



STATE OF CONNECTICUT

BOARD OF TRUSTEES FOR THE STATE COLLEGES

P. O. Box 2008 NEW BRITAIN, CONNECTICUT 06050
TEL. NEW BRITAIN: 203-229-1607 TEL. HARTFORD: 203-566-7373

RESOLUTION

concerning

MASTER OF SOCIAL WORK
at
SOUTHERN CONNECTICUT STATE COLLEGE

May 4, 1979

RESOLVED, Under the authority granted the Board of Trustees in Chapter 164, Section 10-109 of the General Statutes and Public Act 77-573, Southern Connecticut State College is hereby authorized to submit a program proposal leading to a Master of Social Work Degree to the Board of Higher Education for planning approval.

A Certified True Copy:

A handwritten signature in cursive script, reading "James A. Frost".

James A. Frost
Executive Director



STATE OF CONNECTICUT

BOARD OF HIGHER EDUCATION

P.O. Box 1320

HARTFORD, CONNECTICUT 06101

AREA CODE 203 566-2325

Social Work Southern
RECEIVED

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BOARD OF TRUSTEES
FOR THE STATE COLLEGES

October 29, 1979

Dr. James A. Frost, Executive Director
Board of Trustees for State Colleges
P.O. Box 2008
New Britain, Connecticut 06050

Dear Dr. Frost:

The Board of Higher Education at its October 23, 1979 meeting, acting upon the recommendation of the Student and Academic Affairs Committee, voted planning approval for program development of a graduate program in Social Work (HEGIS No. 2104) at Southern Connecticut State College, according to the following resolution:

RESOLVED that the Board of Higher Education, in accordance with the provisions of section 10-323e of the General Statutes, hereby grant approval to the Board of Trustees for State Colleges to plan a graduate program in Social Work at Southern Connecticut State College provided that,

- (1) the College and its Board of Trustees develop the program in cooperation with the University of Connecticut School of Social Work or demonstrate that every reasonable effort has been made to effect such cooperation;
- (2) the College immediately take all appropriate steps to affiliate this program with the National Council on Social Work Education (CSWE);
- (3) the College report to the Board annually (until the program is accredited by the Board and CSWE) on the extent to which it is operating in accordance with its application and plans upon which this approval is based.

The favorable coordinating action taken by the Board is contingent on the availability of appropriate resources and carries the understanding that the program is subject to the Board's usual licensing and accrediting requirements prior to its offering. The planning approval lapses if a licensure visit or evaluation has not been completed within twelve months from the October 23, 1979 date of the Board's favorable action.

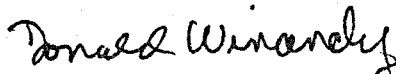
Dr. Searle F. Charles

-2-

October 29, 1979

We wish you success in your planning effort and look forward to working with you on the future licensing of this program.

Sincerely yours,



Donald H. Winandy, Coordinator
Planning and Academic Affairs

DHW:df

cc Thomas Porter, SC
Manson Van B. Jennings, President, SCSC
Donald W. Skinner, Staff Assoc. for Accred., BHE

MSW

Staff Report: Office of Planning and Academic Affairs
Application for Planning Approval
Master's Degree Level Program in Social Work

IV. Staff Comment

A. The University of Connecticut has expressed opposition to a new MSW program in Connecticut. The University's objection is as follows:

- "1. The long-term demand for persons with graduate degrees in social work in Connecticut does not justify the establishment of another Master of Social Work Program in Connecticut at this time in another public institution. This view is supported by the Wayne Dailey Study, commissioned by a consortium of private schools, which concluded that positions for graduates of MSW programs in the next few years will not increase substantially in Connecticut.
- "2. There are a number of institutions offering MSW programs in or near the New England region to handle most of the demand from qualified applicants:
 - a. Rhode Island College will start a new MSW program in Providence in the 1979-80 academic year. This program will undoubtedly meet the needs of a significant number of students from eastern New England.
 - b. Private universities in New York City have greatly expanded their MSW northward in recent years, providing programs in Westchester County and as far north as Burlington, Vermont.
 - c. The University of Connecticut has developed a proposal to extend its MSW program to the southwestern Connecticut region to meet the demand for social work education in that part of the state. This expansion would not require the significant increase in state resources that we believe would be necessary to develop and operate an entirely new MSW program of the quality offered by the University's School of Social Work.
- "3. We understand that Southern Connecticut State College proposes to launch its MSW program without additional General Fund support. This means that it must seek non-General Funds, such as Title XX and other federal funds, to support it. This also means that Southern Connecticut State College would have to compete with the University of Connecticut and other Connecticut institutions for scarce federal funds.

As the Board of Higher Education knows, Title XX funding for higher education is under strenuous attack, and it is quite certain that the amount of Title XX money available for Connecticut programs

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 Application for Planning Approval
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will be markedly reduced in the next few years. With respect to other federal funds, the University of Connecticut currently receives grant support from NIMH and the Children's Bureau and is applying for funds from the Administration on Aging. These programs have an explicit or de facto limitation on the number of grants and the amount of money, or both, that can be awarded in the various regions of the country. Creating another competing program could possibly drain funds from the University's programs, thereby weakening it. The net effect would be two mediocre MSW programs instead of one excellent one.

There is no question that competition can be healthy at times, and we welcome it, but with the present uncertainty and scarcity of resources, this is not the time for two state-supported institutions to be competing for funds. What the state institutions should be doing during this period of budgetary constraints is carefully allocating their resources to strengthen or enlarge existing programs that are already established. Otherwise the state will end up with a number of weak programs to the great disadvantage of students and the state of Connecticut.

- "4. Finally, we would remind BHE that under the statute, the University is uniquely responsible for degree programs in graduate professional fields. Social work is just such a field. The University has a nationally-accepted program leading to the MSW degree. Every resource the state can find for social work degree programs should go to the University's School of Social Work so that it can continue to offer high quality accredited work to more and more of the qualified applicants.

"The University of Connecticut's School of Social Work has a friendly relationship with the BSW program at Southern Connecticut State College. A member of its faculty sits on the Dean's Advisory Committee at the University's School of Social Work. This close association has created a highly viable, publicly-supported career ladder in social work education in Connecticut. Graduates of their BSW program have been able to continue their education and training in the University's MSW program. Southern Connecticut State College should, therefore, strengthen its BSW program, not initiate an MSW program." (End of University's comments.)

- B. Southern Connecticut State College has responded that the MSW program operated by the University of Connecticut in Hartford is not readily accessible to persons from New Haven, and that too few qualified persons have been able to gain admission to the program. The College's response also includes the following additional points:

Staff Report: Office of Planning and Academic Affairs
Application for Planning Approval
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1. Southern's library collection is already in place for its fully accredited BSW program. Additional related library resources support graduate programs in counseling, psychology, urban studies, health education, gerontology and several other fields.
 2. Southern already has established field placement sites from Norwich and Mystic to Stamford.
 3. All of Southern's Social Work faculty have the MSW degree. Two have a doctorate and three more are at the dissertation stage. All but one of the faculty have taught in accredited MSW programs at other institutions.
 4. An MSW program at Southern also would attract additional federal funding into the state rather than detract from benefits already being secured by other institutions.
 5. The Central Office of the State College System and the administration of the College are pledged to seek accreditation from the National Council on Social Work Education and to meet and maintain the standards of quality of that association.
- C. The staff believes that the arguments of both the University and the College have a natural bias and are limited by the perspectives of certain authorities cited and by out-of-date manpower projections. Neither argument, therefore, is entirely credible and the staff prefers to place this application into a broader context which includes the University's plan to introduce an MSW program into the Stamford area.
1. The fact that the University of Connecticut plans to offer an MSW program in Stamford weakens its argument that a second program should not be started or is not needed. Apparently there are many qualified persons in Connecticut who seek graduate education in Social Work, while the University's MSW program in Hartford accepts fewer than one-fourth of the applicants.
 2. The U. S. Department of Labor, Bureau of Labor Statistics, in 1978 reported that the employment of social workers is expected to increase faster than the average for all occupations through the mid-1980s. It also reports that in the past few years the bachelor's degree in social work (BSW) has been fully accepted as the minimum education of the professional social worker. However, for many positions the master's degree (MSW) is preferred or required. The graduate degree is usually required for supervisory, administrative or research work. Employment tends to be concentrated in urban areas.

Staff Report: Office of Planning and Academic Affairs
Application for Planning Approval
Master's Degree Level Program in Social Work

3. The staff has taken the position that existing programs should be expanded rather than new programs established when response to increased demand is feasible. However, the impact on the budget of faculty, facilities and other resource needs such as library must be taken into consideration.
 - a. The University proposes to expand its Hartford program, but at another geographic location. To accomplish this the University has made a budget request for funds to employ seven additional faculty and compile a library. The estimated cost for FY 81 was \$400,000.
 - b. The College proposes to realign faculty workload between the undergraduate and graduate program, and already has at least a nuclear library, if not more. No additional cost is projected for the program. But, the application for planning approval does indicate the need for the internal transfer to the program of an additional faculty member in each of the three years following the first year of program operation.
 - c. The staff believes that
 - both institutions currently maintain a quality accredited program;
 - program expansion, in a time of limited resources, should be done by reallocation of existing resources rather than seeking new funds;
 - New Haven is an appropriate site for a new program relative to population;
 - building on the resource of the existing faculty and library for the BSW at the College could be economical.

Nevertheless, the first consideration with regard to this application is the need for the program in terms of student demand, manpower requirements, and appropriateness to the mission of the College.

- The bachelor's degree is now recognized as the primary qualification for entry into professional social work. The master's degree is not required for everyone in social work, but most persons with less education would seek a graduate degree.

Staff Report: Office of Planning and Academic Affairs
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Master's Degree Level Program in Social Work

- In its application, the College justifies the program as related to its mission of providing "career" programs. However, frequently in the application and related correspondence the program is referred to as "professional." Connecticut statutes give to the University of Connecticut the prerogative of developing "postbaccalaureate professional" degree programs (S. 10-325c). Considering the strong influence of a national accrediting agency (the National Council on Social Work Education), the staff has concluded that the MSW program is professional in nature, consistent with generally accepted academic parlance.
- The Dailey study recommends an emphasis on a continuing education program resulting in the earning of a "certificate degree." This still would be an area of jurisdiction for the Board of Higher Education. Students receiving such credit may be expected to question its applicability to another degree such as the MSW.

RECEIVED *JTF*

MAR 1 1979

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

COORDINATING COUNCIL
for
BOARDS OF TRUSTEES

UNIVERSITY OF CONNECTICUT and CONNECTICUT STATE COLLEGES

Minutes of the Meeting Held on January 29, 1979

Central Connecticut State College, New Britain, Connecticut

Members Trustees Briscoe, Kaplan, Tasker, and Wood
Present:

Staff: Dr. Frost, Acting President Gant, Vice President
Present: Wilson, Dr. Porter, and Mr. Bailey

Mr. Tasker called the meeting to order at 2:30 p.m.

1. Library Coordination

Dr. Porter reported that the efforts of the Task Force on Library Coordination are proceeding. The request for submission of a proposal to do a study of the applications of on-line computer technology in Connecticut libraries has been developed and submitted by the person in the Connecticut State Library who is working with State College and University librarians.

Mr. Tasker, referring to the forthcoming dedication of the University's new library, suggested that the appropriate representations from the State Colleges' group be invited to attend and participate in the ceremony.

2. International Studies

Dr. Porter reported that the programmatic aspects of the undergraduate International Studies Program have been progressing very nicely. Vice President Wilson remarked that a twenty page summary of the program activities that have gone forward in this past year was very impressive.

Mr. Tasker noted that the coordinated program efforts of the University and the State Colleges has resulted in favorable financial support by the U. S. Office of Education; and further, that all of the State's public higher education institutions are experiencing some educational benefits.

3. Home Economics Transfer

In a follow-up report on the transfer possibilities, Dr. Porter said that he had received a memo from Dean Ryder of the University's School of Home Economics indicating that the field of human development and family relations would be an easy program to carry out transfer arrangements; indeed so easy that it wasn't necessary to set up any special transfer coordination as the administration did for the program in the field of engineering. Dean Ryder was of the opinion that to effect a transfer into the design and resource management programs area would be more difficult; and most likely, the students from the State Colleges would have to spend an extra semester at the University in order to complete the requirements. The Administration has jointly agreed that Home Economics does not appear to be an area where transfer program efforts can be structured so as to duplicate the existing transfer program in the School of Engineering.

4. Master of Social Work

Dr. Frost informed the members of the Council that the State College at New Haven has been under pressure to develop a Master of Social Work program. At present, the matter is under study by the Planning Committee and no presentation or recommendation has been made to the Board of Trustees. In line with a prior understanding by the members of the Coordinating Council on programs of this nature, Dr. Frost said he did want to bring this item to the attention of the Council so that the group would be aware of the tentative considerations.

President Gant, noting that he had no turf problems, commented on some of the difficulties the University has experienced in obtaining financial support of the University's Social Work program.

Mr. Tasker made reference to the possibility of sharing the special talents of the University's School of Social Work faculty in the program efforts of the State College. Dr. Frost, expressing his pleasure with the suggestion, said he would give further thought to this possibility.

5. Structure of Higher Education

There was some general discussion of the restructuring of higher education.

9. Other

Mr. Tasker suggested that it might be timely for the Coordinating Council to issue a press release that would update and enumerate the advantages or financial benefits that have resulted from the coordinated efforts of the Council. Dr. Frost agreed to follow-up with the preparation of such a release.

No further business appearing, the meeting was adjourned at 4:30 p.m.

Respectfully submitted,

Clark L. Bailey
Secretary

DEAN'S ADVISORY COMMITTEE
UNIVERSITY OF CONNECTICUT SCHOOL OF SOCIAL WORK
JANUARY 24, 1980 MEETING

MINUTES

Present: Claire Gallant, Sister Maria Joan O'Neil, John Fitzgerald, Lynne Healy, Pauline Lang, George Appleby, Rufus Eattle, Howard Stanback, Henry Becker, Murry Shapiro, Ruth Thomson, Bill Brown, Joan Hall, Betty Crawford, Jeannette Dille, Olga Mele, Evelyn Robinson, Ralph Davis, Kiki Eglinton, Janice Pertillar, Bob Green, Cathy Havens.

Bob Green updated the status of Title XX training funds. Connecticut came out third in the country dollar wise in Title XX cuts. Our contract of \$1.2 million was cut to \$225,000. The problem with the contract is not only the low dollar amount but also the lack of flexibility in program expenditures. Student stipends have always been the highest priority. The new contract does not allow any expenditures for first year student stipends. This cut will have a drastic effect on the nature of the student body as Title XX is the primary source of the school's stipends.

There is a bill that is now moving through the Joint Committee to increase the Title XX funding level. The role that the Advisory Committee can play in this situation is working with Bob Green on affecting Title XX legislation in the State. Also developing new funds for student stipends. Two task forces were formed to deal with these issues as follows:

Task Force on Title XX Legislation

John Fitzgerald
Henry Becker
Ralph Davis
Evelyn Robinson

Task Force on Developing New Stipend Funds

Sister Maria Joan
Pauline Lang
Joan Hall
Betty Crawford
Olga Mele

The Board of Higher Education has approved Southern Connecticut's request to plan for a second School of Social Work in the State. Bob Green requested the Advisory Committee's help in developing the position that the school should take on this issue. There are three major themes - need, resources and quality in Southern's plans for a second school. A major concern of EHE was the accessibility of the University of Connecticut School of Social Work by minority groups and would a school located in New Haven increase the accessibility. A major concern of the University of Connecticut is the distribution of available limited resources. Southern does have to come back to EHE with a plan for funding. Some questions that were raised were what is the basis of support behind Southern's and EHE's desire to get this school; is it community supported or political? Is the University of Connecticut School of Social Work attempting to protect its domain; is this a turf issue?

The next meeting will be held at the Barney House in Farmington on April 3, 1980.

Respectfully submitted,

Janice Pertillar

denied an opportunity for graduate social work education because they could not afford the expense of travel to Hartford (approximately 30 mile distance). Finally, it was argued that many Blacks and Hispanics were being denied graduate education because of the location of the School in Hartford and that social work education provided for upward mobility for minority group members and that, therefore, the College's proposal should be supported.

The University pointed out it had repeatedly and vigorously sought to recruit minority group students, that all qualified minority applicants from the New Haven area had been accepted, and that every eligible one had been granted a stipend. While we could not disprove the contention that there were potentially hundreds of qualified and interested applicants in New Haven, we would be interested in the data relating to this, the number of Black and Hispanic applicants, and the number of unfilled positions in New Haven.

Regarding social service employment opportunities, the B.H.E. data supplied states "per-cent change in employment, 1974-85-8" and "Connecticut average annual openings 1974-85-166" (p. 22). It was pointed out that the University's School will graduate more than that number of MSW's each year during that period.

The Board's staff concluded that need had been established.

RESOURCES

The S.C.S.C. reported that it currently had 19 full-time faculty members and stated categorically that there need not be any concern about cutbacks in grant funding to the program because none of the positions were supported in that manner. Further, the College stated that it would require no additional State funds for faculty, library facilities, or support services. By reducing the number of undergraduate non-major electives, the College could make five full-time faculty positions available for the M.S.W. program.

The staff of the Board of Higher Education argued that, since the University had, at a previous Board of Higher Education meeting, stated that a budget of approximately \$400,000 would be required for a social work branch program in Stamford, Conn.; the College's proposal for planning was preferred because it would not cost the State any additional dollars. Finally, it was asserted that the qualifications of the present staff of the College were demonstrated by the fact that two had doctorates and all were required to have an M.S.W. All faculty were reported to have already taught at master's level programs in other schools.

The University pointed out that all State colleges and schools were required to absorb a 4.2 percent cut from current fiscal year budgets. Certain state and federal funds were likely to be reduced or even

eliminated, while two schools would now compete for the remaining available grants. S.C.S.C. held that its existence would increase the amount of federal dollars coming into Connecticut.

The University insisted that the total federal and state dollars for higher education would not increase and that the creation of a second school could only damage the support available for the existing School of Social Work.

The B.H.E. staff stated that "program expansion, in a time of limited resources, should be done by reallocation of existing resources, rather than seeking new funds" and that "building on the resource of the existing faculty and library for the B.S.W. at the College could be economical." (p. 19)

QUALITY

The College guaranteed the B.H.E. that the quality of the baccalaureate degree would be maintained and that the fact that the CSWE had placed the program on probation and returned its accreditation without a site visit demonstrated its strength. Also, a high quality M.S.W. program would be assured because of the need for CSWE accreditation. No other definition or measure of quality was suggested.

The University maintained that quality, program, faculty and cost were, in fact, inter-related even though no one of these factors alone could guarantee the level of the graduate offerings.

Two other related issues left us puzzled. The first is the B.H.E.'s apparent reversal of its previous position on social work education development. The Board earlier issued a comprehensive plan for the reorganization of public higher education, anticipating the 1980's Report and Recommendations to the General Assembly on Higher Education in Connecticut, Board of Higher Education, 1979.

Few detailed or specific examples were offered in the Report to support the Board's contention of the need for its proposed reorganization. Social Work Education was, however, cited. The Report stated:

"For instance, the University currently is the only public institution in the State which offers a master's degree in social

AT ISSUE

Special Edition

The University of Connecticut
School of Social Work
Greater Hartford Campus
West Hartford, Connecticut
06117
Phone: 203-523-4841

The Newsletter of the School of Social Work is published and mailed without charge to alumni and friends of the school and to members of the community who have expressed an interest in the School's activities.

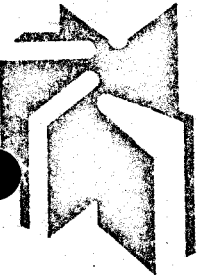
Dean: Robert Green

Editor: Elaine R. Papp

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**THE
CONNECTICUT
STATE
COLLEGES**

FOUNDED 1849

Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050
Telephone : (203) 827-7700

October 24, 1979

Honorable Rosalind Berman
80 Barnett Street
New Haven, CT 06515

Dear Representative Berman:

I want to thank you for taking the time to drive to West Hartford yesterday to speak to the Board of Higher Education on behalf of the Master of Social Work program at Southern Connecticut State College.

As you know, this was a hotly contested matter. We, therefore, doubly appreciate your most forceful and effective presentation. I am sure that it was a significant factor in persuading the Board of Higher Education to act favorably on the proposal.

We are pledged to make the MSW program a rigorous and effective one which will be of benefit to the greater New Haven community and the whole State.

Again, thank you for your efforts on behalf of present and future students at Southern.

Sincerely,

James A. Frost
Executive Director

jf
cc: President Jennings
Dean Orlando

CAT ISSUE

The University of Connecticut School of Social Work (New Haven)

Special Edition From the Dean's Desk

On Tuesday, October 23, the State Board of Higher Education (B.H.E.) voted to allow Southern Connecticut State College (S.C.S.C.) to proceed to the planning stage in the process of seeking approval for a new graduate social work program in New Haven. It was accurately reported in the press (Hartford, Conn., *Courant* 10/24/79) that The University of Connecticut opposed B.H.E. approval.

The action of the Board represents one of the most significant events in graduate social work education in Connecticut since the founding of the School of Social Work in 1946. I feel that the program, if it becomes operational, will splinter the resources available to social work education and will designate social work education as non-professional education in this State. I know that, because of the potential effects of this action, you will want to know the rationale behind the arguments for and against the proposal. Therefore, I have attempted to summarize the proposal itself and the resulting discussions held in the morning (October 23, 1979) at B.H.E. sub-committee hearing and in the afternoon (October 23, 1979) at a meeting of the Full Board.

The "Staff Report: Office of Planning and Academic Affairs" (B.H.E.) states that: "The College proposes to seek licensure for a two-year program. Persons with an undergraduate degree in Social Work may receive advanced placement, reducing program requirements to one year." Further, students would select "one of two methodological 'tracks' in Social Treatment or Social Development and further subspecializations as listed below:

- a) Social Treatment specializations
 - (1) Clinical Social Work Practice
 - (2) General Social Work Practice

- b) Social Development specializations
 - (3) Social Service Management
 - (4) Social Welfare Policy and Planning
 - (5) Social Welfare Research and Evaluation"

In addition to field work to be "conducted in the Greater New Haven area, students would take a common core of courses and be encouraged to pursue joint degrees combining social work with public administration, economics, business, community health, communication disorders, counseling or urban studies'."

Program enrollment is projected at 50 full-time and 20 part-time students for the first year and 80 full-time and 30 part-time during the fifth year.

Arguments for S.C.S.C. were made by a vice president and a dean in the morning, by a minister, a State Representative and a dean before the full Board. The University was represented by the Vice President for Academic Affairs and the Dean of the School of Social Work.

While many argumentative and gratuitous comments were made during the entire day, three major themes tended to focus the discussion:

- (1) need
- (2) resources
- (3) quality

NEED

The Board's staff supported the S.C.S.C.'s position that the need for additionally trained social workers existed in Connecticut. Further, others argued that M.S.W. social work employment opportunities will grow faster during the 1980's than for most other professional groups. It was stated that 106 funded full-time positions remained unfilled in New Haven because there were insufficient MSW's to fill them. Also, it was claimed that hundreds of applicants from New Haven have been

work. It is considering expanding its program, currently offered in the Hartford area, to Stamford. Meanwhile, the state college system has recently proposed that one of its institutions start a similar program. The State is simply not in a position to afford this type of program competition. In this case, consideration of cost and quality suggest that, if there is a need for expansion, it should build on an already established program." (Page 31 B.H.E. "Anticipating the 1980's...")

The University agrees with the written opinion of the Board presented to the State Legislature and disagrees with staff opinion later provided to the Board.

S.C.S.C. officials, however, felt that the B.H.E. statement was equivocal and open to interpretation.

The second issue caused us considerable consternation. Is graduate social work education professional education? On this, the School's position is unequivocal.

In allowing a state college to plan for an M.S.W. program, the B.H.E. is, ipso facto, deciding otherwise. The B.H.E. staff report quoted a previous Board of Trustees for State Colleges report that indeed it is. "The Board of Trustees for State Colleges finds this program (MSW degree) consistent with its statutory authority in S. 10-325 c (2) 'authority for providing liberal arts and career programs at the bachelor's, master's and sixth-year level'" (p. 14). The B.H.E. staff commented (p. 20):

"In its application, the College justifies the program as related to its mission of providing 'career' programs. However, frequently in the application and related correspondence the program is referred to as 'professional'. Connecticut statutes give to The University of Connecticut

the prerogative of developing post baccalaureate professional degree programs. The staff has concluded that the M.S.W. program is professional in nature, consistent with generally accepted academic parlance (sic.)."

The College sought and received a favorable ruling from the State's Attorney General that the M.S.W. program does fall within its mission (providing career programs). The University expressed its strong opinion that CSWE would not accredit a program whose mission was seen as career rather than professional education.

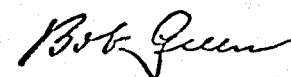
I apologize for this very long document and, although the discussion cited is summarized and, therefore, incomplete; I do feel it does accurately reflect that discussion.

We are attempting to get a copy of the minutes of the sub-committee and full Board meetings. On arrival they will be placed with a copy of available correspondence and the "Staff Report" and be on reserve in the Harleigh B. Trecker Library for those wishing to examine the original documents.

Since I feel strongly that there should be the widest possible discussion within the professional community, you might want to discuss this proposal with the faculty at Southern, and we would be very interested in your comments.

Again, the three basic issues center around need, resources, and quality; and a number of significant questions relating to each need to be clarified.

Sincerely,



Robert Green, Dean

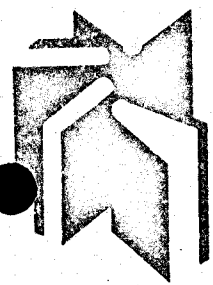
(all page citations, unless otherwise noted, were to the "Staff Report: Office of Planning and Academic Affairs)

BOARD OF HIGHER EDUCATION RESOLUTION

While we still do not have the Resolution itself, as recalled the resolution approved by B.H.E. consisted of three parts:

- (1) That the planning by the College will proceed in cooperation with The University of Connecticut School of Social Work
- (2) That the College will immediately affiliate this program with the Council on Social Work Education
- (3) That the College will report back annually to the B.H.E. indicating its compliance with the application and the approved plan.

file



**THE
CONNECTICUT
STATE
COLLEGES**

FOUNDED 1849

Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050
Telephone : (203) 827-7700

October 24, 1979

Honorable Frank Logue, Mayor
City of New Haven
195 Church Street
New Haven, CT 06510

Dear Mayor Logue:

I want to thank you for your letter to Governor Grasso and your strong statement to the Board of Higher Education on behalf of the Master of Social Work program at Southern Connecticut State College.

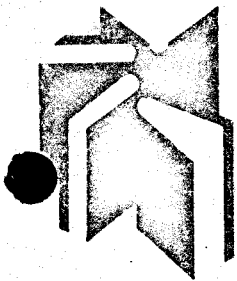
Dr. Edmunds presented the statement and comments of his own in a most forceful and effective manner. I am sure that your statement and his were significant factors in the favorable action of the Board of Higher Education.

All of us at the Board of Trustees Office are most appreciative of your efforts on behalf of present and future students at Southern.

Sincerely,

James A. Frost
Executive Director

jf
cc: Dr. Edwin Edmunds
President Jennings
Dean Orlando



**THE
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file
Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

October 25, 1979

Dr. Mark Shedd, Commissioner
State Department of Education
State Office Building
Hartford, CT 06115

Dear Mark:

I want to thank you for the careful consideration which you gave as a member of the Board of Higher Education to the proposal for the Master of Social Work program at Southern Connecticut State College. Your favorable comments helped move the proposal to an affirmative conclusion.

We are convinced that Southern's faculty will do a fine job in presenting the program and that its successful operation will not have the slightest deleterious impact on the University's program in West Hartford.

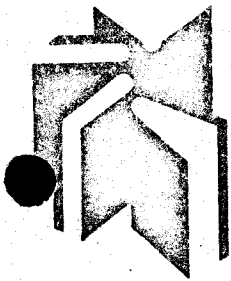
I'm grateful for your good judgment!

Sincerely,

James A. Frost
Executive Director

jf
cc: Dean Orlando

bcc: Mr. Jennings



**THE
CONNECTICUT
STATE
COLLEGES**

FOUNDED 1849

file
Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

October 24, 1979

Dr. Edwin Edmunds
40 Bellvue Road
New Haven, CT 06511

Dear Dr. Edmonds:

I want to thank you for traveling up to West Hartford on the 23rd to speak to the Board of Higher Education on behalf of the Master of Social Work program at Southern.

Reports indicate that your presentation was most effective, and I'm sure it was one of the factors which caused the Board to act favorably. We are delighted at this outcome.

I am writing directly to Mayor Logue to thank him for his statement on behalf of the program and for sending you to present it.

All of us at the Board of Trustees Office are most appreciative of your efforts.

Sincerely,

James A. Frost
Executive Director

jf
cc: President Jennings
Dean Orlando

HARTFORD COURANT OCT 24, 1977

Social Work Master's At Southern Approved

Over the University of Connecticut's objections, the state Board of Higher Education Tuesday approved Southern Connecticut State College's plan to start a master's degree program in social work.

The board voted 6-3 with two abstentions on the matter, after lengthy discussion.

The University of Connecticut now is the only institution in the state that offers a master's level program in social work.

University President John A. DiBiaggio after the vote claimed that placing a gra-

duate professional program in a state college "creates a university out of Southern" and that the board reversed its policy of not duplicating services.

Southern Connecticut State College officials said the social work graduate program at the University of Connecticut branch in West Hartford is not readily accessible to persons in the New Haven area, and that "too few qualified persons have been able to gain admission to the program."

Southern's dean of professional studies, Rocco Orlandi,

said the new program would not mean Southern would hire new faculty or expand library services.

"We have it all," Orlandi said. Southern has the largest undergraduate program in the state in social work study. "There is a need," he added.

The university has developed a proposal to extend its masters in social work program to the southern region of the state to meet the demand for social work education.

But, the university says, the program at its Stamford branch is estimated to cost \$400,000, would require hiring seven more faculty members and would create a need for library services.

"Don't let that damn Orlandi kid you. It's an expensive program, that's why we've been up front about ours," DiBiaggio said afterwards.

DiBiaggio claimed that under state law, the university is responsible for degree programs in graduate professional fields, while the state college is responsible for graduate degrees in career fields, not professional ones.

DiBiaggio said the university would continue with its plans for a master's in social work program at its Stamford branch despite a report that says it should not be started or is not needed.

The Southern program must still get approval from the board, and accreditation from the National Council on Social Work Education.

It could begin in 1980, Orlandi said.

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Southern's dean of professional studies, Rocco Orlan-

do, said the new program would not mean paying more to hire new faculty or secure library services.

"We have it all," Orlando said. Southern now has the largest undergraduate program in the state for social work study. "There is a need," he added.

The university has developed a proposal to extend its masters in social work program to the southwestern region of the state to meet the demand for social work education.

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The Southern program must still get licensed by the board, and accreditation from the Nation Council on Social Work Education.

It could begin September 1980, Orlando said.



STATE OF CONNECTICUT

BOARD OF HIGHER EDUCATION

P.O. Box 1320 — HARTFORD, CONNECTICUT 06101

AREA CODE 203 566-2325

To: Dr Jewnings
Dr Nowlan
Dr Orlando
Dr Frost ✓

From: Dr Porter
9/1

July 26, 1979

RECEIVED

JUL 31 1979

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

Dr. Thomas A. Porter, Executive Officer
for Academic and Student Affairs
The Connecticut State Colleges
P.O. Box 2008
New Britain, CT 06050

Dear Tom:

Recent comment received from the University of Connecticut regarding the proposed program in Social Work at Southern Connecticut State College expressed strong opposition. The reasons indicated for this opposition were as follows:

- a. The long-term demand for persons with graduate degrees in social work in Connecticut does not justify the establishment of another Master of Social Work Program in Connecticut at this time in another public institution. This view is supported by the Wayne Dailey Study, commissioned by a consortium of private schools, which concluded that positions for graduates of M.S.W. programs in the next few years will not increase substantially in Connecticut.
- b. There are a number of institutions offering M.S.W. programs in or near the New England region to handle most of the demand from qualified applicants:
 - 1. Rhode Island College will start a new M.S.W. program in Providence in the 1979-80 academic year. This program will undoubtedly meet the needs of a significant number of students from eastern New England.
 - 2. Private universities in New York City have greatly expanded their M.S.W. northward in recent years, providing programs in Westchester County and as far north as Burlington, Vermont.
 - 3. The University of Connecticut has developed a proposal to extend its M.S.W. program to the southwestern Connecticut region to meet the demand for social work education in that part of the state. This expansion would not require the

July 26, 1979

significant increase in state resources that we believe would be necessary to develop and operate an entirely new M.S.W. program of the quality offered by the University's School of Social Work.

- c. We understand that Southern Connecticut State College proposes to launch its M.S.W. program without additional General Fund support. This means that it must seek non-General Funds, such as Title XX and other federal funds, to support it. This also means that Southern Connecticut State College would have to compete with the University of Connecticut and other Connecticut institutions for scarce federal funds.

As the Board of Higher Education knows, Title XX funding for higher education is under strenuous attack, and it is quite certain that the amount of Title XX money available for Connecticut programs will be markedly reduced in the next few years. With respect to other federal funds, the University of Connecticut currently receives grant support for a NIMH and the Children's Bureau and is applying for funds from the Administration on Aging. These programs have an explicit or de facto limitation on the number of grants and the amount of money, or both, that can be awarded in the various regions of the country. Creating another competing program could possibly drain funds from the University's programs, thereby weakening it. The net effect would be two mediocre M.S.W. programs instead of one excellent one.

There is no question that competition can be healthy at times, and we welcome it, but with the present uncertainty and scarcity of resources, this is not the time for two state-supported institutions to be competing for funds. What the state institutions should be doing during this period of budgetary constraints is carefully allocating their resources to strengthen or enlarge existing programs that are already established. Otherwise the state will end up with a number of weak programs to the great disadvantage of students and the state of Connecticut.

- d. Finally, we would remind BHE that under the statute the University is uniquely responsible for degree programs in graduate professional fields. Social work is just such a field. The University has a nationally-accepted program leading to the M.S.W. degree. Every resource the state can find for social work degree programs should go to the University's School of Social Work so that it can continue to offer high quality accredited work to more and more of the qualified applicants.

The University of Connecticut's School of Social Work has a friendly relationship with the B.S.W. program at Southern Connecticut State

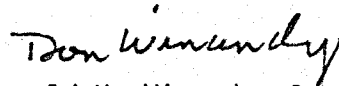
July 26, 1979

College. A member of its faculty sits on the Dean's Advisory Committee at the University's School of Social Work. This close association has created a highly viable, publicly-supported career ladder in social work education in Connecticut. Graduates of their B.S.W. program have been able to continue their education and training in the University's M.S.W. program. Southern Connecticut State College should, therefore, strengthen its B.S.W. program, not initiate a M.S.W. program.

These expressions of concern by the University are consistent with those presently held by my staff. In addition to the question of need for an additional graduate program in Social Work in the state, our analysis of your fiscal impact statement indicates a lack of adequate data on the cost of the program. If there is no cost to the program, then we would very much appreciate a statement of the reallocation of existing resources in the institution towards supporting this program. In essence, what I am saying is that the fiscal impact statement which accompanies this proposal is unacceptable. The proposal projects an enrollment of 55 full-time general fund students and 30 part-time extension fund students, but no cost to either fund. If there is absolutely no cost to a program of this magnitude, use of current faculty and resources must be planned; but this is not mentioned.

I look forward to the opportunity to discuss this further with you and any persons whom you would choose to bring in for a consultation.

Sincerely yours,



Donald H. Winandy, Coordinator
Planning and Academic Affairs

DHW:df

cc Donald W. Skinner



STATE OF CONNECTICUT

BOARD OF HIGHER EDUCATION

P.O. BOX 1320

HARTFORD, CONNECTICUT 06101

AREA CODE 203 566-2324

cc [unclear] ✓
V.P. Nowlan
Dean Orland

9MA

RECEIVED

MAY 17 1979

May 15, 1979

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

Behind
new

Dr. Thomas A. Porter, Executive Officer
for Academic and Student Affairs
The Connecticut State Colleges
P. O. Box 2008
New Britain, CT 06050

Dear Dr. Porter:

This is to acknowledge receipt of the application for planning approval for an MSW program at Southern Connecticut State College by the Board of Trustees for the State Colleges. We will begin to process this application as soon as possible after the Board of Higher Education June 26, 1979 meeting.

Since this is a specialized graduate program leading to a new degree, an on-site evaluation by a BHE appointed committee will be required, unless we can coordinate our efforts with a preliminary visit by the Council on Social Work Education. The program may not, therefore, be initiated in September, 1979.

Sincerely,

Donald H. Winandy
Donald H. Winandy, Coordinator
Planning and Academic Affairs

DHW:ac

cc: Donald Skinner

State of Connecticut

JFA



CHARL R. AJELLO
ATTORNEY GENERAL

Office of The Attorney General
30 TRINITY STREET
HARTFORD 06115

Tele: 566-4990

February 7, 1979

RECEIVED

FEB 22 1979

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

Dr. James A. Frost
Executive Director
Board of Trustees of the
Connecticut State Colleges
P. O. Box 2008
New Britain, Connecticut

Dear Dr. Frost:

By letter of December 26, 1978, you have asked our opinion to whether Southern Connecticut State College may offer a program of instruction leading to the degree of Master of Social Work. This program is to be offered subject to authorization by the Board of Trustees of the State Colleges and with the approval of the Board of Higher Education.

Your question is occasioned Sec. 10-325c, Conn. Gen. Stat., as amended, which was enacted Sec. 16, P.A. 77-573, entitled "An Act Reorganizing Higher Education." The statute provides in pertinent part:

"In addition to other powers granted in the general statutes, authority and responsibility for the operation of the state's public institutions of higher education shall be vested in (1) the board of trustees of The University of Connecticut which shall have exclusive responsibility for programs leading to doctoral degrees and post-baccalaureate professional degrees, (2) the board of trustees of the state colleges which shall have special responsibility for the preparation of personnel for the public schools of the state including master's degree programs and other graduate study in education, and authority for providing liberal arts and career programs at the bachelors, masters and sixth year level....."
(Emphasis supplied.)

James A. Frost
February 7, 1979
Page Two

The predecessor to this statute, Sec. 10-326, Conn. Gen. Stat., as amended to 1977, was similarly worded. However, in enacting Sec. 10-325c, the General Assembly added the phrase "and career programs" to the clause which set forth the programmatic and degree-granting authority of the Board of Trustees of the State Colleges. Since a well-settled criterion of statutory construction dictates that no words of a statute should be treated as superfluous or insignificant; Archibald vs. Sullivan, 152 Conn. 664,668; the inclusion of "career programs" in Sec. 10-325c must be treated as significant.

The pivotal question, therefore, is whether a program leading to a Master of Social Work degree is a "career program" within the "special responsibility" of the Board of Trustees for the State Colleges by virtue of Sec. 10-325c.

Although neither Sec. 10-325c nor any other related statute defines the subject term, an examination of other programs at the post-graduate level currently offered by the state colleges is instructive. Southern Connecticut State College presently conducts a program of instruction leading to the degree of Master of Library Science; Western Connecticut State College offers a program leading to the degree of Master of Science in Administration, and Central Connecticut State College offers a program leading to the degree of Master of Arts in Community Psychology. These programs, which are treated as career programs, seem to be substantially similar to the type of program in question. Although principally a question to be answered according to usage in academe, there is no legal barrier to classifying a Master of Social Work differently than the above listed programs.

Furthermore, the "exclusive responsibility of the Board of Trustees of the University of Connecticut" under Sec. 10-325c to confer "post-baccalaureate professional degrees" is not an impediment to the authority of the Board of Trustees of the State Colleges to confer the degree of Master of Social Work.

The term "profession", from which "professional" is derived, originally related to the learned professions of theology, medicine, and law. See People v. Maqqi 310 Ill. App. 101, 33 N.E. 2d 925. This definition has been expanded in recent times to mean the occupation to which one devotes oneself, and:

"...a calling in which one professes to have acquired some special knowledge used by way of either instructing, guiding or advising others and serving them in some art..." Webster's New International Dictionary (2d ed., unabridged); see also Ocean Accident & Guarantee Corp. vs. Herzberg's Inc. 100 F. 2d 171 (8th Cir.)

Dr. James A. Frost
February 7, 1979
Page Three

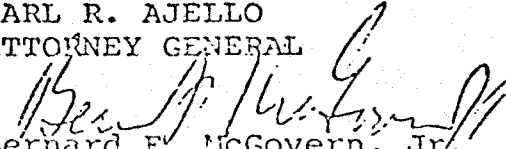
Thus, Title 20 of the Connecticut General Statutes, entitled "Examining Boards and Professional Licenses", includes such callings as: embalming and funeral directing, Ch. 385; barbering, Ch. 386; public accountancy, Ch. 389; and professional engineering and land surveying, Ch. 391.

It is at this point that the addition by the legislature of "career programs" to Sec. 10-325c takes on added significance. If read as broadly as indicated above, the term "post-baccalaureate professional degree" in Sec. 10-325c, would have the effect of rendering the term "career programs" meaningless. Such an interpretation is untenable in light of both the previously cited principles of statutory construction and the axiom that "[w]hen two constructions are possible, courts will adopt the one which make the statute effective and workable, and not the one which leads to difficult and possible bizarre results." Muller vs. Town Plan and Zoning Commission, 145 Conn. 325,331. When one construction thwarts the purpose of enactment and another does not, the latter construction is preferred. Bergner vs. State, 144 Conn. 282,288. Thus in the present case, permitting Southern Connecticut State College to offer a program leading to the degree of Master of Social Work neither precludes the Board of Trustees of The University of Connecticut from offering a similar program concurrently, nor renders the phrase "career programs" in Sec. 10-325c meaningless.

For these reasons it is our opinion that the Board of Trustees of the State of Connecticut Colleges, subject to the approval of the Board of Higher Education, may authorize Southern Connecticut State College to offer a program of instruction leading to the degree of Master of Social Work.

Very truly yours,

CARL R. AJELLO
ATTORNEY GENERAL

By: 
Bernard F. McGovern, Jr.
Assistant Attorney General

BFM:esn

cc: Dr. Michael Usdan
Chancellor, State Board of
Higher Education



THE
CONNECTICUT
STATE
COLLEGES

FOUNDED 1849

Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

December 26, 1978

The Honorable Carl R. Ajello
Attorney General
Attorney General's Office
30 Trinity Street
Hartford, CT 06115

Dear Mr. Ajello:

Southern Connecticut State College is under heavy community pressure to establish a Master of Social Work program. Of course any program proposed by one of the Connecticut State Colleges must be approved by our own Trustees and by the Board of Higher Education before it can be initiated; however, we wish to determine whether an educational program such as the Master of Social Work falls within the legal mission of the Connecticut State Colleges before we go to the expense of developing a proposal to start it.

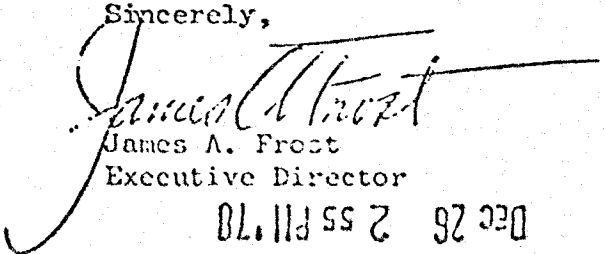
The confusion comes from Public Act 77-573, Section 16, subsections (1) and (2) which read as follows:

...(1) the board of trustees of The University of Connecticut which shall have exclusive responsibility for programs leading to doctoral degrees and post baccalaureate professional degrees, (2) the board of trustees of the state colleges which shall have special responsibility for the preparation of personnel for the public schools of the state including master's degree programs and other graduate study in education and authority for providing liberal arts and career programs at the bachelors, masters and sixth year level,...

The question is, provided the Trustees and the Board of Higher Education approve, may a State College offer a program such as a Master of Social Work?

Thank you for your consideration of this matter.

Sincerely,


James A. Frost
Executive Director

DEC 26 2 55 PM '78

cc: Dr. M. Usdan
Dr. E. Gant

NAME OF PROPOSED ACADEMIC PROGRAM OR DEGREE		DATE OF SUBMISSION
Social Work		Fall 1978
DEGREE TITLE		
Master of Social Work (M.S.W.)		
CODE No. 1	TITLE	
0-4	Social Work	
SCHOOL OR COLLEGE		
Division of Social Work in the School of Professional Studies		
SCHOOL OR COLLEGE		PROPOSED DATE OF INITIATION
Southern Connecticut State College		September 1980
LOCATION OF PROGRAM		
Southern Connecticut State College Campus, New Haven, Connecticut		
PERSON	TITLE	TELEPHONE
Dr. Thomas Porter	Executive Officer for Academic Affairs Board of Trustees for State Colleges	229-1607
IS STAFF PERSON (When Trustees Staff is involved)		
Dr. Thomas Porter, Executive Officer for Academic Affairs		

be the proposed academic program or degree. An additional sheet may be attached if necessary.

The Master of Social Work (M.S.W.) is designed with the following objectives:

1. To prepare students for advanced and specialized professional practice that will
 - a. Enhance the social functioning of individuals, families, groups and communities;
 - b. Restore client and community capacity for effective social adjustment and change;
 - c. Provide for individual (interpersonal) and social service resources; and
 - d. Prevent social problems and/or social breakdown.
2. To prepare students for leadership roles in social work practice, social service management, social welfare planning and policy development, and social welfare/social work research.

The objectives will be addressed through a curriculum design that encompasses both classroom teaching and experiential learning, allowing for the synthesis of professional knowledge, values and skills. Two years of classroom and field education will be directed toward the demonstration of professional competence in methodology (social treatment or social development) and substantive knowledge (social problem or social service areas).

When this form will be completed	SAAC	SCA
For entry into National System	BME	SAAC
		PME

CONNECTICUT BOARD OF HIGHER EDUCATION
APPLICATION FOR PLANNING APPROVAL

Submitted by:

SOUTHERN CONNECTICUT STATE COLLEGE

DIVISION OF SOCIAL WORK

December 1978

I. PROGRAM DESCRIPTION

- A. In addition to the Application Summary Statement, indicate what are the characteristics and purpose or educational objectives of the program. Identify the area or areas of specialization and subspecialties where appropriate.

A Master of Social Work degree program (M.S.W.) at Southern Connecticut State College would provide the student with advanced knowledge, values and skills for the professional practice of social work. The graduate will be prepared for leadership roles in social work practice, social service management, policy/planning and research in social welfare. Social work seeks to enhance the social functioning of individuals, families, groups and communities by focusing on activities which strengthen the interaction between man and his environment. These activities encompass the restoration of client and community capacity for effective social adjustment and change, the provision of social service resources and the prevention of social problems and/or social breakdown. The graduates of this program will be prepared for immediate employment in public, private and voluntary agencies on local, state and national levels. The curriculum is designed to improve the delivery of social services, to make more effective and efficient the administration of social welfare programs and to encourage innovative response to human need. Specific attention will be given to poor children and their families and the elderly in urban areas.

Traditionally, the M.S.W. is a two-year, 60-credit graduate degree pursued after the candidate has earned a B.A. or B.S. in any academic field. This proposed M.S.W. program will include the current innovations in social work education. Students holding a Bachelor of Social Work degree (B.S.W.) may be granted advanced academic standing up to one year of graduate work, thereby requiring approximately one additional year of professional study. Two years of academic training will be required for those students who do not hold a B.S.W.

The curriculum design will reflect a cluster arrangement wherein the student will gain competence in specialized professional methodology and a specific social service area. Each student will select one methodological cluster: Social Treatment or Social Development. The Social Treatment cluster will allow for the following options:

Clinical Social Work Practice

The focus of this concentration will be on the individual and the family. Appropriate practice theories and techniques drawn from all social work modalities will be emphasized. Problems of psychological and social rehabilitation, effective social functioning and healthy development will be the target of clinical intervention.

General Social Work Practice

The primary objective of this concentration is to prepare graduates for advanced levels of social work practice. Social work intervention based on in-depth problem solving with individuals, small groups, organizations and communities will be emphasized. The graduate will be prepared to assume the broadest range of social work tasks in a wide variety of social work settings.

The Social Development cluster will allow for the following options:

Social Service Management

The central focus of this preparation will be the development of skills appropriate for critical management functions in the social services. Stress will be on securing, organizing, integrating and evaluating human and material resources necessary to achieve social agency goals. Those strategies by which policies are developed, implemented and changed in social service organization will be explored. Particular attention will be given to skills in program design, budgeting, team building and decision making.

Social Welfare Policy and Planning

The skills of social welfare planning and policy development will be the core of this concentration. The theories, interactional skills and technical interventions appropriate to resource development in Health, Housing, Education, Manpower, Income Maintenance and the Personal Social Services will be emphasized. The graduate will be prepared for leadership positions in large scale social welfare organizations.

Social Welfare Research and Evaluation

This concentration is designed to train researchers in Social Welfare. The graduate will be prepared to design and to conduct scientific evaluations of social work modalities and social service delivery strategies.

A social service cluster will be required of each student. These will be comprised of current and future academic offerings of the college, e.g. services for children and families, health, mental health, child abuse, family violence, aging, corrections, and urban problems.

The joint graduate degree will be strongly encouraged. Graduate preparation in Social Work and Public Administration, Economics-Business, Community Health, Communication Disorders, Counseling or Urban Studies may be options at S.C.S.C. Collaborative joint degree programs with other area colleges may allow for graduate preparation in Social Work and Law, or Theology.

- B. Where there may be a question of program articulation with other institutions, as is the case in sending or receiving transfer students, clinical or field work arrangements or preparation for higher studies, please indicate the situation with regard to the proposed program.

The proposed program will offer a terminal professional degree in social work. However, students will be prepared for advanced academic or doctoral research in social work or social welfare. The broad spectrum of professional and general requirements, as well as possible electives, will accommodate the entry of transfer students, and permit students to transfer to other programs and schools. Advanced standing will be granted all eligible graduates of Council On Social Work Education accredited undergraduate programs.

- C. Indicate the geographic location(s) where the program will be offered. Provide an explanation if location is other than established campus.

The program will be housed at Southern Connecticut State College in New Haven, where all courses will be taught, including field work seminars. Field work will be conducted in the Greater New Haven area. This will allow for greater student opportunity because of the ease of access by highway to S.C.S.C.

- D. If special program approval is needed for certification or licensure of graduates for employment, identify the situation and intention of the institution toward securing such approval.

The Division of Social Work in compliance with accrediting standards of the National Council on Social Work Education will apply to that organization for accreditation candidacy status after authorization by the Board of Higher Education but prior to admission of students to the program. The Division will subsequently apply for full accreditation by the National Council of Social Work Education according to the timetable prescribed by that organization.

II. JUSTIFICATION (Educational Impact)

Supporting information for programs will vary. The applying institution should be able to adapt its questionnaire responses appropriately. If a program may be considered well justified on a basis other than labor market/manpower statistics, other bases should be provided with supporting data and rationale.

The Board also will take into account that there may be a difference in the types of data and justification for different levels of programs including those in two-year colleges.

A. Relationship to master plan of institution, of its board of trustees, and of the Board of Higher Education should be explained.

This program is in full harmony with the mission of the College, with the mission of the Board of Trustees for the State Colleges, and with the Connecticut Board of Higher Education.

The program expands the area of Graduate and Professional Studies at the College, without sacrificing the flexibility offered in the Liberal Arts program. Furthermore, it follows the recommendation of S.C.S.C. President Manson Van B. Jennings that certain programs should provide enough background to help the graduate gain an entry-level position in a chosen field. Attainment of the Master of Social Work will fulfill this condition.

The proposed graduate training would provide social service programming based on identified need. It would encompass an educationally sound innovation, advanced standing for B.S.W. graduates, which would appeal to a sizeable potential student population. Significantly, graduate education would be built upon a well established, clearly articulated undergraduate program in social work--Division of Social Work at S.C.S.C.

B. Relationship to Other Programs

1. Indicate the relationship of the proposed program to other programs and resources in the institution.

The proposed program will be complementary to other programs within the College, namely: Institute of Gerontology, Center for Child Abuse, Center for Drug Abuse, Sex Education Institute, Center for Urban Studies and the Research Center. Computer availability, the presence of a Family Counseling Center, Clinical Services and a Bureau of Services to the Community are important institutional resources. The basic educational design clearly draws upon the strengths of academic and professional disciplines throughout the College. This innovation will prove cost-effective. The commitment to joint degree planning is a further demonstration of the proposed collegial design of this M.S.W. program.

2. Identify any similar existing or proposed academic programs or degrees in Connecticut in public, independent or proprietary institutions. Provide data and commentary to indicate that offering similar programs in the geographic area to be served by the proposed program.

Reviewing the state's educational resources for social work preparation, it becomes apparent that there is a gap that cannot be met with our current arrangements. There are only two accredited undergraduate social work programs: S.C.S.C. graduating approximately 75 per year and St. Joseph College graduating 15 students annually. The University of Connecticut School of Social Work, the only graduate center, supplies approximately 100 graduate trained social workers annually.

An educated guess by each school's director notes that 25% seek employment outside the state. This estimate would be larger for University of Connecticut in that it serves a national population. Many of the University of Connecticut students are committed to specific programs in their home state. Because University of Connecticut is the only public institution in New England, and thus less costly, it is much sought after by regional students. The Council On Social Work Education purports this school to be "statistically" the most difficult program to grant admission. The admissions office reports that the annual rejection rate is well over one thousand applicants. For each of the last six years between 1,250 and 1,500 students have applied. However, only 150 students are granted fulltime matriculation status. This pool of potential students has shown continued growth throughout this time frame. All indicators point to sustained increases while the educational resources remain constant. As private universities in the New England and New York areas raise their tuitions and as the federal government lessens its student support for professional education, it can be anticipated that the application rate will reflect this demand.

University of Connecticut's Continuing Education offerings in Social Work reflect this same "exceptionally strong demand." For the past five years courses in this category have been fully subscribed. While 250 are accepted, 250 are refused this opportunity. Parenthetically, the region served by Southern Connecticut State College is well represented in the population of students.

The demand for advanced training by social workers in the Southern Connecticut State College service area is underscored by several observations.

The National Association of Social Workers, South Central Chapter, has been consistently oversubscribed for each workshop, seminar or mini course. A significant number of area social workers travel to New York City to avail themselves of advanced training. The Department of Social Services has been a notable mentor of Southern Connecticut State College's Division of Social Work for the purpose of initiating graduate level education for its staff in Southern Connecticut. Requests from public and private agencies dealing with Aging, Corrections and Day Care, to cite only a few, have also stressed this need. This crucial agency need for staff development and in-service training is underscored by the contractual arrangements between Southern Connecticut State College and the Department of Social Services (D.S.S.). To date the College has received \$500,000.00 from the D.S.S. through Title XX funds for this specific purpose. Presently, fifty social service employees are registered in S.C.S.C.'s Certificate Program in Post Baccalaureate Studies in Social Work. While their primary objective is to become certified as social workers on a baccalaureate level, their long range goal is graduate social work training.

C. Future outlook information (social need, social change) should be provided.

Local, state and national labor market data: The projected national growth rate of social work personnel is indeed significant.

GROWTH IN SOCIAL WORK PERSONNEL--NATION

Table 1 clearly shows the growth in social work personnel since 1940. However, because the census definitions do not include managerial and official levels, the overall figures are underestimated. In this category there were 25,000 social workers in 1970. If these figures were appropriately adjusted, the totals for 1960 and 1970 would have approached 110,000 and 242,000 respectively.

Throughout the period 1940-1974 the growth in social work employment was a consequence of the increase of social programs and not merely a function of expanding population size. Current legislation, such as Older Americans Act, Child and Family Services Act, the Head Start Amendments, National Health Planning, L.E.A.A., Social Security Titles, to cite only a few, points to expansion in social work employment. Undoubtedly, the national and state rate of unemployment, with its parallel incidence of social and emotional dysfunction, will lead to an increased demand for social services. All readings of the legislative commitments of President Carter and the Congress reinforce this point.

Applications and enrollment in graduate social work programs continue to grow through 1974-75 despite the cutback in federal funds for educational support (Ripple, 1975:13). The Bureau of Labor Statistics (B.L.S.) (1975-76) considers the outlook for social work employment to be "very good," with annual openings estimated at 17,500 from the present to 1985. This is a growth rate of 49%. B.L.S. in that same study reported 6,000 graduates with M.S.W.'s and 4,600 graduates with bachelor degrees in Social Work. Together these are insufficient in number to meet the growth and replacement needs for a single year (Dinerman, 1975:5).

TABLE 1

Number of Employed Social Workers Reported by Various Sources (in Thousands)

<u>Year</u>	<u>U.S. Census</u>	<u>Current Population Survey</u>
1940	69.7	
1950	75.5	
1960	95.1	
1970	216.6	
1974		300.

Sources: United States Bureau of the Census, 1940 Population, Vol. III, The Labor Force, Table 58; Census of Population: 1950, Vol. II, Characteristics of the Population, Part I, Table 124; Census of Population, 1960-70, Subject Reports: Occupation by Industry, Final Report PC (2)-7C, Table 8 (Washington, D.C.: Government Printing Office). Employment and Earnings, March 1974 (New York: National Association of Social Workers); Sheldon Siegel, Social Services Manpower Needs: An Overview to 1980, (New York: Council On Social Work Education, 1975).

A comparison with other occupational units in the labor force shows that between 1960 and 1974 social service personnel expanded by 216 per cent, nearly seven times that of the civilian labor force. Siegel (1975:14) notes that using the 1974 employment figure of 300,000 and estimating a very conservative constant increase of 5 per cent for each year to 1980, social service employment would be 400,000. This rate of growth is less than the 9.5 per cent annual average increase between 1970-74 and considerably less than the 13.1 per cent increase between 1973-74. The more conservative projection would result in a total increase of 122,000 new direct service social work openings for the decade and 15,000 in the managerial category.

In addition, Social and Rehabilitative Services (S.R.S.) of the Department of Health, Education and Welfare (H.E.W.) estimates a replacement rate of 4% per year. This means 61,000 replacements for the decade in direct service positions and 1,000 for managerial levels. Adjusting these figures a minimum estimate of 199,000 social work openings will require higher education as preparation.

The Council On Social Work Education reports that in the period 1970-74 the accredited bachelor's and master's programs graduated only 56,000 persons, hardly enough to meet the demand (Ripple, 1975: 12-13).

There is no doubt that employment in the social services will continue to grow as it keeps pace with the expansion of other professional categories, the population growth and the increase in the civilian labor force. If the growth is at most one half of the previous decade, continued expansion of the master degree programs will be required.

GROWTH IN SOCIAL WORK PERSONNEL--STATE

Our review of Connecticut employment trends uncovers this same increased demand for social services and a large gap in the supply of graduate training opportunities. The data on the state level, while less comprehensive than that of the national level, are suggestive of comparable growth. Arthur D. Little, Inc. (1971: A-11) reports an annualized growth rate of services in state and local government of 3.1 per cent and 3.9 per cent in personal, recreational and professional services. These are the highest projected figures in the service sector and considerably larger than those for the industrial sector. This appears conservative in light of the previously mentioned B.L.S. projection of 5 per cent annual increase. The Connecticut Labor Department's analysis of projected employment identified a growth rate of 35.3 per cent for social and welfare workers and 19.7 per cent for protective service workers for the period 1968-75. Service workers, the category that includes social workers, will show the strongest relative employment growth. Over the long term, the Labor Department contends that the need for social welfare employees is exceeding the supply of appropriately trained personnel. According to the Connecticut Interregional Planning Program (Little, 1971), the service sector is expected to increase more than two and one-half times by the year 2000.

In view of Connecticut's exemplary history of highly professionalized social services and its readiness to implement innovative programs proposed by H.E.W., these data may be somewhat conservative. This state has always maintained a pioneer posture, both in the public and voluntary sectors, in relation to social work practice. Social Work services were offered in mental health settings, the schools, and in hospitals well before other states. Public supported social services have for the past several decades sought to professionalize their programs by actively supporting advanced specialized training in social work.

Little, Inc. (1968), in The New England Economy Today and Tomorrow, suggests regional trends consonant with the potential population served by Southern Connecticut State College.

TABLE 2

Socioeconomic Regions of Connecticut

<u>Sub-regions</u>	<u>Labor Market Areas/Planning Regions</u>
Conn. 01	Willimantic, Danielson, Norwich, New London, N.E. Conn., Windham, S.W. Conn.
Conn. 02	Bristol, New Britain, Hartford, Central Conn.
Conn. 03	Meriden, Middletown, New Haven, Mid-State, Conn. River Estuary, So. Central Conn.
Conn. 04	Waterbury, Torrington, N.W. Conn., Litchfield Hill, Central Naugatuck Valley
Conn. 05	Bridgeport, Norwalk, Stamford, Danbury, Ansonia, Valley, South-western Conn.

For discussion purposes it will be assumed that S.C.S.C. might serve Conn. 03 and some percentage of Conn. 04 and 05. This service area would conceivably expand with the introduction of desired graduate programs. In each of those regions the projected needs are expected to exceed the supply of higher education trained personnel. Within this category are welfare and social workers and public administrators (many of whom are social workers). The report further notes that there is a lack of planning by the area institutions of higher education to fill this gap and to optimize the available resources. They suggest widening the range of offerings to students attuned to emerging employment opportunities (Little, 1971: 55-117).

When looking at the current pool of social service personnel we can differentiate several professional levels, each presenting unique educational needs. Each level is concerned with not only performance but with career mobility. The latter requires both experience and certifiable professional education. The training needs of the paraprofessional and those of the A.A. level social work associate are addressed by the New Haven/Bridgeport area colleges. The bachelor degree social worker who seeks specialized courses to meet the requirements of his/her position, or those who desire an M.S.W. program will not find these resources easily accessible. The practitioner with an M.S.W., two thirds of whom are advanced to administrative or supervisory levels within five years of graduation, are in need of new skills. Again, this educational opportunity is beyond reasonable access. This generalized need becomes critical

as the federal government mandates new services and as social work attempts to address new areas of social concern. These include the aging, alcoholism, drug addiction, housing, the handicapped, and industrial welfare.

D. Student demand and citizen interest.

1. Describe provisions made to identify prospective students.

The following table illustrates student demand in the undergraduate program. This is significant because baccalaureate social workers consistently pursue graduate training within a few years of graduation.

TABLE 3

Fulltime and Part Time Student Enrollment by Year
And the Annual Percentage Increase

	<u>1975-76</u>	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79*</u>
<u>Students:</u>				
Fulltime	182	182 (0%)	215 (18%)	280 (30%)
Part-time	0	0 (0%)	100 (100%)	150 (50%)
Total	182	182 (0%)	315 (73%)	430 (36%)

*Projected enrollment.

These figures have been artificially limited because existing staff could not accommodate all students desiring entry into the program.

In November, 1976 the Division of Social Work and the College Coordinator for Title XX conducted a Curriculum Development Institute for approximately 100 New Haven area agencies. There was strong interest voiced by these agencies for advance training for their staff. Most of these workers already have undergraduate degrees but are in need of skills commonly associated with graduate social work education. As a result of this Institute, several training programs are in the planning stages. Thus far, 100 community workers are presently receiving training under Title XX. An additional 50 workers will be programmed for by the end of the current semester. The Coordinator of Title XX estimates an additional 200 new trainees during the next four semesters.

With only one week's publicity prior to the beginning of Fall semester, 1977, eighteen students have enrolled in a Certificate Program in Post Baccalaureate Studies in Social Work. Currently there are fifty enrollees. The completion of this course of study will increase their chances of being granted advanced standing in a School of Social Work.

Recently a structured telephone survey was conducted with the Greater New Haven social service agencies. Ninety-six agencies were randomly sampled from a universe of approximately three hundred organizations. The following results are statistically significant. Agency directors project that there will be a need for approximately 130 social workers with M.S.W.'s in the next five years. The rate is based on normal attrition, retirement and program expansion. When considering the service area of Southern Connecticut State College, the potential number of students would triple (390). This appears to be a conservative estimate. If the experience of Western Connecticut State College is indicative, this potential population of students might comprise many applicants from New York. A method for factoring this possibility has not been explored.

In response to questions related to educational programming, agencies were supportive of graduate training. Continuing Education also met with enthusiasm. The data collected for the Greater New Haven area is consistent with the projected demand for M.S.W. level training on state, regional and national levels.

2. Estimate student enrollment for each of the first five years (explain and cite sources for estimates).

TABLE 4

Projected Enrollment

	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>	<u>Fourth Year</u>	<u>Fifth Year</u>
M.S.W. (Advanced) --Second Year	25	25	30	35	40
M.S.W. (Core) --First Year	<u>25</u>	<u>30</u>	<u>35</u>	<u>40</u>	<u>40</u>
Fulltime Total	50	55	65	75	80
M.S.W. Part-time	20	30	30	30	30

In view of the current growth rate in the B.S.W. program, the projected agency requirements and the overall demand for graduate social work education, the above 20% growth rate per year is justifiable.

See sections II B.2, C. and D.

3. Cite provisions that have been made for placement and/or student follow-up for this program.

A Departmental Employment Opportunities file will be initiated prior to the awarding of the first degrees. The College Career Planning and Placement Office cooperates in placement activities.

4. Application for minorities and women.

The program will have a broad appeal to all segments of the population. Women and minorities are well represented in the undergraduate program, as in the case of their representation in graduate social work programs throughout the nation. The Mission Statement of the Division of Social Work clearly establishes our professional commitment to the urban poor. Our choice of field agencies and our curriculum design reflects this thrust. The Division's aggressive stance in relation to minority student and faculty recruitment is recognized by the Black and Hispanic community. The minority leaders in the Greater New Haven area have offered their support for the proposed plan. The Division's admission, transfer and curricular policies clearly reflect Social Work's commitment to improve the status of women and minorities. Career mobility for women and minorities becomes a reality when transfer from community college is facilitated by realistic life experience assessment, when baccalaureate education reflects special needs, and when graduate education builds on previous training and is accessible. This is the stated commitment of the baccalaureate program in Social Work and the proposed graduate design.

E. Program/Employment Articulation.

1. Employment needs data as applicable--local, regional, state and/or national estimate--for the next five years should be provided.

Employment projections have been presented under sections II.C. and II.D. While these projections are based on staffing needs of traditional social work settings, they fail to reflect social work's emerging role in the industrial sector, international social welfare, private practice and new national social welfare initiatives: Title XX of the Social Security Act, recent titles under health, aging, juvenile justice and education each add to projections for future employment.

2. Professional and technical advisory groups (as appropriate) which helped develop and will continue to assess the program should be identified and their roles explained.

The program proposal was developed within the Division of Social Work, with input from the Advisory Board (comprised of community leaders and social agency executives), the Curriculum and Educational Policy Committee, as well as the Deans of Graduate Studies and Professional Studies. The Division and the Council On Social Work Education will play the primary roles in continued assessment and accreditation. The Advisory Board will continue to serve as a primary link with the community offering ongoing feedback regarding unmet needs and program effectiveness.

III. RESOURCE SUPPORT (Fiscal Impact)

A. Display the proposed budget for first year of operation, including explanation of the following categories. What is currently available? What additional is needed?

1. Personnel

- a. Seventeen fulltime faculty members are available for instruction and student advisement. An additional seven part time instructors are available to the Division. It is estimated that one additional faculty member will be required each year for the first three years. A projection for additional faculty is contained in the five year plan submitted to the Board of Trustees, 1978.
- b. Secretarial support will be shared with the existing undergraduate Division of Social Work.

2. Library and learning resources

Library holdings have been expanded through the ongoing acquisition process and are adequate. No special facilities or equipment are required for this professional program.

3. Other facilities and equipment

- a. Since the program will be situated initially in an existing division, no additional equipment or facilities will be required.
- b. The internship program associated with graduate social work education has a solid foundation in the curriculum of the undergraduate Division of Social Work. Any needed expansion or modification of field education arrangements is well within the expertise or capacity of the Division's faculty and the support from community social service agencies.

B. Estimate income and expenditures for the next four years after program initiation. Identify new costs generated specifically by the new program or degree. Provide a rationale for the estimates.

	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>
Income (from tuition)	\$28,400	\$30,500	\$34,700	\$38,900
Expenditures (one faculty member)	-	18,500	19,600	20,000

1. Income

This projection is based on Table 4 which includes a constant of five students who are "out of state." Current full-time graduate student fees have been used.

2. Expenditures

The relative low cost of this program reflects a collegial design. Reorganization of the Division's faculty will allow for appropriate coverage of both B.S.W. and M.S.W. courses. Joint faculty appointments with other departments will result in needed expansion. Retraining and reassignment of individual faculty from related disciplines where there is a reduction of student enrollment may be another option when considering future development.

IV. PROGRAM EVALUATION

Each new academic program and degree will be reviewed at some time after initiation to determine its success in achieving the purposes for which it was established.

A. Performance Criteria

1. End-of-course evaluations
2. Collection of enrollment data
3. On-going program review by Division Curriculum Committee
4. Employer response to departmental employment opportunities file
5. Accreditation status granted by Council On Social Work Education
6. Grant support and expansion status
7. Survey of program graduates to assess professional employment and/or occupational mobility status

B. Schedule for Evaluation

Divisional and agency evaluation will be on-going. Accreditation will be sought the second year of program operation. This process will be required every five years. Graduate surveys will be conducted every two years after the first graduating class.

V. EQUAL OPPORTUNITY STATEMENT

The Master of Social Work (M.S.W.) will be operated under the provisions of approved non-discrimination plans of Southern Connecticut State College, including consideration for women and minorities and accessibility for the handicapped.

VI. TIME SCHEDULE

- A. Provide the date of program plan approval by the Board of Trustees, or indicate the date of approval and by whom if authorization has been delegated by the Board of Trustees.

December, 1978

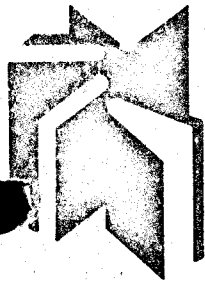
- B. Indicate the proposed date (month) for initiating the program and officially matriculating the first students.

September, 1979. The Council On Social Work Education requires minimally one year of curriculum planning.

C. Indicate the target date (month) when the first graduate of the program will be recognized, such as by conferring a degree.

May, 1981. Application for candidacy (C.S.W.E.) will be completed
May, 1980. Accreditation process will be completed
May, 1981.

1. Bureau of Labor Statistics, Social Workers in 1950, (New York: American Association of Social Workers, 1952).
2. _____, Salaries and Working Conditions of Social Welfare Manpower in 1960, (New York: National Social Welfare Assembly, 1960).
3. _____, Occupational Outlook Handbook, 1974-75, (Washington, D.C.: Government Printing Office, 1974).
4. Dinerman, Miriam, Policy Choices Facing the Profession of Social Work, paper delivered at N.A.S.W. Symposium, Hollywood, Florida, October 25, 1975.
5. Little, Arthur D., Inc., "Needs for Higher Education Related to Regional and Statewide Economic Development in Connecticut," report to Conn. Commission for Higher Education, March 30, 1971.
6. _____, "The New England Economy Today and Tomorrow," report to Connecticut Commission for Higher Education, 1968.
7. Ripple, Lilian, Ed., Statistics on Social Work Education in the U.S.: 1974, (New York: Council On Social Work Education, 1975).
8. Siegel, Sheldon, Social Service Manpower Needs: An Overview to 1980, (New York: Council On Social Work Education, 1975)
9. U.S. Bureau of the Census, Census of Population, 1960 and Census of Population, 1970, (Washington, D.C.: Government Printing Office).
10. U.S. Dept. of Health, Education and Welfare, Closing the Gap in Social Work Manpower, (Washington, D.C.: Government Printing Office, 1965).



**THE
CONNECTICUT
STATE
COLLEGES**

FOUNDED 1849

PT
Executive Officer for
Academic and Student Affairs

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

May 11, 1979

Dr. Donald H. Winandy, Coordinator
Office of Planning and Academic Affairs
Board of Higher Education
P. O. Box 1320
Hartford, CT 06101

Dear Don:

On behalf of the Board of Trustees for State Colleges and Southern Connecticut State College, I am pleased to transmit for BHE review and approval a proposal for a Master of Social Work degree program at Southern.

The Board of Trustees resolution authorizing this request, dated May 4, 1979, is enclosed as are the application summary, fiscal impact statement, and completed application.

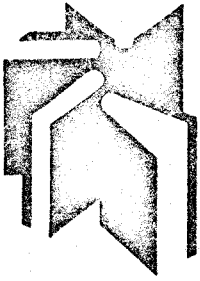
After you have had the opportunity to review these documents, I would appreciate discussing with you the procedures by which this program will be considered by the BHE. I stand ready also to respond to any questions you may have about the program.

Sincerely,

Thomas A. Porter
Executive Officer for Academic
and Student Affairs

TAP:jf
Enc.

cc: Dr. Frost ✓



**THE
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STATE
COLLEGES**

FOUNDED 1849

Office of the
Executive Director

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

May 30, 1979

The Honorable William R. Dyson
House of Representatives
State Capitol
Hartford, CT 06115

Dear Representative Dyson:

Enclosed is a copy of Board Resolution #79-57, dated May 4, 1979, which states the Trustees' approval of the Master of Social Work program at Southern. The matter is now in the hands of the Board of Higher Education. I am hopeful that this program may get underway during 1979-1980.

Your support of this program is very much appreciated as is your strong support of Southern and all four Connecticut State Colleges.

Sincerely,

James A. Frost
Executive Director

b

encl.



STATE OF CONNECTICUT

BOARD OF TRUSTEES

FOR THE STATE COLLEGES

P. O. BOX 2008

NEW BRITAIN, CONNECTICUT 06050

TEL. NEW BRITAIN: 203-229-1607

TEL. HARTFORD: 203-566-7373

RESOLUTION

concerning

MASTER OF SOCIAL WORK

at

SOUTHERN CONNECTICUT STATE COLLEGE

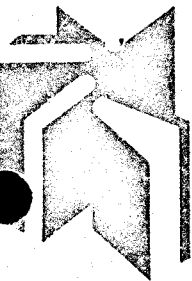
May 4, 1979

RESOLVED, Under the authority granted the Board of Trustees in Chapter 164, Section 10-109 of the General Statutes and Public Act 77-573, Southern Connecticut State College is hereby authorized to submit a program proposal leading to a Master of Social Work Degree to the Board of Higher Education for planning approval.

A Certified True Copy:

A handwritten signature in cursive script, reading "James A. Frost".

James A. Frost
Executive Director



THE
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26
Executive Officer for
Academic and Student Affairs

P.O. BOX 2008 NEW BRITAIN, CONNECTICUT 06050

Telephone : (203) 827-7700

August 13, 1980

TO: Dr. Robert Nowlan
Dr. Rocco Orlando

FROM: Thomas A. Porter

RE: M.S.W. Program

I wish to remind you of a sentence in Don Winandy's letter of October 29, 1979, informing us of planning approval for the M.S.W.

The sentence reads: "The planning approval lapses if a licensure visit or evaluation has not been completed within twelve months from the October 23, 1979 date of the Board's favorable action."

I realize that you have been waiting to receive Dr. Ryder's report. I hope that the moment that report is received we can begin to plan the next steps. One of those steps will have to be a request for permission to seek licensure from our own Board of Trustees.

TAP
T.A.P.

jf
Enc.

cc: Dr. Frost ✓