

TWENTY-SECOND GUAM LEGISLATURE
1993 (FIRST) Regular Session

Bill No. 353(15)

Introduced by:

H. D. Dierking ^D
H. D. Dierking

clerk

AN ACT TO ESTABLISH A SOCIAL WORK
EDUCATION SCHOLARSHIP PROGRAM; AND
TO ESTABLISH AND CONFER A MASTERS
OF SOCIAL WORK DEGREE PROGRAM AT
THE UNIVERSITY OF GUAM, AND TO CITE
THE ACT AS THE PROGRAMAN AYUDU
PARA Y AYUDANTE.

1
2 BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:
3 Section 1. Legislative Statement. The Legislature finds
4 that Guam is experiencing enormous socio-economic
5 growth, and that families and the service system have
6 become overwhelmed by the social problems inherent in
7 such growth. Social mobility and economic security are
8 further hindered for the people of our territory due to
9 major obstructive factors. The primary issues that have
10 steadily increased in the last two decades are alcohol and
11 other forms of substance abuse, family violence, juvenile
12 delinquency and high school truancy and dropouts.
13 Furthermore, the Legislature finds that families,
14 communities, and the public and private educational and
15 social services agencies have humanpower limitations
16 required to meet the challenges of these social problems.

1 Moreover, the approach to resolving and preventing these
2 problems must be family focused, and be culturally
3 sensitive and appropriate to be effective with the diverse
4 populations of our territory and the Pacific.
5

6 Section 2. Social Work Scholarship Program. There is
7 hereby established within the University of Guam, a Social
8 Work Scholarship Program, (the "PROGRAM") which shall
9 provide the financial support for local residents who are
10 currently employed or who otherwise qualify for the
11 Program. The Program shall be administered and
12 monitored by the University of Guam which shall also
13 coordinate the selection of the recipients by a five (5)
14 member panel. The Panel, who shall be appointed by the
15 President of the University, shall be comprised of one (1)
16 member from the Department of Social Work Faculty, two
17 (2) members representing the Guam Association of Social
18 Workers, and two (2) members to be appointed by the
19 Presidents of the University, one (1) of whom should
20 represent a major government employer of social workers.

21 Section 3. Number of Scholarships. Each year the
-22 University shall grant a total of ten (10) scholarships;
23 provided, however, that

-24 (a) a total of five (5) scholarships shall be made
25 available for the study and completion of a Bachelor of Social
26 Work (BSW) Degree, one (1) of which must be awarded to an
27 individual currently employed in a private, social service
28 organization, for a minimum of two years; and three (3)
29 may be awarded to government employees and to those
30 unemployed who meet the qualifications;

-31 (b) a total of four (4) scholarships shall be made
32 available for off-island studies at an accredited institution of
33 higher learning for enrollment in a Masters or Social Work
34 (MSW) Degree, one (1) of which must be awarded to an
35 individual currently employed in a private, social service
36 organization for a minimum of two (2) years; and three (3)
37 may be awarded to government employees or to those
38 unemployed who meet the qualifications; and

1 (c) a total of one (1) scholarship shall be made
2 available for off-island studies at an accredited institution
3 for enrollment in a Doctorate in Social Work (DSW) Program.
4 The recipient may be currently employed in the private or
5 public sector, or be unemployed at the time of application,
6 but must meet other qualifications for the Program. The
7 term of the scholarship program shall not exceed ^{five} two (2)
8 years. However, subsequent applications may be received
9 for additional requests by an applicant if the applicant is
10 pursuing a degree higher than the degree initially sought in
11 previous applications. Exemptions for extending the term
12 may be granted by the Panel if so warranted for extreme
13 and justifiable reasons upon request by the scholarship
14 recipient.

15 Section 4. Qualifications. Applicants for the Program
16 must:

17 (a) be a United States Citizen, and a resident of Guam;
18 and

19 (b) be at the time of application, provide proof of his
20 acceptance into the BSW program at the University of
21 Guam, or the MSW or the DSW programs whichever is
22 applicable at an accredited institution of higher learning;

23 (c) be enrolled and maintain full time status as may
24 be defined by the respective programs of study; and must
25 maintain a grade point average of 2.5 at the undergraduate
26 level and 3.0 at the graduate level throughout his
27 participation in the program;

28 (d) must agree that upon attainment of the applicants
29 degree through the participation in this program, shall
30 provide services to Guam to the organization they were
31 employed with at the time of application or if unemployed to
32 any public or private human service, health, educational or
33 social services agency or organization, for a minimum of five
34 (5) years;

35 (e) provide a statement of need, showing that
36 without the support of the program, attainment of a degree
37 would be impossible including three (3) letters of

1 recommendation from professionals in the field of social
2 work, health and human services;

3 (f) if employed, show proof that the employer has
4 granted educational leave with or without pay for the
5 duration of the program.

6 Section 5. Program Provisions. The Program shall
7 provide qualified applicants with the following:

8 (a) tuition, registration, and other fees;

9 (b) books, and supplies; and

10 (c) travel and transportation costs (local and off-
11 island).

12 For those applicants studying off-island, and who are
13 not employed, or receiving compensation from their place of
14 employment while on educational leave, shall receive a
15 living allowance not to exceed Twenty Thousand Dollars
16 (\$20,000) per annum. The amount of the living allowance
17 shall be determined by the Panel about submission of the
18 applicant of the projected costs of living in the area in which
19 off-island study is being pursued. If the recipient fails to
20 maintain the provisions of this section at any time during
21 the term of the scholarship, the University may request
22 that remittance in part or whole be made to the fund. Any
23 appeals for consideration must be made to the President of
24 the University who shall convene the panel for their review
25 and recommendation.

26 Section 6. Graduate Programs in Social Work and
27 Psychology: Establishment. The University of Guam shall
28 develop and establish graduate studies in social work that
29 would meet accreditation standards for a Masters Degree.
30 The curriculum should include research and experimental
31 training in cross cultural issues, chemical dependency,
32 family violence and social policy. The Masters in Social Work
33 program shall be established no later than Academic Year
34 1996.

35 Section 7. Appropriation, Authorization. (a) There is
36 hereby authorized to be appropriated the sum of Seven
37 Thousand Dollars (\$700,000) from Fiscal Years 1994 and
38 1995 of the General Fund to the University of Guam; of

1 which Three Hundred Thousand Dollars (\$300,000) will be
2 used to strengthen undergraduate programs and establish
3 a Masters in Social Work program; and Four Hundred
4 Thousand Dollars (\$400,000) for the purpose of funding
5 the scholarship program established by this Act.
6 (b) The University shall on an annual basis submit to
7 the Governor and the Speaker and members of the
8 Legislature, an annual report and budgetary requests for
9 the purpose of funding the programs established by this
10 Act for succeeding years.

Testimony on Bill 353 "An Act to Establish a Social Work Education Scholarship Program; and to Establish and Confer a Masters of Social Work Degree Program at the University of Guam, and to Cite the Act as the Programan Ayudu Para Y Ayudante."

**The Honorable Herminia D. Dierking
Bill Sponsor**

Bill 353, *Programan Ayudu Para Y Ayudante*, is a response to the plea from our community, private citizens and professionals alike, for assistance to directly confront the limited humanpower shortage of workers in the field of social work.

For years, we have created programs or received funding from the federal government, that call for expertise in the area of social work. It is our community's expectations that social workers work with our people in community based and governmental settings to resolve major social issues that have resulted in the growing numbers of juvenile delinquency, criminal cases, and family violence reports. Moreover, we are seeing greater needs for working with the vulnerable segments of our society the elderly, the frail, the disabled, the abused, the poor and the homeless. They are our children, our parents, our brothers and sisters who are least able to protect and care for themselves.

We have, by virtue of our implementation of all of these programs, have contributed to stretching out, stressing out and burning out systems and committed people because we have not established the needed support system for them to be successful and productive.

Testimony on Bill 353 "An Act to Establish a Social Work Education Scholarship Program; and to Establish and Confer a Masters of Social Work Degree Program at the University of Guam, and to Cite the Act as the Programan Ayudu Para Y Ayudante."

The Honorable Herminia D. Dierking, Sponsor
Page 2

Bill 353 works towards this end ... of helping those who have and will continue to help us, our people. Bill 353 offers unique perspectives on meeting the manpower shortage of social workers on a short and long term basis.

It provides for support for undergraduate and graduate studies on and off island. It is primarily targeted towards those individuals who have been working for years in the field of social work but have not had the support they need to complete or further their studies, because of the lack of funding or the overall inability to go off island for schooling.

The rationale for the scholarship provisions include: (1) to alleviate the fear of social workers not being able to support themselves/family while attending school; and (2) to ensure that they have employment secured upon their return to the workforce after completion of their education. These two factors have in fact, been the barriers for our people to gain greater knowledges and skills in social work.

The funding for off-island studies for pursuit of a Master's degree is temporary. It shall be in place until such time that a local program is instituted. We cannot continue to send people off island for a program that has a rightful and important place in our own university. Only one (1) applicant is provided for in this bill to pursue doctoral studies and should be adequate to meet the practice, teaching and research needs, although flexibility for additional numbers may be considered.

Testimony on Bill 353 "An Act to Establish a Social Work Education Scholarship Program; and to Establish and Confer a Masters of Social Work Degree Program at the University of Guam, and to Cite the Act as the Programan Ayudu Para Y Ayudante."

The Honorable Herminia D. Dierking, Sponsor
Page 3

I am also pleased to note that the bill does acknowledge the contributions and validity of community based private organizations. Private, not for profit organizations are hereby affirmed in their role as our people's helper, as they have a clear place for support in the scholarship program. If passed, this law, would acknowledge the fact, that for years, private groups who have been the core of service to our people, have been underfilling vital casework and counseling positions. What I mean, is that organizations such as Catholic Social Services, Sanctuary, Guma Mami and others, have used persons not possessing bachelor degrees to provide essential and critical services to our abused, neglected, underprivileged, elderly and disabled persons. They do this because they have to. The pool of degreed professionals for them to choose from does not exist. They would probably be out of business if they did not have the committed and caring individuals that they do have, but who are not degreed professionals.

I was extremely pleased that the Honorable Alberto Lamorena stated his support for Bill 353 in his State of the Judiciary address recently. He shared with the Legislature and our people the growing numbers of persons who have been victimized and the perpetrators. The social problems and the weaknesses in our family, social and institutional systems are seen in the astronomical numbers of reports and cases everywhere, especially in our courts and agencies such as Child Protective Services and Adult Protective Services.

Testimony on Bill 353 "An Act to Establish a Social Work Education Scholarship Program; and to Establish and Confer a Masters of Social Work Degree Program at the University of Guam, and to Cite the Act as the Programan Ayudu Para Y Ayudante."

The Honorable Herminia D. Dierking, Sponsor
Page 4

I applaud all the private and public organizations who have worked so hard to meet the needs of our people. They have made so many sacrifices and contributions despite the barriers and limitations of support for their education and training. I admire and appreciate their selfless work.

I have received some feedback from professionals in the field of social work or a related field. There are some specific changes that I have thought over and as the bill's sponsor, am receptive to changes.

These possible amendments are:

the inclusion of wordings throughout the bill that would encompass specialized areas such as gerontology, teaching and research, rehabilitation; and

the provision of two (2) scholarships for off-island studies in a doctoral program rather than one (1) applicant (Note: Refer to Section 3.c.); and

the inclusion of a Ph.D in Social Work and/or a DSW which would facilitate graduate studies for those desiring to practice or teach/conduct research in the field; and

Testimony on Bill 353 "An Act to Establish a Social Work Education Scholarship Program; and to Establish and Confer a Masters of Social Work Degree Program at the University of Guam, and to Cite the Act as the Programan Ayudu Para Y Ayudante."

The Honorable Herminia D. Dierking, Sponsor
Page 5

There are also some grammatical/typographical errors in this bill that I would like amended such as:

Section 3, (c), line 1
delete "a total of"

Section 5, line 15
"studying on or off-island"

Section 6. Line 26
"Graduate Program in Social Work Establishment."

Section 7, (a) Line 36
"There is hereby authorized to be appropriated the sum of Seven Hundred Thousand Dollars (\$700,000) ..."

In closing, I feel that the legislative and the community support for the passage of this important bill is critical. It is this total community support that will be necessary to meet the developmental needs of our island. I am not at all discouraged by what some say is a dim financial picture for Guam at this time. I know that the small investment of \$700,000 for the funding of this bill, will save us millions of dollars in the near future in the way of greater efficiency, productivity and in the number of lives saved by the social workers in the front lines of battle with Guam's social problems.

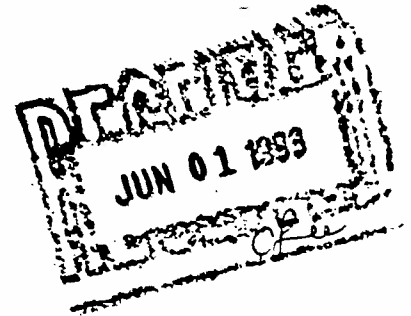


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May 24, 1993



The Honorable Madeleine Z. Bordallo
Chair, Committee on Education
324 West Soledad Avenue
Agana, Guam 96910

RE: Bill No. 353: An act to establish a social work education scholarship program, and to establish and confer a Masters of Social Work degree program at the University of Guam.

Dear Senator Bordallo,

As long ago as September, 1992, the faculty in social work and psychology at the University of Guam were graciously afforded the opportunity to review and comment upon the legislation proposed by Senator Dierking. Some changes proposed by them are present in Bill 353.

The need for academically trained members of the helping professions is great; public and private social service agencies on Guam have documented this need and encouraged us to explore ways to meet it. The University is committed to developing a Master's program in Clinical Psychology within two (2) years if requests for staff and equipment are granted. On-island graduate work in the field of social work may take somewhat more time to establish.

This is due to two inter-related factors. Up until this season of faculty recruitment, there has been no member of the social work faculty at the University credentialed at the doctoral level. Faculty with a Masters in Social Work degree are generally judged to be adequate to staff an undergraduate program. Moreover, doctorally qualified social work professionals are highly reluctant to affiliate with an unaccredited program.

In order for our social work program to receive national, professional accreditation--as important in this field as it is for the Guam Memorial Hospital and our School of Nursing and Allied Health--our staff must include doctorally qualified faculty. Also, in order to educate to the Master's level, doctoral faculty are necessary.

In the Fall of 1990, a long-time member of our social work faculty began educational leave to pursue a Ph.D. in social work at the University of Michigan. She is doing superbly well, and we expect her back in the Fall of 1995. And this Spring we successfully recruited a D.S.W., who has accepted a three-year, tenure-track contract beginning Fall '93 with the specific expectation of guiding us quickly toward accreditation readiness. Furthermore, our staffing pattern now includes three full-time social work faculty for the very first time.

What all this means is that we are moving swiftly toward the professional accreditation of our undergraduate social work program. It is possible that we may be ready for a site visit in the Spring of '96, when we are scheduled to host a team of accreditors from the National League of Nursing. Therefore, the date of "Academic Year 1996" in Section 6 of Bill 353 is not feasible. We request that the final sentence in Section 6 be deleted.

Furthermore, the title of Section 6 refers to "Graduate Programs in Social Work and Psychology," but no other mention is made in the Act of such a psychology program. We would be happy to confer with Senator Dierking or any other Senators about the financial support which would bring a Masters in Clinical Psychology into being by 1995. Until additional legislation is discussed, the reference to psychology should probably be omitted.

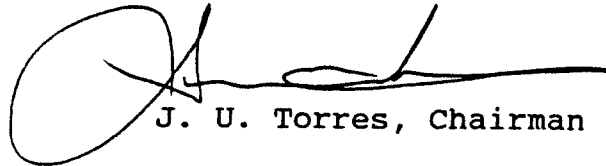
Certainly students interested in a career in social work would be grateful for the establishment of undergraduate scholarships to help them achieve their goal. (In order to avoid ambiguity concerning the make-up that the panel proposed as selectors of the recipients of such scholarships, we suggest the deletion of the words "to be appointed by the President of the University" in lines 18-19 of Section 2 of the Bill.) It is encouraging to note that even without such an incentive the number of majors in social work at the University increased to forty (40) this year after hovering around 35-36 during all the staffing difficulties of the past three years. This is a tribute to the present social work faculty and to the professionals in the community who have generously participated in our practicum program.

Given the existence of the Professional/Technical Scholarship Program and the relatively new Doctoral Fellowship Program, for both of which social work would be a high priority field of study, there may not be a need for additional support for graduate study specific to this discipline. If the Legislature does fund this new program, however, we respectfully request that there be no restriction on the number of scholarships at any level (Section 3, lines 22, 24, 31 and 1 [p. 3]), and that the limitation of the doctoral scholarship to two (2) years (Section b, 3, c, 11.6-8) be omitted.

We are very appreciative of the Legislature's faith in our commitment to offer degree programs to meet the needs of the larger

community and we pledge our best efforts over the next four (4) years to take significant steps towards the provision of fully credentialed, nationally recognized professional nurses and social workers, as well as clinical psychologists trained at the Master's level in strategies and procedures appropriate to the cultural values of Guam and our island neighbors.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized initial 'J' followed by a series of loops and a long horizontal stroke extending to the right.

J. U. Torres, Chairman

P.S. A final request--that the typographical error in Section 7 of the Bill be corrected so that the amount of money to be appropriated is the same in words as in numbers!



DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE

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MARILYN L. WINGFIELD, M.S.W., Ph.D.
Director

DR. NORRY R. SANTZ
Deputy Director

TESTIMONY ON BEHALF OF BILL 353

The Department of Mental Health and Substance Abuse would like to formally announce its position on Bill 353, "An Act to establish a Social Work Education Scholarship Program; and to establish and confer a Masters of Social Work degree program at the University of Guam."

In light of the recent austerity wave, this department would like to acknowledge that reduced financial resources may deter the passage of this bill in its entirety, due mainly to the funds needed to secure the proposed ten scholarships. However, this need may be addressed by inclusion of the Social Work profession as a discipline eligible for the Doc Sanchez Scholarship. Another cost effective move would be to establish a Masters of Social Work program. This department would like to formally express its support of establishing a Masters of Social Work degree program at the University of Guam. The reasons cited to substantiate our position are as follows:

The department has consistently experienced much difficulty in recruiting qualified professionals. Much of this difficulty stems from the lack of qualified residents at the master's level, thus interested individuals relocate to the mainland for advanced training and education. On several occasions, this expense has been assumed by this department in order to train a number of its employees. In addition, this department has resorted to recruiting individuals from the mainland to fill several of its vacancies.

The need for qualified professionals who can provide quality service is also evidenced in the mandate to license service providers, as monitored by the Guam Board of Allied Health Examiners. This certification has as a minimum requirement, a master's degree in social work, psychology, psychotherapy or a related field. Our current recourse is for interested individuals to obtain a Master in Human Relations (MHR) degree from the University of Oklahoma's off-campus program located at Andersen Air Force Base.

Another major constraint facing individuals interested in pursuing an advance degree in Social Work is the obvious financial obligation. Many individuals are not able to afford such an expense.

Passage of this bill would address both short- and long-term goals; namely that individuals would be able to obtain advanced education



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in Social Work without relocating off-island. In addition, candidates completing the master's program could not function only as direct service providers, but could also staff the faculty needs of the proposed MSW program.

We are confident that this legislature realizes the immediate benefits this proposed bill can provide our island residents. On behalf of this department, we thank you for providing us with this opportunity to help address the island's service needs.

Sincerely,

Marilyn L. Wingfield
Marliyn L. Wingfield, Ph.D.
Director, DMHSA



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FAMILY COUNSELING DIVISION**

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May 24, 1993

**The Honorable Madeleine Z. Bordallo
Senator, Twenty-Second Guam Legislature
Chairperson, Committee on Education
324 West Soledad Avenue
Agana, Guam 96910**

Dear Senator Bordallo:

RE: Bill 353

An Act to establish a Social Work Education Scholarship Program and to establish and confer Master Degree Social Work Program at the University

Thank you for allowing me, on behalf of the Superior Court of Guam, to testify in support of legislation that would establish a social work scholarship program, a social work master's degree program, and a clinical psychology master's degree program on Guam. The need for on-island academic training for individuals with careers in human services is pivotal. Programs which lead to the certification and licensure in Individual, Marriage, and Family Counseling on Guam are possible on-island and can be achieved from the fields of clinical psychology and social work.

We fully support the programs for social work and would like to see those developed; however, in communicating with the University, specifically Dr. Harley Manner and Dr. Michael Wylie, the graduate program in clinical psychology is much closer to reality than a master's program in social work. It appears that a master's program in clinical psychology could be developed within two years and with minimum appropriations. In a September 11, 1992 letter to Senator Dierking, University President Leon Guerrero indicated that a clinical psychology master's degree program could be developed by 1995.

The letter also suggested Dr. Wylie's budget projection was \$67,000.00 for the equipment cost for the psychology graduate program and \$50,000.00 for an additional faculty member. He recommended that \$50,000.00 be appropriated in Fiscal 1994 and that for Fiscal 1995 \$110,000.00 be appropriated. After the initial salary appropriations, the University would subsume the new position under its regular budgetary request.

It appears that a master's program in social work would take considerably longer to develop because the professional accreditation of the undergraduate social work program may not be possible before the Spring of 1996. If everything fell into place, a master's program may be started within two or three years following accreditation.

The need for professionals in human services is great and services will suffer if the University's energies and resources are focused exclusively on a single program in social work or in clinical psychology. We recommend the development of both, complimentary programs. The development of a clinical psychology master's program at the University would support multi-disciplinary contributions to the social work program, both undergraduate and the graduate courses. Both programs would support the individual, marriage, and family licensing requirements and we would begin seeing Guam educated therapists graduating from the University as soon as three to four years.

In conclusion, the Superior Court of Guam strongly supports legislation required to develop graduate programs in both social work and clinical psychology as soon as possible. The University has indicated support for the psychology program as a priority and the University would be able to begin accepting students as early as the fall semester of 1995. We recommend either the inclusion of a psychology program into Bill 353 specifically as an additional section or an amendment or deleting a reference to the clinical psychology master's degree program from Bill 353 and drafting separate legislation as soon as possible.

Thank you for the opportunity to address this committee in support of the master's degree program in social work and a master's degree program in psychology. We stand ready to assist the Legislature and the University in making these important goals a reality.

Sincerely,



JAMES J. KIFFER, Ph.D.
Clinical Psychologist



GOVERNMENT OF GUAM
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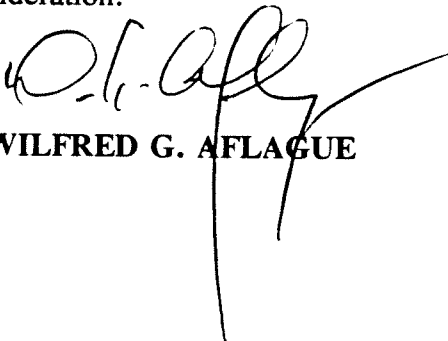
MAY 25 1993

The Honorable
Madeleine Z. Bordallo
Chairperson, Committee on Education
Twenty-First Guam Legislature
Agana, Guam 96910

RE: Comments on Bill No. 353

Dear Senator Bordallo:

Thank you for allowing us the opportunity to comment on **Bill No. 353, Establishing a Social Work Program and a Masters of Social Work Degree Program** at the University of Guam. Attached is our testimony for your review and consideration.


WILFRED G. AFLAGUE

Attachment(s)



TESTIMONY ON BILL NUMBER 353

We would like to take this opportunity to commend Senator Dierking for her concern, interest and action in introducing **Bill Number 353** relative to the establishment of a Social Work Scholarship Program and a Masters of Social Work degree program at the University of Guam.

Preliminarily, the Department of Administration supports the intent behind **Bill Number 353**. We believe that we have a vested interest in all areas of professional development, and maintain it is essential to initiate steps that would provide advanced training and higher level educational opportunities necessary towards developing the capacities of our local people in not only the area of social work, but other critically needed areas as well.

In fact, we too tried to address similar concerns of developing government employees to fill critically needed positions during previous testimony regarding the Pedro "Doc" Sanchez Scholarship program in Public Administration. We suggested at that time to have the "Doc" Sanchez scholarship program opened to all disciplines of study, rather than limiting it to one discipline, Public Administration, which, without a doubt is not as critically needed as social workers, nurses, teachers, engineers, etc.

Consequently, in light of our previous testimony, as well as our recommendations made to Senator Shimizu regarding the "Doc" Sanchez program, we feel we must stand on our principles and support any legislation creating a new scholarship program with reservation, as we feel that there are other more cost-effective alternatives which are already in place that are capable of addressing major portions of this bill.

Our reservation to support this bill in its entirety stems from the fact that there are existing scholarship programs, as well as several financial assistance programs such as the: *In-Service Training Program, Pro - Tech Scholarship Program, and the WHO Fellowship Program*; all of which are capable of addressing the intent of this bill as it relates to the creation of a scholarship program.

Another concern which merits consideration relative to **Bill Number 353** focuses on the manpower requirements of the Government of Guam agencies in the social work professions. An analysis of our recruitment efforts reveal that there is a sufficient pool of applicants for entry level social worker position vacancies requiring only a Bachelor's degree. On the other hand, for the higher level technical professional social worker position with advanced degree requirements as well as professional/supervisory experiences, applicants are few resulting in recruitment difficulties. Therefore, cognizant of this information, it would seem unnecessary to offer scholarship opportunities at the undergraduate level and conversely, offer more scholarship opportunities for social work professionals to obtain advanced degrees. To this end, the establishment of a graduate program in Social Work and Psychology

at the University of Guam are indeed warranted to help alleviate the shortages of manpower in this area, as well as to reduce the exorbitant cost of both off-island recruiting, and government sponsored off-island training and education.

If, however, it is your intent to pass this bill in light of this information, may we respectfully recommend the following modifications, which we feel may be appropriate in resolving some ambiguities and possible discrimination claims on various sections of this bill.

- **Section 3. (a & b):**

The number of scholarships to be made available for studies leading to a Bachelor's degree should be eliminated or reduced as there are sufficient applicants at this level. Also, this section should exclude the two - year minimum requirement for currently employed applicants within the private sector. As written, it seems that an unemployed applicant may have an unfair advantage over an employed applicant who must be employed for at least two years to be eligible. Also in that same section, one slot will be given to the private sector, and ... "three (3) may be awarded to government employees and to those unemployed who meet the qualifications". It is uncertain just how many slots are available for the government employees and for the unemployed.

- **Section 3. (c) lines 6 through 8:**

This section contradicts the intent expressed in paragraph A relative to obtaining a Bachelor's degree, which cannot be obtained in two years. Limiting the scholarship to two years may be limiting the potential of this bill and the benefits which will result. As written, this section says in effect, that applicants must have at least two years of formal college education to their credit. This may be discouraging to serious underclassmen seeking a profession in social work. It is at this time that assistance is needed the most and at this level where most of the applicants will originate. Even the "Doc" Sanchez program

at the undergraduate level is for five (5) years.

- **Section 4. (d) lines 33 through 34:**

The service obligation requirement of five (5) years minimum is not commensurate with the length of scholarship assistance. The section should clearly state the number of years obligated for every year of assistance rendered, to include any additional requests that are granted to pursue a higher degree.

- **Section 5. (c) travel and transportation costs:**

Travel and transportation costs should be limited to airfare only for applicants studying off-island, and should not include local and daily transportation.

- **Section 5. (c) lines 19 - 25:**

This sentence concerning reimbursement must be identified as a separate section of this bill to stress the importance of the recipient's obligation to the program. This section must be very elaborate and comprehensive and should not be written in a manner which will be taken lightly.

Finally, the bill should specify that all recipients are required to take courses throughout the entire year to include *summer sessions* to ensure the timeliness towards completion of their studies.

In closing, the Department of Administration believes that these critically needed positions can be filled through the development and education of our local people given the opportunity and resources.

Thank you for affording us the opportunity to comment on **Bill Number 353**.

Senator Madeleine Bordallo
Chairwoman, Committee on Education

26 May 93

Dear Madame Chairwoman,

I appear before you today to give support to the intent of Bill 353, an act to establish a Social Work Education Scholarship Program and to establish and confer a Masters of Social Work Degree Program at the University of Guam.

As a Social Worker with over twenty years of experience, I applaud the efforts of the author of this bill to insure the continuous training of social workers and other human services workers on island. At a time when our Island community is experiencing tremendous growth, we are seeing the emergence of social and mental health issues that currently tax the ability of those in the human services program to successfully resolve. Human Services Workers especially those working with families will benefit from an on island program which will foster continuing education and professional development without the need to study abroad at a great sacrifice and expense to one's family and employer.

At this time I would like to address specific sections of the Bill: Section 4 (b). I am concerned that the wording as it applies to the MSW and DSW would preclude an applicant from pursuing their training in foreign countries, especially countries in the Pacific Region which may have programs which lend themselves to a "culturally sensitive and appropriate" practice.

Section 4 (d). The requirement for a participant to work for a minimum of five years upon completion is too restrictive and impractical for the following reasons: First, this requirement places a great burden on the employer to compensate the participant at a higher salary that they may not be able to afford. Secondly, it may stifle the professional growth of the participant who may be precluded from applying newly acquired skills and knowledge in their pre-training positions, and thirdly, may preclude the utilization of the participants services and talents in other critical areas in the field. It might be useful to review the language of the existing Government of Guam Inservice Program requirements as it may apply to this section. Incidentally, the bill does not address the penalties for failure by either parties to meet this requirement.

In conclusion, I wish to reiterate my support for the expansion of the Social Work Program at the University of Guam to include a Masters Program as well as the incentives to pursue a Social Work education as provided for by the scholarship program.

Sincerely yours,


Catherine Nelson Illarmo, MSW

Testimony on Bill No. 353
May 26, 1993

Honorable Senator Madeline Z. Bordallo
Chairperson
Committee on Education
22nd Guam Legislature
155 Hesler St.
Agana, Guam 96910

Dear Madame Chair and members of the Committee:

My name is Annabelle L. Aguon. I am here in support of Bill No. 353: an act to establish a Social Work Education scholarship and a Social Work Program at the University of Guam. I am currently employed with the Department of Social Services in charge of Child Protective Services. I was formally a probation officer and the Executive Director of Sanctuary Inc, a residential facility working with children and families in crisis.

Our island is in dire need of professionally trained human services workers.. The helping profession, those working with our children and families in crisis and in dysfunctional situations, needs the professional training offered by the BSW and MSW programs. Our children and their families deserve no less. I am sure you don't need us to tell you that the extent and the severity of our social ills is escalating. The numbers of those in need of services, protection, and intervention are increasing in alarming rates.

We have a limited number of MSW's on island. We have lost and expect to lose more due largely to retirement. I believe there is an urgent need to pass this very important piece of legislation. Our families are in crisis, our children and our manamkos are being abused and/or neglected in ever increasing numbers.

I commend Senator Herminia Dierking for sponsoring a well thought out bill. While the scholarship will address the urgent need for qualified and professionally trained social workers, the establishment of an MSW program at the University of Guam will have long-term implications to the human services field. It means moreover, that more residents will be afforded the opportunity to a higher education that otherwise would not be attainable.

I would like to offer specific comments on the bill:

Section 4.

(d) I suggest that upon graduation, the recipient commit to 5 years to the organization they were employed with at the time of application or any human services agency on island.

(e) should include "or cause a hardship" in addition to "impossible".

Section 5.

I believe this concept is a sound one, especially for those who would not be able to maintain their salary while pursuing their education.

Section 6.

I suggest "child welfare", "gerontology", "mental health" and "social services administration" be added to the curriculum.

Further, I want to call attention to the fact that this section calls for a graduate program for psychology as well, however, it is not specifically addressed.

Once again, in behalf of the human services profession and social work profession specifically, I thank you for recognizing the urgent need to provide professional education and training to social workers on Guam. The actions or inaction of those working with children, individuals and families have long term and, in many instances, life-time implications. The responsibilities are great, it behooves us therefore, to make sure we provide those in the "helping profession" with the proper preparation.

I can attest to the crucial need of well-qualified and trained social workers in whose hands rest the "fate" of its charges.

Thank you,

ANNABELLE L. AGUON, MSW

May 26, 1993

Senator Madeleine Bordallo, Chair
Committee on Education
Twenty Second Guam Legislature
155 Hesler Street
Agana, Guam 96910

Good Morning Madame Chair and members of the Committee on Education. My name is Ronald J. San Nicolas, a Social Worker and member of the Academy of Certified Social Workers under the auspices of the National Association of Social Workers. I am also an active member of the Guam Association of Social Workers.

I have functioned and practiced as a Social Worker in Guam these past 10 years with the Department of Mental Health and Substance Abuse and recently these past two years with the University of Guam's Social Work Program as an Instructor and Practicum Program Coordinator.

I commend Senator Herminia Dierking, sponsor of Bill 353: "The Social Work Scholarship and Masters of Social Work Program at the University of Guam", for diligently working to suggest training and educational opportunities for individuals wishing to pursue a career in Social Work at the University. The development and evolution of this bill is pertinent to the current psychological-social-economic ills which affect our community and our people today.

My testimony offered today outlines the following major point with respect to my support of the bill. As a former instructor of Social Work these past two years, it is my observation that the UOG Bachelor's of Social Work Program has overcome substantial programmatic hurdles and made considerable strides.

According to figures recently released from the UOG registrar's office, there are approximately 30-40 students who have declared Social Work as a major. The Social Work program will confer the B.S.W. degree to three students this Sunday. Next Fall the program will have 14 incoming seniors and 13 juniors. These figures all look very promising for our island's social welfare programs and agencies considering the shortage of human resources. The program will have on board for the first time in the fall semester a doctoral level faculty member to make up the team of three full-time instructors. In 1995, the UOG program anxiously awaits the return of Vivian Dames, long time coordinator of the program who will return with her Ph.D. in Social Welfare and Political Science.

Bill 353 literally offers a "jumpstart" to the UOG program and is a long awaited goal and vision of past and present UOG Social Work faculty and it's graduates. By establishing a Masters of Social Work Program at the University of Guam, I foresee that many individuals will wholeheartedly seek admission to the school considering the fact that the closest accredited Social Work Program is in the state of Hawaii. As a graduate student I vividly remember the frustration and heartache that I experienced in studying off-island. I had wished on many occasions that I was on Guam to write my research thesis and conduct my practicum with the people. The plan to develop a Master's of Social Work Program is consistent with the overall master plan of the B.S.W. program, the College of Arts and Sciences, and the University.

For that matter, Bill 353 offers the University in my opinion, an opportunity to further develop the helping professions like nursing and teaching which are greatly needed in Guam and Micronesia. This also affords the University the opportunity to be a regional leader, thus enhancing and improving the quality of life for all in the Western Pacific.

In reviewing the different sections of Bill 353, there appears to be one discrepancy which causes concern for me. Section six (page 4) of the bill, makes mention of the establishment of graduate programs in Social Work and Psychology. It is my impression that Section 6 does not go on to define or outline the expenditures likewise needed to effectively establish the psychology graduate program. Recognizing that there are disciplinary differences in Social Work and Psychology, I recommend that Bill 353 clearly differentiate whether the intention of this legislation is solely for the Social Work Program or both Social Work and Psychology.

In closing, I feel that Bill 353 is a step in the right direction and hope that the Committee on Education will look favorably on its reporting to the Twenty Second Guam Legislature. Si Yu'us Ma'ase for calling this public hearing today and have a nice day.



Ronald J. San Nicolas, MSW, ACSW
P.O. Box 2502
Agana, Guam 96910



Guam Association of Social Workers

P.O. Box 25188 G.M.F., Guam 96923 U.S.A.

TESTIMONY

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RE: Bill No. 353: An Act to establish a social work education scholarship program, and to establish and confer a Masters of Social Work degree program at the University of Guam.

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Good morning Madam Chairperson and Honorable Senators, it is an honor to address this distinguish committee in reference to Bill 353: An Act to establish a social work education scholarship program.....

My name is Roy Adonay, President of the Guam Association of Social Workers (GASW). We are a nonprofit organization comprised of social workers and people in the other human service fields from both the public and private sectors of our community. We are people joined together to represent the interests of human service development on the island. I am here speaking in behalf of this association whose membership is in full support of Bill 353.

Bill 353 first and foremost addresses the longtime and ever increasing need of this community for academically trained members of the helping professions, specifically the field of social work. The need in the community for people in the specialized field of social work is very well documented. One major indicator of this are the constant efforts of hiring professional social workers off-island to occupy the numerous vacant positions in the Government of Guam Human Services Agencies.

The Association would like to address two main points pertaining to off-island hiring. First are the exorbitant costs of recruiting off-island professionals to fill the needed positions in our community. According to figures given by the

Department of Administration, it costs the taxpayers of Guam approximately three-hundred-fifteen thousands, \$ 315,000.00, to recruit these off-island social work professionals for the 1992/93 hiring circle (see attachment). This figure includes cost of air fare, shipment of belongings, car rentals, housing allowance, and salaries. Note also that we should take into consideration the cost of sending our people to recruit off-island for a couple of weeks, their per diems, and other related expenses. The latest recruitment effort by the Department of Administration showed that the Government of Guam sent four people off-island to recruit in different cities.

Another important issue about recruiting off-island professionals is the fact that oftentimes, these off-island recruits just stay on the island for the duration of their contract, which is two years, and in some instances, some of them leave the island prior to the end of their contract. Either way, the Government of Guam incurs expenses that are not refundable. This situation also causes the lack of continuity/consistency of the services that we provide our people at risk and in need. Additionally, we feel that the local practitioner will better know the needs of our local people. It cannot be denied that social work practitioners who have grown up and worked on Guam are much knowledgeable and sensitive to our culture and tradition and our written and unwritten rules. With other words, they are familiar with our way of life and can therefore be much more effective in the practice of social work.

At this time, the majority of the social workers presently practicing here on island have only a bachelors degree. Many of them would like to pursue a graduate degree, but they are unable to afford to go off island to further their education. Bill 353 creates the incentive and pave the way for our own people to better themselves and in turn better help the community at large. It might seem that costs to establish the program is quite high, but the members of the Guam Social Work Association believe that in the long run, it will be a lot cheaper for Guam to invest in the training of graduate social workers than to continue with the present unsuccessful practices of off-island hiring.

In the past we have addressed the need for public administrators as well as the need for graduate nurses with specialized funding for advanced education. Now is the time to address the critical need for social workers with graduate education in the community and to invest once more in Guam's number one resource, our people. This will ensure and as well secure the future of this island.

I thank you for allowing me this opportunity to address the concerns of the Association. It is a comforting to know that we as citizens can work with our officials to address the critical and urgent needs of the Territory.

OFF-ISLAND HIRES FOR SOCIAL WORKERS WITH SPECIFIC QUALIFICATIONS NOT AVAILABLE ON GUAM
P.L. 21-42

ACTUAL EXPENDITURE AS OF: May 21, 1993

Month of Hire	Department/ Position Title Hired	No. of Dependents	Point of Hire	Cost of Air Fare	No. of Pounds Authorized	Cost of Household Movement	Car Rental	1-Week Housing	Pay Grade and Step	Salary Per Annum	Contract Period
Oct. 1992	DMH&SA - Psychiatric Social Worker II	0	Sacramento, CA	874.00	1,250	2,100.00	336.06	162.00 280.00	M-10	43,018.00	24 Mos.
1992	DMH&SA - Chemical Dependency Treatment Specialist III	1	Almore, AL San Francisco, CA	704.00 511.00 646.48	2,500	1,848.00	362.90	686.00	M-05	35,848.00	24 Mos.
Oct. 1992	DMH&SA - Chemical Dependency Treatment Specialist III	2	Sparta, WI	1,031.00 2,012.00	2,500	4,176.25	336.06	784.00	M-04	34,056.00	24 Mos.
Oct. 1992	DMH&SA - Mental Health Administrator	0	Tucson, AZ	913.00 27.00	1,250	2,230.00	336.06	567.00	O-10	50,717.00	24 Mos.
Mar. 1993	DPH&SS - Social Worker III	0	La Grande, OR	734.00	1,250	1,992.72	362.90	318.60	M-07	38,716.00	24 Mos.
Mar. 1993	DPH&SS - Social Worker III	1	Seattle, WA	770.00 745.00	2,500	4,110.00	368.16	464.59	M-06	37,282.00	24 Mos.
Apr. 1993	DMH&SA - Residential Treatment Program Mngr.	4	La Mesa, AZ	857.00 2,415.00	2,500	4,460.00	389.65	1,006.00	M-05	35,848.00	24 Mos.
			TOTAL	\$12,239.48		\$20,916.97	\$2,491.79	\$4,270.19		\$275,485.00	

Total Relocation Costs - \$39,918.43
 Total Per Annum Salary (7) - \$275,485.00
GRAND TOTAL -- \$315,403.43



Sanctuary, Inc.

P.O. Box 21030, G.M.F.
Guam, M.I. 96921
(671) 734-2661 or 2537

SERVICES
Temporary Shelter
Crisis Intervention
Counseling
24 Hour Hotline
Advocacy
Aftercare
Referral/Information

May 26, 1993

HONORABLE MADELEINE BORDALLO
Chairperson
Committee on Education
22nd Guam Legislature
Agana, Guam 96910

Dear Senator Bordallo:

This is to formally enter Sanctuary, Inc.'s support of Bill 353, calling for the establishment of a Social Work Scholarship and Masters in Social Work Program at the University of Guam.

This Bill offers private, non-profit organizations, like Sanctuary, an opportunity to upgrade and enhance the skills of its employees through further education. As you know, Sanctuary has been in existence since 1971 and has provided thousands of troubled youth and families comprehensive services, including crisis intervention, casework and counseling, a 24 hour hotline, temporary shelter and a transitional living program. Although, we have the highest standards of ethics, and do specialize in youth services, we continue to have difficulty recruiting and hiring Caseworkers who possess a bachelor's degree in Social Work or a related field for two primary reasons: (1) there are not enough degreed professionals in the field to choose from on island; and (2) private organizations are in constant competitions with the government as they offer higher salaries than what most private organizations can afford.

Sanctuary has an educational provision for its employees and we not only encourage continuing education, but often require it. Most of our training needs are met through seminars and conferences which target subjects directly related to the care of youth and their families. Although this has been very beneficial and quite effective, we would prefer to encourage staff to pursue their studies towards the completion of a bachelors or masters degree. Sanctuary cannot

afford to undersign the costs of staffs' education nor can our employees afford to.

Bill 353 provides for a minimum number of scholarships for those employees working in private organizations. We believe that this is the first time that legislation has addressed and recognized the contributions of private organizations in the full continuum of human service delivery on island through a particular section within the Bill. The commitment on the part of the organization, the applicant/student, and the University, if this bill is passed, will be important in meeting the overall needs of Social Workers on Guam. As a major, private, nonprofit employer, Sanctuary makes this commitment.

We would like to suggest that should this Bill pass, the University closely screen applicants who are currently unemployed as to deter the possibility of employed individuals resigning from their current employment so that they may fall under this category, so that they will not be required to return to their place of employment after the completion of their program.

In closing, we would like to commend Senator Herminia Dierking for the sponsoring of this very important Bill. We humbly request that the good Committee on Education favorably considers the expeditious and favorable passage of Bill 353.

We are available to you should you have any further questions.

Respectfully,


TONY C. CHAMPACO
Executive Director

C: Senator Herminia Dierking.



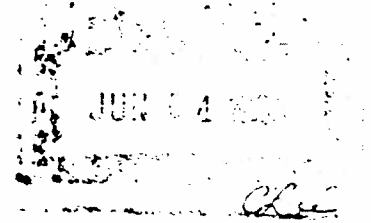
GUAM MEMORIAL HOSPITAL AUTHORITY

850 GOV. CARLOS G. CAMACHO ROAD
OKA, TAMUNING, GUAM 96911
TEL: 646-5801; 646-6876; 646-6711 thru 18
TELEX 671-6227, FAX 671-649-0145



*Frank
Further
testimony
on Bill 353
MLB*

June 4, 1993



Honorable Madeleine Z. Bordallo, Senator
Chairperson, Committee on Education
Twenty-Second Guam Legislature
155 Hesler Street
Agana, Guam 96910

Dear Senator Bordallo,

Transmitted herewith is the Guam Memorial Hospital Authority's testimony on Bill 353, relative to the Social Work Scholarship Program. The Authority is in support of this Bill and respectfully requests yours and the committee's endorsement of this Bill and passage by the Legislature.

I would like to also extend my apologies for not being able to attend the Public Hearing on May 26, 1993. The Authority is thankful and appreciates the opportunity to provide testimony on this Bill.

Should you have any questions please call on me.

Peter John Diaz Camacho, MPH
PETER JOHN DIAZ CAMACHO, MPH
Hospital Administrator

attachments

cc: Senator Herminia D. Dierking



Commonwealth Now!

The Guam Memorial Hospital Authority, an institution which provides holistic health care services to the people of Guam and of the neighboring Pacific region supports Bill 353, AN ACT TO ESTABLISH A SOCIAL WORK EDUCATION SCHOLARSHIP PROGRAM; AND TO ESTABLISH AND CONFER A MASTERS DEGREE OF SOCIAL WORK DEGREE PROGRAM AT THE UNIVERSITY OF GUAM.

Guam Memorial Hospital Authority experiences individuals and families in crisis due to multiple causes. As social problems and needs continue to increase, so does the population which the social workers attempt to serve. Having professional social workers to help prevent and resolve the problems of drug and alcohol abuse, family violence, juvenile delinquency and high school truancy and dropout, and poverty is essential. These social problems would be most appropriately addressed by social workers sensitive to the culturally diverse population on Guam.

It is not uncommon for a Medical Social Worker at GMHA to work with a family to resolve a medically related crisis only to discover that the family has inadequate housing, no transportation, problems related to drug or alcohol abuse or family violence for which there are no immediate solutions. A strong, cohesive and comprehensive network of social services is needed to respond to these issues, and increasing the corps of professional workers is the first step in developing this social services network.

Guam presently has a shortage of social workers to fill existing positions within our public and private agencies. We have attempted to fill these positions with people from Guam, and by recruiting social workers from off-island. We still have unfilled positions, and currently have a need for social workers with more experience or more specific training. Bill 353 addresses the answer to obtaining a pool of professional social workers who can fill this void.

Guam Memorial Hospital is becoming a regional medical center serving people from the islands of the Federated States of Micronesia, our international tourists, and our own diverse population in many ways. As the sophistication of our medical care has developed, so has the level of our ancillary services--our dieticians, our physical/occupational therapists, our medical social services to assist patients and their families. We began with one social worker in the early seventies. We now have a staff of seven social workers in our Department of Medical Social Services, with ever increasing expectations of the professional staff to provide discharge planning, counseling, to assist with medical evacuations of emergency medical services, to help our patients and their families maintain a quality life here on Guam. As needs become more sophisticated so must the skills of the Medical Social Workers. Without professional training on our island it will be difficult to meet the needs of the people and to meet the stringent standards of our accrediting agencies.

The people of Guam can augment the professional competence of the Social Workers of our island by strengthening the education offered to them and making it possible financially for them to obtain professional education. Social Workers can only be prepared for their responsibilities in the provision of social work services to our Island's social needs through appropriate training and education programs.