

**CONSORTIUM ON LAW AND VALUES  
CONSORTIUM SCHOLAR FINAL REPORT**

**“Diversity of Expertise, Social Diversity, and Commitment:  
A Comparison of Five Teams at a Care Organization.”**

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PhD Program, major in social work, minor in gerontology

**Project Summary**

In a three-paper dissertation format, this study examines five types of teams in a care organization that combines multiple levels of care. The dissertation study looked at the impact of diversity of expertise (paper 1), social diversity (paper 2), and commitment factors (paper 3) in team environments in the context in which health and social care professionals participate together to serve older adults at a large urban care organization. This qualitative ethnographic study draws on 44 interviews, observations of 62 meetings, and a 5-year immersion in the setting. Broadly, the study is situated in the scholarship that examines the medical / non-medical divide, silo mindset, teams as action arms of care efforts, and the fit of social work in an interdisciplinary environment. Findings show that in the absence of direct organizational input into team design, diversity uptake, and rewards as perpetuated by pay inequity and high turnover, teams are left to self-organize, to cope with diversity ad-hoc, and commit based on intrinsic values rather than those stemming from team membership. The study draws on and contributes to organizational theories of team design, diversity theories, and the social work literature.

**Financial summary**

Item	Amount
Stipend	\$4,999.00
Transcription software Gearplayer	\$183.51
Qualitative Analysis Software NVivo	\$150.00 (student license for two years, 2016 & 17)
Conference travel (Gerontological Society of America Annual Conference in New Orleans, Louisiana)	\$745.17 Hotel accommodation \$482.75 Airfare
Ground transport	\$40.00 to Minneapolis airport (11/16) \$43.20 to New Orleans hotel (11/16) \$50.00 to San Francisco hotel (7/17) \$42.55 to Minneapolis home (7/17) and \$5 in addition in cash tip money \$180.75 Total for ground transport
Per diem of \$64.00 for four days (Meals and Incidental Expense rates obtained from <a href="https://www.gsa.gov/portal/category/100120">https://www.gsa.gov/portal/category/100120</a> )	\$256.00
Total	6997.18

## **Results**

Four studies emerging from my dissertation are fully drafted. I am working on minor revisions as suggested by my committee. A background paper was published in 2016 in the journal *Gerontology and Geriatrics Education*.

## *Presentations*

I presented a background poster at two conferences in the Fall of 2016: the Gerontological Society of America, and the Council on Social Work Education. In addition, I presented at the 21<sup>st</sup> World Congress of Gerontology and Geriatrics in July 2017, in San Francisco, California.

The abstract for the background paper / poster was published as part of the conference proceedings and in the conference programs.

## **Future project plans**

I successfully defended my dissertation in June 2016. I am working on minor revisions as suggested by my committee. The same data I collected for my dissertation can be drawn on for additional studies surrounding my dissertation topic. I plan to pursue my dataset for future publications, in addition to those that are currently fully drafted and awaiting submission to the journals, pending the minor revisions on which I am working.