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Social Work Office of Research & Public Service
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7-1980

Stimulus, Vol. 5, No. 4

UT College of Social Work

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Recommended Citation

Stimulus, Vol. 5, No. 4. . (1980). Trace.
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Stimulus

THE UNIVERSITY OF TENNESSEE

OFFICE OF CONTINUING SOCIAL WORK EDUCATION AND ALUMNI AFFAIRS

Vol. 5, No. 4

School of Social Work

July 1980

Satir, Glasser Among Leaders

1980-81 Symposium Underway July 17

The 1980-81 Social Work Symposium, a series of skill-improvement workshops sponsored by UTSSW, OCSWE, begins July 17 in Cookeville.

A total of 29 workshops will be conducted in the major cities of East, Middle and West Tennessee. The symposium workshops address a variety of issues selected to assist human services personnel in improving or enhancing competence in treatment, administration, supervision and planning.

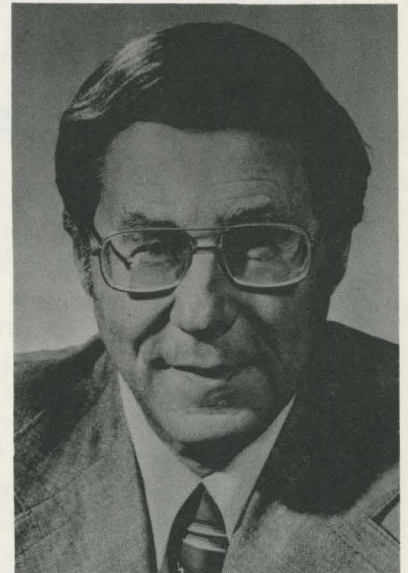
The Fall Symposium consists of 17 workshops which will get underway July 17 in Cookeville with "Enhancing Board Members' Functioning" and concludes November 19 in Chattanooga with "The Stations of the Mind: New Approaches to Reality Therapy."

The first workshop of the Spring session will be "Responding to the Developmental Needs of the Elderly," March 4-5 in Chattanooga; the last workshop of the 1980-81 Symposium will be "Managing with Diminishing Resources" in Memphis on May 8, 1981.

A number of nationally recognized therapy experts will conduct the Symposium workshops. Virginia Satir and the Avanta Network, cosponsored by East Tennessee State University, will present "Family Therapy" April 13-14 in Knoxville and on April 15-16 in Mem-

phis. Dr. William Glasser, an internationally recognized author, lecturer and psychiatrist, will present "The Stations of the Mind," his fascinating new concept of relating how the brain works to how we function, November 19 in Chattanooga.

Harry J. Aponte, well known for his work in developing therapeutic methods working with low income families, is a former director of the Philadelphia Child Guidance Clinic. He will lead four workshops, including "Underorganization in the Low Income Family," during the Fall session; these will be held September 19 in Knoxville, October 3 in Nashville, November 7 in Memphis and March 6 in Chattanooga.



Dr. William Glasser

(continued on page 2)

Social Work Symposium . . .

(from page 1)

David Looff, MD, is the Child and Adolescent Psychiatry Consultant to the Mental Health Center of Lexington, Kentucky and maintains a private practice. Looff has done extensive work and research with families in Appalachia and has written several articles and books on family therapy, one of which is Appalachia's Children. He will conduct "Family Therapy for Rural Practitioners" in Chattanooga on October 3.

Continuing Education Units (CEUs) will be awarded to workshop participants. Workshop enrollment fees vary depending on length and curriculum.

For additional information and a detailed schedule of the Symposium, contact Peg Carey, UTSSW, OCSWE, 1838 Terrace Avenue, Knoxville, Tennessee 37916, (615) 974-6015.

A calendar of the 1980-81 Social Work Symposium follows on page 3.



Certification Bill Signed

On April 15, 1980, Tennessee Governor Lamar Alexander signed the Social Work Certification Bill which provides for an annual certification of Master Social Workers. The bill prohibits use of the title MSW unless certification has been obtained. The law becomes effective July 1, 1980.

Tennessee NASW Fall Meeting Scheduled

The Tennessee Chapter of the National Association of Social Workers will hold their 1980 Fall Conference on November 13-15 at the River Terrace Motel, Gatlinburg. The theme of the conference is "Growth in the 80's: The Person and the Profession." Leontine Young, nationally known author and lecturer on children, will deliver the keynote speech on Saturday morning.

The conference will open Thursday afternoon with registration at 5:00 p.m. and close Saturday afternoon at 12:30 p.m. On Friday morning the conference will convene at 9:30; the keynote speech and Chapter President's report to membership are also scheduled for Friday morning.

Eight workshops on a variety of issues such as confidentiality, child welfare and malpractice are scheduled Friday afternoon and Saturday morning. Participants can elect to attend two of

these eight workshops. Charles Gentry, Executive Director, Child and Family Services of Knox County, will discuss the White House Conference on Families; Carol Sheffer, NASW, will present a workshop on PACE, and Myles Johnson, NASW, will discuss grievance procedures.

A number of social activities have been planned for the conference, the highlight being a "mountain social," featuring bluegrass music, to be held Thursday evening.

Fees for the conference are \$35 for NASW members, \$45 for non-members and \$30 for full-time students.

Complete registration information and details of the conference will be available in late August. Additional information can be obtained by contacting Peg Carey, OCSWE, UTSSW, 1838 Terrace Avenue, Knoxville, Tennessee 37916, (615) 974-6015.

1980-81 SOCIAL WORK SYMPOSIUM

<u>WORKSHOP</u>	<u>LEADER</u>	<u>CITY</u>	<u>DATES</u>
Enhancing Board Members' Functioning	Glenn Allison	Cookeville	July 17
Suicide: The Preventable Death	Marv Miller	Nashville	August 7-8
Underorganization in the Low Income Family	Harry J. Aponte	Knoxville Nashville Memphis Chattanooga	September 19 October 3 November 7 March 6 ('81)
Cognitive Behavior Therapy: The Rational Emotive and Transactional Analytic Approach	Waldemar Juraschka	Nashville	September 19
Managing with Diminishing Resources	David Saltman	Nashville	September 25
Adolescence - Special Problems	Douglas Gauss	Jackson	September 29
Family Therapy for Rural Practitioners	David Looff	Chattanooga	October 3
Responding to the Developmental Needs of the Elderly	O.H. Oliveira (with Ron Green)	Kingsport Cookeville	October 7 March 4-5
Counseling the Resistant Client	Robert Moran	Knoxville	October 10
Personnel Management	James Wolk	Memphis	October 10
Staff Revitalization	Nancy Humphreys	Crossville	October 16
Introduction to Crisis Intervention	James Orten	Nashville	October 17
Improving Interpersonal Skills	Betty Rasberry	Jackson	October 23
Small Agency Management	H.F. (Pat) Coyle	Burns	October 30-31 & December 5
The Stations of the Mind: New Approaches to Reality Therapy	William Glasser	Chattanooga	November 19
			<u>1981</u>
Innovative Uses of Groups in Social Services Setting	Peg Neuhauser	Nashville	March 6
The Intimate Dyad of Caring	Thomas Malone	Knoxville	March 13
Worker Burnout and the Parallel Process	Virginia Gates	Jackson	March 20
Sexpressions: A New Approach to Sexuality	Janice Wilson	Memphis	March 27
Treatment Approaches with the Sexually Abused	Rita & Blair Justice	Nashville	March 27
Advanced Crisis Intervention	Edward Rosenbluh	Nashville	April 2-3
Family Therapy	Virginia Satir and the Avanta Network	Knoxville Memphis	April 13-14 April 15-16
Foster Care: "Other People's Children"	Jim Jones	Jackson	April 27
Managing with Diminishing Resources	Jim Bennett	Memphis	May 8

O'Meara Awards, Chancellor's Citations Conferred

Second-year students Barbara Collins, Rebecca Ann Watson and Ann F. Parker have been named recipients of the 1979-80 Rhoda O'Meara Awards. These awards, established in 1958, are presented by the School to recognize commitment to the field of public welfare, academic achievement and professional performance.

Prior to entering the graduate program, all three recipients worked with the Department of Human Services. Ms. Collins, a graduate of the Knoxville Branch, was assigned to the Knox County Department of Intergovernmental Affairs during her field placement. While there, she was instrumental in organizing a grant monitoring system throughout the county. She plans to return to DHS after graduation. Rebecca Ann Watson has been employed by DHS for over 14 years; her position prior to entering the program in Nashville was Field Supervisor II. During her field placement with the Tennessee Chapter of NASW, she worked on several important legislative bills including the Children's Services Commission Bill. Ann Parker, on leave from DHS where she was a Field Supervisor I, will be Assistant Director of Adoption Services with DHS in Nashville after graduation from the Memphis Branch. During her first year of field placement, she became involved in organizing and implementing a study on adoption and the rights of adopted children which has been of significance to DHS and state legislators.

Three UTSSW second-year graduate students received citations at the Chancellor's Honors Convocation May 14 in Knoxville. Honored as distinguished students in the School of Social Work were Gary L. Tester, Linda Brown Williams and Robert L. Reddig from Knoxville, Memphis and Nashville Branches respectively. Chancellor's Ci-

tations recognize students who have demonstrated exceptional professional promise.

Mr. Tester was a social worker with the Knoxville City School System prior to his graduate work and plans to accept a position in community mental health on graduation. Linda Williams, an employee of DHS for six years, will return to the Department in an administrative position. Robert Reddig, who worked as a Graduate Assistant in the School's developing doctoral program, has previous clinical experience in Chicago as coordinator of a drug treatment program and during his field placement served as instructor at the Williamson County Guidance Center.

Another honoree was Vernon Jenkins, recognized by the Nashville Branch during the graduation banquet for her distinguished contributions as a field instructor. Vernon had been with the Meharry Child Development Center prior to her retirement last fall.

Mullins, Edwards Named Committee Members

Two UTSSW faculty members have recently been named committee members for two national social work organizations.

Dr. Kate Mullins, Director, Memphis Branch, will be Chairperson of the Annual Program Meeting of the Council on Social Work Education. The meeting will be held March 8-11, 1981 in Louisville, Kentucky.

Dick Edwards, Associate Director, OCSWE, is a member of the Planning Committee and Chairperson of the Abstract Review Sub-committee for the 1981 National Professional Symposium which is sponsored by the National Association of Social Workers. The Symposium will be held November 18-21, 1981 in Philadelphia.

Noncredit Opportunities

NATIONAL

5th National Institute on Social Work in Rural Areas

July 27-30, 1980, Burlington, VT

Housing accommodations available.

Contact: Joanne Gumpert, Director, The Adelphi/Vermont Program, c/o Trinity College, Burlington, VT 05401, (802)863-5731.

1st National Conference on Social Work Practice with Women

Sept. 14-16, 1980, Shoreham-Americana, Washington, DC

Theme: Social Work Practice in Sexist Society. Sponsored by The National Association of Social Workers' National Committee on Women's Issues.

Contact: Carol Sheffer, National Association of Social Workers, 1425 "H" Street, NW, Washington, DC 20005

Fourth Annual Conference on Training in the Human Services

October 21-23, 1980, Williamsburg, VA

Abstracts for presentations are due April 15.

Contact: Florence Z. Segal, Director of Continuing Education, School of Social Work, Virginia Commonwealth University, Richmond, VA 23284.

UTSSW/OCSWE Awarded Adolescent Abuse Grant

Child abuse and neglect has been the subject of much writing and research in the past, but a specific emphasis on the abused and neglected adolescent has been largely overlooked. In light of this, OCSWE, UTSSW recently applied for and was awarded a grant from the Tennessee Department of Human Services to develop a model for the treatment of the abused or neglected adolescent and a training package based on that model.

Coordination of the project will be assumed by Kasumi Hirayama, Memphis Branch, an experienced child welfare program developer and administrator. Charles E. Gentry, Executive Director of Child and Family Services of Knox County, will be responsible for the agency's participation in the project. Other staff members of OCSWE, Child and Family Services and UTSSW faculty will actively participate in the project.

The project, which runs from October 1, 1980 through September 30, 1981, has several objectives; these are:

To identify factors unique to the detection, intervention and prevention of adolescent abuse and neglect;

To identify and develop effective, innovative methods for working with the adolescent and family;

To develop a training package, including audiovisuals, on use of the treatment model; and

To disseminate the package and train supervisory and training staff of state and private agencies which provide services to adolescents.

Child and Family Services of Knox County will work with project staff in developing the adolescent treatment model. Once the model has been developed, OCSWE will be responsible for the development of a training package and staff training in the use of the treatment model.

ALMA MATTERS:

For and About UTSSW Alumni

ALMA MATTERS is a regular column devoted to alumni happenings. We invite all UTSSW graduates to share with our readers any timely news of themselves or of former classmates. Good quality, black-and-white photos are encouraged.

Let us hear from you!

A chance encounter in a grocery store has led to a unique job sharing arrangement. JULIA DENNIS held a part-time position with the Visiting Nurses Association, but wanted to work full-time on her second-year field placement in school. A remark to DOROTHY WEEMS (1973) about the problem brought an immediate response. Dorothy had retired temporarily from social work to care for her son. However, she was willing to make a short-term commitment until the adoption of another child. A part-time position was ideal.

With the approval and encouragement of VNA administrators, Dorothy took over Julia's position last November. She will hold the job until Julia's graduation. The job involves counseling terminally ill patients and their families and helping maintain sick family members at home until a nursing home has an opening. Dorothy feels it has been a personally enriching experience. Even though she has been an active volunteer with Asian refugees, the American Cancer Society, and has worked with children at the Crippled Children's Hospital since she left professional employment, she has enjoyed relearning the availability of community services.

Julia, who also has a young son, is happy to be able to work part-time for the present. "When you have a young child, it's a lot easier to work part-time than full-time, and VNA is willing to be

flexible. They are most accommodating and encourage employees to continue their education."

Both Julia and Dorothy agree that part-time social work is difficult to find and that many women with young children would prefer to work part-time if they could make arrangements for job sharing.



Dorothy Weems

Julia Dennis

HILARY HAMLIN (1976) recently accepted a position as Project Director of the Mental Health Outcome project at the Southern Regional Educational Board (SREB). The project is funded by the National Institute of Mental Health.

PRANAB CHATTERJEE (1961) is now Professor at the School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio. He is also editor of The Journal of Applied Social Sciences, a professional social work journal published by the university. He welcomes manuscript submissions on social work practice, social welfare policy and the like.

JOHN WALKER is Director of the Mental Health Center in Harlan, Kentucky. He is also the President of the Kentucky Chapter of NASW.

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Memphis Faculty Publishes Sex Education Manual

Group Approach to Parental Education: Helping Parents Deal with the Sexuality of Their Mentally Retarded Children and Adolescents has been published by the faculty of the Memphis Branch and the UT Child Development Center.

Reviewing the new manual are, seated, Ludmilla S. Gafford and Susan E. McNamee of the UT Child Development Center and standing, Hisashi Hirayama and Carl Wilks of the Memphis Branch.



The book is a trainer's manual, as well as a report of a 1978-79 demonstration project, "Sex Education Training for Parents of the Mentally Retarded," which involved 75 parents of moderately and mildly retarded children in Memphis. Seven second-year students participated in the project as trainer-trainees.

The book was prepared for social workers and other professionals interested in sex education groups for parents of the mentally retarded. It contains valuable information about problems concerning the sexuality of the mentally retarded, and is of particular interest to parents who wish to know more about the sexuality and management of sex-related problems of the mentally retarded.

Anyone who wishes to obtain a copy of the book or who requires assistance in conducting workshops for parents or professionals on sexuality of the mentally retarded may contact Hisashi Hirayama or Carl Wilks at UTSSW-Memphis, 1246 Union Avenue, Memphis, TN, 38104. Please enclose \$2.00 for each book order to cover postage and handling.

What's a Nice Girl Like You . . .

Nontraditional Jobs Studied

Ann Parker, second-year student in the Memphis Branch, has been up in a cherry picker and down in muddy trenches in her efforts to help Memphis Light, Gas and Water insure its goals that doors to any available position are open to all qualified applicants without regard to sex. As part of her industrial social work field placement, Ann has surveyed MLG&W supervisors in all departments and women employees in nontraditional jobs in order to help the company recruit, place and retain women in these jobs. Her study asked employees questions such as: What are your reasons for entering this nontraditional job? Describe any difficulties you encountered in performing your job. What have been the attitudes of male employees toward you? What advice would you give a woman who wants to succeed in a nontraditional job?

The study asked supervisors questions such as: How are women in your department performing? Are there any reasonable changes in tools, equipment, or the working environment which would better enable employees to perform these jobs? Are there any additional costs involved in employing women in nontraditional jobs?

The results of the survey will be included in a report making recommendations for more effective recruitment.

Ann, an Administration and Planning major, is going to develop an orientation booklet that is designed for women entering blue-collar positions to help them with the practical problems faced everyday with a predominately male work crew.



Ann Parker

Sept. 5-6

Third Law & Aging Conference Slated

The Third Annual Conference on Law and Aging will be held at the Holiday Inn in Gatlinburg, TN, September 5-6, 1980. The conference is sponsored by the School of Social Work and the UT College of Law.

The highlight of this year's program will be an opening address, "Taking Care of Strangers," by Yale Law School Professor Robert Burt. Other topics of the conference will be an analysis of federal and state legislation affecting senior citizens, a discussion of professional burnout, nursing home law, benefits counseling, competency, guardianship and conservatorship, privacy, privilege and confidentiality, problems of commitment and criminal victimization of the elderly.

Registration fee for the conference is \$50. For additional information, contact James Gobert, University of Tennessee College of Law, 1505 W. Cumberland Ave., Knoxville 37916, (615) 974-4348.

Faculty on Mid-East Jaunt

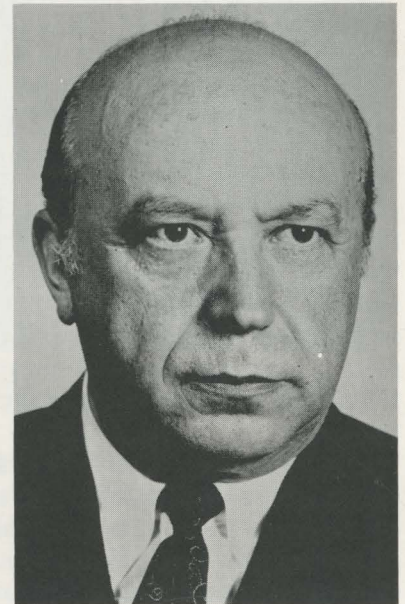
Three Memphis Branch faculty members seeking international perspectives on industrial social work will visit the Middle East in June and July. Muammer Cetingok will visit his family in Ankara, Turkey and play host to Marvin Feit and Michael Holosko for two weeks. Feit and Holosko will then travel to Israel, Egypt and Greece, taking time to visit several universities and industrial sites. University of Tennessee School of Social Work's developing industrial social work program should benefit from their observations. "Social work in industry is better developed in the Middle East than in this country," says Feit. "We plan to do some field research, to find out what social workers do there and why it has developed the way it has."

Feit and Holosko have been invited to lecture and exchange ideas at the Social Services Academy in Ankara, Turkey; the School of Social Welfare in Athens, Greece; the Institute of Social Work in Alexandria, Egypt; Helwan University in Cairo, Egypt; and the Hebrew University, Jerusalem.

Weinberg to Speak on Deinstitutionalization

Dr. Jack Weinberg, noted author and lecturer on the Psychiatry of the Aged, will be the main speaker at the Aging and Mental Health conference on "Deinstitutionalization" to be held August 21 at the Central Baptist Church of Bearden, 6300 Deane Hill Drive, Knoxville.

Dr. Weinberg, a graduate of the University of Illinois College of Medicine, holds an MD degree in Psychiatry. His vast contributions in the field of aging and psychiatry are found in both the international and national arenas. He is Chairperson of the Council on



Dr. Jack Weinberg

Aging; Chairperson of the Task Force on Aging, the American Psychiatric Association; Administrator, Illinois Mental Health Institute and Director, Illinois State Psychiatric Institute, Chicago.

This one-day conference will also include a number of small group presentations. Registration fee for the conference will be \$10.00. For more information, contact the Aging and Mental Health Program, Lakeshore Mental Health Institute, 5908 Lyons View Drive, Knoxville, Tennessee 37919, 615-584-1561 ext. 7287.

Publications Corner

RESOURCE MANUAL ON TREATMENT OF FAMILY VIOLENCE

Richard L. Edwards, Phyllis D. Betz and Susan Barnes, Editors.

This valuable manual includes a series of resource papers which address family violence topics such as child abuse and neglect, spouse abuse and professional burnout. Reprints of journal articles on similar subjects comprise another section. An extensive bibliography and a glossary of legal terms are included to aid readers in further study. 214 pages, \$4.95

SOCIAL WORK IN RURAL AREAS: PREPARATION AND PRACTICE

Ronald K. Green and Stephen A. Webster, Editors.

This volume includes 30 papers which were delivered at the First National Conference on Social Work in Rural Areas. Significant topics include changing economic conditions, community development, political realities, community and youth services, undergraduate and continuing education for rural social workers, gerontology, health services and interorganizational cooperation. 391 pages, \$10.95

TRAINING IN THE HUMAN SERVICES, VOLUME I

Thomas D. Morton and Ronald K. Green, Editors.

Selected papers from the First National Conference on Training in the Human Services. Covers synergistic training, planning a statewide training network, simulating intervention experiences and services integration, and the training of beginning trainers, supervisors, interviewers and nursing home administrators. 223 pages, \$10.95

TRAINING IN THE HUMAN SERVICES, VOLUME II

Richard L. Edwards and Thomas D. Morton, Editors.

Selected papers from the Second National Conference on Training in the Human Services. Covers topics such as

needs assessment, training design and evaluation. Specific areas include community-wide human services training, training of personnel in child welfare, gerontology, mental health and rape crisis centers. 261 pages, \$10.95

LAW FOR SOCIAL SERVICE WORKERS
David S. Rosettenstein, Barbara A. Driver and M. Edward Owens, Authors and Joanne F. Jankovic, Editor.

This text is designed to serve as a guide for individuals employed in social services in Tennessee. It contains information on the legal issues that affect the delivery of services: due process, client confidentiality and use of agency information, and worker liability. Its purpose is to provide workers with an understanding of the legal framework in which services are provided by the state. 227 pages, \$7.50

Order from OCSWE, UTSSW, 1838 Terrace Avenue Knoxville, TN 37916.

Innovative Internship for Student

Jeff Page, a second-year graduate student in Administration and Planning at the Nashville Branch, recently completed an innovative social work internship. Jeff was placed in Tennessee Governor Lamar Alexander's office where he worked with the state ombudsman, Marc Lavine, in receiving and responding to citizens' complaints about various agencies and services. He contributed to a policy group project on improving human services interagency communication. The purpose of the project was to promote closer ties and cooperation among state agencies in order to more effectively deliver services to clients.

In addition, Jeff worked with Oasis House, a Nashville center for runaways, where he attempted to clarify and define the scope and nature of runaways' problems. Jeff enjoyed his unusual work experiences and regarded them as an invaluable addition to his academic education.

Nashville Faculty Direct Mental Health Project

The Nashville Branch has begun a new training project in community mental health. Funded by the National Institute of Mental Health for a five-year period, this project will prepare students for mental health careers with particular emphasis on working with the unserved and underserved, economically disadvantaged and minority groups, children and youth and the aging.

The training program has been designed within a developmental community mental health planning model. This model emphasizes both the critical role of community service networks and the practitioner skills of coordination, case management, consultation and education as a necessary adjunct to clinical skills.

In order to expand students' knowledge of the designated populations and community service networks, both first and second-year field practice will be in

the same inner-city catchment area. During first-year field practice at the United Methodist Neighborhood Center, students will work with the isolated aged and with children and their families at the agency's day care centers. During their second year at Meharry Community Mental Health Center, students will have practice experience in consultation and education in addition to clinical practice. A major educational component is a mental health field seminar, which will involve the project's students and students in other mental health settings. Personnel from both centers, the school community agencies and state level mental health officials will serve as resource persons.

Nashville Branch faculty members involved in the project are Dorothy Sullivan, project director; Lou Beasley and Ann Ford.

UTSSW JOURNAL COMPLETES FIRST YEAR

HSITRE Makes History

By October the Knoxville Branch and OCSWE will have completed its first year of publication of Human Services in the Rural Environment, a bimonthly professional journal dedicated to the concerns of people living in rural areas. The journal serves as an information exchange and communication forum for people concerned with and involved in rural policy and legislative developments, program models, research and evaluation projects and innovative efforts to document aspects of rural life. HSITRE features articles on issues pertinent to rural practitioners, policy-makers and concerned individuals, book reviews, reports on rural development, and announcements of upcoming events.

Joanne Jankovic, Assistant Professor, Knoxville, is the Executive Editor;

Roger Nooe, Associate Professor, Director, UTSSW, Knoxville; Richard L. Edwards, Associate Director, OCSWE, Knoxville; and Paul Campbell, Training Specialist, OCSWE, Knoxville, make up the Editorial Board. HSITRE welcomes articles, news and announcements of interest to its readers. All submitted materials are subject to review by the Editorial Board.

For additional information on submission of materials and to order a subscription (rates are \$10 per year for individuals and \$20 for libraries, agencies and institutions), please contact OCSWE, UTSSW, 1838 Terrace Avenue, Knoxville, TN 37916, (615) 974-6015. A sample copy of HSITRE is available to persons considering subscriptions.

“You Have To Do It: It’s Good For You”

In this day of increasing attention to the potential problems of over-regulation, social work is in the unusual position of fighting to get regulated. Although there are compelling arguments for the effort to gain professional recognition, we are currently in the position of carrying along with this effort a certain amount of "regulatory overhead" which is unwarranted and may well be unnecessary.

One of these pieces of "regulatory overhead" is mandatory continuing education. At a time when older professions are withdrawing their support of mandatory continuing education and experimenting with more effective ways of assuring continued professional competence, NASW is considering locking in a

requirement for 90 hours of CE over a three-year period to maintain one's ACSW.

Although this would represent some \$5,000,000 to \$6,000,000 in CE business each year in the U.S., we do not believe adult professionals should be mandated to take a certain number of educational hours regardless of their particular practice needs, individual learning style or nature of practice. We believe in the goal of assuring the client an acceptable level of professional competence. But mandatory continuing education has not been demonstrated as the way to achieve that goal and we find repugnant the position "You Have To Do It: It's Good For You."--RKG

Office of Continuing Social Work Education
The University of Tennessee School of Social Work
1838 Terrace Avenue, Knoxville, Tennessee 37916

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