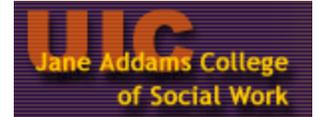




Project SWEEP



Social Work Education in Ethiopia Partnership

**University of Illinois at Chicago (UIC)
U.S.A.**

**Addis Ababa University (AAU)
Ethiopia**

**The Council on International Programs USA (CIPUSA)
U.S.A.**

**Christian Relief & Development Association (CRDA)
Ethiopia**

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The Social Work Education in Ethiopia Partnership is a collaborative university-to-university partnership involving the University of Illinois at Chicago (UIC) and Addis Ababa University (AAU). Other partners include the Council for International Programs USA (CIPUSA), Christian Relief & Development Association (CRDA), and other non-governmental and nonprofit organizations in the United States and Ethiopia. Funding has been provided by the Association Liaison Office for University Cooperation in Development/USAID.

The Association Liaison Office for University Cooperation in Development
Promoting Higher Education Partnerships for Global Development



**Institutional Partnerships Program
Final Report
August 31, 2005**



Partnership Title: **Social Work Education in Ethiopia Partnership**

Lead U.S. Institution: **University of Illinois at Chicago**

Host Country: **Ethiopia**

Host Country Partner Institution: **Addis Ababa University**

Other U.S. and International Partners:
**Council of International Programs USA,
Christian Relief & Development Association**

U.S. Partnership Directors:

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Partnership Web Site: <http://www.aboutsweep.org>

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**Institutional Partnerships Program
Final Report
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Activities and Results

Major Partnership Activities

The University of Illinois at Chicago (UIC) and Addis Ababa University (AAU) engaged in a university-to-university partnership which established Ethiopia's first master's degree in social work and a new School of Social Work. The Social Work Education in Ethiopia Partnership (Project SWEEP) utilized extensive two-way faculty exchange to accomplish a needs assessment and planning, and the co-development of a curriculum framework, course outlines, teaching materials, and teaching support. As a result of our partnership, the first class of 39 Ethiopian students began their studies for a Master's in Social Work (MSW) in September 2004 at Addis Ababa University. The curriculum for the new graduate degree is designed to prepare professional social workers to manage community-based services and develop new programs in the areas of health, poverty reduction, child welfare, HIV/AIDS, and community development.



Students and faculty of the first MSW class in Ethiopia 2004--2005

In the U.S., The Council of International Programs USA (CIPUSA), directed by Lisa Purdy, provided logistical and support services for exchange visits of Ethiopian faculty to the Jane Addams College of Social Work at UIC. Internships were designed to provide an understanding of curriculum design and social work courses, field education, the social welfare system, and inter-agency cooperation. In Ethiopia, Christian Relief & Development Association (CRDA), a nonsectarian membership organization of approximately 300 non-governmental organizations (NGOs), provided support for needs assessment, training workshops, and field practicum.

The Social Work Education in Ethiopia Partnership (Project SWEEP) followed a phase approach to planning and implementation. Phases of various lengths were designed to accomplish specific goals related to Project SWEEP.



Professor Melese Getu discusses planning process with NGO leaders

Phase I: Planning (October 2002 – January 2003): In November 2002, UIC faculty and staff (Alice Johnson, Nathan Linsk, and Anna Hovde) traveled to Ethiopia to meet with AAU officials, the Project SWEEP Planning Committee, USAID Ethiopia, and representatives of nongovernmental organizations (NGOs). A curriculum framework focusing on poverty reduction was outlined. In December 2002, Project SWEEP hosted a day-long meeting in Chicago for UIC faculty, university officials, development directors, and executive directors of Chicago-area agencies. Participants formed an Advisory Committee. Other activities included team meetings in Chicago and

Addis Ababa, and ongoing communication regarding specific curriculum components. The Project SWEEP web page was launched in January 2003.

Phase II: Curriculum Development/UIC Faculty Exchange

(February-June 2003): In March 2003, UIC faculty and staff, Alice Johnson and Anna Hovde, and Dorothy Faller of CIPUSA traveled to Ethiopia. The Planning Committee reviewed progress-to-date with the AAU's new Academic Vice President and President. Meetings were held with representatives of the United Nations Development Programme, the American Embassy, USAID Ethiopia, the Ministry of Education, and the Ministry of Capacity Building. To build community support for the development of a graduate social work education, Dorothy Faller, President of Faller International Training LLC and former Secretary General and Executive Director of CIPUSA, led two workshops for NGO leaders and staff in collaboration with CRDA. The Seminar on Fundraising was attended by 66 NGO leaders. The Seminar on Conflict Management, which was attended by 33 NGO leaders. Many of the participants were graduates of the Department of Sociology and Social Administration, or earlier programs in Applied Sociology and the BA in social work program that existed from the late 1950s to the early 1970s. In conjunction with AAU and CRDA, 4 needs assessment surveys appraised community interest, and obtained input regarding the structure and content of the new program.



Dorothy Faller presents on Conflict Management at CRDA

Phase III: Program Development/AAU Faculty Exchange (July – October, 2003): From April to September 2003, work focused on preparing the documents necessary for establishing the new graduate degree in social work at AAU. A rationale for the new degree, including the curriculum framework and timeline, course descriptions and course outlines, were developed. UIC and AAU established an official relationship for 5 years between the two universities. A Memorandum of Agreement was signed by the Chancellor and Board of Trustees at UIC and by the Dean of the Graduate College and the President of Addis Ababa University.

In the summer of 2003, Professors Melese Getu and Andargatchew Tesfaye of AAU participated in a 6-week exchange program at UIC through CIPUSA. During the training period, faculty observed the program at the Jane Addams College of Social Work, developed curriculum and course descriptions, and completed an implementation plan for the new master's program at AAU. Each delegate spent time at UIC (visiting classes, attending curriculum meetings, making visits to field placement sites, attending administrative meetings, shadowing key administrators, and accessing library and Internet resources, etc.). This "hands on" training was augmented by visits to Chicago-area agencies, and workshops and seminars designed to provide an understanding of social work practice and the field education component of social work. Strategic planning was started by Dorothy Faller and Alice Johnson with key faculty members of AAU. Professor Seyoum Gebreselassie, who was instrumental in developing the new social work program at AAU, traveled to Washington, DC to participate in the "Synergy in Development" meetings. Alice Johnson, Nathan Linsk, Dorothy Faller, and Professor Seyoum presented.



Professor Seyoum Gebreselassie & Gary Bittner of USAID

Phase IV: Program Implementation (November, 2003 – October, 2004). Dr. Abye Tasse was appointed Dean of the School of Social Work at Addis Ababa University. In March 2004, UIC faculty and staff (Alice Johnson and Nathan Linsk) traveled to Ethiopia. The AAU-UIC Planning Committee reviewed progress-to-date and met with President Andreas Eschete to begin the process of hiring faculty for the new School, classroom space, and hiring an administrative assistant. Plans for the new graduate degree in social work were presented to the program officers and staff of the United Nations Development Programme (UNDP). Classes were scheduled to begin in October 2004. Meetings were also held with John Dunham of the U.S. Embassy, Mamo Mengesha of the International Foundation for Education and Self-Help (IFESH) regarding their Teachers for Africa program, Ruth

Woodhead, a social worker at Gemini Trust, and Semira Alhadi, Deputy Executive Director of Programs at CRDA. The goals of these meetings included strengthening efforts to collaborate with NGO and PVO leaders for purposes of setting up a Community Advisory Committee for the new School of Social Work, recruiting potential students, and developing field placement sites for MSW students in the fall.



Dr. Linsk’s HIV/AIDS workshop at CRDA

In May 2004, UIC faculty (Alice K. Johnson, Nathan Linsk, Faith Johnson Bonecutter, and James Rollin) traveled to Ethiopia for a three-week exchange visit. The UIC faculty team worked with final policies and procedures related to the new MSW program, which included pre-screening 60 graduate applications, developing the field education manual, and providing short-term training for NGO leaders as part of the community outreach process. Faith Johnson Bonecutter, Director of Field Education at the Jane Addams College of Social Work at UIC, presented a seminar on “Kinship Care,” including an overview kinship care policies and practice in the U.S. and a discussion on the experience of families in Ethiopia. Nathan Linsk and Alice Johnson, with assistance from CDC and the International Training and Education Center on HIV (I-TECH) presented a workshop on “Advocacy Skills for Community Organizations to

Address HIV Medication.” The workshop provided skill development for non-governmental organizations to develop programs to address HIV/AIDS medication readiness assessments and adherence as well as advocacy for clients, programs, and policy changes.

In July 2004, Dr. Melese Getu traveled to Chicago and worked with the U.S. team to grade the entrance exams of 60 applicants. Dr. Melese visited Chicago-area agencies related to field education for social work and training on HIV/AIDS for community-based programs.

In August 2004, Andreas Eshete', UNESCO Chair for Human Rights and Democracy, and President of Addis Ababa University, and Abye Tasse, Dean of the School of Social Work, and Vice President of International Affairs, came to the University of Illinois at Chicago. Their campus visit included meetings with Chancellor Sylvia Manning, Dean Creasie Finney Hairston of the Jane Addams College of Social Work, Nora Bonnin of the Office of International Affairs, and other deans and faculty from various schools and colleges at UIC. Discussions were held as to how to expand the university-to-university partnership between UIC and AAU to other campus entities. President Andreas, Dean Abye, and Alice Johnson gave a presentation at the ALO/USAID “Synergy in Development” meetings in Washington, DC.



Chancellor Sylvia Manning, Dean Creasie Finney Hairston, President Andreas Eshete', and Dean Abye Tasse



Mother and child at Gemini Trust

Classes began for Ethiopia’s first-ever graduate program in social work in September 2004. Alice Johnson participated in a week-long student orientation. In the first academic year, Project SWEEP faculty from UIC taught 3 courses during the first year of graduate study. Dr. Alice Johnson taught the 1st course on groups, organizations, and communities (SSWA601 Integrated Social Work Methods I) to 39 students. Dorothy Faller, MSW assisted in teaching the content on the practical application of content to organizations. In November 2004, Dr. Nathan Linsk taught the 3rd course (SSWA611 Social Problems and Community Health) at AAU. In June 2005, Dr. Donna Petras taught the final course (SSWA652) in the first year of the graduate program at AAU. Other courses were covered by AAU faculty, Dr. Melese Getu, Associate Dean, and Dr. James Rollin, formerly on the faculty of the Jane Addams College of Social Work. Dr. Rollin joined the Teachers for Africa (TFA)¹ after his visit to Ethiopia as a part of Project SWEEP in May 2004. In

addition, as part of Project SWEEP’s collaborative partnership with Ethiopian Gemini Trust, Ruth Woodhead MSW, taught the second methods course on individuals and families (SSWA602 Integrated

Social Work Methods II). Ruth is a very skilled social work practitioner from England who works in Addis Ababa.



Dr. Donna Petras teaches at AAU

June 2005 was the final exchange visit of UIC faculty (Alice Johnson, Nathan Linsk, Donna Petras, and Yittayih Zelalem). Meetings were held with Dean Abye Tasse, Associate Dean Melese Getu, and AAU faculty, Dr. James Rollin. The UIC-AAU faculty team graded 90 entrance exams for admission to the 2nd cohort of MSW students in the fall 2005 semester. Forty students have been admitted to graduate study. An Evaluation Seminar was held and a post-year 1 evaluation survey was carried out. was held. The team also developed guidelines for thesis research, and met individually with students for thesis consultation and advisement. A reception was held at AAU.



Yittayih Zelalem (center) discusses urban planning with Dean Abebe Dinku (right) & Dr. Bayou Chane (left), of the Faculty of Technology

During the final exchange visit to Addis Ababa University, UIC team members also held meetings with deans and faculty in the College of Education, College of Arts and Sciences, and the College of Science and Technology (Engineering and Architecture). Yittayih Zelalem, Co-Director/Research Assistant Professor, Voorhees Center for Neighborhood and Community Improvement, College of Urban Planning and Public Affairs (CUPPA), University of Illinois, and Alice Johnson held a series of meeting regarding the development of a master’s degree program in Urban Planning at AAU. These activities were designed to lay the groundwork for future grant proposals, curriculum development, and joint research.

¹ The Teachers for Africa program is sponsored by the International Foundation for Education and Self Help (IFESH) and funded by USAID.

Results of Research/Studies

*Needs Assessment Survey*²

As part of the effort to establish the first master's degree program in social work in Ethiopia, The Social Work Education in Ethiopia Partnership (Project SWEEP) conducted a feasibility study to assess the scope, direction and perceived value of a graduate social work program in Ethiopia. To this end, current social service administrators, personnel and human resources staff, practitioners and undergraduate sociology students at Addis Ababa University were surveyed to assess the level of community support for such a program, including the level of interest in obtaining a graduate degree in social work, employment possibilities for personnel with a graduate degree in social work and the agency-defined value of having an MSW program at Addis Ababa University. Chuck Bright, MSW, a doctoral student at UIC, and Fasika Alem, MPH, staff and doctoral student at UIC School of Public Health, volunteered to analyze the data and assist in writing the report. staff at UIC, volunteered to analyze the data and write the report. Key findings include:

- The majority of those surveyed work in NGOs at various leadership and social service levels
 - 73% of Administrative, Supervisory and Management group
 - 83% of Social Service Practitioners
 - 79% of Personnel and Human Resource Managers/Director group
- 83% of social service practitioners indicated interest in pursuing a Master of Social Work degree if it were offered at Addis Ababa University
- 56% of current undergraduate students expressed interest in applying for admission to a graduate program in Social Work at Addis Ababa University and 77% indicated that they would undertake graduate studies in social work at some point in their life.
- Poverty reduction identified as an essential social need
 - 42% of the administrator group
 - 56% of social service practitioners
 - 45% of current undergraduates
- A recurrent theme in the responses was that the training of social workers was essential to identifying and alleviating social problems in Ethiopia

*Annotated Bibliography of Books and Journal Articles*³

In an effort to tie the new curriculum into the Ethiopian context, Dr. James Rollin and Helo Oidjarv, a doctoral student at the Jane Addams College of Social Work, volunteered their time to develop an extensive annotated bibliography of research and scholarship since 1990. Online articles that were available were downloaded from the Internet, and categorized according to their fit with specific courses in the new curriculum. The annotated bibliography includes:

- 1) 218 articles with specific content on social work topics from research in Ethiopia
- 2) 250+ articles with general content on social work topics from research in Ethiopia
- 3) 400-600 articles on social work in other countries in Africa (Botswana, Kenya, Nigeria, South Africa, Uganda, and Zambia)

² Johnson, A.K., Linsk, N.L., Bright, C., Alem, F., & Getu, M. (2004). *Social work education in Ethiopia: Needs Assessment Report*. Jane Addams College of Social Work. Chicago, IL: University of Illinois at Chicago. Unpublished manuscript. [An early version presented at APM Meeting of the Council on Social Work Education (CSWE) in 2004 and 2005.]

³ Rollin, J. (2004). *Bibliography for Social Work Education in Ethiopia (Project SWEEP)*. Jane Addams College of Social Work. Chicago, IL: University of Illinois at Chicago. Unpublished manuscript.

Outreach to the Community: Field Education and Social Work Advisory Group



Faith Bonecutter and Nathan Linsk visit Chad-Et, a local NGO

A Field Education Manual for Addis Ababa University was developed by the UIC-AAU Planning Committee. The process of developing the field education manual included site visits to local nongovernmental organizations (NGOs) that provide home health care, HIV/AIDS prevention, child sponsorship programs, and so on. Throughout Project SWEEP, UIC team members met with NGO leaders during every exchange visit to Ethiopia. Leadership in preparing the manual was provided by Faith Bonecutter, Director of Field Education at the Jane Addams College of Social Work, and Dr. James Rollin, Assistant Professor at Addis Ababa University. In May 2004, meetings were held with NGO leaders, particularly Ethiopian social workers who received their bachelor's degree (BA)

in social work at AAU (formerly Haile Selassie I University) in the 1960s and 1970s prior to the closing of the program by the previous military regime. These senior social workers—with more than 30 years of experience in Ethiopia and internationally—formed the core group of the Advisory Council.



Mulu Haile, Executive Director of Multi-Purpose Community Development Project

In addition, Ethiopian social workers with BA degrees served as field supervisors for the 39 MSW students. Project SWEEP collaborated with approximately 30 social workers who got their degrees in the 1960s and 1970s. They reviewed and critiqued the field education manual, and provided excellent field supervision for the next generation of Ethiopian social workers.



Social Work Advisory Group

BA social workers represented several NGOs, including Multi-Purpose Community Development Project, Love for Children, Chad-Et, Forum on Street Children, Education for Development Association, Gemini Trust, Pastoral Community Development Project, Handicap National, Save the Children, and Pestalozzi Children's Foundation.

Research

Throughout Project SWEEP, several conference presentations included the research and program development efforts of the partnership. These include:

- Linsk, N., Getu, M., Johnson Butterfield, A., Rollin, J., & Tasse, A. (2005, December 4-9). HIV/AIDS Social Work Education in Ethiopia. Accepted for the 14th International Conference on ADIS and STIs in Africa, Abuja, Nigeria.
- Johnson Butterfield, A.K., Linsk, N., & Tasse, A. (2005, February). *International University to University Partnerships: Getting funded and making it work*. APM of the Council on Social Work Education. New York, NY.

- Johnson Butterfield, A.K., Linsk, N., Faller, D., & Tasse, A. (2004, February). *International University to University Partnerships: Getting funded and making it work*. APM of the Council on Social Work Education. Anaheim, CA.
- Tasse, A., Eshete', A., & Johnson Butterfield, A.K. (2004, August). *Social work education in Ethiopia partnership*. Synergy in Development 2004: Higher Education Partnerships. The Association for University Cooperation in Development (ALO/USAID), Washington, DC.
- Gebreselassie, S., Johnson Butterfield, A., & Linsk, N. (2003, October). *Social work education in Ethiopia*. Addis Ababa, Ethiopia: United Nations Development Programme (UNDP).
- Johnson Butterfield, A.K., Linsk, N., Gebreselassie, S., & Faller, D. (2003, August). *Social work education in Ethiopia partnership*. Synergy in Development 2003: Higher Education Partnerships. The Association for University Cooperation in Development (ALO/USAID), Washington, DC.
- Johnson, A.K., & Linsk, N.L. (2003, October). Developing international university-to-university partnerships in countries after social catastrophes: Social work education in Ethiopia. International Center on Human Responses to Social Catastrophes. University of Illinois at Chicago. Chicago, IL.

Dr. Nathan Linsk has been awarded a Fulbright Fellowship for 2005-2006 for research on HIV/AIDS through Addis Ababa University. He will examine patterns of care and support for HIV infected persons in Ethiopia. He will develop and launch the study in collaboration with local scholars and service providers; collaborations with faculty at Addis Ababa University and other universities, the African AIDS Initiative International (AAII) and other groups. His research will also involve social work students at AAU.

UIC faculty (Alice Johnson, Nathan Linsk, & Donna Petras) are serving as thesis advisors for the first cohort of MSW students at AAU. Work with student research projects will continue until their graduation in June 2006.



Social work students at AAU



AAU student interviewing woman in slum household

In June 2005, Alice Johnson began a research study in collaboration with local government officials in Arada Sub-City kebele 03/09, in Addis Ababa. The study is entitled, “*Slum Housing and Income Generation: Women’s Role in Obtaining Public Housing in Ethiopia*.”⁴ While not funded through Project SWEEP, the study employs two graduate social work students from AAU. The study uses a individual skills capacity inventory to understand the skills and roles of women householders in community participation, income generation, and in securing supported housing. Qualitative and quantitative interviews focused on: 1) the meaning of house and home; 2) individual skills inventory, and 3) the income-generating role of household women.

⁴ Johnson Butterfield, A.K. (2005). *Slum Housing and Income Generation: Women’s Role in Obtaining Public Housing in Ethiopia*. Jane Addams College of Social Work. Chicago, IL: University of Illinois at Chicago.

Development Outcomes

Award Winning Documentary



GEM-TV Camera Crew

The Project SWEEP documentary entitled “Social Work Education in Ethiopia Partnership” won an Honorable Mention in the “Moving Images” contest sponsored by ALO. The documentary is posted on the ALO website: <http://www.aascu.org/alo/working/films04.htm>. The documentary was filmed in partnership with GEM-TV in collaboration with Ethiopian Gemini Trust, a collaborative partner in Project SWEEP. Filming was done by former street children and poor youth who have been trained through Gemini Trust in their work with poor families. Mogus Tafesse wrote the script, directed filming, and co-produced the documentary with Alice Johnson and Nathan Linsk.

Project SWEEP Web Page

The Social Work Education in Ethiopia Partnership (Project SWEEP) began partnership between the University of Illinois at Chicago (UIC) and Addis Ababa University (AAU). The two universities worked in collaboration with the Council for International Programs USA (CIPUSA), Christian Relief & Development Association (CRDA), and other non-governmental and nonprofit organizations in the United States and Ethiopia. Through a new website, Project SWEEP expands its collaborative model to participate in the creation of the Community Work and Life Center at Addis Ababa University, a U.S. State Department grant to CIPUSA. The SWEEP website [<http://www.aboutsweep.org>] now provides resources and links for the advancement of education, research, and social work practice in Ethiopia and Africa.

Memorandum of Agreement

Addis Ababa University and the University of Illinois at Chicago signed a Memorandum of Agreement that establishes an official relationship between the two universities for 5 years. AAU sent two administrators to UIC for a short-term visit in August 2004. All expenses were paid by AAU. These included Mohammed Seid, Finance & Procurement Officer and Lecturer Department of Management and Public Administration, and Ms. Alganesh Ayele, Finance Manager, Department of Finance at AAU. The purpose of their visit was to meet with UIC administrators and staff in Purchasing and Materials Management, and identify potential university partners for additional collaborative projects between UIC and AAU. On the UIC side, there is interest in the College of Education and the College of Urban Planning and Public Affairs. Additional grant proposals for partnership projects between UIC and AAU, involving social work and other disciplines, are in process.

Graduate Curriculum in Social Work

Project SWEEP lays the groundwork for developing Ethiopia’s educational capacity to address its extremely pressing social problems through preparing a professional social work workforce. The program’s curriculum is designed to prepare professional social workers to manage community-based services and develop new programs focused on the reduction of widespread poverty through counseling for people infected with HIV/AIDS, support for orphaned and abandoned children, community development and so on. Thus, inherent in Project SWEEP is its focus on developing Ethiopia’s educational capacity by preparing a professionally trained, social work workforce to address its extremely pressing social problems. The mission statement for the graduate program in social work was developed by the AAU-UIC Planning Committee during a strategic planning process in March 2003. The mission focuses on poverty reduction and the needs of underserved and vulnerable communities.

The mission of the social work school is to educate professional social workers, develop knowledge and provide leadership in the development and implementation of social policies and programs designed to deal with poverty reduction and underserved and vulnerable communities.

In March 2004, the curriculum developed by the AAU-UIC Planning Team was subjected to internal review by AAU officials, including Dean Abye and Dr. Seyoum Gebreselassie, and external reviews by United Nations Development Programme (UNDP) staff persons and international social work educators (Dr. Rosemary Sarri, and Dr. John Morrison). Dr. Alice Johnson reviewed the proposed curriculum in view of the *Global Standards for Social Work Education and Training*, recently approved by the International Association of Schools of Social Work (IASSW) and the International Federation of Social Workers (IFSW). Changes to the curriculum included 1) adding a management course, 2) consolidating the criminal justice content, 3) adding a course in social mobilization which will focus on food security and refugee resettlement, and 4) adding a third semester of field education. The thesis requirement was changed to focus on applied research (program evaluation, evaluation of practice, group research projects, etc.).



Dr. Alice Johnson Butterfield pre-screening applications in Registrar's office at AAU

The curriculum as approved by the AAU Faculty Senate on April 15, 2004 is as follows:

- SSWA 601 & SSWA 602 Integrated Social Work Methods (2-2 credits)
- SSWA 611 Social Problems and Community Health (2 credits)
- SSWA 621 Management & Leadership (2 credits)
- SSWA 631 Social Policy and Ethics (2 credits)
- SSWA 642 Research Methods (2 credits)
- SSWA 652 Practice with Children and Families (2 credits)
- SSWA 661 Advanced Counseling Skills (2 credits)
- SSWA 622 Criminal Justice (2 credits)
- SSWA 671 Community Practice and Capacity Building (2 credits)
- SSWA 672 Social Mobilization: Food Security and Refugee Resettlement (2 credits)
- SSWA 681 MSW Thesis Project (2 credits)
- SSWA 690 / SSWA 691 / SSWA 692 Fieldwork Practice (2-2-2 credits)

Educational Innovations at AAU

The graduate degree in social work features a new and different admissions process. The usual application includes: 1) information about the applicant, 2) three letters of reference (these are spaces for people to write a short paragraph about the applicant and sign it), 3) information about whether the applicant is NGO-sponsored, self-sponsored, or government-sponsored, 4) bank statement, 5) GPA, and 6) exam. In addition, the graduate program in social work requires a Personal Statement and a Resume. The process of admission includes a point system in two parts: 1) Pre-screening using the Personal Statement and other applicant information, and 2) blind review of the exams by the AAU-UIC faculty team.

To assure that disadvantaged groups were represented among students in the MSW program, applicants selected for admission include the following groups: a) women, b) those working in public welfare (penal system, refugee

resettlement, food security, etc.), c) NGOs working in rural areas, d) persons with disabilities, and e) persons with capability and interest to further their education at the Ph.D. level so as to prepare for roles as social work faculty in Ethiopia. Eight out of 9 women who applied for admission were admitted to graduate study in 2004. One blind student and 3 students with sight disorders are enrolled. Most of the 39 students have histories of employment in the NGO sector in Ethiopia. Some are sponsored by NGOs and continue working there. Others left their jobs to enroll full-time in the graduate program, but many continue part-time or do consulting work with community-based organizations, and will likely be employed in leadership positions in such programs after the completion of the degree. Admission requirements were broadened to include the BA degree in social and/or health sciences or other disciplines, with weight given to work experience in NGOs or public welfare organizations.



Social work students at AAU



Mogus Tafesse, MSW student, presents material in Dr. Johnson Butterfield's class

Another new policy that was developed for admissions to the graduate program was a week-long orientation and student assessment program. This orientation program included: 1) The privileged process of learning, 2) student and faculty expectations, 3) personal methods of organization, and 4) preferred modes of assessing student learning. No other schools or colleges at AAU include an intensive student orientation. The week ended with individual learning papers submitted by students and assignment of students to faculty advisors. Faculty participants included: Dean Abye, and Professors Melese Getu, James Rollin, and Alice Johnson.

The third innovation in teaching is the use of interactive teaching methods in the classroom. Methods include working in groups, role plays, simulations, community projects, group exercises, guest speakers, etc. These pedagogical methods are different from the usual didactic lecture and exam format typical of teaching at AAU.

The graduate program in social work has also introduced a new model of teaching at Addis Ababa University. The new teaching model has three unique components:

- Each course in the first year of study at the School of Social Work is taught for one month (4 courses X 1 month = 15 weeks of the semester). This intensive, adult-learning approach allows students to focus in-depth on the content of one course at a time. Classes are scheduled from 9:00 a.m.—3:00 p.m. for four days a week. This format means that students have much more contact with professors than the usual 2-3 hours a week for 15-16 weeks of the semester. The format also allows faculty from outside of Ethiopia to teach a complete course over a 3-4 week period. This is important because international teaching support is necessary for the next few years until qualified Ethiopian MSW and PhD social work faculty are in place.
- Within the month-long structure of each MSW course, one week is allotted for a Special Seminar. International Seminars have been provided by social work educators and practitioners from the USA, England, and Israel. In each special seminar, faculty paid their expenses to travel to Ethiopia and provided the workshop at no charge. Special International Seminars included:
 - **Dorothy Faller, MSW**, Faller International Training LLC, Cleveland, Ohio. Organizational Management, September 27-Oct 5, 2004. Linked with SSWA601 Integrated Practice Methods I.

- **Prof. Ralph Brody**, Cleveland State University, Cleveland, Ohio. Seminar in Management, October 18-22, 2004. Linked with course SSWA 621 Management & Leadership.
- **Prof. Ariella Fridman** and **Dr. Miriam Golan**, University of Tel-Aviv, Israel. Seminar on Psychology of Women and Gender, December 6-10, 2004. Linked with SSWA 611 Social Problems & Community Health.
- **Prof. Lena Dominelli**, University of Southampton, England. Seminar on Social Policy & Ethics, January 10-14, 2005. Linked with SSWA 631 Social Policy & Ethics.
- **Prof. Shimon Peress**, Tel-Aviv University, Israel. Seminar on Evaluation Research, May 16-20, 2005. Linked with SSWA 642 Research Methods.
- **Asst. Prof. Gurid Aga Askeland**, Diakonhjemmet College, Norway. Seminar on Reflexive Research Methods, May 9-13, 2005. Linked with SSWA 642 Research Methods.
- **Senior Lecturer Greta Bradley**, The University of Hull School of Nursing, Social Work and Applied Health Studies, England. Seminar on Reflexive Research Methods, May 9-13, 2005. Linked with SSWA 642 Research Methods.

Serendipities and Unexpected Outcomes

Dean of Social Work

In just 2 years, Ethiopia has gone from a country *without* an educational program in social work to a country *with a School of Social Work* led by a dean who is also the President of the International Association of Schools of Social Work (IASSW). President Andreas appointed Abye Tasse, Dean of the Institut du Développement Social (IDS) in France, as the new Dean of Social Work at AAU. Abye's migration back to his native country to assume the deanship is quite remarkable. He fled Ethiopia at 16 and was in a Sudanese refugee camp for 2 years, then went to Egypt and finally, to France where he got a scholarship to study political science. In need of a job to help support himself, his introduction to social work began as a youth worker in a poor community. He eventually went on to obtain his master's degree and doctorate, and served at all levels of the university—from lecturer to dean of one of the top three schools in France. Abye is a leader in international social work. He chairs the Katherine Kendall Award, an award given to an international social work educator by the IASSW and the International Federation of Social Workers (IFSW). He was elected President IASSW in October 2004 in Adelaide, Australia. Abye has also been appointed Academic Vice President of External Affairs and International Relations at AAU.



Dean Abye Tasse and students at the School of Social Work

Establishing a Resource Library in Social Work

Project SWEEP coordinated two book drives for social work and social science books and sets of journals. In Book Drive #1, we collected approximately 340 books and 10 sets of complete journals valued at over \$17,000. Many publishers donated books, including Haworth Press, Inc. which donated \$1000 of new books. Ethiopian North American Health Professionals Association (ENAPHA), a voluntary nonprofit organization based in Detroit, Michigan, shipped these books and journals free-of-charge to AAU. The shipment arrived in August 2003. Book Drive II has resulted in 1500 books and sets of journals valued at \$18,959.

Book Drive Donations

- Allyn Bacon & Longman, Publishers
- Council on Social Work Education (CSWE)
- Faller International Training, LLC
- Great Lakes Addictions Technology Transfer Center
- Haworth Press, Inc.
- Jane Addams College of Social Work
- Lyceum Books, Inc.
- Midwest AIDS Training and Education Center
- National Association of Social Workers (NASW)
- Sage Publications, Inc.
- Thompson Learning, Inc.
- William H. Butterfield & Associates, Inc.



MSW students viewing social work books and journals

International Foundation for Education and Self Help: Teachers for Africa Program



Dr. James Rollin, TFA volunteer

An unexpected outcome has been the development of a collaborative relationship with the International Foundation for Education and Self-Help (IFESH). IFESH operates a USAID-funded program called Teachers for Africa (TFA) in Ethiopia and other African countries. In an effort to look for resources for sustaining the new social work program at AAU—particularly, teaching faculty in the short-term until Ethiopian social work MSW and PhD faculty are in place—an Internet search discovered the TFA program. Alice Johnson made contact with Dr. Julie Sullivan, Executive Director of IFESH in Phoenix, Arizona, and went to meet with her. Dean Abye and Alice Johnson met with IFESH staff in Addis Ababa. The outcome of these discussions was extremely important in supporting AAU's capacity to mount its new MSW degree. IFESH recruited Dr. James Rollin, previously an Assistant Professor at the Jane Addams College of Social Work. Dr.

Rollin signed a contract with IFESH and was appointed an Assistant Professor at AAU for 2004-2005 and 2005-2006. Dr. Rollin teaches several classes and organizes the Field Education component, including outreach to agencies, supervision, and placement of students.

Linking the Nongovernmental Sector in Ethiopia to Addis Ababa University

Project SWEEP was instrumental in bringing about a university-community partnership between Addis Ababa University and CRDA, a nonsectarian umbrella organization of approximately 300 nongovernmental organizations (NGOs). As a collaborating partner in Project SWEEP, CRDA was involved throughout the grant process. Through discussion over the course of a year, a formal Memorandum of Understanding formalizing collaboration activities was signed between AAU's School of Social Work and CRDA. Real and potential areas of collaboration include 1) participation in an Advisory Committee, 2) guest lectures and co-teaching as part of a Dialogue Teaching Model, 3) recruitment of potential students, 4) Continuing Education and Training, and 5) Field Placements. Future work also includes developing joint research projects between the School of Social Work and an international nonprofit agency, African AIDS Initiative International (AAII).

Challenges and Lessons Learned

A Graduate School of Social Work at Addis Ababa University

Previously, Addis Ababa University's 5-year strategic plan called for the development of a Master's Degree (MA). At that time, however, university officials recognized that, without international assistance, there was not the capacity to develop a graduate social work program. Project SWEEP was the catalyst necessary to move faculty and university processes forward to this development.

The original proposal submitted to the Association Liaison Office for University Cooperation in Development (ALO) was to start the new graduate degree within an existing department in the College of Social Sciences. However, in the second year of Project SWEEP, the Ethiopian government appointed a new President and Academic Vice President (AVP) at AAU. The new AVP pointed out the difficulty of "grafting" a graduate degree in social work into the Department of Sociology and Social Anthropology (SOSA). His view was that SOSA faculty did not have expertise in social work. In addition, the Department was already crowded with students, and to add a third discipline at the graduate level would be confusing.



AAU's new School of Social Work

The solution to this problem was that the new graduate degree in social work would be established in a new School of Social Work. With this change of auspices for the new program, university officials fully supported the UIC/AAU partnership. By the start of classes in fall 2004, the School of Social Work occupied offices and a large teaching classroom on the 3rd floor of a new building on the Addis Ababa University's main campus. This includes 7 offices with computers and office equipment, and large classroom space. The building also houses the Social Work Library.

In particular, Project SWEEP began to work directly with AAU's President Andreas Eshete', the UNESCO Chair for Human Rights and Democracy. Involving the President of AAU in the partnership was a major reason why Project SWEEP was so very successful. President Andreas championed the development of the new School of Social Work. He noted a great need for social work in the areas of affirmative action, women, persons from disadvantaged regions, and the urgent need for counseling for students from rural regions in their transition to urban, college life. His concerns also center on the severe need for counseling services, including the prisoners (e.g., there are people in prison whose sentences are completed, but there is no one to help get them released). There is also a great need for social workers in maternal and child health, and in mental health (e.g., there is only one mental health hospital in the country and no counselors). Social workers are also needed in programs on the rights of women and children, including areas that intersect law and social work. Other important areas include micro-enterprise, rural development, and strengthening of civil society institutions. President Andreas has



Women's rights and human rights mural on Bole Road, Addis Ababa

consistently affirmed the importance of the profession to all regions of Ethiopia, and has discussed the importance of replicating Project SWEEP at other regional colleges and universities.

Designing the Curriculum and Obtaining University Approvals

Project SWEEP faced a significant challenge in designing a comprehensive social work graduate program—one that addressed the country’s development needs and met international standards for social work education—while meeting the credit requirements for graduate programs at AAU. In order to accommodate the curriculum recommendations made by internal and external reviewers, it was impossible to keep the number of credit hours at 27 credits over a 2 year period. In an effort to put forth a curriculum that was strong and conceptually sound, the credit hours per course were reduced to 2 credits instead of 3. At the same time, the plan to offer advanced content equal to more hours per week than what is required of 2 credit courses was retained. This allowed the flexibility to offer more rigorous and comprehensive course content. When Dean Abye and Alice Johnson met with Professor Endeshaw, the Associate Vice President for Academic Programs and Research, they found that graduate degree programs at AAU could range from 24 credits to 30 credits. There are also some graduate programs at AAU that do not have a thesis requirement, so modifying the traditional thesis was not a problem.

None of the Planning Team members had known about these exceptions to the rules. (The original AAU Planning Team at the Department level consisted of only 3 faculty—one assistant professor and two retired professors). In reflection, Project SWEEP began at the “grassroots” level of the university. Only later, with the infusion of Dean Abye’s leadership, administrative skills and commitment, as well as the full support of President Andreas, and the wisdom of Professor Endeshaw, the “barriers” that the team struggled against were really not barriers at all. The lesson is that it is important to include faculty as well as university administration in development projects. Once Project SWEEP began to work with the administrative level of AAU—that is, at the Dean, Vice President, and Presidential levels—all necessary details of opening a school and a new graduate program moved very quickly.

Sustainability

By the end of Project SWEEP in July 2005, Addis Ababa University had hired one additional faculty member. Dr. Melese Getu was relieved of his duties as Associate Dean of the College of Social Sciences, and was appointed Associate Dean of the School of Social Work. The School is included in budget requests for ongoing funding from the Ministry of Education. Proposals for ongoing support are in process. In particular, the UIC-AAU team is working on a proposal for a doctoral program in social work at AAU. If funded, this project would build the sustainability of the new program by assuring that Ethiopian professors in social work are in place for the long term. The University of Illinois at Chicago (UIC) has collaborated with the Council of International Programs USA (CIPUSA), the Addis Ababa University (AAU), and the African AIDS Initiative International, Inc. (AAII) in the establishment of the Community Work and Life Center at AAU. The program's objective is to strengthen the workforce in Ethiopia through workforce preparation and life skills development. Collaboration with Linking Lives, a new NGO establishing social work programs at the Black Lion Hospital, is in process.

Cost Effectiveness of Higher Education Development

Project SWEEP was funded by a grant of \$99,914 from the Association Liaison Office for University Cooperation in Development (ALO/USAID). Cost share contributions of time, resources, and money were documented at \$141,978. Faculty salaries were not paid for teaching or program development. The University of Illinois at Chicago contributed a cost share of 22.8% and took no overhead for grant management and administration.

These amounts, however, do not begin to tell the real story of how much the success of Project SWEEP depended on voluntary time and effort.



Yonas Mulatu and Anna Hovde discuss logistics

Project SWEEP—the catalyst that began graduate social work education in Ethiopia for the first time in history—is really a story about good will and vision. Project SWEEP depended on the good will of many people. In Ethiopia and the U.S., students, faculty, and social work practitioners freely gave days and months of their time and talents. In addition, people from all over the world—England, Norway, France, Israel, the United States, and Ethiopia—caught the vision of Ethiopia’s first-ever master’s degree in social work. They came to Ethiopia to teach and provide special seminars during the first year of courses.

There are also many unsung heroes that made Project SWEEP successful. Volunteers such as Yonas Mulatu, an employee of an NGO in Ethiopia, provided endless hours of volunteer time in arranging logistics for team visits. Anna Hovde, an American social worker, provided excellent networking support for several team visits to Ethiopia. AAU and UIC faculty worked in planning, research, and teaching—in many cases taking holiday time for their trips to Ethiopia. Training workshops for the NGO community were provided at no cost by visiting faculty.



Lemlem Tekuye, Exec. Director of Love for Children Organization & Dorothy Faller

Christian Relief & Development Association (CRDA) organized and advertised these workshops and sponsored them free-of-charge. NGO leaders readily attended Advisory Group meetings, opened their organizations to student interns, and supervised their work. Dr. Rosemary Sarri and Dr. John Morrison provided expert advice through their external review of the proposal social work curriculum. Through Teachers for Africa, James Rollin spent 10 months of volunteer time as an Assistant Professor in the new graduate program at AAU. The list could go on and on. It is simply impossible to account for the dollar value of everyone’s participation.

Project SWEEP was truly a collaborative partnership. More was accomplished than planned. The “seed money” of ALO/USAID funds accomplished the goals set out in the original project. Now, lies the task ahead—securing continued funding to build on the success of Project SWEEP for higher education development in Ethiopia.

Conclusion

The most significant accomplishment is the decision by AAU officials to develop the new graduate program as a new *School of Social Work*, rather than as a department-based program as was originally planned in the grant proposal to ALO/USAID.

The UIC-AAU partnership has been extremely successful. Remarks on Addis Ababa University’s web page by President Andreas Eshete’ herald the new program as a major educational development. The *Social Work Education in Ethiopia Partnership* is now working to expand its collaborative projects to include curriculum development with other academic units.

Most importantly, the profession of social work has re-started in Ethiopia from its foundation more than 30 years ago as a bachelor’s program. In June 2006, the first class of Ethiopian



Village girls selling handicrafts

social workers will graduate from Addis Ababa University with a Masters in Social Work. The future work of professional social workers—in areas such as poverty reduction, HIV/AIDS prevention, community development, child welfare, management, family planning, gender issues and so on—promises to make a real difference in the lives of the children and adult citizens of Ethiopia.

Quantitative Data

			Grant Period (October 1, 2003 – June 30, 2005)
1.	New institutional programs and curricula	A Masters in Social Work (MSW) was started as a School of Social Work at Addis Ababa University. The program's curriculum is designed to prepare professional social workers to work in community-based services and develop new programs focused on the reduction of widespread poverty, child and maternal health, HIV/AIDS, support for orphaned and abandoned children, community development, etc. Classes began in September 2004.	1
2.	Number of male and female host country nationals trained through partnership activities	There are 39 students in the graduate program in social work at Addis Ababa University. Seven are women and 32 are men. These students have completed the first full year of courses (8 courses and 1 month block field placement).	Females: 71 Males: 288 Total: 369
3.	Number of new activities initiated in the area of workforce development	Inherent in Project SWEEP is its focus on developing Ethiopia's educational capacity by preparing professionally trained, graduate social workers. This is a new workforce development area since Ethiopia has never had a graduate program in social work.	1
4.	Number of faculty members and students from the U.S. institution involved in partnership activities	Five faculty (Johnson, Linsk, Rollin, Bonecutter, Petras, & Zelalem) participated in project management, planning, and teaching at AAU. Dean Hairston and Chancellor Manning were involved in the exchange visits of AAU faculty to UIC. Two UIC doctoral students (one from Public Health and one from Social Work) and 1 master's student contributed time.	11
5.	Value of new contributions (cash or in-kind) leveraged by the partnership for its activities beyond what was anticipated in the original proposal	Value of books and transportation for Book Drive I & II. Contributed time by doctoral students, trainers, & teaching faculty. Reception costs at UIC. Travel expenses of \$3600 by UIC.	\$46,248
6.	Number of formal links established with other host country or US institutions beyond those anticipated in the original proposal	International Foundation for Education and Self Help (IFESH) through Teachers for Africa Program; Memorandum of Agreement between UIC and AAU; Memorandum of Agreement between AAU and CRDA	3
7.	Number of other host country institutions that have benefited from the partnership's activities through staff training, participation in workshops, personnel exchange, etc.	Thirty-nine graduate social work students spent 1 month in field placements with NGO and government agencies in Addis Ababa, Awasa, Wolliso, and other outlying regions in Ethiopia. Five NGO workshops (8 days) by U.S. faculty.	150
8.	Number of times that host country partners engaged in their government's policy dialogue.	Project SWEEP Planning Committee met with Ministry of Education and Ministry of Capacity Building.	2