October is National Conflict Resolution Month, and all over Colorado people dedicated to conflict resolution, alternative dispute resolution, and peacemaking will be celebrating with proclamations, workshops, speakers, and activities. Here in Fort Collins, home of Colorado State University, Mayor Karen Weitkunat signed a proclamation declaring October Conflict Resolution Month and encouraging “Fort Collins residents to seek peaceful and collaborative resolutions to conflicts and hence contribute to creating an exceptional, world-class community.”

There are many ways that people can seek peaceful and collaborative resolution to conflicts and many good reasons for doing so. One approach to resolving conflict is mediation. Mediation is a dispute resolution process that brings two or more parties together with an impartial third party, the mediator, who helps the disputing parties reach a mutually acceptable agreement. Mediation is a private, confidential, and voluntary process.

Community mediation centers help neighbors resolve issues like barking dogs or disputed property lines while remaining neighborly. School or workplace mediators help children or adults work through conflicts with their peers or superiors.

Mediation is currently being used to address landlord-tenant and mortgage disputes, help families reach agreements during divorce proceedings, resolve issues at hospitals and nursing home facilities, and help college roommates survive the semester. International mediation allows participants to bring new perspectives to healing serious and often generational conflict.

Mediation saves time and money, especially when litigation is the other option. Since mediation involves the parties coming together and discussing the dispute, each participant can tell the story behind the dispute and how the situation has impacted them. In successful mediation, greater understanding is developed and participants feel that their issues, concerns, and needs were heard and understood. The process of mediation allows for more creativity and a broader range of collaborative solutions than more traditional resolution processes. Mediation also often allows participants to feel great closure because they are not frustrated with things left unsaid, wondering if they could have gotten a better deal, feeling fearful to encounter the person with whom they were in conflict, or still experiencing other emotions related to the dispute that have not been fully resolved.

In Why Mediation Works, Michael Roberts writes, “The American Arbitration Association reports that over 85% of all mediations result in a settlement. This is true even where all prior attempts at settlement have failed, where the parties are pessimistic about the prospects of settlement, and where the parties have spent substantial amounts of time and money preparing for a trial.”

The skills learned in mediation training can be applied to many areas of one’s professional and personal life. Becoming skilled in conflict resolution techniques can ensure that you, too, “contribute to creating an exceptional, world-class community.”

The School of Social Work is celebrating the newly restructured graduate certificate in Mediation and Conflict Resolution in conjunction with Colorado’s Conflict Resolution Month. See page 4 for more details.
Greetings From Director Deborah Valentine

One thing that you can always expect from the School of Social Work is the excitement of change. I am thrilled to highlight some very exciting news.

The Ph.D. in Social Work has received final approval from the CSU Board of Governors. We are accepting applications for fall 2012. Please contact Vicky Buchan, vicky.buchan@colostate.edu for additional information.

The newly admitted MSW students are the first to benefit from our new Advanced Generalist Curriculum. Every course has been updated to reflect cutting edge knowledge and skills including the addition of content on international social work and on human rights. The new curriculum also includes the addition of exciting graduate level electives that support new fields of social work practice. In addition to the School Social Work and Disabilities courses, we are adding two summer courses: an on-line psychopathology course and an on-campus course on trauma-informed social work practice. Please contact Nancy Banman at nancy.banman@colostate.edu for additional information.

The mediation program has increased course offerings and is rolling out its 2012 calendar of courses. In addition to courses for graduate credit and an expanding roster of new faculty, the School of Social Work is celebrating October: Conflict Resolution Month. Please see our calendar of events in this newsletter.

Although we had to say goodbye to Bob Seiz and Victor Baez, we know that they are already enjoying their retirements. They both deserve the travels, adventures, and relaxation after contributing so much to the school. We know they will always be our good friends.

In January, I plan to return to the faculty on a part-time basis as I transition to retirement after 10 years as the director of the school. Please keep in touch. More excitement to come!

Greetings from Jeff McCubbin
Dean of the College of Applied Human Sciences

I am honored and excited to be serving the College of Applied Human Sciences as your next dean. Since beginning here at Colorado State in July, I’ve had the pleasure of getting to know many of our alumni and I look forward to meeting many more of you throughout the coming year.

I’d like to thank Deborah Valentine for her outstanding service as director of the School of Social Work for the past ten years. We’ve been fortunate to have her strong leadership. I’d like to congratulate her as she moves to a three year part-time appointment, transitioning to retirement. A national search is underway for a new director. I welcome your comments as we move forward!

As CSU enters the final year in the $500 million Campaign for Colorado State, you will continue to be a critical partner, inspiring our students and faculty by believing in and contributing to our shared mission.

This year, I plan to spend much of my time traveling and visiting with you – our alumni and friends. I look forward to meeting you, thanking you in person, and asking for your continued investment in our College. Please call on me at any time with your ideas for our shared success.

Jeff McCubbin, dean
dean@cahs.colostate.edu
Nancy Gerardi, Director of Field Education, Retires

Nancy Gerardi, who has been the director of field education in CSU’s School of Social Work since 1998, retired at the end of September. Gerardi has helped guide an increase in the number and type of field placements over the past 13 years.

She recently developed video interviews to help BSW students understand the field placement process and narrow the focus of their field options. The videos are posted on the school website.

Gerardi is known in the school for her commitment to helping students find placements that are a good fit, her quick and quirky sense of humor, and her creative endeavors, including her jewelry designs, which are occasionally worn by her faculty colleagues. All of these things will be missed as she leaves the school.

Gerardi is pleased that her transition into retirement will also allow her time to use her bachelor’s degree in fine art. She plans to spend much of her newly-found free time painting and working in the fiber arts.

Annual School of Social Work Open House Presents Honors and Inspires Attendees

Each year, the Northern Alumni Association of the School of Social Work at CSU celebrates Social Work Month by hosting an annual open house. The event, held March 24th, honored exceptional social work students, alumni, and friends of the School of Social Work.

Andrew Romanoff, former speaker of the Colorado House of Representatives, addressed the crowd of 100 or so and spoke about the work being done by the organization where he now works called International Development Enterprises. IDE works to bring needed technologies to agricultural workers across the globe so that they have the tools to improve the quality of their life.

Awards were also presented. Sarah James, MSW 2007, was awarded the Outstanding Alumni Social Worker for her work with individuals at Larimer Center for Mental Health.

Paul Gamino received the Outstanding Senior Award. Liz Davis, Sister Mary Alice Murphy, and the Gay and Lesbian Fund for Colorado were honored as Friends of the School of Social Work for their contributions to students in the BSW, MSW, and doctoral programs.

Summer 2012 OnlinePlus Courses*:

- SOWK 551: Fundamentals of Mediation and Conflict Resolution
- SOWK 554: Workplace Mediation
- SOWK556: Divorce and Family Mediation
- SOWK561: School /Community: People with Disabilities
- SOWK680A2: Psychopathology and Social Work

*Courses are added on a continuous basis. Please visit www.online.colostate.edu/certificates/mediation.dot for the most recent schedule.
Mediation Program Kickoff and Conflict Resolution Month

The CSU School of Social Work is proud to celebrate our newly restructured Graduate Certificate in Mediation and Conflict Resolution in conjunction with Colorado’s Conflict Resolution Month. The focus in Colorado and around the nation during October is intended to increase public awareness of the benefits of these approaches. Our October celebration includes two great workshop opportunities—highlighted below—and a number of other events.

The fall 2011 kick-off of our new Graduate Certificate in Mediation and Conflict Resolution began in September with the offering of Fundamentals of Mediation and Conflict Resolution. This three-credit graduate course provides the basic experiential classroom education needed to begin the path to becoming a recognized professional mediator in Colorado. Our five advanced courses allow students to gain more in-depth knowledge and practice experience in specific areas of focus. Details can be found at: www.ssw.cahs.colostate.edu/degrees-certificates/certificates.aspx

Please join us in celebration of Conflict Resolution Month by attending our free workshop on microinequity and mediation or by signing up for a graduate course in our program.

Microinequity and Mediation Workshop

Microinequity refers to the ways in which individuals are “either singled out, or overlooked, ignored, or otherwise discounted” based on an unchangeable characteristic such as race or gender. A microinequity generally takes the form of a gesture, different kind of language, treatment, or even tone of voice. It is suggested that the perceptions that cause the manifestation of microinequities are deeply rooted and unconscious. The cumulative effect of microinequities can impair a person's performance in the workplace or classroom, damage self-esteem, and may eventually lead to that person’s withdrawal from the situation.

Unlike more obvious forms of discrimination, the concept of microinequities addresses the forms that go unnoticed or are difficult to address. In this workshop the subtleties of racism, sexism, and heterosexism and how they show up in a mediation session will be explored through a range of activities. This participatory workshop will help participants recognize when microinequities happen and how to deal with them.

Yvonne Sandoval is CEO and co-founder of Sixth Sun Consulting. Founded in 2006, Sixth Sun Consulting is an innovative and cutting edge consulting agency that specializes in working with non-profits, and public and private sectors to effectively engage community members and build leadership within their organizations. Sandoval holds the firm belief the “first revolution is internal.” To begin the real work individuals and organizations must first examine themselves and make changes before looking outward.

Sandoval has more than 15 years of experience working on critical community issues ranging from education and health care reform to affordable housing and immigrant and indigenous rights. She has served in senior positions in the nonprofit and public sectors, with an emphasis in community organizing, mental health, juvenile justice, restorative justice, and international affairs. Currently, she serves as a member of the Consultant’s Consortium for the Inclusiveness Initiative at The Denver Foundation and an adjunct professor at the University of Denver.

Recently, she presented a workshop at the Alternative Dispute Resolution Conference on “Power and Privilege.”

October 26, 2011
2 – 5 p.m.
No cost.
Space is limited.
To register please contact: mediation@cahs.colostate.edu

Yvonne Sandoval
**Updated Mediation Graduate Certificate Program at CSU’s School of Social Work**

Colorado State University’s School of Social Work has developed courses that train professionals to negotiate and resolve disputes. The program provides participants with outstanding faculty and a challenging, practice-based curriculum that enhances and advances any career, including those in the field of social work.

Students completing coursework will be prepared to solve disputes and manage conflict in a wide range of employment settings. Mediation is a rapidly growing field of study providing communication, negotiation, problem-solving, and conflict resolution skills that are transferable to a variety of fields. Due to the nature of interpersonal conflicts, the skills of mediation enhance teamwork and collaboration in everyday life.

**Fundamentals of Mediation and Conflict Resolution**

This interactive, comprehensive course combines both the historical and theoretical background as well as the core skill sets necessary for the practice of professional alternative dispute resolution, specifically basic mediation. *Fundamentals is the prerequisite course for the majority of other courses in the program.*

**Conflict Management in Healthcare Settings**

Health and elder care mediation is an emerging specialty in the field of mediation and conflict resolution. Building on theory and skills introduced in Fundamentals, this course provides an overview of mediation practice and dispute resolution in the healthcare and eldercare fields, ways the healthcare system generates conflict, and the emerging models of healthcare mediation.

**Conflict Resolution in the Workplace**

The high costs of workplace conflict are driving companies and regulatory agencies such as the Equal Employment Opportunity Commission to use mediation and other conflict resolution practices in the workplace. Building on theory and skills introduced in Fundamentals of Mediation and Conflict Resolution, this course includes an overview of workplace conflict and the costs involved for companies, application of mediation practice to the workplace environment, strategies to handle difficult workplace behavior, and a summary of informal and formal arbitration practices in the workplace.

**Divorce and Family Mediation**

This course begins by presenting an overview of family mediation and dispute resolution. It addresses knowledge areas necessary to practice divorce and child custody mediation, including family dynamics, children in divorce, mediating parenting plans, working with children in mediation, divorce mediation and the law, assets and property division, and special issues such as domestic violence, cultural concerns, and extended family rights.

**Multiparty Conflict Resolution**

In this course, students will learn the models and theories relevant for multi-party conflict resolution. They will explore and practice the processes and skills essential to designing and guiding a multi-party mediation in group, community, and organizational settings.

**Group Facilitation: Reaching Consensus**

This interactive course equips students with the knowledge, rationale, skills, and abilities essential to the successful facilitation of workgroups. Students will be exposed to and have the opportunity to practice a variety of facilitation skills that help groups build trust, define issues, and come to decisions. *Group Facilitation does not have a prerequisite.*

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**School of Social Work Mediation Program:**

[www.ssw.cahs.colostate.edu/degrees-certificates/mediation-graduate-certificate.aspx](http://www.ssw.cahs.colostate.edu/degrees-certificates/mediation-graduate-certificate.aspx)

**Colorado State University Online Plus:** [www.online.colostate.edu/certificates/mediation.dot](http://www.online.colostate.edu/certificates/mediation.dot)

**Follow us on Facebook:** Mediation Certificate Colorado State University

**Program coordinator:** Allison Fink, mediation program coordinator: e-mail [mediation@cahs.colostate.edu](mailto:mediation@cahs.colostate.edu)

**Phone (970) 491-3297**
Estate Gift Leaves Legacy, Honors Loved One, Supports First Generation Students

On a crisp day in January, a room full of dedicated social workers raised a glass to colleague and friend, Maria Puig, and celebrated her dreams for future Colorado State students.

Maria, long time faculty member in the School of Social Work, and her accomplished family members have lived incredible lives. When Maria and her brother were young children, they escaped communist Cuba in the ’60s and for several years were separated from their parents. Having lived through a trying immigration struggle herself, Maria has spent her career helping refugees and immigrant children and bringing attention to these challenging issues within the social work profession.

Despite the early struggles faced by the Puig family, they have dedicated their lives to education and to helping others. Maria and her brother, Dr. E. R. (Rick) Puig, were raised by well-educated parents, and it was never a question that they would continue that tradition. “My brother and I always knew that we would go to college and earn advanced degrees, just as our parents did.” Maria received her Ph.D. in 1996, and her brother spent his career as an obstetrician and gynecologist.

Tragically, Rick died at the age of 59 last year in a drowning accident in Hawaii. To honor his many contributions to others, Maria has established a scholarship in her estate plans. “Many of our young students do not receive financial support from their parents as Rick and I did. Through my will, I am endowing a scholarship to help first-generation social work students realize a college degree.”

While the Dr. Maria E. Puig and Dr. E.R. Puig Memorial Scholarship is inspired by Rick, it also serves to honor the passion for learning and education exemplified by Maria’s and Rick’s parents.

At a signing ceremony earlier this year, Maria signed the fund agreement which outlines her wishes for her planned gift, while fellow social work faculty and staff toasted her commitment to future generations of social workers. At the gathering, Maria also shared her hopes to support an institute for immigration studies so her lifelong commitment to researching immigration policy and refugee affairs will continue to have a foothold at Colorado State University.

Because of the vision and passion of the Puig family, generations of social work students and faculty will benefit and follow in the footsteps of this remarkable family.

Faculty Highlights

†Emily Dakin and Louise Quijano, with McAlister, C. wrote “Assisted living facility administrator and direct care staff views of resident mental health concerns and staff training needs”, which was printed in the Journal of Gerontological Social Work.

†Kim Bundy-Fazioli, Louise Quijano, and Roe Bubar had their article “Graduate students’ perception of professional power” accepted for publication in Journal of Social Work Education.

†Victoria Buchan and Louise Quijano received notice from High Plains Center for Agricultural Health and Safety (HICAHS) and the National Institute for Occupational Safety and Health that funding will be provided to complete a program evaluation for the HICAHS Center housed in CSU’s School of Social Work.

Marilyn Thayer was selected as one of the march leaders for the Martin Luther King, Jr. Day Celebration in January. Leaders are nominated then selected by the committee for their demonstration of their commitment to social justice in our community.

Marilyn Thayer and Malcolm Scott with Louise Jennings secured a grant entitled: PACT: Empowering Diverse Youth in their Communities. Proposal funded by the Pharos Fund of the Bohemian Foundation to support the continued implementation of the PACT civic engagement program for youth in Fort Collins. ($15,000).

Laura Templet and Marilyn Thayer of the CORE Center were invited to present information for two break-out sessions at the Military Family Symposium in Colorado Springs on Friday, April 15. Their presentation, “The Resilient Military Child - Keeping Them Strong: Mind, Body, and Spirit,” addressed the topic of developing resiliency in children from military families.

Angelica Stoll and Lucero Castro-Frederick, therapists from the Prevention, Empowerment, and Resiliency Collaborative project, presented “Family Transmission of and Response to Violence, Victimization, and Violation in Their Homes and Communities” at the Annual Network Conference in Baltimore, Md. on March 2.

Nancy Banman, was one of 20 extension professionals invited to participate in a series of workshops sponsored by the Kettering Foundation, the first of which was held March 3 and 4 in Dayton, Ohio. The topic of the workshops is an exploration of Extension’s current role in building democracy from the ground up. The education and facilitation of citizen participation in our democratic society is a historic role of Cooperative Extension.

The Colorado Collaborative Partnership assisted in the design and presentation of the First Annual Strengths-based Case Management Leadership Summit on April 18. Approximately thirty leaders of county, municipal, and not-for-profit humans services groups attended. Participants received information on the first year of the new strengths-based case management curriculum designed by CCP and presented throughout Boulder County by peer educators.

Brad Sheafor and Malcolm Scott, with Armando Morales published the twelfth edition of Social work: A profession of many faces, which included an instructor’s manual and test bank.

Brad Sheafor and Charles R. Horejsi published the ninth edition of Techniques and guidelines for social work practice, which included an instructor’s manual and test bank. The 8th edition of this text has been translated into Korean.

Brad Sheafor has been designated by the National Association of Social Workers Foundation as a “NASW Social Work Pioneer” representing exemplary leadership in the social work profession. His picture and biography are being placed on the Foundation’s website and in the Pioneer Room of the NASW offices in Washington, D.C.
Fornaro Family Inspires Social Work Students to Become Leaders

Sarah Fry and Claire McArdle, the first two Fornaro scholars

Bob and Karen Fornaro’s special connection to the college grew through their daughter Jessica, a 2004 graduate of the School of Social Work. Thankful for the school’s role in helping Jessica find her career, they established the Fornaro Family Social Work Scholars program to prepare students for leadership positions in social work practice.

Whether it’s the airline industry or the field of social work, the Fornaro family wants to help tomorrow’s leaders thrive. “Social workers, by nature, are already true leaders. The work they do in their honored profession is tough, and every day they are helping people with tremendous needs. That takes leadership,” explains Bob. "The social work faculty are wonderful people, and I am grateful for the way they helped nurture Jessica’s leadership qualities.”

Sarah Fry and Claire McArdle served as the first two Fornaro scholars. “I feel honored that I was chosen, and I know this program is going to make a big difference for many students,” said Sarah, who plans to work as a case manager for adults with disabilities. “My passion lies in the field of people with disabilities, so I am proud to be serving this population on a daily basis.”

Claire adds, “The Fornaro Family Social Work Scholars program provides an opportunity to deepen the learning that goes on inside of the classroom. The Fornaro family is making a remarkable contribution to the field of Social Work.” Upon graduation, Claire plans to work in community mental health. “Social work is a hard, demanding, yet extremely rewarding field. We give of ourselves on a regular basis to help those in need make their lives better,” said Sarah. “As someone who loves social work, I am grateful for people in our society who support our goals to help others.”

2011-2012 Scholarship Recipients
• Ameissa Jutten and Natalie Mills are both recipients of the Lawton Graduate Student Scholarship for Social Work.
• Monica Bland and Jennifer Overmyer both received the Columbine Health Systems Undergraduate Scholarship.
• Kate Franklin received the Anne Andrews Scholarship for Mental Health Advocates.
• Kate Franklin and Karen Meulendyke both received the Fornaro Family Social Work Scholar Award.
• Brooke Hawley received a Distinguished First Generation Scholar award from the CSU-sponsored First Generation Award program.
• Amanda Daugaard was awarded the Georgia and Ben Granger Human-Animal Bond In Colorado (HABIC) Scholarship.
• Erin Sullivan-Ortiz received the Richard G. Mimiaga Memorial Scholarship.
• Jennifer Overmyer was awarded the Michael J. Schissler Memorial Scholarship.
• Nichelle Brown is the recipient of the School of Social Work Scholarship.
• Benjamin Palm received the Larry Morita Memorial Scholarship.
• Jessica Day was awarded the Pershing E. Sims Memorial Scholarship.
• Erin Medina received the Ben Granger Distance Education Scholarship.
• Sheena Howard received the Moore/Poudre Valley Hospital Scholarship.

To donate to school of social work scholarship funds, please visit our website and click on the “Support SSW Today” button. Thank you to all of our generous donors!