

# NADD

NATIONAL ASSOCIATION OF  
**DEANS AND DIRECTORS**  
SCHOOLS OF SOCIAL WORK

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## SPRING CONFERENCE

April 15 – April 17, 2024

Royal Sonesta San Juan

Carolina, Puerto Rico

View program online: <https://cvent.me/ZKVQYn>

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

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

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

<b>Monday, April 15, 2024</b>		
7:00 AM – 3:00 PM	Check-In / Name Tag Pick Up	Palmar Foyer 3 <sup>rd</sup> Floor Conference Center
7:00 AM – 8:00 AM	Yoga Class Sponsor: Metropolitan State University of Denver	On Site: Beach Area
8:00 AM – 9:00 AM	Networking Breakfast  Co-Sponsors: Boston College School of Social Work Michigan State University School of Social Work Loyola University Chicago School of Social Work	Plazoleta  Lower Level
9:00 AM – 10:00 AM	<b>NADD Business Meeting</b>  (NADD Members only)  Dexter Voisin, NADD President Carol Bonner, NADD VP and Program Chair Stacey Kolomer, NADD Treasurer Jon Singletary, NADD Secretary Sharon Johnson, Board Member, Chair of Nominating Committee	Palmar A  3 <sup>rd</sup> Floor Conference Center

**NADD 2024 Spring Conference**  
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<p>10:00 AM – 10:15 AM</p>	<p style="text-align: center;">Break  Sponsor:  Arizona State University School of Social Work</p>	<p style="text-align: center;">Palmar Foyer  3<sup>rd</sup> Floor Conference Center</p>
<p>10:15 AM – 12:00 PM</p>	<p style="text-align: center;"><b>General Session</b></p> <p style="text-align: center;"><b>Managing Internal and External Crises as Deans, Directors,  and Chairs</b></p> <p>Moderator: Dexter R. Voisin, NADD President, Dean in Applied Social Sciences, Case Western Reserve University</p> <p>Panelists:</p> <p>Sandra E. Crewe, Dean, Howard University School of Social Work</p> <p>Philip Hong, Dean, University of Georgia School of Social Work</p> <p>Luis R. Torres-Hostos, Founding Dean, School of Social Work, University of Texas Rio Grande Valley</p> <p>Michael Spencer, Dean, School of Social Work, University of Washington</p> <p>Will join virtually:</p> <p>Jack Dunn, Associate Vice President, University Spokesperson, Boston College</p> <p>Lisa Durham, Assistant Dean of Strategic Initiatives and Community Engagement, The Ohio State University</p>	<p style="text-align: center;">Palmar A  3<sup>rd</sup> Floor Conference Center</p>

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	<p>Helen Mosher, Vice President of Communications and Membership, CSWE</p> <p>The goal of this session is to discuss strategies and identify some best practices for managing internal crises when there might be calls for public statements on challenging topics that are occurring within the school, university, our profession, or society. This two-hour panel will bring together several administrators from a variety of public and private schools of social work based on size, and geographical location. The panel would also include vice presidents for communications.</p>	
<p>12:00 PM – 2:00 PM</p>	<p style="text-align: center;">Lunch on Your Own (Optional Regional Meetings)</p>	
<p>2:00 PM – 5:00 PM</p>	<p style="text-align: center;"><b>General Session</b></p> <p style="text-align: center;"><b>Enhancing the Holistic Well-Being of Academic Leaders</b></p> <p>Introduction by Karen Rice, Professor/Department Chair, Millersville University of PA</p> <p>Presenter: Dr. Darshan Mehta, MD, MPH, Medical Director, Benson-Henry Institute</p> <p>This session is designed to enhance the holistic well-being of academic leaders in the field. Throughout the ½-day session, participants will embark on a transformative journey that integrates mindfulness practices, experiential learning, and evidence-based techniques to promote self-awareness, stress reduction, and resilience. Participants will engage in various facilitated mind-body activities, including guided meditation, stress awareness, and interactive workshops on the intersection of mental and physical well-being. These sessions are carefully</p>	<p style="text-align: center;">Palmar A 3<sup>rd</sup> Floor Conference Center</p>

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	<p>crafted to address the unique challenges faced by deans and directors in social work education, fostering a deeper connection between mind and body to optimize personal and professional performance.</p> <p>Participants will also be able to engage in meaningful discussions, share insights, and build a supportive network with fellow deans, fostering a sense of community beyond the conference. This immersive experience aims to equip social work school deans and directors with practical tools to navigate the demands of their roles while promoting their own mental and emotional resilience.</p>	
3:30 PM – 3:45 PM	<p>Break  Sponsor:  Barry University School of Social Work</p>	<p>Palmar Foyer  3<sup>rd</sup> Floor Conference Center</p>
5:00 PM – 6:00 PM	<p>Free Time and / or Informal Networking</p>	
6:30 PM – 9:00 PM	<p>Networking Dinner</p> <p>Co-Sponsors:  Columbia University School of Social Work  University of Texas at Austin Steve Hicks School of Social Work  University of Pennsylvania School of Social Policy  &amp; Practice  University of Chicago Crown Family School of Social Work,  Policy, and Practice</p>	<p>Boardwalk / Pool</p>
<p><b>Tuesday, April 16, 2024</b></p>		

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7:00 AM – 3:00 PM	Check-In / Name Tag Pick Up	Palmar Foyer 3 <sup>rd</sup> Floor Conference Center
7:00 AM – 8:00 AM	Yoga Class Sponsor: Metropolitan State University of Denver	On Site: Beach Area
8:00 AM – 9:00 AM	Networking Breakfast  Co-Sponsors: Brown School at Washington University in St. Louis University of Central Florida School of Social Work Case Western Reserve University Mandel School of Applied Social Sciences	Plazoleta  Lower Level
9:00 AM – 10:30 AM	<p style="text-align: center;"><b>General Session</b></p> <p style="text-align: center;"><b>Common Ground to Promoting Workforce Development and Credentialing</b></p> <p>Moderator: Gautam N. Yadama, Dean and Professor, Boston College School of Social Work</p> <p>Panelists: Dexter R. Voisin, NADD President, Dean in Applied Social Sciences, Case Western Reserve University Halaevalu F. Ofahengaue Vakalahi, President and CEO, CSWE</p>	Palmar A  3 <sup>rd</sup> Floor Conference Center

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	<p>Melissa Smith Haley, National President, NABSW, Inc. Stacey Hardy-Chandler, Chief Executive Officer, ASWB Heidi McIntosh, Chief Operations Officer, National Association of Social Workers Sheryl Kubiak, Co-Chair, NADD Licensing Reform Task Force</p> <p>There is a critical opportunity for social work organizations to find common ground and act collectively to reduce racial inequality outcomes within our profession and address the shortage of social workers across the country. In August 2022, the Association of Social Work Boards (ASWB) released disaggregated trend data on passing rates for all test takers of the bachelors, masters, and clinical exams from 2011 to 2021. These data demonstrated that social work graduates from minoritized and diverse backgrounds—African Americans, Hispanic/Latinos, persons fifty years old and older, and/or individuals whose primary language is not English—are passing the exams (bachelor’s level and master’s level) at lower rates than their White counterparts. These disparities have exacerbated the severe shortage of licensed social workers.</p> <p>Efforts by various social work organizations and states to address the crisis have had mixed outcomes. The federal government and many states are calling on us to address workforce shortages in areas such as behavioral health and millions of dollars have been given for workforce initiatives. Now is the time for us to act collectively to protect the overall interests and autonomy of our profession. Our commitment to serve communities of color necessitates actions to expand the workforce of minoritized social workers.</p> <p>Leadership from the National Association of Black Social Workers (NABSW), the Association of Social Work Boards (ASWB), the Council on Social Work Education (CSWE), the National Association of Deans and Directors (NADD), the NADD Licensure Taskforce and the National Association of Social Workers (NASW) came together during the 2023 CSWE APM in Atlanta for discussion about this challenge resulting in agreements to frame our work. The above organizational leaders will find common ground to frame the problem, explore challenges and opportunities, and consider action and strategic next steps.</p> <p><u>10:15 am - 10:30 am</u> Social Work Census, presented by ASWB</p>	
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<p>10:30 AM – 10:45 AM</p>	<p style="text-align: center;">Break  Sponsor:  University of Maryland School of Social Work</p>	<p style="text-align: center;">Palmar Foyer  3<sup>rd</sup> Floor Conference Center</p>
<p><b>Three Concurrent Sessions</b></p>		
<p>10:45 AM – 12:15 PM</p>	<p><b>Concurrent Session - Courts, Congress, Critics and Colleges:  Lessons from the Intersection of the Law and the Academy</b></p> <p>(Session will be repeated at 2 pm)</p> <p>Session Lead: Kathleen B. Rogers, Esq.  Retired, SVP, General Counsel &amp; Chief of Staff, Simmons  University</p> <p>Universities, their administrations, and their faculty, have been frequent topics in the news over the past 12 months. And the stories have often been quite damaging to the reputations of institutions once revered. What are we to make of this intensified scrutiny of higher education from lawmakers, litigants, and the media? What lessons can be taken away from these high-profile legal issues and cases by administrators seeking to manage risks and challenges in their own schools?</p>	<p style="text-align: center;">Palmar B  3<sup>rd</sup> Floor Conference Center</p>
<p>10:45 AM – 12:15 PM</p>	<p><b>Concurrent Session - Dealing with Difficult Faculty</b></p> <p>Panelists:  Laura Abrams, Chair, UCLA Luskin Social Welfare  Liz Lightfoot, Director, School of Social Work, Arizona State  University</p>	<p style="text-align: center;">Palmar C  3<sup>rd</sup> Floor Conference Center</p>

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	<p>There are numerous situations in which deans, directors, and chairs are challenged by faculty: from faculty bullying and creating a toxic environment for others, to directly undermining school progress, handling students in ways that are insensitive or break policy, or even directly accusing/targeting the leader of the unit. Rarely do we learn how to handle these difficult circumstances when we become an academic leader; and these situations can cause stress and burnout. In this interactive workshop, we will review some of the literature in this field, and tackle these issues honestly with case examples. We will think collectively about best practices in responding to difficult faculty including one on one interventions, establishing group norms, and consulting with other aspects of the University, when necessary. We will also emphasize the importance of peer groups for debriefing and advice.</p>	
<p style="text-align: center;">10:45 AM – 12:15 PM</p>	<p><b>Concurrent Session – Mindful Leadership: Using the Enneagram for Non-Judgmental Self-Observation in our Difficult Roles</b></p> <p>Presenter:          Jon Singletary, Dean, Diana R. Garland School of Social Work,          Baylor University</p> <p>A part of what makes us uniquely human are the dimensions of heart, head, and body that shape us. In other words, we have a unique capacity for feeling, thinking, and doing and these characteristics shape how we lead. The Enneagram is an ancient symbol used to teach nine personality types based on these dimensions and inviting further self-reflection. The mindful work of self-awareness helps us wrestle with the strengths and struggles of our personality that shape our leadership.</p> <p>This session will:</p> <ol style="list-style-type: none"> <li>1. Introduce the Enneagram as a tool for reflection on one’s personality using the 9 types associated with this ancient tool.</li> <li>2. Help participants identify their personality type as related to three centers of human intelligence (i.e., head, heart, body).</li> <li>3. Teach participants to practice mindfulness meditation as a part of self-reflective leadership.</li> </ol>	<p style="text-align: center;">Verde Luz</p> <p style="text-align: center;">3<sup>rd</sup> Floor Conference Center</p>

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12:15 PM – 2:00 PM	<p>Networking Luncheon</p> <p>Co-Sponsors:  Touro University Graduate School of Social Work  The Ohio State University College of Social Work  University of Cincinnati School of Social Work</p>	<p>Plazoleta</p> <p>Lower Level</p>
2:00 PM – 3:30 PM	<b>Three Concurrent Sessions</b>	
2:00 PM – 3:30 PM	<p><b>Concurrent Session - Courts, Congress, Critics and Colleges:  Lessons from the Intersection of the Law and the Academy</b></p> <p>(Repeat of the morning session)</p> <p>Session Lead: Kathleen B. Rogers, Esq.  Retired, SVP, General Counsel &amp; Chief of Staff, Simmons  University</p> <p>Universities, their administrations, and their faculty, have been frequent topics in the news over the past 12 months. And the stories have often been quite damaging to the reputations of institutions once revered. What are we to make of this intensified scrutiny of higher education from lawmakers, litigants, and the media? What lessons can be taken away from these high-profile legal issues and cases by administrators seeking to manage risks and challenges in their own schools?</p>	<p>Palmar B</p> <p>3<sup>rd</sup> Floor Conference Center</p>
2:00 PM – 3:30 PM	<p><b>Concurrent Session – Life After Deanship</b></p> <p>Moderator:  Sandra E. Crewe, Dean, Howard University School of Social Work</p>	<p>Palmar C</p> <p>3<sup>rd</sup> Floor Conference Center</p>

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	<p>Panelists:  Nancy Smyth, Associate Dean for Faculty Development  Professor, School of Social Work, University at Buffalo  Goutham Menon, Professor/CEO, Network for Social Work  Management</p> <p>Will join virtually:</p> <p>Dr. Shadi Martin, Vice Provost for Graduate and International  Education, Dean of Graduate School, and Chief International  Officer, The University of Alabama at Birmingham  Jose Coll, Provost &amp; Vice President of Academic Affairs, Western  Oregon University</p> <p>This panel offers an opportunity to members to hear the experiences of a group of  former social work deans who have moved on to fulfilling experiences after their  time as dean.  This includes some who have decided to advance in administrative leadership and  others who made fulfilling choices, including returning to faculty. Some panelists  will join virtually.</p>	
<p style="text-align: center;">2:00 PM – 3:30 PM</p>	<p><b>Concurrent Session – Challenges and Opportunities  in Artificial Intelligence: Q and A</b></p> <p>Session Leader:  Sarah Lewis, Director for Center of Excellence in Teaching and  Learning, Barry University</p> <p>This exciting session is designed to provide some "hands-on" experience with AI,  especially for those with little AI experience. Participants should bring their own  laptops to take advantage of opportunities to learn about Chatbots and other AI  features, as time allows. You will learn from a Director of the Center of  Excellence in Teaching and Learning who will share how she uses AI in her  teaching of MSW and DSW students.</p>	<p style="text-align: center;">Verde Luz  3<sup>rd</sup> Floor Conference Center</p>

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<p style="text-align: center;">3:30 PM – 3:45 PM</p>	<p style="text-align: center;">Break  Sponsor:  Smith College School for Social Work</p>	<p style="text-align: center;">Palmar Foyer  3<sup>rd</sup> Floor Conference Center</p>
<p style="text-align: center;">3:45 PM – 5:00 PM</p>	<p><b>Informal Gathering and Discussion - Brave Conversations, High Stakes Issues, and Supportive Spaces</b></p> <p>(NADD Members only)</p> <p>Deans/Directors/Chairs are experiencing high levels of stress and pressure as they are called upon to address the challenges we face in our institutions and in world events. The crisis in the Middle East is one area of experienced pressure, and there are others. This is an informal session, set aside, for those who would like an informal environment to have further discussion about successes and challenges in our roles. We hope the group can apply some of the tips and/or practices discussed in the Monday morning session regarding Internal and External Crises.</p>	<p style="text-align: center;">Palmar B  3<sup>rd</sup> Floor Conference Center</p>
<p style="text-align: center;">3:45 PM – 5:00 PM</p>	<p><b>Concurrent Session – Professional Development Opportunities for Deans, Directors, and Chairs</b></p> <p>Moderator: Lori Messinger (Harvard MLE)</p> <p>Panelists:  Blake Beecher (ACE Workshops and Training)  David Jenkins (Harvard MLE)  Anne Hughes (HERS and Big 10 Academic Alliance Department Executive Officer (DEO) program)  Vicky Rizzo (LADD)  Naelys Luna (ACE Fellow)</p> <p>There are times in our careers when we may be interested in and benefit from</p>	<p style="text-align: center;">Palmar C  3<sup>rd</sup> Floor Conference Center</p>

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	<p>leadership experiences to support our professional growth and training. This is a panel of NADD members or former members who have taken part in various leadership training through the ACE Fellows Program, Executive Leadership Program (Berkeley), Harvard's Educational Institutes, ACE training, or the HERS programs. This is an opportunity to learn about colleagues' experiences with these programs.</p>	
3:45 PM – 5:00 PM	<p><b>Concurrent Session – “Dear Mentor”</b></p> <p>Moderators:  Y. Joon Choi, Georgia State University  Yarneccia Dyson, North Carolina State University</p> <p>This informal session is for deans, directors, and chairs of any level of experience, where we come together to share insights and seek advice from one another. Both mentors and mentees from the NADD mentoring programs are welcome to attend and speak about NADD’s mentoring program for interested members.</p>	<p>Verde Luz</p> <p>3<sup>rd</sup> Floor Conference Center</p>
5:00 PM – 6:30 PM	<p>Informal Networking / Dinner on Own</p>	
6:30 PM – 9:30 PM	<p>NADD Reception, Salsa Show &amp; Dancing (DJ Provided)</p> <p>Reception Sponsor:  ASWB and the Social Work Census</p>	<p>Querube Ballroom</p> <p>Lobby Floor</p>
<p><b>Wednesday, April 17, 2024</b></p>		

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

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	<p>relationships with faculty. It underscores the importance of applying these principles when advocating for institutional changes that align with the best interests of culturally diverse student groups. Speakers will share their insights and experiences of advancing transformational and organizational leadership practices as part of their work Hispanic/Latine students in social work programs and integrating culturally grounded approaches within academic and mental health service settings.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Understand values and norms among Hispanic/Latine communities and their relationship to mental health academic programs and services</li> <li>• Explore strategies for social work educators in leadership roles to act as advocates and brokers of DEIJ practices, addressing the unique needs of diverse student populations.</li> <li>• Offer examples to effectively communicate and collaborate with diverse faculty, promoting an awareness of the mental health needs of diverse student groups and advocating for responsive institutional changes.</li> <li>• Foster organizational change by empowering leaders to promote institutional initiatives that prioritize mental health and well-being for Hispanic/Latine students through culturally grounded perspectives.</li> </ul>	
<p style="text-align: center;">10:30 AM – 10:45 AM</p>	<p style="text-align: center;">Break  Sponsor:  Temple University School of Social Work</p>	<p style="text-align: center;">Palmar Foyer  3<sup>rd</sup> Floor Conference Center</p>
<p style="text-align: center;">10:45 AM – 12:00 PM</p>	<p style="text-align: center;">Free time / informal networking</p>	
<p style="text-align: center;">12:00 PM</p>	<p style="text-align: center;">NADD Conference ends</p>	



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12:00 PM – 1:30 PM	NADD Board of Directors Debrief Meeting and Lunch	Aleli Terrace Lower Level
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## **NADD Board of Directors**

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

## **NADD Nominations Committee**

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

## **NADD 2024 Spring Conference Planning Committee:**

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

Vitali Chamov, NADD Manager and Event Planner

### **Planning Committee Members:**

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

## **NADD 2024 Spring Conference Sponsors**

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

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