THE RIGHT TO WORK

IN INDIANA

By Dr. Joseph J. Varga

The long struggle in the Hoosier State
“COMPREHENSIVE STUDIES HAVE SHOWN THAT STATES WITH STRONG RTW LAWS, WITH FEW EXCEPTIONS, HAVE LOWER WAGE LEVELS, EDUCATION RATES, JOB SKILLS, HEALTH CARE, AND WORKING PEOPLE LIVING IN RTW STATES ARE MUCH MORE LIKELY TO BE INJURED OR KILLED ON THE JOB.”

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HAPPY 100TH BIRTHDAY EVERYONE!

The School of Social work traces its roots to 1911, the year that Indiana University President William Bryan turned his attention to creating the Social Service Department, which began its existence on September 20, 1911. “I have great hopes for this work,” President Bryan wrote to Edna Henry after she agreed to become the department’s first director at a salary of $800. Out of necessity, its initial efforts were focused on Indianapolis, where the department was housed. Its work though was too important to remain local in character, but must be state-wide the department proclaimed. “Indiana University can be satisfied with nothing less than better health, increased knowledge, and diminished poverty for the coming generations of all Indiana.”

I think it’s fair to say our School of Social Work has far exceeded the hopes of President Bryan and the expectations of Edna Henry.

From a department that began with record cards, a telephone, a desk and one worker, we are now one of two system schools at Indiana University with social work and labor studies courses on campuses across Indiana. Our Master of Social Work program is ranked 26th in the country – out of more than 200 Schools of Social Work – by U.S. News and World Report. To keep pace with the demand for online learning, the School is planning an online MSW program in the near future. MSW DIRECT! will be for qualified students who cannot come to campus.

We now look at the world in the same way Edna Henry saw the need for the School to reach all corners of Indiana. Consider the School’s ongoing connection with China. Our School’s faculty is now seeking students interested in a participating in a course, “China and US Health Care Issues: A Cross-Cultural Comparison.” This coming June, for the second year, students will travel to Beijing for three weeks where undergraduate and graduate students will work with Chinese students from Peking University. This is just one of our several international initiatives.

Dr. Carmen Luca Sugawara, for example, has developed an International Service Learning course that will be offered this Summer. In addition, she developed the first International Faculty Development Institute (to be offered this Summer), through which IU faculty will have an opportunity to travel to Croatia and connect with global social issues and scholars from Croatia to build long lasting research initiatives.

Back home, the impact of the School can be found in the state’s hospitals, schools, mental health and addiction clinics, and if you will, basically anywhere people have turned to for help with problems that have or threaten to derail their lives. At a time of growing intolerance and angry rhetoric, the Indiana University School of Social Work and the Center for Interfaith Cooperation, with the support of other community organizations, took the initiative last fall to organize a much needed public conference on civil discourse on faith. Klaus Finzel, a philanthropist from Cologne, Germany, helped underwrite the cost of the conference.

One of the things we are most proud of is our work with the Indiana Department of Child Services. The School has collaborated with DCS to better protect children at risk of abuse and neglect. A key component of this collaboration is the creation of the Partnership for Child Welfare Education and Training. The partnership provides BSW students with preparation for employment as a Family Case Manager; it allows DCS employees to enroll in the School’s part-time MSW program; and it provides state-of-the-art training to current employees. These efforts have made Indiana a model for the provision of public services that support children and families. We cannot help but think that such efforts have prevented children from being abused.

So, please join us in a year-long celebration of our anniversary. If you happen to visit one of our campuses, look for signs and banners recognizing the School’s anniversary. A link to a calendar of events related to the centennial can be found on our webpage, socialwork.iu.edu under the events section of the page. Please save October 24th, the date the School has selected to celebrate our accomplishments on the IUPUI campus. Jim Morris, who formerly led the World Food Bank, will be our main speaker.

In closing, thank you for your strong support for the Indiana University School of Social Work and have a wonderful spring as we enter our second century of giving hope and changing lives.

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Indiana University School of Social Work faculty members ERIKA GALYEAN, MSW, and JAMES DALEY, PhD, have completed a comprehensive study of 24 Indiana Community Mental Health Center (CMHC) executives regarding disaster preparedness. The review showed positive improvement in 138 of 186 key aspects (86%) of the disaster preparedness plans for the agencies from 2003 to 2010. The survey was undertaken at the request of Gina Eckart, Director, Indiana Department of Mental Health and Addictions and Andrew Klatte, Office of Emergency Preparedness and Response. The study covered the creating, testing, and implementing of disaster emergency plans and processes of Indiana Community Mental Health Centers.

DR. LYNN DUGGAN, Associate Professor of Labor Studies at IU Bloomington, participated in a conference at Trinity College in Dublin: New Migrations, New Challenges: Trinity Immigration Initiative International Conference. Dr. Duggan presented a paper on “Mass Immigration in the US: Who Gains and Who Loses?”

Dr. Duggan also has a revision of an anthology, The Women, Gender and Development Reader, 2nd edition, forthcoming in 2011. The anthology was co-edited by Nalini Visvanathan (coordinator), Laurie Nisonoff, and Nancy Wiegersma.
After 32 years, Indiana University School of Social Work Professor Barry Cournoyer will turn in his grades this May and then see what next adventure awaits him. This one-time textile mill worker had never heard the term social work until he ended up on an Okinawa Air Force base during the Vietnam War.

His decision to leave the School of Social Work is actually overdue. After all, when Cournoyer arrived at IUPUI in 1979, he only planned to stay two years. He was attracted by the friendly colleagues he would work with, and because the school was smaller in those days. Cournoyer also had the chance to teach all of the MSW students. The School operated a learning center on the top floor of a downtown building and students worked with several nearby social service agencies. Students would see clients and sometimes Cournoyer would accompany them to observe their performance. Afterwards, “we would have these remarkable seminars where they discussed their meetings with clients. It was spectacular. I loved that,” he said.

Teaching a skills practice course led Cournoyer to write The Social Work Skills Workbook in 1989. The book is now in its 6th edition and is used at more than 150 schools around the country. He also is the author of The Evidence-Based Social Work Skills Book, and co-author of Social Work Processes (now in its 7th edition) and The Social Work Portfolio.

Although he is retiring from the School, Cournoyer is not retiring from social work or school work education. He plans to continue to write textbooks, consult with social work programs throughout the country, and see a few more clients. He hopes to write a mystery novel with Ms. Taft, a retired social worker, as its protagonist.

Cournoyer became interested in social work in a roundabout way. He grew up in a blue-collar town in Massachusetts, and started working in textile mills during the summers when he was 14. In a way, he can thank a break up with his girlfriend while attending the University of Massachusetts for his eventual discovery of social work. The breakup and realization he was bored in college led him to dropout. That was in 1967, a time when the Vietnam War was underway. Instead of waiting to be drafted, Cournoyer joined the Air Force where he became an intelligence analyst.

He was stationed in Turkey and Pakistan and found both places to be “incredible learning experiences.” While stationed at Okinawa, Japan, Cournoyer decided to take advantage of college courses that were being offered and spotted a course called, “Introduction to Social Work.” “This was the first time I ever heard the term,” Cournoyer said. “I went and I just fell in love,” he said.

After his discharge in 1972, Cournoyer enrolled in Middle Tennessee State University where he had a double major in psychology and sociology and earned a certificate in social work. His certificate made it possible for him to become a member of the first advanced standing Master of Social Work class at the University of Tennessee.

After graduating in 1974, Cournoyer went to work in a mental health center in Jackson, Tennessee, where he learned a lesson he’s never forgotten. Cournoyer became involved with a loosely knit social action group that helped people living in a run-down section of town with dirt roads and no indoor toilets. The group was able to find funds so the people could move into better housing.

Cournoyer now believes his actions may have done more harm than good. “We were thinking these changes would make life better for them. We should have asked them ‘what would make life better for you?’” The people did move into better housing, but they were split apart and were no longer a community. “I am convinced this cost them a lot in terms of their social relationships, and their support network,” he said.

Cournoyer went on to get his Doctor of Social Work degree at the University of Utah and after graduating accepted a position at Indiana University.

In May, 2011, Professor Barry Cournoyer will retire from the Indiana University School of Social Work. To honor his 32-years of service, we invite those of you who have used his books, worked, studied, learned from him, or otherwise spent time with Barry to go to the following website www.barrysroast.blogspot.com.

Post your sentiments and memories here. Your notes may be shared at the retirement extravaganza.
**Dr. Gentle-Genitty** was elected to a three-year term to the Marion County Commission on Youth (MCCOY) Board of Directors by a unanimous vote at the organization’s board meeting on December 15th, 2010. Dr. Gentle-Genitty has also been busy working on her new text on teaching and applying theory to be published by Eddie Bowers Publishing Co., Inc. The theory application text is titled, *A strengths approach to human behavior: Applying & evaluating theory for social work practice*. Dr. Gentle-Genitty worked in collaboration with Dr. Valerie Chang to write two sections (Influence of Socio-economic status & Influence of Life stage) in her upcoming second edition practice text, *Developing helping skills: A step-by-step approach, 2nd Ed.* Mason, OH: Thompson Publishing. Dr. Gentle-Genitty was invited by the Indiana Chapter of the National School Social Work Association to present a paper on “Understanding School Competence.” Gentle-Genitty and doctoral student Janice Vinson presented in November, 2010.

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**GET YOUR MSW ONLINE!**

The Indiana University School of Social Work is planning an online MSW program in the near future. **MSW DIRECT!** will be for qualified students who cannot come to campus. The program will provide a concentration in Advanced Generalist practice. It will be completely online except for the first class that will meet on campus for a week. Distance education is a growing trend in social work, and our school strives to be a national leader.

For more information contact Dr. Bob Vernon, Director, at (317) 274-6717 or rvernon@iupui.edu.
BOB WEILER, Senior Field Coordinator for the MSW Program and Principal Investigator for the Hartford Partnership Program for Aging Education (HPPAE), has been invited by the New York Academy of Medicine’s Social Work Leadership Institute (SWLI) to serve as a mentor for two graduate social work programs planning to implement their own HPPAE. SWLI recently launched a new initiative to expand HPPAE to MSW programs beyond currently funded schools. This “normalization” strategy depends on a grassroots effort in which currently funded HPPAE schools, organized by region, act as ambassadors for the program and provide the necessary outreach and support to prepare other schools to implement HPPAE. Techniques for outreach include marketing, communications, and hosting meetings. Bob will be working with the School of Social Work at Cleveland State University and the Social Work Department at University of Southern Indiana.

STEPHAN VIEHWEG, ACSW, LCSW, of the Indiana University School of Social Work, is President of the Family Voices Indiana, a non-profit organization and the official national Family Voices State Organization Affiliate. He also spoke at the Association of Maternal and Child Health Programs annual meeting February 12-15 with Judy Ganser, MD, the Director of Indiana’s MCH program at the Indiana State Department of Health. The title of their session is “System Building by Way of Transformational Partnerships: You Can Do It Too!” Viehweg was also one of the presenters at the IUSSW Alumni Association’s conference March 4 on “Serious Mental Illness in Young Children.”

DR. MIYOUNG KIM, of South Korea, is a guest scholar in the Labor Studies Program at Indiana University, Bloomington, until the end of Fall 2011. Her PhD thesis topic was “The Law of Collective Bargaining Agreement in the U.S. Labor Laws and Korea.” Her most recent position was with the National Labor Relations Commission as Expert Advisor in Anti-Discrimination Law.
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The long struggle
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By the time you read this article, Indiana may have once again become a “right to work” state. If it has not, that will most likely be due to efforts to mobilize support for working people being carried out as this piece is written. If it has become a right to work state, labor unions and their supporters will be in jeopardy and, by many measures, the quality of life for Indiana wage workers will begin to decline.1 Either way, there is no guarantee that Indiana will remain a right to work state. As we will see, the current struggle over this legislation is part of a long history of organizing victories and backlash.

If you are unfamiliar with the term, and are thinking “Well... right to work, that sounds like a good thing,” don’t worry: you are not alone. Like other creative political uses and redeployments of language, such as calling the inheritance tax the “death tax” or titling legislation that restricts civil liberties the “PATRIOT Act,” right to work laws have little to nothing to do with anyone’s “right” to hold a decent job, or indeed any job. Calling these laws right to work (RTW) is just another example of obfuscating political language.

What are right to work laws? What is their history? And why would Indiana lawmakers want to pass RTW legislation? The answers to these questions are as complicated as our political system, and there is no easy way to explain RTW. The short version is that RTW laws were one of the first, most successful and longest-running weapons deployed by various special interest groups in American politics attempting to reverse and repeal the legislative gains that working Americans fought for during the New Deal Era, 1932-38.2 As historians of the New Deal such as Lizabeth Cohen have pointed out, the legislation and regulations enacted under Franklin Delano
Roosevelt were hardly top-down ideas concocted by experts in his administration, but rather were responses by FDR, his cabinet, and Congress to demands from working people for more security, opportunity, and power. The National Labor Relations Act (NLRA) of 1935, also known as the Wagner Act was a primary example. Working people and labor movement activists knew that workers needed more voice and power in the workplace if any balance were to be achieved, and if prosperity for the majority were to be sustained. Sharp and increasing disparities in income had helped bring on the collapse known as the Great Depression. The Wagner Act sought to level the playing field by legalizing, for the first time at the Federal level, the right of American workers to democratically select bodies to collectively represent them in their relationships with the bosses. It made it a criminal act to deny workers their right to form and join unions.

It worked. Union membership expanded rapidly, and under the leadership of the newly formed Congress of Industrial Organizations, unskilled and semi-skilled American workers engaged in sit-down strikes, walk-outs, picketing, boycotts, and other actions to demand their now-legal right to collective representation. Wages rose, workers gained more say in the workplace, and unions themselves, run by their members, served as they had for years as workshops of democracy and civil participation. But no good deed ever goes unpunished, or should we say, without backlash. In this case, backlash came in the form of the Taft-Hartley Act of 1947, pushed by the U.S. Chamber of Commerce, and passed over President Truman’s veto by a new Republican majority with help from Southern Democrats. A key provision of Taft-Hartley allowed states to essentially opt out of the NLRA’s provisions concerning the exclusive recognition of a union as the sole bargaining unit dealing with an employer. In other words, if 500 workers had overwhelmingly voted to form a union, the provision of Taft Hartley allowed a small minority to avoid union membership and dues payment, even if they still enjoyed the wages, benefits, and protection of the union! In the twisted parlance of politics, it gave workers who did not want a say in their workplace, who accepted that the boss set their wages, and who refused the opportunity to participate in the democratic union process, the “right to work” in a union shop. By 1957, 16 states, mainly in the South, had passed right to work laws.

In 1957, Indiana became number 17. Riding a crest of political waves caused by an economic downturn, and the investigation of corruption in the Teamsters Union, a new Republican majority in the Indiana state house passed a right to work law that became official when then-governor Harold Handley refused to use his veto, and allowed it to pass without his signature. Public protest from working people was loud and sustained. Indiana had a strong union presence in the north of the state, and a growing one in the southern regions, including areas like Bloomington and Evansville. Opposition was so heavy and on-going that the main provisions of the law were rarely enforced, and the legislation itself repealed in 1965. Of course, the battle did not end there, as pro-business forces continually tried to pass new legislation, and union workers and their supporters developed an increased militancy throughout the state in the face of
threats by corporations. RCA threatened to move their production further south to a RTW state. It is a historical irony that companies like RCA had originally moved to southern Indiana (from militant Camden, New Jersey) because of the lack of union presence there. On a personal note, my own interest in labor issues in part springs from my father’s loss of his good-paying union job to a RTW state (Tennessee) in 1975. Working for a subsidiary of Johnson & Johnson in union-friendly New Jersey, he had expected to retire from the company with a good pension. The company’s move cost our family our working class security, which in spite of my folks’ efforts, we never regained.

Jump ahead to 2008, another major economic crisis and another effort to address the growing disparities of wealth. Labor unions and their supporters threw their full efforts behind the Obama campaign, and demanded, after the election, passage of new rules strengthening the rights of workers to organize. Corporate mobilization was swift and well-funded, and resulted in electing new Republican majorities in many states, Indiana among them. It has not taken long for another version of RTW to hit the legislative agenda. Indiana’s main version, introduced in the Assembly on the first day of the new session, would criminalize employers who recognize the exclusive right of unions to be the sole bargaining unit among the company’s employees, even if a majority of workers supports the union. For proponents of RTW, this allows workers who oppose unions the “right” to not pay dues while enjoying the benefits of union representation. What RTW does, in practice, is impede the ability of labor unions to operate as viable actors in both the work/employment relationship, and in the political system. It is the political aspect that many believe is the main motivator for supporters of RTW laws. As this article is being written, opposition to the RTW law in Indiana is growing, but it may be too little, and too late. In ’57, and in other times of RTW threat (1994, 2006), opponents mobilized a growing and somewhat militant union labor force, as well as union supporters and advocates from academics, civil rights organizations, community groups, and yes, even big business. It may...
COMPREHENSIVE STUDIES HAVE SHOWN THAT STATES WITH STRONG RTW LAWS, WITH FEW EXCEPTIONS, HAVE LOWER WAGE LEVELS, EDUCATION RATES, JOB SKILLS, HEALTH CARE, AND WORKING PEOPLE LIVING IN RTW STATES ARE MUCH MORE LIKELY TO BE INJURED OR KILLED ON THE JOB.

surprise some to know that some large companies (and mid-size, and small) support the right of workers to form collective bargaining units, as they recognize the value to their bottom line in increased safety and productivity, and in their communities with better school systems and secure, stable workforces. The difficulty with current opposition to RTW is two-fold: the loss of union jobs in Indiana; and the growing sentiment against unions in general. Many formerly unionized manufacturers, such as GE in Bloomington, have attempted to compensate for poor management, misguided investment decisions, and falling rates of profit by moving production to low-wage, non-union locations, drastically reducing Indiana’s unionized workforce. At the same time, ideological assaults on security, stable communities, and vibrant working class politics have been carried out with unrelenting zeal by proponents of market fundamentalism, who promote the notion that we are all helpless individuals tossed and turned in the neo-liberal, global sea of competition, and that any interference in this process, such as a living wage, or affordable health care, is an assault on vaguely defined “freedoms”, such as the right to work.

If Indiana does pass RTW legislation, the evidence from other RTW states shows that, over time, nearly all objective indices of living standards will fall for the state’s working people. Comprehensive studies have shown that states with strong RTW laws, with few exceptions, have lower wage levels, education rates, job skills, health care, and that working people living in RTW states are much more likely to be injured or killed on the job. As well, in our age of corporate profits, and in light of the Supreme Court’s Citizens United ruling, the destruction of the ability of labor organizations to represent not just their members, but all working people at the level of state and federal government will mean a continuing loss of power for working people, and more control for Wall Street and financial interests.9

So that is what right to work laws are, and a little bit of their national and local history. The question of what RTW laws do is context-dependent, like all long-term processes. But if we go by the experiences of states that have very low (as opposed to just low) union densities, we can see certain patterns that will almost surely occur in Indiana. Some things will likely occur, and some will not. Proponents claim that RTW brings jobs. It will most likely not. Studies have shown that RTW laws are rarely if ever mentioned in polls and research into corporate decisions regarding plant location. The primary factors that drive plant location, to the contrary, are cited as education and skill level of the workforce (always higher in union areas), infrastructure, geographic proximities, school systems, and stable affordable communities for the corporations’ management force. All the positive indices mentioned are increased when union membership is dense, and they decrease when unions are driven out. What is sure to occur, according to studies, is a decline in overall wage rates, decline in health care indices, falling work skill and education levels, and an increase in the need for subsistence level social services — factors that should be a major concern to social workers and other service providers. And with our changing

FIGHTING RIGHT TO WORK LAWS, AND REVERSING THE RACE TO THE BOTTOM THAT THEY PROMOTE, WILL TAKE MUCH MORE THAN JUST REDEPLOYING LANGUAGE, AND MORE THAN POINTING OUT THE MISUSE OF WORDS. IT WILL TAKE A SUSTAINED EFFORT TO MOBILIZE WORKING PEOPLE TO FIGHT FOR THEIR RIGHTS IN THE WORKPLACE, IN THEIR COMMUNITIES, AND IN THE LARGER SOCIAL SYSTEM.
economy, and the fact that union organizing is most prevalent today among health care workers, hotel staff — those who will suffer most directly will be women of color and their families.\textsuperscript{10}

Right to work laws do not provide the right to work to anyone under their provision. They are a misnamed part of the long history of struggle over the workplace in the United States, a history I have traced briefly here. This article cannot pretend to capture the complexity of the politics of right to work legislation, or indeed the history of unions and workers and their battle for respect, voice, and fair conditions in the workplace and in the public sphere. To give the topic its full treatment would require discussion of such issues as red-baiting, race, ideology, gender, and economics. What I have tried to show is the relevance of the issue, historically and today, for all those involved in the larger battles for a more just and equitable society. Fighting right to work laws, and reversing the race to the bottom that they promote, will take much more than just redeploying language, and more than pointing out the misuse of words. It will take a sustained effort to mobilize working people to fight for their rights in the workplace, in their communities, and in the larger social system. Maybe that will serve as a good workshop for democracy after all.

REFERENCES


“I don’t sleep too much,” says Logan Emmitt, a junior in the Indiana University School of Social Work at Bloomington. It’s easy to see why.

At least three days a week, he is in class by 8 or 9 a.m. By 2:20 p.m., he puts aside his social work studies, climbs in his car for the 40 minute drive to Bedford, which is south of Bloomington, where he is a paid assistant coach with the Bedford North Lawrence High School Wrestling team.

This is Emmitt’s third year working as an assistant coach and is his second year to be paid for his help. “I was just a rough kid and I liked wrestling,” Emmitt said of his affection for the sport. He wrestled on the Columbus East High School wrestling team, as well as with wrestling clubs in Columbus. During his freshman year at IU, Emmitt ran into the Bedford High School wrestling coach, who was finishing his senior year at IU. Emmitt knew the coach from his wrestling days in Columbus and when the coach asked him if he was interested in helping to build a wrestling program at Bedford, Emmitt didn’t hesitate to say yes.
From his years as an athlete, Emmitt learned that while wrestling is a sport, there are a lot of life lessons to be learned as well. It isn’t a sport where you depend upon someone else to pass you the ball, Emmitt noted. One of the reasons he came to love wrestling was the understanding that what you get out of it is determined by how hard you work.

That lesson transcends into other areas, Emmitt said. Students begin to see hard work pays off, whether it is in the classroom or looking for a job. Last semester Emmitt did well academically and was on the Dean’s list for his grades. “They can see I put hard work in the classroom and I got in,” Emmitt said of being at IU. What Emmitt strives for is to get students to understand “that if I work hard, things will go my way.”

And at Bedford, things are beginning to go the wrestling team’s way. The team has had two wrestlers that qualified for semi-state competition, something that hasn’t happened for nearly 20 years. During Emmitt’s first year as a coach, there were 13 kids on the team, although there was room for 14. This year, 40 to 50 students tried out.

Emmitt sees himself as being more than just a coach whose interest in students begins and ends with wrestling. He provides the team members with his telephone number in case they have problems with homework or other issues at home or school. Among other things, he has had the a chance to try out his counseling skills as he has worked with one student whose girlfriend became pregnant. He worked with the student to ensure the teenager had the means to get a job so he could help support his new family. “The guys I looked at as role models wouldn’t have turned their backs on me at such a time,” he said of his willingness to help the student figure out the next chapter of his life.

Wrestling practice runs to about 6 p.m. and Emmitt then heads back to Bloomington to the Foster Quad where he is a resident assistant. If he doesn’t have any assigned duties, he won’t just disappear into his room for a nap. He will grab his books and head for the student lounge to study. At the same time he will keep an eye out for anyone that looks like they may need help, whether it is getting over a bout of homesickness to someone who needs help with Spanish — Emmitt has been speaking and writing Spanish since he was a kid growing up on the eastside of Columbus that has a sizeable Hispanic population.

Emmitt has cobbled together funds to pay for his education, including a first generation college student scholarship. As an RA, his room and board is covered and he receives a stipend as well. After his RA duties are completed, Emmitt continues studying until 2 or 3 a.m. And then he does it all over again — day in, day out.

“I don’t do very well with free time,” he says with a laugh.
Deirdre Tromp and Jessica Burke both arrived at Indiana University in Bloomington knowing they wanted to make a difference in people’s lives.

Neither knew a lot about social work, but both students had talked to people involved in hospital social work and were soon enrolled in social work classes at IU. “I started taking classes and I loved it,” Burke said. “I knew I wanted to do it from the first day of class. I’ve never thought about anything else.”

Burke and Tromp not only found themselves in some of the same social work classes, but both joined a co-ed service fraternity, Alpha Phi Omega. Tromp had heard of the organization during an orientation her first year at IU and thought it fit her need of wanting to help people.
Burke, who comes from a small town in northwestern Indiana, was walking across campus when she spotted a chalk message on the sidewalk saying “if you like community service, come to one of APO’s meetings.” Burke, like Tromp, was involved in community service growing up, and did just that.

Both students took a course offered by Carlene Quinn, Coordinator of Field Instruction, called Poverty in America, and came away with a greater sense of what was going on just outside the borders of their own campus. Neither was aware that so many people in Bloomington were affected by poverty, they noted.

But while many people could look at a problem like poverty and decide that they didn’t have the time to help out or that it was simply too complex for one person to do anything about, Burke and Tromp couldn’t forget what they had learned about poverty.

Instead, the students decided they needed to do something about what they had seen. That chance to make a difference came last semester. Each semester the APO, which has about 180 members, takes on one major fundraiser and Tromp and Burke were convinced the Shalom Community Center, a day care center for the homeless, was just the organization the service fraternity should assist.

“We thought because it was such a big issue in our community and we are a community service organization, it should be something we should get involved with,” Tromp said.

Tromp and Burke already had some knowledge of the Shalom Center having volunteered there as part of their Poverty in America class. They and other students decided to hold a bingo event and went out into the community to solicit prizes, such as bus tickets and grocery store gift cards. The effort proved to be a learning lesson for the students. “It’s important to get the whole community involved in these issues, because it is a community issue,” Tromp said. “By reaching out to different businesses, you are getting the word out and making more people aware of the issue.”

As the service fraternity members looked for an organization to help, Tromp and Burke went to work. They created a power point presentation to support their case on why the Shalom Center needed help. Their arguments proved effective and the Shalom center was selected.

The students turned to the fraternity and held a Monte Carlo night at the IU auditorium. Instead of gambling though, participants donated money to play various games. The fraternity raised about $2,000 for the homeless day care center.

Being members of APO has given Burke and Tromp a chance to take on leadership roles with the organization and get a firsthand feel for what’s needed to put a fundraising event together. “The organization meets once a week and provides opportunities for its members to participate in service projects, as well as attend social events. You are bringing like-minded people together, but they are all from different avocations. They are people I would have never met otherwise,” Tromp explained. Each member is required to devote 30 hours a semester to community service projects.

“We thought because it was such a big issue in our community and we are a community service organization, it should be something we should get involved with.”

Tromp and Burke were under no illusions that their fundraiser would end homelessness in Bloomington. But it did prove that any effort to resolve such a big problem can be useful. “We were able to make a small difference and help a small number of people,” Burke said. “It’s just one step to help.”
I was born and raised in Mena, Arkansas and I lived there until enrolling in college, says Lynda Walker. I earned my BSE from Henderson State University, Arkadelphia, AR in 1968 and my MEd in Counseling and Psychology from Sam Houston State University, Huntsville, TX in 1974. With my MEd, I was hired into a position at United Service for Handicapped Developmental Pre-School in Akron, OH. I found that Social Work was what I was most interested in and I have had many opportunities to learn about the field. Five community agencies in Akron were awarded a two-year grant for continuing education and I was able to study with Dr. William Schwartz, of Columbia University and author of *Groupwork*. Dr. Schwartz encouraged me to pursue my MSW to “become grounded in the theory of Social Work.”
I moved to Bloomington and accepted a position leading a program that targeted high school students who were at risk for dropping out of school. In 1979, I took the plunge and enrolled in the full-time program to earn a MSW at the IUSSW in Indianapolis. I particularly remember classes taught by Mary Carrol, PhD and Jerry Powers, PhD. However, it was the friendships and support from fellow students that sustained me. My first-year field placement was at Riley Children’s Hospital in the Neonatal Intensive Care Unit where Carol Mahan was my field instructor. My second year field placement was at Indiana University Student Health Services with Bella Savran. I was honored to be given the 1981 Faculty Award for the Outstanding MSW Student and was also selected to give our class speech at commencement when I graduated in 1981 with my MSW.

After graduating, I first worked at the Texas Children’s Hospital in Houston in the Neonatal Intensive Care Units. In 1983, I moved to Treasure Island, FL and was hired at All Children’s Hospital in St. Petersburg as the Pediatric Oncology Social Worker. This began a 23-year career of working with children with cancer and their families. It is an extremely challenging field and also very rewarding.

In need of support from others “who understood what you do,” I joined the Association of Pediatric Oncology Social Workers. APOSW grew into an international organization with members from 13 foreign countries and every major pediatric cancer treatment center in the country. We came together for an annual conference and I became very involved in the organization. I served on the Board of Directors for many years and was President from 1994 to 1996. In 2006, I was given a Lifetime Contribution Award from APOSW for “Commitment to Advancing Pediatric Oncology Social Work and advocacy for children with cancer.” In addition to serving on the Board of Directors for sixteen years, I gave a seminar at the annual APOSW Conference for Social Workers new to the field. APOSW honored my commitment to “raising” several generations of Pediatric Oncology Social Workers and hopefully contributing to their ability to work in this emotionally difficult field.

I asked families, “What did I do that helped?” They said such things as: I was there for them; I was a shoulder to lean on; I made them comfortable enough to be able to talk about their fears; I was not afraid to walk into their pain; and I helped them bear what was unbearable. As Social Workers, our words and our feelings are our tools; listening and caring are valuable skills and to be able to ease suffering is a privilege. We have opportunities to make a positive impact on the most important thing in life, the human spirit. (Lynda currently lives in Mena, AR.)
LARRY KIMBROUGH
CERTIFICATE, LABOR STUDIES, 1990;
BS, LABOR STUDIES, 1991
I was introduced to Labor Studies by a friend at work. I was already attending classes on the IU Campus in Indianapolis, pursuing another field of study and therefore chose to continue there in the Labor Studies Program. I earned my Certificate in Labor Studies in 1990 and my BS in Labor Studies in 1991.

Since then, I earned my PhD in Organization and Management, with Specialization in Leadership from Capella University, Minneapolis, MN in 1997. My dissertation title was, *Perceptions of Leader Ethical Behavior and Its Relationship to Organizational Effectiveness: An Exploratory Study*. I also earned an MBA from Oakland City University Oakland City, IN in 1997. I have been an Adjunct Faculty Member since 2008 at Indiana Wesleyan University, Indianapolis, IN.

I have worked for the Navistar Corporation in Ft. Wayne, IN for almost 39 years. Since 2008, I have been their Purchasing Commodity Manager and responsible for managing the procurement of goods and services from suppliers within their responsible commodity groups for when a commodity group supplies. I provide leadership in environment of managing, controlling, developing, maintaining, and executing world-class global parts distribution, logistics, and supply chain strategies for the Military that are designed to provide unparalleled customer service and customer satisfaction by leveraging our distribution network and capabilities.

In 2001, I was honored with the Diversity Recognition Award for dedication to diversity. I was also awarded a United States Patent in 2005 for Ceramic Fiber Core Process for Casting. (Larry was born and raised in Indianapolis, IN and continues to live there).
I attended IU in Bloomington where I earned my undergraduate degree in Recreation Therapy. While working in long-term care as a recreation therapist, I often found myself involved in the lives of residents and families at a much deeper level. I was intrigued by their life stories, the roads they had walked, and the challenges they faced in dealing with their own issues toward the end of their lives. I was very fortunate to have experienced with them many of their joys and sorrows. It was this professional experience that attracted me to Social Work and to specializing in the area of gerontology.

I began taking gerontology classes while the Social Work program was developing a specialty track in aging. When this program was finally in place, I enrolled. Dr. Gayle Cox was an exemplary professor! She made our course work very challenging and interesting, and she was very gentle when she helped hone the interpersonal skills of those students who were a little rough around the edges. It was a standing joke among those few of us who were in the aging track that “We wanted to be just like Gayle” when we became Social Workers. She is remembered...
fondly by the students who had the good fortune to have her as a mentor. Another professor who I will always remember is David Metzger who taught social policy. He was very engaging and very enthusiastic with students and it was obvious that not only did he love social policy, but he also loved to teach. I always looked forward to what new things I was going to learn in his class, as it was the first social policy class I had ever taken. My first field work placement had a medical focus. It was through Wishard Hospital at the Near Eastside Multi-Service Center, now called the John Boner Center. My second placement had a planning and management focus. I graduated in 1990 with my MSW from the Indianapolis campus.

After graduating, I returned to my place of employment, the Altenheim Community, and assumed the role of Director of Community Services. I was directly responsible for admissions and marketing, as well as for the oversight of the Social Work, Activities and Chaplaincy Departments. I then transitioned to medical social work in the Community Hospital system, and then into my current position as Social Worker for DSI Renal Services, serving persons on dialysis due to kidney failure. I have been a renal Social Worker since 1996 and continue to find it challenging and rewarding. I am a member of the National Association of Social Workers, the National Kidney Foundation and the Indiana Council of Nephrology Social Workers.

Everyday I try to create a sense of hope for my clients who are on kidney dialysis. Living life with chronic illness can be a huge personal challenge and be very overwhelming, even under the best of circumstances. I help clients identify what they want out of life and the steps they can take to get there. I coach them to be good problem solvers and walk beside them as they reach for their goals. I help them find their strengths and look toward their future. I recognize and celebrate their successes with them, however great or small. Kidney dialysis treatment gives my clients a second chance at life. My goal is to help them create the life they desire. I try never to forget the importance of self-determination. My clients are a great inspiration to me and I am reminded every day to be thankful for my good health!

I enjoy volunteering, and for the past 15 years I have led an Alzheimer’s Caregiver Support Group for the Alzheimer’s Association of Greater Indiana. I have also held leadership positions with the Indiana Council of Nephrology Social Workers. I enjoy hiking, camping, travel, music and I am always on the lookout for new adventures! (Susie was born and raised in Indianapolis where she continues to live.)
I actually found Labor Studies by accident. I was taking distance education courses while living and working in North Carolina and Northern Virginia. At that time, Labor Studies courses were offered through the School of Continuing Studies by Independent Study. I took an introduction to labor history course and fell in love with the topic, not to mention that I met Dr. Steven Ashby at that same time. He inspired and mentored me throughout the entire program. When I returned to IU, Labor Studies was a free standing school and remained that way until I graduated. Dr. Ashby escorted me into Assembly Hall as the only Labor Studies graduate to graduate during the December, 2005 commencement. The faculty was brilliant, supportive, and fair. All opinions were respected and encouraged.

I originally started my academic career in New Albany at IU Southeast. I later transferred to Bloomington to pursue a degree and then moved to other states to work. Coming back, it was the flexibility of the Oncourse environment and online instruction that kept me pursuing a degree at IU. I am very proud to be a member of the Labor Studies Alumni. Other faculty members influenced me as well. One of the most impressive aspects of Labor Studies included the faculty. Leonard Page, JD, taught Union Organizing and was a former General Counsel to the National Labor Relations Board. Professor Ron Sebelski taught OSHA and was a current IOSHA inspector. Bruce Feldacker taught Grievance Arbitration and was a practicing Labor Attorney. Michael Nicholson, JD, taught Labor Law and was a former UAW attorney. Dr. Lynn Duggan taught Race, Class, Gender & Work and has continued to be a mentor and colleague in my graduate work. Finally, Dr. Carl Weinberg taught several classes, including Workers & War and Labor & the Political System. He taught my fellow students and me that labor affects the world and the effects of labor are all around us. He continues to be a mentor and a friend. I earned my Certificate in Labor Studies in 2005 and graduated in August, 2005 with an AS in Labor Studies from IU Bloomington, and in December, 2005 with a BS in Labor Studies from IU Bloomington. I would recommend the Labor Studies Program to anyone who has a passion for history or really wants to understand how labor works in America and the world.

I completed my MS in Adult Education in May, 2009 at IUPUI and am currently enrolled in the Doctor of Education in Organizational Leadership Program at Indiana Wesleyan University. I am currently working at Woodforest National Bank as a Branch Manager in Bedford, IN and as an adjunct faculty member at both IUPUI and Ivy Tech Community College. I am also teaching the FDIC Money Smart curriculum for Woodforest.

I am happily married to my lovely wife, Melissa, and we have three (soon to be four) beautiful boys. Trey – 12, Eddie – 6, Gabriel – 14 months, and Cory. I am an avid reader, love baseball and have a passion for travel and history. (I now live in Mitchell, IN.)
THEODORA ALLEN MEMORIAL SCHOLARSHIP FUND

THE INDIANA UNIVERSITY SCHOOL OF SOCIAL WORK WOULD LIKE YOU TO CONSIDER MAKING A GIFT TO SCHOLARSHIPS THAT CAN MAKE A CRITICAL DIFFERENCE IN THE LIFE OF OUR STUDENTS. ONE EXAMPLE SCHOLARSHIP THAT AIDS STUDENTS IS THE THEODORA ALLEN MEMORIAL SCHOLARSHIP FUND, ESTABLISHED IN 2003. THE FUND AWARDS SCHOLARSHIPS TO BSW OR MSW STUDENTS WHO DEMONSTRATE AN INTEREST IN INTERPERSONAL COURSE WORK. PREFERENCE IS GIVEN TO STUDENTS ON THE BLOOMINGTON CAMPUS.

A memorial resolution, written by faculty of the School of Social Work upon her death in 1989, reflects on the impact Allen had on her students. The profession of Social Work has often been called the conscience of society. As such, the profession was well represented by Theodora Allen.

Born in Billings, MT on April 15, 1903, Professor Allen earned a Bachelor of Science Degree from the University of Minnesota in 1926 and a Master’s Degree in Social Work from the Graduate School of Social Service Administration at the University of Chicago in 1944.

Miss Allen had a long and distinguished career in Social Work, both here and abroad. She worked for the Orphans’ Asylum and in the Michael Reese Hospital in Chicago during the 1940s. After the War, the U.S. Committee for the Care of European Children appointed her as its European representative at Munich, Germany, to sponsor the immigration of displaced and refugee children to the U.S. Thousands of children were brought to the U.S. from Germany, Austria, and Italy and placed in foster and adoptive homes. Professor Allen became a liaison between British, French, and American occupying forces. She returned to the U.S. in 1952 when the job was completed and the U.S. Committee closed its overseas operation.

Upon her return, Professor Allen was appointed Director of Social Services of the Louisville and Jefferson County Children’s Home, which provided care and supervision for 1,300 dependent, neglected and abandoned children. In 1956, she came to Indianapolis as a child welfare supervisor at the Indiana Department of Public Welfare.

In 1957, Professor Allen was appointed to head the Indiana University School of Social Work undergraduate program in Bloomington. Besides advising students and teaching, she served as an effective mentor for her students. She believed that Social Work education should not be confined to the classroom, but should extend into the community. Even when there was no medium for experiential learning or internship program, she organized service projects. For example, at a time when some low income residents were evicted from the Dyer School District, she organized a service program sending students to work with low income families, informing them of their rights to buy the property from which they were illegally evicted. Projects such as this, though difficult to organize, were important for inculcating the spirit of Social Work and Social Action in the students.

Professor Allen organized a Social Service Club at IU and invited Social Work majors as well as other students to come and learn about the social issues and human problems facing the community. She organized service projects around these issues and problems and encouraged students to volunteer for these projects. She also founded the Iota Chapter of the Phi Alpha National Honor Society to recognize Social Work students for their commitment to the profession. Professor Allen’s devotion to Social Work extended beyond Social Work Education. She recognized the interdependence of education and practice components. Throughout her life she worked hard to establish, improve and expand Social Work resources of the community. Among her many achievements are her leadership role in starting a Medical Social Work Program, where she learned that children born out of wedlock were being given up for adoption for profit. She also helped the Monroe County Community School Corporation to start a School Social Work Program.

Although Professor Allen retired from IU in 1972, she never retired from Social Work. She devoted much of her time to the work of the League of Women Voters and volunteered at the Red Cross and the Meals on Wheels Program for the homebound. Throughout her life, Theodora Allen was a true Social Worker and Social Work Educator in spirit and in action. She was a champion of the underprivileged, the disenfranchised and the dispossessed. She was a warm and generous friend who gave of herself unreservedly to the profession and to the School of Social Work. In recognition of this, she received the Teacher of the Year Award in 1968.

TO MAKE A DONATION TO THE THEODORA ALLEN SCHOLARSHIP FUND OR ANY OTHER OF THE SCHOLARSHIPS OR FUNDS ON PAGE 25-27, PLEASE MAIL YOUR DONATION TO: Indiana University School of Social Work Attention: Dean Michael Patchner 902 W. New York Street, ES 4138 Indianapolis, IN 46202

SCHOLARSHIPS & FUNDS
PATCHNER FAMILY ENDOWED SCHOLARSHIP/FELLOWSHIP
This fund was established in 2010 and is used to support undergraduate scholarships or graduate fellowships for students in the School of Social Work who intend to prepare for a career in the service of people with developmental disabilities.

CATIE B. FUND
This fund was created in 2009 by the Jason Baker family. The fund supports the establishment of an academic certificate program focused on training individuals to specialize in a career that provides support to children with special health needs and their families.

SHARON KAY ARVIN BYRKETT SOCIAL WORK SCHOLARSHIP
The scholarship was created in 2010 in memory of Sharon Byrkett, who received her degree in social work at IUPUI in 1984 and was a role model and advocate for people with disabilities. The scholarship is for undergraduate or graduate scholarships to help students with disabilities.
Thanks to the generous contributions from various individuals and institutions, these IUSSW BSW and MSW students were awarded financial support for their education. IUSSW would like to thank these donors and acknowledge the following recipients:

### Agnes Anderson Memorial Fund
Agnes Anderson was a faculty member of the IU Division of Social Service from 1945 to 1956. This fund was established in 1956 for a scholarship to be awarded to a current student for their distinguished academic achievements. **Kathryn Malone**

### Project Affirm Fund
This fund was established in 1979. Its purpose is to support the School's efforts to identify and recruit minority students for its various academic programs. Funds can be used for, but are not limited to, emergency minority student support. Preference is given to minority students. **Christopher Strait**

### IU School of Social Work Fund
This fund was established in 1989. It is a multi-use account. **Sara Kaufman, Britni Morrison, Nancy Eisenman, Kelby Geiger, Ryan Heck, Penny Thomerson, Marjorie Weiss**

### Dan and Hanna MacDonald Scholarship
Dan MacDonald was the president of the United Way of Central Indiana until 1995. This fund was established in 1992 for a graduate MACRO student, preferably a minority, who is participating in a field practicum at the United Way/Community Service Council or a designated United Way Agency. **Sara Kaufman, Britni Morrison, Nancy Eisenman, Kelby Geiger, Ryan Heck, Penny Thomerson, Marjorie Weiss**

### Sheldon and Natalie Siegel Scholarship
Dr. Siegel served as the Dean of the IUSSW from 1984 to 1994 and later as the interim Dean from 1999 to 2000. This fund was established in 1994 to provide scholarships for students working in or demonstrating a commitment to the field of community organization and development. **Nikki Barnes**

### Alice B. Moore Fellowship Fund
Alice B. Moore studied social work at the University of Akron in Ohio. She moved to Bloomington in 1922 where she worked at the IU library, raised a family, helped establish the Bloomington Christian Center, and actively volunteered. She held a special interest in community affairs, particularly in low-income communities. This fund, established in 1996, provides a graduate fellowship. **Shawn Hensley, Sarah Sexson**

### IUSSW Alumni Association Scholarship Fund
This fund was established in 1996 to provide scholarships for MSW students with high academic achievement and who demonstrate financial need. **Elizabeth Hilderbrand**

### Murray/Powers Research Symposium Fund
Jerry Powers was an IUSSW faculty member from 1980 to 2002. This fund was established in 1998. It is a general endowment, multi-use account with some restrictions. **Sara Kaufman, Britni Morrison, Nancy Eisenman, Kelby Geiger, Ryan Heck, Penny Thomerson, Marjorie Weiss**

### Michael and Muriel Wallace International Scholarship Fund
Michael and Muriel Wallace were a host family in England for students from the IUSSW who studied internationally. It was established in 2000 to aid students who desire to study internationally but lack the sufficient means. **Nikki Barnes**

### Genevieve Means McLeod Scholarship
Genevieve Means McLeod graduated from IU in 1920 with a degree in sociology, and she also completed some graduate social work courses. She worked for the Marion County Department of Public Welfare in Indianapolis and also worked in the Social Service Department of the Indianapolis Public Schools. This fund was established in 2000 to be awarded to a female student achieving academic excellence and having a demonstrated financial need. **Heather Pentecost**
A distinguished career in social work education. This fund was established in 2003 for students pursuing an MSW. Preference is given to African American students whose academic and professional interests are in the area of child welfare. Jessica Moses

**MARGARET A. MCCORMICK SCHOLARSHIP**
Margaret A. McCormick earned her Master’s Degree in Social Work from the IUSSW in 1981. She had a unique understanding of the need for the School to have the ability to provide opportunities for deserving non-traditional students. This fund was established in 2005 for non-traditional MSW students in good standing to assist with the cost of their education.

Jessica Brown, Lindsay Burnett, Autumn Hansen

**BRADLY ROBERT LIGHTY MEMORIAL SCHOLARSHIP**
Bradly Lighty was a faculty member and student advisor at IUSSW. He was also an alumnus of the school, having graduated in 1997 with his MSW degree. This fund was established in 2005 for students who are pursuing a BSW degree. Brandon Basore, Katherine Oholorogg

**MINNIE AND MARY RIGG FELLOWSHIP**
In honor of Minnie and Mary Rigg, this scholarship will award a student who has demonstrated a commitment to working in a settlement house (or similar agency). Angelica Jaramillo, Catherine McChesney, Karen Arnold, Ifsoma Morrison-Bugbee, Agnes Ndisya, Amanda Quillen, Monte Simonton, Jr.
The following is a list of upcoming social work-related events and events that will take place during the School of Social Work’s 100th anniversary. Some of the events are tentative with more information to follow. For these and other events, watch the School’s website — socialwork.iu.edu and the Social Work Alumni website alumni.iupui.edu/associations/socialwork/ for a link to a calendar listing events that will occur throughout the School’s Centennial Celebration.

APRIL 29, 2011
THE INDIANA UNIVERSITY SCHOOL OF SOCIAL WORK ANNUAL SPRING PHD SYMPOSIUM
Dr. Jerry Powers, who helped develop of the School’s PhD program and served as its first director, will speak on “The Role of the PhD Program in a Century of Social Work Education at Indiana University.”

The symposium will be held from 8:30 a.m. to 4 p.m. at the Governor’s Residence, 4750 N. Meridian Street, Indianapolis, IN. The event is free, but space is limited to the first 50 registrants.

OCTOBER 24, 2011
100 YEARS OF WORK AND SERVICE — CENTENNIAL CELEBRATION
The School of Social Work is celebrating 100 years of excellence in teaching, research and service in 2011. The School traces its roots to the Social Service Department that began in 1911, making the School the oldest university-based Social Work school in the nation.

With that in mind, the School is asking you to set aside Monday, October 24 and join us on the campus of IUPUI in Indianapolis for a day camaraderie, learning and celebration. We are working with our Social Work Alumni Associate to create a celebration that we think will be a delightful day and evening.

While we are completing the final details, the day will include a series of continuing education credit classes on a variety of topics and conclude with a dinner Monday night. The guest speaker at the dinner will be Jim Morris, the former head of the United Nations World Food Program, and a long-time civic leader in Indianapolis.

The Alumni Association and the School are also planning possible activities to take place October 22-23, such as tours of the Bloomington and IUPUI campuses. Once those details are worked out, the School will mail out a notice with information on how to sign up for the Centennial Celebration online.
CONTACT INFORMATION

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Phone: (317) 274-8959
Fax: (317) 274-6589
Email: kdeery@iupui.edu
Website: alumni.iupui.edu/associations/socialwork/scholarships.html

TELL YOUR STORY IN UPCOMING ISSUES OF THE NETWORK:
Labor Studies Alumni — You now have your own website. You’ll find it at alumni.iupui.edu/associations/laborstudies/. On this site, among other things, you can read profiles that have been submitted by labor studies alumni and you can submit your own profile if you have not already done so.

Social Work Alumni — Your website is at alumni.iupui.edu/associations/socialwork/. You can read profiles that have already been submitted by your fellow alumni and you too can submit your own profile if you have not done so.

To submit a profile, you only need to answer a questionnaire on the website. You can attach a picture of yourself if you wish. All profiles are posted on your website and may be used in the Network Magazine as space permits.

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Join us for our Centennial Celebration

100 Years of Work and Service — October 24, 2011

Join us on the campus of IUPUI in Indianapolis for a day of camaraderie, learning and celebration. We are working with our Social Work Alumni Association to create a celebration that we think will be a delightful day and evening.

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