

**A Brief History of the University of Wyoming
Division of Social Work
With an Emphasis on the Early Years**

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Introduction

This brief historical account of the founding and development of the Division of Social Work was undertaken in recognition of the fact that most of the original and early faculty members are gone or deceased and no substantial account of its history exists. The information presented has been retrieved as much as possible from available historical documents but much has necessarily come from memory. The author, therefore, willingly appreciates corrections where necessary.

The archived minutes of the UW Board of Trustees (1967-2014) provided the richest source of information about faculty and were used extensively. However, there were many instances of gaps in that information which needed to be filled in from other sources especially for the most recent years. It is in the chronology of faculty hires, reappointments, promotions, resignations and deaths that errors or omissions may most readily be found and the author accepts full responsibility for those errors or omissions.

At this writing, there are just four faculty members from the early days known to be alive and still residing in Wyoming: Professor Emerita and former Dean of the College of Health Sciences, Martha Williams, Associate Professor Emerita and former Director of Social Work Patricia Boyer; Professor Emeritus Hilliard (Ches) Chesteen; and myself, also a Professor Emeritus and former Interim Director of Social Work.

Professor Boyer provided much assistance in helping to recall events and people during her tenure with the Division and her assistance is gratefully acknowledged (P. Boyer, personal conversation, March 20-21, 2013). The author did not know of Professor Chesteen's whereabouts until late in the project so he was not consulted. Some details of the early days of UW-Casper were supplied by Ms. Renee Woodward who was there at the very beginning of the Casper program and is still actively employed there. Her contributions are also appreciated and acknowledged.

The reader will readily note that more attention has been paid to the early development of the Division than to more recent times. It was presumed that those early details would be the most likely not to be known by current faculty or administrators and therefore are the most detailed accounts. An obvious omission in the chronology is the lack of information about departmental staff members over the years. This should not be taken as a lack of appreciation for the excellent and necessary service they have provided, but rather as a lack of historical accounts of staff hires in the material reviewed for this document. A proper historical account would include those important contributors to the Division's legacy.

The Beginning of Social Work Education at UW: 1967-1975

SOWK education at the University of Wyoming began in the Fall of 1967, when Dr. John Hanks was hired as an Assistant Professor in the Department of Sociology, College of Arts and Sciences. In December 1967, the UW Board of Trustees approved an undergraduate program for Social Work in the Department of Sociology. In 1970, Ms. Patricia Boyer was hired as an Instructor in Sociology as the second faculty member for the Social Work program and was promoted to Assistant Professor in 1973. Also in 1973, two additional faculty (Dorothy Fleisher and Andrea Eaton) were hired as Temporary Instructors to help develop the fledgling program (P. Boyer, personal communication, October 15, 2014). Dr. Hanks served as the director for the Social Work program until 1974 when Ms. Boyer was named director. Also in 1974, two more faculty members were hired as Temporary Instructors, Steven Price and Burton Caswell. At this point, the faculty had expanded to six members and the program was on its way.

Birth of the Social Work Department: 1975

A major turning point occurred in 1975 when the Social Work program was moved out of the Department of Sociology and given separate unit status as the Department of Social Work in the College of Arts and Sciences. Dr. James Wiebler was hired as Professor and appointed as the first Head of the new department effective for the 1975-76 academic year.

In its early years, the Council on Social Work Education (CSWE) only accredited graduate programs of social work. In 1974, CSWE began to accredit baccalaureate programs and, in 1975, awarded accreditation to UW's social work degree program retroactive to 1974 to allow graduates of the newly designated Department to receive fully accredited degrees right away. The initial accreditation period was for the maximum period then allowed for new programs-three years-through 1977.

Years of Growth: 1975-1980

These were exciting and rambunctious years for the young department, as well as for the University and, for that matter, the state of Wyoming. The Department grew rapidly during this period with the influx of a great deal of the Social Security Act's Title XX training money and a close relationship with the Wyoming Department of Public Assistance and Social Services (DPASS, now the Department of Family Services [DFS]). At its height, the Department had 18 full-time faculty members, of which only 4.5 were hard money (appropriated funds & permanent faculty) positions with the rest funded from Title XX grants, the Wyoming Human Services Project (WHSP), and other sources. During this period, at the federal level, there was increased concern for social service delivery at all levels across the nation in the aftermath of the massive federal social reforms legislation of the mid-1960s. That concern led to funding opportunities for states to increase training of social service providers and the new Department took full advantage of those opportunities. In 1975, the Education for All Handicapped Children Act [P.L. 94-142] (later known as the Individuals with Disabilities Education Act [IDEA]) was enacted and, for the first time, federal funding for social workers in public schools became widely available; thus increasing demand and creating the opportunity for social work as a profession to develop a specialty in School Social Work. At the same time, Wyoming was going through a period of rapid influx of workers in another of its energy-related "boom and bust" cycles. Rock Springs, Gillette and Wheatland were especially hard hit with this particular boom cycle. A major human services project from the University, designed to help mitigate some of the "people problems" associated with rapid community growth, got underway and ultimately would involve the Department of Social Work in major ways. Another significant event in the University happened in this time period which also involved the Department in a large way: the development of the University's branch campus in Casper. Each of these events will be discussed below in its relation to the Department of Social Work.

Boomtowns in the 1970s and the WHSP

At this time in Wyoming's history, the state was going through yet another "boom" in its seemingly ever-present boom and bust cycle. This time, coal and oil were major drivers along with the construction of several major power plants in the state. Earlier in the decade, a number of UW faculty from a variety of disciplines, including Anthropology, Law, Communication, Social Work, Geography, Recreation, Political Science, Nursing, Psychology and others now lost in memory, began meeting over brown bag lunches to explore the question of what, if anything, the University could do to help the communities that were experiencing rapid, uncontrolled growth in the face of these booming times. Rock Springs was reeling from the consequences of building the Jim Bridger power plant and Gillette was growing more rapidly than it could easily accommodate due to major expansion of the coal extraction industry. As anyone who has ever witnessed or studied "boomtowns" can attest, alongside the positive economic benefits to those mostly small communities came many "people problems" that challenged and even threatened to unravel the fabric of the communities in the short run. Many workers (mostly young men) needed for the oil fields, coal mines and construction flooded those communities, usually without their families. With relatively large paychecks and plenty of time on their hands, they frequently turned to alcohol and other drugs to fill that free, often rowdy, time. The "Gillette Syndrome" was coined by the director of the Northern Wyoming Mental Health Center to describe the negative social impacts of rapid population growth (Kohrs,

1974). From the brown bag faculty meetings emerged a core group who worked to plan and implement a strategy to help those boomtowns which came to be known as the Wyoming Human Services Project (WHSP). Dr. Marty Uhlman (Anthropology) and Dr. Keith Miller (Communication) wrote the proposal to the National Institute of Mental Health (NIMH) that was successful in getting a grant award for \$478,000 to conduct the 5-year project (1975-80), which was designed to mitigate the negative social effects in several Wyoming boomtowns. Both professors took leaves of absence from their respective departments to lead the effort into the booming communities. Soon other grants totaling hundreds of thousands of dollars followed to assist in implementing the community development effort. The project involved training undergraduate and graduate students in their final year of college from many different disciplines on how to work as part of a multidisciplinary team in the community to identify problems to be targeted and, to the extent possible, mitigated while working closely with a large network of community residents in the efforts. In social work, we would call this approach a Community (or Locality) Development model of intervention. At the end of the year-long campus-based training, five persons, now graduates of UW in their respective disciplines, were hired on a competitive basis to be employed as the fulltime team members in a given community for a period of one year. Care was taken to choose persons from different disciplines that could be useful to the individual communities to form the multidisciplinary team. Once in the community the team members were assigned to an agency corresponding to their disciplinary expertise to provide needed additional hands to do that overloaded agency's work. A nurse was assigned to Public Health; an attorney was assigned to the City Attorney's office; a social worker was assigned to the DPASS office; and so on. Team members split their work week into two parts—half a week in agency work where they learned firsthand the people problems facing the agency and the other half week working as a multidisciplinary team devising ways to solve or at least mitigate those problems.

The first community team led by Dr. Miller was sent to Gillette in 1975 and took up residence there and began its work. Dr. Hanks was a prominent member of the multidisciplinary faculty on the UW campus that remained to teach the next and future cohorts of students. U.S. Senator Mike Enzi was mayor of Gillette at the time and helped the Gillette Human Services Project (GHSP) team to integrate quickly into the community and to work closely with community residents. Over the next few years the WHSP helped fund a number of Social Work faculty who also participated in the training and community efforts (see APPENDIX A). Several events in 1978 cemented the WHSP to the Department of Social Work. From 1975 to 1977 Dr. Uhlman served as Director of the WHSP project based in Laramie at the University and Dr. Miller served as the Field Director, taking the teams into the boomtown communities—first to Gillette and then to Wheatland. In 1977 Dr. Uhlman resigned from the project and Dr. Miller became the WHSP Director moving back to the Laramie campus to direct the project. In 1978 Dr. Miller left the Department of Communication and was appointed as an Assistant Professor of Social Work. At about the same time the WHSP was officially transferred to the Department of Social Work from the College of Human Medicine where it had been for a short while. Dr. Judy Davenport was hired as a Temporary Associate Professor of Social Work and Field Director for the WHSP taking over the position Dr. Miller previously held. Shortly thereafter, Dr. Miller was reassigned by UW to become the Coordinator of the new University academic program in Casper and Dr. Davenport took over as Director of the WHSP. The WHSP continued to send community teams to Wyoming boomtowns until the project ended in 1980.

University degrees offered in Casper

In its 1976 spring session the Wyoming legislature, reacting to many years of the Casper legislative delegation's attempts to have Casper College named as the state's second 4-year college, mandated the University and Casper College to figure out how jointly to deliver full 4-year degrees in central Wyoming without students having to come to Laramie. To accomplish this the Legislature provided funding for one new full-time position and fourteen part-time faculty and staff positions. The University and Casper College quickly began negotiations about how to implement this mandate (UW Trustee Minutes, 1976). See APPENDIX B for the initial details of the proposed programs at Casper College. Over the next year the Trustees were kept apprised of the progress of this new enterprise now referred to by UW as the "Casper College Program" (UW Trustee Minutes, 1977a). See APPENDIX C for an update on the first year of operations. The program was overseen by a committee called the "Casper College Program Special Committee" comprised of representatives from the UW and Casper College Trustees.

The plan that evolved had the University delivering the upper-division courses on-site at Casper College by building upon the lower-division courses available through Casper College resulting in students being able to earn a baccalaureate degree completely in Casper. The legislature delivered its mandate in the spring, 1976 legislative session and intended for the program to begin with the Fall 1976 semester. Given the short time frame in which to accomplish this, the first degrees offered in the Fall of 1976 were the University's distributed majors known as Plan V degrees. Those degrees were a sort of "build it yourself" degree program in which students and their advisors chose available elective courses to accompany required courses in one of three areas: Humanities and Fine Arts; Social Science; Natural Science and Mathematics. The required and elective courses were obtained from lower-division Casper College courses and upper-division courses delivered in Casper by some UW faculty and some CC faculty designated to teach them. Students also used correspondence study from UW and elsewhere to augment their coursework. Since these Plan V degrees were the most readily and easily exported from the Laramie campus they became the first degrees available in this early collaboration between Casper College and the University. The first four semesters of this venture were delivered on the CC campus and a small office was set up to handle the administrative details.

Dr. Peter Simpson, then a history instructor at CC, was designated as the first Coordinator of the BA/BS program for AY 76-77. Ms. Renee Woodward, who had recently relocated to Casper from Laramie where she had been a secretary in UW's Department of Communication and Theatre, was appointed as the unit's staff person and the Casper College Program was underway.

Dr. Ed Flittie, Professor of Sociology at UW, was appointed as the second Coordinator of the BA/BS program for the Fall 1977 semester. Dr. Allen Vandermuellen, Professor of Economics and Finance at UW, was named Coordinator for the Spring 1978 semester (R. Woodward, personal communication, April 16, 2014). Ms. Pat Boyer was reassigned from the Laramie campus to the Casper campus as a full-time Assistant Professor of Social Work in May, 1977 and was soon joined by Dr. Hilliard (Ches) Chesteen as a Temporary Professor of Social Work.

Casper College Ends its Partnership with the University

At the end of the first year of this collaboration, Casper College chose to withdraw from the partnership with the University in offering the UW degree programs at the end of the 1977-78 academic year. UW Trustees issued a resolution expressing regret that Casper College had decided to end its participation and simultaneously reaffirmed its commitment to maintaining the Casper program (UW Trustee Minutes, 1977b). See **APPENDIX D** for this resolution. Thus UW had a year to figure out how to proceed with its programs in Casper without using the Casper College campus as a home base.

It is reasonable to speculate that the then-CC President Dr. Tilghman (Tim) Aley, who had long dreamed of CC becoming the second 4-year college in Wyoming, saw that dream beginning to evaporate as long as the collaboration of the institutions succeeded and thus embraced the decision to end the partnership. So the University had a program to deliver UW degrees in Casper but for the time being nowhere to be located after the Spring 1978 semester ended.

Building UW-Casper

The next chapter for the University's Casper program and, significantly, for the Department of Social Work, began in the summer of 1978. The University moved the Casper BA/BS program into an old red brick schoolhouse on 12th Street in Casper sharing the property with what was originally the Wyoming State Children's Home and by this time had become the Wyoming Youth Treatment Center. The building had been most recently used as a state warehouse and had to be refurbished to be usable as the home for the program. As mentioned earlier, Dr. Miller had first been the Field Director and then Project Director of the WHSP in 1975-78 working closely with the Department of Social Work. Dr. Miller joined Social Work at this time and was reassigned from the Department of Communication to the Department of Social Work as an Assistant Professor of Social Work. He was soon asked by the University to be the Academic Coordinator of the Casper program at its new location effective August, 1978 and charged with building this program into a multi-college branch campus. The Casper program was administratively placed in the recently established School of Extended Studies. A few faculty from several different disciplines (including social work) were assigned as the resident core faculty. Ms. Woodward, who had served as the Casper Program's first staff person, was reassigned to establish along with Dr. Miller this new program's administrative office and the newly formed enterprise was underway. The program soon became known to the resident faculty and then to the Casper and University communities as "UW-Casper" and a large sign was proudly erected on the grounds displaying to all who passed on 12th Street that the University had an upper-division branch campus in central Wyoming.

No one at UW seemed to have any experience in establishing a branch campus and neither did any of us assigned to UW-Casper so we flew by the seat of our pants and did whatever it took to get the courses mounted and taught and the administrative details accomplished. We advised students, taught the courses in the evenings and on weekends to accommodate students' work schedules, developed our own commencement exercises and administrative operations including doing all the registration tasks fully on-site. This was at a time before computers were widely used so everything was done manually and physically. Laramie administrators from Admissions, Registration and Records, and Cashiers came to UW-Casper every registration period to register students and the University President, Provost and

Deans came to preside over the commencement exercises. We also had to take care of all the physical plant operations including maintaining the old and sometimes cranky boiler that heated the building, shoveling the sidewalks, raising the flag every morning and all the rest it took to keep the program and building alive. An article in the Casper Star-Tribune in 1997 recalling the early days of UW-Casper captured the sense of camaraderie the faculty felt in building that branch campus from the ground up.

The UW project had funding for staff and faculty but a maintenance budget of zero. This meant that in addition to teaching, faculty often found themselves on the business end of a hammer. ‘We put carpet down, drapes up, painted the walls and did our best to make it livable,’ said Keith Miller, professor of social work. ‘We didn’t actually build the walls—the university’s carpenters came up and did that—but we kept propping the building up. At the same time, there was such a sense of camaraderie about it,’ he said. ‘It felt like family. No one stopped to say this isn’t in my job description and I don’t think it would even have occurred to us not to do whatever we had to do. I guess we didn’t think of it so much as a job as a life. We were building a community’ (Compton, 1997).

It is significant in the history of the Social Work Division that Fall 1978 marked the beginning of the BSW being offered fully on-site in Casper with Ms. Boyer, Dr. Chesteen and Dr. Miller as the core faculty augmented by Laramie-based social work faculty traveling to Casper to teach one or more courses each semester. The BSW was the first UW academic departmental bachelor’s degree to be offered fully in Casper and soon became the largest academic degree program at UW-Casper for a number of years.

Meanwhile back in the Department in Laramie

As mentioned earlier, this was a period of rapid growth for the Department in terms of both faculty and students. Given the hundreds of thousands of dollars that came with Title XX training grants and the WHSP grant as well as the teaching opportunities afforded by the development of UW-Casper, the faculty grew to its highest number of 18 in 1978-79 but only 4.5 faculty positions were “hard money” University tenure track positions with the rest being “soft money” or temporary grant-funded positions. The student bodies at both campuses grew to over 200 BSW students almost evenly split between Laramie and Casper helped in some measure by DPASS funding to pay for students in practicum placements. The low faculty-student ratio (~ 1 to 9) allowed for much individual attention to students and creativity in developing electives in addition to easily delivering the required core curriculum on both campuses.

Faculty taught on both campuses with both Laramie-based and Casper-based faculty commuting sometimes for a day, sometimes for a couple of days. UW-Casper maintained an apartment for traveling faculty (both Social Work and other UW faculty) for the overnight stays in Casper. Since Social Work faculty traveled back and forth between the campuses it seemed natural for the Department to hold its monthly Student-Faculty meetings at a location somewhere in the middle. So the meetings were held for years at the Virginian Inn in Medicine Bow, WY. Students on both campuses participated in the Associated Students of Social Work (ASSW; sometimes also called the Association of Students of Social Work) organization and also met at the Virginian during these monthly meetings. The day-long meetings included the faculty and students meeting separately and together.

Other noteworthy events in this time frame included: Dr. Hanks was promoted to Professor in 1977 and awarded a sabbatical leave in 1979; Dr. Wiebler was granted tenure in 1977; the Department was reaccredited by CSWE in 1977 until 1980; Ms. Boyer was granted tenure in 1978; Dr. John Christopher (Adult Education) was named the first Dean of the newly established School of Extended Studies in 1978; Dr. Miller was promoted to Associate Professor, Social Work in 1980.

Threatened Years: 1980-83

Title XX training funds awarded to SOWK for FY1980 totaled \$434,308 which supported both the Laramie and Casper campuses (Oresman, 1981). Budget cuts at the federal level by the Reagan administration reduced that number by two-thirds in 1980. With the loss of so much federal funding so quickly, the Department soon lost many soft money faculty positions with five being eliminated in 1980 alone. At this time, the Wyoming legislature controlled and authorized all UW faculty positions through the appropriation process and there was not much positive sentiment among many legislators about social work or social work education in Wyoming. Representative T.A. Larson (D-Albany), a prominent UW faculty member (History) and member of the Joint Appropriations Committee observed:

This is a very conservative legislature. It's reluctant...to support programs which the federal government starts and then a few years later decides to drop....A lot of people here think of persons on welfare as being goof-offs who can make more money being on...welfare...than working. And they don't think much of social work and [social] workers either. Some believe social workers just go out and recruit persons for their programs to justify them...some legislators are just looking at the funding problem for the Social Work Department as a way of eliminating or reducing social work in the state (Wolfenbarger, 1981).

Faced with losing faculty positions and possibly CSWE accreditation as a result, the Department turned to the University for support. UW requested an additional 3.5 positions from the Wyoming legislature but the Joint Appropriations Committee recommended against the request. The University also requested \$188,204 for SOWK in its emergency budget request but that was also denied. These actions put the Department in a situation of having to drastically cut back its offerings and threatened its existence. A last minute amendment to the Wyoming Senate Appropriations bill included some funds for SOWK but did not cover the reduced federal funding.

At the time there was much discussion about shutting down the UW-Casper portion of the program and of not allowing any new students into the Casper program while allowing current students to finish their degrees. There was even a serious proposal to close the entire Social Work Department. In the end, the number of faculty was greatly reduced to a couple persons appointed on the little Title XX and state funding which was left after the large cuts and the 4.5 state appropriated positions (Hanks, Wiebler, Miller, Chesteen and Boyer). Both campuses survived the funding dilemma and the political atmosphere but at a reduced size in both faculty and student numbers and under the University's close scrutiny.

Other events in these years included: CSWE reaccredited the program in 1980 until 1987; Dr. Wiebler was replaced as Chair, SOWK in 1980 with Dean Joan Wadlow (A&S) taking over as Chair and appointing Dr. Judy Davenport as Acting Vice Chair; Dr. Davenport was later appointed Chair in 1981; Dr. Hanks retired in 1981; Dr. Miller was appointed Assistant Dean, School of Extended Studies in 1982 in addition to continuing as the Coordinator of UW-Casper Academic Programs. Dr. Chesteen was promoted from Temporary Professor to Professor and Head of the Department of Social Work in 1982.

Reorganization: 1984

Being located in the College of Arts and Sciences was never a good fit for Social Work. Professional programs are rarely well understood by the other A&S academic departments and the college administration. So it was with Social Work in this period. With so many faculty on soft money appointments over the years whose job descriptions focused more on teaching and service and less on scholarly publication the Department tended to be seen as scholastically weaker than many of its A&S counterparts resulting in tensions between the college administration and the Department. Over a several year period in the 1980s, Dr. Wiebler was replaced and reinstated a number of times as Department Head with several faculty serving as Interim Heads at various times. As mentioned above, the Dean of A&S actually once replaced Jim as Chair and served in that position herself for a time.

Finally an opportunity for the Department to move to a professional college occurred in 1984 with the reorganization of the College of Health Sciences and Social Work was moved from the College of Arts & Sciences into Health Sciences.

The College of Health Sciences was originally established in 1968 by consolidating the Schools of Pharmacy and Nursing and other departments including Speech Pathology and Audiology, Medical Technology and a number of pre-professional programs (Medicine, Dentistry, Optometry, Physical Therapy, Osteopathy, Chiropody, and Dental Hygiene). Both Schools (Pharmacy and Nursing) were headed by their own Deans so we had a situation of Deans reporting to a “Super Dean.”

The College of Health Sciences was reorganized effective July 1, 1984 and Susan Leddy, Ph.D. (Nursing), was appointed Dean of the reorganized College and Professor of Nursing. Social Work became a department in the School of Health and Human Services. Academic units of the College were:

- School Pharmacy (Dr. Robert Nelson, Acting Dean)
- School of Nursing (Dr. Marcia Dale, Dean)
- School of Human Medicine (Dr. John Corbett, Associate Dean) which consisted of:
 - The Family Practice Residency Program at Casper
 - The Family Practice Residency Program at Cheyenne
- School of Physical and Health Education (Dr. Ward Gates, Associate Dean)
- School of Health and Human Services (Dr. Janis Jelinek, Speech Pathology and Audiology, Associate Dean) which consisted of:

- The Department of Speech Pathology and Audiology
- The Department of Social Work
- The Medical Technology Program
- The Dental Hygiene Program was the direct responsibility of the Dean

Ms. Boyer was promoted to Associate Professor and Dr. Chesteen was awarded tenure in 1984. Dr. Laura Davis joined the Department in 1984 as a Temporary Assistant Professor. The UW Trustees reaffirmed their commitment "...to extend [UW's] baccalaureate and graduate degree programs to off-campus locations in the state of Wyoming...."

Years of Introspection, Reviews and Rebuilding: 1984-95

Department Reviews

The specter of elimination of the Department at the beginning of the decade resulted in a number of departmental reviews during this period culminating in a "Five Year Review" of Social Work mandated by the central administration of the University (See **APPENDIX E** for details). Between 1984 and 1994, the Department underwent an almost continuous period of external reviews and internal self-assessments.

A 1986 review by the UW central administration offered seven recommendations including one to consolidate the social work program in Laramie and to eliminate the Casper portion of the program. That recommendation was never acted upon. The 1987 CSWE reaccreditation review resulted in the Department being awarded a maximum seven year reaccreditation although CSWE was concerned about the comparability between the two campuses and required an interim report detailing the comparability. That interim report was ultimately approved.

In 1989 the then-Dean of the College of Health Sciences, Dr. Philip Catalfomo, recommended to Provost Al Karnig that the Department be consolidated on the Casper campus. Provost Karnig asked the University's Academic Planning Committee (APC) to review that recommendation. The APC filed its report in January, 1990 noting both concerns about and support for the Department. Its major finding was that consolidating the program at either the Laramie or Casper sites would be detrimental to the Department's mission. Interestingly, the APC suggested that consideration should be given to developing an MSW program while also raising the possibility of moving the social work program to a different department and suggested one possibility might be the Department of Home Economics in the College of Agriculture. This possible merger was later investigated by a committee which recommended against the merger, a recommendation then ratified by Provost Karnig in 1991.

In 1993 the Department undertook a self-evaluation in preparation for the 1994 CSWE reaccreditation review. As a result, the Department was reaccredited for the maximum period of eight years until 2002.

In 1994 the University instituted a campus-wide review of all units and the Department noted the significant changes that had occurred since the earlier reviews and the progress which had been made over that time frame (see **APPENDIX E**).

Rebuilding

Even with all the reviews called for by entities in and out of the University and the ever present threat of elimination during these years, the mood of the Department and its faculty remained positive and upbeat. The Department began to regain some stability with new faculty coming aboard and current faculty climbing the ranks. Ms. Boyer was promoted to Associate Professor (1984); Dr. Chesteen was awarded tenure (1984); Dr. Miller was promoted to full Professor (1985); new faculty included Dr. Laura Davis, Assistant Professor (1984); Dr. Katherine Woodard, Assistant Professor (1991); Dr. Mark Lusk, Professor (1992); Dr. Patricia Scott, Assistant Professor (1994).

During this time, a variety of persons served as Chair of the Department. The title used for the Department administrator was sometimes “Chair” and sometimes “Head” with no apparent consistency of usage. Dr. Chesteen was appointed Chair of the Department for the period 1984-86; Dr. Davis was appointed Chair of the Department in 1988 for the period 1988-91 but resigned in 1989 and Dr. Miller was appointed as Acting Chair; Dr. Wiebler was named Acting Head on February 6, 1990 with the “...term of the appointment...determined by the recommendations of the review of the department.” Dr. Mark Lusk was appointed as a tenured Professor, SOWK and Chair of the Department in 1992 but resigned from UW in 1993; Dr. Wiebler was again named Chair in 1993.

Reconciliation with Casper College

Recall that in 1978 the University was asked to leave the Casper College campus after the College dissolved its partnership with the University to deliver UW degrees in central Wyoming. By 1986, the mood in Casper generally and in Casper College specifically about the University’s presence in Casper had mellowed a bit. The antagonistic feeling about the University held by some in the Casper community softened somewhat over time. Twenty years after the program was established, Casper College President LeRoy Strausner noted:

At the program’s inception, there was a strong feeling—to the point of actual hostility—from some community members that if Casper were to have a four-year institution, it ought to be Casper College, not interlopers from the university. The feeling that Casper College should be its own four-year institution has existed in our community for years...and it probably will exist to some degree forever....That sentiment was quite strong when the university first came here. But I think the energy for that has, by and large died out—there doesn’t seem to be much active effort now in that direction. (Compton, 1997)

The growing acceptance of the University’s presence in Casper was due in no small measure to the dedication of the UW-Casper faculty (including the social work faculty) to providing a quality educational experience for its students and for displaying good community citizenship by working closely with Casper College faculty and by integrating into the larger community hosting cultural events, participating in civic duties like community-wide committees and task forces, etc. Plans were laid for a reconciliation of the two institutions in 1986 and in 1987 UW-Casper and Casper College once again united back on the College campus to form the UW/CC Center and continued to deliver UW undergraduate and graduate degrees. At this point, Dr. Miller left his post as the Assistant Dean and Coordinator of UW-Casper academic programs and returned to the main campus in Laramie rejoining his social work colleagues there.

New Offices for the New Department

The Department of Sociology had been housed on the fourth floor of Ross Hall during the time when Social Work was part of Sociology in the 1960s/early 1970s. When Social Work became an independent department in 1975 it remained for a time on the fourth floor of Ross in a cluster of offices. In 1986 the department moved from the fourth floor to the first floor and remained there until moving into the remodeled College of Health Sciences building in 2005. The move from the fourth floor to the first floor resulted in the loss of some office space but the department gained a relatively large room in the area which had formerly been dedicated to the UW debate team. The room came with a large rectangular table left by the debate squad because it was too large to move out and that room became the central gathering place for faculty and students alike. Over time in that room we built a small library for students and then the department's first student computer lab.

In the mid-1980s, CSWE mandated that accredited programs change from educating students as “consumers of research” to students as “producers of research.” Thus, our research course approach was redeveloped and the student computer lab got very busy with students using it to analyze the results of their research projects. At first the revamped sequence consisted of a basic statistics course and one 3-credit hour social work research course with the added requirement of an original research project. It quickly became apparent that there was simply not enough time in that one course to accomplish everything as nearly every student ended up with an incomplete. Soon an additional credit hour was added to the course to accommodate the research project but that, too, was not enough time. So a second research course was added for the research project and the research sequence expanded to 6 credit hours plus the statistics course.

Wyoming INstitute for Disabilities (WIND)

Dr. Miller was reassigned to the Laramie campus in 1986 after the reconciliation of Casper College and the University resulted in the closing of UW-Casper and the establishment of the UW/CC Center. Once back on campus in a faculty role he began to explore the possibility of establishing a grant-funded program for developmental disabilities on the UW campus. The program was called a University Affiliated Program for Persons with Developmental Disabilities or UAP for short. At the time there were 17 U.S. states and territories which did not have such a program and the federal goal was to have one in each state and territory. By the time the UW UAP was established in Fall 1994, Wyoming became the last state to have a UAP. Dr. Miller initially devoted half time to teaching his social work courses and half time as the Executive Director of the UAP, which was named the **Wyoming INstitute for Disabilities (WIND)**. The first course offered by WIND was a Social Work course (SOWK 4020: Disabilities: Supports and Services) which later became the foundation for WIND's own course (WIND 4020: Disabilities: Supports and Services). WIND and Social Work continue to this day to cross-list that course. In addition to its role of implementing grant-funded projects designed to help communities support persons with developmental and other disabilities, WIND ultimately developed its academic side by mounting many courses dealing with disabilities culminating in establishing an academic Minor in Disability Studies.

Other events in this time period

Two Deans of the College of Health Sciences were appointed: Dr. Philip Catalfomo (Pharmacy) was named Dean in 1986 and resigned in 1991; Dr. Martha Williams was named Dean in 1991. Dr. Williams (Psychology) had been the Dean

of the School of Social Work at the University of Texas at Austin and was appointed as Professor of Social Work along with her appointment as Dean. Dr. Williams served as Dean until her return to the Social Work faculty in 2001. In December, 1994 Dr. Wiebler passed away very suddenly and Dr. Woodard was appointed Acting Chair in January, 1995. The Wyoming Phi Alpha honor society chapter was formed in 1995.

In 1995, Dr. Patricia Conway was appointed as Professor and Head, Department of Social Work. Dr. Conway had trained at the University of South Carolina's UAP so was familiar with the mission and potential of WIND for the University and for the Department of Social Work.

Continued Difficulties

The appointment of Dr. Conway began with much positive energy—new faculty were hired; WIND was growing rapidly with many new grants and projects underway; Dr. Williams was reappointed Dean in 1996; the SOWK program in Casper was strong; there was much serious discussion about developing an MSW; and interest in delivering courses statewide beyond the two campuses was building. However, the earlier suggestions about closing the Casper portion of the program began cropping up again resulting in a growing tension between the campuses (D. Valentine, personal conversation, July 2, 2014). Internal departmental disputes resulted in several faculty leaving during this period. In 2000, Dr. Deborah Valentine replaced Dr. Conway as Director of the Division of Social Work. Dr. Conway remained on the faculty until 2003 when she left UW.

Expansion and Changes: 1996-05

MSW (Finally)

When Dr. Wiebler was hired in 1975 as the first director of the newly established Department of Social Work he was already talking about developing an MSW program even as the newly accredited BSW was just getting underway. After many years and after his death in 1994, the Department presented a proposal in 1996 to the UW Board of Trustees to establish an MSW degree. This proposal included paying for the new degree program in part with a differential tuition imposed on the students at the rate of \$3,400 on top of the base graduate tuition of \$2,792 for a total of \$6,192. The proposal was tabled pending clarification of wording. The proposal was again presented to the Trustees at their next meeting and was approved. The program was placed into accreditation candidacy by CSWE in 1998 and the first MSW class was graduated in 1999. The differential tuition plan existed for a time but was later repealed.

Another College Reorganization

In 2000, the College of Health Sciences was once again re-organized into these units:

- **School of Pharmacy**
- **School of Nursing**
- **School of Interdisciplinary and Professional Programs** consisting of:
 - **Division of Medical Education and Public Health**
 - WWAMI

- Family Practice Residency Program in Cheyenne
- Family Practice Residency Program in Casper
- Area Health Education Center (AHEC)
- **Division of Communication Disorders**
- **Division of Kinesiology and Health**
- **Division of Social Work**
- **Division of Allied Health Professions**
 - Dental Hygiene Program
 - Medical Technology Program (scheduled for closure by 2003)
- **Wyoming Institute for Disabilities (WIND)**

New Faculty

A number of new faculty were hired into tenure track positions during the late 1990s and early 2000s including Dr. Martha Ellison (1997); Dr. Monte Miller (1998); Dr. Deborah Valentine (1998); Dr. Jim Smith (1999); Dr. Jeff Olson (1998); Dr. Gail Leedy (2001); Dr. Virginia Majewski (2001); Dr. Vicki Murdock (2003); and Dr. Diane Kempson (2004).

Ms. Boyer retired in 2000. Dr. Chesteen retired and “unretired” a time or two over several years at the beginning of this period. Dr. Martha Williams retired as Dean of the College of Health Sciences in 2001 and returned to the Department as a faculty member. Dr. Robert O. Kelley was named Dean in 2001, but left UW in 2008 to become President of the University of North Dakota. Dr. Valentine left in 2002 to become Director of the School of Social Work at Colorado State University and Dr. Leedy was appointed Interim Director.

Over the same approximate time frame, the University began making a serious commitment to developing non-tenure track faculty called Academic Professionals (AP). There are four Academic Professional categories: Extension Educators, Lecturers, Research Scientists, and Postdoctoral Associates. Of these faculty categories Lecturers are the Academic Professionals who are engaged primarily in fulfilling the teaching mission of the University and are most commonly found in the academic units of the University including Social Work. In addition to the tenure track faculty hired in the Department, a number of APs were hired over this time period for varying periods of time: Walter Boulden, Connie Coca, Linda Craven, Deborah McGriff, Edward (Ned) Byrnes, Leslie Madden, Annie O’Leary, Mary Moran, Edwin Heimer, Mary Hart, Carolyn Haney, Dolores Jimerson, Lea Grubbs (see **APPENDIX A** for details). Most of these APs were hired as temporary faculty (Non-Extended Term appointments) but a few were hired as (or evolved into) Extended Term appointments (Mary Hart; Carolyn Haney; Lea Grubbs).

The Modern Era: 2005-13

New Building

In 2005, most Health Sciences units moved into their newly remodeled quarters in the old Biochemistry building on the west side of campus. Formerly, individual Health Sciences units were scattered across campus in different locations and the remodeled building allowed for a consolidation of all but one of the academic units. Kinesiology and Health remained in the Corbett building on the east side of campus while all the rest moved into the new building. It was the wish of the then-Dean Bob Kelley, that the academic units not be clustered on different floors but rather be “vertically integrated” in the building to the extent possible. Thus Social Work offices were assigned to the second and third floors sharing the second floor with Communication Disorders, the Dean’s Office, Medical Education and Public Health and Pharmacy and sharing the third floor with the School of Nursing, Communication Disorders and Pharmacy. The only academic unit all on one floor was the Wyoming INstitute for Disabilities (WIND) largely for accessibility issues. Dr. Miller continued during this time as the Executive Director of WIND and Professor of Social Work.

Modern Era

This period (still evolving) for Social Work began with the appointment of Dr. Mona Schatz as Director and Professor, Division of Social Work in 2006. Dr. Schatz served as Director until 2010. Dr. Vicki Murdock, originally appointed in 2003 to the Casper campus, moved to the Laramie campus in 2006 and was named Director of the Division in 2010. In 2012, Dr. Murdock took a leave of absence to pursue Divinity School and then resigned from UW in 2013. Dr. Miller retired in 2007 but was recalled in 2012 to serve as Interim Director of the Division of Social Work and chair a national search for a new director. In 2013, Dr. Donna Leigh Bliss was appointed Director and Associate Professor of the Division of Social Work.

This period was marked with the continuing maturity of the MSW curriculum and delivery methods to a state-wide student body. Although social work education had been delivered beyond the Laramie campus boundaries almost from the beginning in 1975, the delivery methods have changed over the years. In the early days, courses were delivered by faculty driving or flying to distant towns as part of the University’s “Flying Professors” outreach program and the entire BSW was delivered fully on-site at the Casper campus beginning in 1978. In this current period of the Division’s history, both programs are being delivered by multiple methods, including online technology, compressed video, and in-person classes. Some courses for both the BSW and MSW were also being delivered on-line.

UW-Casper (again)

A major event occurred on the Casper campus when UW and Casper College collaborated in constructing a new building on the CC campus designed to house the UW/CC Center operation as well as the Casper College campus student services. Prior to this time, UW faculty, including Social Work faculty, had been scattered across the Casper College campus. With the construction of the new building, most UW faculty were reunited in one location and the University presence on the College campus became much more visible. The building opened its doors in January, 2014 and at that time the UW Trustees officially renamed the UW/CC program as “UW-Casper” with most, maybe all, Trustees and University

administrators believing that to be a new name not knowing or remembering that the Casper program had already been called UW-Casper 35 years earlier.

Faculty

Other tenure track faculty active in this time period and their original appointment dates included: Dr. Jim Smith (1999); Dr. Gail Leedy (2001); Dr. Diane Kempson (2004); Dr. Quang (Paul) DuongTran (2005); Dr. John Tracy (2007); Dr. Kelli Larson (2008); Dr. Kathleen McKinney (2008); Dr. Neely Mahapatra (2009); Dr. Wook-Jin Kim (2009); Dr. Valerie Thompson-Ebanks (2011).

Full-time Academic Professional and temporary faculty active in this time included: Dr. Mary Hart (1998); Ms. Carolyn Haney (2001); Ms. Lea Grubbs (2003); Ms. Tisa Sucher (2006); Ms. Elizabeth Dole-Izzo (2006); Ms. Joanne Theobald (2010); Ms. Bethany Cutts (2011); Dr. Johnna Nunez (2011); Dr. Kimberly Lowe (2012); Ms. Lindsey Overstreet (2012).

Promotions included Dr. Kempson (to Associate Professor with Tenure in 2010); Ms. Carolyn Haney (to Associate Lecturer with Extended Term in 2012); Ms. Dole-Izzo (to Associate Lecturer with Extended Term status in 2014).

Accreditation

The CSWE reaccreditation review in 2010 required an interim report to more clearly show how the Division was integrating the new Educational Policy and Accreditation Standards (EPAS), which introduced the Ten Core Competencies as outcomes for student achievement. The interim report was accepted in 2012 and the Division was reaccredited until 2017.

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APPENDIX A: Abbreviated Chronology of Major Events and Personnel

1967-2014

NOTES: The primary source of the following information about faculty associated with Social Work was the complete set of UW Trustee Minutes from 1967 to the present. However, some information about faculty appointments was missing from the Trustee Minutes (e.g., some FT appointments, most PT appointments, nearly all resignations). Other sources of information were occasionally used to fill some gaps. This abridged listing was developed from a more complete chronology which included reappointment dates and other miscellaneous information. The main omissions in the work below were standard reappointment dates. Reappointments were only included below if they coincided with other pertinent data such as promotions or reassignments. Adjunct faculty who typically taught a course in a given semester have been largely omitted from this listing even though at times a fair number of part-time faculty were used to augment the full-time, core faculty. Those adjunct faculty usually delivered elective courses but also sometimes taught core courses. Where known, adjunct faculty appointed to a full-time position for a given semester or year are included in this listing.

The faculty designations of “Supply” and “Temporary” were informally used somewhat interchangeably in the earlier years but generally were intended to reflect a short term appointment with no promise of long term employment. “Supply” indicated an appointment that was what we would now call non tenure-track regardless of the source of funding used for the appointment. “Temporary” indicated a short term appointment generally funded by grant (“soft”) money.

Full names (including middle initials) and degrees/disciplines of faculty are given where known in their first notations and thereafter just with their most commonly used names. Only initial appointments and resignations are noted with a few exceptions (e.g. when someone was re-hired or reassigned to different job duties).

Additionally, a few notes are inserted chronologically when the content is somehow pertinent to the historical development of the Division of Social Work. Funding sources for faculty hires are noted where known since so many faculty were hired with “soft money” (grant funds) thus not permanent faculty positions for the department. At its height, the Division of Social Work had 18 faculty on staff between the Laramie and Casper campuses but only four and one-half of those positions were “hard money” (i.e., state-funded, tenure-track positions).

1967

- **John W. Hanks, MSW, Ph.D.**, appointed Assistant Professor of Sociology, College of Arts & Sciences (A&S) effective September 1, 1967. Funding: University tenure track position underwritten in part by an initial federal grant from the federal Department of Health, Education and Welfare (DHEW) through the Wyoming Department of Public Welfare to support the development of the social work program.
- **John Hanks** promoted to Associate Professor of Sociology in December 1967.
- **Trustees approved an undergraduate program at the bachelor’s level for Social Work.** The federal Department of Health, Education and Welfare (DHEW) provided an initial grant for 1967-69 with a 25% cash match required from UW to be transferred to the Wyoming Department of Public Welfare which then was returned to UW for support of the social work program.

1968

- **College of Health Sciences established. Dr. Jack Bone**, Dean of Pharmacy, was named Dean of the College of Health Sciences. The College consisted of:
 - School of Nursing
 - School of Pharmacy

- Division of Paramedical Sciences which included:
 - Medical Technology
 - Speech Pathology and Audiology
 - Pre-professional programs in:
 - Medicine
 - Dentistry
 - Optometry
 - Physical Therapy
 - Osteopathy
 - Chiropody
 - Dental Hygiene

1969

- Arts & Sciences Building remodeled so a number of departments, including Sociology (and the Social Work program), could be housed there.

1970

- **Patricia A. Boyer, MSW, LCSW, LMFT**, appointed as Instructor in Sociology, the second person for the social work program.

1971

- **Pat Boyer** reappointed as Instructor of Social Work (**Note:** no longer as “Instructor of Sociology”).

1972

- **Dorothy F. Fleisher, MSW**, and **Andrea A. Eaton, MSW, (?)** appointed as Temporary Instructors of Social Work.
- **Keith A. Miller, Ph.D.** (Communication), appointed as Assistant Professor of Communication & Theatre, College of Arts & Sciences. Funding: University tenure track position.

1973

- **Pat Boyer** promoted to Assistant Professor of Social Work.

1974

- **Pat Boyer** named Director of Social Work program in Sociology.
- **Steven V. Price, MSW**, appointed as Temporary Instructor of Social Work.
- **Burton A. Caswell, MSSW**, appointed as Supply Instructor of Social Work.
- **Wyoming Human Services Project (WHSP) began training its first class** of potential team members drawing heavily on macro social work literature as well as small group communication theory. John Hanks and Keith Miller were two of several faculty members from a variety of disciplines delivering the training (Social Work, Communication, Law, Geography, Recreation, and Anthropology). The WHSP was becoming closely associated with Social Work as a primary discipline involved in the multidisciplinary training of project personnel. As an aside, one of the training faculty was Tom Buchanan, then a graduate student in the Department of Geography and Recreation and later selected to become President of UW.

1975

- **Pat Boyer** resigned from UW effective May 18, 1975.
- **James R. Wiebler, MSW, Ph.D.**, appointed as Professor and Director of Social Work program for 1975-76 academic year (Social Work still in Sociology at this point) effective April 18, 1975. Funding: University tenure track position.
- On May 16, it was announced to the Trustees **that CSWE had accredited Social Work retroactive to the 1974-75 academic year**. The program was given the maximum accreditation period for new programs of three years (1974-77).
- **Social Work was approved for independent departmental status** in the College of Arts & Sciences, effective August 25, 1975.
- **Jim Wiebler** reassigned as Professor of Social Work and Head of the Social Work Department effective August 25, 1975.
- **Keith Miller** was reassigned from Communication & Theatre to the Wyoming Human Services Project (WHSP) project as Temporary Assistant Professor and Field Director. Funding: WHSP grant from National Institute for Mental Health (NIMH).
- Starting in about 1975, **a flood of federal Title XX dollars** channeled through the Wyoming Department of Public Assistance and Social Services (DPASS) funding faculty and training efforts, including student stipends for practica.
- **Howard F. Kramin, M.Div.**, appointed as a part time Temporary Instructor in Social Work for 1975-76 academic year.
- **John Hanks** promoted to Professor of Social Work.

1976

- **Steve Price** resigned effective August 1, 1976.
- **Burt Caswell** re-designated from Supply Instructor to Instructor, Social Work.
- **Ronald L. Jirovec, MSW**, appointed as Supply Instructor, Social Work.
- **Patricia W. Duncombe, MSW**, appointed as Supply Instructor, Social Work.
- **Pat Boyer** appointed as Assistant Professor, Social Work effective August 23, 1976. Funding: University ½ tenure track position plus Casper Program funding.
- **Burt Caswell** resigned effective July 30, 1976.
- **Allen V. Murphy** resigned as Temporary Instructor, Social Work effective May 24, 1976. (**Note:** no information available on his initial appointment)
- **Harriett U. Hayes, MSW**, promoted from Temporary Instructor to Temporary Assistant Professor, Social Work.

1977

- **Pearl Kleinberg, MSW**, reappointed as Temporary Assistant Professor, Social Work (**Note:** no information available on her initial appointment).
- **Hilliard E. (Ches) Chesteen, Jr., MSW, Ph.D. (in Social Work)**, appointed as a Temporary Professor, Social Work/Casper effective August 24, 1977.

- **Luciano Benavidez, Jr., MSW, Ph.D.**, appointed as a Temporary Instructor, Social Work effective August 24, 1977.
- **James R. Tonsager** (degree and discipline unknown) appointed as Temporary Instructor, Social Work and Human Medicine effective August 24, 1977.
- **Jim Wiebler** was granted tenure.
- **Edwin G. Flittie, Ph.D.**, Professor of Sociology, designated Coordinator of the Casper BA/BS program for the Fall 1977 semester, with approval of Casper College. Dr. Flittie had been a longtime member of the UW Sociology faculty, serving as Head for fifteen years including the time during which the Social Work program was housed in Sociology.
- **Keith Miller** reassigned as Assistant Professor, Communication & Broadcasting and Director, Wyoming Human Services Project effective July 1, 1977. Funding: WHSP grant from NIMH.
- **John Hanks** awarded a sabbatical leave for the 1979 spring semester.

1978

- **BSW degree program offered fully on-site through UW-Casper** and was the first departmental academic degree to be offered fully in Casper. The first baccalaureate degrees offered were the Distributed Major Plan V degrees (Social Sciences; Humanities and Fine Arts; and Natural Science and Mathematics).
- **School of Extended Studies and Public Service** was created effective July 1, 1978. **John L. Christopher, Ed.D.** Professor of Adult Education, was appointed as the first Dean of the School.
- **Pearl Kleinberg** resigned effective May 21, 1978.
- **Judith A. Davenport, MSSW, Ph.D.**, appointed as Temporary Associate Professor, Social Work and Director of Community Operations, Wyoming Human Services Project effective July 1, 1978. Funding: WHSP grant from NIMH.
- **The Wyoming Human Services Project was officially transferred from the College of Human Medicine to the Department of Social Work effective August 1, 1978**
- **Jim Tonsager** resigned effective August 10, 1978.
- **Keith Miller** reassigned as Assistant Professor, Social Work and Coordinator of UW Academic Programs in Casper effective August 15, 1978. Funding: University tenure track position.
- **Judy Davenport** reassigned as Temporary Associate Professor, Social Work and Project Director, Wyoming Human Services Project effective August 15, 1978. Funding: WHSP grant from NIMH.
- **Pat Boyer** granted tenure as an Assistant Professor, Social Work in her half-time appointment effective August 21, 1978. Funding: University tenure track position.
- **Joseph Davenport, MSSW, Ph.D.**, appointed as Temporary Associate Professor, Social Work effective August 21, 1978. Funding: DPASS Title XX grant.
- **William H. Whitaker, MSW, Ph.D.**, appointed as Temporary Associate Professor, Social Work effective August 21, 1978. Funding: DPASS Title XX grant.
- **Joan A. Spoonhunter, MSW**, appointed as Temporary Assistant Professor, Social Work effective August 21, 1978. Funding: DPASS Title XX grant.
- **Cynthia L. Sloan, MSW**, appointed as Temporary Instructor, Social Work effective August 21, 1978. Funding: DPASS Title XX grant.

- **Harriet Hayes** assigned additional duty as Social Work Practicum Coordinator
- **William Mooney, JD**, (Law) appointed as a Temporary Associate Professor, Social Work effective October 1, 1978. Funding: DPASS Title XX grant.

1979

- **Helen M. Kitchens, Ph.D.** (Home Economics), appointed as a Temporary Associate Professor, Social Work/Casper effective January 1, 1979. Funding: DPASS Title XX grant.
- **Raymond P. Cienek, MSW (?), Ph.D.**, appointed as a Temporary Associate Professor, Social Work effective January 2, 1979. Funding: WHSP grant from NIMH.
- **Harriett Hayes** resigned effective August 17, 1979.
- **Sylvia R. Wenston, MSW**, appointed as Temporary Assistant Professor, Social Work effective August 22, 1979. Funding: DPASS Title XX grant.
- **Ron Jirovec** reappointed as Assistant Professor, Social Work upon receiving his Ph.D. Funding: DPASS Title XX grant.
- **Luciano Benavidez** resigned effective September 10, 1979

1980

- **Ron Jirovec** resigned effective May 19, 1980.
- **Jim Wiebler** reassigned as Professor Social Work effective May 22, 1980.
- **Joan Wadlow, Ph.D.** (Political Science) and Dean of the College of Arts and Sciences assigned herself as Chair of the Department of Social Work effective May 22, 1980.
- **Keith Miller** promoted to Associate Professor of Social Work effective July 1, 1980.
- **Judy Davenport** was appointed as Acting Vice-Chairperson of the Department of Social Work effective July 1, 1980.
- **Joe Davenport** was reassigned as Supply Associate Professor, Social Work effective August 28, 1980. Funding: DPASS Title XX grant.
- **Cynthia (Sloan) Guillaume, MSW** Temporary Instructor Social Work, was granted a leave of absence without pay for health reasons.

1981

- **Judy Davenport**, Supply Associate Professor Social Work and Acting Vice Chairperson of the Department of Social Work appointed as Acting Head of the Department of Social Work effective August 27, 1981.
- **John Hanks** retired effective August 26, 1981.

1982

- **Keith Miller**, Associate Professor, Social Work and Coordinator of the Casper Academic Programs, was appointed Assistant Dean, School of Extended Studies.
- **Hilliard Chesteen**, Temporary Professor, Social Work appointed as Professor Social Work and Head of the Department of Social Work effective August 1, 1982. Funding: University tenure track position.

1983

- **Steven Price** once again appointed as Supply Assistant Professor, Social Work effective August 25, 1983.

1984

- **Department of Social Work was moved** from the College of Arts & Sciences into the School of Health and Human Services in the College of Health Sciences.
- **College of Health Sciences was reorganized** effective July 1, 1984. Academic units of the College included:
 - School Pharmacy (Robert Nelson, Acting Dean)
 - School of Nursing (Marcia Dale, Dean)
 - School of Human Medicine (John Corbett, Associate Dean) consists of:
 - The Family Practice Residency Program at Casper
 - The Family Practice Residency Program at Cheyenne
 - School of Physical and Health Education (Ward Gates, Associate Dean)
 - The School of Health and Human Services (Janis Jelinek, Speech Pathology and Audiology, Associate Dean) consists of:
 - The Department of Speech Pathology and Audiology
 - The Department of Social Work
 - The Medical Technology Program
 - The Dental Hygiene Program is the direct responsibility of the Dean
- **Susan Leddy, Ph.D.** (Nursing), appointed Dean, College of Health Sciences and Professor, Nursing effective July 1, 1984.
- **Patricia A. Boyer** promoted to Associate Professor, Social Work.
- **Hilliard Chesteen** awarded tenure.
- **Laura F. Davis, MSW, Ph.D.**, appointed as Temporary Assistant Professor (non-tenure track), Social Work effective August 30, 1984.
- **Trustees** reaffirmed their commitment “to extend [UW’s] baccalaureate and graduate degree programs to off-campus locations in the state of Wyoming....”

1985

- **Hilliard Chesteen** named Chair of the Department of Social Work for July 1, 1984 through June 30, 1986.
- **Keith Miller** promoted to Professor of Social Work.

1986

- **Keith Miller**, Assistant Dean, School of Extended Studies and Administrator of the UW-Casper Academic Programs, reassigned as Professor of Social Work effective August 28, 1986 and reassigned to the Laramie campus.
- **Philip Catalfomo, Ph.D.**, appointed as Dean, College of Health Sciences and Professor, Pharmacy effective September 1, 1986

1987

- **Jim Wiebler**, Professor of Social Work, granted a sabbatical leave for the 1987 fall semester.

1988

- **Laura Davis** appointed as Chair of the Department of Social Work for the period of July 1, 1988 through June 30, 1991.

1989

- **Laura Davis**, Assistant Professor and Chair, Department of Social Work, resigned effective August 5, 1989.
- **Keith Miller**, Professor, Social Work appointed as Acting Chair of the Department of Social Work.

1990

- **James R. Wiebler**, Professor, named Acting Head of the Department of Social Work effective February 6, 1990 and the "...term of the appointment will be determined by the recommendations of the review of the department."
- **Philip Catalfomo** resigned as Dean, College of Health Sciences effective September 3, 1991 and retired effective July 7, 1991

1991

- **Martha S. Williams, Ph.D.** (Psychology), appointed as Dean, College of Health Sciences and Professor, Social Work effective August 21, 1991.
- **Katherine L. Woodard, MSW, Ph.D.**, appointed as Assistant Professor, Social Work effective August 26, 1991. Funding: University tenure track position.

1992

- **Mark W. Lusk, MSW, Ph.D.**, appointed as Professor, Social Work and Chair, Department of Social Work with tenure effective August 24, 1992. Funding: University tenure track position.

1993

- **Mark W. Lusk**, Professor and Chair, Social Work, resigned effective May 8, 1993.
- **Ronald J. Jeffrey, MA** (Communication), appointed Temporary Assistant Lecturer, Social Work, at UW-Casper for the Fall 1993 semester.

1994

- **Patricia A. Scott, MSW, Ph.D.**, appointed as Assistant Professor, Social Work effective January 10, 1994. Funding: University tenure track position.
- **Keith Miller**, Professor, Social Work reassigned as Professor, Social Work and Executive Director of the Wyoming Institute for Disabilities (WIND) effective Fall 1994.
- **Jim Wiebler**, Professor, Social Work, died in December.

1995

- **Katherine Woodard** appointed Acting Chair, Social Work effective January 17, 1995.
- **Walter T. Boulden, MSW**, appointed as Temporary Assistant Lecturer, Social Work.
- **Connie M. Coca, MSW**, appointed as Temporary Assistant Lecturer, Social Work

- **Linda W. Craven, MSW**, appointed as Temporary Assistant Lecturer, Social Work.
- **Katherine Woodard** promoted to Associate Professor, Social Work and awarded tenure.
- **Katherine Woodard** appointed as an Adjunct Assistant Professor of Sociology for the period of March 3, 1995 through December 31, 1998 in addition to her appointment in Social Work.
- **Patricia G. Conway, MSW, Ph.D.**, appointed as Professor and Chair, Department of Social Work effective July 1, 1995. Funding: University tenure track position.
- **Deborah I. McGriff, MSW, Ph.D.**, appointed as Temporary Assistant Lecturer, Social Work.
- **Walt Boulden, MSW**, appointed as Assistant Lecturer, Social Work (equivalent to current Academic Professional, Extended Term Track [AP, ETT]).
- **Hilliard Chesteen**, Professor, Social Work, retired effective December 31, 1996 with Emeritus designation.
- **Edward M. Byrnes**, (degree unknown) appointed as Temporary Assistant Lecturer, Social Work, UW-Casper for Fall, 1995 semester.
- **Leslie A. Madden, MSW**, appointed as Temporary Assistant Lecturer, Social Work, UW-Casper for AY '94-95.

1996

- **Hilliard Chesteen**, Professor, Social Work UWCC Center, “unretired” and changed his retirement date from December 31, 1996 to May 31, 1998.
- **G. Annie O’Leary, MSW**, appointed as Temporary Assistant Lecturer, Social Work, UWCC Center for Spring, 1996 semester.
- **Mary E. Moran, MSW**, appointed as Temporary Assistant Lecturer, Social Work, UWCC Center for Academic Year 1996-97.
- **Martha Williams** reappointed Dean, College of Health Sciences and Professor, Social Work effective August 22, 1996.
- **The Department of Social Work presented a proposal to the UW Trustees to establish an MSW program.** This proposal included paying for the new program in part with a Differential Tuition imposed on the students at the rate of \$3,400 on top of the base graduate tuition of \$2,792 for a total of \$6,192. The proposal was tabled to the next Trustee meeting pending clarification of wording.
- The **MSW** proposal was again presented to the Trustees for approval. The proposal was approved.
- **Leslie Madden** reappointed as Temporary Assistant Lecturer, Social Work, UWCC Center for Fall, 1996 semester

1997

- **Martha Ellison, MSW, Ph.D.**, appointed as Associate Professor, Social Work effective August 19, 1997. Funding: University tenure track position.
- **Edwin J. Heimer**, (degree unknown), appointed as Temporary Assistant Lecturer, Social Work, UWCC Center for Fall, 1997 semester

1998

- **Dr. Deborah P. Valentine, MSW, Ph.D.**, appointed as Professor, Social Work effective August 25, 1998. Funding: University tenure track position.

- **Monte J. Miller, MSW, Ph.D.**, appointed as Assistant Professor, Social Work effective August 25, 1998. Funding: University tenure track position.
- **NOTE:** As of November, 1998 and extending through all of 1999 few or no personnel records were entered into the Trustee Minutes.

1999

- **James E. Smith, MSW, ABD**, appointed Instructor, Social Work effective August 24, 1999. Funding: University tenure track position.
- **Jeffrey J. Olson, MSW, ABD**, appointed Instructor effective August 24, 1999. Funding: University tenure track position.
- **Mary Hart, MSW (later Ph.D.)**, appointed Assistant Lecturer (AP, ETT) effective August 24, 1999. Funding: University academic professional position.

2000

- **Pat Boyer** retired with Board Retirement and Emeritus status
- **College of Health Sciences** was again reorganized into three principal units:
 - **School of Pharmacy**
 - **School of Nursing**
 - **School of Interdisciplinary and Professional Programs** consists of:
 - **Division of Medical Education and Public Health**
 - WWAMI
 - Family Practice Residency Program in Cheyenne
 - Family Practice Residency Program in Casper
 - Area Health Education Center (AHEC)
 - **Division of Communication Disorders**
 - **Division of Kinesiology and Health**
 - **Division of Social Work**
 - **Division of Allied Health Professions**
 - Dental Hygiene Program
 - Medical Technology Program (scheduled for closure by 2003)
 - **An additional academic unit is the Wyoming Institute for Disabilities (WIND)** whose Director reports directly to the Dean of the College.
- **Virginia S. Majewski, MSW, Ph.D.**, appointed as Associate Professor, Social Work in Casper effective August 28, 2000. Funding: University tenure track position
- **Pat Conway** ended her appointment as Director, Social Work, and reassigned as Professor, Social Work.
- **Deborah P. Valentine, MSW, Ph.D.**, Professor, Social Work, appointed as Director, Division of Social Work effective August 24, 2000. Funding: University tenure track position.

2001

- **Robert O. Kelley, Ph.D.** (Human Physiology), was appointed as Dean, College of Health Sciences.
- **Martha Williams** retired as Dean, College of Health Sciences and was reassigned as Professor, Social Work.
- **Gail M. Leedy, MSW, Ph.D.**, appointed Associate Professor, Social Work, and effective August 28, 2001.
- **Virginia Majewski** resigned from the Division of Social Work/Casper effective December 26, 2001.

2002

- **Deb Valentine** resigned from the Division of Social Work effective July 1, 2002
- **Gail Leedy** appointed Interim Director, Social Work effective July 1, 2002.
- **Carolyn Haney, MSW, LCSW**, appointed as Assistant Lecturer (Non Extended Track) effective July 1, 2002.
- **Jeff Olson, Ph.D.**, reappointed at Assistant Professor rank, Social Work.
- **Jim Smith, Ph.D.**, reappointed at Assistant Professor rank, SOW.
- **CSWE reaccredited** the Division of Social Work for the maximum of 8 years.

2003

- **Victoria Murdock, MSW, Ph.D.**, appointed as Assistant Professor, Social Work, and UW/CC Center effective August 26, 2003. Funding: University tenure track position.
- **Gail Leedy** was awarded tenure.
- **Pat Conway** resigned from the Division of Social Work effective July 11, 2003.

2004

- **Monte Miller** promoted to Associate Professor and awarded Tenure.
- **Diane A. Kempson, MSW, Ph.D.**, appointed as Assistant Professor, Social Work effective August 24, 2004. Funding: University tenure track position.
- **Lea T. Grubbs, MSW** appointed Assistant Lecturer, Social Work effective August 27, 2004. Funding: University Academic Professional position.

2005

- **NOTE:** Little personnel information was reported in the Trustee Minutes from November 2005 and through 2009. Information for these years was compiled from other official sources.
- **Deborah K. Fleming, Ph.D.**, appointed as Clinical Professor, Health Sciences effective August 25, 2005 (Funding: Dean's Office and WIND in order to develop the WY Geriatric Education Center).
- **Quang (Paul) DuongTran, Ph.D.**, was appointed Assistant Professor, Social Work.
- **Jim Smith** promoted to Associate Professor and awarded Tenure.
- **Mary Hart** promoted to Associate Lecturer and awarded Extended Term status.

2006

- **Elizabeth S. Dole-Izzo, MSW**, appointed as Assistant Lecturer (Non-Extended Term).
- **Mona Schatz, MSW, DSW**, appointed Director, Division of Social Work effective July 1, 2006.
- **Vicki Murdock** reassigned to Laramie campus.

2007

- **Keith Miller** retired as Professor Emeritus, Social Work and Director Emeritus, WIND.

2008

- **Vicki Murdock** promoted to Associate Professor and awarded Tenure.
- **Kelli M. Larsen, MSW, Ph.D.**, appointed as Assistant Professor, Social Work
- **Kathleen McKinney, MSW, Ph.D.**, appointed as Assistant Professor, Social Work
- **Keith Miller** recalled as Interim Executive Director, WIND pending a national search for a permanent Executive Director.
- **Bob Kelley, Dean**, College of Health Sciences, resigned to become President of the University of North Dakota.
- **Beverly Sullivan, Pharm D.**, appointed Interim Dean, College of Health Sciences pending a national search for a permanent dean.

2009

- **Keith Miller** retired as Interim Executive Director, WIND.
- **Joseph F. Steiner, Pharm D.**, appointed Dean, College of Health Sciences.

2010

- **Neely Mahapatra, MSSW, Ph.D.**, appointed as Assistant Professor, Social Work.
- **Wook-Jin Kim, MSW, Ph.D.**, appointed as Instructor, Social Work effective August 17, 2010. [Note: this tenure track position converted to Assistant Professor upon receipt of degree completion documentation]
- **Elizabeth S. Dole-Izzo, MSW**, appointed as Assistant Lecturer (Extended Term Track) effective February 12, 2010.
- **Diane Kempson** promoted to Associate Professor and awarded Tenure.
- **Vicki Murdock** appointed Director, Division of Social Work.
- **Tisa Sucher**, Assistant Lecturer resigned.

2011

- **NOTE:** No personnel information reported in Trustee Minutes May-August, 2011.
- **Joanne T. Theobald, MSW**, appointed as Assistant Lecturer (Extended Term Track) effective January 10, 2011.
- **Valerie Thompson-Ebanks, MSW, ABD**, appointed as Assistant Lecturer (Non-Extended Term).
- **Bethany A. Cutts, MSW**, appointed as Assistant Lecturer (Extended Term Track) effective August 1, 2011.

2012

- **Keith Miller** recalled as Interim Director, Division of Social Work effective May 7, 2012 pending a national search for a permanent director.
- **Valerie Thompson-Ebanks, MSW, Ph.D.**, appointed as Assistant Professor effective August 20, 2012 (pending receipt of doctoral degree).
- **Carolyn Haney** promoted to Associate Lecturer (ETT) with Extended Term status effective July 1, 2012.

2013

- **Donna Leigh Bliss, MSW, Ph.D.**, appointed Director, Division of Social Work effective July 1, 2013.
- **Keith Miller** retired effective July 31, 2013 as Interim Director, Division of Social Work.

2014

- **Amy Castro Baker, MSW, Ph.D.**, appointed as Assistant Professor, effective August 26, 2014 (pending receipt of doctoral degree).
- **Kari D. Velzke, MSW, ABD**, appointed as Assistant Lecturer (Extended Term Track) effective August 11, 2014.

APPENDIX B: Initial Details of the Proposed BA/BS Program at Casper College

Excerpted from the Minutes of the UW Trustees, March 19, 1976, pp. 1-6

http://www.uwyo.edu/trustees/files/docs/bot-archive-minutes/1976/1976_march%2019_bot%20minutes.pdf .)

Report on Proposed Programs at Casper College

The discussions of President Carlson and Mr. Niethammer set forth below are designated to generally state the policies and aims of the University and of Casper College as the case may be. It is not intended to imply that full agreement between the parties has been accomplished on these matters.

President Carlson reported that various meetings had been held between Casper College and University personnel in connection with the University programs being taken to Casper. Topics discussed included atmosphere for cooperation, facilities, staffing, student services, support services, working relationships, course selection procedures, student recruitment, student advisement, faculty identification, and the duties to be assigned the individual responsible for the coordination of the programs. Some ten hours of staff conferences and work sessions have been devoted to policy, planning, and assignment of responsibilities for various parts of the endeavor. Deadlines that have been developed are:

April 1, 1976: Designation of Casper College faculty members and courses to be taught by them

April 12, 1976: Designation of University faculty members and courses to be taught by them

April 15, 1976: Bulletin copy ready for camera

May 1, 1976: Bulletins in Casper and ready for distribution

The offering of baccalaureate programs by the University at Casper College is a matter for joint planning and is to be coordinated under the leadership of a committee having the following proposed membership:

President, University of Wyoming

President, Casper College

Assistant to the President, Casper College

Vice President for University Extension, University of Wyoming

Executive Secretary, Wyoming Higher Education Council

President Carlson noted that the following had been discussed with Casper College personnel but that the details and procedures had not all been resolved.

1. Upper division and graduate courses will be offered in Casper by The University of Wyoming in accordance with regular University procedures (approved courses and approved faculty).
2. Students will register with The University of Wyoming. Fees will be assessed according to the standard fee structure of the University. Determinations will be made as to needed student support services.
3. Baccalaureate and graduate degrees will be granted by The University of Wyoming.
4. The University will contract with Casper College for part-time instructional services by individual Casper College faculty members. These individuals will be appointed Lecturers in accordance with established University procedures.
5. In a given semester, a majority of the upper-division courses will be offered by regular University of Wyoming faculty members.
6. The University expects to place three full-time faculty members in Casper during each semester of 1976-77.

7. It is noted with thanks that the baccalaureate program will occupy such space as Casper College can furnish conveniently. The University will supplement this with such other space as projected requirements indicate.

8. It is proposed that Dr. Peter K. Simpson be employed one-half time beginning July 1, 1976, to coordinate The University of Wyoming academic programs in Casper and be granted an academic rank by the University. He would have cognizance of Baccalaureate program; Master of Business Administration Program; Casper Field Office operations in extension classes and the student teacher program of methods courses and practicum; the Medical Technology clinical experience program; the clinical experience unit of student nurses which will be located in Casper in the future; and maintain strong liaison with the Medical Education office and the County Extension office.

President Carlson advised that it was tentatively planned for three University faculty members to be in Casper for the distributed major program in the 1976 Fall semester and that [CC] Vice President Loftin needs to know the identity of Casper College faculty scheduled for the program by April 1. Discussion was held on whether it would be monetarily advantageous to increase the number of Casper College instructors and to decrease the number of University faculty members to be located in Casper. Dr. Carlson reported that he felt that this was not feasible since the University was in fact offering the degree.

Casper College Trustee President Niethammer said that they are concerned that a sufficient number of courses be taught in the undergraduate program so as to increase the number of students enrolled and to broaden the program; as to how many Casper College instructors will be utilized since they would like to see as many utilized as possible; and how the budget money was allocated by the Legislature. He noted that they are hopeful that as soon as basic decisions are made for implementing Plan V in 1976, the University and Casper College can then plan the Bachelor of Science degree in Applied Sciences for 1977. He noted that the Casper College Trustees were in total agreement with the proposed MBA program.

Concern was expressed by Casper College Trustees that they were getting away from the applied science and general education concepts. Mr. Niethammer invited the University Trustees to Casper for a meeting for further discussions. It was decided that the University Trustees would meet in Casper on April 10 with the Casper College Trustees.

President Niethammer outlined guidelines developed by Casper College for the duties of the coordinator of the new programs. It was urged that in order to successfully inaugurate this new cooperative effort, the role of the coordinator must be specified along the following lines:

1. Supervise both instruction and program on the Casper College campus.
2. Advise enrollees and facilitate degree checks.
3. Coordinate staff and space needs with Dr. Loftin of Casper College and Dr. McFadden of The University of Wyoming.
4. Report on operational matters to Dr. Aley and Dr. Loftin of Casper College and to Dr. Carlson and Dr. McFadden of The University of Wyoming.
5. Exercise educational leadership to recommend what is offered, when it is offered, how it is to be offered, where it is to be offered, and who it is to be offered by.
6. Oversee registration procedures and forward appropriate information to The University of Wyoming and Casper College.
7. Work with Elliott Hays of The University of Wyoming and Philip Doornbos of Casper College with respect to affairs appertaining to fees and funds, and general business office matters.
8. Coordinate student affairs and services such as financial aids, scholarships, and disciplinary matters.

9. Acquire the services of a full-time secretary.

10. Coordinate and recommend program development to the Higher Education Council.

After further discussion, Mr. Bunning moved that Dr. Peter K. Simpson be selected to coordinate the program. Mr. McCue seconded the motion and it carried. This recommendation has the approval of the Casper College Board of Trustees. The title and academic rank for this appointment will be brought to the Trustees at a later date.

President Quealy announced that the following committees had been jointly selected to work on the program. He noted that the Vice President of Casper College is added to the committee recommended by President Carlson.

Joint Administrative Committee: Dr. William D. Carlson, President of The University of Wyoming; Dr. Tilghman H. Aley, President of Casper College; Dr. Hugh B. McFadden, Vice President for University Extension; Dr. Lloyd H. Loftin, Vice President of Casper College; Dr. Peter K. Simpson; and Dr. Fred Black, Executive Secretary of the Wyoming Higher Education Council

Joint Trustees Committee: University of Wyoming - H. A. True, Jr., Leo P. McCue, Jr., and Patrick J. Quealy.

Casper College - Victor Niethammer, Donald E. Chapin, and Richard K. Lisco.

Dr. Schrader said that he felt the responsibilities of the coordinator should include the assignment of needs and evaluation of needs for higher education. President Quealy thanked the Casper College Trustees, Fred Black, and Vern Vivion for attending the meeting. The meeting was recessed at 11:00 a.m. so that these individuals could depart.”

APPENDIX C: Update on the First Year of the Casper College Program

Excerpted from the Minutes of the UW Trustees, March 17, 1977, pp. 1-3

http://www.uwyo.edu/trustees/_files/docs/bot-archive-minutes/1977/1977_march%2017_bot%20minutes.pdf

Report On Casper Degree Programs

President Quealy called on Dr. McFadden for a report on the Casper programs. Dr. McFadden reported on the planning meetings held with Dr. Tilghman H. Aley, Dr. Lloyd Loftin, Dr. Peter K. Simpson, and Dr. Joyce A. Scott. Dr. Aley along with his staff and the University staff have agreed in principle on the size of the 1977-78 bachelor's degree program in Casper; the number of courses to be offered and the distribution of such courses; staffing patterns regarding Casper College and University participation; and on the small but well selected course offerings for the summer programs. He further noted that the selection of courses and faculty for fall is being left to Dr. Scott and Dr. Loftin and that details of the courses and faculty will be discussed at future planning meetings. Casper College expects to employ four new faculty members with doctoral degrees and the University will be able to use these people for some courses each semester. Dr. McFadden advised of consulting with the Casper College administrators on the selection of new faculty to be used by the University for the Casper programs. The new resources from the legislature allow for one full-time faculty position and for 14 part-time faculty and staff positions for the bachelor's degree program.

The University and Casper College have attempted to reach agreements on how to operate in the future. There will be continuing consultation on all phases of policies and operations. It is felt that it is a partnership which should recognize rights of partnership on both sides. The concept being discussed is that of a unified program in which both institutions have major roles. Casper College and the University are working for the concept of long-term commitment by both institutions with regard to program and appropriate facilities.

Dr. McFadden advised that a replacement has not been selected for Dr. Simpson. Individuals have been agreed upon but further exploration is necessary before an individual will be recommended.

Dr. McFadden noted that discussions had been held on certain irritants of the program. Previously, participating Casper College faculty had received two paychecks, one from each institution. However, arrangements have been made with DAFC [Department of Administration and Fiscal Control; now Department of Administration and Information (DAI)] so that starting in the fall they will receive one paycheck. Also, in the discussion stage is the University regulation on the 70-hour rule which limits the number of hours to be transferred to the University from two-year institutions and applied towards a degree. It is felt that something needs to be done about this particular regulation in relation to the Casper bachelor's degree. Enrollment in the Casper bachelor's degree program has increased sharply over Fall semester.

APPENDIX D: Resolution of Regret over Casper College Withdrawal from the Casper College Program

Excerpted from the Minutes of the UW Trustees, July 29, 1977, p. 28

http://www.uwyo.edu/trustees/_files/docs/bot-archive-minutes/1977/1977_july%2029_bot%20minutes.pdf

Resolution on Casper College Programs

Mr. Quealy reported that in view of the withdrawal before the Higher Education Council of Casper College from the joint program at Casper, it is felt necessary that the University reaffirm its commitment to the Casper program.

Therefore, Mr. Quealy moved, Mr. Chapin seconded, and it unanimously carried to adopt the following resolution:

The University of Wyoming Trustees received with much regret the decision of Casper College to withdraw from association with the University in offering baccalaureate degree programs in Casper at the end of the 1977-78 academic year. We appreciate very much the support of Casper College Trustees, administrators, faculty, and staff in the successful launching of these educational opportunities for Casper citizens. We hope that circumstances will permit a renewal of the joint effort in the near future.

Recognizing the University's obligation to provide quality baccalaureate and graduate education to all citizens of the State, we reaffirm our commitment to extend these educational services as resources are made available to do so. This commitment includes the offering of degree programs where there is a demonstrated demand, where a significant portion of the prospective students have a life style which precludes enrolling on the main campus, or where other exceptional conditions exist.

To this end, The University of Wyoming does now provide off-campus degree opportunities in Cheyenne, Torrington, and Casper. The Trustees propose to continue these opportunities as long as appropriate needs are demonstrated in the local communities and to meet new needs as they arise.

Under these principles, we propose to seek the resources required to sustain and further develop the academic opportunities afforded by the simultaneous presence of the BA/BS Plan V and MBA programs in Casper and to continue to develop more obviously career-oriented degree programs.

APPENDIX E: DOSW Five-Year University Review

Report Submitted to Office of Academic Affairs

University of Wyoming

November, 1994

Brief History

The department began as a minor in the Department of Sociology and became a separate program in 1971. It was granted departmental status in 1975 in the College of Arts and Sciences and was authorized to deliver the Bachelor of Social Work degree program. In 1984, the College of Health Sciences was restructured and expanded and the Department of Social Work was moved from A&S to the School of Health and Human Services within the College of Health Sciences. The Casper portion of the department began in 1977 with the halftime appointment of Professor Patricia Boyer to the UW-Casper program. Professor Boyer also served as the Director of the social work program in Laramie when it was housed in Sociology.

Wyoming was the last state in the union to establish an accredited academic department for the higher education of professional social workers. It was first accredited by CSWE in 1974 and was reaccredited in 1980, 1987 and 1994 in all cases for the maximum time allowable by the accreditation standards in those years. It is currently fully reaccredited until the year 2002.

Social Work has grown from a modestly enrolled program during its earliest presence on campus as a minor within sociology to its status now as the largest single BSW program in the states of Idaho, Nevada, Utah, Montana, North and South Dakota and, of course, Wyoming. Nationally, it ranks in the largest 25% of all CSWE-accredited BSW programs in the country.

The sparsely populated, profoundly rural nature of Wyoming gives direction and definition for the BSW program delivered by this department. The program goals, objectives, student educational outcomes, and curriculum content are structured to produce beginning level professional social workers educated in generalist social work practice. Since an MSW program (the commonly accepted terminal practice degree) is not available at UW, the department anticipates that many students will immediately enter professional positions upon graduation with the BSW. Follow-up information collected on graduates confirms that this is the case with approximately 35% of the graduates going on to graduate school leaving about 65% to enter the job market immediately following graduation with the BSW.

Reviews of Program Quality

Beginning with the administrative move into the College of Health Sciences, a vigorous and nearly continuous period of self-study has been undertaken by the department resulting in an on-going self-assessment and articulation of departmental goals and objectives. This process was begun in 1984 at the time of the restructuring of the new college and continued with a University review in 1986, the 1987 CSWE reaccreditation self-study, a review by the Academic Planning Committee in 1989, the 1990 UW campus-wide reallocation self-study, the 1994 CSWE reaccreditation self-study and now this current University review process. This intensive period of introspection has been an opportunity for the department to examine carefully its relationship and roles within the College of Health Sciences and within the University at large. It has also resulted in incremental changes which have strengthened the department and its curriculum.

1986 UW Review. The University conducted an internal review of the department in 1986 at the request of Vice-President Wadlow. That review offered seven recommendations:

1. Consolidate the Social Work Program in Laramie
2. Reduce Extension Teaching loads
3. Transfer the funding for the Practicum from Extension to Section I
4. Establish a state Advisory Committee
5. Strengthen the Student Organization
6. Strengthen Student Advisement

7. Hire a Consultant in preparation for the 1987 CSWE reaccreditation

The department responded satisfactorily to most of these recommendations as evidenced by CSWE's full reaccreditation award the following year (1987). The recommendation of program consolidation at the Laramie site, however, remained unaddressed until Dean Philip Catalfomo (College of Health Sciences) recommended in 1989 that the department be consolidated at the Casper site (see below "1989 Academic Planning Committee Review").

1987 CSWE Reaccreditation Review. The department underwent a regular reaccreditation review by the Council on Social Work Education in 1987. As a result of that review, the department was given a full seven-year reaccreditation (the maximum awarded at that time), although CSWE was concerned about the comparability of the two sites. An interim report detailing that comparability was accepted and approved by CSWE in August, 1990.

1989 Academic Planning Committee Review. During the Fall 1989 semester, Dean Catalfomo recommended to Provost Karnig that the department be consolidated on the Casper site. Provost Karnig asked the Academic Planning Committee (APC) to review the recommendation.

1. On January 16, 1990 the APC filed a report with Provost Karnig noting concerns about:
 - a. High teaching loads in the department and a high Faculty/Student ratio;
 - b. Alleged difficulties between the department and the College administration;
 - c. Quality of academic support available at the Casper site (library holdings, advisement, availability of allied faculty, etc.).
2. On the positive side, the APC noted:
 - a. The department received CSWE accreditation in 1987 for the maximum allowable period of 7 years until 1994;
 - b. The UW BSW is well accepted by other universities as evidenced by the success of graduates in MSW programs elsewhere;
 - c. The student body is enthusiastic, dedicated and supportive of the social work program.
3. Concerning demand for the program, the APC found:
 - a. That strong demand exists for the social work program at both Laramie and Casper sites;
 - b. That the social work program positively serves the state by providing trained social workers for a wide range of settings;
 - c. That there exists a statewide demand and need for trained social workers;
 - d. That a high percentage of the non-traditional, site-bound Casper students would not pursue a degree in Laramie. Further, the Casper campus serves a geographical area of the state (north central Wyoming) that would not be served by a single site in Laramie. Therefore, the student body in Casper would not be served by consolidating the program in Laramie;
 - e. That the more traditional students served on the Laramie campus would not pursue the social work degree in Casper. Therefore, the student body in Laramie would not be served by consolidating the program in Casper;
 - f. That the number of agencies served by social work students in volunteer and practicum assignments would be reduced by consolidating the program at either site;
 - g. That consolidating the program at either site would adversely affect the availability of trained social workers in the state.
4. Recommendations of the APC included:

- a. Defer to the then-current reallocation process the decision(s) concerning reorganization of the social work program;
- b. Assuming continuation at both sites, it should be structured in a way which clearly designates the Laramie campus as the site of the program, with Casper clearly seen as an extension site;
- c. Clearer lines of authority and cooperation should be drawn;
- d. The possibility of moving the department to another College (and suggested one possibility as the Department of Home Economics, College of Agriculture);
- e. Consideration should be given to developing an MSW program;
- f. If concerns cannot be addressed satisfactorily, serious consideration should be given to phasing out the Casper program and consolidating it on the Laramie campus.

1990 ARC Review. The Academic Reallocation Committee (ARC) concluded that the University should “seek improvement [in the department] due to the high need, high demand, projected comparatively modest cost of the program, and service to many non-traditional, female, and minority students. The ARC recommends the enhancement of the program by hiring two social work faculty...”

The ARC also recommended investigating the wisdom of merging the department with the department of Home Economics. As a result of these recommendations, the department was enhanced through the acquisition of two reallocated Section I faculty positions.

A committee consisting of the Dean of the College of Health Sciences, the Dean of UW/CC and the Home Economics department Head was named to investigate a possible departmental merger with Home Economics. This committee subsequently recommended against such a merger and that decision was ratified by the Provost in 1991.

1994 CSWE Reaccreditation Review. The department underwent a regular reaccreditation review by the Council on Social Work Education in 1993 for the 1994 reaccreditation decision. As a result of that review, the department was given a full eight-year accreditation (the maximum time allowed).

1. Significant Changes since the earlier reviews

- a. Two new faculty positions for the Laramie campus were awarded through ARC process;
- b. Laramie faculty moved physically to first floor of Ross Hall and lost offices in the move;
- c. Change in departmental practicum structure resulting in the Practicum Director being assisted with liaison duties by other faculty.

2. Progress since earlier reviews

- a. Department has decreased its Faculty/Student ratio;
- b. ASSW student organization has become more active and involved in departmental matters (e.g., sending representatives to departmental meetings; serving on departmental committees; etc.);
- c. Student advisement procedures were revised and strengthened resulting in central transcript evaluations and degree checks for students from both campuses and the institution of additional advisement capabilities on the Casper campus;
- d. Increased accessibility to computing resources for students by developing a departmental computer laboratory in Laramie and gaining greater access to facilities in Casper;
- e. Off-campus library access for the Casper campus has been strengthened with additional electronic access, courier services and on-site collection building;

- f. Student Outcomes Assessment procedure implemented;
- g. Curriculum revised and strengthened (e.g., admission standards increased and new regulations implemented; number of hours required in the major increased from 42 to 46; required upper-division hours increased from 42 to 48; etc.);
- h. Excessive teaching loads have been reduced somewhat for the full-time faculty from an average of 9.8 hours per semester in 1991 to an average of 7.2 hours in 1993;
- i. Faculty productivity increased (grant awards greatly increased; publication activity somewhat increased);
- j. A committee report recommending against the consolidation of the department with the department of Home Economics was filed and accepted by the Provost;
- k. The Practicum budget was transferred from Extension to Section I;
- l. Additional travel funds allocated to department;
- m. Statewide departmental Advisory Board developed;
- n. Reaccredited by CSWE in 1987 for maximum 7 years (to 1994);
- o. Reaccredited by CSWE in 1994 for maximum 8 years (to 2002);
- p. MSW proposal developed (currently in review).