SPRING CONFERENCE
April 15 – April 17, 2024
Royal Sonesta San Juan
Carolina, Puerto Rico

View program online: https://cvent.me/ZKVQYn
# NADD 2024 Spring Conference

**Monday, April 15 – Wednesday, April 17, 2024**  
**Royal Sonesta San Juan, Carolina, Puerto Rico**

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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td></td>
<td><strong>Saturday, Sunday, April 13 &amp; 14, 2024</strong></td>
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|                | Leadership Academy for Deans and Directors Cohort 14 Training Sessions                      | NADD 2024 Spring Conference  
Royal Sonesta San Juan  
5961 Isla Verde Avenue  
Carolina, Puerto Rico 00979 |
|                | Saturday, April 13, 2024 - 1:00 p.m. – 5:00 p.m. Room: Arenas                              |                                                                          |
|                | Sunday, April 14, 2024 - 8:00 a.m. – 5:00 p.m. Room: Arenas                               |                                                                          |
|                | **Sunday, April 14, 2024**                                                                  |                                                                          |
| 3:00 PM – 4:00 PM | Check-In / Name Tag Pick Up                                                                 | Palmar Foyer  
3rd Floor Conference Center                                               |
| 4:00 PM – 6:00 PM | **Session for New Deans, Directors, and Chairs**                                            | Verde Luz  
3rd Floor Conference Center                                               |
|                | Moderators:  
Janet Shapiro, Bryn Mawr College  
Schnavia Hatcher, University of Alabama  
Stacey Kolomer, University of North Carolina, Wilmington                   |                                                                          |
| 6:00 PM – 8:30 PM | **NADD Board of Directors Meeting**                                                          | Aleli Terrace / Lower Level                                               |
# NADD 2024 Spring Conference
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**Royal Sonesta San Juan, Carolina, Puerto Rico**

## Monday, April 15, 2024

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 AM – 3:00 PM</td>
<td>Check-In / Name Tag Pick Up</td>
<td>Palmar Foyer 3rd Floor Conference Center</td>
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<tr>
<td>7:00 AM – 8:00 AM</td>
<td>Yoga Class</td>
<td>On Site: Beach Area</td>
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<tr>
<td></td>
<td>Sponsor: Metropolitan State University of Denver</td>
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<tr>
<td>8:00 AM – 9:00 AM</td>
<td>Networking Breakfast</td>
<td>Plazoleta Lower Level</td>
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<tr>
<td></td>
<td>Co-Sponsors:</td>
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<tr>
<td></td>
<td>Boston College School of Social Work</td>
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<td>Michigan State University School of Social Work</td>
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<td>Loyola University Chicago School of Social Work</td>
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<tr>
<td>9:00 AM – 10:00 AM</td>
<td><strong>NADD Business Meeting</strong></td>
<td>Palmar A 3rd Floor Conference Center</td>
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<td>(NADD Members only)</td>
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<td></td>
<td>Dexter Voisin, NADD President</td>
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<td>Carol Bonner, NADD VP and Program Chair</td>
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<td>Stacey Kolomer, NADD Treasurer</td>
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<td>Jon Singletary, NADD Secretary</td>
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<td>Sharon Johnson, Board Member, Chair of Nominating Committee</td>
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</tbody>
</table>
# NADD 2024 Spring Conference

**Monday, April 15 – Wednesday, April 17, 2024**

**Royal Sonesta San Juan, Carolina, Puerto Rico**

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<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
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</table>
| 10:00 AM – 10:15 AM | Break  
Sponsor: Arizona State University School of Social Work                                           | Palmar Foyer              |
|               |                                                                                                       | 3rd Floor Conference Center |
| 10:15 AM – 12:00 PM | **General Session**  
**Managing Internal and External Crises as Deans, Directors, and Chairs**  
Moderator: Dexter R. Voisin, NADD President, Dean in Applied Social Sciences, Case Western Reserve University  
Panelists:  
Sandra E. Crewe, Dean, Howard University School of Social Work  
Philip Hong, Dean, University of Georgia School of Social Work  
Luis R. Torres-Hostos, Founding Dean, School of Social Work, University of Texas Rio Grande Valley  
Michael Spencer, Dean, School of Social Work, University of Washington  
Will join virtually:  
Jack Dunn, Associate Vice President, University Spokesperson, Boston College  
Lisa Durham, Assistant Dean of Strategic Initiatives and Community Engagement, The Ohio State University | Palmar A  
3rd Floor Conference Center |
### General Session

**Enhancing the Holistic Well-Being of Academic Leaders**

Introduction by Karen Rice, Professor/Department Chair, Millersville University of PA

Presenter:
Dr. Darshan Mehta, MD, MPH, Medical Director, Benson-Henry Institute

This session is designed to enhance the holistic well-being of academic leaders in the field. Throughout the ½-day session, participants will embark on a transformative journey that integrates mindfulness practices, experiential learning, and evidence-based techniques to promote self-awareness, stress reduction, and resilience. Participants will engage in various facilitated mind-body activities, including guided meditation, stress awareness, and interactive workshops on the intersection of mental and physical well-being. These sessions are carefully planned to offer a comprehensive approach to holistic well-being.
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crafted to address the unique challenges faced by deans and directors in social work education, fostering a deeper connection between mind and body to optimize personal and professional performance.

Participants will also be able to engage in meaningful discussions, share insights, and build a supportive network with fellow deans, fostering a sense of community beyond the conference. This immersive experience aims to equip social work school deans and directors with practical tools to navigate the demands of their roles while promoting their own mental and emotional resilience.

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<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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<tbody>
<tr>
<td>3:30 PM – 3:45 PM</td>
<td>Break</td>
<td>Palmar Foyer 3rd Floor Conference Center</td>
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<tr>
<td>Sponsor: Barry University School of Social Work</td>
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<tr>
<td>5:00 PM – 6:00 PM</td>
<td>Free Time and/or Informal Networking</td>
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<tr>
<td>6:30 PM – 9:00 PM</td>
<td>Networking Dinner</td>
<td>Boardwalk / Pool</td>
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<td>Co-Sponsors: Columbia University School of Social Work</td>
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<td>University of Texas at Austin Steve Hicks School of Social Work</td>
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<tr>
<td>University of Pennsylvania School of Social Policy &amp; Practice</td>
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<tr>
<td>University of Chicago Crown Family School of Social Work, Policy, and Practice</td>
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Tuesday, April 16, 2024
# NADD 2024 Spring Conference
**Monday, April 15 – Wednesday, April 17, 2024**
**Royal Sonesta San Juan, Carolina, Puerto Rico**

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<thead>
<tr>
<th>Time</th>
<th>Event Details</th>
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<tbody>
<tr>
<td>7:00 AM – 3:00 PM</td>
<td>Check-In / Name Tag Pick Up</td>
<td>Palmar Foyer 3rd Floor Conference Center</td>
</tr>
<tr>
<td>7:00 AM – 8:00 AM</td>
<td>Yoga Class&lt;br&gt;Sponsor: Metropolitan State University of Denver</td>
<td>On Site: Beach Area</td>
</tr>
<tr>
<td>8:00 AM – 9:00 AM</td>
<td>Networking Breakfast&lt;br&gt;Co-Sponsors:&lt;br&gt;Brown School at Washington University in St. Louis&lt;br&gt;University of Central Florida School of Social Work&lt;br&gt;Case Western Reserve University Mandel School of Applied Social Sciences</td>
<td>Plazoleta&lt;br&gt;Lower Level</td>
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<tr>
<td>9:00 AM – 10:30 AM</td>
<td><strong>General Session</strong>&lt;br&gt;<em>Common Ground to Promoting Workforce Development and Credentialing</em>&lt;br&gt;Moderator: Gautam N. Yadama, Dean and Professor, Boston College School of Social Work&lt;br&gt;Panelists: Dexter R. Voisin, NADD President, Dean in Applied Social Sciences, Case Western Reserve University&lt;br&gt;Halaevalu F. Ofahengaue Vakalahi, President and CEO, CSWE</td>
<td>Palmar A&lt;br&gt;3rd Floor Conference Center</td>
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There is a critical opportunity for social work organizations to find common ground and act collectively to reduce racial inequality outcomes within our profession and address the shortage of social workers across the country. In August 2022, the Association of Social Work Boards (ASWB) released disaggregated trend data on passing rates for all test takers of the bachelors, masters, and clinical exams from 2011 to 2021. These data demonstrated that social work graduates from minoritized and diverse backgrounds—African Americans, Hispanic/Latinos, persons fifty years old and older, and/or individuals whose primary language is not English—are passing the exams (bachelor’s level and master’s level) at lower rates than their White counterparts. These disparities have exacerbated the severe shortage of licensed social workers.

Efforts by various social work organizations and states to address the crisis have had mixed outcomes. The federal government and many states are calling on us to address workforce shortages in areas such as behavioral health and millions of dollars have been given for workforce initiatives. Now is the time for us to act collectively to protect the overall interests and autonomy of our profession. Our commitment to serve communities of color necessitates actions to expand the workforce of minoritized social workers.

Leadership from the National Association of Black Social Workers (NABSW), the Association of Social Work Boards (ASWB), the Council on Social Work Education (CSWE), the National Association of Deans and Directors (NADD), the NADD Licensure Taskforce and the National Association of Social Workers (NASW) came together during the 2023 CSWE APM in Atlanta for discussion about this challenge resulting in agreements to frame our work. The above organizational leaders will find common ground to frame the problem, explore challenges and opportunities, and consider action and strategic next steps.

10:15 am - 10:30 am
Social Work Census, presented by ASWB
# NADD 2024 Spring Conference
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| 10:30 AM – 10:45 AM | Break  
Sponsor: University of Maryland School of Social Work | Palmar Foyer  
3rd Floor Conference Center |
| 10:45 AM – 12:15 PM | **Three Concurrent Sessions**  
Concurrent Session - Courts, Congress, Critics and Colleges: Lessons from the Intersection of the Law and the Academy  
(Session will be repeated at 2 pm)  
Session Lead: Kathleen B. Rogers, Esq.
Retired, SVP, General Counsel & Chief of Staff, Simmons University  
Universities, their administrations, and their faculty, have been frequent topics in the news over the past 12 months. And the stories have often been quite damaging to the reputations of institutions once revered. What are we to make of this intensified scrutiny of higher education from lawmakers, litigants, and the media? What lessons can be taken away from these high-profile legal issues and cases by administrators seeking to manage risks and challenges in their own schools? | Palmar B  
3rd Floor Conference Center |
| 10:45 AM – 12:15 PM | Concurrent Session - Dealing with Difficult Faculty  
Panelists:  
Laura Abrams, Chair, UCLA Luskin Social Welfare  
Liz Lightfoot, Director, School of Social Work, Arizona State University | Palmar C  
3rd Floor Conference Center |
<table>
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<tr>
<th>Time</th>
<th>Session Description</th>
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| 10:45 AM – 12:15 PM | **Concurrent Session – Mindful Leadership: Using the Enneagram for Non-Judgmental Self-Observation in our Difficult Roles**  
Presenter:  
Jon Singletary, Dean, Diana R. Garland School of Social Work, Baylor University  

A part of what makes us uniquely human are the dimensions of heart, head, and body that shape us. In other words, we have a unique capacity for feeling, thinking, and doing and these characteristics shape how we lead. The Enneagram is an ancient symbol used to teach nine personality types based on these dimensions and inviting further self-reflection. The mindful work of self-awareness helps us wrestle with the strengths and struggles of our personality that shape our leadership.  

This session will:  
1. Introduce the Enneagram as a tool for reflection on one’s personality using the 9 types associated with this ancient tool.  
2. Help participants identify their personality type as related to three centers of human intelligence (i.e., head, heart, body).  
3. Teach participants to practice mindfulness meditation as a part of self-reflective leadership.  

Verde Luz  
3rd Floor Conference Center |
### Networking Luncheon

Co-Sponsors:
- Touro University Graduate School of Social Work
- The Ohio State University College of Social Work
- University of Cincinnati School of Social Work

- **Time:** 12:15 PM – 2:00 PM
- **Location:** Plazoleta Lower Level

### Three Concurrent Sessions

#### Concurrent Session - Courts, Congress, Critics and Colleges: Lessons from the Intersection of the Law and the Academy

(Repeat of the morning session)

- **Time:** 2:00 PM – 3:30 PM
- **Location:** Palmar B 3rd Floor Conference Center

Session Lead: Kathleen B. Rogers, Esq.
Retired, SVP, General Counsel & Chief of Staff, Simmons University

Universities, their administrations, and their faculty, have been frequent topics in the news over the past 12 months. And the stories have often been quite damaging to the reputations of institutions once revered. What are we to make of this intensified scrutiny of higher education from lawmakers, litigants, and the media? What lessons can be taken away from these high-profile legal issues and cases by administrators seeking to manage risks and challenges in their own schools?

#### Concurrent Session – Life After Deanship

- **Time:** 2:00 PM – 3:30 PM
- **Location:** Palmar C 3rd Floor Conference Center

Moderator:
Luis H. Zayas, Provost & Senior Vice President for Academic Affairs, University of Texas Rio Grande Valley
Panelists:
Nancy Smyth, Associate Dean for Faculty Development
Professor, School of Social Work, University at Buffalo
Goutham Menon, Professor/CEO, Network for Social Work Management
Sandra E. Crewe, Dean, Howard University School of Social Work

Will join virtually:
Dr. Shadi Martin, Vice Provost for Graduate and International Education, Dean of Graduate School, and Chief International Officer, The University of Alabama at Birmingham
Jose Coll, Provost & Vice President of Academic Affairs, Western Oregon University

This panel offers an opportunity to members to hear the experiences of a group of former social work deans who have moved on to fulfilling experiences after their time as dean. This includes some who have decided to advance in administrative leadership and others who made fulfilling choices, including returning to faculty. Some panelists will join virtually.

Concurrent Session – Challenges and Opportunities in Artificial Intelligence: Q and A

Session Leader:
Sarah Lewis, Director for Center of Excellence in Teaching and Learning, Barry University

This exciting session is designed to provide some "hands-on" experience with AI, especially for those with little AI experience. Participants should bring their own laptops to take advantage of opportunities to learn about Chatbots and other AI features, as time allows. You will learn from a Director of the Center of Excellence in Teaching and Learning who will share how she uses AI in her...
### Informal Gathering and Discussion - Brave Conversations, High Stakes Issues, and Supportive Spaces

(NADD Members only)

Deans/Directors/Chairs are experiencing high levels of stress and pressure as they are called upon to address the challenges we face in our institutions and in world events. The crisis in the Middle East is one area of experienced pressure, and there are others. This is an informal session, set aside, for those who would like an informal environment to have further discussion about successes and challenges in our roles. We hope the group can apply some of the tips and/or practices discussed in the Monday morning session regarding Internal and External Crises.

**Date:** Monday, April 15 – Wednesday, April 17, 2024  
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| 3:30 PM – 3:45 PM | Break  
Sponsor: Smith College School for Social Work         | Palmar Foyer   |
|               |                                                            | 3rd Floor Conference Center |
| 3:45 PM – 5:00 PM | Informal Gathering and Discussion - Brave Conversations, High Stakes Issues, and Supportive Spaces | Palmar B       |
|               |                                                            | 3rd Floor Conference Center |
| 3:45 PM – 5:00 PM | Concurrent Session – Professional Development Opportunities for Deans, Directors, and Chairs | Palmar C       |
|               |                                                            | 3rd Floor Conference Center |

**Moderator:** Lori Messinger (Harvard MLE)

**Panelists:**
- Blake Beecher (ACE Workshops and Training)
- David Jenkins (Harvard MLE)
- Anne Hughes (HERS and Big 10 Academic Alliance Department Executive Officer (DEO) program)
- Vicky Rizzo (LADD)
- Naelys Luna (ACE Fellow)
There are times in our careers when we may be interested in and benefit from leadership experiences to support our professional growth and training. This is a panel of NADD members or former members who have taken part in various leadership training through the ACE Fellows Program, Executive Leadership Program (Berkeley), Harvard's Educational Institutes, ACE training, or the HERS programs. This is an opportunity to learn about colleagues’ experiences with these programs.

### Concurrent Session – “Dear Mentor”

**Moderators:**
Y. Joon Choi, Georgia State University
Yarnecia Dyson, North Carolina State University

This informal session is for deans, directors, and chairs of any level of experience, where we come together to share insights and seek advice from one another. Both mentors and mentees from the NADD mentoring programs are welcome to attend and speak about NADD’s mentoring program for interested members.

**3:45 PM – 5:00 PM**

| Verde Luz | 3rd Floor Conference Center |

### Informal Networking / Dinner on Own

**5:00 PM – 6:30 PM**

- NADD Reception, Salsa Show & Dancing (DJ Provided)

**Reception Sponsor:**
Association of Social Work Boards

**6:30 PM – 9:30 PM**

- NADD Reception, Salsa Show & Dancing (DJ Provided)

**Querube Ballroom**

**Lobby Floor**
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## Wednesday, April 17, 2024

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<tr>
<td>7:00 AM – 8:00 AM</td>
<td>Yoga Class&lt;br&gt;Sponsor: Metropolitan State University of Denver&lt;br&gt;On Site: Beach Area</td>
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<tr>
<td>8:00 AM – 9:00 AM</td>
<td>Networking Breakfast&lt;br&gt;Full Sponsor: Florida Atlantic University College of Social Work&lt;br&gt;&amp; Criminal Justice&lt;br&gt;Plazoleta&lt;br&gt;Lower Level</td>
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<tr>
<td>9:00 AM – 10:30 AM</td>
<td><strong>General Session</strong>&lt;br&gt;&lt;strong&gt;Culturally Grounded Leadership: Advancing DEIJ Frameworks in Social Work Education&lt;/strong&gt;&lt;br&gt;Presenters:&lt;br&gt;Elithet Silva, PhD, MSW: Director - Beatriz Lasalle Graduate School of Social Work, University of Puerto Rico&lt;br&gt;Michelle Evans, DSW: Chief Executive Officer - Elgin Mental Health Center, Illinois Department of Human Services&lt;br&gt;Diversity, Equity, Inclusion, and Justice (DEIJ) frameworks acknowledge the complexities, tensions, and inherent inequities that are embedded within social structures. DEIJ addresses these challenges through the implementation of internal and external processes that prioritize inclusive practices, foster a sense of belonging, and advocate for justice. Leaders in social work education must grasp that existing social structures are inherently unequal, contributing to disparities in mental health and education among students from underserved groups, including</td>
<td>Palmar A&lt;br&gt;3rd Floor Conference Center</td>
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Hispanic and Latine communities.

This presentation centers on empowering leaders in social work academic programs to integrate tools, perspectives, and strategies derived from the Diversity, Equity, Inclusion, and Justice (DEIJ) framework into their working relationships with faculty. It underscores the importance of applying these principles when advocating for institutional changes that align with the best interests of culturally diverse student groups. Speakers will share their insights and experiences of advancing transformational and organizational leadership practices as part of their work Hispanic/Latine students in social work programs and integrating culturally grounded approaches within academic and mental health service settings.

Learning Objectives:
- Understand values and norms among Hispanic/Latine communities and their relationship to mental health academic programs and services
- Explore strategies for social work educators in leadership roles to act as advocates and brokers of DEIJ practices, addressing the unique needs of diverse student populations.
- Offer examples to effectively communicate and collaborate with diverse faculty, promoting an awareness of the mental health needs of diverse student groups and advocating for responsive institutional changes.
- Foster organizational change by empowering leaders to promote institutional initiatives that prioritize mental health and well-being for Hispanic/Latine students through culturally grounded perspectives.

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<td>Break</td>
<td>Palmar Foyer 3rd Floor Conference Center</td>
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<tr>
<td>Sponsor:</td>
<td>Temple University School of Social Work</td>
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<tr>
<td>10:45 AM – 12:00 PM</td>
<td>Free time / informal networking</td>
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<td>Time</td>
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<tr>
<td>12:00 PM</td>
<td>NADD Conference ends</td>
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<tr>
<td>12:00 PM – 1:30 PM</td>
<td>NADD Board of Directors Debrief Meeting and Lunch</td>
<td>Aleli Terrace Lower Level</td>
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NADD Board of Directors

Dexter Voisin, NADD President (2023 - 2026)
Carol Bonner, NADD Vice President and Program Chair (2022 - 2025)
Vacant, NADD VP of Communications
Stacey Kolomer, NADD Treasurer (2022-2024)
Jon Singletary, NADD Secretary (2022 - 2025)
Schnavia Hatcher, Board Member (2022 - 2025)
Emily Ihara, Board Member (2022 - 2025)
Sharon Johnson, Board Member (2023 - 2026)
Naelys Luna, Board Member (2023 - 2026)
Lori Messinger, Board Member (2021-2024)
Marianne Yoshioka, Board Member (2023 - 2026)

NADD Nominations Committee

Sharon Johnson, Chair of Nominating Committee (2023 - 2026)
Carol Awasu, New England (2022-2025)
Elizabeth Lightfoot, North West (2022-2025)
Vacant (West) (2023-2026)
Matthew Theriot, South (2022-2025)
Catherine Simmons, North Central/Midwest (2023-2026)
Janet Shapiro, Middle States (2021-2024)

NADD 2024 Spring Conference Planning Committee:

Carol Bonner, Founding Associate Dean, Bridgewater State University (NADD VP and Program Chair)

Vitali Chamov, NADD Manager and Event Planner

Planning Committee Members:
Robin Bonifas, Chair, Indiana State University
Schnavia Hatcher, Dean, University of Alabama
Emily Ihara, Chair, George Mason University
Stacey Kolomer, Director, University of North Carolina, Wilmington
Naelys Luna, Founding Dean, Florida Atlantic University
Nancy Meyer-Adams, Director, CSULB School of Social Work
Karen Rice, Chair, Millersville University
Janet Shapiro, Dean, Bryn Mawr College
Courtney Wiest, Director, Saint Leo University

NADD 2024 Spring Conference Sponsors

Arizona State University School of Social Work
Association of Social Work Boards
Barry University School of Social Work
Boston College School of Social Work
Brown School at Washington University in St. Louis
Case Western Reserve University Mandel School of Applied Social Sciences
Columbia University School of Social Work
Florida Atlantic University College of Social Work & Criminal Justice
Loyola University Chicago School of Social Work
Metropolitan State University of Denver
Michigan State University School of Social Work

Smith College School for Social Work
Temple University School of Social Work
The Ohio State University College of Social Work
 Touro University Graduate School of Social Work
University of Central Florida School of Social Work
University of Chicago Crown Family School of Social Work, Policy, and Practice
University of Cincinnati School of Social Work
University of Maryland School of Social Work
University of Pennsylvania School of Social Policy & Practice
University of Texas at Austin Steve Hicks School of Social Work