Call for Applications for Editor of the Journal for Specialists in Group Work

The Journal for Specialists in Group Work is currently seeking applications for the position of Editor. This position is a three-year term beginning July 1, 2007. Candidates should be ASGW members, have a strong record of publication, professional editorial board experience, and demonstrated competence in editing data-based research manuscripts. Interested candidates should submit a letter of application expressing interest and describing editorial strengths, experience, and publication record.

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Vol 34 No 3

The Group Worker

The Group Worker is the official publication of the Association for Specialists in Group Work (ASGW). The Group Worker is published quarterly by the Association for Specialists in Group Work at the University of Arizona, Tucson, Arizona 85721-0069, Office: 520-621-6453, FAX: 520-621-6371, sternb@u.arizona.edu.

Tobin Trotzer, at jtrotzer@yahoo.com.

The Group Worker should be accompanied by a name, address, and phone number. It is the responsibility of the contributing writer to check the accuracy of the material submitted. Material submitted by a contributor is the exclusive property of the contributing writer and is subject to the terms of the Agreement for Publication of Material Submitted to the Association for Specialists in Group Work, which is available upon request from the Office of Publication at the address above.

The Group Worker is published three times between the months of September and May.
A Message from the President-Elect
Maria Rita

My most difficult job as President-Elect so far has been to come up with reserve for the year of my presidency. I have many group passions and therefore it was particularly challenging to pick just one. After much thought (and perhaps a few dry spells) I decided that one particular topic, assessing the effectiveness of group work, cuts across all types of groups, and is vital for group practice, research, and training. Research consistently has shown that groups are effective for many different types of people, ages, and problem areas. What is much less apparent is how specific groups work, what components of group work are most effective, and when groups do not work. These are critical areas for further study.

In group work practice, assessing group progress is essential. When I talk about assessment, I am talking about both informal and formal methods of assessment. Group leaders can assess whether the group is on track and whether the leader and group members have identified reasonable, obtainable goals by asking in the middle of a session a limited number of questions: "Are we doing what we're doing?" Assessment can be seen as a continual process that provides group leaders and members with valuable and needed information on group attainment. Informal discussions can also be used to find out what group leaders are doing well and what group members would like to change in the group. Too often group leaders state that their groups are effective because their members say so.

ASGW Call for Nominations for the Office of President-Elect-Elect

The Executive Board of ASGW in accord with the By-laws and Handbook of the Association do hereby call for nominations for the office of President-Elect-Elect. Said officer will serve as President during the 2008-09 fiscal year with a term of three (3) years including one year as President-Elect (2007-08) and one year as Past-President (2009-10). You may nominate your self or another ASGW member by submitting a petition of nomination with the name and 25 signatures of ASGW members supporting the nomination. Deadline for nominations is March 1, 2006. Please submit your

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ASGW Ancillary Events at ACA in Montreal

The ASGW Professional Development and Ethics Committees are offering two combined special training opportunities for ASGW members and nonsmembers interested in improving excellence in their practice. The first part, Respecting Diversity in Groups, will provide creative experiences designed to increase appreciation and sensitivity to groups with diverse membership. Babaguna Molina and Michael Garrett will surpass your previous enjoyable and stimulating presentations. The second part, Best Practices in Group Work, will be similar to the popular and outstanding program presented by Valenore Thomas at the recent ASGW conference. Barbara Gambino will join Valenore in this encore experience. ASGW is offering these specialized pre-conference training opportunities for group workers at an attractive cost. CEUs are included in the registration and will be provided at the end of the workshops. Scholarships for students are available upon application. Although on-site registration will be available, your early registration will help in planning materials and refreshments. For further information, contact M. Carolyn Thomas at mthomas@mail.aum.edu or 303-871-2484.
Research Grants Available

The Association for Specialists In Group Work allocates funds on an annual basis to stimulate research and scholarly publications related to the application of current practice in group dynamics and group work. This year ASGW is pleased to announce that they will award up to two grants for $500.00 each.

Research grants are available to all ASGW members, and recipients are strongly encouraged to submit manuscripts to the Journal for Specialists in Group Work when the project is completed.

Proposals will be peer-reviewed by the ASGW Research Committee. Applications should not exceed 10 pages (double-spaced, 12 pt. font), and must include:

1. The name(s) of the investigator(s).
2. A brief statement summarizing the current literature that supports the need for the study and how this study will add to that current literature.
3. A clearly outlined method section.
4. A clearly specified budget and time line for the proposed activities.
5. A statement of other financial support received for the project.
6. A statement of whether you have received institutional IRB approval for the project.
7. Please send the application electronically no later than February 15, 2006 to Dr. Janice Delucia-Wadsworth at jurycious@buffalo.edu.

How can an organization foster and nurture members to step up and take an leadership roles? What can be done when the more experienced leaders in an organization are looking for a new generation of leaders? The answer: Let future leaders know that their potential has been recognized, and the opportunities are there for the taking. Then provide them with a structure to explore the possibilities.

The "2006 ASGW Emerging Leaders Conference" encouraged Sarah Coleman, another Emerging Leader to explore the question, "What's possible?" during a three-hour "asset development" workshop. Identified as potential leaders in the Association and participating by invitation only, they explored their knowledge, skills, and experiences were celebrated and bolstered through large and small group activities. They also formed connections and developed plans for future action planning related to assuming leadership positions in ASGW and beyond.

Luciana Coleman captured the spirit of the gathering and stated, "Being surrounded by so many knowledgeable people encouraged me as an emerging leader to begin exploring my role in the organization. The conference also gave me the opportunity to learn more about ASGW, its vision and how I may become a part of the process. As a counselor, I feel it is my duty to learn from those who have paved the way and have given me the opportunity to emerge in the field. I feel that the most important part of the conference I will take with me, it would have to be the feeling of togetherness that I felt throughout the experience."

I was impressed by the fact that ASGW has a formal structure in place that gives the way for members to become involved in the organization, commented Sarah Coleman, another Emerging Leader. "As a new member in this profession, I enjoyed the fact that this organization makes it very easy to become professionally active. I love the way every member and some of the emerging leaders became involved in ASGW and ACA. The workshop really felt like a celebration of our strengths and our potential for professional success."

Time will tell if these 2006 Emerging Leaders really 'step up' and meet the challenge by taking on some new leadership roles within ASGW, ACA, or another professional organization. Congratulations to all: Michelle Bowman, Susan Bay, Carol O. Cleveland, Luciana S. Coleman, Necoal Driver, Shannon Dunlap, Troy Rich, Sharon Flynn, Debbie Gentry, Vincent D. Hinton, Kamela D. Kennedy, Sarah Ann Lamman, Jenny Marshalt, Jonathan Or, Guin Peachon, Felicia D. Presley, Lana Rahnke, Hope Sloley, and Kelly Wally Stillner.

ASGW Opportunities

In addition to accepting manuscripts for traditional sections of the Journal on Practice, Theory, Training, and Research, the Journal for Specialists in Group Work invites submission of practice, theory, and training, and research manuscripts on the following SPECIAL TOPICS:

- Evidence-Based Group Work
- Group Work with International Populations and in International Settings
- Group Work with Underserved Populations
- Group Work in Addictions Treatment
- Group Work with Older Adults
- Group Work with Children and/or Adolescents
- Group Work in Residential Settings
- Update and Current Status of Major Group Work Concepts and/or Methods
- Group Work in College and University Settings
- Group Work in Mental Health and Private Practice Settings

SPECIAL SECTIONS

- BRIEF REPORTS
  - Description of Groups
  - Pilot Studies/Case Studies
- REFLECTIONS ON GROUP WORK
  - Personal accounts of change in group work innovative leadership style or other innovations in group work

Call for Journal for Specialists in Group Work Editorial Board Applications

Applications are now being accepted for a three-year appointment to the editorial board of the Journal for Specialists in Group Work, beginning January of 2007. ASGW and JSGW are particularly interested in receiving applications from individuals representing a wide variety of diversity. Experienced reviewers may be immediately appointed to the JSGW editorial board. Others with no, or minimal experience may be appointed first as Ad Hoc reviewers to gain editorial review experience. Both board members and ad hoc reviewers receive manuscripts to review. Interested applicants should send the following to Dr. Donald E. Ward, Editor, Journal for Specialists in Group Work, Department of Psychology and Counseling, Pittsburgh State University, Pittsburgh, KS 66762: a hard copy and electronic copies via email to dward@pittstate.edu of a letter of application describing your experience and interest in becoming a member of the editorial board.

Applications will be reviewed by the JSGW Editorial Board. Others with little or no experience may be appointed first to serve on the editorial board, and will add to the diversity of the board. Experienced reviewers will be appointed to the editorial board, and will add to the diversity of the board. Experienced reviewers will be appointed to the editorial board, and will add to the diversity of the board.

APPENDIX A

Proposals will be peer-reviewed by the ASGW Research Committee. Applications should not exceed 10 pages (double-spaced, 12 pt. font), and must include:

1. The name(s) of the investigator(s).
2. A brief statement summarizing the current literature that supports the need for the study and how this study will add to that current literature.
3. A clearly outlined method section.
4. A clearly specified budget and time line for the proposed activities.
5. A statement of other financial support received for the project.
6. A statement of whether you have received institutional IRB approval for the project.
7. Please send the application electronically no later than February 15, 2006 to Dr. Janice Delucia-Wadsworth at jurycious@buffalo.edu.

For further information, please contact Dr. Ward at dward@pittstate.edu.
The Faces of the ASGW 2006 National Conference in Mobile, Alabama January 10 - 13, 2006

Jeremiah Donigian, Conference Culture Builder

Patricia Arrendondo, ACA Pres.

Fannie Cooley and Carolyn Thomas

Lenoir Gillam and Alicia Homrich, Conference Coordinators

Bree Hayes, Rex Stockton and Fannie Cooley

Barbara Gazda Scholarship Recipients

Kelly Wolfe-Stiltner and Susan Bray

Patricia Arrendondo, Carolyn Thomas, Fannie Cooley and Shirley Barnes

Emerging Leaders Workshop Leaders and Participants: Bottom Left to Right: Jon Tindall, Jennifer Marshall, Hope Sibby, Quinn Pearson, Shannon Flynn, Carol Cleveland, Sarah Ann Laumann, Mileah, Nisurfer Merchant, Felicia Pressey, Michelle Bowman, Kelly Wolfe-Stiltner, Lari Giamill; Back: Troy Fitz, Luciana Coleman, Lara Racine, Vincent Bismac, Debbie Gorrey, Jonathan Orr, Shannon Dunlap, Susan Bray, Nicole Driver and Kamela Kennedy

Presenters Katie Harding and Sam Steen

Attendees Emilie Johnson and Valerie R. Ashbrey

The Faces of the ASGW 2006 National Conference in Mobile, Alabama January 10 - 13, 2006

The Group Worker

Experience the Old World Charm, French Joie de Vivre, and the Modern Style That is Montréal Today

ACA & CCA Convention in Montréal 2006

Cultural Centered and Diversity Counseling Empowers All Families

Le counseling axé sur la culture et la diversité facilite le pouvoir d’agir de toute famille

La consejería centrada en la cultura y en la diversidad fortalece a todas las familias

There’s plenty to do

- Nested between mountain and river, Montréal’s compact downtown core vibrates to a world beat. This is where Montréalers live, work and play—there’s no 6 p.m. exodus to suburbs.
- Along Sainte-Catherine Street—which traverses almost the entire city from east to west—and up and down the cross streets, restaurants of every nationality share sidewalk space with international name-brand boutiques, great department stores, intimate café-terrace and every happening nightclub and bars.

- Take a cruise on an elegant French riverboat—Le Sateau-Mouché—to see breathtaking views of Montréal and its skyline from a unique vantage point.
- Joquissian Village, charming museums, world-class entertainment, casinos, cabaret and much more.
- Only 29 miles from the New York border.
- Connected via major airlines across the globe, Montréal is only 1.5 hours from New York City, 2 hours from Chicago.
- Rail connections from New York and Washington.

Check frequently for convention updates at www.counseling.org/convention
Q. How much lead time is likely required to offer an AGTI?
A. Depending on your desire to offer CEUs (continuing education hours or units) or University/College credits, you will need to determine your unique compliance requirements and the length of time required to obtain the appropriate approval. In my experience, the registration process can be quite lengthy, so it is wise to schedule your AGTI with enough lead time to ensure that the registrations arrive in two bubbles, one group very soon after the registration materials were made available (U.S. Postal Service and on-line) and the second, between two weeks and four days prior to the beginning of the Institute. It was Shippensburg University’s experience that direct mail brought in the highest return followed by e-mailed brochures via Pennsylvania Counseling Association and Pennsylvania School Counseling Association listservs.

Q. What pitfalls can you identify that we can attempt to bypass?
A. (a) Scheduling Snafus, (b) Minuta (that really insure success), and (c) Audience identification are tops on this list: (a) Be extremely careful not to schedule an AGTI that would accidentally conflict with members’ other obligations (e.g., if you wish to draw school counselors to your summer Institute, be certain you are aware of when the school counselors in your region and their “summer work days.”) (b) Enlist the support of trusted and invaluable colleagues to manage all the little things. Keep a comprehensive list of “to do’s” and place someone in charge of ensuring that each item on it is eventually checked off (e.g., University administrators are arriving by mass transit, who will pick them up and at what times?) If a University administrator in your AGTI in your region is uncertain about “official greetings” when and how will that happen.) (c) Know your audience. Do not attempt to offer an Institute that “is all things to all people.” Develop your Institute’s topic based on reliable needs assessment data. It is imperative that you match the topic with local interest and enthusiasm. What has worked in one place won’t necessarily be successful in another.

How do AGSW presenters/visiting faculty get paid?
A. This is a complex question. Contracts for visiting faculty vary institution to institution, agency to agency. Some guest faculty are most easily hired through Extended Studies and Continuing Education (as at Shippensburg University) or through adjunct department facility lines. Seek the accounting line with the least red tape. Officially hire ASGW faculty/presenters early on in the process. As for fees and faculty commitment, it is wise to assess what salary range is feasible and obtain secure commitment from your invited faculty well before you advertise the Institute. Credentials, reputations, and people’s names fortunately or unfortunately are often drawing factors; select your invited guest faculty purposefully.

What is the best way to begin the process of hosting an AGTI?
A. Before contacting leaders in ASGW, I recommend that you gather together a team of individuals who will support your venture in hosting an AGTI. It is wise and time saving to conduct some sort of needs assessment in order to ensure that the topic and potential date(s) of the AGTI meet the needs of those who will attend. Once topics are clear set about the task of contacting AGTI folks in ASGW (a list of contacts is found here) to share your ideas, your needs, and the ways in which you would like ASGW to offer resources which will support your efforts. At the risk of sounding simplistic, the very best starting place is you.
can be expensive, time intensive, and given current budgetary strife the notion of the AGTI becomes extraordinarily beneficial. The methods inherent in the AGTI is to build upon the knowledge and experiential base of the host. Students come to an AGTI with specific expectations and the host and AGTFP faculty have designed a curriculum that will meet those needs.

The types of courses available are extensive. Since the AGTFP initiated funding, AGTFP leaders have been approached about specific topic trainings on Group Work with Children in Schools, Moving Individual-centered Counseling Center Practice to Group Counseling and Psychotherapy, Groups and Unique Populations (e.g., incarcerated members, Domestic Violence and Batterers, Intensive Brief Models of Group Work, Advanced teaching of Group Work, Multicultural Group Work, and others). The AGTFP leaders have been able to deliver incredible AGTFP for each and every one of these topic areas. Hosts are needed. The current model can meet the underserved in another way as well: by housing regional or local needs. The universities where university training programs are far away. Taking Group Work expertise into the field rather than expecting that those who desire further education and training must “come to us.”

Respecting the realities of the professions where AGTFP is known, AGTFP will be inundated with inquiries and interest. One of the great beauties of the AGTFP beyond its merit is its ability to bring AGTFP to life is by sharing this still-young, vibrant AGTFP with those who desire further education and training programs. As a result, AGTFP can meet the needs of the un- and under-served. This context firmly establishes AGTFP’s mission to expand the understanding and teaching of group work through a wide variety of sound learning experiences. AGTFP’s long and fruitful history with the American Group Counseling Association (AGCA), the many pre-bono training projects that have brought group work to thousands. Now, as AGTFP moves through the evolution and growth of AGTFP, we have established the Advanced Group Training Institute as a framework for bringing expert instruction and training to all those group workers across the country and potentially internationally.

Hopefully this is of interest to those willing to bring instruments of group work to lives worldwide. It is our collective and individual responsibility to advance the understanding and teaching of group work and to bring AGTFP to those who desire further education and training.

Closing thoughts

I have been personally as well as professionally invested in counselor education for several decades. I believe ardently in the process of education but I am also quick to realize that for a multitude of reasons, university-based counselor education programs cannot meet all of the needs of the counseling profession. Rather, can nor perhaps should counselor education programs attempt to stretch beyond their already strained resources to offer valuable training to other professionals. As a result, AGTFP can meet the needs of the un- and under-served. This context firmly establishes AGTFP’s mission to expand the understanding and teaching of group work through a wide variety of sound learning experiences. AGTFP’s long and fruitful history with the American Group Counseling Association (AGCA), the many pre-bono training projects that have brought group work to thousands. Now, as AGTFP moves through the evolution and growth of AGTFP, we have established the Advanced Group Training Institute as a framework for bringing expert instruction and training to all those group workers across the country and potentially internationally.

Continued From Pg 5

Numerous woes can be heard from counselor educators who reluctantly acknowledge their inability to offer the number of group courses truly sufficient to meet practitioners’ needs. Group courses

work through a wide variety of sound learning experiences. AGTFP’s long and fruitful history with the American Group Counseling Association (AGCA), the many pre-bono training projects that have brought group work to thousands. Now, as AGTFP moves through the evolution and growth of AGTFP, we have established the Advanced Group Training Institute as a framework for bringing expert instruction and training to all those group workers across the country and potentially internationally.
As an example, The Advanced Group Training Institute (AGTI) format at Shippensburg University (SU) is a 3 credit-hour graduate level course open to post-master's degree practitioners in social work, counseling, and education, spanning from 4:00PM on a Sunday afternoon through Friday at 1:30PM. The topic of the course was “Advanced Group Leader- ship and Practice” and included topics for the course content and were taught by Dr. Jim Trotzer, Dr. Ed Jacobs, and Dr. R. T. Miller. In SU’s AM 606, all of whom took the course for graduate credit, one option for CEs only (the respective tuition and fees were within $2000.00 of one another). Credit was awarded through Shippensburg University (out-of- state students were assessed a slightly higher tuition than in-state students). The faculty for this course included both advanced readings and no post-course graded assignments, hence the full 37.5 hours were spent on campus. Evaluation methods were built in and students were officially done with the course when they said their good-byes on Friday afternoon. I should add that we did request students that send us to final reflections and thoughts, comments and suggestions, and requested permis- sion to use except for promotion of future AGTIs. We received wonderful commentary, some of which has been published in previous issues of the Group Worker. The students’ course and faculty evaluations were superb: and the three faculty members were amazed by the experience! It is interesting to note that I received 9 inquiries preceding the summer of 2003 from AGTI 2004 participants wondering if Ship and ASGW were doing something different for that summer! That level of interest seemed phenomenal to me. There is a tentative Summer 2007 AGTI in the planning stage to be hosted by Shippensburg University again.

What can be learned from a careful review of the steps toward creation and successful realization of the fall AGTI held at Ship- pensburg University of Pennsylvania in June 2007?

Several particularly salient things were learned through the pro- cess of creating this institute. Perhaps foremost, we (Jim, Ed, and I) were amazed by the amount of “headaches” my colleagues at Shippensburg and Jim and Ed. Both were required to fill out applications for part-time employment, submit official transcripts of degrees, and complete all of the necessary Initial Reversal Service Board work. As I am on the faculty, I was spared. As a result of the bureaucracy, the process to bring Dr. Trotzer and Dr. Miller required an exceptional amount of lead time. This would undoubtedly true in any State System of Higher Education, and be keenly felt by complex agencies and private universities as well, but it was eye-opening to the those of us of wealth and worthy of note. Plan ahead, and begin the process of arranging an AGTI early.

We also learned that hosting an AGTI cannot fall on the shoul- ders of any one individual. Here, I have no doubt, group workers have a distinct edge in their flavor. It is imperative that the host gather effective task groups that works in concert with the ad- ministration of the university or agency in order to prepare for and carry out an institute. I was fortunate to have an “in house” (in retrospect, some were truly “shoulds and oughts”) that I gathered following the Ship institute:

• Meet with the dean of Conferences and Institutes to determine (i.e., a labyrinth of years and having everything from when the faculty members are chosen by these groups, what you will eat, etc.; what number of your daily dining groups are vegetation or have specific dietary requirements) where residential guests will stay, who will escort residents to unfamiliar residence halls, to who will return them on Friday at 2:00PM; who will escort residents required in the classrooms the Institute is assigned, and if so what equipment, of caters;)
• Don your sneakers for jumping the approval hoops for visiting faculty (see above);
• Strategic prepare the rationale and mechanisms for hiring and paying guest faculty;
• Create a “visually attractive” syllabus-like advertisements (i.e., which credit or debt payments versus cash payments who collects it, to my astonishment, the least desired form of currency here);
• Arrange for housing of guest faculty (I was able to free, fantastic colleagues who, beyond being collaborative, were willing to be adventuresome, and for you to do so is highly recommended);
• Meet with the graphic designer to design and subsequently print t-shirts (with wonderful logos of Ship and AGTI – Group Training Institute 2004), and then determine what size each participant is (having never met most of them, this is a tricky conversation);
• And, collate and synthesize all of the handouts for the course from each faculty member and get it to the printer with sufficient time to get them back before the course starts.

So, as it is likely that those wishing to host an AGTI at their institution will encounter a similar situation, there was beyond your closest friends to carry the task to completion. The result was fantastic and by all accounts well our collective efforts!

One guiding premise in creation of this particular institute might be of interest. We took faculty toward to design the course we designed, experiential and participatory. This was a course whose members would be interested in group experience, practice leadership skills, and offer and receive “live” feedback and engage in meaningful exchange. In fact, in the brochure advertising the Institute at Ship, and throughout the evaluation of an AGTI, it was made abundantly clear: “in standing, if any of the 3 of us simply lectured for 8 hours per week, bright, sunny days in June, mutiny would have been the students’ logical recourse. The AGTI was conducted as a group (more about that later), experiential education must not be falsely equated with easy. Our courses, Advanced Group Leadership, had enormous content both along theoretical lines and in its application to real group work settings.

How might AGTIs fill a void in the current training of group work leaders both in the world of professional counseling, and beyond in other domains where group work is vital?

Numerous woes can be heard from counselor educators who reluctantly acknowledge their inability to offer the number of group courses truly sufficient to meet practitioners’ needs. Group courses

Group Work With Adolescents Children of Alcoholics
Presented by Peg Carroll
List $65.95 Member $79.00

Group Work: Leading in the Here and Now (3 Video Series)
Presented by Peg Carroll
List $69.95 Member $84.00

Developmental Aspects of Group Counseling
(1 Video Series)
Presented by Reth Stockton
List $69.95 Member $84.00

Encouraging Risk Taking in Group Field
Presented by Jeffery Kotter
List $59.95 Member $74.95

Group Work for Eating Disorders and Food Issues
Presented by Cynthia K. Maderer
List $99.95 Member $119.95

Group Work Order Form

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5990 Stevenson Avenue, Alexandria, VA 22304

Learn useful strategies and techniques from the leading experts in the field.

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Frequently Asked Questions about hosting an Advanced Group Training Institute:

Q. How much lead time is required to offer an AGTI?
A. Depending on your desire to offer CEUs (continuing education hours or units) or University/College credits, you will need to know the AGTI topics, the agenda, the expected number of participants, and the location of your site.

Q. What do you recommend for advertising the AGTI?
A. Know your intended audience now and foremost, and then advertise accordingly. Lead time is essential; I am amazed at the number of people who have their “next summer’s plans etched in stone” by mid-winter. It is significant that you have early registration (if possible at a reduced cost) to amass sufficient commitment (registered students) to run the Institute. Some universities require a minimum number of students enrolled in order to proceed. It was my experience that the registrations arrived in two bubbles, one group very soon after the registration materials were made available (U.S. Postal Service and on-line) and the second, between two weeks and four days prior to the beginning of the Institute. It was Shippensburg University’s experience that direct mail brought in the highest return followed by e-mailed brochures via Pennsylvania Counseling Association and Pennsylvania School Counseling Association listserv.

Q. What pitfalls can you identify that we can attempt to bypass?
A. (a) Scheduling Snafus, (b) Mufność (that really insults success), and (c) Audience Identification are tops on this list:
   (a) Be extremely careful not to schedule an AGTI that would accidentally conflict with members’ other obligations (e.g., if you wish to draw school counselors to your summer Institute, be certain you are aware of when counselors are on academic leave in your school district or their “summer work days.”) (b) Be sure the support of trusted and invaluable colleagues to manage all the little things. Keep a comprehensive list of “to do’s” and place someone in charge of ensuring that each item on it is eventually checked off (c) If you are offering a limited number of spots, you must have clear and compelling ideas about “doing group work” to the members and others interested in groups. I have decided it is best to dedicate this column to the leadership and group process aspects of my professional interest (i.e., in establishing the Advance Group Training Institute (AGTI) concept: the purpose being to support the development of highly qualified group work training opportunities tailored to serve a wide swath of professionals who wish to expand their understanding of and skill in leading task/work, psychoeducational, counseling and leadership groups. The overarching goal of this PRACTICE IDEAS column is therefore to help our readers to accomplish this. I wish you the best of luck in addressing the following questions:

Q. (a) What is the current rationale behind AGTIs?
(b) What can be learned through a careful review of the creation and implementation of the first AGTI held at Shippensburg University in June 2004?
(c) How might AGTIs fit in the current training of group work leaders both in the world of professional counseling, and beyond in other domains where group work is vital?

It is important for readers to understand fully that the thoughts which follow are from my perspective and therefore represent one of many possible ways to implement an AGTI that will meet your unique needs. The following is based on the first AGTI in 2004 and not the test run found on the last page of this PRACTICE IDEAS column consists of frequently asked questions and their bestest possible answers. Between these two forums I sincerely hope members are able to assist others in creating the next AGTI in your region.

What is the current rationale behind AGTIs?

High quality group training is challenging to find, this is especially true for working professionals who often have limited resources for leave time to pursue continuing education. Precious life support for training is sometimes discretionary like having to take vacation time to strengthen professional skills. The primary objective of the Advanced Group Training Institutes is to partner ASGW-approved recommended trainers with universities, agencies and a wide variety of other regional purveyors and consumers of group work and leadership. The collaboration provides credit-worthy training via ASGW-approved trainers (i.e., continuing education hours or units, meeting re-accreditation mandates, university graduate credit hours) on location of the sponsoring host university or agency. ASGW has extremely flexible parameters. If a three day Training Institute is what an area needs, then an AGTI is a potential remedy, if a graduate-level, 3 credit hour, advanced group work course is needed, AGTIs again is a potential remedy. Three goals for ASGW’s AGTIs are paramount: 1) the host university or institution or agency must be encouraged to create the Institute. Issues to be decided in the “creation” phase include: completing needs assessment, selecting topic(s); dates; faculty invitation, arranging housing, and remuneration of AGTI faculty or presenters; ensuring that the course meets or exceeds credit or certification requirements; selecting the actual number of registered participants, and all administration connected with running a successful Institute.

The second imperative is that included in the regular registration costs for each participant is a one-year (when criteria are met) AGTI membership. New members will be divided into regional groups, with each regional group selecting a faculty person or presenters who most closely match the topics of their unique Institute. It is often cost effective and wonderful advertising if local or regional ASGW experts are invited to faculty or presenters. In addition, the host university or agency utilizes ASGW’s expertise as needed. ASGW in turn will host a modest consultation fee based on the needs of the host university or agency. In creating the Institute, hosts, of course, are encouraged to select faculty or presenters who they believe most closely match the needs of their unique Institute, it is often cost effective and wonderful advertising if local or regional ASGW experts are invited to faculty or presenters. 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The Faces of the ASGW 2006 National Conference in Mobile, Alabama January 10 - 13, 2006

 Jeremiah Donigian, Conference Culture Builder

 Patricia Arrendondo, ACA Pres.

 Fannie Cooley and Carolyn Thomas

 Lenoir Gillam and Alicia Homrich, Conference Coordinators

 Bree Hayes, Rex Stockton and Fannie Cooley

 Barbara Gazda Scholarship Recipients
 Kelly Wolfe-Stiltner and Susan Bray

 Presenters Katie Harding and Sam Steen

 Attendees Emilie Johnson and Valecia R. Asberry

 Emerging Leaders Workshop Leaders and Participants:

 The Group Worker Page 4

 The Group Worker Page 9

 Experience the Old World Charm, French Joie de Vivre, and the Modern Style That Is Montréal Today

 ACA & CCA Convention in Montréal 2006

 Culture-Centered and Diversity Counseling Empowers All Families

 Le consejo central y la diversidad enriquece a todas las familias

 There's plenty to do

 • Nested between mountain and river, Montréal's compact downtown core vibrates to a world beat. This is where Montréalers live, work and play—there's no 6 p.m. exodus to suburbs.
 • Along Sainte-Catherine Street—which traverses almost the entire city from east to west—and up and down the cross streets, restaurants of every nationality share sidewalk space with international name-brand boutiques, great department stores, intimate cafés/terrace and very happening nightclubs and bars.
 • Take a cruise on an elegant St. Lawrence—Le Bateau-Mouche—to see breathtaking views of Montréal and its skyline from a unique vantage point.
 • Joquishia Village, charming museums, world-class entertainment, casinos, cabaret and much more.
 • Only 29 miles from the New York border.
 • Connected via major airlines across the globe, Montréal is only 1.5 hours from New York City, 2 hours from Chicago.
 • Rail connections from New York and Washington.

 Check frequently for convention updates at www.counseling.org/convention
Wednesday, March 29
8:00 am – 5:00 pm  Governing Council
8:30 am – 5:00 pm  Division Meetings
Thursday, March 30
7:00 am – 6:00 pm  Registration Open
8:00 am – 5:00 pm  Governing Council
8:00 am – 6:00 pm  ACA Committee Meetings
8:00 am – 6:00 pm  Division Meetings
9:00 am – 8:45 am  Learning Institutes
Friday, March 31
7:00 am – 6:00 pm  Registration Open
8:00 am – 12:00 pm  Governing Council
7:45 am – 8:30 am  ACA Committee Meetings
8:00 am – 8:30 am  Division Meetings
8:30 am – 3:00 pm  Exhibitor Move-in
9:00 am – 9:15 am  Learning Institutes
5:00 pm – 7:00 pm  Welcome Reception – Exposition Hall
Saturday, April 1
7:00 am – 5:30 pm  Registration Open
7:30 am – 8:00 am  ACA Committee Meetings
7:45 am – 8:30 am  Division Meetings
8:00 am – 8:15 am  Education Sessions
9:30 am – 11:00 am  Opening Keynote Session
11:00 am – 12:00 pm  Author Book Signing
11:00 am – 6:00 pm  Exposition Hall Open
11:20 am – 6:00 pm  ACA Book Shop Open
11:45 am – 12:15 pm  First Timers Orientation
11:45 am – 5:15 pm  Poster Sessions
12:00 pm – 2:00 pm  First Timers Lunch
12:00 pm – 2:00 pm  Division Luncheons
2:00 pm – 5:00 pm  Branch Leadership Workshops
4:00 pm – 10:00 am  Division Receptions
9:00 am – 12:00 pm  ACA/CCA Opening Party

ASGW Opportunities

The 2006 ASGW Conference encouraged some Emerging Leaders to explore the question, “What’s possible?” during a three-hour “asset development” workshop. Identified as potential leaders by their peers and members of the Association and participating by invitation only, these knowledgeable people encouraged each other to develop support for their future action planning related to assuming leadership positions in ASGW and beyond.

Luciana Coleman captured the spirit of the gathering and stated, “Being surrounded by so many knowledgeable people encouraged me as an emerging leader to begin exploring my role in the organization. The conference also gave me the opportunity to learn more about ASGW, its vision and how I may become a part of the process. As a counselor, I feel it’s my duty to learn from those who have paved the way and have given me the opportunity to emerge in the field. If I had to choose the most important part of the conference I would have to say the feeling of togetherness that I felt throughout the experience.”

How can an organization foster and nurture members to step up and take on leadership roles? What can be done when the more experienced leaders in an organization are looking for a new generation of leaders? The answer: let future leaders know that their potential has been recognized, and the opportunities are there for the taking. Then provide them with a structure to explore the possibilities. The 2006 ASGW Conference encouraged some Emerging Leaders to explore the question, “What’s possible?” during a three-hour “asset development” workshop. Identified as potential leaders by their peers and participating by invitation only, these knowledgeable people encouraged each other to develop support for their future action planning related to assuming leadership positions in ASGW and beyond.

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I was impressed by the fact that ASGW has a formal structure in place that places the way for members to become involved in the organization. As a newer member in this profession, I enjoyed the fact that this organization makes it easy to become professionally active. I love the idea of learning by becoming involved in ASGW and ACA. The workshop really felt like a celebration of our strengths and our potential for professional success.

Time will tell if these 2006 Emerging Leaders really “step up” and meet the challenge by taking on some new leadership roles within ASGW, ACA, or another professional organization. Congratulations to all: Michelle Bowman, Susan Bray, Carol O. Cleveland, Luciana S. Coleman, Nicole Davis, Shannon Dunlap, Troy RIch, Sharon Flynn, Debbie Gentry, Vincent D. Hinton, Karrie D. Kennedy, Sarah Ann Lamann, Jerry Marshall, Jonathan Os, Guin Pashen, Felicia D. Petsey, Lana Rachele, Hope Staley, and Kelly Waller-Stinner.

Research Grants Available

The Association for Specialists in Group Work allocates funds on an annual basis to stimulate research and scholarly publications related to the application of practice principles and group dynamics and group work. This year ASGW is pleased to announce that they will award up to two grants for $500.00 each.

Research grants are available to all ASGW members, and recipients are strongly encouraged to submit their findings to the Journal for Specialists in Group Work when the project is completed.

Proposals will be peer-reviewed by the ASGW Research Committee. Applications should not exceed 10 pages (double-spaced, 12-pt. font), and must include:

1. The name(s) of the investigator(s).
2. A brief statement summarizing the current literature that supports the need for the study and how this study will add to that current literature on groups.
3. A clearly outlined method section.
4. A clearly specified budget and time line for the proposed activities.
5. A statement of other financial support received for the project.
6. A statement of whether you have received institutional IRB approval for the project.
7. Please send the application electronically no later than February 15, 2006 to Dr. Janice DeLucia-Waack at jdelucia@buffalo.edu.

For further information, please contact Dr. Ward at email: dward@pittstate.edu or visit www.groupwork.org.

Research Committees

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A Message from the President-Elect

My most difficult job as President-Elect so far has been to come up with a theme for the year of my presidency. I have many group passions and therefore I was particularly challenged to pick just one. After much thought (and a few sleepless nights) I decided that one particular topic, assessing the effectiveness of group work, cuts across all types of groups, and is vital for group practice, research, and training. Research consistently has shown that groups are effective for many different types of people, ages, and problem areas. What is much less apparent is how specific groups work, what components of group work are most effective, and when groups do not work. These are critical areas for further study.

In group work practice, assessing group progress is essential. When I talk about assessment, I am talking about both informal and formal methods of assessment. Group leaders can assess whether the group is on track and whether the leader and group members have identified reasonable, obtainable goals by asking in the middle of a time-limited group, “How are we doing? Let’s look at your progress so far. Are there goals that need to be changed or modified?” Assessment can be seen as a continual process that provides group leaders and members with valuable and needed information on group attainment. Informal discussions can also be used to find out what the group leader is doing well and what the group members would like to change in the group. Too often group leaders state that their groups are effective because their members say they are very satisfied with the group experience. But satisfaction is not necessarily related to effectiveness, and therefore it is critical that we increase our understanding of the long-term change that occurs in the group format and in addition to finding out how well the group members liked the group. Adding more ways to assess the progress of group members will not only provide better care for our group clients, but also be better to inform the field about what works.

There are many astute group leaders who carefully observe their groups and assess group process and progress. These careful observations are advanced group leader skill that need to be included in the curriculum of beginning group leaders. Assessment information from group work practice can help inform group leader training. Increasing our ability to assess the skills of group leaders in training is another important role of the assessment process. Research in the area is early in its development. Increasing our ability to assess skill development in student group leaders will allow instructors to determine what skills need to be taught to move the student forward, and what methods are most effective.

Group work is a powerful effective method for increasing awareness, changing behaviors and their relationship to positive change. It is my belief that ASGW can take a large role here and with a clear appreciation of what makes it therapeutic. The field of group work will benefit greatly from a large focus on the assessment of group leader and member behaviors and their relationship to positive change. It is my belief that ASGW can take the lead in this area given the excellent group work researchers, group leaders, and group work educators in our membership.

ASGW Call for Nominations for the Office of President-Elect

The Executive Board of ASGW in accord with the By-laws and Handbook of the Association do hereby call for nominations for the office of President-Elect. Said officer will serve as President during the 2007-08 fiscal year with a term of three (3) years including one year as President-Elect (2007-08) and one year as President (2008-09). You may nominate yourself or another ASGW member by submitting a petition of nomination with the nominee’s name and 25 signatures of ASGW members supporting the nomination. Deadline for nominations is March 1, 2006. Please submit your nominations to:

James P. Trotter, Ph.D. (Past-President)
39 Mill Road
Hampton, NH 03824
Email: jtrotzer@yahoo.com

The Group Worker
Advanced Group Training Institute (AGTI) Update
Submitted by Jim Trotzer
The first official meeting of the AGTI leadership team was held at the ASGW National Conference in Mobile, AL and was attended by 15 people representing the leadership cohort, advisory council and interested sponsors, presenters and supporters. A brief history of the development and establishment of the Institute including a summary of the Shipensburg University Institute (PA) and the Ozaukee County Mental Health Services Institute (WI) was given. Strategic plans for a three-pronged Institute focusing on group practitioner training, teaching group work, and group research were described with the intention of forming an action plan for soliciting sites, sponsors, presenters and partners for the respective institutes. The emphasis for the practitioner-oriented institute was aimed to focus on providing hands-on training experience in a broad range of geographical regions involving a variety of specialties and settings (universities with continuing education programs, mental health agencies and settings, ASGW Branch sponsorship and eventually free-standing institutes). The thrust of the practitioner-oriented institute is for participants to realize immediate benefits to their group work practice, or one person stated, the training should be a gift that participants can “take home, unwrap, plug in and use.”

Presenters, topics, sites, sponsors and partners are being solicited with an emphasis on developing presenter teams and training cohorts composed of local coordinators/experts and ASGW resource experts. The need for both group research institutes and teaching group work institutes was affirmed. Current plans are being laid for Institutes at Indiana University-Purdue University at Fort Wayne (Amy Nitz), Marshall University (Chris Schimmel) and the University of Virginia (Dee Rish). For more information, and if you are interested in sponsoring an institute, being a site, presenting or partnering in any of the above areas, please contact Jim Trotzer, at jtrotsen@yahoo.com.

Association for Specialists in Group Work: Mission Statement
The Association for Specialists in Group Work is a division of the American Counseling Association. As counseling professionals who are interested in and specialize in group work, we value the creation of community, service to our members, their clients, and the profession; and leadership as a process to facilitate the growth and development of individuals and groups. The purpose of the Association shall be to establish standards for professional and ethical practices; to support and research the dissemination of knowledge; and to provide professional leadership in the field of group process; to provide a forum for examining innovative and developing concepts in group work; to foster diversity and dignity in our groups; and to be models of effective group practice.

Call for Applications for Editor of the Journal for Specialists in Group Work
The Journal for Specialists in Group Work is currently seeking applications for the position of Editor. This position is a three-year term beginning July 1, 2006. Candidates should be ASGW members, have a strong record of publication, professional editorial board experience, and demonstrated competence in editing data-based research manuscripts. Interested candidates should submit a letter of application expressing interest and describing editorial strengths, experience, and publication record. A vita and three letters of recommendation are required. Applicants are also asked to describe available institutional or agency support. All materials should be sent by March 31, 2006 to: Dr. Amy Nitz, IPFW School of Education, Neff Hall 250, Fort Wayne, IN 46805, (260) 481-6453 • nitzaa@ipfw.edu

The Group Worker
Volume 34 Number 3
President’s Message
M. Carolyn Thomas, President
The sense of ASGW community built at the recent 2006 National ASGW Conference in Mobile, AL is a permanent part of me and I am sure it is a part of you. The conference session and in subsequent correspondence validates the fact that those who attended the conference feel the same connectedness. Alicia Hamrich and Lenor Gilliam were marvelous site coordinators. Virginia Martin was particularly responsive and efficient with pre-conference registration. Carol Cleveland, Joanne Schwartz and Nerciel Driver handled stalwart registration with grace and attention to detail. Terry Fitch planned a great dance. Vincent Hinton and Sheri Bauman worked wonders with public relations. The stage of Lynn Rapin, Janice Delucito-Waack and Cindy Kalodner was certainly reflected in the quality and variety of the programs. Jerry and Marianne Carey, Michael Hutchins and Pam Pasley set the stage for the professional programs with their pre-conference workshops. Jerry Donigian served as the conference Culture Builder and transformed a conference into the group experience enjoyed by all the participants.

The host state of Alabama provided major contributors to the success of the conference. The Alabama Counseling Association sponsored the dance that became the centerpoint of the conference. ALCA also sent Chip and Lin Wood, Shirley Barnes and transformed a conference into the group experience enjoyed by all the participants.

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