

Shippensburg University
Department of Social Work & Gerontology

Justice, Peace and All That SHIP

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Shippensburg, PA 17257-2299
Edition 25, Spring/Summer 2017
Editor: Erin Longfellow, MSW GA

From the chair:

There is a lot happening in our Department and the University these days. Some of the happening is changes in people. By the time you read this newsletter we will have a new President of the University, President Laura Carter, as well as a new Dean of our College, Dr. Nicole Hill. Additionally, we will have said goodbye to Dr. Charlene Lane, a faculty member in our department, who has left to teach at Messiah College. We will miss her but are glad she is still close by and remains a strong social work colleague.

This spring and summer has also been a time of reflection and writing of the BSW self-study for reaffirmation of the program through the Council on Social Work Education. Dr. Liz Fisher has been the lead writer of the report. She has done a tremendous job and we thank her for all her hard work and commitment to the process. We (and particularly Dr. Fisher) are looking forward to getting the report to CSWE the last week of July. A site visit will occur in early 2018. Stay tuned for more in coming editions of this newsletter.

As you will see as you read through the newsletter students and faculty have been busy throughout the year doing “social worky” things. Whether it is research or community projects or graduating or

publishing all of us have been involved in promoting what is positive in our society—helping others. Having been a social work educator for 30 years now I can honestly say that I have seen **good** in every generation, and our social work students, graduates and faculty fully represent what is good in the world. When we hear about all that is **bad** or **wrong or sad** in our world we may feel despair, but when we look at the people who are in the social work profession, we realize that **good** still exists and will ultimately win out if we continue to believe in our values and “walk the walk” for social, economic and environmental justice.

Enjoy the following pages.

Deborah Jacobs



SOCIAL JUSTICE & SOCIAL INCLUSION CONFERENCE 2017

This year's conference featured twenty-nine speakers from across the country, including keynote speakers Dr. Cristina Villalobos from the University of Texas-Rio Grande Valley and Dr. Brian Grossman from the University of Illinois at Chicago. Additionally, the conference featured a number of poster presentations from students and professionals alike. With nearly one-hundred individuals in attendance, presenters spoke on a number of topics including accessibility challenges; health-related barriers;

marginalization within the criminal justice system; LGBTQ+ issues; access to summer lunch programs; inclusion for aging adults; mentoring; services for individuals with intellectual disabilities; academic justice for African American women; and preferred name policies. Additionally, attendees were treated to a continental breakfast and catered lunch during the lunch-hour keynote presentation.

Visit our website at www.ship.edu/insinc for a list of inclusive activities on campus, and updates on next year's conference!



Gerontology News and Events

The Gerontology program under the leadership of Dr. Dara Bourassa, and in conjunction with the Interdisciplinary Gerontology Council, has been busy this year. In addition to the revitalization of the Shippensburg Gerontological Organization, the Gerontology minor students' group, there were also three dynamic speakers who came to campus.

On March 27, 2017, Dr. Rachel Levine discussed her personal and professional inspiration(s) in her journey toward becoming PA's Physician General; her impact on PA's LGBTQ+ community; and her thoughts on health and wellness issues specifically affecting the LGBTQ+ community throughout the lifespan.



On October 11, 2016, Teresa Osborne, Secretary of the Pennsylvania Department of Aging, spoke to the campus and community regarding the vision of aging services in Pennsylvania. Secretary Osborne comes from an undergraduate social work background.

On April 6, 2017, BSW and MSW graduate, Selene Baker-Scavitto came to campus to talk about her experiences as a geriatric social worker as well as the importance of Advanced Directives, Living Wills, such as the 5 Wishes Document, and the Pennsylvania Order for Life Sustaining Treatment which is the PA legal document regarding end of life resuscitation decisions. Selene is the Director of Social Services, at Spritrust Lutheran-The Village at Utz Terrace in Hanover, PA.



Empowering Middle School Girls in Chambersburg

Kristina Wilson, Senior BSW Student



On April 4th, 2017 a group of social work students from the Practice with Organizations and Communities (POC) course hosted an event at Chambersburg Middle School South. This event served as part of the Go Girls Go! Program, which is hosted by Healthy Communities Partnership in Chambersburg. The group meets bi-weekly to teach sixth grade girls the importance of physical fitness, healthy eating, and works to build self-esteem while fostering relationships with peers and mentors.

The event began with a presentation by Nickie Fickel, Community Health Manager of Summit Health. Mrs. Fickel led a discussion about healthy eating and shared how to en-

sure that the girls are eating healthy foods at each meal utilizing the My Plate system. The girls then had the opportunity to create healthy banana splits using yogurt, fruit, and healthy chocolate cereal. The event then transitioned into a Pound fitness class led by Amanda Courson of Studio Z in Shippenburg. This activity is similar to a Zumba routine, but instead utilizes weighted drumsticks to interact with the beats of music during the workout. There were 26 girls in attendance and overall, they enjoyed the event and said they learned about healthy snacks and a fun new way to incorporate fitness into their daily lives.

If you would like to become a mentor for the Go Girls Go! Program, please contact Christy Unger, Prevention & SAP Coordinator at christy.hcp@gmail.com. Thank you to the Social Work Organization (SWO) for providing funding to send the girls home with goody bags!





Minds@Work Conference: Celebrating Student Research, Scholarship, and Creativity

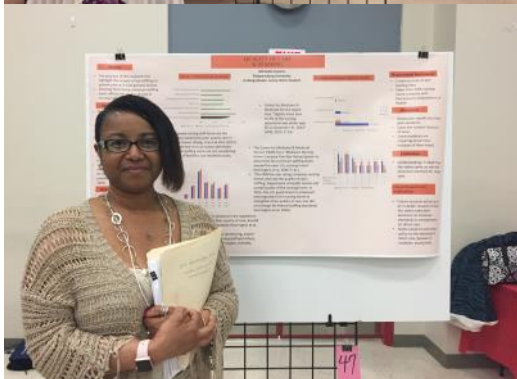
April 25, 2017
3:30 - 9:00 PM, CUB

Research: studious inquiry or examination; *especially* : investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories or laws in the light of new facts, or practical application of such new or revised theories or laws. (Merriam-Webster)

Here at Shippensburg University, we encourage you to collaborate with faculty in their ongoing projects, or perhaps even develop your own original research agenda.

The annual Minds@Work conference showcases the many exciting and innovative activities that take place on our campus. Undergraduate and graduate students alike from all disciplines present their research and creative work. From the sciences and humanities, to business, creative arts, and human services, the conference celebrates students' achievements.

Shippensburg University BSW students participated in the conference, presenting their hard work from throughout the semester.

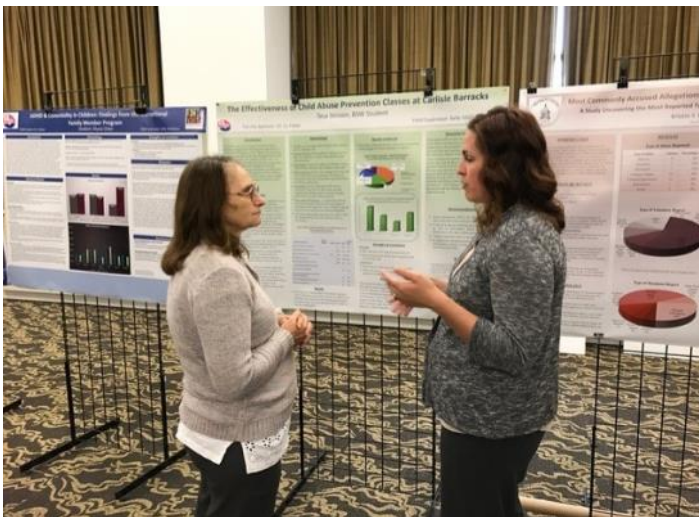


Are you practicing Social Work and interested in becoming a field instructor for a BSW or MSW intern? Email Dr. Clements at jaclem@ship.edu or Dr. Galarza at jgalarza@ship.edu for more information!

BSW Senior Presentations



Seniors in the Bachelor of Social Work program present on all of their hard work completed throughout the semester. Seniors are required to conduct research at their field placement agency and present to many social work students, professionals, professors, and families. They worked hard to get where they are today. Dedication and perseverance do pay off!



Congrats BSW Class of 2017!

Are you a BSW or MSW alumni? Share what you've been up to since graduation for the next Social Work & Gerontology newsletter! Email your updates to Dr. Jacobs at dfjaco@ship.edu

Social Work and Gerontology Advisory Council Plays Important Role in our Programs' Success

Our department Advisory Council provides a valuable resource to all our programs. Made up of social workers throughout the region, many of whom are alums,(see below) the members of the Council keep us grounded in our relevance to today's social service world in a variety of ways. The Council usually meets once a semester for a dinner meeting on campus. At this meeting we hear reports on what is happening in the programs and get feedback and updates from the social workers in the area about what their agencies are doing and how we may work together to better educate students and serve clients. Members of the Council also assist faculty with Professional Standing application review each semester and several serve as either field instructors or adjunct instructors. Additionally, the Advisory Council created the Robert L. Hewitt Vision for Excellence in Social Work BSW Scholarship through the SU Foundation many years ago. Each fall Advisory Council members review the applications of seniors in our BSW program who demonstrate "vision" in regard to social work as a profession and career.

If you would like to become a member of the Advisory Council please contact Deborah Jacobs at dfjaco@ship.edu or Linda Butts, our current Council chairperson, at labutts@ship.edu. We would love to have you join us! We would like to thank the following recent members of the Advisory Council for their time and commitment to Shippensburg University Department of Social Work and Gerontology.

Dorothy Andrews, MSW	adjunct instructor and BSW alum
Sam Benbow, Ed.D.	faculty and BSW alum
Dara Bourassa, Ph.D.	faculty, Gerontology Director
Linda Butts, MSW	BSW and MSW alum, Shippensburg Head Start Director
Sue Carbaugh, MSW	BSW alum, Cumberland County Director of IDDS
Jen Clements, Ph.D.	faculty, BSW Field Coordinator
Nicole Crisp, MSW	BSW alum; Cumberland County Children and Youth
Dianne Elsom, LCSW	community private practitioner; CenterPoint Counseling and Consulting, retiring from the Council (thanks for your service)
Liz Fisher, Ph.D.	faculty, BSW director
Jayleen Galarza Ph.D.	faculty, MSW Field Coordinator
Mitch Gardner, BSW	BSW alum, Momentum
Deborah Jacobs , Ph.D.	faculty, Dept. Chair and MSW Director
Cecilia Luna, MSW	BSW and MSW alum; PA Department of Aging
Laura Masgalas, MSW	BSW and MSW alum, YWCA of Carlisle, Director of the Sexual Assault/Rape Crisis Services Program
Robin Moore, MSW	BSW and MSW alum; Cross Keys Village
Marh Grace Shearer, MSW	BSW alum and Executive Director of The Episcopal Home
Jim Telesky, MSW	BSW and MSW alum, Senior Supervisor, Harrisburg Abraxas Student Academy
Becky Van der Groef, MSW	SW alum, Hoffman Homes, Vice President of Clinical and Residential Programs
Gail Witwer, BA in Social Work	BSW alum, Partnership for Better Health, Carlisle; former Council Chairperson

Faculty Kudos



Dr. Marita Flagler

- Spearheaded Social Inclusion and Social Justice Conference on April 9, 2017.
- Accompanied students to “Advocacy Day” on April 18 at the Capital in Harrisburg, Pennsylvania.
- Gave the faculty speech at Shippensburg University Graduate commencement in May.

Text of Dr. Flagler’s speech

Love Is All We Need

When I was assigned the task of speaking to you this evening, I felt overwhelmed with memories of past graduations, mine, my son’s, my former students. And then, quite suddenly, I heard a voice that came from 1987: “Under no circumstances, are you allowed to talk to Americans. You may lose your job and end up in a labor camp.” At that time I was a young university professor at Tirana University, in Albania, a small European Country north of Greece, and I was called to a government office as part of my preparations of leaving for an international training program in France. “Don’t talk to Americans, they’re our enemy!!!!” This strange request came from a communist dictatorship that, like other dictatorships, had based its governing on dividing and excluding people and encouraging hate.

Fast forward in 2017, I stand before you as an American citizen with a very deep appreciation for what drives us as human beings and creates the fabric of society. It certainly is not hate, division and social exclusion. On the contrary. It is love, this feeling of personal attachment and caring for the welfare of the others, the deep interest in things and ideas which gives us immense pleasure and drives our learning as well as those adult passions and desires that receive an R rating when acted upon... which for this reason I will leave out.. .

This evening, I have chosen to speak about love because I believe that it is a theme that unites us all, despite our many differences which come from the unique features we have inherited and the very distinctive experiences that have molded us into who we are. One of the most important types of love is the one we cherish for other human beings, such as significant others, family members-parents, grandparents, children, siblings, cousins that irritate us, and peers such as -workers and fellow students, and last but not least members of the many communities we belong to either through face-to-face or virtual interactions. In this context, love is that condition in which the happiness of another person is essential to your own. (I love this definition which comes from Robert A. Heinlein’s, “Stranger in a Strange Land” and I would be referring to it.)

Continued on page 12

MSW Students Develop Skills in Running for Office

Lynne Wright, MSW Student

As the great Kate Coyne-McCoy told the social workers gathered at the Nancy A Humphreys School of Social Work in Hartford, CT, “The country is going to hell in a clutch purse.” She further asserted, “Do you want to change the world? RUN!” If we want to help our clients, we must attack the system that made the problem. Social workers could have been marriage and family therapists but they believe in social justice, so they must be agents of change - or get the hell out.

Ms. Coyne-McCoy continued, “As social workers, we have the perfect set of skills, values and experience to run this country. As women especially, you may feel you need to wait to be asked to run for office. Forget about that because you are social workers. YOU have what it takes. Consider yourself as having been asked to run! “

She told us that we must align our values with the office we seek. Do not run just because the party told you to, especially if it is a race you cannot win. Do not run if your profile does not match the district you are in.

Nevertheless, prepare today as if you are going to run. Get a box. In that box, collect documents about your finances, your history, and keep it where you can see it so you will remember that you are going to run some day. Do what Barack Obama did: Begin a list of who you know and their contact information. With that list estimate how much you could get them to donate. Estimate how much that person could raise for your campaign. You do not have to be wealthy or know wealthy people. When people know you and share your values,

they will want to see you elected and they will donate to your campaign.

Draft a personal message that is less than thirty seconds long.

Tell them about your history and motivation for running. Ideally you will also scare them with what may happen if you are not elected. Speak the words your district would use.

You start raising money with your personal contacts. Then you reach out to those who share your same ideology. Beyond that you can ask the “ax to grind” crowd who hate what your opponent represents and will therefore donate to you. After you have asked them, ask again and again until you have so much viability the powerful will donate to you because you might win. Re-solicit three times a campaign cycle and always thank them in writing before going for an additional donation.

Ask for the maximum you dare and then listen. Negotiate by then asking for two thirds of the original amount. Always try to collect on the spot. Do not be afraid, the worst that can happen is that they will say no.

Plan on knocking on doors many hours a day at least six days a week. Even people who do not agree with your positions can be swayed by a personal introduction. If they let you in their kitchen, the chances are high that they will turn out to vote for you.

I am so glad I went to campaign school in Hartford. We heard from local elected officials including Senator Chris Murphy of the United States Senate. Former Speaker for CT House of Representatives Chris Donovan was particularly inspiring in one of the break out sessions. Charles Lewis from Congressional Institute for Social Work and Policy made some remarks. Former NASW president Nancy A. Humphreys, whom the school’s name bears, even made an appearance. Hearing from so many leaders with social work values inspired all in attendance to pledge a new resolve to be involved and make a difference. Social workers were advised to “Stand up! Run!” Let’s do it.



BSW Field Placements, Spring 2017

Main Campus

Student	Agency	Supervisor
Sabrina Becker	Shippensburg Community Resource Coalition	Caitlyn Bordon
Betty Carbo	Shippensburg Head Start	Linda Butts
Katrina Clark	Spiritrust Lutheran Domestic Abuse Solutions	Juanita Sprenkle Jones
Rasheed Dandridge	Lincoln Intermediate Unit #9	Eric Mandell
Kaitlyn Dyer	Central PA LGBT Center	Louie Marven
Morgan Eberly	NHS Autism School	Tiffany Smith
Sonya Habbert	Yellow Breeches- Plainfield	Josh Mueller
Alexis Harbour	Franklin County Jail	Michelle Weller
Gregory Hartman	Maryland Correctional Institution- Hagerstown	Barbara Allen
Sarah Herman	Momentum Services	Mitch Gardner
Melissa Hetherington	Thornwald Home	Beth Cerbone
Kalynn Irving	Franklin County Head Start	Heather Diehl
Carlie Johnson	Women in Need, INC.	Lisa Dougherty
Brittany Martin	Roxbury Treatment Center	Allison Flythe
Alyssa Ocker	Carlisle Barracks	Kelly Villalobos
Natalie Ormond	Adams County Office of Aging	Karen Markle
Kristin Ports	Franklin County Area Agency on Aging	Traci Kline
Devin Rideout	San Mar Home	Ellen Savoy
Maddison Rogers	River Rock- Spring Grove	Sue Burkholder
Brittany Sanzo	The Salvation Army	Trinette Ream
Natalie Scherfel	Pyramid Healthcare	Kathy Beidel
Nathaniel Skroban	Cumberland County CYS	Audra Hennessey
Morgan Sowers	Women in Need, Inc.	Lisa Dougherty
Latashia Stephens	Head Start- Shippensburg	Linda Butts
Tesa Stinson	Carlisle Barracks	Kelly Villalobos
Chanisse Wilson	Franklin County Head Start	Heather Diehl

Harrisburg Cohort

Amari Barber	Dauphin County Therapeutic After-School Program	Lilly Knopic
Mariliz Chan	Cumberland County CYS	Virginia Koser
Candy Dansu	YWCA- Harrisburg	Pam Morris
Debbie Failor	United Methodist Home for Children	Jeff Glass
Tia Garrison	Cumberland County Area Office on Aging	David Mohr
Tori Garber	Lebanon County CYS	Erin Moyers
Lizabeth Kranzel	Homeland Center	Ashley Bryan
Kasi Martinez	Cumberland County CYS	Dan Drachbar
Abigail Stanbery	YWCA- Harrisburg	Bill Reed
Jennifer Stevens	Catholic Charities of Harrisburg	John Leedock
Caitlin Wolfe	Immigration Legal Services	
	Gaudenzia Common Ground	Jon Gamble

Update from the Shippensburg Community Resource Coalition (SCRC)

The Shippensburg Community Resource Coalition (SCRC) is a collaborative effort to provide quality social services and youth programs that are accessible and safe and that recognize the dignity and worth of each person. Our goal is to help community members reach their full potential. It was established in 2012 and has achieved incremental success since then. In the upcoming year, the main goal is to obtain funds to hire a full-time director. If you're interested in helping to achieve this goal, please contact Dr. Liz Fisher, eafish@ship.edu.

The Community Connectors Program is made up of SCRC volunteers who are available during Shippensburg Produce and Outreach (SPO) distributions from 4:00pm-6:00pm every Tuesday at Katie's Place (130 S. Penn Street, Shippensburg, PA 17257). They are available to help make connections to local resources like health care services, food assistance services, housing options, and more. SU Students serve as

Community Connector volunteers.

The Booty Bundles Diaper Bank was created and piloted and continues to be supported by Shippensburg BSW students. Shippensburg Area School District families that are currently working with any social service agency can be referred to the program. A referred family can receive diapers once a month for up to three months and after three distributions, a new form must be submitted by the agency.

Hound Packs services children in the Shippensburg Area School District who are at risk of food insecurity by providing a backpack of nutritious meals over the weekend. Students and families can be connected to this service through their school's guidance counselor. SU students helped to research and design the program and continue to help with implementation and evaluation efforts.

Through the Partnership for Better Health, the SCRC has a limited

number of scholarships available to Shippensburg youth, ages 6 to 17, who seek to participate in local summer activities. Families who may need financial assistance and have children in either Shippensburg Area School District or Big Spring School District may apply.

Free activities and lunches available for Shippensburg youth ages five to eighteen every Monday through Friday from 9am – 12:30pm during the summer months. The program helps to bridge the summer gap when free and reduced lunches available during the school year. This program was proposed and developed by MSW students and continues to receive support through various social work activities and professors.

To volunteer with any of these programs and help fulfill the mission of the SCRC please contact us by emailing info@shipresources.org or talking to Dr. Fisher (eafish@ship.edu, 477-1365, Shippen Hall 337).



Shippensburg Community Resource Coalition

Dr. Flagler's speech text continued from page 8

I could say without any hesitation that it is this love that has brought us together in this auditorium to celebrate the commencement of **our** graduate students. All the family members who have chosen to be here on a Friday evening after a long week of work are doing it out of the love they feel for you, dear graduates. The pride for your success in their eyes comes from their devotion to you. You have experienced this devotion in many ways. Many significant others have put their lives on hold together with you while you went to graduate school so that they could support you. Many parents, grandparents and siblings have helped those of you with children to take care of them when you needed to go to class or had to write a paper. Many others listened to you on the phone or responded to your posts on social media when you vented your frustration for yet another assignment which at that time did not make sense...

All the faculty, who have chosen to be here on **this** Friday evening after a long week of finals and grading, are doing it out of the love they feel for you. As somebody who has been doing it for half my life, I can tell you that teaching is indeed a labor of love. That is the only explanation for the countless hours that regularly exceed the required 40 hours of work per week that we spend ~~on~~ keeping up with cutting edge developments in our respective fields so that we can share them with the students in class, responding to emails and meeting students in our offices, setting internships and making sure that they are successful learning experiences, providing feedback to students so that they grow and enhance their knowledge and professional competence and so on and so forth. Last but not least, that also explains why as a Union we had to go on strike to protect the quality of education for our students, but agreed to compromise on our package of benefits. We are honored to have been trusted with teaching you and are very delighted to see you in your graduation caps and gowns. What an achievement!

"Love is that condition in which the happiness of another person is essential to your own." We are social creatures and love holds us together as each one of us is simultaneously at both the giving and receiving ends. We use love to build and benefit from our social capital through our interdependent relationships, which is one of the main indicators of our happiness. That's what the World Happiness Report which measures happiness around the world and analyzes the root causes for that happiness determines year after year. I am a social worker and, we social workers believe very strongly in the inherent dignity and worth of every human being and social inclusion.

If love makes the world go round, then what keeps it going and going and going is social inclusion. But social inclusion does not happen by itself. It needs awareness of the inherent dignity and worth of every human being and an understanding that for everyone succeeding in life, in addition to individual efforts and talents, there is somebody that creates an opportunity and, in some cases, even holds the door open so that it does not slam in their face. I know very well what support coming from love means. I would in no way be here among the faculty if not for the opportunities that were created for me by many wonderful American friends and mentors. I came to this country as a single, penniless mother of two children, one of whom had significant disabilities, and survived and thrived thanks to people who believed in me. I was given the chance for graduate studies through scholarships and graduate assistantships.



On more than one occasion, friends and people who I even did not know paid for my disabled son's respite care so that I could go to classes, brought me baskets of food so that I my children would not go hungry and encouraged me to believe in myself when I was really down and ready to give up. When government officials in Albania warned me to stay away from Americans, they did not have a clue of the American spirit and their capacity for love and kindness! What a loss I would have had if I had believed in an ideology of social exclusion! I would also say that it is the experiences that I described above that inspire me to be of service to others and give back in various ways both professionally and individually. I hope that your experiences of support through your graduate studies will also encourage and inspire you to create opportunities for others and who knows, even hold the door open for some of them...

The last thing that I will talk about is the love of learning. I know how that gets lost in the final week of the semester, when the goal for the students is to finish up papers, take exams successfully and make presentations and for us faculty to review everything and get the grades in by the required deadline. But at the risk of repeating a cliché, I would like to remind each one of the graduates of the passion you have for your chosen field, the curiosity for the yet unknown and the desire to be the best you can be. It is this love of learning that has sustained your efforts during your graduate studies while most of you also had to keep a full or part time job. It is precisely this love of learning that will make you experts in your fields and will make us proud as the faculty that helped you start your journey of learning at Shippensburg University where you acquired the foundations of your expertise.

From my experience, I know that it will not be easy to keep the flame of your love of learning alive amidst so many other competing adult needs. But I am positive that even if it extinguishes for a moment or two, you will be able to rekindle it. This is what living under a dictatorship taught me. For more than twenty years, between 1970 and 1992, the government in my country discouraged learning and did not allow the circulation of any type of international literature either scholarly or journalistic or even fiction for that matter. That was done under preserving the "purity" of communist ideals and not allowing the "pollution" that came from other non-communist countries. If you were caught red handed whether reading or distributing this type of literature you were not only fired from your job, but you very probably ended up in a labor camp. And some people who I knew were caught and did lose their jobs and did end up in labor camps. But that type of oppression, severe as it was, was unable to press down and put out the love of learning in my generation. It persevered. I am certain that it will also persevere in each one of you and will not be quenched by the humdrum of daily chores.

Why did I decide to talk about love? Because when infatuation fades, what keeps it alive is commitment. And commitment requires reminders. Thanks to all for listening to me as I remind myself of that Beatles' song: All you need is love... Love is all you need. May you be surrounded with love in your life! Congratulations!



Congratulations to the MSW graduates of 2017

Kirsten Baehr-Gregorio

Tayler Baker

Kacie Bodell

Chad Briggs

Tarisa Brinson

Johnna Casale

Carrie Cornell

Daria Datnoff

Victoria Delis

Kaleena Delphey

Paige Fortier

Carrie Fowler

Megan Freter

Emily Gerlach

Ashley Heisey

Cassie Hoffman

Sarah Kelly

Marsha Knoll

Rebecca Lindtner

Erin Longfellow

Kendyl Marino

Sierra McCulloch

Joshua Myers

Averiana Neuder

Brooke Pfisterer

Cayla Salmon

Theresa Schwarzwald

Michelle Smith

Sheena Stoner

Kimberly Suddith

Ashley Tanner

Sean Travis

Julianna Tuttle

Margaret Wishard

Lynne Wright

Mary Yeager



Shippensburg University BSW Program
Assessment of Student Learning Outcomes—June 2017

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
		Program Option #1: Main Campus	Program Option #2 Harrisburg Cohort	Aggregate of All Program Options
Competency 1: Demonstrate Ethical and Professional Behavior	80%	71.53%	91.00%	75.98%
Competency 2: Engage Diversity and Difference in Practice	80%	86.50%	90.00%	87.35%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	83.52%	90.00%	83.91%
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80%	83.84%	83.34%	83.72%
Competency 5: Engage in Policy Practice	80%	73.55%	96.67%	78.87%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	85.66%	100.00%	88.96%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	86.75%	96.25%	88.96%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	87.88%	96.00%	89.77%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	83.71%	73.75%	81.40%
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A	N/A

How to Flourish in Social Work

Preserving personal longevity and happiness, relationships, and your career

COMMON AILMENTS

"A feeling of depletion leads to dysfunction... a [Social Work] practitioner becomes increasingly 'inoperative'."



BURNOUT



**COMPASSION
FATIGUE**



**SECONDARY TRAUMATIC
STRESS**

STEPS TO SELF-CARE

Self-care refers to selected actions that restore balance in our personal and professional lives.

Not just an add-on activity, self-care is also a state of mind through development of self-awareness, self-regulation, and self-efficacy.

EXERCISE

Light **3 DAYS** exercise **A WEEK** improves happiness by **10-20%** increases work productivity by **15%**

READ

A new trend in treatment of mental illness; boosts creativity and activates sensory areas of the brain.

LAUGH

Laughter strengthens the immune system, boosts energy and diminishes pain.

Children laugh over **300 times** per day
The typical adult chuckles **15 times** per day

EAT WELL

Omega-3 fatty acids improve learning and memory and fight mental disorders. Carbohydrates aid in the release of endorphins.

MEDITATE

50% reduction in overall psychiatric symptoms
70% decrease in anxiety
44% reduction in common medical symptoms

GREENSPACE

Having over **30%** of green space in your surroundings is recommended for healthy cortisol levels.

TIME OFF

30% of employees use their vacation time, which leads to better quality sleep, decreased stress and improved mood.

SLEEP

The CDC currently classifies insufficient sleep as a public health epidemic. Sleep restores cognitive functions.



For a self-care starter kit, please visit
<http://www.socialwork.buffalo.edu/students/self-care>

UB SCHOOL OF SOCIAL WORK
University at Buffalo The State University of New York

Adams, R. E., Figs, C. R., & Baumgartner, J. A. (2008). The compassion fatigue scale: Its use with social workers following natural disasters. *Research on Social Work Practice, 18*(2), 238-250. doi: 10.1177/1049731507310190

Baker, R. E. (2005). Prevalence of secondary traumatic stress among social workers. *Social Work, 50*, 44-50.

"Center for Workforce Studies." (n.d.). Retrieved from <http://workforce.wisc.edu/>

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