordinate their students to participate in a variety of activities. First, a curriculum guide was created (available at SocialWorkers.org/2010congress) to help students understand the process behind the 2005 Social Work Congress and to prepare to participate in the 2010 Student Social Work Congress. Professors were asked to devote two class periods to review the curriculum material. The curriculum included background information, workforce data, and various tasks including leadership, social work reinvestment and brainstorming activities for the students to engage in discussion around the issues that would be addressed at the 2010 Social Work Congress.

An online “virtual environment” was created by CommPartner® specifically for the 2010 Student Social Work Congress. This virtual environment included everything that students and professors would need to participate in the event including relevant videos, information about the 2010 Social Work Congress, social work workforce information, and general information about the profession. Each student and professor was issued a username and password so that they could individually participate in the Congress. While other students watched the event on their personal computers.

Two webinars were held prior to the live event. The first focused specifically on the 2010 Student Social Work Congress. Students were asked to submit questions regarding the Congress ahead of time which were answered in a pre-recorded video. In addition, students could ask live questions during this webinar. The second webinar focused more broadly on the profession, including the social work workforce and career development. Again, students could either submit questions prior to the webinar and/or participate live. Each webinar was held during the work/school week in the late afternoon to accommodate time zone differences. In addition, the webinars were archived and made available throughout the semester in the virtual environment.
A Student Social Work Congress Twitter feed and Facebook page were also created. Through these social media outlets, students could meet virtually before the event, discuss relevant social work ideas and opinions, and even stay engaged with one another after the event. This also served as a good platform to remind students and professors of important dates and deadlines, and answer questions about the process, pre-event webinars and the live event. Out of approximately 400 students, 194 students joined the fan page.

Finally, students participated in the 2010 Social Work Congress which was held on April 22 and 23, 2010. Students could watch the general session of the Social Work Congress live. They could also view the event in archive form for one week after the end of the event. Voting on the imperatives began Monday, April 26, 2010 and students had the opportunity to submit their votes by Friday, April 30, 2010 at 5:00pm EST.
Social Media

In an effort to engage students and social workers who attended the live event through social media, we created Facebook groups. These groups are private and accessible via invite only. 194 students and 87 social workers signed up for the two groups. These groups allowed participants to introduce themselves and engage one another before the Congress. They also provided an additional channel for event staff to disseminate information. Participants were asked for their feedback, reminded of the pre-Congress webinars, and provided information about the live event via the group’s comment wall and email announcements sent through the group messaging system.

Examples of Questions Posed to the Facebook Groups

• Why did you choose to study social work?
• What are the major challenges facing the social work profession?
• Curious about careers, résumés, macro social work, or the future of the profession?
• What questions do you have?
• 2010 Social Work Congress Imperatives – What do you think?

Comments from Facebook

• I am glad to be part of this Congress and to meet new folks. Hopefully we can come up with some good plans to move the social work profession forward. The discussions should be interesting.
• I’m a junior at Western New Mexico University, in Silver City, NM. I think this is a great opportunity to meet other social work students from across the country.
• I feel that one of the biggest challenges that the social work profession has today is the lack of political power in government, which leads to defunding of social services and programs that are crucial for the many populations that the profession serves. Whether it is mental health programs, community organizations, or services for immigrant families, they are being cut across by the politicians who do not understand the immediate and desperate need that these populations live under. I feel that a great necessity is to activate every single social worker, which can lead to a stronger profession and then to better funding for the populations we serve. In a nutshell, to reach out, activate, organize, and create political power among social workers is the biggest challenge for the future of the profession.
• I’m looking forward to seeing so many of those I’ve only met online, and reacquainting with others. The ideas and energy from gatherings like this are always such a gift, don’t you think?
• I’m an MSW student at the University of Maine. I think the biggest problem facing new social workers is the huge amount of graduate school loan debt vs. starting salary ratio.
• It will be good to touch base with some old friends, make some new ones and hopefully see the profession plan to move forward in a positive manner.

Twitter was used to send out general information before the event. During the Congress, participants were encouraged to use the official event hashtag: #SWCDC when tweeting, to be easily found and recorded.

 Tweets Sent During the Congress

• Almost there! @nasw 2010 Social Work Congress #swcdc I am thrilled about this Congress.
• Happy Earth Day to all. Looking forward to a great day working for the SW Congress. #swcdc
• Social work practice without the political is hypocritical #SWCDC
• Dr. Jared Bernstein, from the Office of Vice President Biden is about to speak at the Congressional Breakfast. #SWCDC
• Author Kirsten Downey just gave an inspiring speech on SW legend Frances Perkins at #swcdc
• Congress has concluded. What a great 2 days of working on imperatives for our profession. #swcdc
• SW Congress 2010 #swcdc has concluded, but it was incredible! We’ll be posting the new imperatives for the profession on our site next week!
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positive manner.

I'm a social work student at Western New Mexico University, in Silver City, NM. I think the biggest
the social work profession is the learning curve, and learning the
es and outs of policies on multiple levels—the agency level, the state level, and the federal level.
I am a first year MSW student at UCLA. It's so great to interact with other social work students from
around the country!
As a student, I felt that my participation in voting on the imperatives was a real step toward becoming
included in the decision making process as to where social work is going. If nothing else, I feel this
experience allowed me to examine some of the ways social work is relevant in our society and the
trends developing within our chosen profession. I am profoundly grateful for this experience.
I'm looking forward to meeting other social worker leaders who are committed to our profession's
growth and mission.

Twitter was used to send out general information before the event. During the live event, participants
were encouraged to use the official event hashtag: #SWCDC when tweeting so that their tweets could
be easily found and recorded.

Tweets Sent During the Congress
• Almost there! #Swsw 2010 Social Work Congress #swc: I am thrilled to be 1 of the 30 Under 30!
• Happy Earth Day to all. Looking forward to a great day working for the profession of Social Work at
SW Congress #swc!
• Social work practice without the political is hypocritical #SWCDC
• Dr. Jared Bernstein, from the Office of Vice President Biden is about to address the audience at the
Congressional Breakfast #5SWCDC
• Author Kirsten Downey just gave an inspiring
speech on SW legend Frances Perkins at #swc:
• Congress has concluded. What a great
2 days of working on imperatives for our
profession. #swc:
• SW Congress 2010 #Swc: has
concluded, but it was incredible! We'll
be posting the new imperatives for the
profession on our site next week!
2010 Student Social Work Congress

Social Work Congress Imperative Votes

Students were presented with the ten imperatives selected by participants at the 2010 Social Work Congress. They were asked to vote "yes" if they agreed that the imperative should have been included as final, or "no" if they disagreed. They could also offer a brief comment on any of their votes.

<table>
<thead>
<tr>
<th>IMPERATIVE</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology: Integrate technologies that serve social work practice and education in an ethical, practical, and responsible manner.</td>
<td>163 (80.69%)</td>
<td>39 (19.31%)</td>
</tr>
<tr>
<td>Business of Social Work: Infuse models of sustainable business and management practice in social work education and practice.</td>
<td>155 (76.73%)</td>
<td>47 (23.27%)</td>
</tr>
<tr>
<td>Leadership Development: Integrate leadership training in social work curricula at all levels.</td>
<td>175 (86.63%)</td>
<td>27 (13.37%)</td>
</tr>
<tr>
<td>Common Objectives: Strengthen collaboration across social work organizations, their leaders, and their members for shared advocacy goals.</td>
<td>170 (88.61%)</td>
<td>23 (11.39%)</td>
</tr>
<tr>
<td>Influence: Build a data-driven business case that demonstrates the distinctive expertise and the impact and value of social work to industry, policy makers, and the general public.</td>
<td>157 (77.72%)</td>
<td>45 (22.28%)</td>
</tr>
<tr>
<td>Retention: Increase the number of grants, scholarships, and debt forgiveness mechanisms for social work students and graduates.</td>
<td>160 (89.52%)</td>
<td>5 (2.48%)</td>
</tr>
<tr>
<td>Education: Clarify and articulate the unique skills, scope of practice, and &quot;value added&quot; of social work to prospective social work students.</td>
<td>171 (84.65%)</td>
<td>31 (15.35%)</td>
</tr>
<tr>
<td>Recruitment: Empirically demonstrate to prospective recruits the value of the social work profession in both social and economic terms.</td>
<td>163 (80.69%)</td>
<td>39 (19.31%)</td>
</tr>
<tr>
<td>Influence: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.</td>
<td>170 (87.13%)</td>
<td>26 (12.87%)</td>
</tr>
<tr>
<td>Retention: Ensure the sustainability of the profession through a strong mentoring program, career ladder, and succession program.</td>
<td>180 (91.11%)</td>
<td>22 (10.89%)</td>
</tr>
</tbody>
</table>

Student Feedback on the Imperative

TECHNOLOGY: Integrate technologies that serve social work practice and education in an ethical, practical, and responsible manner.

Yes: Rural areas are without access to many resources, and it is important to integrate technology for social work practice for further provision of services.

No: We would rather see social workers get better pay, than to receive technology.

BUSINESS OF SOCIAL WORK: Infuse models of sustainable business and management practice into social work education and practice.

Yes: I think this will be important for students who plan to be directors and supervisors.

No: I don't think this is imperative to social work education. Not even into private practice and courses on program development.

LEADERSHIP DEVELOPMENT: Integrate leadership training into social work education and practice.

Yes: Social workers should be able to take a leadership role to advance social work.

No: I think we are already doing this.

COMMON OBJECTIVES: Strengthen collaboration across social work organizations, their leaders, and their members for shared advocacy goals.

Yes: As social workers, our job is to direct clients to resources and identify needs, therefore growth among professionals in the field.

No: While presenting a unified front is important, I also feel that it limits the profession.

INFLUENCE: Build a data-driven business case that demonstrates the distinctive expertise and the impact and value of social work to industry, policy makers, and the general public.

Yes: Social work plays an important role in the well-being of communities at all levels.

No: I feel like this is less about the actual profession of social work and more to have one's profession endorsed by other professions.

RETENTION: Increase the number of grants, scholarships, and debt forgiveness mechanisms for social work students and graduates.

Yes: Education is expensive. So many agencies want social workers, and therefore growth among professionals in the field.

No: Everyone can afford it, therefore some must choose to do what they can afford.
Student Feedback on the Imperatives

**TECHNOLOGY:** Integrate technologies that serve social work practice and education in an ethical, practical, and responsible manner.

- **Yes:** Rural areas are without access to many resources, and it is important to provide access to technology for social work practice for further provision of services.
- **No:** We would rather see social workers get better pay, than to receive better technology.

**BUSINESS OF SOCIAL WORK:** Infuse models of sustainable business and management practice in social work education and practice.

- **Yes:** I think this will be important for students who plan to be directors at their respective agencies.
- **No:** I don’t think this is imperative to social work education. Not every social worker is going to go into private practice and courses on program development should cover this.

**LEADERSHIP DEVELOPMENT:** Integrate leadership training in social work curricula at all levels.

- **Yes:** Social workers should be able to take a leadership role to advocate for individuals and communities at all levels.
- **No:** I think we are already doing this.

**COMMON OBJECTIVES:** Strengthen collaboration across social work organizations, their leaders, and their members for shared advocacy goals.

- **Yes:** As social workers, our job is to direct clients to resources and if we have established a relationship between the agencies we represent and those in our community it will be easier to introduce our clients to those resources.
- **No:** While presenting a unified front is important, I also feel that it limits the amount of disagreement and therefore growth among professionals in the field.

**INFLUENCE:** Build a data-driven business case that demonstrates the distinctive expertise and the impact and value of social work to industry, policy makers, and the general public.

- **Yes:** Social work plays an important role in the well-being of the community at large. There needs to be evidence presented to legislators and the public so that support may be gained for our profession.
- **No:** I feel like this is less about the actual profession of social work and more about fulfilling a desire to have one’s profession endorsed by other professions.

**RETENTION:** Increase the number of grants, scholarships, and debt forgiveness mechanisms for social work students and graduates.

- **Yes:** Education is expensive. So many agencies want social workers to have so much education. No one can afford it, therefore some must choose to do what he or she loves to do what they can afford.
2010 Student Social Work Congress

EDUCATION: Clarify and articulate the unique skills, scope of practice, and “value added” of social work to prospective social work students.
Yes: It took a long time for me to decide on social work, because I didn’t really know what it was. There are a lot of misconceptions out there, and in order to increase the field, these need to be addressed.
No: This is already being done.

RECRUITMENT: Empirically demonstrate to prospective recruits the value of the social work profession in both social and economic terms.
Yes: This imperative must be accompanied by improved economic benefits such as loan forgiveness and/or increased salaries to avoid false promises.
No: I think that social work, despite its sometimes bad reputation, actually is doing fairly well as far as recruitment goes.

INFLUENCE: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.
Yes: We should continue to advocate for ourselves and our profession as a unified voice for changes in recognition of our profession.
No: Instead strengthen local organizations so they have a stronger voice nationally.

RETENTION: Ensure the sustainability of the profession through a strong mentoring program, career ladder, and succession program.
Yes: It seems that advocacy for our profession, and the prospective future leaders of this profession, is critical.
No: Fair salaries and debt repayment are more important.

Schools of Social Work Participants

California State University, Northridge
Location: Northridge, CA
Coordinators: Amy Levin, PhD, and Jean E. Daniels, DSW
Class Focus: Research
Class Imperative: Build a blanket of retention by improving case load size, average income, and on the job safety for the social worker.

Catholic University
Location: Washington, DC
Coordinator: Anthony Hill, PhD
Class Focus: Social Work Policy and Services
Class Imperative: Underscore the importance of culturally sensitive social work practitioners, by including courses in undergraduate social work curriculum that build basic proficiency of students in a variety of languages, including American Sign Language (ASL).

Lewis-Clark State College
Location: Lewiston, ID
Coordinator: Brian Christianson, PhD
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

Minot State University
Location: Minot, North Dakota
Coordinator: Ruth Kihm, LCSW, and Jennifer Schlinger, LICSW
Class Focus: Social Work Policy and Advocacy
Class Imperative: Educate the public about what social workers do, which will generate more respect and understanding of the profession and can lead to higher wages, more interest in social work degrees, and more qualified social workers.

Ohio State University
Location: Columbus, OH
Coordinator: Keith Anderson, PhD
Class Focus: Aging Policy and Practice
Class Imperative: Retain effective social workers through adequate funding (e.g., education, salaries, agencies), sufficient support (e.g., supervision, training), and high-quality, affordable education.

University of Minnesota
Location: Minneapolis, MN
Coordinators: John Liebenberg, LICSW, and Alice Lock, LICSW
Class Focus: Policy
Class Imperative: Advocate for effective social workers through adequate funding, support, and professional development.

University of North Carolina at Charlotte
Location: Charlotte, NC
Coordinator: dessert, PhD
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

Texas Christian University
Location: Fort Worth, TX
Coordinators: Lisa A. Rodriguez, LCSW, and Alice Lock, LICSW
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

University of North Dakota
Location: Grand Fork, ND
Coordinator: Linda Taub, PhD
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

University of Oregon
Location: Eugene, OR
Coordinator: Dina Kastner and Becky Corbett
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

University of Pennsylvania
Location: Philadelphia, PA
Coordinator: Becky Corbett
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

University of Southern California
Location: Los Angeles, CA
Coordinator: Tamar Mintz, PhD
Class Focus: Policy
Class Imperative: Strengthen the ability of national social work organizations to identify and clearly articulate, with a unified voice, issues of importance to the profession.

University of Texas at Austin
Location: Austin, TX
Coordinator: Tamar Mintz, PhD
Class Focus: Policy
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University of Washington
Location: Seattle, WA
Coordinator: Brian Christianson, PhD
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University of Wisconsin
Location: Madison, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Milwaukee
Location: Milwaukee, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Madison
Location: Madison, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-River Falls
Location: River Falls, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Stevens Point
Location: Stevens Point, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Oshkosh
Location: Oshkosh, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-La Crosse
Location: La Crosse, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Milwaukee
Location: Milwaukee, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Madison
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Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-River Falls
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University of Wisconsin-Stevens Point
Location: Stevens Point, WI
Coordinator: Beth Schlager, LICSW
Class Focus: Policy
Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.

University of Wisconsin-Oshkosh
Location: Oshkosh, WI
Coordinator: Beth Schlager, LICSW
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Class Imperative: Advocate for student loan forgiveness programs for social work practitioners who work for public or nonprofit agencies.
The Social Work Congress

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Coordinators: Ruth Kihm, LCSW and Jennifer Schlwing, UCWS
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Texas Christian University
Location: Fort Worth, Texas
Coordinators: Linda Moore, PhD, LCSW-AP, Tracy Dietz, PhD, LICSW, and Harriet Cohen, PhD, LICSW
Class Focus: Public Policy
Class Imperative: Strengthen the reputation of the social work profession by establishing a clear concept of what social work is through public and targeted educational media campaigns.

University of Arkansas at Monticello
Location: Monticello, AR
Coordinators: Neeley Reader, LMSW and Jennifer Freer, PhD
Class Focus: Human Behavior and the Social Environment
Class Imperative: Advocate for social work educational programs and social work itself to fight against the social constructs that convey implicit and explicit directives to “genderize” the profession and increase the number of professionally trained male social workers.

University of Maine
Location: Orono, ME
Coordinator: Lenard Kaye, DSW, MSW
Class Focus: Foundation Macro Practice
Class Imperative: Increase availability of paid field placements and educational stipends for social work students.

University of North Carolina at Pembroke
Location: Pembroke, NC
Coordinators: Sherry Edwards, PhD, MSW and Alice Locklear, MSW
Class Focus: Public Policy
Class Imperative: Improve the image of social work as a valued profession, protect the title of social worker and regulate its usage in public domain.

University of North Dakota
Location: Grand Forks, ND
Coordinator: Bret Weber, PhD, MSW, LCSW
Class Focus: Human Behavior and the Social Environment
Class Imperative: Increase availability of paid field placements and educational stipends for social work students.

University of California, Los Angeles
Location: Los Angeles, CA
Coordinator: Toby Hur, MSW
Class Focus: Practice in Organizing Communities and Policy
Class Imperative: Improve the image of social work as a valued profession, protect the title of social worker and regulate its usage in public domain.

University of Arizona
Location: Tucson, AZ
Coordinator: Leonard Kaye, DSW, MSW
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University of Texas at San Antonio
Location: San Antonio, TX
Coordinator: Robert Ambrosino, PhD
Class Focus: Community Organizing
Class Imperative: Social workers should advocate for loan forgiveness for the profession.

Warburg College
Location: Warburg, UT
Coordinator: Susan Keschke Vallem, MSW, EdD, ISW and Stephanie Schuwer, MSW, ISW
Class Focus: Senior Seminar
Class Imperative: Advocate for loan forgiveness and other financial incentives, such as tuition reimbursement and better salaries, for all social work majors and professionals.

West Chester University
Location: West Chester, PA
Coordinator: Michele Belliveau, PhD, MSW and Steve Wilmot, MSW
Class Focus: Social Welfare Policy
Class Imperative: Organize and develop a collective front of social workers to establish and improve the status of the profession and elevate the image of social work in the public eye. Advocacy is needed for social work salaries to be more in line with other clinical professionals.

Western New Mexico University
Location: Silver City, NM
Coordinator: A. Hamilton Williams, PhD, IIMSW
Class Focus: Policy and Advocacy
Class Imperative: Recruit and develop social work leaders from rural communities to advocate and represent the issues important to this specific population including diversity, oppression, and privilege.

Winston Salem State University
Location: Winston Salem, NC
Coordinator: John Marshall, PhD, MSW
Class Focus: Public Policy
Class Imperative: Address the issue of violence within the profession at the BSW and MSW levels, so that the students will be trained on the proper safety measures before entering the field.

Student Participants
California State University, Northridge
Coordinator: Amy Levin, PhD and Jean F. Daniels, DSW
Students: Michele Bartlett Hugo Cortes Amy Charles Melissa Christensen Alisa Cohen Erica Cohen Anna Fautz Susana Ornelas Dominique Yunkawur Chaumelle Richfield Jennifer Rosenberg Daniell Rotherberg Clairece Rizer Rajdeep Samra Erika Wright

Catholic University
Coordinator: Anthony Hill, PhD
Students: Samantha Alves Heather Donahue Margarita Dadoy Jennifer Ondraskh Joshua Edwards Edward Janon Holly Murray Margarette Ratty Debra Riley Melissa Shirk

Lewis Clark State College
Coordinator: Brian Christensen, PhD
Students: Carrie Burns Katie Carlson Jeramiah Carlson Marquesa Cerdana Anne Decuzzi Heidi Harbin Richard Kimele Jennifer Lomaberry

Ryan Oatman Cleo Patrick Kasia Schmidt Tasha Studer Kathryn McColl Stacey Colvette Matthew Campbell Cali Ford Jessica Herlen Amber Kayser Stacey Kelley Andrew Kennedy Donna Layton Karen NEuropean Samantha Sheppard Kathleen Sprakes Harlay Yant

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Winston-Salem State University
Location: Winston-Salem, NC
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Class Focus: Public Policy
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- Chantelle Ratcliffe
- Jennifer Rosenberg
- Daniel Rothenberg
- Clara Russo
- Raquel Sarmo
- Erica Wright

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Students:
- Samantha Alves
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- Margaret Doody
- Jennifer Ginsberg
- Joshua Edwards
- Edward Larson
- Holly Murray
- Marguerite Ratay
- Delbert Reiley
- Melissa Sliwka

Lewis-Clark State College
Coordinator: Brian Christenson, PhD
Students:
- Carrie Bents
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- Jennifer Carlson
- Marjorie Cardona
- Anne Dauzat
- Heidi Hardin
- Richard Kiemer
- Jessica Loescherry
- Ryan Catan
- Chris Patrick
- Keisha Schmidt
- Shahe Shokar
- Kathryn McCaull
- Stacey Calvert
- Matthew Campbell
- Cail Ford
- Jessica Herren
- Amber Kuyar
- Stacey Kelley
- Amelie Kennedy
- Donna Layman
- Karen Numeley
- Samantha Shipstead
- Kathleen Stooles
- Haley Tourigny

Kent State University
Coordinators: Ruth Kihm, LCSW and Jennifer Schlinger, LSCSW
Students:
- Amanda Blomberg
- Andrea Brown
- Hilary Casar
- Michelle Cato-Richardson
- Amanda Codd
- Rhonda Cima
- Sabrina Crites
- Kate Hamon
- Kaye Herman
- Katsuo Hori
- Jennifer Ifill
- Jodi Lindquist
- Heiss Odden
- Druill Robich
- Jenna Rask
- Rebecca Rose
- Robert Sauvageau
- Katelyn Schiller
- Cally Sasso
- Rachel Vandenberg
- Beiley Viterbo
- Krista Wietzki-Keenwood
- Melissa Whitebull
- Jennifer Workman

Ohio State University
Coordinator: Keith Andersson, PhD
Students:
- Austin Conron
- Leslie Delcy
- Lynette Fisher
- Kendra Harlson
- John Irvin Hauser
- Tiffany Jones
- Maya Kews
- Brian Kubalski
- Laura Marlin
- Elizabeth Mee
- Nicole Miresla
- Erin Moore
- Roxanne Nally
- Patton Palmer
- Valerie Tang
- Ria-Lana Toland
- Guanessa Waters

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- Heather Brown
- Emelia Daniels
- Danielle Folsom
- Susan Haga
- Candice Hunt
- Hali Hata
- Amber Johnson
- Keyton James
- Grant Kingley
- Alexia Leveque
- Calvin McAlonis
- Shauna Montgomery
- Connie Pacheco
- Victor Pentic
- Samantha Peterson
- Nikita Pursley
- Zachary Richmond
- Christen Sweeney
- Cynthia Scotti

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- Sabrina Crites
- Kate Hamon
- Kaye Herman
- Katsuo Hori
- Jennifer Ifill
- Jodi Lindquist
- Heiss Odden
- Druill Robich
- Jenna Rask
- Rebecca Rose
- Robert Sauvageau
- Katelyn Schiller
- Cally Sasso
- Rachel Vandenberg
- Beiley Viterbo
- Krista Wietzki-Keenwood
- Melissa Whitebull
- Jennifer Workman

Ohio State University
Coordinator: Keith Andersson, PhD
Students:
- Austin Conron
- Leslie Delcy
- Lynette Fisher
- Kendra Harlson
- John Irvin Hauser
- Tiffany Jones
- Maya Kews
- Brian Kubalski
- Laura Marlin
- Elizabeth Mee
- Nicole Miresla
- Erin Moore
- Roxanne Nally
- Patton Palmer
- Valerie Tang
- Ria-Lana Toland
- Guanessa Waters

Texas Christian University
Coordinators: Linda Moore, PhD, LCSW-AP, Tracy Dietz, PhD, LMSW, and Harriet Cohen, PhD, LCSW
Students:
- Heather Anders
- Katie Jo Anderson
- Steven Alschink
- Blake Berman
- Heather Brown
- Emelia Daniels
- Danielle Folsom
- Susan Haga
- Candice Hunt
- Hali Hata
- Amber Johnson
- Keyton James
- Grant Kingley
- Alexia Leveque
- Calvin McAlonis
- Shauna Montgomery
- Connie Pacheco
- Victor Pentic
- Samantha Peterson
- Nikita Pursley
- Zachary Richmond
- Christen Sweeney
- Cynthia Scotti

Western New Mexico University
Location: Silver City, NM
Coordinator: A. Hamilton Williams, PhD, LMSW
Class Focus: Policy and Advocacy
Class Imperative: Recruit and develop social work leaders from rural communities to advocate and represent the issues important to the specific population including diversity, oppression, and privilege.

Winston-Salem State University
Location: Winston-Salem, NC
Coordinator: Isiah Marshall, PhD, MSW
Class Focus: Public Policy
Class Imperative: Address the issue of violence within the profession at the BSW and MSW levels, so that the students will be trained in the proper safety measures before entering the field.

Student Participants
California State University, Northridge
Coordinators: Amy Levin, PhD and Jean E. Daniels, DSW
Students:
- Michele Bartlett
- Hugo Centeno
- Amy Charles
- Melissa Christensen
- Alisa Cohen
- Erica Cohen
- Anna Foster
- Susana Omelea
- Dominique Fukakawa
- Chantelle Ratcliffe
- Jennifer Rosenberg
- Daniel Rothenberg
- Clara Russo
- Raquel Sarmo
- Erica Wright

Catholic University
Coordinator: Anthony He, PhD
Students:
- Samantha Alves
- Heather Donahue
- Margaret Doody
- Jennifer Ginsberg
- Joshua Edwards
- Edward Larson
- Holly Murray
- Marguerite Ratay
- Delbert Reiley
- Melissa Sliwka

Lewis-Clark State College
Coordinator: Brian Christenson, PhD
Students:
- Carrie Bents
- Kate Carlson
- Jennifer Carlson
- Marjorie Cardona
- Anne Dauzat
- Heidi Hardin
- Richard Kiemer
- Jessica Loescherry
- Ryan Catan
- Chris Patrick
- Keisha Schmidt
- Shahe Shokar
- Kathryn McCaull
- Stacey Calvert
- Matthew Campbell
- Cail Ford
- Jessica Herren
- Amber Kuyar
- Stacey Kelley
- Amelie Kennedy
- Donna Layman
- Karen Numeley
- Samantha Shipstead
- Kathleen Stooles
- Haley Tourigny

Kent State University
Coordinators: Ruth Kihm, LCSW and Jennifer Schlinger, LSCSW
Students:
- Amanda Blomberg
- Andrea Brown
- Hilary Casar
- Michelle Cato-Richardson
- Amanda Codd
- Rhonda Cima
- Sabrina Crites
- Kate Hamon
- Kaye Herman
- Katsuo Hori
- Jennifer Ifill
- Jodi Lindquist
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- Samantha Peterson
- Nikita Pursley
- Zachary Richmond
- Christen Sweeney
- Cynthia Scotti
2010 Student Social Work Congress

University of North Carolina at Pembroke Coordinator: Sherry Edwards, PhD, MSW and Alivia Locklear, MSW Students:
- Misty Baker
- Brittany Barnes
- Dawn Brown
- Vasheme Boyd
- Faith Cansky
- Rolanda Collins
- Emily Connor
- Bernice Crichere
- Sheila Dupre
- Carolyn Crinn
- Krystal Hubbard
- Rheta Lewis
- Pamela Lockwood
- Jessica Maddix
- Whitney Melton
- Aliza Owezdine
- Jacqueline Owezdine
- Shappirina Peterson
- Naskrita Rewals
- Lamisha Tilmam
- Shaequita White
- Vanessa Williams

University of Arkansas at Monticello Coordinator: Neeley Reeder, LMSW and Jennifer Freer, PhD

University of California, Los Angeles Coordinator: Toby Hur, MSW

University of North Dakota Coordinator: Ruth Kim, LCSW and Jennifer Schlinger, LICSW

University of Oregon Coordinator: Todd Kusaka, MSW

University of Texas at San Antonio Coordinator: Robert Ambrosino, PhD

Wartburg College Coordinators: Susan Koche Vallem, MSW, EdD, LISW and Stephanie Schwinn, MSW, UDW Students:
- Kadya Allin
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- Gloria Marshall
- Erin Suhy
- Samantha Teagan
- Colleen Zirk
- Melissa Sarchti

West Chester University Coordinator: Michele Belliveau, PhD, MSW and Steve Wilmot, MSW Students:
- Maddi Anderson
- Kearston Armbrust
- Sarah Baida-Spell
- Angela Banks
- Karlene Bratsch
- Evelyn Burke
- Britney Davis
- Andrea Felicetta
- Suezette Fonseca
- Terri Franke
- Renee Frazier
- Kristen Green
- Jessica Gregory
- Justin Gruber
- Amy Harris
- Stephanie Heydt
- Heather Jacoby
- Tiffany Keane
- Kate Kinze
- Sarah Kriebel
- Jeanne Martin

West Philadelphia College Coordinator: Marcia Belliveau, PhD, MSW and Steve Whirl, MSW

University of Maine Coordinator: Lenard Kaye, DSW, MSW

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- Samantha Teagan
- Colleen Zirk
- Melissa Sarchti
Social Work Congress

University of North Carolina-Pembroke
Coordinator: Sherry Edwards, PhD, MSW and Alice Locklear, MSW
Students:
- Amy Holmes
- Kim Kim
- Kim Tokushi
- Leon Madd
- Melina Parina
- Palma Fornes
- Ralena Perez
- Rosaly Rosado
- Renato Rodriguez
- Ledig Siegel
- Tina Tan
- Tao Tzao
- Tracia Traiano
- Vanessa Turin
- Woodland Hill

University of Maine
Coordinator: Lenard Kaye, DSW, MSW
Students:
- Karen Butler
- Chen Chapola
- Ozi Chi
- Aimee Dolinski
- Rod Farris
- Alex Frim tiers
- Smith
- Jharron Clement
- Jessica K. Pitcher
- Stephen Francis
- Lea Smith
- Loretta Smith
- Ben Smith
- Cecelia Smith
- Darrell Smith
- Elizabeth Smith
- Adele Smith
- Judy Smith

University of North Dakota
Coordinator: Ruth Kihm, LCSW and Jennifer Schling, LCSW
Students:
- Andrea Brekke
- Elizabeth Cunningham
- Mary Creighton
- Jennifer Crompton
- Richard Cramz
- Kristin Fischer
- Allison Gibson
- Angela Glorson
- Jacqueline Hagan
- Sharron Hayes
- Calin Marlowe
- Colleen Miller
- Richard Moback
- Kristopher Mowd
- James Nason
- Heather Piggie
- Jessica Saharski
- Angela Searfoss
- Laton Schmidt
- Erika Severson
- Ashley Skoglund
- Danielle Sossehen
- Amy Swart
- Aisha Tashwah
- Kamynta Watkins
- Amanda Wallace
- Tricia Warner
- Aliesh Zoste

University of Texas at San Antonio
Coordinator: Robert Ambrosino, PhD
Students:
- Debbie Aguilar
- Whitney Alter
- Alana Cassada
- Jacqueline Cassada
- Shashanka Patel
- Nubola Rasu
- Kimberly Rockwell
- Marisa Ruiz
- Tasha Singh
- Lakshmi Tollmar
- Shatasha White
- Venessa Williams

Wartburg College
Coordinator: Susan Kosche Vallem, MSW, EdD, LISW and Stephanie Schwinn, MSW, LISW
Students:
- Kayla Allen
- Alexander Boer
- Azzie Forbes
- Heather Glass
- Mariah Griffin
- Elias Haroun
- Emily Maiden
- Gloria Marshall
- Erin Suchy
- Samantha Traeger
- Colleen Zirk
- Melissa Sechrist

West Chester University
Coordinator: Michele Balloukas, PhD, MSW and Steve Wilmot, MSW
Students:
- Maddi Anderson
- Kaitlin Arrambide
- Sarah Bade-Spell
- Angela Banks
- Kate Battachery
- Evelyn Blythe
- Tanya Brown
- Kimberly Coder
- Kate Cohen
- Stephanie Cronin
- Brittany Davis
- Andrea Felicetti
- Sauvage Fosnaa
- Tiffani Frank
- Renee Franklin
- Kristen Green
- Jessica Gregory
- Justin Hedges
- Amy Harris
- Stephanie Heyd
- Joanna Hilda
- Heather Jacoby
- Trinity Keane
- Kate Kizer
- Sarah Knoblauch
- Jeanne Martin

Western New Mexico University
Coordinator: A. Hamilton Williams, PhD, MSW
Students:
- Marcella Arellano
- Toni Artiaga
- John Banks
- Annabelle Carbajal
- Renaldo Chapman
- John Chess
- Michelle Cisneros
- Bernie Covington
- Maria Dávila
- Saskia Dávila
- John Davis
- Melissa Davis
- Sarah Deane
- Schadrac Dugas
- Ann Deegan
- Kaylene Evans
- Michelle Frances
- Sandra Gonzalez
- Michelle Grybos
- Bonnie Hatcher
- Kathy link
- Leon Leonard
- Teresa Marquez
- Stephanie Mendoza
- Maria Montes
- Berna Montoya
2010 Student Social Work Congress

Quintin McMichael  
Linda Padilla  
Jadelyn Perry  
Marina Reyes  
Devon Smith  
Andrew Sandusky  
Nakomo Valdez  
Jennifer Velazquez  
Elisa Wilson  
Trevor Zimmer  
Lucy Veleste

Winston-Salem State University  
Coordinator: Isiah Marshall, PhD, MSW  
Students:  
Andrea Butler  
Theresa Cato  
Shelvia Cozine  
Jasminne Hopkins Clark  
Asia Jones  
Patricia Mannix  
Quintina McGlothlin  
Charmece Mercer  
Tabatha Rainey  
Jeanine Robinson  
Vivian Roopchan  
Damian Smith  
Brooke Spray  
Mary Spruill  
Lauren Stakos

ADDITIONAL PARTICIPANTS  
Eric Bean, Baylor University  
Kate Bean, Baylor University  
Michael Francisco, University of Maryland  
Ayasha Jones, University of Maryland  
Emily Mathew, Baylor University  
Jamilia Shand, Howard University  
Karolina Stelzer, Baylor University  
Briana Waters, University of Maryland
Social Work Congress

Student Social Work Congress

ADDITIONAL PARTICIPANTS
- Eric Bean, Baylor University
- Kate Bean, Baylor University
- Michael Francis, University of Maryland
- Ayisha Jones, University of Maryland
- Emily Mathew, Baylor University
- Jamila Shand, Howard University
- Karolina Skalska, Baylor University
- Briana Waters, University of Maryland

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