

**A Brief History of Social Work at Stephen F. Austin State University:
Beginnings Through 2002**

By Michael R. Daley

Interest in an educational program at Stephen F. Austin State University (SFA) to prepare professional social workers for agency based practice can be traced to the mid 1960's. At that time a number of factors including increased state and federal funding for social welfare services, a general interest in poverty, civil rights, and equity, and the expansion of service delivery programs contributed the development of the precursors that eventually led to current School of Social Work at SFA.

In 1967 a Social Rehabilitation Service (SRS) program was started in the College of Education under the leadership of Dr. Bill Hamrick. The program was designed to prepare graduates for school counselor and human service jobs. In this program several course were offered with either social work titles or using social work textbooks.

Developments in the social work profession appear to have spurred increased interest in developing an undergraduate in Social Work. In 1970 the National Association of Social Workers began admitting persons with undergraduate degrees in social work to full membership. At approximately the same time discussions arose within the Council on Social Work Education (CSWE) about developing an accreditation process for BSW programs. Initially CSWE designed an approval process for BSW programs to begin conforming to standards and by 1974 the first set of accreditation standards for undergraduate programs in social work was implemented.

At SFA the SRS program added a Social Welfare emphasis in 1972. The goals of this emphasis were to prepare graduates at the bachelor's level for careers in social work and to expand the labor force for social welfare services in the region. Courses in the Social Work emphasis were taught by two professional social workers who held the MSW.

SFA began the process of seeking CSWE accreditation for Social Work in 1974. Initial accreditation was denied in March 1975 primarily because of curricular concerns about the adequacy of preparation offered for entry level practice. The curriculum and other program aspects had to be modified in order for Social Work to be accredited. Later that year the SFA administration committed to develop the Bachelor of Social Work degree.

The process of obtaining Texas Higher Education Coordinating Board approval for the program and in developing a curriculum that would meet CSWE standards was a lengthy process and

Coordinating Board approval to offer the program was not received until October of 1979. Social work was moved from the College of Education to the relatively new College of Applied Arts and Sciences. At that time Social Work was designated a freestanding program within the College beginning in the fall of 1980. As the program began there were 3 faculty member and 20 Social Work majors.

The Social Work program applied for accreditation from CSWE and was admitted to candidacy later that year. The program was initially accredited in the fall of 1982 with accreditation that was retroactive to the fall of 1979. Mr. Jim Armsworth was the initial Director of the Social Work program through much of this process, but he resigned in 1982 to return to practice. Mr. Bill Syers was the Acting Program Director for Social Work during the following academic year. The first home of the Social work program was on the 3rd floor of the Rusk Building.

One of the key figures in the early development of the Social Work program was Dr. Will B. Scott. Dr. Scott was one of the four original consultants employed by CSWE to help BSW programs in the process of program development in the early years of BSW accreditation. SFA hired Dr. as a consultant and he helped guide the program to develop the academic curriculum and to obtain the resources needed to make the accreditation effort successful. Dr. Scott remained committed to SFA over the years and often donated his time to assist the program.



Dr. Will Scott 1999

Dr. Kathryn E. Kolar was hired as the Social Work Program Director in the fall of 1983 and served in that capacity until her death in early November of 1986. Dr. Kolar led the extensive revision of the Social Work and Liberal Arts curriculum in 1983-84. During this period the social

work program added courses in theory and ethics, macro practice, and significantly strengthened the field education program. The system for advising social work students was also significantly strengthened. This work was in anticipation of a CSWE Mandatory review of the program which occurred in the fall of 1984. This review was successful and the program's accreditation was continued through 1988.

By the fall of 1984 the Social Work program consisted of a Director, three faculty members and a secretary. The faculty members were Dr. Kolar as Director, Mr. Bill Syers, Dr. Michael Daley as Field Coordinator, and Dr. Sandra J. F. Tate.

During 1983 and 1985 the program obtained funding from the Department of Human Resources to offer two service programs. Beginning in 1983 the program began offering the In-Home Education program. This program employed paraprofessionals to teach parenting skills to the families of abused and neglected children. From 1984-86 the Social Work program also operated a day care services program in Center, TX. This center primarily served low-income DHR clients.

Social Work Program

Social work responds to technology

Responding to a high-tech world is creating new challenges for the people oriented helping professions. "As the world becomes more high-tech, it is the focus of our profession to emphasize high touch so that the technology being developed serves the needs of people rather than people serving the technology," Dr. Kolar said.

The Social Work Program is preparing students for dealing with an increasingly technological world by teaching them to have "high touch" responses to the "high tech" world.

Social work students are preparing for careers that will respond to the needs of people in the highly technological society. "We view our program as an adjunct not a reaction, to high-tech because the emphasis in our program is on the people who live and work in society," Dr. Kolar said, director of the Social Work Program.

Social work students are required to take a course in computer science because working knowledge of computers is becoming an essential skill in our society.

"Social work students are preparing for careers that will respond to the needs of people in a highly technological society."

Upper left: Dr. Kathryn E. Kolar is the chairman of the Social Work Program.
Lower right: Dr. Sandra Tate, assistant professor of the social work program, works with Erik Bostrom.
Upper right: Sheri Boock, Cindy Broadway and Gayle Rawlinson participate in a video taped counseling session in the social work department.

Social Work Program —

Yearbook Page 1984-85 with Drs. Kolar and Tate

The Social Work Program experienced a major crisis in 1986. In the spring of the year the enrollment had grown to about 120 majors with a faculty of four (Kolar, Syers, Daley and Kathleen Brantley). Prior to the fall semester two faculty members resigned leaving Drs. Kolar and Daley to cover all of the responsibilities. Early in the fall semester the program secretary resigned and Dr. Kolar became ill. Ultimately Dr. Kolar died in early November of 1986. Due to a University imposed hiring freeze the secretary and none of the faculty positions could be replaced.

Dr. Daley became Interim Program Director for Social Work in the fall of 1986 and at the time was the only full-time employee in the program. Arrangements were hurriedly made to provide coverage for class through adjunct faculty members and this arrangement continued during the academic year. January of 1987 saw the completion of the 4th floor of the Liberal Arts North Building and the Social Work Program moved to that location with the rest of the College of Applied Arts and Sciences. Students were extremely upset about the high turnover and all of the disruption of the program at the time and there was talk of discontinuing the Social Work Program.

SFA did authorize the filling of one faculty position for the program and in the fall of 1987 Mr. Freddie Avant was hired as the Social Work Field Coordinator. The 1987-88 academic term also saw the appointment of Dr. Daley, who had been serving as Interim Direct since 1986, appointed as Director of the Social Work Program. This is a position he held until the fall of 2002.

In the spring of 1988 the program was reviewed by CSWE for its first reaccreditation. While the program received accreditation for another seven years, the amount of resources allocated by SFA to the program was noted and proved to be an ongoing issue. As a result of the CSWE review, the program hired Ms. Linda Morales as a member of the faculty. By this time the program enrollment had grown to 133.


There was not a cohesive professional organization for social workers in the East Texas region in the late 1980s. In 1989 the Social Work program served as an organizing point for organizing the East Texas unit of the National Association of Social Workers. All of the faculty members were involved in organizing this unit and Dr. Daley was elected the unit's first Chair, serving in that capacity until 1992.

In the fall of 1988 the Social Work program developed a proposal for the Master in Social Work degree. This degree program had been in the SFA long range plans since 1984. The proposal was developed by Dr. Daley, was reviewed though the Graduate Council and administrative channels, and was approved by the new President in 1989. The proposal was then forwarded to

the Texas Higher Education Coordinating Board for review. Through a combination of overlooking the proposal and a lack of SFA follow up the proposal laid dormant until 1992.

By 1991 the Social Work Program faced another crisis. The program had grown considerably without a corresponding increase in faculty. The faculty remained at 3 and the program was seriously out of compliance with the CSWE faculty/student ratio. Students were also having a great deal of difficulty in classes that were packed. Almost 40% of the classes were taught by graduates began to fall. After repeated requests for relief the program was allowed to hire a 4th faculty member for the fall of 1991.

The Daily Sentinel, Nacogdoches, Texas, Saturday, January 23, 1988—7A



NEW DIRECTOR AT SFA — Dr. Michael R. Daley, assistant professor of social work, has been named director of the Social Work Program in the School of Applied Arts and Sciences. (SFA photo)

Daley is named program director

Dr. Michael R. Daley, a member of the faculty at Stephen F. Austin State University since 1984, has been named director of the Social Work Program in the School of Applied Arts and Sciences.

The announcement was made by Dr. James O. Standley, dean of the school, and Dr. James Reese, vice president for academic affairs, with approval by Dr. William R. Johnson, president, and the university's board of regents.

Daley had been serving as interim director of the program since November of 1985.

Daley came to SFA as assistant professor of social work in 1984 after serving in the same capacity at Bemidji State University in Minnesota.

In making the announcement, Dean Standley noted that Daley "has the broad knowledge and refined skills necessary to direct the social work program. He is dedicated to the students of this institution and I am confident we will see this program continue to develop and grow and be a resource to the people of East Texas."

As director, Daley sees the "primary goal" of the program to be training "entry level professional social workers to function in a variety of settings."

The department, he added, is actively involved with the community and community agencies and will continue in that direction with "no changes for the foreseeable future."

Daley, a Houston native, is single and enjoys reading, backpacking and photography.

He received his bachelor's degree from Rice University, master's of social work from the University of Houston and his doctorate from the University of Wisconsin-Madison.

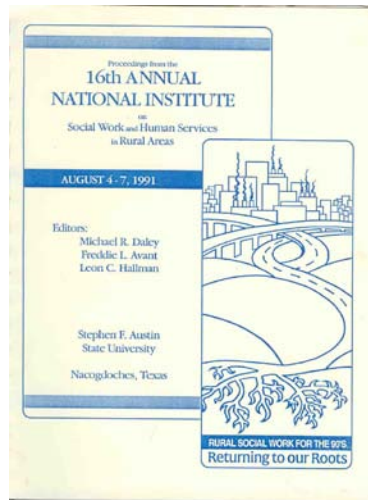
Daley has worked as a project assistant for the Institute for Research on Poverty, as a research associate for the Center for Social Work Research, and as a child welfare supervisor and caseworker.

He is a certified social worker, a member of the National Association of Social Workers and has been widely published.

— SFA News Service

Daily Sentinel Article on Appointment of Dr. Daley as Director

A program highlight for 1991 is that the Social Work program hosted the 16th Annual National Institute on Social Work and Human Services in Rural areas during the summer. Attendees from across the country came to Nacogdoches for a strong program and cultural experiences.



1991 Rural Social Work Conference Proceedings

In 1992 the Director, faculty members and representatives of community agencies met with a staff member of the Texas Higher Education Coordinating Board (HECB) who was visiting campus. Based on this discussion the HECB representative expressed interest in seeing an updated version of the MSW proposal that was submitted in 1989. A deadline of 6 months was set for resubmission of the proposal. The deadline was met and the proposal submitted through administrative channels. However, the SFA administration decided to delay the submission to the HECB.

The addition of a 4th faculty member had helped to address the needs of the Social Work program and students, but because of continued strong growth in student enrollment the faculty resources were remained inadequate to deliver a quality program. A crisis point was reached by 1994.

The HECB had contacted the SFA administration to request that the MSW proposal be forwarded to them quickly. Two other universities (SW Texas and Texas A & M Kingsville) were expected to develop proposals and the HECB wanted to review them at one time. The proposal was promptly revised and resubmitted to the administration. The MSW program was approved by the HECB in 1994.

While this was underway the program was in the process of submitting a self-study for reaffirmation of accreditation from CSWE. The program was seriously out of compliance for faculty/student ratios as enrollment had grown to almost 260. At that time SFA was unable to

respond affirmatively to the program's request for more faculty positions. The administration also requested that the program move forward with the admission of MSW students for the fall 1995 semester. The program added two new faculty members in the fall of 1994 to bring the total number to 6, but the addition of a new MSW program during this process with the requirement for 6 more faculty members and insufficient resources heightened CSWE's concerns about faculty adequacy for the program. With the addition of the two new faculty members the Director was able to get Social Work designated as a department in the School of Applied Arts and Sciences.

During the summer of 1995 the Director notified the new MSW students that the program would be delayed for at least one year. This was done in order to avoid implementing the MSW program at the time the BSW program was already facing difficulty for insufficient faculty.

As a result of its review of the Social Work program, the Council on Social Work Education placed the BSW program on one year's probation in 1995. The major issues were the shortage of faculty resources, the professional development level of the faculty, and the way in which the faculty was implementing the curriculum. More faculty members would have to be added, more professional development with faculty would have to be done, the program's implementation of Generalist Practice would have to be strengthened, and program diversity enhanced.

That spring the program also received special item funding from the Texas Legislature that allowed the hiring of two additional faculty members for the program and prevented CSWE from withdrawing accreditation for the BSW program. The addition of special item funding also allowed Social Work to begin a community service program in Briar Forest a local Hispanic community. As the programs grew eventually both BSW and MSW Field Instruction students were intensively involved in this community development project.

Dr. Will Scott who had instrumental in the development of the BSW program was recruited from retirement to join the faculty at that time. Dr. Scott began to work with the BSW faculty to strengthen the curriculum and with Dr. Daley to put the MSW curriculum in shape for implementation. Drs. Scott and Daley also began work on developing adequate internal and external funding for both programs. The faculty of 8 was still inadequate to meet the needs of the combined BSW and MSW programs. But the addition of the two additional positions allowed SFA to narrowly avert withdrawal of accreditation due to insufficient faculty. Dr. Scott was also active in mentoring the development of many members of the faculty.

By the spring of 1996 some changes began to occur. A consultant, Dr. Karen Haynes, was employed to clarify with the administration about the importance of adequate faculty resources for CSWE accreditation. That spring SFA approved 4 more faculty positions in Social Work to bring the total faculty to 12. There was also intensive development work on MSW curriculum and policies in anticipation of the first class of MSW students.

The first MSW students were admitted to SFA in the fall of 1996. Classes were scheduled in the late afternoon and the evening in order to accommodate both full- and part-time students. Initially faculty members were located in two buildings. The BSW faculty and the administrators were located on the 4th floor of Liberal Arts North, while four MSW faculty offices were in a converted classroom in Ferguson. This arrangement created some significant issues for the cohesion of the faculty. Because of continuing concerns from CSWE about the faculty resources that SFA was devoting to Social Work, faculty did not cross teach between programs. This was done to provide greater clarity about the faculty resources devoted to each program.

Beginning in the fall semester of 1996 Dr. Daley Chair of the Department and also served as MSW Director. Dr. Daley appointed Mr. Freddie Avant BSW Director and Ms. Linda Morales Field Director. As classes began the faculty began work in earnest on an application for initial accreditation for the MSW Program by the Council on Social Work Education.



Social Work 2nd Home – Liberal Arts North

During the 1996-97 academic year both BSW and MSW curriculum and policies were revised. A selective admission to the major was added to the BSW program and increased emphasis was placed on generalist practice content. Many of the MSW courses were also taught for the first time. The MSW program struggled to meet the new resource demands placed upon it as the University had not approved any operating funds. As a result, for the first year of operation the BSW and MSW programs had to share the meager operating budget.

Dr. Scott continued to work on the development of resources for the program. He recommended the addition of a Title IV-E Child Welfare program to help generate resources that were badly needed to operate the Social Work programs. He worked with Dr. Daley to develop the program structure and budget for the program. At that time there most IV-E money went only to graduate programs in Texas. When the program was successfully negotiated and funded Ms. Kathleen Belanger was named Director of the project by the Social Work Chair. The 1996-97 year saw the BSW program removed from probation and reaccredited by CSWE through 2003.

The 1997-98 academic year was an eventful one for Social Work at SFA. The MSW program was admitted to candidacy in the spring of 1998 and the Department saw its first three MSW graduates. At that time the MSW program had 40 students enrolled. During the year Dr. Daley was successful in getting the Social Work Department re-categorized as the School of Social Work. Social Work was the first such School at SFA and was the 5th School of Social Work in Texas. At that time the title of the head of the School was changed from Chair to Associate Dean and Dr. Daley continued to serve in the dual roles of School and MSW program Director. In the spring of 1998 MS. Morales resigned as Field Director and Ms. Rebecca Peel was named to the position. The Title IV-E program began operation and was located in the Basement of Wisely Hall which was closed for remodeling. The grand opening for the MSW program was held in 1997 with Barbara White, Dean of the School of Social Work at the University of Texas at Austin as the keynote speaker.



Field Instruction Orientation Session LA North



Dr. Daley Speaking to Field Students



Field Orientation Session – LA North Late 1990s

The 1998-99 year saw continued change as one faculty member left and was replaced. The MSW program continued in candidacy and the BSW program began to show a decline in enrollment. The year saw the School's Grand Opening ceremony, with Dr. Gloria Scott as keynote speaker. It also saw Dr. Daley begin a two year term as President of NASW/Texas.

During the 1999-2000 academic year the enrollment in the MSW program continued to grow while the BSW enrollment began to decline, in part due to selective admission to the major. Space for the programs became a major issue as there were shortages of classrooms and the 3 site location of faculty and staff did not work well. The Title IV-E program was moved to an old house owned by SFA just north of Starr. It was at this time that the School of Social Work

began a serious search for adequate space. Several available on-campus sites were explored but all required additional funding to renovate them and they were soon assigned to other programs on campus. The program also began its own graduation ceremony held on the evening before the SFA graduation during the fall semester.

In 2000 Dr. Will B. Scott was given the outstanding Lifetime Achievement award in Social Work Education by the Council on Social Work Education. This was a high honor for a member of the SFA faculty. Dr. Scott was already a NASW Social Work Pioneer and would later receive the Lifetime Achievement award from the Baccalaureate Program Directors. Will Scott had given freely of his time and energy to SFA and was responsible for many of the School's major milestones.

Later that year Dr. Scott began to work with Houston Endowment, Inc. to secure funding and facilities for the long term growth of the School. Drs. Scott and Daley worked together to identify appropriate space for the School and to overcome challenges for getting access to the space. Eventually the old Mound Street Church of Christ at the corner of Starr and Mound was identified. The biggest challenge was that the space was neither appropriate for offices nor classrooms. Before SFA would assign the space to Social Work, the School had to secure funds for remodeling the building. The School was successful in getting a direct appropriation from the Legislature for the remodeling but it was insufficient to cover the entire cost. Dr. Scott was able to secure an additional grant of \$350,000 to remodel the former church into the School of Social Work. Dr. Daley worked with an architectural firm to develop plans for remodeling of the space into offices and classrooms. The plans were redrawn a few times and finally included the addition of a second story in the main building to provide classroom space. Construction work to remodel the building began in 2001. During 2001 the Director of the School was involved in intensive activity to design the interior appointments to the building and to get new equipment to furnish it. Dr. Scott was also involved in developing a second grant request to Houston Endowment, Inc. to provide resources for the School of Social Work. He worked closely with Dr. Daley to develop the program and funding aspects of the proposal.



Social Work Building Before Remodeling





Social Work Building Under Construction

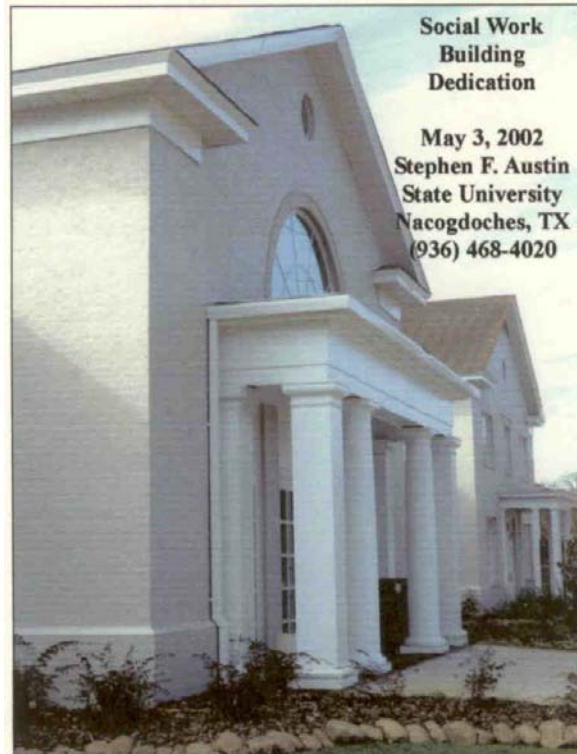
The Houston Endowment, Inc. awarded the School of Social Work a \$1.25 million grant in 2001. The grant provided two year funding for faculty development, library purchases, computer equipment/technology, outreach services, and student financial aid. The grant also provided stipends for faculty members to pursue the Ph.D. Initially three faculty members received funds from this program.





Completed Social Work Building

The new School of Social Work building was ready for occupancy in December 2001. The move into the facility started then and continued into January. The spring of 2002 also saw the initial accreditation of the MSW program. The accreditation was retroactive to the first group of graduates in 1998. The dedication of the new Social Work building was held in May of 2002.



Building Dedication Invitation

In August 2002 Dr. Daley returned to the faculty after 16 years as Director. Dr. Scott and another faculty member also left SFA at that time. The School was without a Director for two months until Dr. Linda Morales was named Interim Director by the College Dean.

November 8, 2010

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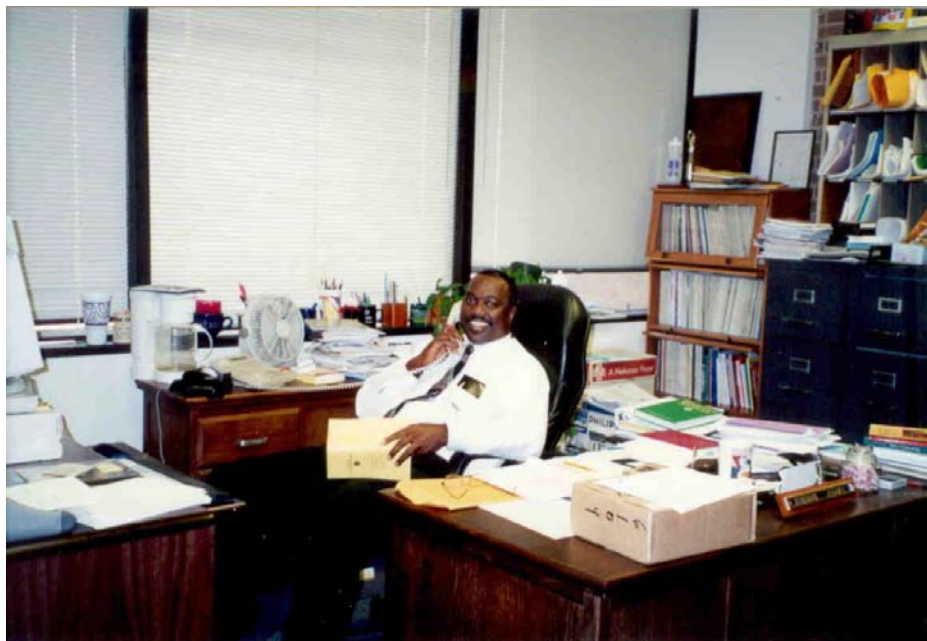
Dr. Baxter Wright



Dr. Daley 2001



SASW Homecoming Float Late 1990s



Mr. Avant in Liberal Arts North 1990s



SFA Legislative Days Late 2001



Left to Right: Leon Ginsberg, Michael Daley, Will Scott 2001



SFASU Booth NASW/Texas Conference Late 1990s