



CARL T.C. GUTIERREZ  
GOVERNOR OF GUAM

DEC 04 1997

The Honorable Antonio R. Unpingco  
Speaker  
Twenty-Fourth Guam Legislature  
Guam Legislature Temporary Building  
155 Hesler Street  
Agana, Guam 96910

Refer to  
Legislative Secretary

Dear Speaker Unpingco:

Enclosed please find a copy of Bill No. 304 (COR), "AN ACT TO REPEAL AND REENACT CHAPTER 22 OF DIVISION 3 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE MASTERS IN SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM.", which I have signed into law today as **Public Law No. 24-112**.

This legislation repeals current law which sets up a Scholarship in Social Work program at the University of Guam, including programs for the undergraduate and graduate level, and substitutes instead a mandate for the University to establish a Masters in Social Work program within 3 years. The new program is to be developed by seeking advice from an advisory committee of students, professional organizations, and employing agencies in Guam and Micronesia.

Chapter 22 of Division 3 of Title 17 Guam Code Annotated, which set up a scholarship program for social work, creating a 5 member selection panel, scholarships for both on-island and off-island studies, qualifications for persons to participate in the scholarship program, the items to be supplied to the recipients of the scholarships, the establishment of a graduate program, and an authorization of appropriation of \$700,000 is repealed in its entirety in this legislation.

The appropriation contained in this legislation to start the new program is a re-appropriation of funds already appropriated to, and budgeted by, the

00566

Office of the Speaker  
ANTONIO R. UNPINGCO

Date: 12/4/97

Time: 1:00 pm

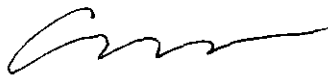
Rec'd by: *[Signature]*

Print Name: Jante Mesa

University. Currently, Three Percent (3%) of the pari-mutuel pool is set aside and continually appropriated to the University according to the provisions of Public Law No. 20-196. Despite this continuing appropriation, \$1,073,946 of the pari-mutuel fund has already been tapped by the Legislature to fund the operations of the Guam Community College in Public Law No. 23-128, and \$700,000 in Public Law No. 24-59. The appropriation in this bill essentially reallocates previously appropriated funds, but does not consist of new funds.

Since a number of social workers have worked with the legislature in producing this legislation, and testified favorably for its enactment, and there is a critical shortage and need on our island and throughout Micronesia for social workers with Masters degrees, this legislation receives my full support. I hope that the provisions, as drafted, can result in an increase in accredited social workers graduating from our University and performing vital functions within our island societies.

Very truly yours,

  
Carl T. C. Gutierrez  
Governor of Guam

00563

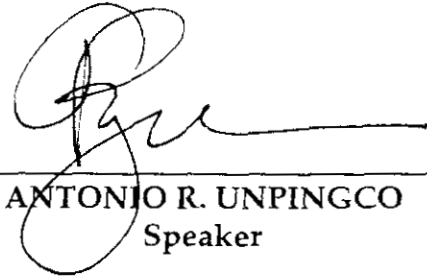
Attachment

cc: The Honorable Joanne M. S. Brown  
Legislative Secretary

TWENTY-FOURTH GUAM LEGISLATURE  
1997 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO THE GOVERNOR


This is to certify that Bill No. 304 (COR) "AN ACT TO REPEAL AND REENACT CHAPTER 22 OF DIVISION 3 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO THE ESTABLISHMENT OF THE MASTERS IN SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM," was on the 21<sup>st</sup> day of November, 1997, duly and regularly passed.



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ANTONIO R. UNPINGCO  
Speaker

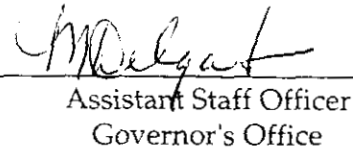
Attested:



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JOANNE M.S. BROWN  
Senator and Legislative Secretary

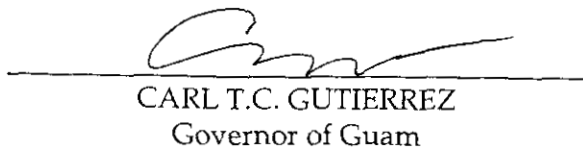
This Act was received by the Governor this 25<sup>th</sup> day of November, 1997, at 3:15 o'clock P.M.



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Assistant Staff Officer  
Governor's Office

APPROVED:



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CARL T.C. GUTIERREZ  
Governor of Guam

Date: 12-4-97

Public Law No. 24-112

**TWENTY-FOURTH GUAM LEGISLATURE**  
**1997 (First) Regular Session**

**Bill No. 304 (COR)**

As substituted by the Committee on  
Finance and Taxation and as amended  
on the Floor.

Introduced by:

L. Leon Guerrero  
J. Won Pat-Borja  
A. C. Blaz  
T. C. Ada  
F. B. Aguon, Jr.  
E. Barrett-Anderson  
J. M.S. Brown  
Felix P. Camacho  
Francisco P. Camacho  
M. C. Charfauros  
E. J. Cruz  
W. B.S.M. Flores  
Mark Forbes  
L. F. Kasperbauer  
A. C. Lamorena, V  
C. A. Leon Guerrero  
V. C. Pangelinan  
J. C. Salas  
A. L.G. Santos  
F. E. Santos  
A. R. Unpingco

**AN ACT TO REPEAL AND REENACT CHAPTER 22  
OF DIVISION 3 OF TITLE 17 OF THE GUAM CODE  
ANNOTATED, RELATIVE TO THE  
ESTABLISHMENT OF THE MASTERS IN SOCIAL  
WORK PROGRAM AT THE UNIVERSITY OF  
GUAM.**



1                   **GRADUATE DEGREE IN SOCIAL WORK PROGRAM.**

2                   **Graduate Degree in Social Work Program: Establishment.** The  
3                   University shall establish a Masters in Social Work ('MSW') Program  
4                   and seek accreditation by the Council on Social Work Education for both  
5                   the Bachelors in Social Work ('BSW') and MSW Programs. The  
6                   curriculum shall be developed by the social work faculty with advice  
7                   from an advisory committee which is a representative of students,  
8                   professional organizations and employing agencies in Guam and the  
9                   region. This committee shall be tasked with providing input to the  
10                  social work faculty to ensure that the program is responsive to the needs  
11                  of Guam and Micronesia. This masters degree in social work program  
12                  shall be established no later than three (3) years following enactment of  
13                  this Chapter."

14                  **Section 3. Appropriation, Authorization.** Notwithstanding any law,  
15                  One Hundred Fifty Thousand Dollars (\$150,000.00) of the para-mutuel tax  
16                  revenue appropriated to the University of Guam pursuant to §59010 of the  
17                  Government Code shall be allocated annually by the University to establish,  
18                  develop and provide a continuum of professional social work education to the  
19                  Masters in Social Work level, and for the application for Council on Social  
20                  Work Education accreditation for the Bachelor of Social Work and Masters in  
21                  Social Work programs.

PL 24-112



TWENTY-FOURTH GUAM LEGISLATURE

# Office of the Vice-Speaker

ANTHONY C. BLAZ

November 19, 1997

LEGISLATIVE  
COMMITTEE  
MEMBERSHIP

Chairman  
Finance & Taxation

Vice-Chairman  
Rules,  
Government Reform  
& Federal Affairs

Education

Natural Resources

Health &  
Human Services

Tourism, Economic  
Development & Cultural  
Affairs

Judiciary,  
Public Safety &  
Consumer Protection

Transportation,  
Telecommunications, &  
Micronesian Affairs

MEMBERSHIP

Guam Finance  
Commission

Commission on Self  
Determination

The Honorable Speaker Antonio R. Unpingco  
24<sup>th</sup> Guam Legislature  
155 Hesler Street  
Agana, Guam 96910

VIA: Chairman, Committee on Rules

Dear Mr. Speaker:

The Committee on Finance and Taxation, to which was referred Bill No. 304: "AN ACT TO REPEAL AND REENACT 17 GCA CHAPTER 22 RELATIVE TO THE ESTABLISHMENT OF THE MASTERS OF SOCIAL WORK PROGRAM AT THE UNIVERSITY," and subsequently substituted by the Committee on Finance & Taxation, reports to the Legislature with the recommendation **TO DO PASS**.

Votes of the committee members are as follows:

  9   To Pass

       Not To Pass

       To Place in Inactive File

       Abstained

       Off-Island

       Not Available

Sincerely,

  
**Anthony C. Blaz**

Enclosure



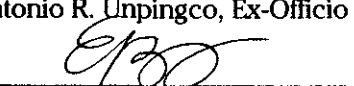
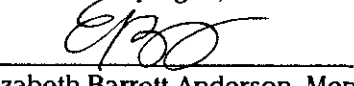
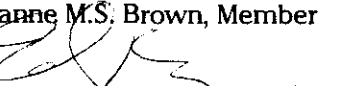


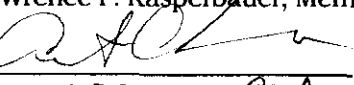


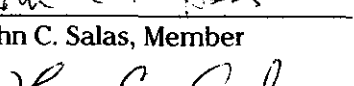
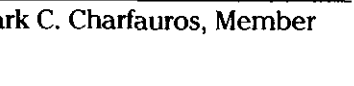
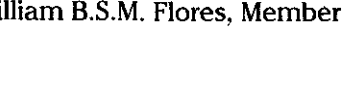
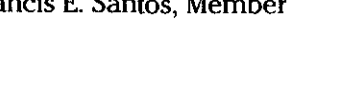
# Committee on Finance and Taxation

## Voting Sheet on

### Bill No. 304

as substituted by the Committee on Finance & Taxation

**“AN ACT TO REPEAL AND REENACT 17 GCA CHAPTER 22 RELATIVE TO THE ESTABLISHMENT OF THE MASTERS OF SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM”**

COMMITTEE MEMBER	TO PASS	NOT	ABSTAIN TO PASS	INACTIVE FILE
 Anthony C. Blaz, Chairperson	✓			
 Mark Forbes, Vice Chairperson	✓			
 Antonio R. Unpingco, Ex-Officio				
 Elizabeth Barrett-Anderson, Member	✓			
 Joanne M.S. Brown, Member				
 Eduardo J. Cruz, Member	✓			
 Lawrence F. Kasperbauer, Member	X			
 Alberto A.C. Lamorena, Member				
 Carlotta A. Leon Guerrero, Member	✓			
 John C. Salas, Member	✓			
 Thomas C. Ada, Member	✓			
 Mark C. Charfauros, Member				
 William B.S.M. Flores, Member				
 Francis E. Santos, Member				

*Not Reported until 9:45 PM*



## **Committee on Finance & Taxation**

### **Committee Report on Bill No. 304**

#### **"AN ACT TO REPEAL AN REENACT 17 GCA CHAPTER 22 RELATIVE TO THE ESTABLISHMENT OF THE MASTERS OF SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM."**

##### **I. Introduction**

The Committee on Finance & Taxation to which Bill No. 304 was referred and sponsored by Senator Lou Leon Guerrero conducted a public hearing on September 29, 1997 at 4:30 pm in the Public Hearing Room in the Temporary Legislature Building, 155 Hesler St., Agana, Guam.

Committee members present were: Vice-Speaker Tony Blaz, Senator Lou Leon Guerrero, Senator Ben Pangelinan, Senator Elizabeth Barrett-Anderson and Senator Larry Kasperbauer.

##### **II. Testimonies on Bill NO. 304**

**A. Oral and written testimonies were submitted at the time of the public hearing.**

**\*Dr. Jose Nededog, President, University of Guam.** Dr. Nededog presented oral testimony in support of Bill No. 304. Although he did not feel there was enough time to adequately provide input in the proposed program, he stated that developing a MSW program at the University was critical. He did, however express concerns on the funding source - the Para Mutuel Fund. Although P.L. 20-196 allowed for the Para Mutuel Fund to provide subsidy to the University, it has been very difficult to collect any monies for the past six years.

**\*Ms. Vivian Dames, Program Coordinator, Social Work Department, University of Guam.** Ms. Dames presented oral testimony and also submitted a briefing paper on the history of previous attempts to develop a MSW program at the University, a proposed budget plan and the 1996/97 Annual Report of the Social Work Program.

P.L. 22-88 was passed to establish the MSW program and a Social Work Education Scholarship Program at the University. An appropriation of \$700,00 was appropriated but unfortunately, no progress was made toward its development. In the last two years, two bills have been introduced to make amendments to P.L. 22-88. Most recently, Bill No. 304 removed the provisions for scholarships and concentrated on the development of the MSW program and the accreditation of the Social Work Program. Accreditation will give national and international recognition. Many states require that candidates possess a degree from an accredited school for licensure and/or certification. It will also allow the University to be eligible for federal grants.

She further explained that her concerns regarding Bill 304 were: (1) it repeals the original bill regarding scholarship funding; (2) it needs to broaden the bill to include collaboration with other institutions, i.e. University of Hawaii; and (3) allow priority to accreditation for the BSW program.

**\*Dr. Joyce Camacho, Dean of Graduate School of Research, University of Guam.** She feels her role at the University is to act as a "policeman" for all graduate programs. Her office reviews, develop and revise graduate programs; set general rules to follow.

She recommends the following: (1) page 2, line 24; change "Director". There are only program chairs or coordinators with specific job descriptions. Need to change to comply with policy. (2) Need more time to develop program and remove the three (3) year time line.

**\*Mr. Vince Pereda, Chairperson for MSW Program, Guam Association of Social Workers.** Mr. Pereda worked for many years to get the MSW program going. It is critical that Guam develop this program in light of the multiple social problems on Guam. There is a shortage of social workers that is reflected in positions that the Government of Guam has not been able to fill. Mr. Pereda fully supports Bill No. 304.

**\*Ms. Sarah Thomas-Nededog, private citizen.** Ms. Nededog submitted written testimony and supports Bill No. 304. She was intimately involved in previous legislation and the community has always been supportive of this effort to develop the MSW program at the University. There was an appropriation of \$300,000 in previous legislation and it is unclear where the

money went. She remembers that there was a budget developed and there was a concerted effort to ensure the passage of the previous legislation. Unfortunately, six year later, still nothing has happened. Broken promises from government officials and the University. The community has waited too long for scholarships/MSW program. We need to move forward. There is no reason that we cannot see results in a three year period. Ms. Nededog expressed concerns with the funding source. Need to be explicit in the bill that the funding will continue to be available to ensure success of the program.

**\*Mr. Gerhard Schwab, Social Work Faculty, University of Guam.** He explained that this is the first time in history of the program that there will be three Ph.D's with a stable, long term commitment to Guam and the University. They are presently tracking the first graduate course in Social Work taught at the University and so far, it is doing very well. The community is beginning to see the commitment from the University to support the program.

**B. There was one written testimony submitted after the public hearing.**

**\*Ms. Janet Benavente, President, Guam Association of Social Workers.** She supports the passage of Bill NO. 304. She feels that establishing the MSW program and accreditation of the program will meet the growing needs of the community, locally and regionally. She also is aware that graduate level classes are already being offered at the University and further believes that this shows the commitment of the University. She offers any assistance from the GASW as needed when deliberating this important piece of legislation.

**C. Senator Lou Leon Guerrero gave an overview of the events that lead to the introduction of Bill 304.**

Senator Lou Leon Guerrero worked very closely with the Social Work Faculty at the University and Guam Association of Social Workers when preparing legislation to amend P.L. 22-88. Bill No. 664 was introduced last year which sought to include the Social Work scholarships into the Doc Sanchez Scholarship program. Senator Lou Leon Guerrero worked very closely with Dr. Judith Gutherz and decided that including SW scholarships would not be a feasible option. Thus, Bill No. 304 was introduced that does not address SW scholarships, however addresses a more critical need - to establish the MSW

program with a \$150,000 appropriation to get it going. Senator Lou Leon Guerrero wants to move forward as soon as possible to develop this program. As mentioned in the testimonies submitted, this must become a priority.

As stated in Dr. Gutherz letter (see attached), a feasibility review is currently being conducted to evaluate the inclusion of SW scholarships into the Doc Sanchez Scholarship program. These negotiations will continue with the University of Guam and the SW faculty. There is evidence by both parties that they are committed to make this a realization.

### **III. Committee Findings**

The Committee on Finance & Taxation finds that developing and establishing an accredited Social Work Program and a Masters of Social Work (MSW) Program at the University is critical to address the needs of the community.

### **IV. Committee Recommendations**

The Committee on Finance & Taxation recognizes the need to repeal and reenact 17 GCA Chapter 22 relative to the establishment of the Masters of Social Work Program at the University of Guam and hereby submits a substitute bill with changes as recommended by testimonies submitted to the Committee.

Therefore, the Committee on Finance & Taxation recommends **TO DO PASS Bill No. 304 AS SUBSTITUTED, "AN ACT TO REPEAL AND REENACT 17 GCA CHAPTER 22 RELATIVE TO THE ESTABLISHMENT OF THE MASTERS OF SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM."**

**Sarah M. Thomas-Nedeed**

P.O. Box 8633 Tamuning, Guam 96931

September 29, 1997

Honorable Anthony Blaz, Vice Speaker and Chairperson  
Committee on Finance and Taxation, 24th Guam Legislature  
Agana, Guam 96910

Dear Senator Blaz:

This is in formal support of **Bill 304 "An Act to Repeal and Reenact 17GCA Chapter 22 relative to the establishment of the Masters of Social Work Program at the University of Guam."**

As a social worker of over 20 years, I am very supportive of any legislation or activity that would work towards the recognition of the education and support of social workers.

I was intimately involved in the shaping of the law that this bill serves to repeal and reenact. I was one of many who participated in a task force that collected data, conducted research, interviewed many workers and managers all resulting in a draft bill introduced by former Senator Herminia Dierking. At the public hearing, there were many who testified for the establishment of a masters program at UOG in social work and for scholarships at the Bachelors, masters and doctorate levels. The testimonies were passionate and fervent in pleas for our legislators to finally recognize the unmet developmental needs of our profession who is strapped with providing a myriad of services to a variety of groups of peoples. After intense follow up, the bill was passed and signed into law.

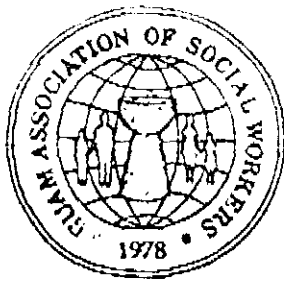
Although all of this activity took place some 5-6 years ago, this law has not been carried out. A lot of bureaucracy and other negative energy that resulted in the loss of the initial appropriations. More importantly there has been disappointment and frustration by social workers and those desiring to attain degrees .... and most of all there has been broken promises by government officials and legislators.

Now we have before you a bill that would attempt to activate previous efforts. It is not as ambitious as the initial bill and maybe it need not be. And perhaps the simplicity of this bill will allow for immediate implementation. I hope so. I notice however, it does not provide for continued support for the program by the university of Guam in years following the initiation of the program. Please review this carefully to see if the language covers this concern.

In closing, I would like to thank the authors of this bill Senators Lou Leon Guerrero and Judith WonPat Borja for continuing this battle for graduate social work education. I believe they know that this bill may appear to benefit social workers, but the real benefactors, should it become law and be carried out, are the people of our island.

if you should have any questions, please let me know. Si Yu'os Ma'ase.

  
**SARAH M. THOMAS-NEDEDOG**



# Guam Association of Social Workers

Post Office Box 25188 • GMF, Guam 96921 U.S.A.

## EXECUTIVE OFFICERS

Janet C. Benavente, M.H.R.  
President

Diana Calvo, M.S.  
Vice President

Linda Rodriguez, B.S.W.  
Recording Secretary

Mary Ellen Tyquiencco, B.S.W.  
Corresponding Secretary

John Borja, B.S.W.  
Treasurer

October 2, 1997

Dear Senator:

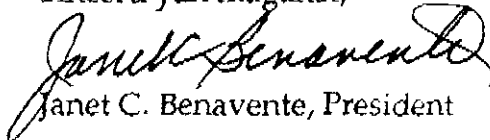
As President of the Guam Association of Social Workers (GASW) I am writing on behalf of the membership to ask for your support to pass Bill Number 304, introduced by Senators Lou Leon Guerrero and Judith Won Pat-Borja.

GASW feels strongly that the appropriation of \$150,000 combined with additional resources pledged by University of Guam (UOG) will help support the process of accreditation of the Bachelor's of Social Work (BSW) program at the UOG. This accreditation will in turn facilitate the establishment of a Master's of Social Work (MSW) program to meet a growing need in our local and regional community. Graduate level courses in Social Work are already being offered at UOG. This fact further typifies the UOG commitment to the expeditious development of the MSW program.

I know that the testimony presented by members of GASW at the Public Hearing for Bill # 304 was representative of the broad based support by the human services professional community of the Western Pacific region for the accreditation of the well established BSW program and the development of a regionally and globally relevant MSW program at the University of Guam.

If you need any further information from this organization as you deliberate on this important piece of legislation, please contact me at 735-2026 (W) or 649-3056 (H).

Sinceru yan magahet,

  
Janet C. Benavente, President

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# **SOCIAL WORK PROGRAM**

## **ANNUAL REPORT 1996/97**

**DIVISION OF SOCIAL AND BEHAVIORAL SCIENCES & SOCIAL WORK  
COLLEGE OF ARTS AND SCIENCES**

**UNIVERSITY OF GUAM**

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## Purpose of this Annual Report for AY 1996/97

This annual report is submitted to UOG regents and administrators to assist them in the pursuit of the mission of the UOG. *"To ensure ... academic quality, accreditation of undergraduate and graduate ... professional programs by the appropriate ... specialized associations will be sought and maintained."* (Excerpt from: The Mission of the University)

Public Law 22-88, §22106 (b) mandates that "The University shall on an annual basis submit to the Governor and the Speaker of the Legislature, an annual report on the Program and budgetary requests to fund the programs established by this Chapter each succeeding year." Although no money was appropriated to implement P.L. 22-88 the social work faculty submits this report to the President of the UOG in order to comply with this law.

The Social Work Program at the UOG constitutes a well functioning partnership between the UOG and the social services sector of Guam's community. This report informs key actors in the community about the programmatic and institutional developments of the Social Work Program at the UOG.

The social work faculty believes in interdisciplinary collaboration across programmatic borders to meet the needs of Guam's community. This annual reports is intended to facilitate communication and cooperation with other programs at the UOG towards this end.

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This report is written by Prof. Gerhard Schwab. The assistance of Prof. Vivian Dames, Prof. Peter Roberto, and Dr. Harley Manner is very much appreciated.

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## I. Executive Summary

During academic year 1996/97 twelve (12) students completed all Bachelor of Social Work (BSW) program requirements and were awarded the degree. This brings the total number of students who have graduated from the Social Work Program to 101.

Only two (2) full time faculty members staffed the program because no full-time replacement was hired for the third faculty member on educational leave. In addition, four (4) social work practitioners were hired to teach five (5) social work courses.

Although the Social Work Program was understaffed and underfunded good progress has been made in important areas such as field instruction, curriculum development and student advisement. It is especially the strong and broad support of the professional social work community and students and faculty donations totalling almost \$10,000 that made these positive developments possible. However, in some critical areas there has been little or no development due to the limited staffing and funding.

In April 1994 Public Law 22-88 mandated the UOG

- to get the Bachelor of Social Work Program accredited
- to establish and accredit a Master of Social Work Program
- to establish a Social Work Scholarship Program

However, no appropriation accompanied this legislative mandate.

Considering the current institutional situation at the UOG and Guam's community needs and demands regarding the improvement and expansion of social work education the social work faculty members make the following recommendations.

- (1) *That the faculty function of Social Work Program coordination be given .50 FTE load allocation.*
- (2) *That the President establish a 'Social Work Accreditation 2000 - Task Force' to identify, discuss and decide on the most appropriate and most cost efficient ways to meet all accreditation standards of the CSWE in order to achieve accreditation in the year 2000.*
- (3) *That the Social Work Program be allocated a fourth faculty position for the development and implementation of the Master of Social Work Program.*
- (4) *That the administrators of the Doc Sanchez Scholarship Program together with the social work faculty review, develop and implement amendments to the Doc Sanchez Professional Scholarship Program so that social work students are eligible for these scholarships.*
- (5) *That the President call for a meeting with senators and appropriate UOG administrators and faculty members to discuss the unfunded mandate of P.L. 22-88 and to decide on a collaborative approach to achieve the goals of this law.*

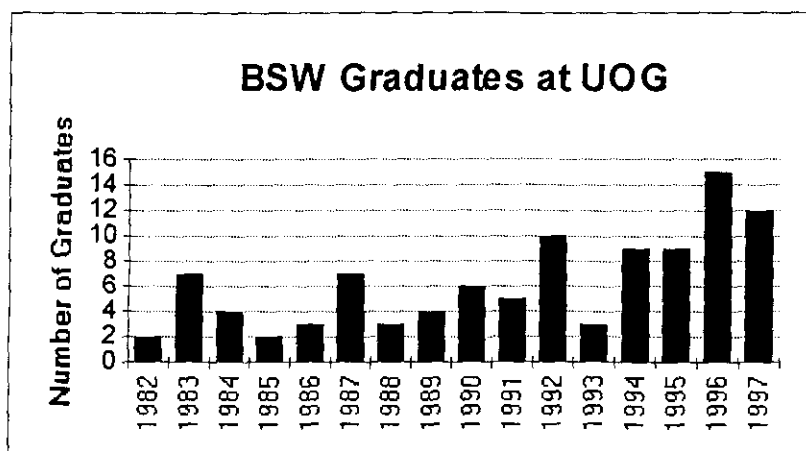
## II. Academic Year 1996/97 in Brief

### A. Students

Twelve students completed all Bachelor of Social Work program requirements and were awarded the Bachelor of Social Work degree. All students are local Guam residents who are seeking employment on island in the social work field. One student will enter graduate social work education at the University of Hawaii (\*). Two are commissioned US Army officers (\*\*).

1.	David T. Afaisen	Inarajan
* 2.	Tricia Marie Atoigue	Agana Heights
3.	Cora Sanguenza Brown	Yigo
4.	Vilma Veniegas Camat	Barrigada
5.	Linda Marie Duenas Charfauros	Agat
6.	Carol C. Duenas	Yigo
** 7.	Emmanuel Gustilo Escaba	Tamuning
8.	Mildred Dato-On Nagallo	Dededo
9.	Steven Vasquez Pangelinan	Mangilao
** 10.	Michelle Navasco Rosario	Dededo
11.	Mary Ellen Diaz Tyquiengco	Chalan Pago
12.	Greg. K. Young	Dededo

This brings the total number of students who were awarded the Bachelor of Social Work degree at the University of Guam to 101. The following graph presents the total number of graduates each year since the first graduating class in 1982.



Although the absolute student numbers are not high, the Social Work Program has the best ratio of faculty to graduating students (1:4) in the College of Arts and Science (for AY 1996/97). It also compares well with other professional programs on campus. For example, the College of Nursing has 12 faculty members and 27 graduates compared with 3 full time faculty equivalents and 12 graduates in the Social Work Program.

	<i>Faculty</i>	<i>Graduating Students in 1997</i>	<i>Ratio</i>
College of Nursing	12	27	1 : 2.25
Social Work Program	3	12	1 : 4

**B. Faculty**

Current members of the social work faculty are Vivian L. Dames, J. Peter Roberto, and Gerhard J. Schwab. However, during this AY Prof. Dames was on educational leave to complete her doctoral studies in social work and political science. Administrators of the UOG chose not to hire a replacement for Prof. Dames. Instead, adjunct faculty were hired. These adjunct faculty were: Ann Hardin, Virginia Yasuhiro, Arthur San Augustin, and Dr. Ulla Craig.

**C. Teaching**

**1. Courses**

The total student enrollment in all social work courses in the AY 1996/97 was 232.

<b>Course</b>	<b>Semester</b>	<b>Title</b>	<b>Instructor</b>	<b>Students</b>
SW110	Fall	Introduction to Community Services on Guam	Schwab	36
SW200	Spring	Community Service Learning	Schwab	7
SW201	Fall/Spring	Introduction to Social Work	San Agustin	18 / 10
SW301	Fall	Generalist Social Work Practice Methods I	Roberto	10
SW302	Spring	Generalist Social Work Practice Methods II	Roberto	11
SW313	Spring	Research Methods for Health and Social Services	Schwab	9
SW344	Fall	Aging: Myth and Realities	Craig	7
SW345	Fall	Social Injustice	Schwab	10
SW385A	Fall	Orientation to Field Instruction I	Roberto	8
SW385B	Spring	Field Instruction I	Roberto	6
SW400	Spring	Fields of Social Work Practice: Substance Abuse	Roberto	9
SW406	Spring	Social Policy	Craig	10
SW450	Fall	Case Management	Roberto	5
SW482	Fall	Practice with Groups	Hardin	11
SW483	Fall	Practice with Communities	Yasuhiro	13
SW485A	Fall	Field Instruction II	Roberto	12
SW485B	Spring	Field Instruction II	Roberto	9
SW490	Fall/Spring	Social Work Research	Schwab	17 / 14
			<b>Total</b>	<b>232</b>

## 2. Curriculum

The social work faculty, in collaboration with other social science faculty and practicing social workers, prepared twelve (12) social work course revisions and the associated program changes. All requests have been approved by the University Academic Affairs Committee and the Academic Vice President and will be effective in the next AY 97/98. In summary these changes had three main goals:

- to correct errors in course descriptions and course prerequisites
- to reduce the overall requirements for the BSW degree from a total of 136 credit hours to 125 credit hours which is more in line with the UOG minimum requirement of 124 credit hours.
- to improve the quality of social work courses

## 3. Field Instruction

The Office of Social Work Field Instruction and Community Service Learning arranged twenty (20) practicum placements in Government of Guam and non-profit agencies. The on-site instruction of social work students was provided by field instructors who are social workers in these agencies. The field instructors do not get any monetary compensation from UOG providing in-kind instructional services valued at \$32,000<sup>1</sup>. Students spent a total of 165 hours of field instruction per semester and attended 16 in-class seminar hours per semester with Field Instruction Coordinator Prof. Peter Roberto. Prof. Peter Roberto also organized five (5) meetings with field instructors and six (6) meetings with the Field Instruction Advisory Board.

As an expression of appreciation for the training and supervision provided by field instructors, the students under the supervision of Prof. Roberto organized a well attended "Field Instructor Appreciation Day" on April 18th.

The following table reflects the broad agency involvement in BSW field instruction:

<i>Student</i>	<i>Field Agency</i>	<i>Field Instructor</i>
1. David T. Afaisen	SR Public Health and Social Services	Rose Zabala
2. Tricia M. Atoigue	SR Department of Mental Health	Tom Babauta
3. Larina Buquing	JR Public Health and Social Services	Richard Punzalan / Joe Diaz
4. Cora S. Brown	SR Department of Youth Affairs	Sollie Taletto
5. Vilma V. Camat	SR Department of Mental Health	Marilyn Miral
6. Cindy Chugrad	JR Department of Education	Yvonne Blas
7. Emmanuel G. Escaba	SR Guam Memorial Hospital	Dave Baza
8. Grace Galura	SR Public Health and Social Services	Theresa Taitano
9. Barbara Hagel	JR Public Health and Social Services	Joe Diaz / Richard Punzalan
10. Amor Lopez	JR Sanctuary Inc.	Lisa Natividad

table continues on next page

<sup>1</sup> This estimation is based on the practice of weekly supervisory sessions of field instructors with students at a rate of \$50 per sessions (20 students / 32 weeks per AY / \$50 = \$32,000). This does not include time field instructors spend monitoring and guiding student learning in agency placements.

11. Pascua Nelson	SR	Department of Youth Affairs	Corrine Tajjeron
12. Steven V. Pangelinan	SR	Department of Mental Health	Vennie Colet
13. Marie Pereda	JR	Department of Mental Health	Jim Smits
14. Michelle N. Rosario	SR	Department of Youth Affairs	Grace Taitano
15. William Sabang	JR	Department of Mental Health	Shirley Cartwright
16. Maureen San Nicolas	JR	Sanctuary Inc.	Lisa Natividad
17. Mary Ellen D. Tyquiengco	SR	Public Health and Social Services	Richard Punzalan / Joe Diaz
18. Elisa Vicente	JR	Department of Youth Affairs	Grace Taitano
19. Villafuerte Joann	JR	Public Health and Social Services	Lydia Diaz / Sandra Quinata
20. Greg. K. Young	SR	Department of Youth Affairs	Sollie Taletto

**D. Research**

Seventeen (17) students enrolled in SW490 Special Project: Social Work Research conducted by Prof. Gerhard Schwab. Eleven (11) students completed all requirements of this course, six carried their research into the next academic year. Research findings were presented at the Annual Conference of the Guam Association of Social Workers (March 30 - April 1) and at the BSW Research Symposium in conjunction with the CAS Conference at the UOG (April 23 and 24).

Students	Title of Social Work Research
David T. Afaisen and Mary Ellen D. Tyquiengco	<i>Child Abuse within Family Systems in Guam</i>
Tricia M. Atoigue and Grace Galura	<i>Social Services to Children and Families Encountering Family Violence in Guam</i>
Cora S. Brown	<i>Youth Centers in Guam: How They Operate and Who They Serve</i>
Vilma V. Camat and Emmanuel G. Escaba	<i>Exploring Issues of Verbal Abuse</i>
Linda M.D. Charfauros	<i>Transitional Living Program at Sanctuary: A Follow-Up Study of Graduates</i>
Carol C. Duenas and Amor Lopez	<i>Impact of AFDC Reform on FAS Citizens and Permanent Resident Alien Single Parents in Guam</i>
Greg. K. Young	<i>Youth at the Department of Youth Affairs: A Comparative Study of Residents at DYA and the General Youth Population.</i>

**Prof. Peter Roberto** supervised the analysis of qualitative data of a joint research project on "*Chamorro Mental Health Models*" with Dr. Iain Twaddle of the Psychology program and three students, Tricia Atoigue, Ladisa Quintanilla, and Jason Perez. The research team presented their preliminary findings to the faculty of the Division of Social and Behavioral Sciences & Social Work on May 16th 1997.

Prof. Peter Roberto also presented a paper, "*The 4B's To Family Violence Prevention*" at the Academy of Our Lady during Family Violence Awareness Month (March).

**Prof. Gerhard Schwab** had three publication and five conference/seminar presentations during AY 96/97:

#### PUBLICATIONS:

"*Raskal Gangs in the Highlands of Papua New Guinea*" in Linda M. Grobman (Ed.), *Days in the Lives of Social Workers*, W.H. Communications. Harrisburg, PA.; Oct. 1996.

"*Similarities and Differences: Building Blocks of a Marianas Spirituality*"; *Humanidad: A Journal of the Humanities* 4 (1); Nov. 1996

"*Co-evolution of Families and Social Service Organizations: Opportunities and Limitations for Partnerships*"; *Conference Proceedings: Partnerships that Work*, Christchurch, New Zealand; Nov. 1996

#### PRESENTATIONS:

"*Gender Issues of Growing Up in Guam*", presented at the Academy of Our Lady Retreat, Agana (Dec. 6 1996)

"*Dying Young: Reflections on Suicide of Young People*", presented at the Catholic Campus Ministry Retreat, Mong Mong (Mar. 21 1997).

"*The Many Faces of Guam's Families: Family Variation and Gender Socialization on Guam*"; presented at the 17th Annual Guam Association of Social Workers' Conference in Tumon (March 30 - April 1 1997). The theme of the conference was Building Blocks for the Families of the Future.

"*Problems of Today's Youth*"; presented at the Multi Generational Symposium sponsored by the UOG and the Government of Guam Association of Retired Persons. The topic of the symposium was "Generation Gap: Its Causes, Effects, and Impact on the Family" (April 25 1997).

"*Guam's Social Service Needs and Client Demands in the 21st Century*", presented at the Catholic Social Services in the 21st Century Seminar organized by UOG Guam Cooperative Extension (Feb. 24th 1997).

**E. Service**

Both Prof. **Peter Roberto** and Prof. **Gerhard Schwab**

co-organized the Guam Association of Social Workers' Special Seminar on Casino Gambling Initiative, Tamuning (Oct. 16 1996).

co-organized Graduation Celebration for December graduates of BSW program, Mangilao Golf Course (Dec. 11 1996).

assisted in organizing the 17th Annual Guam Association Conference: Building Blocks for the Families of the Future (March 30 - April 1 1997).

co-organized the BSW Field Instructor Appreciation Day, at the UOG (April 18 1997).

co-organized the BSW Research Symposium, at the College of Arts and Science Conference, UOG (April 23 and 24 1997)

co-organized the Stress Management Seminar for the Bureau of Social Services Administration of the Department of Public Health & Social Services (May 27 1997)

co-organized the BSW Program Ceremony, at the CAS Lecture Hall, UOG (May 30 1997)

**Prof. Gerhard Schwab:**

served on Continuing Employment Review Committee, Division of Social and Behavioral Sciences and Social Work, UOG.

served on Search Committee in Clinical Psychology, Division of Social and Behavioral Sciences and Social Work, UOG.

served as Advisor for the Catholic Campus Ministry Student Organization at UOG.

organized participation at the Micronesian Development and Justice Conference (Apr. 17 - 20 1997) organized by the Micronesian Seminar in Pohnpei for social work student Tricia Atoigue.

**Prof. Peter Roberto:**

served as Advisor to the Social Work Student Alliance



### ***F. Student Organization***

The Social Work Student Alliance continues to be a vibrant and constructive component of the Social Work Program during this AY. For example, social work students volunteered at Child Protective Services to design and paint the waiting rooms for children. They cleaned UOG buildings, organized social and academic support for each other, helped sick students and their families, raised money to support students and their families in crisis situations, and organized and funded the Field Instructor Appreciation Day.

It is estimated that students have donated \$725 to the Social Work Program which has gone toward the purchase of wall shelves to display agency information in the new Office of Social Work Field Instruction and Community Service Learning and toward the organization of Field Instructor Appreciation Day.

### ***G. Logistics and Faculty Donations***

In January 1997 all social work faculty offices as well as the Office of Social Work Field Instruction and Community Service Learning were moved into the new Humanities and Social Sciences Building. However, the UOG did not fully furnish the new offices and did not provide the social work faculty with computers. As a result the social work faculty spent \$8,418 of their own money to buy file cabinets, desks and chairs as well as computers and printers for their offices.

## **III. Public Law 22-88**

In March 1994 Governor Joseph F. Ada signed Substitute Bill No. 353 into Public Law 22-88. This law mandates the UOG to:

- **get the Bachelor of Social Work Program accredited**
- **establish a Social Work Education Scholarship Program**
- **establish a Master of Social Work**

Although P.L. 22-88 authorized the allocation of \$700,000 from the General Fund of Fiscal Year 1994 and 1995 to implement this law, this money was never appropriated.

The Board of Regents of the UOG fully re-endorsed the intent of P.L. 22-88 and expressed their firm commitment to achieve the goals of this law by adopting BOR Resolution 96-25 (September 19th 1996).

The following sections will briefly describe the current status of progress toward accreditation of the BSW Program, the development of the Master of Social Work Program, and the attainment of social work scholarships.

### **A. Accreditation**

Professional accreditation has been the goal of the BSW Program since its inception. Prof. Vivian Dames in collaboration with local and regional advisory bodies initiated the process of accreditation in the early 1980's. However, the show cause action imposed on the University in 1983 by the Western Association of Schools and Colleges (WASC) halted this effort. The UOG regained full accreditation in 1988. However, the funding and administrative requirements necessary to re-initiate the application for accreditation were not met by UOG. In 1990 Prof. Dames left for doctoral studies. Recurring programmatic and administrative difficulties placed the goal of accreditation out of reach. Professional human service providers in the community were concerned about these developments at the UOG and began to actively advocate for the Social Work Program. As part of this community effort the 22nd Guam Legislature and the Governor of Guam enacted Public Law 22-88 in 1994. This law mandates the UOG to get the BSW Program accredited as soon as possible. The UOG Board of Regents and the current President of the University of Guam, Dr. Jose T. Nededog, expressed their firm commitment "to do whatever is necessary to provide the policy framework and administrative infrastructure at the University of Guam to achieve the stated goals of P.L. 22-88" (BOR Resolution 96-25, September 19 1996). On the occasion of the 17th Annual Guam Association of Social Workers' Conference on March 30th 1997 President Jose T. Nededog reiterated his commitment in his keynote address stating that he "will support accreditation of the BSW Program all the way through".

During AY 1996/97 the following steps toward accreditation were taken:

The social work faculty, in collaboration with other social science faculty and practicing social workers, developed twelve (12) social work course revisions to meet accreditation standards. All requests have been approved by the University Academic Affairs Committee and the Academic Vice President for AY 97/98.

The SW program coordinator, Prof. Schwab, attended the 43rd Annual Program Meeting of the Council on Social Work Education in Chicago from March 6th to 9th. He organized meetings with Dr. Nancy Randolph, the director of Accreditation Division of the CSWE and with staff of the Accreditation Division of CSWE. He also attended two workshops pertaining to accreditation.

After Prof. Schwab's return he met with following persons and groups to inform them about the outcome of his meetings with the director and staff of the CSWE Accreditation Division:

- (1.) other faculty associated with the BSW program at the UOG,
- (2.) the membership of the Guam Association of Social Workers,
- (3.) the faculty of the Division of Social and Behavioral Sciences and Social Work,
- (4.) CAS Dean Dr. Mary Spencer,
- (5.) BOR Committee on Academic Affairs and Tenure, and
- (6.) President Dr. Jose T. Nededog.

As part of these meetings Prof. Schwab described the accreditation process and outlined possible time tables to achieve accreditation.

The goal of accreditation has been integrated into the social work budget request for FY 98. It reflects the minimum funding necessary to initiate application for candidacy status. These are:

- .5 FTE load allocation for the administration of the BSW degree program
- CSWE membership fee (\$1,098)
- CSWE candidacy application fee (\$1,200)
- CSWE Annual Program Meeting in Florida (\$3,000)
- CSWE Accreditation Pre-Candidacy Commissioner Visit (\$3,000)

### ***B. Master of Social Work Program***

Public Law 22-88 mandates the UOG to offer a Master of Social Work Program no later than Fall 1997.

The entire social work faculty, including adjunct faculty members and Prof. Vivian Dames (who is on educational leave this AY) worked very closely with the Guam Association of Social Workers and the staff of Senator Francis Santos (then chair of the Committee on Ways and Means of the Guam Legislature) and the staff of Senator Lou Leon Guerrero (then chair of the Committee on Health, Welfare, and Senior Citizens) in developing a special appropriation bill (Bill 664) to secure funding for the establishment of the MSW program at UOG. Regent Dr. David Shimizu was a key actor in developing this bill and in introducing the BOR resolution (96-25) which states that

the University of Guam has applauded senators of the Guam Legislature, social workers in the community, and University of Guam social work faculty for their diligent efforts in the enactment of Public Law 22-88 to accredit the University of Guam Bachelor of Social Work Program, to establish and accredit a Master of Social Work Program at the University of Guam, and to establish a social work education scholarship program.

and that the Board of Regents, on behalf of the University Community,

“welcomes the initiatives of senators to appropriate adequate funding to the University of Guam through Bill 664 in order to ... establish and accredit a Master of Social Work Program at the University of Guam.”

Despite broad support in the professional human service community, in the University of Guam community and the commitment of both senators in charge of the respective legislative committees Bill 664 did not become law. The University of Guam remains with a legal mandate to establish a Master of Social Work Program but without the needed resources to do so.

Despite the lack of funding the social work faculty have been researching different models of social work graduate education and has been initiating contacts with several universities in the Pacific and the mainland US. The purpose of this communication is to examine possible collaborative arrangements to develop the most appropriate and most cost efficient Master of Social Work Program for Guam. So far the most promising contacts have been with the Inter-University Consortium for International Social Development (IUCISD) and the School of Social Work, University of Hawaii. Both have a long history of working together with the Social Work Program at UOG. Prof. Vivian Dames and Prof. Gerhard Schwab participated in world conferences of IUCISD in Hong Kong (1980), Finland (1988), and the US (1992). UOG Regent Dr. David Shimizu worked closely with this organization when he was a senator in the Guam Legislature supporting a IUCISD - UOG collaborative arrangement to develop a Master of Social Work Program in Guam. The School of Social Work at the University in Hawaii and the UOG Social Work Program collaborated for several years in the early 1980's on a regional Child Welfare Training Grant. Prof. Dames communicates regularly with Dr. Patricia Ewalt, the current Dean of the School of Social Work at the UH.

The next planned meetings regarding the development of the MSW Program will take place in Hawaii and Bangkok. Prof. Dames and Prof. Schwab will meet with Dean Patricia Ewalt and several of her faculty with funding support from the President on July 22nd 1997 in Honolulu. On November 10-14 1997 Prof. Dames and Prof. Schwab plan to participate in the Asia Pacific Regional Conference of the Asia Pacific Association of Schools of Social Work in Bangkok to explore collaboration with universities in the Asia-Pacific region.

During his keynote address at the 17th Annual GASW Conference (Mar. 31st 1997) President Jose T. Nededog reaffirmed the commitment of the UOG to offer a Master of Social Work degree and pointed to the fact that for the first time in the history of the program at the UOG there will be four faculty members when doctoral fellow Ronnie San Nicolas returns to the faculty in January 1998. As Prof. Roberto plans to leave the Social Work Program when his contract ends in December 1997, a replacement for Prof. Roberto needs to be hired.

Hence, the social work faculty has submitted a request for a fourth faculty position in the FY 98 budget request.

To develop a Master of Social Work Program at the UOG, additional faculty are needed to do the necessary developmental work. The current three-member faculty are already more than fully tasked with the forthcoming accreditation process of the Bachelor of Social Work Program.

### **C. Social Work Scholarships**

P.L. 22-88 also mandated the establishment of a Social Work Scholarship Program for undergraduate, graduate, and doctoral students of Social Work. However, three years after the signing of the Law there are still no social work scholarships at UOG. A cursory analysis of three other professional scholarship programs reflects the lack of institutional support for social work students.

<b>Scholarship Programs</b>	<b>No. of Undergrad. Scholarships</b>
Teacher Corps Scholarships	300
BOR Nurses Training Scholarships	17
Doc Sanchez Professional Scholarships	114
Social Work	0

In his keynote address at the 17th Annual GASW Conference (Mar. 31st 1997) President Jose T. Nededog also announced to the professional social work community that he will correct this unfair exclusion of social work students from UOG professional scholarship programs.

### **IV. Incomplete Tasks of 1996/97**

Due to the limited staffing of this program many important tasks were not completed. These are the following:

#### **A. Related to Teaching:**

- The review of all social work courses and standardization of course outlines along CSWE standards
- The request to include SW200 Community Service Learning in the General Education category of Personal Development
- The development of the course SW410 Social Welfare and Social Development in Micronesia to be offered as an upper level / graduate course
- Revision and approval of Social Work Program Manual
- Development of a MSW Program proposal
- Organization and cataloging of social work faculty library
- Review of social work books at RFK library
- Completion of feasibility study and application regarding eligibility for accreditation candidacy
- Revision and approval of Social Work Field Instruction Handbook
- Development of data management system for field instruction
- Development of certification program for all field instructors
- Revision of student record data management system
- Review statistical and research requirements for the BSW Program.

**B. Related to Research:**

- Establishment of minimum research expectations for social work faculty and criteria for evaluation for the purposes of continuing employment, tenure, and promotion
- Follow up study on the Community Development Demonstration Research Project (1986)
- Funding for follow up study on the Regional Social Service Personnel Resource Assessment Project (1986)
- Development and introduction of social work honors research project as elective for BSW curriculum
- Completion of Prof. Schwab's dissertation

**C. Related to Service:**

- Development of Social Work Program newsletter
- Re-establishment of speakers bureau for high school career days.
- Formation of BSW Alumni Association
- Initiation of review of job specifications for social workers in the Government of Guam by the Civil Service Commission
- Identification and writing of project grants

**V. Recommendations**

The current arrangement with .25 FTE load allocation for program coordination is not sufficient to properly manage all administrative components of the program on the campus of the UOG and in the community. A closer analysis of the current work performance of the position of program coordinator shows that his regular teaching load of .75FTE for three courses and .25 FTE for program coordination resulted in 60 to 70 hours of work per week; about half of these hours were spent on administrative program matters.

Therefore the first recommendation of the social work faculty is:

- (1) *That the faculty function of Social Work Program coordination shall be given .50 FTE load allocation.*

As described in this report, the accreditation process of the BSW Program requires institutional rearrangements and allocation of resources to the BSW Program. Therefore the second recommendation of the social work faculty is:

- (2) *That the President establish a 'Social Work Accreditation 2000 - Task Force' which consists of the social work faculty, the Chair of DSBS&SW, the Dean of CAS, the AVP and the President of UOG. This task force will meet once every*

*semester to identify, discuss and to decide on the most appropriate and most cost efficient ways to meet all accreditation standards of the CSWE in order to achieve accreditation in the year 2000..*

As described in this report, the current staffing situation of the Social Work Program is not sufficient to develop and implement the Master of Social Work Program at the UOG. Therefore the third recommendation of the social work faculty is:

- (3) *That the Social Work Program be allocated a fourth faculty position for the development and implementation of the Master of Social Work Program.***

In regard to the absence of professional scholarships for social work students the fourth recommendation is:

- (4) *That the administrators of the Doc Sanchez Scholarship Program together with the social work faculty review, develop and implement amendments to the Doc. Sanchez Professional Scholarship Program so that social work students are eligible for these scholarships.***

Regarding the unfunded legislative mandate of P.L. 22-88 the fifth recommendation of the social work faculty is:

- (5) *That the President call for a meeting with senators Anthony Blaz, chair of the Committee on Finance and Taxation, Eduardo Cruz M.D., chair of the Committee on Health and Human Services, Lawrence Kasperbauer Ph.D., chair of the Committee on Education, senator Lou Leon Guerrero, and the appropriate UOG administrators and faculty members to discuss the unfunded P.L. 22-88 and to decide on a collaborative approach to achieve the goals of this law.***

# Social Work Education, University of Guam

Proposed Budget Plan for Bill No. 664 (Oct. 1st 1996 - Sept. 30th 1999)

	96/97	97/98	98/99	Totals
<b>Salaries</b>				
0120 Faculty: 12 mos. [26PPE] Director (Associate Prof., Step 12)	17,792.00			17,792.00
0122 Faculty: 9 mos., Opt. 26PPE Asst. Prof. Step 8		43,740.00	43,740.00	87,480.00
0124 Faculty: Part-time Associate Prof., .25 FTE	27,256.00	27,256.00		54,512.00
0150 Classified Regular Secretary I	9,362.00	27,997.87		
<b>Salaries Subtotal</b>	<b>54,410.00</b>	<b>98,993.87</b>	<b>43,740.00</b>	<b>197,143.87</b>
<b>Fringe Benefits Subtotal</b>	<b>11,426.10</b>	<b>20,788.71</b>	<b>9,185.40</b>	<b>41,400.21</b>
<b>SALARIES &amp; BENEFITS TOTAL</b>	<b>65,836.10</b>	<b>119,782.58</b>	<b>52,925.40</b>	<b>238,544.08</b>
<b>Travel</b>				
2221 Official Off Island Travel	6,000.00	10,000.00	14,000.00	30,000.00
<b>Contractual Services</b>				
3231 Postage, Fax, Long Distance	500.00	500.00	500.00	1,500.00
3233 Professional/Consultant Services	10,000.00	15,000.00	10,000.00	35,000.00
3236 Ads, printing, duplicating	1,000.00	2,000.00	2,000.00	5,000.00
3237 Subscription/Dues	3,000.00	4,000.00	5,000.00	12,000.00
<b>Contractual Services Subtotal</b>	<b>14,500.00</b>	<b>21,500.00</b>	<b>17,500.00</b>	<b>53,500.00</b>
<b>Supplies &amp; Materials</b>				
4240 Office Supplies & Materials	1,000.00	1,500.00	1,500.00	4,000.00
4241 Instructional Supplies	5,000.00	5,000.00	5,000.00	15,000.00
4244 Computer Software	500.00	500.00	300.00	1,300.00
4249 Other				
<b>Supplies &amp; Materials Subtotal</b>	<b>6,500.00</b>	<b>7,000.00</b>	<b>6,800.00</b>	<b>20,300.00</b>
<b>Equipment (Non-capital Items)</b>				
5250 Office Furniture & Equipment [Items costing \$.01 to \$4,999.99]	12,000.00	8,000.00	6,000.00	26,000.00
<b>Capital Outlay</b>				
7400 Office Furniture & Equipment [Items costing \$5,000 or more]				
7401 Computer Equipment	16,000.00	12,000.00	8,000.00	36,000.00
<b>Miscellaneous Expenses</b>				
9291 Tuition, Books, and Stipend	38,115.00	82,230.00	171,970.00	292,315.00
9292 Indirect Cost	7,647.56	12,525.63	13,159.77	33,332.95
<b>OVERALL TOTALS</b>	<b>160,598.66</b>	<b>263,038.21</b>	<b>276,355.17</b>	<b>699,992.04</b>

September 13th 1996

Prepared by Professors Vivian Dames, Peter Roberto, and Gerhard Schwab



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Introduced by:           David L. G. Shimizu, Regent  
                                  Franklin J. Quitugua, Regent  
                                  Rita Guedon, Treasurer  
                                  J. U. Torres, Chairman  
                                  Jesse A. Leon Guerrero, Vice Chairman  
                                  Peter B. Melnyk, Regent  
                                  Marie Gascon, Student Regent

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**UNIVERSITY OF GUAM**  
**UNIBETSEDÁT GUAHAN**  
**BOARD OF REGENTS**

**RESOLUTION NO. 96-25**

**RELATIVE TO ACCREDITING THE BACHELOR OF SOCIAL WORK PROGRAM, ESTABLISHING A MASTER OF SOCIAL WORK PROGRAM, AND ESTABLISHING A SOCIAL WORK EDUCATION SCHOLARSHIP PROGRAM AND EXPRESSING THE FULL COMMITMENT OF THE UNIVERSITY OF GUAM BOARD OF REGENTS TO ACHIEVING THESE GOALS**

*WHEREAS, the University of Guam has recognized the need for social work education since it established the Bachelor of Social Work Program in 1980; and*

*WHEREAS, the University of Guam re-affirms its long standing commitment to developing a continuum of social work education for the people of Guam and the Western Pacific island communities which emphasizes social justice; the integrated human development of individuals, kinship groups, and communities; and*

*WHEREAS, the University of Guam upholds its mission to promote social research by faculty and students to create knowledge to better understand current social needs and problems and to develop appropriate prevention, intervention, rehabilitation programs and social policies; and*

*WHEREAS, the University of Guam re-affirms its goal of maintaining collaborative relations with social service institutions of Guam and other Western Pacific island communities in order to enhance social development and social welfare of all people in the region; and*

*WHEREAS, the University of Guam has recognized the valuable contributions of the Guam Association of Social Workers to the University of Guam Bachelor of Social Work program as well as to the well being of the people of Guam; and*

*WHEREAS, the University of Guam has applauded senators of the Guam Legislature, social workers in the community, and University of Guam social work faculty for their diligent efforts in the enactment of Public Law 22-88 to accredit the University of Guam Bachelor of Social Work Program, to establish and accredit a Master of Social Work Program at the University of Guam, and to establish a social work education scholarship program.*

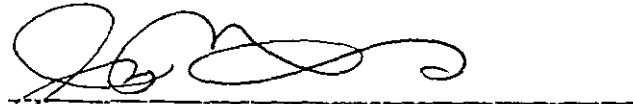
*BE IT RESOLVED, that the Board of Regents, on behalf of the University Community, fully re-endorse the intent of Public Law 22-88 and welcomes the initiatives of senators to appropriate adequate funding to the University of Guam through Bill No. 664 in order to accredit the University of Guam Bachelor of Social Work Program, to establish and accredit a Master of Social Work Program at the University of Guam, and to establish a social work education scholarship program; and*

*BE IT FURTHER RESOLVED, that we hereby express our firm commitment as the University of Guam Board of Regents to do whatever is necessary to provide the policy framework and administrative infrastructure at the University of Guam to achieve the stated goals of P. L. 22-88.*

Adopted this 19th day of September, 1996.

  
L. U. TORRES, Chairman

ATTESTED:

  
JOSE T. NEDEDOG  
Acting Executive Secretary

I. GENERAL RULES AND  
PROCEDURES OF GRADUATE COUNCIL

1. MEMBERSHIP

The Graduate Council shall consist of those members as described in the "Personnel Rules and Regulations: Faculty/Administrators" approved by the Board of Regents on 19 August 1982: 1. Dean of the Graduate School and Research; 2. *one member from the Research Services*; 3. the graduate program chairpersons of each graduate degree program; and 4. one graduate student selected by the Graduate Council.

2. MEETINGS

Meetings of the Graduate Council shall be on the second and fourth Tuesday of each month of the regular academic year.

2.1 Special meetings:

Shall take place upon the written request of two members of the Council and notification to all council members *at least one week in advance* of any agenda item for a special meeting.

2.2 Summer meetings:

Will generally not be held during the summer term or at any time that the University faculty is in recess, vacation, or between terms. Meetings held at this time shall consist of two-thirds of the regularly elected representatives of the graduate programs.

3. QUORUM

A quorum of the Graduate Council shall consist of 50% of the regularly elected representatives of the graduate programs.

3.1 No substitution will be permitted to justify a quorum.

3.2 "Regularly elected" means elected by the various graduate programs as their representatives.

4. AGENDA

All agenda items must be submitted at least one week in advance to all members of the Council. The Chair of the Graduate Council will prepare the agenda for each meeting.

5. OFFICERS

The officers of the Graduate Council shall be the Chair and Secretary.

5.1 Qualification: All officers must be members of the Graduate Council.

5.2 Duties:

5.2.1 Chair: Shall prepare the agenda, call special meetings, preside at all meetings and inform the University Academic Affairs Committee of all actions of the Council.

5.2.2 Secretary: Shall prepare and distribute all minutes, keep all records,

5.2.3 Election: All officers shall be elected in May of each year.

6. GENERAL BY-LAWS

6.1 All actions on policies, procedures, and approvals or changes in program shall be by majority vote.

6.2 All new programs shall be approved by a 2/3 vote only after one month has passed from the submission of new programs to members of the Graduate Council.

6.3 These By-Laws can only be amended by proposal at regularly scheduled meetings by a majority vote of the Council and approved by a 3/4 vote of the Council at the next regularly scheduled meeting.

7. GENERAL RULES AND PROCEDURES

All previous rules and procedures of the Graduate Council shall be in force unless in conflict with items 1-6 of these General Rules and Procedures. It shall be the duty of the Office of Graduate School and Research to keep current the codified graduate rules and procedures as amended by the Graduate Council and to issue these annually.

## II. GRADUATE ACADEMIC RULES AND PROCEDURES

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All graduate academic rules and procedures which are directly applicable to graduate students are incorporated in the latest Graduate School Bulletin, excepting for those approved by the President since the printing of that Bulletin. The next Bulletin will include the recently enacted rules and procedures.

### SERIES CODE

Series - 0000 - Graduate School

Series - 1000 - Graduate Faculty

Series - 2000 - Master's Degree Programs and Courses

Series - 3000 - General Course and Credit Requirements

Series - 4000 - Grades

Series - 5000 - Thesis

Series - 6000 - Graduate Courses for Undergraduates

Series - 7000 - Correspondence, Distance Education, and Other Off-Campus Courses

0100 - Representation on Graduate Council

Upon approval by the Graduate Council of a degree-granting program, the faculty of that program will elect a voting representative to the Graduate Council. (86-70)

0020 - Student Membership on Graduate Council

One member of the Graduate Council with full rights and duties will be a full-time graduate student to be selected by the Graduate Council. (32-69, amended 1-80)

0030 - Qualification for Graduate Council Membership

Graduate Council members shall possess the terminal degree in the area they represent in order to vote. The only exception will be the graduate student representative. (40-71)

0040 - Qualification for Graduate Program Chairperson

Only members of the Graduate Faculty can serve as Graduate Program Chairs. (1-78)

0050 - Procedure for Calling a Meeting of Graduate Council

Upon written request of the Office of Graduate School and Research or Graduate Council members, a meeting of the Graduate Council will be held within two weeks. The rule applies only when school is in session. (72-70)

0070 - Quorum

For purposes of establishing a quorum and for voting, membership shall be that determined by the "Personnel Rules and Regulations" Faculty/Administrators" approved by the Board of Regents on 19 August 1982. (6-75, amended 1-83)

0090 - Procedure for New Course or Program Approval

The procedure for the approval of a new graduate course or program:

The course or program is approved by the department or division and sent to the college Academic Affairs Committee. If the College AAC approves, it is sent to the Dean of the College. (If the Dean and the AAC do not agree, the AAC may appeal the decision to the University Academic Affairs Committee.) It is then sent to the Chair of the Graduate Council. If the Graduate Council approves, it is sent to the Office of Graduate School and Research. (If the Graduate Dean and the Graduate Council do not agree, the Graduate Council may appeal to UAAC.) After approval by the Dean and the Graduate Council, programs or courses will be presented to the University Academic Affairs Committee by the Chair of Graduate Council. If approved by UAAC, programs or courses will be forwarded to the Board of Regents via the Academic Vice President and the President. (5-75)

Although new graduate courses must be approved by the College Academic Affairs Committee, College Dean, Graduate Council, Graduate Dean, and the University Academic Affairs Committee, the -90 series courses are considered as general category courses that may be utilized by individual colleges without being approved by the UAAC, but approval of the College AAC, the Graduate Dean and the Academic Vice President shall be required prior to scheduling any -93 and -94 series courses. (Memo dated 20 October 1975 from President to Chair of UAAC).

0100 - Procedure for Establishing New Degree Program

The Graduate Council expects applications for new degree programs to show clearly the continuing adequacy of faculty, facilities and library holdings suitable especially for that degree and detailed plans for overcoming any deficiencies. Each course in a program must be submitted for approval on the appropriate form as per Graduate Council Rule 0090. (72-70, amended 2-80)

0110 - Time Requirement for Requesting New Course, Program, or Rule Change

A department which wishes to have a course or program considered at a given meeting must provide standard course and/or program forms to each member of the Graduate Council at least one week prior to said meeting in the case of new courses, and one month in the case of new programs. Similarly, any new rule must be submitted to the members

one week before the meeting. Exceptions can be made only upon the consent of two-thirds of those present. (20-71)

#### 0115 - Time Limit for Retaining Courses Listed In the Graduate School Bulletin

All graduate courses which have not been taught within a four-year period will be presented by the Graduate Dean to the Graduate Council in the form of a motion for deletion from the course listing in the Graduate School Bulletin. Courses in the -90 (Special Project), -91 (Seminar), -92 (Practicum), -95 (Thesis), -96 (Creative Thesis) and -98 (Internship) categories are exempt from this time limit. (7-80)

#### 0120 - Deadline for Items Affecting Scheduling of Classes

The deadline for items affecting the scheduling of classes for Fall is the first March meeting of the Graduate Council and the deadline for the Spring Schedule is the first October meeting. (26-71)

#### § 0130 - Division Criteria for Graduate Courses

Each division shall formulate minimum requirements and criteria for graduate instruction, courses, and non-thesis work, and these shall be filed with the Graduate School. (10-69)

#### 0140 - Appeal Procedure

In matters pertaining to Graduate Council rules and procedures, the appeal procedure is to the Graduate Council. Petitions to the Graduate Council will be formal and in writing, will bear a history of the action, and will give sufficient information on which to base a decision. The Graduate Council may call before it any appropriate persons and examine any appropriate documents. The decision of the Graduate Council is final. (25-69, amended 10-81)

#### 0150 - Dean of Graduate School and Research and Graduate Council Members as Ex-Officio Members of Examining Committees

The Dean of Graduate School and Research and elected members of the Graduate Council are ex-officio members of all examining committees, without the vote. As such they will be notified at least one week in advance of all oral examinations listed in the catalog as requirements for the degree. Sufficient time, at least one week, will be given for a member to read a student's thesis program or problem report connected with the examination. A file of the written comprehensive examination questions will be kept in each Department or Division, properly identified. The student's written answers will be kept on file in the Graduate Office for at least two years for the inspection of the Graduate Council, Graduate Dean, and accreditation members. (16-69)

#### 0160 - Availability of Files of Graduate School Office

Files of the Office of Graduate School and Research will be opened to any members of the Graduate Council at any reasonable time. (8-69)

#### 0170 - Designation of rules and procedures by Number

All Graduate Council regulations, when passed, will be given an identification number in the minutes. This number will consist of a serial number, a dash, and the year in which the number was assigned. (Example: 1-70) (26-69)

#### 0180 - Conflict of Rules and Procedures

When two regulations of the Graduate Council conflict, the rule passed last will normally hold and the Graduate Dean will interpret and resolve the conflict. (15-69)

#### §0190 - Required Signatures on Course, Rule and Policy Approval Forms at the Department or Division Level

The Department and/or Division Chair and the Graduate Program Chair's signatures are required on all graduate course, rule, and policy approval forms. (4-80)

1010 - Membership of Graduate Faculty

1. Appointment to Graduate faculty will be limited to UOG faculty members who meet the following conditions:
  - a. the faculty member must be the holder of a terminal degree in his or her academic discipline or professional field. The standard for determining whether a degree is considered terminal will be accepted definition of a terminal degree adhered to by other United States universities. The applicant (nominee) for admission to the graduate faculty must submit a resume to the Graduate Council through the dean of the Graduate School, and shall submit a written permission for access to his/her personnel file to the Graduate School Dean, to allow the dean to verify his/her academic credentials.
  - b. the faculty member must be active in the teaching of graduate students, or in serving on graduate student thesis or special project committees (690, 695 and 696 series), or must be publishing research findings in refereed academic and professional journals on a regular basis.
  
2. A point system will be used to determine the eligibility of a faculty member for graduate faculty membership. The points to be awarded will be on the following:
  - teaching a graduate course (500/600 series) with 3 or more credits or more than one graduate course with a cumulative total of at least 3 credits  
-- 1 point
  - teaching a 400/G series course, with evidence of the enrollment of at least one (1) student for graduate credit  
-- 1/2 point
  - serving on a thesis or special project committee (690 and 695 series), with credit given only for the semester during which the student defends the thesis or special project  
-- 1/2 point
  - article published in a refereed journal  
-- 1 point
  - for Art, a creative showing is accepted in lieu of publication in a refereed journal
  - At its discretion, the Graduate Council may accept other scholarly accomplishments appropriate for Graduate Faculty status in lieu of publication in a referred journal [The Graduate and Research Councils will approve guidelines for "appropriate" scholarly accomplishments and the relative value thereof.]
  
3. A faculty member will be admitted to the graduate faculty upon accumulating two (2) points within the two preceding years. At such time as the faculty member satisfies the requirement for membership, his or her name will be listed as a graduate faculty member in all relevant university publications, such as the Graduate Bulletin.
  
4. Graduate faculty will be reviewed on a three-year cycle. To retain graduate faculty status, a faculty member must accumulate a minimum of three (3) points during the three (3) years preceding the review.
  
5. Requests for admission to graduate faculty status should be sent to the Graduate Council by the Graduate Program Chair, through the dean of the college where the graduate program is placed, or the Research Unit Director to whom the faculty member reports, and the Dean of the Graduate School and Research. Evidence of having earned the points must be submitted with the application.
  
6. Upon formal acceptance of the above rules the faculty members currently listed as graduate faculty will be requested to submit evidence that they qualify for graduate faculty membership under the three (3) points for the last three (3) year period rule. (11-77, amended 2-83, 2-88, 11-88, 2-89)

1020 - Acceptance to Graduate Faculty

Acceptance to the Graduate Faculty allows members to chair graduate committees, teach graduate courses without approval within their areas of competency, and to serve on the Graduate Council. If a member wishes to teach outside the area of the graduate specialty, he may do so provided that he presents proof of this competency and obtains the

approval of the Chair of Graduate Program involved and the Graduate Dean. (10-77)

**1030 - Nongraduate Faculty to Teach Graduate Courses**

The Dean of the College with the concurrence of the Graduate Program Chair, if appropriate, may petition (in writing) the Graduate Council to permit a nonmember of the Graduate Faculty to teach a specified graduate course(s) on a semester by semester basis. If permission is granted by the Graduate Council and approved by the Graduate Dean, the individual concerned may teach the specified course(s), provided the faculty member files a copy of his/her vita and terminal or highest degree transcript with the Office of Graduate School and Research. The Graduate Council may delegate its approval powers to the Graduate Dean when the Council is not in session (i.e., Fall interim, Summer Session and interim). Any individual approved by the Dean, shall be reported to the Council at its next regular session. (2-78, amended 3-83)

**1040 - Nonmembers to Serve on Student's Committee**

Nonmembers of the Graduate Faculty may serve as members of a student's committee with the approval of the Graduate Dean.

**1080 - Graduate Council Procedures for Determination of Terminal Degree Equivalency**

The Graduate Council shall elect a Subcommittee on terminal degree equivalency, consisting of three elected members of the Graduate Council. (4-77)

Faculty members write a letter to the Chair of the Graduate Council requesting recognition for the degree or its equivalency, including a written waiver of privacy from the applicant allowing the Subcommittee on Terminal Degrees of the Graduate Council to inspect the applicant's transcripts and other records and to discuss them with other members of the Graduate Council. No one but members of the Subcommittee on Terminal Degree Equivalency shall have access to these records.

Chair of the Graduate Council submits request to Subcommittee of Graduate Council for terminal degree status.

Subcommittee gathers information (papers, etc.) and interviews applicants.

Subcommittee evaluates request and supporting papers and information on the basis of established UAAC criteria.

Subcommittee recommends to Graduate Council.

Graduate Council votes on request.

Graduate Council (through Chair) submits decision to Chair, UAAC.

**1081 - J.D. Considered as Terminal Degree in Law and Criminal Justice**

For purposes of consideration for Graduate Faculty Status (only), the J.D. (Juris Doctor) degree is considered the terminal degree in Law and Criminal Justice. (4-79)

**1082 - Graduate Faculty Load**

Chairing of a thesis committee (-695 or -696 only) shall carry a 1-credit per semester load limited to one semester per student. Chairing of a special project committee (-690 only) shall carry a .5-credit per semester load limited to one semester per student. Faculty who serve as chairs for thesis and special projects committees will not receive more than .25 FTE or 3 credits per semester for this service. Exceptions to this limitation will be considered on a case by case basis (April 12, 1994).



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SERIES - 2000 - MASTER'S DEGREE  
PROGRAMS AND COURSES  
.....

**2020 - Credits Toward a Second Master's Degree**

Up to 9 semester credit hours earned for a Master's degree may be applied toward a second Master's degree, provided they are approved as an appropriate contribution to the second degree. Credits earned for Thesis (695), Creative Thesis (696), Special Project in Lieu of Thesis (690, or Internship (698) may not be applied to a second degree.

**2030 - Acceptance of Students for Graduate Program**

No student shall be accepted into a graduate program, not even tentatively, until the program has been declared by the President of the University to be fully approved and implemented. (4-72)

**2040 - Completion of Course Deficiencies before Formal Admission Into a Graduate Program**

A student must successfully complete all course deficiencies before he/she is formally admitted into the Graduate Program (filing of Form A). These courses cannot be applied to the total credits required for a master's degree. (3-79)

**2060 - 800-Series Courses**

The 800-Series courses are postbaccalaureate, professional development courses for teachers. Admission requirements are (1) proof of a bachelor's degree and (2) proof of present employment as a teacher\*. No undergraduate may take an 800 course. Credit for an 800 course is not applicable to any degree. These courses may not be cross-listed with any other course. They shall appear on a separate transcript labeled "FOR PROFESSIONAL DEVELOPMENT ONLY." (5-89)

## BRIEFING PAPER RELATED TO BILL NO. 664<sup>1</sup>

June 20, 1996

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### **What is the general intent of Bill No. 664?**

The intent of Bill No. 664 (co-sponsored by Senators Lou Leon Guerrero, Judith Won Pat-Borja and Hope Cristobal) is to meet the growing need for social workers on island who are competent to practice in a multi-cultural environment by amending and appropriating funds necessary to implement P.L. 22-88 *Prugraman Ayudu Para I Ayudante*. P. L 22-88 (originating as Bill No. 353), An Act to Establish a Social Work Education Scholarship Program and a Master of Social Work Degree Program at the University of Guam, was the result of several years of study and advocacy spearheaded by the Guam Association of Social Workers. This bill was introduced in the Twenty-Second Guam Legislature by Senators Herminia Dierking, Elizabeth Arriola, and Madeleine Bordallo and enacted in July 1994 by Governor Joseph Ada.

### **Why is it necessary to now amend P.L. 22-88?**

A problem inherent in P.L. 22-88 is that it attempts to do two, some say, conflicting things: It mandated the provision of four local BSW scholarships and four MSW and two DSW scholarships for off-island studies to meet short-term needs. At the same time, it mandated the development and establishment by 1997 of a MSW program at UOG that meets Council on Social Work Education (CSWE) accreditation. However, the appropriation of \$700,000 lapsed at the end of fiscal year 1994-95 (with no scholarships awarded and no progress made toward the development of a MSW program) and P.L. 22--88 became an unfunded mandate.

Despite this setback, the MSW Committee of the Guam Association of Social Workers has continued to pursue these goals. For the past six months, this committee has facilitated a process of further study and collaboration with UOG to identify the obstacles to the implementation of P.L. 22-88; to reassess the legislative intent and the fiscal, institutional and program requirements at UOG and to amend the law in light of current constraints, needs and possibilities.

### **What are the key amendments contained in Bill No. 664?**

The amendments contained in Bill No. 664 address three central concerns:

First, local capacity building and cost-effectiveness is enhanced by deleting the four MSW and two DSW scholarships for off-island studies. BSW and MSW scholarships are limited to studies at UOG only. Rationale: Opportunities for graduate studies off-island are available through the Pro-Tech and UOG Doctoral Fellowship Programs.

Second, cost-effectiveness of BSW scholarships is enhanced by limiting awards to financially needy students who have successfully completed all General Education requirements and have

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<sup>1</sup> This paper was prepared by Vivian Dames, University of Guam, Social Work Program Coordinator and Member, Guam Association of Social Workers MSW Committee. Please direct corrections, additions or inquiries to her at tel: 735-2871, Fax: 734-5255 or any of the following: Richard Punzalan, President, Guam Association of Social Workers (Tel: 735-7168 Fax: 735-5910); Cathy Illarmo, President, Association of Individual, Marriage & Family Therapists (Tel: 343-2981); or Vince Pereda, Acting Chair, GASW - MSW Committee (Tel. 344-9482 Fax: 344-9424)

advanced from pre-BSW to BSW status (usually by the beginning of their third year). Thus, awards would be given for 4-6 terms rather than 8-10 terms typical of other professional baccalaureate scholarships. Rationale: To be able to provide smaller awards to a larger number of students with the greatest likelihood of graduating and fulfilling their obligation to the territory. Third, Bill No. 664 moves away from prescribing what the MSW curriculum at UOG should contain to emphasizing a community-University partnership in curriculum development and a framework for decisionmaking. Rationale: "To ensure that the program is responsive to the needs and problems of Guam and Micronesia, that the curriculum is relevant to indigenous cultures, and that students are prepared to critically examine ethnic and cultural patterns, as well as engage in ethnic/gender/age sensitive practice." (lines 92-97)

**How much money is requested? How will the funds be used?**

The amount requested in Bill No. 664 remains the same as in P.L. 22-88: \$700,000. A significant change is that no money is requested for off-island studies. All funds are directed toward providing local scholarships and to develop and provide a continuum of professional education at UOG from the BSW to the MSW level. In addition to scholarships, funding is needed for program administration, planning, curriculum development, teaching and evaluation as well as fees and other expenses associated with application for CSWE accreditation. This appropriation is viewed as separate from and in addition to those funds specified for personnel and operating expenses of the UOG budget for FY 1996-97. This appropriation is viewed as continuing for a 2-3 year period until expended for the operation and purposes specified. Social Work has submitted, as required, a 75%, 90% and 100% budget plan for the FY 1996-97 UOG budget. The budget plan for Bill No. 664 assumes that no less than 75% funding will be received by the Social Work Program for personnel and basic operating expenses for FY 1996-97.

**What is social work? What do social workers do?**

In the United States social work emerged as a profession early in the twentieth century and today is recognized as the profession charged with fulfilling the social welfare mandate of promoting well-being and quality of life.

Beginning in the 1960s, social work in Guam began to encompass professional activities at multiple levels directed at improving human and social conditions and alleviating human distress and social problems. By 1980, the status of social work was enhanced by the formation of the Guam Association of Social Workers, the establishment of the BSW degree program at UOG, and the revision of minimum qualifications for entry to Gov-Guam social work positions. Later P.L. 19-19 which created a Commission on Licensure on Guam that requires a doctorate or masters in "a program that is primarily social work, psychological, or psychotherapeutic in content" for a license as an "individual, marriage and family therapist" followed by local health maintenance organizations setting minimum educational qualifications for mental health professionals has also contributed to the growing demand. Social workers are unique today in our professional commitment to work not only with individuals but also groups, families, organizations, and communities to enhance social competence and functioning, to access social supports and resources, to create human and responsive social services, and to expand the structures of society that provide opportunities.

**How many social workers are there in Guam? Where are they employed?**

Social workers serve the needs of all segments of our island population through a wide variety of positions in both the public and private sector. Exact numbers are difficult to ascertain due, in part, to the evolving definition of social work and the lack of any territorial system of social work certification or licensure. However, these are some illustrative job titles in Gov-Guam and elsewhere in Guam associated with social work practice: (correctional, psychiatric, medical, school) social worker, (individual, marriage, family) counselor, therapist, crisis counselor, group worker/facilitator, community (service) worker, outreach worker, (health) educator, extension agent, youth services worker, vocational counselor, case manager, program coordinator, and administrator.

Social workers are employed throughout the Government of Guam (in the Agency for Human Resources Development, the Courts, Department of Corrections, Department of Education, Department of Health & Social Services, Department of Mental Health & Substance Abuse, Department of Youth Affairs, Department of Vocational Rehabilitation, Guam Memorial Hospital); in federal agencies and programs (such as the U.S. Probation Office, Navy Hospital, Navy Family Services, Family Support Center, Family Advocacy Program, Social Actions, and National Guard Family Support Program); and in non-governmental agencies and programs (such as the Advocacy Office for Handicapped People, Alee Shelter, Archdiocesan Youth & Family Ministry, Catholic Social Services, Guma Mami, Sanctuary, and Servicio Para I Manamko). An increasing number of MSW level social workers are seeking employment opportunities in the private sector (for example, through corporate Employee Assistance Programs or health maintenance organizations) or in private practice.

**What are the educational requirements to be a professional social worker?**

In the early history of social work in the United States, the MSW was considered the essential requirement to be a professional social worker. However, in 1970 the National Association of Social Workers (NASW) recognized the professional status of baccalaureate social workers and in 1974 the Council on Social Work Education (CSWE) began to accredit baccalaureate social work programs.

In Guam, prior to the establishment of the UOG BSW program in 1980, the minimum requirement for a Gov-Guam Social Worker I position was a baccalaureate degree in any field. This requirement was changed to a degree in social work OR a social science field (typically anthropology, political science, psychology, and sociology). BSW degree holders had a slight edge in being able to qualify for Social Worker II positions because of the experience gained through four semesters of concurrent class and field instruction. There is general recognition today that a review of Gov-Guam social work and related job series is long overdue. An interagency work group is now being formed (at the request of GASW and UOG) by the Department of Administration, in cooperation with the Civil Service Commission, to assess the current employment picture and projected needs for social work and related positions and to revise job specifications and requirements for entry, certification and re-certification. It is anticipated that these revisions, as well as the expanding role of social workers, will place greater demands on UOG to provide professional and continuing education programs, research and service to the community.

**What is the history and organization of the BSW Program at UOG?**

Through the advocacy of the UOG Social Work Student Alliance and the GASW, a BSW program was established in 1980 within the College of Arts & Sciences (CAS). The program originated within the Department of Sociology and was later established as a separate Department of Social Work. Steady progress being made towards CSWE accreditation was disrupted in 1983 as a result of the "show cause" action imposed on UOG by the Western Association of Schools and Colleges. In a reorganization of CAS in 1984, Social Work lost its department status and was incorporated into a Division of Human Ecology (with Nursing and Health, Physical Education, Recreation & Dance). This division was dissolved when the School of Nursing and Allied Health was established. Since 1989, social work has been one of four program areas (with Geography, Psychology and Political Science) in the Division of Social/Behavioral Sciences & Social Work.

Fifteen years has passed and the social work program still does not have the organizational status, administrative structure and resources to meet the standards for CSWE accreditation, even at the BSW level. Alternatives for meeting these standards have been identified but are difficult to realize when UOG is facing both an unfunded mandate and a possible third year of a 75% cut in operating funds.

**What is the trend data for numbers of BSW majors and graduates? How do these numbers compare with the number of graduates in related programs?**

Periodic program reviews since the inception of the BSW Program support the conclusion that social work is a growing program, sustained by strong community involvement and support. Like the other programs in its division, social work is in critical need of additional faculty and other resources.

The number of social work majors has almost doubled in the past ten years, from 24 in 1985-86 to 64 in 1995-96. A total of 60 BSW students have graduated since 1980. These include graduates whose country of origin include the Federated States of Micronesia, the Republic of Belau, the Republic of the Marshall Islands, the Philippines, Macau, Iceland, and El Salvador. This August we even have a student coming from Greece. An estimated 10% of our graduates have gone on to earn an MSW or other master's degree in U.S. mainland institutions. One BSW graduate, Lilli Perez Ten-Fingers, is now a DSW Candidate (Bryn Mawr), has served as adjunct faculty in social work and is now on the UOG faculty as an Extension Agent in the College of Agriculture & Life Sciences, Community Development Institute. A followup study conducted in 1989 found that most BSW graduates were employed in social services in the region or pursuing graduate studies.

In the past six years, UOG has graduated 49 BSW students which is much lower the number of baccalaureate graduates for the same period in Education (457), but just ten less than in Public Administration (60), comparable to Nursing (48) and Psychology (50), more than in Political Science (28), and considerably more than in either Sociology (7) or Anthropology (3). Unlike Education, Public Administration and Nursing, Social Work has never had the benefit of any Gov-Guam scholarship programs or special appropriations. Also, unlike Psychology, Political Science, Sociology and Anthropology, the Social Work program is not sustained by the requirements in General Education.

**What is the current staffing for the social work program?**

Presently, there are three full-time faculty positions in social work<sup>2</sup> compared to the number of faculty in the College of Education (24) or College of Nursing and Health Sciences (14). Unlike Education and Nursing, Social Work has no administrative officer and has limited support services provided by one overworked secretary assigned to 12 full-time division faculty.

**What evidence is there of the need for a MSW Program at the University of Guam?**

Two studies have been conducted by UOG faculty in the past four years to assess the need for a MSW program at UOG. The first study, conducted by Carl Diaz in February 1992, provided documentation of the need and justification of master's programs in both Psychology and Social Work. This study examined needs in terms of professional regulation, manpower shortages, and student, agency and consumer demand. A second study conducted in 1994 by Dr. Janice Shriver examined need as perceived by administrators and practitioners in the social service network in Guam and the region (based on data gathered in Pohnpei and Palau). Both studies concluded that a MSW program is needed. Dr. Shriver estimated that 31 persons employed as social workers and 21 students majoring in social work at the time were interested in enrolling in a MSW program at UOG if one were available. One does not need to have a BSW degree to be admitted to a MSW program so the pool of potential students is larger than the pool of BSW graduates on island. A list of prospective MSW enrollees is now being compiled by the GASW.

**Why is CSWE accreditation for these programs important?**

Accreditation is a system for recognizing educational institutions and professional programs affiliated with those institutions as having a level of performance, integrity and quality that entitles them to the confidence of the educational community and the public they serve. It is an important measure of quality assurance. For students, accreditation provides national and international recognition of a quality education that enhances prospects for professional membership, employment and higher education. Many states require that candidates possess a degree from an approved program in order to take a qualifying examination for licensure or certification. Also, a degree from an CSWE accredited baccalaureate program often affords advanced standing in a master's degree program, a practice that recognizes that accredited undergraduate-level social work programs provide the professional foundation core of practice, policy, research and human behavior. For faculty, it provides assurance of the strength and stability of curricular, budgetary and administrative supports. For UOG, it establishes eligibility for federal grants restricted to CSWE accredited programs, improves recruitment and retention of faculty, and expands the pool of prospective, especially international, students. For the community, it examines compliance with established standards so that the public can have confidence in the quality of professional social work education and in the competence of social work practice.

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<sup>2</sup> The faculty are Vivian Dames, MSW (Wayne State University), Ph.D. Candidate (University of Michigan-Ann Arbor), member of the faculty since 1977, tenured Associate Professor; Peter Roberto, MSW (Washington University), hired in January 1995 as an Instructor on a three year limited term contract; Gerhard Schwab, MHR (University of Oklahoma), MSW, MA (University of Michigan-Ann Arbor), hired in May 1995 as an Instructor on a tenure track position to begin August 1996. A fourth position is expected to be funded and will be filled by Ronald San Nicolas, MSW, Ph.D. Candidate (University of Hawaii) who will be returning as a UOG Doctoral Fellow in August 1997.



PUBLIC HEARING ON BILL NO. 304  
~~OFFICE OF VICE SPEAKER ANTHONY C. BLAZ, CONFERENCE ROOM~~  
September 29, 1997, 4:30 P.M.

SIGN-IN SHEET

Name: (please print)	Representing: (department/agency)	Contact No. (include fax)
J. PETER Roberto	UOG. Social Work Program	
Vivian Dames	UOG- " "	735-2871
GERHARD SCHWAB	UOG - " -	735-2878
Vince Pereda	GASW	344-9859





UNIVERSITY OF GUAM  
UNIBETSEDÁT GUAHAN

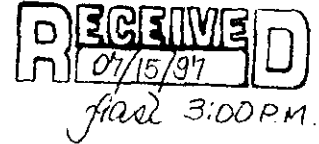
OFFICE OF THE ACADEMIC VICE PRESIDENT

UOG Station, Mangilao, Guam 96923

Telephone: (671) 735-2991 Fax: (671) 734-2296

July 10, 1997

Senator Lou A. Leon Guerrero  
1st Floor Quan Building  
324 West Soledad Avenue  
Agana, Guam 96910



Dear Senator Leon Guerrero :

In response to your request I am pleased to provide you with the following information regarding discussions between representatives of the Social Work Program and the Department of Public Administration and Legal Studies at the University of Guam.

We have tentatively agreed to try and assist the Social Work Program in the upcoming Fall 1997 semester by starting the process to develop a four-course Social Work concentration within the Master of Public Administration degree. This will provide an initial incremental bridge to develop the Master of Social Work Degree Program. The first class of this four course concentration will begin in the Fall 1997 semester. This will allow graduate Doc Sanchez scholarship students to take a social work course if they so desire.

A feasibility review is currently being conducted with respect to the possibility and desirability of including the Bachelor of Social Work Major for government employees in the Doc Sanchez program. Included in this examination are a review of the education and training needs and expectations of Government of Guam employees in social work positions, and a determination of the compatibility of the social work curriculum with the public management orientation of the Sanchez Scholarship. Depending on the outcome of this evaluation and the willingness of the social work faculty to meet the needs of public servants in social work positions under the managerial and supervisory vision of the Doc Sanchez program, a favorable recommendation may be forwarded to the academic decision-making bodies of the University. Discussions on this matter will continue during Fall semester.

If the Social Work Program is unable to meet the government employee competence criteria as necessitated and required by the Sanchez Scholarship, then we would recommend that the Social Work Program pursue other avenues for student scholarship support. If this were to occur, we would also recommend that any MSW degree developed also be funded from this separate scholarship Source.

In closing, I would like to point out that the ceiling proposed for the Doc Sanchez Scholarship Program by BBMR and endorsed by the Board of Regents for Fiscal Year 1998 is \$238,000.00, the same amount approved for the current fiscal year. This amount will restrict the Sanchez Scholarship Program from accommodating new participants. It would not be sufficient to meet additional participants from the Social Work Program unless the ceiling is substantially increased by the Legislature.

I shall keep you informed of future development regarding this subject.

Sincerely,

A large, stylized handwritten signature in black ink, appearing to read "Judith P. Guthertz".

Judith P. Guthertz  
Academic Vice President (Acting)

FISCAL NOTE  
BUREAU OF BUDGET AND MANAGEMENT RESEARCH

Bill No. 304 Date Received: August 15, 1997  
Amendatory Bill: Yes Date Reviewed: September 4, 1997

Department/Agency Affected: University of Guam  
Department/Agency Head: Dr. Jose T. Nededog  
Total FY Appropriation to Date: \$23,970,876

Bill Title (preamble): "AN ACT TO REPEAL AND REENACT 17 GCA CHAPTER 22 RELATIVE TO THE ESTABSHMENT OF THE MASTERS OF SOCIAL WORK PROGRAM AT THE UNIVERSITY OF GUAM."

Change in Law: Repeal and reenactment

Bill's Impact on Present Program Funding:

Increase X Decrease \_\_\_\_\_ Reallocation \_\_\_\_\_ No Change \_\_\_\_\_

Bill is for:  
Operations: X Capital Improvement: \_\_\_\_\_ Other: \_\_\_\_\_

FINANCIAL/PROGRAM IMPACT

ESTIMATED SINGLE-YEAR FUND REQUIREMENTS (Per Bill)			
Program Category	General Fund	OTHER	TOTAL
Education		\$150,000	\$150,000

ESTIMATED MULTI-YEAR FUND REQUIREMENTS (Per Bill)							
FUND	1st	2nd	3rd	4th	5th	Total	
GENERAL FUND	na						
OTHER							
TOTAL	na						

FUNDS ADEQUATE TO COVER INTENT OF THE BILL? see footnote

IF NO, ADDITIONAL AMOUNT REQUIRED: na

AGENCY/PERSON/DATE CONTACTED: University of Guam/Dr. Jose T. Nededog

ESTIMATED POTENTIAL MULTI-YEAR REVENUES (Per Bill)							
FUND	1st	2nd	3rd	4th	5th	Total	
GENERAL FUND	na						
OTHER							
TOTAL	na						

ANALYST: Jose S. Calvo DATE: 9/4/97  
                  Jose S. Calvo, BMA Spvr  
DIRECTOR: Joseph E. Rivera DATE: SEP 05 1997  
                  Joseph E. Rivera, Acting

FOOTNOTE:  
The University of Guam disagrees with the proposal to use Pari-Mutuel funds since public law designates this source to be used to offset tuition increases.