

Visions

a publication of the WAYNE STATE UNIVERSITY SCHOOL OF SOCIAL WORK

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SUMMER / FALL 2006

Class of 2006 Honored at the Annual Dean's Graduation Recognition Assembly

On Saturday April 29, more than 300 BSW and MSW degree candidates were honored during the annual Dean's Graduation Recognition Assembly at the Masonic Temple's Scottish Rite Theatre in Detroit. Phyllis Ivory Vroom, Dean, School of Social Work, presided during the event as several invited speakers addressed the graduates and their guests.

Tia Gough, president, Student Organization, spoke representing the student body, followed by faculty representatives Cassandra Bowers and Margaret O. Brunhofer who offered greetings on behalf of the BSW and MSW programs respectively.



Overall view of Masonic Temple ceremony

The dean then recognized members of the class who had earned special awards and honors. This segment was followed by Maxine Thome, Executive Director, Michigan Chapter of the NASW, who welcomed the honorees into the profession of social work. Thome leads an organization that boasts more than 8,000 members in Michigan.

Next came the graduation message, delivered by Board of Visitors member Alice G. Thompson, CEO of Black Family Development, Inc. (BFDI), the private non-profit counseling agency created in 1978 by the Detroit Chapter of the National Association of Black Social Workers. By establishing BFDI as a family counseling agency, the Detroit chapter sought to promote and provide quality social work services in Detroit that were culturally relevant and culturally sensitive. BFDI has grown to accommodate the increasing demand for a variety of specialized, family-focused counseling and advocacy services in the community.

The assembly concluded with remarks by Alumni Association President, Kimberly Adams, PhD. Adams welcomed the new graduates to the alumni body and encouraged each of them to become active participants in the school's Alumni Association. ☉



Graduate Michelle Owens-Hill poses with her proud family



Keynote Speaker Alice G. Thompson

inside

- 2 WSU Capital Campaign Celebrates First Anniversary
- 3 Introducing new Director of Field Education Anwar Najor-Durack
- 4 Sobeck and Trzcinski Examine the Relationship Between Program Development and Growth in Small to Mid-Sized Non-Profit Agencies
- 5 Visions Salutes Students of the Year Tia Gough and Debra Brown
- 6 Kim Adams ... the President Reports
- 8 Maryann Mahaffey Remembered by Friends and Colleagues

WAYNE STATE UNIVERSITY
SCHOOL OF SOCIAL WORK

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Message from the Dean ...

Summer is kind of an in-between time on campus. We have said good-bye to the class of 2006, which numbered more than 250, in the first graduation ceremony held on campus in 80 years. I welcome them into the alumni body. One cohort of the class of 2007 has arrived, the pre-candidate MSW (PCM) students. Having earned their BSW degree, these students have been admitted to the



MSW program with advanced standing, and are taking the challenging "summer bridge" curriculum before entering the advanced year of the MSW program. The remaining members of the class of 2007 have not arrived on campus yet, no doubt still enjoying a hiatus before fall begins. Many have summer jobs, of course. At the *Thompson Home*, it is a time of planning and anticipation, and, this year, extra excitement, as we prepare to welcome our very first doctoral class. Having a doctoral program has been a key goal of our strategic plan and it is very gratifying to see it become reality. Anna Santiago, the program director, and her colleagues have been working very hard to prepare for this historic first class and everything seems in order.

Another change that is exciting to see is Anwar Najor-Durack's assumption of the directorship of field education. I recall the warm reception she received from the alumni when her appointment was announced last year. This issue of *Visions* includes a profile detailing her plans for improving the program.

Continuing our effort to keep you informed about the activities of the School of Social Work faculty, this issue also includes a report on the work Joanne Sobek and Eileen Trzcinski have been doing on program development in small to medium-sized non-profits. In a similar vein, we continue our series on recently published works by faculty members with a story on Jerry Brandell's very favorably reviewed work, *Psychodynamic Social Work*, published by Columbia University Press.

Still on the subject of the faculty ... changes are also happening. Associate Professor Ron Jirovec has retired and Sheryl Pimlott-Kubiak has resigned to accept a position at Michigan State University. And long-term faculty member David Moxley has announced that he will be leaving Wayne State University in the fall to become Medicaid Endowed Professor of Public Health in Social Work, University of Oklahoma, Norman. We wish all of these fine colleagues well and express our gratitude for their many valuable contributions to the school and the university.

Something that hasn't changed: I'm happy to report that we have retained our high rankings in the Gourman Report and in *US News & World Report*, thanks to our strong faculty and field education programs. It will be interesting to see how our MSW ranking might change, now that we have a doctoral program. Our endowed scholarships continue to grow. Six years ago, we started out with about 10 and we've grown – with your help and the help of our Board of Visitors and alumni, we've grown to 22. All-in-all, the state of the school is strong and our alumni are an important reason for that. ○

Dean Phyllis I. Vroom

New Continuing Education Program to Begin Next Spring

Starting in March and April of 2007, the School of Social Work will begin offering workshops to assist professionals in meeting the State of Michigan's new continuing education requirements. Topics likely to be covered include childhood disorders, substance abuse, grant writing, ethics and conflict resolution. Visit the school's Web page, which will be updated as new information becomes available this fall. Also, look for details in the fall/winter *Visions*. ○

WSU Capital Campaign Celebrates First Anniversary



About 1,200 employees, students, donors and friends gathered on May 25 to mark the first anniversary of the public launch of Wayne State University's historic capital campaign and to celebrate its success. So far, *Wayne First: The Campaign for Wayne State University*, has raised \$320 million toward a \$500 million goal. Funds raised through *Wayne First* will help support scholarships, research, faculty endowments and student programs, as well as new construction and improvements to existing structures.

The afternoon celebration, in the courtyard next to the Towers Residential Suites, featured the lively music of Wayne State's Pep Band. Participants enjoyed Detroit-themed food while learning about the university's donors, scholarships, key research, construction plans and the faculty/staff campaign.

In addition, Amyre Makupson, former Detroit TV news anchor, led a Donor Recognition Program on Williams Mall. Jacquelin Washington, chair, Wayne State Board of Governors, addressed the crowd, followed by Gov. Jennifer Granholm, who stressed that the role of Michigan universities is to transform the economy.

"The importance of universities to our state's economy cannot be overstated," she said. "Our goal is to double the number of college graduates. ... What you're doing here is remarkable."

At the Donor Recognition Program, Wayne State President Irvin D. Reid thanked donors for their support of the capital campaign. "Even the most confident of us might have hesitated to say a year ago that by this first anniversary, our gifts would total more than \$320 million," Reid said. "But your response and that of other friends both here and around the world has been nothing short of remarkable."

Part of the effort to advance Wayne State is the campaign's support for scholarships, which are important in attracting high-achieving students, regardless of their financial circumstances. In support of this goal, several benefactors have contributed \$1 million or more to scholarships that benefit students from the city of Detroit. These benefactors include Wayne Dyer, popular author, lecturer and Wayne State alumnus; attorney Michael Timmis and wife Nancy, who also are Wayne State alumni; the Howard Baker Foundation, administered by his daughter Michele Baker; and the Thompson Foundation.

Reid also recognized the Faculty/Staff Campaign for raising more than \$8 million from 2,400 employees so far. "When the people closest to the university show such generosity, it sends a clear signal to alumni, parents, corporations, foundations and other friends that Wayne State is worthy of their investment," Reid added.

More than 380 employees and retirees are members of the Anthony Wayne Society and 184 have joined or upgraded since the campaign began. More than 300 employees, representing every school, college and division across campus, have volunteered for the Faculty/Staff Campaign. Fifteen new endowments and awards have also resulted. Thirty employees and retirees have included Wayne State in their estate plans.

Financial support for the School of Social Work is an investment in the future. It recognizes the school's seven decades of excellence in preparing outstanding and ethical professional social workers and the impact those graduates have made in improving the lives of people around the world. Financial support moves the school forward and acknowledges its potential for new discoveries and new ways to improve the future of our society.

To support the capital campaign, or for more information on the various ways you can contribute, fill out and mail the form included with this issue or contact Marguerite Carlton, development director, at (313) 577-8807. ○

Office of Admissions and Student Services Seeking Alumni Mentors

Social Workers Today Achieve Retention Together (START) is a mentoring program that assists students to take advantage of professional, educational and leadership opportunities in order to improve retention and encourage continued education in the School of Social Work. *START* is currently seeking professional MSW alumni of Wayne State University to serve as mentors. Volunteers must hold a MSW degree and have at least two years experience in the social work field.

Each volunteer will be assigned a BSW or MSW student to work with throughout the school year. Your commitment will be to maintain regular contact with assigned students and together attend at least one activity sponsored through the WSU School of Social Work. This is your opportunity to be actively involved in the education and training of future social workers and a way to give back to the university and the school.

If you are interested in volunteering, please contact the WSU School of Social Work Office of Admissions and Student Services at (313) 577-4409. ○

Introducing new Director of Field Education Anwar Najor-Durack



Director of Field Education
Anwar Najor-Durack

When her appointment was announced at an alumni event last summer, Anwar Najor-Durack received an exceedingly warm welcome. Now she takes time out of her busy schedule to talk about her plans for the department.

Visions: What are your major responsibilities?

Najor-Durack: I'm responsible for the day-to-day operation of the Office of Field Education. I also cultivate and maintain agency relationships as well as supervise the field instructors, and, of course, meeting with students as needed.

Visions: What is your vision for the Department of Field Education?

Najor-Durack: To improve the selection process, so students will have the information they need to make an informed choice, leading to better matches between students and agencies. To that end, we're updating the *Field Education Manual*, improving

the information on our Web page and instituting short, face-to-face interviews with students to fully explore their expectations about field placement opportunities. We are also working to improve communications with field instructors.

Visions: What goals have you set?

Najor-Durack: I mentioned most of them in my answer to the first question, but let me add that we hope to make more effective use of electronic media to improve process and information.

Visions: How does your job relate to our alumni readers?

Najor-Durack: Most of our field instructors are alumni and we are very grateful to have them. Having been alumni liaison before and an academic adviser, I love working in a different context with people I've known and respected for a long time. I appreciate the fact that many alumni eagerly accept field instructor assignments and see them as a way to give back to the school and the profession. Also, our alumni body helps support the program financially. I encourage any alumni, working in an agency and willing to take on a student, to get in touch with me by phone (313) 577-4479, or e-mail ac1724@wayne.edu.

Visions: What encouraged you to join WSU?

Najor-Durack: Well, I was already an alumna. I earned my MSW here. I was looking for a new job, but not really at the School of Social Work particularly. I heard there was an opening but my experience was in psychology – not such a good fit. Still, I thought it might be a good chance to practice my interviewing skills since I hadn't been in the job market for a while. I wasn't at all nervous during the interview because I viewed it as just practice. And I ended up getting the job!

Visions: Are there any questions you wish we had asked, but didn't?

Najor-Durack: I was pleased when Governor Granholm asked me to serve as one of the MSW representatives on the Michigan Board of Social Work. That position has helped me open doors at more agencies with opportunities to make presentations on licensure and continuing education. The Michigan Board of Social Work consists of nine voting members: four licensed master's social workers, two licensed bachelor's social workers and three public members. The board currently oversees nearly 2,000 registered social service technicians, more than 10,000 licensed bachelor's social workers and almost 14,000 licensed master's social workers. ○

Wayne State University Board of Governors approves FY 2007 budget

The Wayne State University Board of Governors approved a 2007 General Fund Budget of \$489.2 million at its regular meeting July 26. The budget includes state appropriations of \$214.2 million and a 5.8 percent increase in tuition and fees for all students. Also included in the proposed budget is a \$2.1 million increase in student financial aid to offset tuition differences for students in need.

"We are grateful this year to receive our first increase in state appropriations since 2001 – an action on the part of Governor Granholm and the state Legislature which will hopefully continue," said Nancy Barrett, Wayne State University provost and senior vice president. "Although we appreciate the increase in our appropriation after four consecutive years of decline, the proposed increase of 2.5 percent is the lowest allocated to any of Michigan's public universities."

"During a cycle of declining state appropriations, totaling nearly \$40 million over the last four years, the university has been focused on trimming the budget – a process that has required deep cuts in operating costs, staff programs and part-time faculty, impacting several areas campus wide," Barrett added. "The university has pressing needs for new faculty, research support, enhanced student services and funds for deferred maintenance. These needs have persisted too long and we are feeling their impact."

For the academic year 2006-07, the new tuition rates amount to an increase in the per-credit-hour rate for Michigan resident freshmen and sophomores from \$189.40 to \$200.40. For resident juniors, seniors and post-bachelor's, tuition will increase from \$223.30 to \$236.30 and graduate students from \$337.60 to \$357.20.

The Michigan House funding formula gives a bachelor's degree four times the weight of a master's in engineering and twice the weight of a medical degree. And the formula does not count any student taking less than 15 credit hours per semester. As a result, while over 33,000 students attend Wayne State University, the funding formula treats us as if we only have 24,000. ○

"We are grateful this year to receive our first increase in state appropriations since 2001..." said Nancy Barrett, provost.

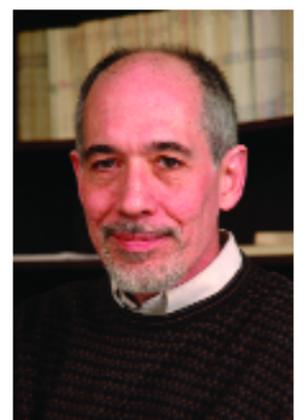
Brandell Work Receives High Praise from Colleagues

Professor Jerrold R. Brandell's latest book, *Psychodynamic Social Work*, published by Columbia University Press, has garnered rave reviews from colleagues in the field. Joan Berzoff, School for Social Work, Smith College, writes in *Social Work*, "Psychodynamic Social Work covers a vast array of theoretical and clinical topics: the relationship between social work and psychoanalytic theory, the three phases of psychodynamic practice, the matrix of transference and countertransference, child psychotherapy, adolescent psychotherapy, brief therapy, case management and research on practice." She adds, "(it) ... provides a very comprehensive overview of psychoanalytic theories."

Linda A. Chernus of the University of Cincinnati College of Medicine who is reviewing the book for *Psychoanalytic Social Work* says "... this truly encyclopedic volume ... has undertaken the formidable task of integrating psychoanalytic theory and contemporary clinical social work practice ... this work constitutes a prodigious piece of solid intellectual history, which sacrifices neither breadth nor depth ... this volume is outstanding in its comprehensiveness, integration of clinical theory and practice, and understanding of the current state of clinical social work within the larger managed care setting. Finally, Brandell demonstrates how our analytic heritage can be integrated into all varieties of clinical social work practice without ignoring the reality of our current mental health situation and its impact on our work with individuals, families, groups and the community. He accomplishes the remarkable feat of being highly theoretical, yet fully in touch with the real world, truly a paradigm for excellent clinical practice."

"He accomplishes the remarkable feat of being highly theoretical, yet fully in touch with the real world, truly a paradigm for excellent clinical practice."

– Linda A. Chernus of the University of Cincinnati College of Medicine



Faculty author Jerrold R. Brandell

Brandell joined the Wayne State University School of Social Work faculty in 1992. He is chair of the Graduate Concentration in Interpersonal Practice. A practicing psychoanalyst and social work clinician, he is founding editor of the clinical journal, *Psychoanalytic Social Work*, has served on the International Editorial Advisory Board of the *Israel Psychoanalytic Journal* and currently serves on the Distinguished Editorial Advisory Board of *Trauma and Loss*. He is very actively involved in clinical practice, consultation, and supervision. In 2002, Brandell was awarded a distinguished faculty fellowship by the Wayne State University Board of Governors. ○

Sobeck and Trzcinski Examine the Relationship Between Program Development and Growth in Small- to Mid-Sized Non-Profit Agencies

In a continuing effort to keep our readers informed about faculty research activities, Visions will from time to time report findings. This time we summarize recent research conducted by Interim Research Director Eileen Trzcinski Assistant Professor Joanne Sobeck, Elizabeth Agius, Psychiatry, WSU and Sonia Plata of New Detroit, Inc.

Introduction: Increasingly, non-profits are asked to justify their programs using models of “best practice” and strategies that demonstrate the outputs and outcomes of their service efforts. These pressures arise from external sources such as funding agencies or through internal commitments to formalize and document with evidence the assumptions that guide program action. They are reinforced by research on the performance of non-profits. Research has consistently indicated that improving the management and program capacity of non-profits leads to better program performance. Sobeck and Trzcinski’s project investigated specific aspects of organizational theory using a sample of 396 small- to mid-sized non-profits within a large metropolitan area. The researchers examined the relationship between program development and growth and the role readiness plays in predicting both program development and organizational growth.

The Role of Small- to Mid-Sized Non-Profits: Small- to mid-sized non-profits make up an overwhelming majority of the non-profit sector. Less than 10 percent of all non-profits have budgets totaling more than \$250,000. With large non-profits and traditional funding sources unable to meet the specific demand of neighborhood and populations at risk, these small community centers fill important gaps in the system.

Program Development, Readiness and Growth in Small- to Mid-Sized Non-Profits Program development is a multi-faceted concept that embodies a rational approach to non-profit program planning. Readiness, from the perspective of scholars and practitioners, is defined as the aims, willingness and motivation to engage in the change process. This study measures growth based on a number of different components, including budget, number of programs, number of people served and number of volunteers.

Conceptual Model Linking Program Development, Readiness and Growth

The level of program development is hypothesized to be a function of management capacity, staff size, age of the organization, fund development and readiness, while the level of readiness is hypothesized to be a function of management capacity. Growth, in turn, is hypothesized to be a function of both program development and readiness.

Management Capacity and Fund Development as Predictors of Program Development and Readiness. Although there is some disagreement over the relationship between an organization’s management capacity and fund development capacities and its effectiveness, many non-profit researchers and practitioners argue that improvements in these kinds of organizational capacity lead to better program performance. Non-profits need to diversify their funding base and increase revenues. Perhaps more than ever, with mounting catastrophes and a greater need to respond to human crisis, non-profits must be strategic in fund development. They cannot rely on the same donors, assume that they will assist the same number of clients year to year, and avoid income-generating business.

Age of Agency as a Predictor of Program Development and Growth. The age of an organization is an indicator of experience. The age represents the accumulation of resources over time, experience in programming and reputation among its target population.

Readiness as a Predictor of Program Development and Growth. In management studies, the concept of readiness has often been viewed as a predictor of organizational change. Some studies have focused on readiness as a way to build and implement change plans within an organization. Other studies have related readiness to technology transfer.

To summarize, we hypothesize that: non-profits with higher levels of management capacity are both more likely to report greater capacity for program development and higher levels of readiness; fund development capacity as well as the size and age of the organization will predict an organization’s ability to conduct program development activities and that the age of the organization will be directly as well as indirectly associated with reported growth; and that readiness will be positively associated both with program development and with growth. Finally, we hypothesize that non-profits with greater program development are more likely to report growth.

Method: This research was undertaken to establish a baseline for longitudinal research on non-profits, their capacity, readiness and other organizational factors. A pilot test was conducted with five individuals representing community organizations to clarify the use of terminology and information. This stage also provided an opportunity to learn how well the survey worked for participants, using a Web-based software program.

Descriptive Statistics: In the sample (n=396), we found that a majority of the organizations (88 percent) have 501(c)3 status. They have been in existence anywhere from one (1) to 165 years, with 67 percent being in existence 20 years or less. The mean age is 12 years (median is 7.5). These groups average 11 board members. When asked about having a committee structure in place with their board, 72 percent of the respondents answered yes. In terms of staff, 38 percent reported they have zero full time staff, 30 percent have one-three staff and 32 percent have four or more full time staff members. Almost 50 percent have five or fewer volunteers, and another quarter (27 percent) have six – 20 and 26 percent have 21 or more regular volunteers. Almost one-third (32 percent) have budgets less than \$40,000, 31 percent have budgets between \$40,000 and \$200,000, and 37 percent have budgets totaling more than \$200,000. In these groups, 46 percent have an executive director who is the founder, and 43 percent reported that the current board chair is the founder. More than half (62 percent) of the organizations had no change in leadership in the last two years. More than half (58 percent) of the surveys were completed by the executive director, board chairperson or a board member.

Findings: A majority of the hypotheses concerning program development capacity, readiness and growth were supported. However, contrary to expectations, staff size was not associated with program development. In addition, although age of the organization was significantly related to program development, it was a weak predictor of program development. These findings suggest that although small- and mid-sized non-profits may share many characteristics with larger non-profits, critical distinctions may exist as well. More research is needed that specifically targets these small- and mid-sized organizations.

A second goal was to use a structural model to examine the relationship between program development capacity and growth. By using program development capacity, we capitalized on the fundamental structures that underlie quality programs as well as the point of departure for many who are interested in capacity building with non-profits. Non-profits that conducted needs assessments, searched for information on best practices and engaged in program planning and evaluation were more likely to have higher reported growth in the preceding two-year period. This finding was consistent in both models.

A final goal centered on the role of readiness, which was found to have both direct and indirect associations with growth. Specifically, when readiness was added to the model, the relative strength of the direct relationship between program development capacity and growth decreased. These two findings suggest that if higher levels of readiness are present, organizations are more likely to simultaneously experience both higher levels of observed program development capacity and growth. This research illuminates the role of readiness. The results strongly suggest that organizational readiness, defined as readiness to engage in activities that facilitate sustainability and long-term positive growth, may be an important concept to consider in capacity building. As a result, effective non-profit capacity building should pay closer attention to incorporating readiness as a way to build on the investment made within the organization.

Although it may be premature to recommend how these results can be translated into work with other non-profits, the study does suggest focus areas that may help in transitioning a non-profit to higher degree of readiness and to an increased level of program development capacity.

Summary of Findings:

- (1) Critical distinctions may exist between small- and mid-sized non-profits compared with larger non-profits.
- (2) Non-profits that conducted needs assessment, searched for information on best practices and engaged in program planning and evaluation were more likely to have higher reported levels of growth.
- (3) Higher levels of readiness were associated with higher levels of program development capacity and growth.

Limitations and Directions for Future Research: While we found statistically significant relationships, our study does not establish causality. We do not know whether program development and readiness develop together or whether one must precede the other. Only through longitudinal research will we be able to answer this question. A second limitation is that this research may not generalize to other non-profits. The model of program development, readiness and growth needs to be tested further. ○

Something to Consider: Graduate Certificate in Social Work Practice with Families and Couples

Following up on the article on certificate programs offered by the university in the last issue of *Visions*, we begin a series of closer looks at the individual programs, starting with the Graduate Certificate in Social Work Practice with Families and Couples, which prepares graduates to earn the State of Michigan license in marital and family therapy.

This program provides MSW graduates and advanced-year MSW students with advanced clinical training for work with families and couples from a family systems perspective. This program addresses some of the major concerns expressed by those interested in practice with couples and families.

Social workers have interacted with families affected by social injustice and adverse conditions for many years. In recent times, however, the problems encountered by these families are both more complex and greater than ever, fueled by issues such as poverty, racism, substance abuse and domestic violence. These are no longer problems of the individual; they are problems deeply embedded in the family system throughout many generations.

This program helps social workers develop the “family systems perspective” needed to work effectively with such complex problems. The program also helps social workers obtain the highest credentials in the field of marriage and family therapy. Social workers who are properly credentialed in the marriage and family field are well positioned for leadership roles in family service agencies and various clinical settings.

This series of academic courses provides a holistic view of human systems as multilevel entities in which each level influences and is influenced by the others. This framework provides a wealth of information about how human systems function, and how a dysfunctional family system creates and maintains problems for family members. Participants are trained to identify problems affecting the family system and to focus on therapeutic pathways for promoting healthy functioning.

Some of the key subjects covered in the Graduate Certificate in Social Work Practice with Families and Couples include:

- Developmental tasks of the family life cycle and diverse family structures
- Ways in which the family forms and reforms, including divorce, single parenthood, remarriage and stepfamilies
- Models of social work intervention with families of various ethnic, racial and cultural backgrounds
- Evaluation of research pertaining to family practice
- Examination of ethical issues that arise in family practice such as confidentiality, custody, parental rights and children’s rights
- Planning interventions that affect family functioning at various levels of the family system
- Concepts and theories that explain a variety of family structures
- Develop practice skills needed to intervene with multi-problem families
- Evaluate the effectiveness of social work practice with families

Applicants must meet the admissions standards of the Graduate School and be accepted by the School of Social Work. Eligibility for this certificate is limited to persons holding a master of social work (MSW) degree or persons actively enrolled in the advanced portion of an MSW program. Contact the Office of Admissions & Student Services (313) 577-4409 for additional information or for application materials. ◉

Visions Salutes Students of the Year Tia Gough and Debra Brown

Earlier this year, Cassandra Bowers represented Wayne State University in presenting Student of the Year awards to MSW student Tia Gough and BSW Debra Brown during a ceremony at University of Detroit-Mercy (UDM). Sponsored by the *National Association of Social Work*, Student of the Year Awards are presented at schools of social work nationwide. Participating schools in Michigan, in addition to UDM and WSU, are Madonna University and the University of Michigan. Winners are nominated by their fellow students.

MSW winner Tia Gough is co-editor of *The Advocate*, president of the School of Social Work Student Organization, an active member of Greater Detroit Association of Black Social Workers and a regular volunteer for commencement ceremonies. She sat on the dean’s evaluation committee, and she is a licensed foster parent. She has been secretary of the Family Learning Center at her church, as well as serving as treasurer, secretary and member of the church choir. She was instrumental in putting together the “Child Abuse Awareness Symposium” during the 2005-2006 school year.

Born and raised in Detroit, she is the second oldest of seven children. She is the second in her family to receive a master’s degree and one of five who went on to higher education. Her mother is a single parent. Gough has two teenage children.

“The fear factor was great when I applied to Wayne State, because I had never been in a university before and I thought everyone was fresh out of high school. As I conquered my fears, I decided to get involved in the student organizations and that may be one aspect of WSU I will miss the most. My family has played a big role in my being able to attend WSU. Whether it was helping with more chores or



Director of Admissions and Student Services Janet Joiner congratulates NASW Student of the Year winners (from left) Tia Gough and Debra Brown

keeping quiet while I studied, everyone gave up something. This has been a wonderful journey, and I have no regrets.”

“When I found out that I was selected as Student Social Worker of the Year, I was only ‘too’ surprised. I say *thank you* to everyone involved; the selection committee, those who nominated me and WSU School of Social Work, the staff and faculty.”

BSW winner Debra Brown has also been generous with her time in supporting the school and the community. Currently she’s president of the student

chapter of the Greater Detroit Association of Black Social Workers, a member of Student Org, the dean’s student review board and the BSW Curriculum Committee.

In the community, Debra Brown is cabinet secretary of District 11A-1 and secretary and zone chair of the Ecorse-River Rouge Lions club. And that’s not the end of her secretarial duties. She is also secretary of the Missionary Society of Few’s Memorial CME Church, where she also sings with the “Voices of Praise” chorus. ◉

Kim Adams...the President Reports

Alumni Association Honors Barbara Simons, Shirley Mann Gray

I hope you are enjoying our Michigan summer and finding opportunities to take a break from your professional challenges. With our Alumni Association's link to the academic calendar of the School of Social Work, this is a time for your Alumni Board to reflect back on the past year of activities, and plan ahead for next year. We had an outstanding turnout for our annual luncheon meeting March 31, when we honored Shirley Mann Gray as our alumna of the year and Barbara Simon as citizen of the year.

On April 29, I had the opportunity to address members of the class of 2006 at the *Dean's Graduation Recognition Assembly* held at the Detroit Masonic Temple and to welcome them to the alumni body. It was a thrill to experience the enthusiasm of the graduates, knowing that they will respond with energy and creativity as they join us as colleagues.

In May, the Wayne State University Alumni Association presented their "Outstanding Achievement Award" to the School of Social Work Alumni Association "in recognition of outstanding accomplishments and contributions



Citizen of the Year Barbara Simon



Shirley Mann Gray receives award from Georgene Thornton

in 2005-2006." This tribute recognizes the outstanding service of your Alumni Board members, and I cannot thank all of them enough for their service and support.

More recently in June, our members enjoyed an evening reception at the Detroit Yacht Club where Dean Phyllis Vroom brought us up to date on the school's growth and development. This event was hosted jointly by the dean and the association and provided a wonderful opportunity to catch up with colleagues and friends. Anwar Najor-Durack, the director of field education, who is also a member of the State of Michigan



Licensing Board, brought us up to date about licensing requirements related to continuing education, and Interim Associate Dean Beverly Black presented the school's plans for future continuing education offerings.

The Yacht Club reception also featured a very successful silent auction that raised funds

to support the alumni association's scholarship at the School of Social Work. Items included a Chauncey Billups Pistons jersey, donated by Phyllis Edwards, and a four-foot tall, hand-carved totem pole donated by Professor David Moxley.

As we prepare for our annual board retreat, I invite you to give us feedback to help us fulfill the association's purposes, which include (1) supporting opportunities for social and educational activities of alumni, (2) raising and providing funds to the School of Social Work for purposes the board determines to be appropriate, such as scholarships, (3) assisting the school in the promotion of programs that benefit students and faculty, and (4) providing a forum for the expression of alumni interests, advice and counsel to the university.

In closing, I wish to thank our Alumni Association Board members (listed below) for their service, and I invite you to consider service with the board. If you would like to serve on a committee and/or participate as a board member, please contact Loren Hoffman in Dean Vroom's office at (313) 577-4464. ○

WSUSSWAA Board for 2006-2007:

- | | |
|-----------------------------------|-------------------------|
| Kimberly R. Adams, President '89 | Sharon Crosby '04 |
| Laurie Munday, Vice President '04 | Pamela Hopkins '87, '93 |
| Phyllis J. Edwards, Secretary '02 | Denise Johnson '94 |
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| Joanne S. Brogdon '01 | Faiza Najjar '01 |
| Gerald Caughey '78 | Georgene Thornton '85 |
| Tia Cobb '94 | |

Black's Harris Lecture to Focus on Treating Substance Abuse in the Family

Claudia Black will deliver the *19th Annual Edith Harris Endowed Memorial Lecture* on Thursday, Oct 19, in the Community Arts Auditorium beginning at 1 pm. Her topic will be "Social Work Comes Face-to-face with Addiction in the Family." About her lecture, Black says "[I] will offer a brief historical introduction to the dynamics of addiction within the family [and] speak to the challenge of addressing the family legacy of addiction, acknowledging family violence, loss and abandonment, co-occurring disorders and multi-addictive processes." The school has applied to offer 1.5 continuing education hours for those eligible who attend the lecture.

Black is a clinical consultant for *The Meadows*, a multidisorder inpatient facility specializing in the treatment of a broad range of problems, including drug and alcohol addiction, sexual addictions, depression, psychological conditions, affective disorders and compulsive behaviors. She is also a lecturer, author and trainer internationally recognized for her pioneering and contemporary work with family systems and addictive disorders. Black is past chairperson of the *National Association for Children of*

Alcoholics and presently serves on its advisory board. She holds a master's degree in social work from the University of Washington and a doctorate in social psychology from Columbia Pacific University. She is most recognized for her work with dysfunctional family systems. In addition to being featured in numerous publications and appearing on many television shows, Black has received a number of national awards including *The Marty Mann Award*, *The SECAD Award* and was the *NCA's Educator of the Year*.

As an author, Black's works include *Changing Course*, *The Missing Piece*, *It Will Never Happen to Me*, *Double Duty*, *A Hole in the Sidewalk*, *Depression Strategies: Practical Tools for Professionals Treating Depression* and her latest book, *Straight Talk*. Black has been a keynote speaker on Capitol Hill in Washington, DC and on Parliament Hill in Ottawa, Canada. Her workshops have been presented to audiences at the US Air Force Academy, the Texas prison system, the Milton Erickson Psychotherapy Conference, Maxey Training Schools for Violent Youthful Offenders and Harvard Medical School. ○



Harris Endowed Memorial Lecturer, Dr. Claudia Black

School of Social Work Alumna Mary Walther Endows Scholarship in Parents' Memory

Dean Phyllis Vroom recently announced

establishment of a new endowed scholarship.

The Elizabeth and Reginald MacArthur Endowed

Memorial Scholarship Fund was underwritten by

the MacArthurs' daughter, Mary Walther, to honor

the memory of her parents. The scholarship is for

full or part time MSW students with a 3.0 or above

average. Applicants do not have to demonstrate

financial need.

She called her two years of graduate school here, "the best years of my life. I met and married my husband and made many wonderful friendships."

Walther received her MSW from Wayne State

University in 1964. She called her two years of

graduate school here, "the best years of my life.

I met and married my husband and made many

wonderful friendships." Walther, who currently

lives in Winnetka, Ill., and works at a family service

agency in nearby Wilmette, originally grew up in

Grosse Pointe and had not attended a big city

school until WSU. (She earned her undergraduate

degree from the University of Colorado in Boulder.)

By virtue of her initial \$25,000 gift, Walther

becomes a charter member of the Anthony Wayne

Society. After earning her MSW, Walther interned

at two area agencies, St. Peters Home for Boys and

Family Services of Detroit. For a number of years,

she was director of the Red Cross's Domestic

Violence Prevention Program at the Great Lakes

Naval Training Center near Chicago. ☉

I would like to make a contribution to the School of Social Work

Name _____

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Please select a fund number from chart below.

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I would like to make a contribution to **Wayne State University**.

My gift will support the School of Social Work.

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Please call (313) 577-8807 with questions.

Matching Gifts

Your employer or your spouse's employer may multiply your contribution through a matching gift program.

My company's matching gift form is enclosed.

Mail this form to: **Wayne State University
School of Social Work – Development
4756 Cass Avenue
Detroit, MI 48202**

Number	Fund Name
2-22111	Social Work Improvement and Development Fund
4-44469	Social Work General Scholarship Fund
0-61962	Shawn A. Abraham Memorial Endowed Scholarship
4-47724	Art Antisdell Memorial Scholarship
0-60082	Carol Barron Memorial Endowed Scholarship
0-60204	Virginia Baumgartner-King Endowed Scholarship
0-50694	Everett Beishlag Memorial Loan Fund
0-61180	Elizabeth N. Brehler Scholars Program
0-51057	Charles B. Brink Loan Fund
0-61768	Arnette Burwell Memorial Endowed Scholarship
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0-60179	Rachel I. Coleman Endowed Scholarship
0-60430	Patricia L. Dillick Memorial Endowed Scholarship
0-61097	Cecille Y. Dumbrigue and Shirley P. Thrasher Endowed Memorial Scholarship
0-60148	Annette Sniderman Freedman Endowed Scholarship
4-47602	Emmesia Mathews Frost and Kenneth M. Frost Scholarship
4-47837	Allan and Harriet Gelfond Endowed Scholarship
0-61334	Fred and Freda Gentsch Scholarship
0-60022	Annie Louise Pitts Handy Endowed Scholarship
0-61990	Joseph P. Hourihan Endowed Scholars Award
0-66013	Shirley Doris Hupert Memorial Scholarship
4-44765	Evangeline Sheibley Hyett Endowed Scholarship
0-51134	Bette Kalichman Student Loan Fund
0-60198	Vernon Edward Keye Memorial Endowed Scholarship
0-61843	Alice E. Lamont Endowed Scholarship
0-60184	James W. Leigh Scholarship
0-60119	Eileen M. Maceroni Endowed Scholarship
0-60011	Maryann Mahaffey Endowed Scholarship
0-61938	Lois J. McOsker Memorial Endowed Scholarship
0-50804	Aaron Mendelson Memorial Trust Fund
4-47708	Edward J. Overstreet Endowed Scholarship
4-47432	Donald J. Roberts Memorial Scholarship
4-44775	Harold and Carolyn Robison Memorial Scholarship
4-44475	School of Social Work Alumni Association Endowed Scholarship
0-52234	School of Social Work Alumni Association Emergency Student Aid Fund
0-67786	Social Work Futures Endowment Fund
4-47778	Raymond Snowden, PhD Memorial Scholarship
4-47881	Mavis M. Spencer Endowed Fund for Scholars
0-60282	Maldo Ellen Talick Memorial Scholarship
0-60001	Mary Turner Scholarship
0-60139	Beryl Zlatkin Winkelman Endowed Scholarship
4-47118	Ella Zwerding Memorial Scholarship

Professor Emerita and former Detroit City Council President Maryann Mahaffey Remembered by Friends and Colleagues



The late Maryann Mahaffey with Dean Vroom at a recent event

Former faculty member and Professor Emerita Maryann Mahaffey died at Henry Ford Hospital on July 27, 2006 at the age of 81. Mahaffey taught in School of Social Work from 1965-1989. She became a full professor in 1973 and was named professor emerita on June 7, 1990. An endowed scholarship in the School of Social Work honors her memory. The Alumni Association honored Mahaffey earlier this year.

“Maryann Mahaffey was the people’s public servant, someone who always elevated the voice of the voiceless,” said Dean Phyllis Vroom. “Whether it was as a Councilwoman, walking a picket line, fighting hunger or being out in the neighborhoods fighting for better housing, she really lived as the best example of

what social work is all about: fighting for social justice and helping others live a better life.”

Mahaffey served on the Detroit City Council from 1974 until retiring in September of 2005. She served three terms as council president. A fierce liberal, Mahaffey was known as a firebrand who stood up for the rights of poor Detroiters and city unions. She lived in Detroit’s Rosedale Park.

She was active in the American Civil Liberties Union, Detroit Urban League, League of Women Voters, NAACP and the National Organization of Women. She chaired the Michigan delegation to the UN Conference on Women in Beijing, served on the board of the National League of Cities and is a past president of Women in Municipal Government. She chaired Detroit’s Coalition for Better Care, which worked for optimal health services to the poor, and was a founder of the Michigan Statewide Nutrition Commission, which helped gain passage of a law requiring school breakfast programs.

Mahaffey was instrumental in helping establish the Detroit Police Department’s first rape crisis center and in gaining passage of an ordinance requiring licensing of emergency homeless shelters.

“In the African tradition, as long as one person speaks your name, you will never die. Maryann Mahaffey will never die in this community,” Detroit Mayor Kwame Kilpatrick said.

Mahaffey’s funeral services were private. A public memorial service will be held at 2 p.m., August 26, 2006 at the Michigan Opera Theater. She is survived by her husband Herman Dooha, whom she married June 8, 1950, daughter Susan Dooha and granddaughter Lilly. For information on contributions to the Maryann Mahaffey Endowed Scholarship, contact Marguerite Carlton, development director, at (313) 577-8807 or ae8206@wayne.edu.

Clip and return this form, completed, with payment to: WSU Alumni Association, P.O. Box 64340, Detroit, MI 48264

JOIN THE WAYNE STATE ALUMNI ASSOCIATION

Alumni Association Membership Registration

Membership is available to alumni and friends of the university. Call (877) WSU-ALUM for additional information or School of Social Work Alumni Association.

Join an **affiliate group!** You don't have to be a member of the group to join an affiliate alumni association:

- Division 01
- Division 02
- Athletics
- Organization of Black Alumni
- Women of Wayne
- Pharmacy, Administration
- Business
- Engineering
- Post-Professional and Executive Ed.
- Law
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MEMBERSHIP RATES

	1 Year	3 Years	5 Years
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