

**New NADD Member Handbook
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February 1, 2021

Dear NADD Member,

On behalf of the Board of Directors, I want to welcome you to NADD! This New Member Handbook is designed to provide information on the mission, functioning and NADD program activities. NADD is committed to meeting the needs of deans, directors and departments chair within social work education programs. As a member of NADD, you will find a close-knit group of people who care deeply about member success, and the direction and success of NADD as an organization. I invite you to get involved, meet others, and network with your colleagues. At times, we really know how to have fun while working!

NADD is the primary vehicle for leadership development for deans, directors and department chairs within the Social Work profession. NADD is a vibrant organization with innovative programming that addresses emerging social welfare topics as well as an array of issues germane to administration and management within social work and higher education. I invite you to review information on programming opportunities and the NADD bylaws and strategic plan contained in this handbook.

The Board of Directors has two mandatory meetings annually, but meets periodically between meetings in order to conduct business. The Programming Committee sets the agenda for sessions at our fall meeting and spring conference, and puts out a call for presentation/session proposals to the membership prior to meeting dates. The Board invites you to participate in our excellent leadership programming designed uniquely for social work professionals as leaders and mentors in higher education.

Please visit our website for additional information: <http://www.naddsw.org/>.

Sincerely,

A handwritten signature in black ink, appearing to read "Martell Teasley". The signature is fluid and stylized, with a long horizontal line extending from the end.

Martell Teasley,
President of NADD

NADD Strategic Plan 2019-2024

Vision

Empowering SW Education Leaders for A Just World

Mission

The National Association of Deans and Directors of Schools of Social Work (NADD) supports social work deans, directors and chairpersons to promote social justice and human rights, drive innovation and advance the social work education.

Goals

1 - To enhance and develop leadership capacity of NADD members

- a) Provide knowledge, values and skills training on a wide range of leadership and management topics with consideration for size, type of social work program, new intermediate and senior dean/director levels – grounded in developmental stage, university culture and context.
- b) Provide mentoring opportunities for all new deans and directors and chairs who desire a mentoring relationship and opportunity - collaboration mentorship.
- c) Develop a pipeline of leadership through both LADD and Future Leaders Program.
- d) Provide encouragement and information on strategies that promote a stronger representation of social work educators in higher education administration.
- e) Promote supportive interpersonal relationships among members, including how to prepare for/respond to disasters or other crises that affect the college, university or program.
- f) Provide mechanism for Emeriti Deans, Directors and Chairpersons to have a relationship with NADD.

2 – To enhance the social work profession

- a) Support interprofessional leadership and collaborations to raise awareness of social work.
- b) Build structures to generate and disseminate research to influence change.
- c) Support a purposive agenda around relevant national and international topics or current issues.
- d) Push evidence to support education and practice issues.
- e) Enhance linkage with CSWE to influence the development of new standards and other programs and issues.

- f) Enhance linkage with ASWB.
- g) Define and market the centrality of the social work profession.
- h) Defend the quality of education during budget threats and cuts.

3 – To promote social justice and human rights

- a) Intentionally and strategically utilize the Social Justice Fund to promote NADD priority areas.
- b) Promote diversity and inclusion in the academy and at NADD.
- c) Participate in community engagement and advocacy (inside and out of institution).
- d) Build social justice capacity.
- e) Develop consensus statements when needed.

4 – To drive innovation

- a) Create the space for innovation.
- b) Support Grand Challenges and/or strategic social work initiatives that encompass innovation in social work.
- c) Use and promote technology where of benefit to the NADD membership.
- d) Use the NADD website to keep membership apprised of NADD activities and current issues affecting social work education and to achieve its organizational mission.
- e) Innovate in educational practice and assessment.
- f) Continually assess jobs of the future in social work.

5 – To ensure the sustainability of NADD

- a) Promote organizational fiscal responsibility and transparency.
- b) Preserve NADD history and records.
- c) Board is responsible for strategic plan review every five years

NADD Strategic Plan Task Force: Todd Rofuth, Anna Scheyett and Robin Mama.

By-Laws of the National Association of Deans and Directors of Schools of Social Work (NADD)

Article I — Name and Location

SECTION 1. The name of this organization shall be the National Association of Deans and Directors of Schools of Social Work (to be known as NADD), a non-profit corporation incorporated in the District of Columbia.

SECTION 2. The principal office of the Corporation shall be located in the District of Columbia. The Corporation may also have such offices at such other places as the Board of Directors may from time to time determine.

Article II — Objectives

The objectives of this Corporation shall be:

SECTION 1. To advance the excellence and interests of social work education, including, for such purposes, the making of such distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provisions of any future United States Internal Revenue law); to establish and maintain a national organization to achieve these purposes.

SECTION 2. To educate the general public as to the needs of social work education.

SECTION 3. To encourage financial support for students in social work education programs.

SECTION 4. To encourage research for the advancement of social work education.

SECTION 5. To represent the interests of the members to the Council on Social Work Education and other National and International Social Work organizations.

SECTION 6. To provide a forum for its members to discuss problems and opportunities for advancement of social work education and research.

SECTION 7. To solicit and accept contributions from the general public and/or public or private institutions or local or federal government agencies, donated to it for the furtherance of a program or programs sponsored by the Corporation.

SECTION 8. To engage in activities in the furtherance of social work education.

SECTION 9. To conduct all functions necessary for the advancement and administration of the corporation and to perform all acts necessary to comply with the laws to which the corporation is subject.

Article III — Membership

SECTION 1. Membership is open to graduate or combined graduate and undergraduate social work degree programs accredited by the Council on Social Work Education or the Canadian Association for Social Work Education, and programs in candidacy with the Council on Social Work Education or the Canadian Association for Social Work Education, as represented by the chief executive officer. The chief executive officer is that person whose primary responsibility is oversight of the social work programs. The chief executive officer, as described above, shall be the only voting member from each eligible institution. Voting by proxy is prohibited.

SECTION 2. The right or interest of a member program shall not terminate except upon the happening of any of the following events: Resignation, expulsion, dissolution, or liquidation of the Corporation, the non-payment of dues, loss of accreditation, or failure to complete the accreditation process. The Board shall establish a procedure by which it gives notice of suspension of membership and method for reinstatement to a member.

Article IV — Dues

SECTION 1. Establishment of Dues. Dues and admission fees, if any, for members shall be determined and revised from time to time by the membership, upon recommendation of the Board of Directors when it deems necessary or advisable.

SECTION 2. Delinquency and Cancellation. A member of the corporation who remains delinquent in payment of dues for a period of 90 days without good cause shall be suspended from membership and the privileges of membership.

SECTION 3. Refunds. No dues shall be refunded to any member program whose membership is suspended or terminates for any reason.

Article V — Meeting of Members

SECTION 1. Semiannual Meetings of members of the Corporation shall take place in the form of a Fall Meeting and a Spring Meeting. These meetings are to be held on such date or dates as shall be fixed from time to time by the Board of Directors of the Corporation. Each Semiannual Meeting shall be held during each academic calendar year. The NADD Board may, given special considerations, change the timing of these required semiannual meetings or hold one of the meetings virtually.

SECTION 2. Special meetings of members may be held on such date or dates as may be fixed by the Board of Directors of the Corporation from time to time and by the members on such dates as shall be permitted by law.

SECTION 3. Any Semiannual or Special Meeting of members may be held at such place within or without the District of Columbia or electronically as the Board of Directors of the Corporation may from time to time fix. In the event the Board of Directors shall fail to fix place or time, or in the event such members are entitled to call or convene a Special Meeting in accordance with law, then, in such event, such meeting shall be held at the principal office of the Corporation.

SECTION 4. Semiannual or Special Meetings of members may be called by the Board of Directors or by any officer of the Corporation instructed to do so by the Board of Directors, except to the extent that directors may be required by law to call a meeting, and shall be called by the Secretary on behalf of the members, when required to do so by law.

SECTION 5. Written notice stating the place, day, and hour of each meeting shall be given for all meetings. Such notice shall state the person or persons calling meetings.

- A. Semiannual Meetings. Notice shall state that the meetings are called for the transaction of such other business as may properly come before the meetings.
- B. Special Meetings. Notice shall state the purpose or purposes for which the meeting is called. Only the business stated in the Notice of Meeting may be transacted thereat.
- C. Notice of Meetings shall be given electronically not less than ten (10) days nor more than forty (40) days before the date of the fall and spring meetings, using addresses of each Chief Executive Officer as provided to the Corporation. Notice is recognized when receipts for electronic communication are returned.
- D. Adjournment. Any meeting of members may be adjourned from time to time. In such event, it shall not be necessary to provide further notice of the time and place of the adjourned meeting if announcement of the time and place of adjourned meeting is given at the meeting so adjourned. In the event the Board of Directors fixes a new record date for an adjourned meeting, a new notice shall be given, in the same manner as herein provided.

- E. Waiver of Notice. No notice need be given to any member who executes and delivers a Waiver of Notice before or after the meeting. The attendance of a member in person at a meeting, without protesting the lack of notice of a meeting, shall constitute a waiver of notice by such member.

Section 6. A list of current members of the Corporation in good standing shall be made available at its website at least ten (10) days prior to any meeting. This list shall be evidence of the right of the chief executive officer of each member program to vote at such meeting.

SECTION 7. Annual Report. At the Spring Meeting of members, the President shall present an Annual Report. Such report shall be filed with the records of the Corporation and entered in the minutes of the proceedings of such Spring Meeting of members. The Annual Report to members shall include a description of income and expenditures, a complete list of actions taken by the Board of Directors since the last Spring Meeting, and it shall be posted on the Corporation's website.

SECTION 8. Meetings of the members shall be presided over by the following officers in order of seniority— President, one of 2 Vice Presidents, or, if neither of the foregoing is in office or present at the meeting, by a Chair to be chosen by the President, or if unable to act, by a Chair chosen by the Vice President. The Secretary of the Corporation shall act as Secretary of every meeting. When the Secretary is unavailable, the President or Chair shall appoint a Secretary of the meeting.

SECTION 9. Quorum. Except as provided by law, the members present shall constitute a quorum at a meeting of members for the transaction of any business. Each member in good standing shall have one (1) vote. Except to the extent provided by law, all action shall be by a majority of the votes cast. Whenever the vote of members is required or permitted, such action may be taken without an in person meeting by the scheduling of an electronic meeting and obtaining the consent of a majority of those entitled to vote. The meeting and voting process shall be conducted under a procedure established by the Board of Directors.

SECTION 10. Cancellation of Meeting. The Board of Directors may cancel any meeting for cause.

Article VI — Officers

SECTION 1. Elected Officers. The elected officers of this Corporation shall be a President, Vice President & Program Chair, Vice President of Communications, Secretary, and Treasurer to be elected by the members at their Annual Meeting and who will serve until their successors have been duly elected and assume office.

SECTION 2. Qualifications of Office. Only chief executive officers of member programs in good standing shall be eligible for nomination and election to any elective office of this Corporation.

SECTION 3. Term of Office. Each elected officer shall take office immediately upon installation and shall serve for a term of three (3) years or until a successor is duly elected. Each elected officer shall serve concurrently as a member of the Board of Directors and as a member of the Executive Committee. Elected officers may be reelected to a second term of office not to exceed two consecutive terms.

SECTION 4. Vacancies/Removal. Vacancies for any officer position shall be filled in the interim by appointment of the President from among the existing Board of Directors for the purpose of filling the vacated term of office only. The Board of Directors, in its discretion, by a two-thirds (2/3) vote may remove any Board Member from office for cause, as defined in the procedures established by the Board for removal.

Article VII — Duties of Officers

SECTION 1. President. The president shall serve as Chair of both the Board of Directors and Executive Committee. The person in the position shall also serve as a member, ex-officio, with right to vote, on all committees. The President shall make all required appointments of standing and special committees with the approval of the Board of Directors.

At meetings of the Board of Directors and at such other times as the President shall deem proper, the person in the position shall communicate to the members of the Board and to the membership such matters and make such suggestions as may in the President's opinion tend to promote the welfare and increase the usefulness of the Corporation. The President shall perform such other duties as are necessary incident to the office of President or as may be prescribed by the Board of Directors.

SECTION 2.a. Vice President & Program Chair. The duties of the Vice President shall be Chairperson of the Program Committee and other duties as delegated to the person in the position by the Board of Directors or the President. The person in the position will facilitate adherence to inclusion and diversity in all of NADD's program planning. The Vice President & Program Chair shall perform the duties of the President in the event of his/her inability to serve for the duration of the term of the vacated office.

SECTION 2.b. Vice President of Communications. The Vice President of Communications will collaboratively work with staff and subcommittees to ensure all communication channels are up to date (listserv; website; social media). As and when events/issues arise that NADD may wish to respond to, the person in the position will collate the information from members, work with the Board, and draft statements that the Board shall review and consider for endorsement prior to release to the public.

SECTION 3. Secretary. The Secretary shall be responsible for the proper and legal mailings of notices to members. The Secretary shall see to the proper recording of proceedings of meetings of the Corporation, Board of Directors and all committees; and carry into execution all orders, votes and resolutions, not otherwise committed. The Secretary shall see that accurate records are kept of all members.

SECTION 4. Treasurer. The Treasurer shall be in charge of the Corporation's funds and records. As Treasurer the person in the position shall oversee the collection of all member dues and/or assessments; shall have established proper accounting procedures for the handling of the Corporation's funds and shall be responsible for the keeping of the funds in such banks, trust companies and/or investments as are approved by the Executive Committee. The Treasurer shall report on the financial condition of the Corporation at all meetings of the membership and of the Board of Directors and at other times when called upon by the President.

At the end of each fiscal year, the Treasurer shall prepare an annual report of income and expenditures. At the expiration of the person in the position's term of office, the Treasurer shall deliver over to his or her successor all books, money, and other property in his or her charge, or in the absence of a successor, shall deliver all properties to the President.

Article VIII — Board of Directors

SECTION 1. Authority and Responsibility. The governing body of this Corporation shall be the Board of Directors. The Board of Directors shall oversee the affairs of the Corporation, including but not limited to its committees and publications; shall determine its policies of changes therein subject to the limitations of these By-Laws; shall actively prosecute its objectives and supervise the disbursement of its funds. The Board may adopt such rules and regulations for the conduct of its business as shall be deemed advisable and may, in the execution of powers granted, delegate certain of its authority and responsibility to the Executive Committee.

SECTION 2. Composition. The Board of Directors shall consist of not less than seven (7), nor more than eleven (11) elected members, of which the President, 2 Vice Presidents, Secretary, and Treasurer shall be a part. Any Officer or member of the Board of Directors wishing to run for another office in the organization must resign from their current position.

SECTION 3. Ex-Officio Members. Upon recommendation of the President, the Board may appoint up to two *ex-officio* members who shall serve without the right to vote for a term to run concurrent with that of the appointing president.

SECTION 4. Manner of Election and Term. Each elected director shall be elected to a three (3) year, staggered term.

SECTION 5. Nominations. The Nominating Committee, acting in accordance with Article X. Section 1, of these By-Laws, shall present a double slate for each seat on the Board to the membership at least thirty (30) days before the election.

SECTION 6. Quorum of the Board. At any meeting of the Board of Directors, one more than half of the members of the existing Board shall constitute a quorum for the transaction of the business of the Corporation and any such business thus transacted shall be valid providing it is affirmatively passed upon by a majority of those present.

SECTION 7. Meetings of the Board. A regular meeting of the Board of Directors shall be held not less than two (2) times during each academic year at such time and at such places as the Board may prescribe. Notice of all such meetings shall be given electronically to the Directors not less than ten (10) days nor more than forty (40) days before each meeting is held. Special meetings of the Board may be called by the President or at the request of any two (2) Directors, by notice electronically mailed to each member of the Board of Directors not less than seventy-two (72) hours before the meeting is held.

Action taken by email ballot with the use of electronic methods, by members of the Board of Directors, in which at least a majority of such directors participate and indicate themselves in agreement, shall constitute a valid action of the Board if reported at the next regular meeting of such Board. If the Board of Directors indicates that an email or in-person ballot shall be unanimous, directors shall forward their individual ballots to the President. When the President is unavailable, the President shall appoint the Vice President & Program Chair to receive individual ballots. Ballots shall be reported in total to the Board of Directors.

SECTION 8. Voting. Voting rights of a director shall not be delegated to another nor exercised by proxy.

SECTION 9. Absence. Any elected officer or director who shall have been absent from two (2) consecutive regular meetings of the Board of Directors without good cause shown may be requested by a two-thirds (2/3) vote of the Board to vacate the seat on the Board of Directors and the vacancy shall be filled as provided by these By-Laws; however the Board of Directors shall consider each absence of an elected officer or director as a separate circumstance and may expressly waive such absence by affirmative vote of a majority of its members.

SECTION 10. Vacancies and Removal. Any vacancy occurring on the Board of Directors, not including officers, shall be filled by election by the membership as outlined in Article VI, Section 4. The Board of Directors may in its discretion, by affirmative vote of two-thirds (2/3) of its members, remove any director for cause.

SECTION 11. Compensation. Directors shall not receive any compensation for their services. Directors may be reimbursed for expenses incurred in their service to the Board.

Article IX — Executive Committee

SECTION 1. Authority and Responsibility. The Executive Committee may act in place and stead of the full Board of Directors between Board meetings on all matters, except those specifically reserved to the full Board by these By-Laws, pursuant to delegation of authority to such committee by the Board of Directors. Actions of the Executive Committee shall be reported to the full Board for ratification electronically, by mail or at the next Board meeting.

SECTION 2. Composition and Election. The Executive Committee shall consist of the President as Chairman, Vice President & Program Chair, Vice President of Communications, Secretary, and Treasurer.

SECTION 3. Quorum – Call of Meetings. A majority of the Executive Committee shall constitute a quorum at any duly called meeting of the Committee. The President shall call such meetings of the Executive Committee as the business of the Corporation may require, or any two (2) members of the Executive Committee may call for a meeting of the Committee

SECTION 4. Vacancies. Any vacancy occurring on the Executive committee shall be filled in the manner provided in Article VI, Section 4.

Article X — Standing and Special Committees

SECTION 1. Nominating Committee members shall be elected to serve for a term of three (3) years. Members may serve two (2) consecutive terms. Nominations for membership shall be made by the prior Nominating Committee, with a double slate of candidates for each position to be filled. The Committee shall present this slate to the membership at least thirty (30) days before the election is to be held. Membership on the Committee shall revolve with one-third (1/3) of the members being replaced each year.

The six elected members of the Nominating Committee are not eligible for nomination for another office in the Corporation while serving on the Nominating Committee.

The Nominating Committee shall meet to develop suggestions for those directorships that are vacant or about to expire. The Nominating Committee shall then nominate a double slate of candidates for the required directorships of the Corporation as provided in these By-Laws and report such nominations to the membership at least thirty (30) days prior to its scheduled election.

SECTION 2. Budget and Finance Committee. The Budget and Finance Committee shall consist of the President, 2 Vice Presidents, Treasurer and two members of the Corporation who are not directors during their tenure on the Committee. The Treasurer shall serve as Chair. The committee shall, in concert with the Treasurer, develop the annual budget of the Corporation and prepare recommendations for the Board of Directors. The committee may perform additional duties in connection with the finances of the Corporation as the Board may determine from time to time.

SECTION 3. Program Committee. The Program Committee shall be chaired by the Corporation's Vice President. Any members of the Corporation who wish to participate in the Committee shall constitute its membership.

The Program Committee is responsible for planning the location and program of meetings of the Corporation. The Committee will periodically survey the membership to ascertain site and program preferences.

SECTION 4. Communications Committee. The Corporation's Vice President of Communications shall chair the Communications Committee. Any member of the Corporation who wishes to participate in the committee shall constitute its membership.

The Communications Committee is responsible formulating & presenting any communication that is developed by the Corporation in all media formats.

SECTION 5. Special Committees. The President, with the approval of the Board of Directors, shall appoint such other committees, subcommittees or task forces as are necessary and which are not in conflict with other provisions of these By-Laws, and the duties of any such committees shall be prescribed by the Board of Directors upon their appointment.

Article XI — Staff

SECTION 1. Appointment. The Board may retain the services of individuals to assist with the conduct and operations of the Corporation and whose term and condition of service shall be specified by the Board.

Article XII — Finance

SECTION 1. Fiscal Period. The fiscal period of the Corporation shall be prescribed by the Budget and Finance Committee with the approval of the Board of Directors.

SECTION 2. Audit. The accounts of the Corporation shall be audited annually by a certified public accountant who shall be appointed by the President with the approval of the Board and who shall provide a report to the Board of Directors.

SECTION 3. Indemnification of Directors and Officers. The Offices and Directors for the Corporation shall be indemnified to the full extent permitted by law as long and to the extent covered by the Corporation's insurance, as long as their actions were taken in good faith, within the scope of their authority and are not acts of willful misconduct or transactions from which they improperly benefited.

The Corporation shall have power to purchase and maintain insurance on behalf of any person who is or was a director or officer of the Corporation, against any liability asserted against such personnel and incurred by any individual in any such capacity, or arising out of that person's status as such, whether or not the Corporation would have the power to indemnify the individual in the position against such liability under the provisions of this Section.

Article X111 – Dissolution

SECTION 1. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all the liabilities of the Corporation, dispose of the organization's assets to an organization or organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue law), as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by the Superior Court of the District of Columbia or by and other appropriate court of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

Article XIV – Amendments

SECTION 1. These By-Laws may be amended or repealed by a two-thirds (2/3) vote of the members present at any of its meetings duly called, notice of such proposed changes having been sent electronically to the members at least thirty (30) days before such meeting.

Article XV – Rules of Order

SECTION 1. The meetings of the Board of Directors and members of this Corporation shall be regulated and controlled according to ROBERTS RULES OF ORDER (Revised) for parliamentary procedure, except as may be otherwise provided in these By-Laws.

NADD Action Plan to Combat Racism

This will be a living document, continually revised to reflect changes, the current moment, and our learning. NADD will establish a task force to facilitate operationalizing the plan.

Goal 1: Engage in self-reflection and assessment as individual members of NADD and as an organization, to identify and address explicit and implicit racism and white supremacy lack of awareness of intersectionality, and lack of inclusion in our structures and interactions

1. Assess NADD climate:
 - a. Strategy: Conduct a comprehensive survey to assess the current state of our racial climate among NADD members (can build off existing racial climate surveys, should use valid, evidence-based tools.) Make outcomes public to members
 - i. Responsible entity: BoD appoints
 - ii. Timeframe: By Fall 2022, to be repeated every 3 years.
 - b. Strategy: Develop plan for positive organizational change based on findings
 - i. Responsible entity: BoD
 - ii. Timeframe: Fall 2022-January 2023
2. Assess NADD structures
 - a. Strategy: Conduct a review of NADD bylaws, policies, procedures, and plans for explicit and implicit bias and to ensure they explicitly address inclusion, racism and white supremacy. Include review of charge for Nominating Committee, to ensure a diverse slate of candidates. Make outcomes public to members
 - i. Responsible entity: BoD appoints
 - ii. Timeframe: Fall 2021-Spring 2022, to be repeated every 3 years.
 - b. Strategy: Develop plan for positive organizational change based on findings
 - i. Responsible entity: BoD
 - ii. Timeframe: Spring 2022-Fall 2023
3. Provide NADD member training and professional development
 - a. Strategy: Provide evidence-based/evidence-informed and effective annual training to BoD and NADD membership as a whole on addressing white supremacy and fragility, implicit bias, micro-aggressions, structural racism, and how to discuss and address these issues within NADD and higher education institutions, and evaluate
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2021
4. Provide members with framework for antiracism, tools for a comprehensive assessment of climate and antiracist efforts in their institutions, and opportunity to discuss results and develop plans
 - a. Strategy: Identify and provide a valid, evidence-based/evidence informed framework for antiracism and tools for assessment of climate, antiracism, and inclusion, for DDC to use in their institutions
 - i. Responsible entity: Board

- ii. Timeframe: By Spring 2022
 - b. Strategy: Provide opportunity for members to discuss their assessment findings and create responsive plans through a session at Spring Conference
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: By Fall 2022
- 5. Reflect on and strengthen NADD's intentionality in combatting racism and being antiracist both within NADD and in how we engage with other institutions
 - a. Strategy: Engage with local communities in which we have meetings/conferences, learning about local initiatives and programs that promote racial justice
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - b. Strategy: Intentionally use Larry Davis Social Justice Fund to promote antiracist/pro social justice research and activities. Increase funding to support
 - i. Responsible entity: Social Justice Fund chair
 - ii. Timeframe: ongoing

Goal 2: Build leadership capacity centered on antiracist practices and policies in social work higher education, and support and promote the development of new Black, Indigenous People of Color (BIPOC) leaders within the profession

- 1. Ensure that antiracist content, skills, and competency are meaningfully present in the Leadership Academy for Deans and Directors (LADD) and Future Leaders training. Include content grounded in the experience of members
 - a. Strategy: Review and revise content and speakers
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
- 2. Ensure that LADD and Future Leaders intentionally seeks to recruit BIPOC potential leaders
 - a. Strategy: Develop intentional recruitment strategies
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
 - b. Strategy: Reach out to organizations such as NABSW and ALLSWE and other affinity groups that nurture and develop BIPOC social workers for insights on recruiting and supporting BIPOC leadership.
 - i. Responsible entity: LADD and Future Leaders chairs
 - ii. Timeframe: Fall 2021
- 3. Provide training to membership, committing to increasing BIPOC leadership in social work
 - a. Strategy: Provide training on this topic at Fall and Spring Conference each year
 - i. Responsible entity: Vice President and planning conference committee
 - ii. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - b. Strategy: Revise mentoring program to provide enriched mentoring for BIPOC leaders and potential leaders and to provide training for increased mentor skills in supporting BIPOC leaders and potential leaders

- i. Responsible entity: Mentoring committee
 - ii. Timeframe: ongoing, beginning at Fall NADD meeting 2021
- 4. Provide training to members on advancing to upper administrative positions in higher education, so that social work leaders can lead the antiracism charge within their institutions and have larger impact
 - a. Strategy: Provide track at Spring Conference
 - i. Responsible entity: Vice President and planning committee
 - ii. Timeframe: Spring 2022

Goal 3: Provide membership with antiracist, anti-oppressive, equity-minded professional development support and resources with a focus on management and leadership strategies, policy and systemic change within our organizations, on creating antiracist and anti-oppressive curricula and pedagogy, and on recruiting and retaining BIPOC students and faculty

- 1. Use NADD meeting/conference as platform for antiracist professional development
 - a. Strategy: Create structures during and after conference/meeting to discuss current policy issues and issues of race and antiracism, such as forums, panels, and webinars, and to provide training and practice in having difficult conversations
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2022
 - b. Strategy: Require that each conference abstract submitted discuss how *equity, diversity, inclusion, and particularly racism* will be addressed in the presentation
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - c. Strategy: Provide membership with comprehensive annual training on addressing white supremacy and fragility, implicit bias, micro-aggressions, structural racism, and how to discuss and address these issues within schools of social work and within the academy
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Spring NADD meetings, beginning Spring 2022
 - d. Strategy: Invite as speakers, panel members and collaborators on initiatives, to NABSW and other affinity groups that nurture and develop BIPOC social workers
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Fall 2021
 - e. Strategy: Invite University/College/School Diversity and Inclusion Officers and also representatives from HBCUs, HSIs, and Tribal Colleges to speak at NADD meetings to discuss their campus strategies for creating environments where BIPOC faculty and students feel welcomed and can thrive
 - 1. Responsible entity: Vice President and conference committee
 - 2. Timeframe: Annually at Fall and Spring NADD meetings, beginning Spring 2022

2. Give membership tools to address racism in implicit and explicit curriculum to develop antiracism pedagogy skills in full- and part-time faculty, and build student competency in antiracist practice
 - a. Strategy: Collaborate with other SW organizations (GADE, CSWE, NASW, NABSW etc.) to identify or develop modules/training initiative focusing on antiracist pedagogy and how to evaluate impact
 1. Responsible entity: BoD President (through Leadership Council)
 2. Timeframe: Conversation to begin Fall 2021
 - b. Strategy: Advocate for and assist in development of nation-wide symposia/conference/workshops through NADD and CSWE on antiracist pedagogy and competencies, and make these resources widely available after through NADD website
 1. Responsible entity: BoD President (through Leadership Council) and Vice President for Communications
 2. Timeframe: Conversation to begin Spring 2021
3. Explore ways NADD can support, amplify, and extend faculty, staff, and student research on antiracism and bias
 - a. Strategy: Encourage the creation of research groups (including faculty, staff, and students) to conduct research on this area and support through NADD, using Larry Davis Social Justice Fund (LDSJF)
Strategy: expand charge of the LDSJF committee beyond selecting awardees to address other needs for research in antiracism
 - b. Strategy: Profile projects funded by LDSJF
 1. Responsible entity: LDSJF Committee and BoD
 2. Timeframe: Ongoing, beginning Summer 2021
 - c. Strategy: Partner with GADE and CSWE to develop ways to support student research on antiracism and bias
 1. Responsible entity: Board
 2. Timeframe: Ongoing beginning Summer 2021
4. Give membership tools and training in establishing their own professional development plan for antiracist management and leadership, to include recruitment, mentoring, P&T policies, creating an antiracist climate.
 - a. Strategy: Provide training at Spring Conference, including time for each member to develop their own antiracism management and leadership plan, and time each year to review progress from the prior year's plan
 - i. Responsible entity: Vice President and program committee
 - ii. Timeframe: Ongoing beginning Spring 2021

Goal 4: Partner with national social work organizations in advocacy and policy action to dismantle racism and structural oppression in practice, licensure and professional policies, and throughout society

1. NADD BoD participates in community engagement and advocacy

- a. Strategy: A minimum of three NADD Board members participate every year in coordinating and collaborating with other social work organizations on major issues, and presents to BoD for discussion and prioritization
 - i. Responsible entity: BoD
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - b. Strategy: Activate NADD advocacy and legislative issue task forces and group(s), based on priorities identified in a. above, and examine efficacy of groups. Create a task force specifically to examine issues of licensing and disparities of outcome based on race. Groups will keep membership apprised of activities through listserv, website and report at each meeting
 - i. Responsible entity: BoD, esp. Vice president for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - c. Strategy: Advocacy and legislative issues task forces and group(s) will collaborate with other national groups undertaking legislative action by meeting with and communicating with national groups undertaking legislative work as per NADD's ability to lobby
 - i. Responsible entity: Advocacy/Legislative group chair
 - ii. Timeframe: Ongoing, beginning Fall 2021
2. Building social justice capacity
- a. Strategy: Craft social justice statements and letters and sign onto social justice initiatives as issues arise. These will be voted on by the BoD, and the BoD will notify NADD members of letters or initiatives they have signed on to on behalf of the membership.
 - i. Responsible entity: BoD, president, Vice President for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2020
 - b. Strategy: Create an inter-professional coalition across professions to address social justice issues
 - i. Responsible entity: BoD will identify a responsible group
 - ii. Timeframe: Ongoing, beginning Fall 2021
 - c. Strategy: At the conclusion of each forum and/or meeting, when appropriate, NADD will establish a position on current policy issues and forward position statements to the relevant organization, lobbying or legislative entity
 - i. Responsible entity: BoD, president, Vice President for Communication
 - ii. Timeframe: Ongoing, beginning Fall 2021

NADD POSITION STATEMENTS

When issues, events, and policies arise that are of direct relevance to NADD, social work education, and social work leadership, NADD, through the Vice President for Communications and the Board, may craft a position statement. Statements are crafted through a process that begins with the appointment of a working group by the Board President. The group is led by the Vice President for Communications, and develops a draft which is then sent to the Board for feedback, revision, and approval. The Board then shares the statement with the membership.

Recent examples of this include:

NADD Anti-Racism Statement

MSW Policy Statement on the Role of the MSW in Social Work Education

NADD Statement Addressing the Issue of Immigrant Children and Family Separation

All statements, as well as resources and relevant exemplar messages from NADD member deans and directors can be found at <http://www.naddsw.org/>

Future Leaders In Social Work Education

A Program of the
National Association of Deans and Directors of Schools of Social Work

*Leadership
is a choice,
not a
position.*

Stephen R. Covey,
American Educator &
Author of *The 7 Habits
of Highly Effective
People*

Founded in 1986, the National Association of Deans and Directors of Schools of Social Work (NADD) is a volunteer membership organization dedicated to promoting excellence in social work education. Our membership is composed of more than 200 deans, directors, and chairpersons of graduate social work programs in the United States and Canada. NADD supports its members in their professional development and effectiveness as academic administrators.

One of NADD's goals is to develop future leadership in social work education. One way to develop future leadership is to engage individuals who have an interest in becoming Deans/Directors/Chairs in the **next five years**. As a program of NADD, the Future Leaders in Social Work Education Program assists individuals in exploring, and moving into, these leadership positions. The demand for administrative and management leadership is likely to continue due to the expansion of social work programs and the return of current leaders to faculty positions, or movement into retirement

We are currently accepting applications for the 4th Cohort of the Future Leaders in Social Work Education Program. Applications Due October 16 2020 .

LEADERSHIP GOALS

By participating in the program, and exploring future leadership roles in social work education, participants will have the opportunity to ask questions of and network with current Deans/Directors/Chairs (D/D/C) who are members of NADD and represent diversity in social work education. Participants will also have the opportunity gain a deeper understanding of:

- The roles, responsibilities, and challenges of being a D/D/C;
- Leadership during challenging times
- The administrative and management skills necessary in these roles; and

- The journey from expressing interest in a future leadership role to securing a leadership position in social work education.

ELEMENTS OF THE PROGRAM

This year's program will consist of a virtual panel and Q&A session. Panelists will be sitting Deans/Directors/Chairs (D/D/C) representing a diverse range of institutions. The panelists' discussion will be determined based on participants' identified interests as articulated in their applications. Following the panel presentation there will be ample time for participants to ask questions about the experience of being a D/D/C, how to prepare for a career as a D/D/C, the job search, and any other topics they wish to bring up.

Following the panel, participants will be given the contact information for panelists and the Future Leaders Committee, and are welcome to follow up the event with additional questions or informal conversation.

PROGRAM SCHEDULE

A two-hour panel is scheduled for November 10th via Zoom.

COST

- There is no cost for participation in the program.

HOW TO APPLY

Applicants should be individuals considering moving to a social work higher education leadership role as a D/D/C within the next five years. All individuals in clinical, research, and faculty positions at the rank of associate professor or higher are welcome to apply. Please submit the following materials as e-mail attachments to Vitali Chamov, National Association of Deans and Directors, at: vchamov@cswe.org.

- Personal statement that describes your academic management and leadership experience, why you are interested in exploring career possibilities as a D/D/C, and one or two questions you would like the panelists to address (2 pages or less);
- Brief letter or email from your current D/D/C stating that they support your participation in this program (less than 1 page);
- Curriculum vitae.

Application deadline is Friday, October 16, 2020.

Up to 20 participants will be selected and will be contacted on or after October 23, 2020.

For more information, please contact Anna Scheyett, Dean, UGA School of Social Work, at amscheye@uga.edu 706.542.8270.

Roundtable for New Deans and Directors

In order to provide support and to facilitate networking among new members, before each NADD meeting a few seasoned deans/directors will host a 2-hour roundtable for new deans and directors.

The New Deans and Directors' Roundtable is an interactive session that covers core issues and new trends administrators may focus on in social work education. Participants will also have the opportunity to share the specific challenges of their new position and gain the perspectives of longer serving deans, directors, and chairs during facilitated discussions. They will discuss best practices, gain concrete and specific tips and strategies from experienced colleagues, and learn how NADD can support them in their positions.

Participants may choose to enroll to meet and network with their cohort, receive professional development, and engage in discussions of examples and case studies relevant to their new roles as primary unit administrator.



NADD Mentorship Program

Are you a recently appointed dean, director, or chair?

- Would you like a more seasoned leader to talk with?
- The **NADD mentoring program** can match you with an experienced dean, director, or chair in an informal mentoring relationship.
- You and your mentor develop and structure your relationship and communications as best meet your needs.
- Let us know the characteristics of a mentor you would find most helpful (e.g. program size, location, demographic characteristics, program development experience) and we will work to find you a match.

Are you an experienced dean, director, or chair?

- Would you like to share your experience with a newer leader?
- The **NADD mentoring program** is looking for seasoned deans, directors, and chairs who would be willing to be part of an informal mentoring relationship.
- You and your mentee develop and structure your relationship and communications as best meet your needs.
- We will talk with you prior to assigning you a mentee, and we ask for at least a 1 year commitment

For more information or to make a request/volunteer, contact:

Anna Scheyett
or
Jon Singletary

amscheye@uga.edu

Jon.Singletary@baylor.edu

Leadership Academy for Deans and Directors of Social Work

As a program of NADD, the Leadership Academy for Deans and Directors (LADD) assists social work deans and directors in their continuing development as leaders. Since its inception, 120 deans and directors have participated in the LADD.

Selection Criteria and Process:

- LADD is organized, managed, and co-led by two Deans/Directors of Social Work. The two leaders are appointed by the NADD Board of Directors (BoD) to maximize complementary professional experience.
- The President of NADD will generate a pool of three candidates in consultation with members of the Board and current LADD co-leaders. Once the selection process commences, it will be completed within 30 days.
- The selected leaders must have a minimum of five years of experience as a dean, director or department chair of a social work education program. Other considerations for selection should be based on program size (large, medium, or small), university research mission, and regional representation.
- Complementarities should be an outcome of selecting co-leaders who come from private and public university experience, differences in resource endowments, or the situational complexity of how a department or a school is located in a university.
- There can be other dimensions that rise in importance as the basis for selection for the co-leaders.

Responsibilities of LADD Co-Leaders:

- The co-leaders will be appointed for a three-year term. Their terms will be staggered to ensure continuity and a seamless transition in leadership. Both leaders may be considered for no more than two consecutive terms.
- LADD Co-leaders are responsible for attending all scheduled dates of the annual four sessions with program participants.
- The most senior co-leaders (in terms of years as a co-leader) should meet annually with the NADD BoD at the spring conference to report on LADD functioning and programming and answer questions from the BoD. This meeting should include a review of the most recent LADD budget reconciliation.
- LADD co-leaders should work in collaboration to develop criteria for LADD participant selection, and subsequently develop training content for LADD participants, select the slate of guest speakers, and conduct some training sessions. In part, the content will be designed with input from LADD participants so it is relevant to their needs and that of their social work programs and universities.

- LADD programming must focus on leadership and antiracist practices to address systemic racism in academia, and methods to identify and combat macroaggressions in social work education and practice.
- The co-leaders will engage the management consultant to conduct coaching and organize a 360-degree performance feedback for each LADD participant.

Feedback and Evaluation:

- Every year, at the end of the program, participants will complete a verbal interview by answering 2 to 3 open ended questions designed to assess the quality and effectiveness of their learning experiences during the year, including identifying components that work well and should be maintained/strengthened, components that should be modified/improved, and components that should be eliminated.
- Co-leaders will also complete a verbal interview by answering two questions that assess their reflections about the extent to which they believe they were effective in their implementation and the learning experiences of participants by identifying what worked well and what needs improvement.
- Assessment will be conducted by prior participants from the program who volunteer to conduct the interviews and write a 1-page summary report. Co-leaders who meet with the NADD BoD at the Spring Conference should be prepared to discuss the most recent evaluation feedback from program attendees.
- NADD Board will use this information to make recommendations to the co-leaders which could range from encouraging small modifications to not renewing a co-leader's term.

Funding:

LADD co-leader travel, lodging, and meals for two out of the four sessions will be funded by NADD. The two sessions supported by NADD are the (a) third session during Spring NADD meetings, and the (b) fourth session held in the summer prior to the meeting of the Saint Louis Group. Additional budgetary request are to be observed during the annual meeting with co-leaders and the NADD BoD.

NADD CONFERENCES

Twice a year the membership of NADD holds a conference; once in the fall and once in the spring. Each conference contains a business meeting led by the President of the Board of Directors. The fall conference is usually held in conjunction with the CSWE Annual Program Meeting, and lasts for a day. The spring conference is self-contained and is three days in length.

The purpose of the NADD conferences is to provide membership with opportunities for professional development, time to discuss pressing issues of the day, a chance to learn from each other about innovations and solutions to the challenges we face, and space to network and support each other. Conferences are made up of plenary sessions, breakout workshops, and meetings of various committees and task forces within NADD. An example conference agenda from Spring 2018 is found on the next pages.

Committees and task forces will vary over time, determined by membership's needs, identified issues, and interests. Committees and task forces typically have a chair and co-chair (usually volunteer), and these may change over time. Typical committees and task forces could include:

- Integrated and Behavioral Health Task Force
- International Collaboration Task Force
- NADD Rankings Discussion and Improvement Task Force
- Social Justice and Racial Violence Task Force
- School Violence, Safety and Intervention Task Force
- Subcommittee on Field Education
- Committee to Develop Leadership Curriculum and Plan For Future
- Grand Challenges Committee
- Dr. Larry Davis Social Justice Fund Review Committee

Announcements and links for conference registration are found on the NADD website at <http://www.naddssw.org/>



National Association of Deans and Directors of Schools of Social Work Dean Larry Davis Social Justice Fund *

Purpose

The mission of the National Association of Deans and Directors of Schools of Social Work (NADD), as defined by its by-laws, is to “advance the excellence and interest of social work education.” In 2014, NADD set up a task force on Social Justice and Racial Violence. In the *Task Force Findings on the Tragic Events of Ferguson, Missouri*, one of the recommendations was for NADD to “Determine ways to increase awareness and recognition of social justice in the classroom.” To this end the Social Justice Fund was approved by NADD to provide resources to individuals and programs to develop initiatives that serve the NADD membership in advancing social justice curriculum and scholarship in our academic programs and communities.

Procedures

Proposal Development & Submission:

A proposal must be submitted by a NADD member in good standing within the association. The completed proposal will be submitted to the NADD Social Justice Committee by **April 30**. Proposals are limited to one per member school and must be endorsed by the dean. Proposals should range between 2,500-\$5,000. It is anticipated that there will be between 2-4 proposals funded annually based upon fund balance.

A proposal should not exceed page five single typed pages in length. Each proposal should include the following sections:

1. **Purpose and Goals.** Description of the relevance of the project, goals, and intended outcomes of the project.
2. **Connection to NADD Strategic Plan and NADD Task Force Findings on Tragic Events of Ferguson, Missouri.** <http://www.naddssw.org/pages/wp-content/uploads/2014/11/SUMMARY-OF-FINDINGS-NADD-Task-Force1.pdf>
3. The Strategic Plan includes four sections.
Listed below is a summary of Strategic Plan goals which are modified slightly to

allow for creativity in the proposed projects; however, please review the entire [Strategic Plan](#) as well. Identify and discuss how the project fits with one or more goals of the Strategic Plan.

Goal 1: Social work leadership

Goal 2: Collaboration with other organizations within social work and other related organizations

Goal 3: Transitional issues related to social work administration and leadership

Goal 4: Sustainability which also includes innovation of ideas and processes to continue the relevance of NADD and the social work profession

4. **Budget.** Include a proposed budget and budget justification. Identify any matching funds, or other funding sources that support the project. (**Awards range between \$2,500-\$5,000. Funds will not be supported for faculty salary and travel.**)
5. **Project Implementation.** Describe how the project will be implemented. Include an estimate of a time line for completing the various components of the project.
6. **Dissemination.** Dissemination to the NADD membership through a presentation and final report is required. Discuss other dissemination strategies and outlets.

Review Process & Awards

Decisions about allocation of funds for proposed projects are based upon the following principles:

- *Transparency* in submission, review and reporting processes
- *Equity* in decisions related to funding
- *Accountability* in sharing results and outcomes with the NADD membership
- *Innovation* for social work education and leadership
- *Outcomes* are relevant for social work education and leadership, and relate to the NADD Strategic Plan
- *Capacity* of the plan to broadly benefit NADD membership
- *Student* engagement

The proposals will be reviewed by the NADD Social Justice Award Selection Committee, which includes 3 appointed members by president plus two additional members representing other members selected committee. This committee reviews proposals and makes recommendations to the full NADD Board. Awards will be announced at the fall meeting of the association. Funds will be transferred to the institutions of the award recipients after the meeting.

Review Criteria

Each project proposal is evaluated on its own merits based on the following criteria:

1. Degree to which the proposed project addresses the mission of the association and goals outlined in the [NADD Strategic Plan](#) or actions in NADD Ferguson Task Force Report.
2. Clarity and feasibility of the project goals and objectives.
3. Identification of the project director and others involved in implementing the project.

4. Clarity of the project description related to the implementation plan.
5. Appropriateness of the proposed budget.
6. Identification of proposed matching funds, if deemed necessary for project implementation.
7. Appropriateness and quality of the plan for reporting project outcomes.
8. Plans for the dissemination of knowledge gained from the project.
9. Adherence to the five-page limit.

Project Completion

The project must be completed 12 months after receipt of the award. By that date, all funds must be expended or returned to NADD. The following are *required* of all award recipients:

1. Written report that is submitted to the NADD Social Justice Committee one month prior to the fall meeting the year after the award was received. The report will be reviewed by the President and the Board. Additionally, reports will be archived on the NADD website for review by the membership. The report will contain the following sections:
 - a. Statement of the relevance of the project to NADD Strategic plan/social justice.
 - b. Summary of the project that was undertaken, including the various components and activities.
 - c. Project outcome or results, and relevance for social work education and leadership
 - d. Implications for further projects, research, or policy
2. Presentation of the project to the NADD membership. At the Spring NADD conference, time will be allocated to have the award recipient provide a summary of the project as part of the membership meeting. In this way, NADD members have a greater understanding about the projects that are funded through the organization and the implications for social work education and leadership.

Award recipients may choose to disseminate the findings from their project through other venues (e.g., reports, conference presentations, and peer-reviewed publications). In these cases, acknowledgement of NADD funding will be included. If possible, a copy of this material should also be made available to load on the NADD website for availability to the membership.

Revised March 27, 2019

*<https://www.socialwork.pitt.edu/person/larry-e-davis>

COMMUNICATIONS

NADD members can communicate and share information with each other through several means. There is a private listserv for members (nadd@cswe.listpilot.net) that is managed and updated by the NADD Manager Vitali Chamov (vchamov@cswe.org)

NADD also maintains a website, containing resources, information about positions, event announcements, NADD statements, and information about upcoming NADD meetings. To have something posted to the website, contact the NADD Manager. The website is found at <http://www.naddssw.org/>

Finally, NADD has two Facebook sites. One is *NADD: National Association of Deans and Directors of Schools of Social Work*. It is public and used infrequently. The second is *NADD Social Work Deans & Directors* and is a private group. It is used much more frequently. Vitali Chamov can give you the password.

NADD Listserv Netiquette

- Please send your responses to queries to **sender only and not to the whole listserv.**
- Please send personal messages of congratulations (to colleagues retiring and new ones entering) individually and not to the whole listserv.
- When posting a query to the list, the sender of the message must state in end of the message: *Please respond **only to me (sender)** (**not** to the whole listserv, by clicking reply all) at:.....(your email address).Thank you so much for following NADD listserv “netiquette”.*
- COVID-19 Information is valuable to all of us. However, if you are posing a question / soliciting data / information relevant to the whole membership, please compile responses into a report to be posted on the NADD website under “Resources” and put either under “Surveys, Questions and Responses from Members” or “Monographs and Reports”. **You can also send to the entire listserv once you have collected all specific information.**
- When posting a job announcement please use this format: “[Job title] position at [your university/college]” , for example “Assistant Professor positions at Universal University” this allow NADD members to forward the message without changes so it’s clear to potential recipients what the email is about.

NADD BOARD OF DIRECTORS

The NADD Board of Directors consists of the following elected officers: President, Vice President and Program Chair, Vice President of Communications, Treasurer, Secretary, and up to six Members at Large. Each Board member serves a three-year term.

The current Board of Directors, their institutions, contact information, and terms of service can be found at <http://www.naddsw.org/about/board>

The Board wants to encourage all NADD members to consider running for a leadership position. Leadership is *not* only for members who have been part of NADD for many years. Newer perspectives are always welcomed. If you are interested in exploring a leadership position, contact the Chair of the Nominating Committee, or your regional Nominating Committee representative.

The Board of Directors is supported by the NADD Manager Vitali Chamov. He can be reach at:

Vitali Chamov, NADD Manager
Council on Social Work Education
333 John Carlyle Street
Suite 400
Alexandria, VA 22314
Phone: +1.703.519.2075
Fax: +1.703.683.8099
E-mail: vchamov@cswe.org

REGION	STATE	Last Name	First Name	Title	School 1	School 2	Address 1	Address 2	City	State	Zip	E-mail	Telephone	
1	MIDDLE STATES	MARYLAND	Postmus	Judy	Dean	School of Social Work	525 W. Redwood St.		Baltimore	MD	21201-1777	postmus3@sew.umaryland.edu	4107067794	
2	MIDDLE STATES	MARYLAND	McPhail	Ann	Professor	School of Social Work	1000 N. 2100 Spring Lane	Building	Baltimore	MD	21201-1777	ann.mcphail@umaryland.edu	4107067794	
3	MIDDLE STATES	MARYLAND	Jewell	Jennifer R.	Program Chair of the Grad	Salisbury University	1101 Camden Avenue		Salisbury	MD	21150	RJEWELL@salisbury.edu	(410) 677-5050	
4	MIDDLE STATES	NEW JERSEY	Rich	Telvis M.	Director	Kean University	1000 Morris Avenue		Hutchinson	NJ	07083-713	rich@kean.edu	908-377-4033/4068	
5	MIDDLE STATES	NEW JERSEY	Mama	Robin S.	Dean	Monmouth University	Nonwood and Cedar Avenue		West Long B.N.	NJ	07764-188	Rmama@monmouth.edu	732-971-1367	
6	MIDDLE STATES	NEW JERSEY	Potter	Cathryn	Dean	Rutgers, The State University	120 Bay Street, Tower One, Room 2		New Brunswick	NJ	08901-116	cpotter@sew.rutgers.edu	732-932-2253	
7	MIDDLE STATES	NEW JERSEY	Now	Kevin	Program Director	SUNY Brockport	Room 216 Arts and Science	400 South	Brockport	NY	14420	now@sew.brockport.edu	516-381-8028	
8	MIDDLE STATES	NEW JERSEY	Barney	Robert J.	MSW Program Director	Stockton University	101 Vera King Farris Drive		Galloway	NJ	08025-944	Robert.Barney@stockton.edu	609-412-5751	
9	MIDDLE STATES	NEW YORK	Parasanti	Manoj	Dean & Professor	Adelphi University	One South Avenue Box 701		Garden City	NY	11530-077	mparasanti@adelphi.edu	516 877 4354	
10	MIDDLE STATES	NEW YORK	Begg	Melissa	Dean	Columbia University	1255 Amsterdam Avenue		New York	NY	10027-506	md3@columbia.edu	2128512896	
11	MIDDLE STATES	NEW YORK	McPhee	Debra	Dean	Fordham University	113 W. 60th St., Room 726	Lincoln Ce	New York	NY	10023-744	DMcPhee1@fordham.edu	2123666616	
12	MIDDLE STATES	NEW YORK	Yasini	Patricia A.	Chair	SUNY Brockport	Box 600		Brockport	NY	14620	pyasini@brockport.edu	585-391-2440	
13	MIDDLE STATES	NEW YORK	Canavan	May	Dean	Hunter College of the City Univ	Lois V. and Samuel J. Silberman School		New York	NY	10035	mcavan@hunter.cuny.edu	212-396-7600	
14	MIDDLE STATES	NEW YORK	MAZZA	Carl	Chair	University of New York	Boulevard West		Bronx	NY	9	CARL.MAZZA@lehman.cuny.edu	7186908418	
15	MIDDLE STATES	NEW YORK	Brownstein-Evans	Carl	Professor and Chair of So	Nazareth College	4245 East Avenue		Rochester	NY	14618	cbrown3@naz.edu	585-389-2756	
16	MIDDLE STATES	NEW YORK	Guterman	Nel B.	Dean and Paulette Godd	New York University	2 Washington Street, 20th Floor	Suite 213	New York	NY	10003	nguterman@nyu.edu	2126989599	
17	MIDDLE STATES	NEW YORK	Kim	Rebekah	Chair	Nyack College	2000 West Nyack		Nyack	NY	10959	kim@nyack.edu	914-344-4752	
18	MIDDLE STATES	NEW YORK	Crofford	Rebekah	Chair	Roberts Wesleyan College	Master of Social Work Prog	2301 West	Rochester	NY	14624-190	crofford_rebekah@roberts.edu	5855946487	
19	MIDDLE STATES	NEW YORK	Mondros	Jacqueline B.	Dean and Assistant Vice P	SUNY Stony Brook University	Health Sciences Center	Level 2 Ro	Stony Brook	NY	11794-823	jacqueline.mondros@stonybrook.edu	6314442139	
20	MIDDLE STATES	NEW YORK	Kang	Suk-Young	Chair	Binghamton University	College of Community and	P.O. Box 6	Binghamton	NY	13902-600	ykang@binghamton.edu	607-7777999	
21	MIDDLE STATES	NEW YORK	Nancy J.	Dean	University at Buffalo, State Un	School of Social Work	685 Bay Hall		Buffalo	NY	14260-108	njordan@buffalo.edu	7166433381	
22	MIDDLE STATES	NEW YORK	Jefferson Smith	Carnie	Interim Director	Syracuse University	White Hall, Suite 244		Syracuse	NY	13244-123	jsmith04@syr.edu	315 443 4252	
23	MIDDLE STATES	NEW YORK	Gallina	Nancy	Interim Dean	Touro College	43 West 13th Street	Eighth Floo	New York	NY	10010	Nancy.gallina@touro.edu	212-463-0400, extension 278	
24	MIDDLE STATES	NEW YORK	Warner	Lynn	Dean	University at Albany - State Un	School of Social Welfare	135 Western Avenue	Albany	NY	12222	warner@albany.edu	518-452-5324	
25	MIDDLE STATES	NEW YORK	Wozniak	Danielle	Dean	Yeshiva University	Wurzweiler School of Social Work	Belter Hall, Room #824	2495 Amst	New York	NY	10003	danielle.wozniak@yu.edu	2126800820
26	MIDDLE STATES	PENNSYLVANIA	Block	David	Dean	Bryn Mawr College	Graduate School of Social Work and So		Bryn Mawr	PA	19001-166	block@brynma.edu	610-520-2603	
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