



From the Editor

Journal:	Professional Development: The International Journal of Continuing Social Work Education
Article Title:	From the Editor
Author(s):	Noel Landuyt
Volume and Issue Number:	<i>Vol.15 No.2</i>
Manuscript ID:	<i>152003</i>
Page Number:	<i>3</i>
Year:	<i>2012</i>

Professional Development: The International Journal of Continuing Social Work Education is a refereed journal concerned with publishing scholarly and relevant articles on continuing education, professional development, and training in the field of social welfare. The aims of the journal are to advance the science of professional development and continuing social work education, to foster understanding among educators, practitioners, and researchers, and to promote discussion that represents a broad spectrum of interests in the field. The opinions expressed in this journal are solely those of the contributors and do not necessarily reflect the policy positions of The University of Texas at Austin's School of Social Work or its Center for Social and Behavioral Research.

Professional Development: The International Journal of Continuing Social Work Education is published two times a year (Spring and Winter) by the Center for Social and Behavioral Research at 1923 San Jacinto, D3500 Austin, TX 78712. Our website at www.profdevjournal.org contains additional information regarding submission of publications and subscriptions.

Copyright © by The University of Texas at Austin's School of Social Work's Center for Social and Behavioral Research. All rights reserved. Printed in the U.S.A.

ISSN: 1097-4911

URL: www.profdevjournal.org

Email: www.profdevjournal.org/contact

From the Editor

This issue, Volume 15 Number 2, of the journal contains various topics that enhance the understanding of the role of continuing education in Social Work and the critical importance professional development plays in advancing the field. The study by Carter, Wilson and Wilson explored the use of face-to-face and online group participation of individuals with Asperger Syndrome. Followed by, the question of “Does the training methods matter?” was investigated by Sar, Antle and Bledsoe and used a pre/post comparison design. Furthering the understanding of providing services to individuals with a dual diagnosis using an evidence-informed outpatient treatment intervention was the focus of an article by Glasow and Carter.

Adding to the international and cultural understanding literature, Sossou and Adedoyin qualitatively studied problems and parental challenges for African refugee parents. On the academic front, the nature of peer mentoring of faculty for socialization and implications of cultural change was a paper produced by Karam, Bowland, Rowan, Washington, Perry, and Collins-Camargo and Archuleta. Finally, the outcomes for children in the State of Missouri in foster care and the relationship to permanency outcomes and caseworker visits is described by Staysa and Kelly.

In future volumes, articles will be introduced that address issues targeted to the growing need to understand and effectively lead our human service organizations. Specifically, the dialogue will investigate the application of critical management processes from business and industry to human and social services. The management processes include employee engagement, measurement of client and customer satisfaction, and the need to tie organizational objectives, priorities, and return on investment to these processes.

For decades, managers intuitively knew that good employee morale was essential to a highly productive workplace. The idea that happy and

engaged employees contributed to the bottom line was assumed, but at times, questioned because of a lack of related metrics to support the anecdotal claims. Good leaders knew that the human capital component of all organizations (both public and private), when harnessed appropriately, was the cornerstone in creating innovation, driving processes, motivating the individual and the team, and producing successful industries.

The government and the public sector are different, but those employee engagement practices are not limited solely to emerging engagement challenges found in the business sector. Business employee engagement methods can be used for all existing organizational process challenges. Yet, the true and underlying challenge is to move our organizations into an understanding and a cultural expectation where we recognize and act on the potential our workforce has within it. To do so, organizations through transparency and transformational leadership must measure engagement, encourage engagement, and put processes in place to sustain engagement. As the late crusader for organizational quality Edwards Deming would proclaim, organizations must, “Drive out fear” to unleash the human capital potential through employee engagement. This is a true in business as it is in human and social service organizations.

Noel Landuyt, PhD
Managing Editor
The University of Texas at Austin