November 10, 2021: 12:00pm

MSW Curriculum Meeting- Via Zoom

Attendees:

* Matthew Vasquez
* Jennifer Becker
* Cindy Juby
* Katrina Moran
* Rebecca Dickinson
* Sei-Young Lee
* Libby Fry
* David Kilmnick
* Lixia Zhang

1. Grievance Policy
   1. Cindy Juby reviewed the current Grievance policy
   2. Directing the students to this policy when taking initiative is a learning process for the students in terms of learning about policies/systems. We should be helping guide the student through this process so that it becomes an educational experience.
   3. Faculty members do have academic freedom. Advisors or other faculty should not be making judgement about their teaching effectiveness.
   4. If a student claims a grievance of discrimination or harrassment we need to send them to the Office of Compliance and Equity Management. If the student wants a faculty member to come with them they are allowed to do that (only in a supportive manner, the student should be leading all of this, the advisor should not be initiating discussion).
   5. Informal and Formal process
      1. Informal process
         1. Students need to contact the instructor with an email first. The advisor should be recommending that the student contacts the instructor that they have an issue with
         2. If that hasn’t worked, the advisor can share the policy with the student. This allows the student to see the process that they would need to do in order to file the grievance
            1. Following this the advisor should not be involved in the process unless asked by the student for supportive reasons only.
         3. There is a time process so be aware of that
         4. If there has been an email and nothing has been resolved:
            1. Undergraduates can bring in Cindy Juby as a mediator
            2. Graduate students can go directly to the Associate Dean of the Graduate College or the faculty member’s department head as a mediator role.
         5. If this mediation doesn’t work then it moves into the formal process:
      2. The Formal process:
         1. Similar process but there is a form that the student fills out that gets sent to the provost’s office to make them aware of what is going on.
         2. Following the form, the process is similar starting with an email to the instructor
         3. If nothing is resolved, the department head is involved.
            1. Time limits
         4. If the student brings in the faculty member department head, and nothing is resolved, the grievance goes directly to the dean.
   6. If an appeal is being made it goes to the University level.
   7. Cindy Juby will send this policy document to the rest of the faculty in the department.
   8. Can be an assignment or final grade; Any grade that the student is not happy with can be sent for an appeal.
2. Cindy Juby shared a handout regarding the reporting of any issues that were experienced or witnessed.
   1. We also have a different process for fields; this will be added to the document for students to use if there are any issues within their field placement.
   2. Discussion regarding adding this to the syllabi so that the students know what to do when problems arise throughout the semester.
   3. Will also be added to the orientation for incoming MSW Students
   4. Potentially share this process at the beginning of the semester throughout the different classes.
3. Matthew Vasquez shared the current MSW Attendance Policy
   1. Attendance policy was adopted as much as possible across the board; faculty do have academic freedom, however it was talked about how having this uniform would be beneficial to have across the board
4. All signature assignments need to have a rubric so if there are any questions related to the grade you have consistency across the board.
   1. Jenny Becker requested the grading policy be shared across the board; Dr. Vasquez agreed to share this policy with faculty members.
5. CSWE Outcomes for the Graduate Program
   1. It is important to note the data being shared is not complete because we are still collecting data.
   2. All of the benchmarks have been met in the In-Person Foundation and On Campus MSW Specializations.
   3. There are a few places we need to consider (Assess Individuals, Engage in Practice-Informed Research, Engage in Policy Practice) that we may need to improve in some way.
   4. Question about where we are covering policy in the Specialization program
      1. Systems Redesign
   5. Question regarding adding a policy class
      1. Could be potential for adding a policy class but it was originally supposed to be included in classes such as Systems Redesign and Grant Writing classes.
      2. Cindy Juby stated there is not a requirement for a policy class, but policy material needs to be covered in classes within the program already.
      3. If any of the competencies are not added or addressed in the program there needs to be a discussion about why they are not included in the program.
   6. Readjusting Benchmarks to make it more rigorous for students?
      1. Potentially to 85%
   7. Continuous Improvement:
      1. We are not currently offering the foundation program but if we were to bring it back the benchmark potentially needs to be raised to 85%.
         1. We have discontinued the on campus foundation program, there are potentially plans to reinstate it.
         2. We do want to include the outcomes because we were instating that at the time of the reference year.
      2. We will look into adding more content into the specialization, adding more policy within systems redesign and grant writing and practice-informed research
      3. Sei-Young Lee suggested raising the benchmark for research especially in the specialization program
      4. Advanced Research Class Assignment: (Competency 4)
         1. We will have continued discussions of specific parts of the assignment to provide more support and clarity to students when completing that part of the assignment.
         2. This includes the Literature Review, Current Study, and Research Question
      5. Our progress report is going to include a follow-up of what we are collecting and analyzing since some of the research is not finished currently. We will most likely have to check in on the improvements in the progress reports.
6. Things occurring within the University
   1. Last April the Governor gave the University of Iowa College of Education 20 million dollars for addressing mental health
      1. This has created problems with other programs her at UNI as well as Iowa State University
      2. The University of Iowa doesn’t know how to address mental health, and have been reaching out to our professors about how to do the work without wanting to collaborate or sub contract.
         1. Dr. Vasquez recommended that potentially instead of waiting for them to come to us, us as a University would come up with a plan for collaboration with specialties and proposing that we work together to create a document providing them with the already set infrastructure. Tell them that if they want help they need to give us some of the money and we would be willing to help.
         2. The head of heartland AEA is wanting to consider having social workers do direct services to students which is a big shift from how they have been doing things.
         3. A conference was held with the money talking about how good the state was at addressing mental health; with professionals from outside the state, etc.
      3. There are a lot of hurt feelings and non-collaborative things going on.
         1. Was proposed that next summer, at the Des Moines Campus we would provide our own summit. “The Better Summit”
         2. This summit would include faculty from the different departments, and if any outside speakers were brought to the summit from inside the state, not outside of the state.
         3. The idea is that this would be a conference that happens in Des Moines in the new building that they have, highlighting the UNI program.
   2. Dr. Vasquez would like to send Nicole a list of all the faculty who would be willing to participate in this:
      1. By Monday November 15th, 2021: Send the updated CV that highlights any and all work related to schools: this can be research, consulting, or even presentations
      2. Include a paragraph about what kinds of things you can provide/highlight interest.
      3. This way if we do present it to the college of education in Iowa City they may be willing to collaborate with us.
   3. Dr. Vasquez proposed that anyone who would like to attend those meetings, it would be appreciated to have a variety of perspectives. Please contact Dr. Vasquez about interest.