

**DARLYNE BAILEY, Ph.D.**  
**Dean and Professor**  
**Special Assistant to the President for Community Partnerships**  
**Bryn Mawr College**  
**Graduate School of Social Work and Social Research**  
**Curriculum Vitae**  
**July 2011**

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Bryn Mawr, PA 19010

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**EDUCATION**

1988	Doctor of Philosophy in Organizational Behavior Weatherhead School of Management Case Western Reserve University Cleveland, OH
1981	Certificate of Psychoanalytic Psychotherapy Lenox Hill Hospital Program New York City, NY
1976	Master of Science in Psychiatric Social Work Columbia University New York City, NY
1974	Bachelor of Arts in Psychology and Secondary Education Certification Lafayette College Easton, PA

**Certification**

1987-Present	Licensed Independent Social Worker, #I3659, OH
1982-Present	Marriage and Family Counselor, #F100786, NJ
1978-Present	National Academy of Certified Social Workers

## **PROFESSIONAL EXPERIENCE**

### **Administrative and Academic Experience**

August 2009- Present	Dean and Professor Special Assistant to the President for Community Partnerships Bryn Mawr College Graduate School of Social Work and Social Research
September 2008- July 2009 (50% Time)	Assistant to the President University of Minnesota  Professor Work and Human Resource Education College of Education and Human Development University of Minnesota  Professor School of Social Work College of Education and Human Development University of Minnesota
2006- September 2008	Dean and Assistant to the President College of Education and Human Development University of Minnesota Twin Cities, MN  Campbell Leadership Chair in Education and Human Development College of Education and Human Development University of Minnesota  Professor School of Social Work College of Education and Human Development University of Minnesota  Professor Work and Human Resource Education College of Education and Human Development University of Minnesota
2003-January to July	Acting President Teachers College, Columbia University New York, NY

2002-2006 Vice President for Academic Affairs and Dean of the College  
Professor of Organizational Psychology and Education  
Department of Organization and Leadership  
Teachers College, Columbia University

2002-2006 Adjunct Professor of Social Work  
Columbia University School of Social Work  
New York, NY

1998-2002 Dean and Professor  
Mandel School of Applied Social Sciences  
Case Western Reserve University  
Cleveland, OH

Professor  
Department of Organizational Behavior  
Weatherhead School of Management  
Case Western Reserve University

1994-1998 Dean and Associate Professor  
Mandel School of Applied Social Sciences  
Case Western Reserve University

Associate Professor  
Department of Organizational Behavior  
Weatherhead School of Management  
Case Western Reserve University

1994-2002 Chair of Governing Secretariat  
Mandel Center for Nonprofit Organizations  
Case Western Reserve University

1991-2002 Research Faculty Associate  
Center for Urban Poverty and Social Change  
Mandel School of Applied Social Sciences  
Case Western Reserve University

1988-1994 Assistant Professor  
Mandel School of Applied Social Sciences  
Case Western Reserve University

Assistant Professor  
Weatherhead School of Management  
Department of Organizational Behavioral  
Case Western Reserve University

Chair, Committee on Students (1989-1994)  
Member, International Committee (1989-1994, Chair 1993-1994)  
Member, Curriculum Committee (1989-1992)  
Member, Steering Committee (1988-1993, 1994-2002)

Program Faculty  
Mandel Center for Nonprofit Organizations  
Case Western Reserve University

1986-1987	Instructor Department of Organizational Behavior Weatherhead School of Management Case Western Reserve University
1984 (summer)	Instructor Cuyahoga Community College, Metropolitan Campus Cleveland, OH
1982-1983	Social Work Field Instructor New York University School of Social Work New York City, NY
1981-1982	Social Work Field Instructor Ramapo College Mahwah, NJ

### **Administrative and Clinical Experience**

1980-1983	Director of Emergency-Access Services Community Mental Health Organization, Inc. Englewood, NJ
1976-1980	Coordinator of Specialized Treatment Groups Essex County Guidance Center East Orange, NJ

## **HONORS (selected)**

### **Professional**

- 1996-present                      Various College and University Commencement Addresses.
- Radio and public television appearances regarding challenges and opportunities facing education, social services, and organizational leaders
- 1997                                      Salzburg Seminar Fellow  
    “Non-Governmental Organizations: Leadership and Civil Society”  
    Salzburg, Austria
- 1994                                      George Washington Kidd Award for Distinguished Professional Achievement  
    Lafayette College  
    Easton, PA
- 1993-1996                              W. K. Kellogg National Fellowship Program  
    Group XIII, W. K. Kellogg Foundation  
    Battle Creek, MI
- 1991-1994                              Doctoral Fellows Advisory Committee  
    Indiana University Center on Philanthropy  
    Indianapolis, IN
- 1992                                      Outstanding Teacher Award  
    Mandel School of Applied Social Sciences  
    Case Western Reserve University  
    Cleveland, OH
- 1988-1989                              Visiting Research Scholar  
    University of Virginia  
    The Darden Graduate School of Business Administration  
    Charlottesville, VA
- 1986-1987                              Institute for Educational Leadership  
    Educational Policy Fellowship Program  
    Ohio Chapter

## Civic

2000	“Rainmaker” in Education – Endowment and Research Funding <u>Northern Ohio Live</u> Cleveland, OH
1997	Citizen of the Day Smythe Cramer Company Cleveland, OH Women of Influence <u>Crain’s Cleveland Business</u> Cleveland, OH
	“Gems” of Greater Cleveland Award The Junior League of Cleveland, Inc. Cleveland, OH
1996-1997	Leadership Cleveland Cleveland, OH

## **FUNDED RESEARCH AND DEMONSTRATION PROJECTS**

2007-2009

Principal Investigator, “University Northside Partnerships.” Funded by the University of Minnesota (\$105,000).

Developed and worked with a team of university and community leaders to identify and begin to address issues and build upon assets in the neighborhoods on the north side of Minneapolis, MN, utilizing a participatory action research (PAR) methodology.

2003-2006

Principal Investigator, “Teachers College Education Partnership Zone.” Funded by a major donor (\$1,500,000).

Initiated and oversaw collaboration among the College, corporate, not-for-profit and faith-based organizations to address the educational needs of elementary school children, their teachers, and families in Harlem, NY.

2003-2004

Co-Principal Investigator, “National Academy for Excellent Teaching.” Funded by Lilo and Gerard Leeds (\$10,800,000).

Worked with a faculty team to design and begin to implement professional development activities for high school teachers in low-income communities throughout New York City.

1999-2001

Principal Investigator, "Community Asset and Capacity Development – TANF Study." Funded by the Federation for Community Planning and the Board of County Commissioners (\$110,000).

Designed and implemented a collaborative to assist Cuyahoga County in working with low-income families who will lose cash assistance when TANF ("Temporary Aid to Needy Families") time limits have been reached.

1998-1999

Principal Investigator, "St. Jerome Computer Learning Center Evaluation." Funded by the Center on Urban Poverty and Social Change, Mandel School of Applied Social Sciences (\$10,000).

Designed and implemented the evaluation of a community-based computer learning center using participatory action research methodology.

1996-2001

Principal Investigator, "MSASS Assessment Initiative." Funded by The Cleveland Foundation (\$99,700).

Worked with Mandel School of Applied Social Sciences Assessment Committee and faculty to continue developing and implementing an abilities-based School-wide curricular and organizational change process.

1995-1996

Principal Investigator, "MSASS Assessment Initiative." Funded by The Codrington Foundation (\$25,000).

Created Mandel School of Applied Social Sciences Assessment Committee to initiate process of developing and implementing an abilities-based school-wide educational curriculum process.

1993-1997

Principal Investigator and Project Evaluation Director, Cleveland, OH's "Central Vision" federal initiative for public housing. Funded by the U.S. Department of Housing and Urban Development. (\$450,000).

Designed and conducted evaluation process of the HOPE VI grant awarded to the Cuyahoga Metropolitan Housing Authority using participatory action research.

1992-1993

Principal Investigator, "The Strategy and Structure of National Nonprofit Organizations." Funded by Aspen Institute (\$50,000).

Designed and administered a national survey of nonprofit associations in the arts, health, religion, education, and social service domains to develop a typology of organizational structures and strategies.

1991-1997

Consortium Evaluation Director, Cleveland, OH's "Healthy Family/Healthy Start" federal initiative for decreasing mortality rates for high-risk infants. Funded by the U. S. Department of Health and Human Services. (\$415,000).

Designed and conducted evaluation model of city-wide and neighborhood-specific consortia using participatory action research; provided technical assistance for consortia development and leadership.

1991-1994

Principal Investigator, "Nord Family Foundation Family Agencies' Management Assistance Project." Funded by The Nord Family Foundation (\$41,690).

Designed and conducted impact evaluation of organizational development projects of five family service agencies in OH, CO, and SC.

1991-1992

Principal Investigator, "Development of Effective Interorganizational Linkages: A Study of the Relationship between Hirlau's Home for Irrecoverables and Nonprofit Organizations." Funded by the Mandel Center Scholars Program (\$3,000).

Designed an ethnographic study of the creation and maintenance of a collaborative venture among non-governmental agencies representing five countries working with a government-run home in Romania.

Principal Investigator, "Shaker Square Gardens Project." Funded by the Shaker Heights Board of Education (\$8,000).

Designed and analyzed interviews of landlords, residents, and community leaders in an inner city apartment complex where the children attend suburban schools.

1990-1991

Principal Investigator, "Towards a Model for the Management of Diversity in the American Workplace: An Initial Exploration." Funded by Research Initiation Grants, Case Western Reserve University (\$4,950).

Developed and implemented a model for the effective management of workplace diversity in a large governmental agency.

Principal Investigator, "The Evolution of Two Not-for-Profit Associations." Funded by the Mandel Center Scholars Program (\$3,000).

Conducted an ethnographic exploration of one local and one international social service association to improve structural and management relations between member organizations and their central offices.

## **PUBLICATIONS**

### **Books**

Bailey, D., Koney, K.M., McNish, M.E., Powers, R., & Uhly, K. (2008). Sustaining Our Spirits: Women Leaders Thriving for Today and Tomorrow. Washington, DC: NASW Press.

Perlmutter, F., Bailey, D., & Netting, E. (2001). Managing human resources in the human services. New York, NY: Oxford University Press.

Bailey, D., & Koney, K. M. (2000). Strategic alliances among health and human services organizations: From affiliations to consolidations. Thousand Oaks, CA: Sage Publications.

### **Refereed Journal Articles**

Aronoff, N.L. & Bailey, D. (2005). Partnered practice: Building on our small group tradition. Social Work with Groups, 28(3), 23-29.

Perlmutter, F., Netting, E., & Bailey, D. (2001). Managerial tensions: Personal insecurity vs. professional responsibility. Administration in Social Work, 25(1), 1-16.

Chatterjee, P., Bailey, D. & Aronoff, N. (2001). Adolescence and old age in twelve communities. The Journal of Sociology and Social Welfare, 28(4), 121-159.

Gingerich, W. J., Kaye, K. M., & Bailey, D. (1999) Assessing quality in social work education: Focus on diversity. Assessment & Evaluation in Higher Education, 24(2), 117-129.

Bailey, D., & Koney, K. M. (1996). Interorganizational community-based collaboratives: A strategic response to shape the social work agenda. Social Work, 41(6), 602-611.

Young, D. R., Bania, N., & Bailey, D. (1996). Structure and accountability: A study of national nonprofit associations. Nonprofit Management and Leadership, 6(4), 347-365.

Bailey, D., Wolfe, D. M., & Wolfe, C. (1996). The contextual impact of social support across race and gender: Implications for African-American women in the workplace. Journal of Black Studies, 26(2), 287-307.

Bailey, D., & Koney, K. M. (1995). Community-based consortia: One model for creation and development. Journal of Community Practice: Organizing, Planning, Development, and Change, 2(1), 21-42.

Bailey, D., & Koney, K. M. (1995). An integrative framework for the evaluation of community-based consortia. Evaluation and Program Planning, 18(3), 245-252.

Bailey, D., Wolfe, D. M., & Wolfe, C. (1994). With a little help from our friends: Social support as a source of well-being and of coping with stress. Journal of Sociology and Social Welfare, 21(2), 127-152.

Bailey, D., & Grochau, K. E. (1993). Aligning leadership needs to the organizational stage of development: Applying management theory to nonprofit organizations. Administration in Social Work, 17(1), 23-47.

Bailey, D., Hèon, F., & Steingard, D. (1993). Postmodern international de-velopment: Intervelopment and global interbeing. Journal of Organizational Change Management, 6(3), 43-63.

Chatterjee, P., & Bailey, D. (1993). False empowerment: Lessons from three sociological autopsies of community action. Case Analysis, 3(2), 113-131.

Bailey, D. (1992). Organizational change in a public school system: The synergism of two approaches. Social Work in Education, 14(2), 94-105.

Bailey, D. (1992). The strategic restructuring of nonprofit associations: An exploratory study. Nonprofit Management and Leadership, 3(1), 65-80.

Bailey, D. (1992). Using participatory action research in community consortia development and evaluation: Lessons from the beginning of a story. The American Sociologist, 23(4), 71-82.

Bailey, D., & Chatterjee, P. (1992). Organization development and community development: True soulmates or uneasy bedfellows? Journal of Sociology and Social Welfare, 19(2), 17-21.

Bailey, D., & Neilsen, E. H. (1992). Creating a bureau-adhocracy: Integrating standardized and innovative services in a professional work group. Human Relations, 45(7), 687-710.

Wilson, D. C., & Bailey, D. (1990). Organizational correlates of citizens' participation association effectiveness. Urban Education, 25(1), 175-194.

Bailey, D., & Neilsen, E. H. (1987). Life scripts as sources of reward for women executive directors. AFFILIA, 2(4), 46-55.

### **Book Chapters**

Bailey, D. (2010). Following the call. In Vakalahi, H., & Peebles-Wilkins, W. (Eds.) Women of Color on the Rise: Leadership and administration in social work education and the academy (pp.39-56). New York, NY: Columbia University Press.

Bailey, D. (2009). Pioneering the college of the future: Building as we walk. In Hesselbein, F. (Ed.) The Organization of the Future 2 (pp. 228-241). San Francisco, CA: Jossey-Bass.

Bailey, D. & Aronoff, N. (2009). Thinking group in collaboration and community building: An interprofessional model. In C. S. Cohen, M. Phillips & M. Hanson (Eds.) Think Group: Strength and diversity in social work with groups (pp. 21-29). New York, NY: Routledge.

Bailey, D. & Uhly, K. (2008). Leadership. In Mizrahi, T. & Davis, L. (Eds.) Encyclopedia of Social Work, 20<sup>th</sup> Edition, v3 (pp. 62-67). New York, NY: Oxford University Press and NASW.

Bailey, D. (2006). Leading from the spirit. In Hesselbein, F. & Goldsmith, M. (Eds.) The Leader of the Future 2: Visions, strategies, and practices for a new era (pp. 297-302). San Francisco, CA: Jossey-Bass.

Bailey, D. & Dunlap, K. (2006). Designing and sustaining effective organizational teams. In R. L. Edwards & J. A. Yankey (Eds.), Effectively Managing Nonprofit Organizations (pp. 195-213). Silver Spring, MD: NASW Press.

Bailey, D. & Aronoff, N. (2004). The integration of multicultural competency and organizational practice in social work education: Recommendations for the future. In L. Gutierrez, M. Zuniga & D. Lum (Eds.) Education for Multicultural Social Work Practice: Critical viewpoints and future directions (pp.135-144). Alexandria, VA: CSWE Press.

Aronoff, N. & Bailey, D. (2003). Social work practice guidelines in an interprofessional world: Honoring new ties that bind. In A. Rosen & E. Proctor (Eds.). Developing practice guidelines for social work interventions: Issues, methods, and research agenda (pp. 253-267). New York, NY: Columbia University Press.

Bailey, D. (1998). Designing and sustaining meaningful organizational teams. In R. L. Edwards, J. A. Yankey, & M. Altpeter (Eds.), Skills for Effective Management of Nonprofit Organizations (pp. 185-199). Washington, DC: NASW Press.

Bailey, D. (1997). Contributed to nine chapters in J. V. Gallos, V. J. Ramsey, & Associates. Teaching Diversity: Listening to the soul, speaking from the heart. San Francisco, CA: Jossey-Bass.

Bailey, D. (1997). The power of dialogue: Celebrating the praxis of teaching and research. In P. Frost & R. Andre (Eds.), Researchers Hooked on Teaching (pp. 301-312). Thousand Oaks, CA: Sage.

Bailey, D., & Koney, K. M. (1997). Interorganizational community-based collaboratives: A strategic response to shape the social work agenda. In P. L. Ewalt, E. M. Freeman, S. A. Kirk, & D. L. Poole (Eds.), Social Policy: Reform, Research and Practice (pp. 72-83). Washington, DC: NASW Press.

Bailey, D. (1995). Management: Diverse workplaces. In R. L. Edwards (Ed.), Encyclopedia of Social Work, 19<sup>th</sup> ed. (pp. 1659-1663). Silver Spring, MD: NASW Press.

Chatterjee, P., & Bailey, D. (1995). Flow charting the feasibility of TQM. In B. Gummer & P. McCallion (Eds.), Total Quality Management in the Social Services: Theory and practice (pp. 182-208). Albany, NY: Professional Development Program of Rockefeller College.

Chatterjee, P., & Bailey, D. (1993). Ideologies and structure of nonprofit organizations. In P. Chatterjee & A. J. Abramovitz (Eds.), Structure of Nonprofit Management: Casebook (pp. 3-26). Lanham, MD: University Press of America.

Bailey, D. (1991). Designing and sustaining effective organizational teams. In R. L. Edwards & J. A. Yankey (Eds.), Skills for Effective Human Services Management (pp. 142-154). Silver Spring, MD: NASW Press.

## **Refereed Conference Proceedings and Other Publications**

Bailey, D. (2011). Planned change: Partnering in the age of paradox. Philadelphia Social Innovations Journal, 7. (<http://www.philasocialinnovations.org>).

Bailey, D., Koney, K.M., Uhly, K., Bediako, T., Bruin, M., Hetler, J., Kivnick, H., McDowell, A., Milon, B., Propes, B., Zulu-Gillespie, M. (2009). The alignment of leadership development and participatory action research (PAR): One process and product from the University Northside Partnership. Minneapolis, MN. The University Northside Partnership and University of Minnesota, Urban Research and Outreach/Engagement Center in the Office for System Academic Administration. (<http://www.unpmn.org>).

Bailey, D. & Dinerman, M. (2008). Gender, the media, and the presidential candidates (Guest editorial). Affilia: Journal of women and social work, 23(3), 209.

Bailey, D. (Ed.). (1996). White Paper on Social Work Education—Today and Tomorrow. Report from 1995 Midwest Deans and Directors Leadership Retreat at the Mandel School of Applied Social Sciences. Cleveland, OH: Mandel School of Applied Social Sciences.

Bailey, D. (1994). Organizational empowerment: From self to interbeing. In L. Gutiérrez and P. Nurius (Eds.), Education and Research for Empowerment Practices. The Center for Policy and Practice Research Monograph No. 7, pp. 37-42. Seattle, WA: University of Washington School of Social Work.

Bailey, D., Koney, K. M., et. al. (1993-1997). Healthy Family/Healthy Start Consortium Evaluation: Five annual project development & improvement summary reports. Cleveland, OH.

Bailey, D., & Minor, T. (1993). Social service action plan: Interim report for Cuyahoga Metropolitan Housing Authority. Cleveland, OH.

Bailey, D., & Koney, K. M. (1992). Developing community-based consortia: An integrative framework for health social work professionals. Center for Urban Poverty and Social Change Working Paper Series, No. WP-92-05.

Chatterjee, P., & Bailey, D. (1992). Ideologies of work, management, and organizational structure in social services: An exploratory thesis. Association of Management Conference Proceedings, 10(1), pp. 19-28.

Bailey, D. (1991). The evolution of the structure of nonprofit associations. Mandel Center Scholars' Discussion Paper Series, No. SS10.

Bailey, D. (1991). The strategic restructuring of nonprofit associations. Independent Sector Spring Research Forum Conference Proceedings, pp. 337-351.

Bailey, D., Grochau, K. E., & Speltz, N. (1990). Merger of technologies: Applying management concepts to nonprofit organizations. Midwest Division Academy of Management Conference Proceedings, pp. 233-241.

Bailey, D. (1987). Career development in the 1980s. Training manual for 9-to-5 National Association of Working Women. Cleveland, OH.

**DISSERTATION COMMITTEES (organized by college and completed within years noted))**

Graduate School of Social Work and Social Research, Bryn Mawr College – 2009-present

- One doctoral committee membership
- One doctoral committee Director of Work (as of 2010)

College of Education and Human Development, University of Minnesota – 2006-2009

“What does it mean to be a good neighbor? Considering the relationship between community engagement and empowerment in rural East Africa” (Masters thesis)

“Shifting Strategic Paradigms: A study assessing the determinants of possessing a global mindset in a United States based diversified transnational corporation”

Teachers College, Columbia University – 2005

“The Use of Participatory Action Research to Create New Educational Practices for Homeless and Highly Mobile Students”

Mandel School of Applied Social Sciences, Case Western Reserve University - 1994-2000

“Interorganizational Restructuring in Nonprofit Human Service Agencies”

“Welfare to Work Transition with Public Housing Residents: Applications of the Transtheoretical Model”

“Design and Development of a Constructivist Teaching Innovation, Grounded Discussion”

“The Impact of Role Behavior on Meeting Effectiveness and Perceived Satisfaction”

“Empowerment in Habitat for Humanity Housing: Individual and Organizational Dynamics” (Committee Chair 1993-1994)

Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University – 1989-2001

“Birthing New Worlds through Exceptional Responses to Challenging Circumstances”

“Scholar activist kaleidoscopic turns researching lived experience in expressive space and learning from the heart”

“Interorganizational Restructuring in Nonprofit Human Service Agencies”

“Forming and Reforming Gender Identity: The Experiences of Transwomen Living between or Beyond the Binary”

“Unacknowledged Primacy of Affect in the Workplace: The Emotional Dynamics of Feelings in Organizational Creation, Change, and Renewal through Integrated Performance Systems”

“Learning through Engaging: Engaging through Learning: Towards a Contextualist, Relational Approach to Adult Learning about Diversity”

“Organizing for Liberating: Post Colonial Possibilities from the Wilgespruit Fellowship Centre, South Africa 1948-1995”

“A Framework for Valuing: Affirmative Interaction in Small Groups”

“Constructing Unitary Reality: An Appreciative Inquiry”

“Understanding Organizational Action as the Enactment of Moral Vision: The Case of Habitat for Humanity”  
“Bridging Differences and Learning through Conversation”  
“Building Relationships through Humor”  
“Making a Partnership of Ourselves: Initiating Innovative Organic Development in Community”  
“Co-Construction of Social Reality: ICA’s Strategic Planning with Native Americans for Community Development”  
“The Effect of Race and Gender on the Formation of Mentoring Relationships for Black Professional Women”  
“Making It in the Black Music Industry: A Study of Career Development and Social Support among African-American Managers and Entrepreneurs”  
“The Hero’s Adventure: The Overseas Experience of Expatriate Business People”  
“Dialectical Perspectives on Organizational Learning”  
“Cognitive Complexity and Time Perspective in Hybrid Organizations”  
“Towards an Understanding of the Self-Confidence Label”  
“Women in Management: Competence and Career Development”

College of Arts & Sciences, Case Western Reserve University – 1993-1995

“Unity in Diversity? The Federation of Women’s Clubs and the Middle Class in Cleveland, Ohio, 1902-1962”  
Department of History, College of Arts and Sciences, Case Western Reserve University  
“Birth Control Policy, Practice and Prohibition in the 1930’s: Maternal Health Association of Cleveland, Ohio.”  
Department of History, College of Arts and Sciences, Case Western Reserve University

## **SELECTED PROFESSIONAL PRESENTATIONS**

2011

Panel Chair: “Financing Gender Equity.” International Development Ethics Association Conference, Bryn Mawr, PA.

Co-Presenter: “Organizational Behavior in the Nonprofit Setting.” Organizational Behavior Teaching Conference, Milwaukee, WI.

Co-Presenter: “The Art of Cross-Generational Leadership: A Challenge for the 21<sup>st</sup> Century Organization.” The Network for Social Work Managers: Management Institute, Baltimore, MD.

2010

Keynote Presentation: “Planned Change: Partnering in the Age of Paradox.” United Way of Southeastern Pennsylvania Strategic Partnerships Conference, Philadelphia, PA

Presenter: “Essential Elements for Effective Leaders: A Cross-Generational Exploration.” East Coast Conference on Aging, Philadelphia Corporation on Aging, Philadelphia, PA.

Keynote Presentation: “Celebrating Social Work Month: “Education and Application for Leading into the Future.” Public Health Management Corporation, Philadelphia, PA.

2009

Forum Moderator: The Investment in America Forum “The New Economy: Building the Workforce of the Future”, United States Military Academy at West Point, NY.2008.

2008

Presenter: “Building Community Partnerships so All Students have a Post-High School Plan.” Panel presentation at the Public Education Network’s 25<sup>th</sup> Annual Conference, San Francisco, CA.

Keynote Speaker: “The Spirit of Leadership: The Time is Now.” Presented as part of the Institute for Advanced Studies “Thursdays at Four Series”, University of Minnesota, Minneapolis, MN.

Co-Presenter: “Answering the Call to Help Hurricane Katrina Survivors: from Experience to Model-Building.” Co-presenter at Council on social Work Education Annual Program Meeting, Philadelphia, PA.

Presenter: “Rethinking Urban Education.” Panel presentation at Committee on Inter-Institutional Cooperation Music Education Conference, University of Minnesota, Minneapolis, MN.

Opening Speaker: “From the Inside Out: The Spirit of Women Leaders.” Opening address presented at the St. Paul Branch of American Association of University Women (AAUW) Opening Day Program, St. Paul, MN.

Keynote Speaker: “For the Sake of the Child, for the Good of the World: Three Lessons from the Curriculum of Community Today to Prepare our Children as the Leaders of Tomorrow.” Keynote address presented at the Military Child Education Coalition 2008 Annual Conference, Grapevine, TX.

Presenter: “Future Directions for the Scholarship of Management Teaching.” Symposium panel presentation at the Organizational Behavior Teaching Conference, Wellesley, MA.

Co-Presenter: “Revenge of the Right Brainers.” Great Conversations co-presentation with Daniel Pink, University of Minnesota, Minneapolis, MN.

Keynote Speaker: “Spanning the Boundary Between the College and the Community.” Keynote address presented at the University of Johannesburg Teacher Development Conference: Recentering the Teacher, Johannesburg, South Africa.

Invitational Speaker: “Re-Centering through Multidisciplinarity: Re-Connecting Higher Education with the Real World. Public lecture presented at the University of Johannesburg Teacher Development Conference: Recentering the Teacher, Johannesburg, South Africa.

2007

Keynote Speaker: “Dis-Covering” Connections for Lifelong Learning: Lessons from Our Planet, A New College, and the Power of Dialogue.” Keynote address presented at the National Community Education Associational National Conference, Minneapolis, MN.

Presenter: “Building Bridges: Institutional Restructuring for Multidisciplinary Collaboration in Social Work Education.” Panel presentation at the Council on Social Work Education Annual Program Meeting, San Francisco, CA.

Keynote Speaker: “The Power of Dialogue in Leading with Spirit.” Keynote address presented at the Geneva Bolton Johnson Leadership Forum, Women’s Leadership Institute, Mount Mary College, Milwaukee, WI.

Opening Speaker: “Leading from the Inside Out: The Transformative Power of Women Leaders.” Opening address presented at the Minneapolis Branch of American Association of University Women (AAUW) Opening Day Program, Minneapolis, MN.

Keynote Speaker: “A Call to Action for Another World: The Power of Multidisciplinary and Multicultural Higher Education.” Keynote address presented at St. Olaf College’s Conference on Globalization and Social Responsibility: Another World Is Possible, St. Olaf College, MN.

Panel Presenter: “Being the First and Trying to Make Certain I’m Not the Last.” Women in Academia: Challenges and Joys at the Graduate Women in Science Conference, Minneapolis, MN.

Keynote Speaker: Keynote address presented at the Multicultural Celebration of Achievement for Multicultural Graduates for the Multicultural Center for Academic Excellence, University of Minnesota, MN.

Keynote Speaker: “Many Identities, One Humanity: The Power of Dialogue in Multidisciplinary and Multicultural Education.” Keynote address presented at the Givens Children’s Literature Symposium, University of Minnesota, MN.

Plenary Session: “Spirituality in Leadership.” Plenary address presented at the Texas Health Institute Conference, Austin, TX.

2006

Presenter: “Leading from the Spirit,” Presentation at 2006 Executive Leadership Institute Meeting, Tuscon, AZ.

2005

Keynote Speaker: “Leaving the Sunless Caves to Climb the Sunlit Mountains: Lessons from the Journey of One Transdisciplinary.” Keynote address presented at the University of Scranton’s OBTC 2005 Teaching the Whole Person conference, University of Scranton, Scranton, PA.

Keynote Speaker: “Transdisciplinarity: Awakening the Mind to Hear the Calling Heart.” Keynote address presented at the Purdue University Women’s Studies Symposium, Purdue University, West Lafayette, IN.

2004

Keynote Speaker: “Women in Higher Education: Lessons Learned Along the Way.” Keynote address presented at the Council of Lafayette Women Conference: Women’s Voices on Home, Health, and Careers, Lafayette College, Easton, PA.

2002

Keynote Speaker: “Thinking Group in Collaboration and Community Building: An Interprofessional Model.” Sumner Gill Memorial Plenary Lecture – 24<sup>th</sup> Annual International Symposium on Social Work with Groups, New York, NY.

2001

Co-Presenter: “Interprofessional small groups: Building on tradition.” Co-presented with N. Aronoff at the 23<sup>rd</sup> Annual International Symposium on Social Work with Groups, Akron, OH.

Keynote Speaker: “Developing strategic partnerships between schools of social work and communities.” Keynote address presented at the retirement of David Epperson, Dean, School of Social Work, University of Pittsburgh, Pittsburgh, PA.

Keynote Speaker: “With Arms Wide Open.” Speech given for The Cleveland Chapter of the National Association of Women Business Owners, Annual Awards & Installation Dinner, Cleveland, OH.

Presenter: “Strategic Alliances for NGOs”; “Defining Excellence in Leadership.” Nicaraguan Development Center, Inc., Managua, Nicaragua.

Presenter: “Leading and Managing Organizational Change.” CAMLS, Executive Education Program, Cleveland, OH.

Presenter: “Relying on Alliances: Weaving the Net for Child Well-Being.” University of Vermont, Burlington, VT.

Presenter: “Transition & Facilitating Change.” Parish Priests Executive Education Program, Cleveland, OH.

2000

Presenter: “Managing the Dynamics of Organizational Change.” Volunteers of America, Executive Education Program, Cleveland, OH.

Presenter: “Building Community Relationships.” There are No Limits to Caring: Volunteers of America 2000 National Conference, Orlando, FL.

Presenter: “Honoring New Ties that Bind: Social Work in an Interprofessional World.” Developing Practice Guidelines for Social Work Interventions: Issues, Methods, and Research Agenda. George Warren Brown School of Social Work, Washington University, St. Louis, MO.

Invited Call-in Presenter: “Strategic Alliances: Enhancing Your Effectiveness.” Learning Institute, Nonprofit Leadership and Management Series, Satellite Videoconference, University of Wisconsin, Extension, Madison, WI.

Invited Call-in Presenter: “Strategic Alliances: Extending Your Reach.” Learning Institute, Nonprofit Leadership and Management Series, Satellite Videoconference, University of Wisconsin, Extension, Madison, WI.

Presenter: “Facilitating Organizational Change: Identifying Content and Process for Effective Leadership.” Volunteers of America Executive Education Program, Cleveland, OH.

Presenter: “Principles of True Dialogue: Questing to Re-Inspire the Leader Within.” Dayton Hudson Foundation, Minneapolis, MN.

1999

Presenter: “Organizational Practice: How Does Cultural Competency Apply?” 45<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, San Francisco, CA.

Presenter: “Building Strategic Alliances within the Nonprofit Sector: Lessons from a National Survey.” 45<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, San Francisco, CA.

Presenter: “The Integration of Multicultural Competency and Organizational Practice in Social Work Education: Recommendations for the Future.” University of Michigan, Ann Arbor, MI.

Workshop Presenter: “A Peak into the Spirit of Leadership.” National Association of Social Workers, Ohio Chapter, Region III, Cleveland, OH.

Panel Presenter: “Marketing Strategies – Getting the Message Out.” National Association of Deans and Directors, Sante Fe, NM.

Panel Presenter: “Transforming Social Work Agencies in an Era of Crisis and Change.” Columbia University Centennial Celebration of the Social Work Profession, New York, NY.

Keynote Speaker: “Leadership with Spirit!” Management Administration Opening Session, National Conference, Catholic Charities USA, Atlanta, GA.

Panel Moderator: “Our Diverse Community: Volunteers, Participants, and Staff, Their Strengths, Interests, and Needs.” Retired and Senior Volunteer Program of Greater Cleveland, Inc., Cleveland, OH.

1998

Presenter: “Organizational Transformation: Moving from Scientific Management to Organizational Spirituality.” Common Ground: The Cindy Nord Center for Renewal, Lorain County, OH.

Panel Presenter: “Is There a Role for Participatory Action Research in the MSW Curriculum? Results from a Survey of Accredited MSW Programs.” 44<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Session Chairperson: “Collaborative Interorganizational Coalitions.” Community Organization and Social Administration Symposium, 44<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Keynote Speaker: “The Journey of Being and Becoming a Leader.” Lafayette College Leadership Institute, Easton, PA.

1997

Presenter: “Ecology of New Organizational Leadership: Moving from Eggplants to Earthworms.” International Organizational Behavior Teaching Conference, Cape Town, South Africa.

Presenter: “Fostering Dialogue and Rootedness in a Multi-Ethnic Organization and Classroom.” International Organizational Behavior Teaching Conference, Cape Town, South Africa.

Panel Presenter: “Trends in Graduate Social Work Education.” Princeton Association of Northern Ohio, Cleveland, OH.

Panel Presenter: “Challenges to Affirmative Action in Student Admissions: Action Implications for Management Education and Academy.” Academy of Management Annual Meeting, Boston, MA.

Presenter: “The Nexus of Dialogue and Lateral Thinking: Critical Components in the Social Construction of a Global Community.” 24<sup>th</sup> Annual Organizational Behavior Teaching Conference, Cleveland, OH.

Panel Presenter: “The Powerful Union of Respect and Dialogue: Steps Toward the Eradication of Prejudice and Bigotry.” Special Forum conducted by the National Conference, Cleveland, OH.

Presenter: “The Creation and Leadership of Strategic Alliances and Collaboratives.” Health Care Executive Education Series, Health Systems Management Center, Weatherhead School of Management, Cleveland, OH.

Panel Presenter: “A Conversation with Women in Leadership Positions: How Did We Get Here?” 43<sup>rd</sup> Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

Panel Presenter: “Riding with the Winds of Change: Making the Contract with America Work for Us.” 43<sup>rd</sup> Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

Presenter: “Feminist Participatory Research: Dialogue, Critical Reflection and Social Change.” 43<sup>rd</sup> Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

1996

Presenter: “Interorganizational Collaboration: A Strategic Response to Devolution.” Case Western Reserve University/Mandel School of Applied Social Sciences Media Fellowship, Cleveland, OH.

Presenter: “Learning through Community-School Partnerships: Lessons from Two Stories.” 23<sup>rd</sup> Annual Organizational Behavior Teaching Conference, Keene, NH.

Presenter: “Women and Social Change: Participatory Management and Social Policy.” National Association of Social Workers, Annual National Conference, Cleveland, OH.

Presenter: “Interorganizational Collaboration.” Cleveland International Program, Management Training Program, Cleveland, OH.

Presenter: “A Dialogue with the Man: Paulo Freire.” The Neighborhood Forum of Neighborhood Centers Association, Cleveland, OH.

Presenter: “From Community Collaborations to Public Policy: Lessons from Two Stories in Process.” 42<sup>nd</sup> Annual Program Meeting of the Council on Social Work Education, Washington, DC.

1995

Presenter: “How I Learned to Stop Worrying, Begin Fundraising, and Love My Development Staff.” National Association of Deans and Directors Annual Meeting, San Antonio, TX.

Presenter: “Social Science Research for Today & Tomorrow: A Participatory Approach.” West Shore Unitarian Church, Rocky River, OH.

Invitational Speaker: “Healthy Family/Healthy Start: Integrating Paradigms for Partnerships in Service Delivery and Research.” 40<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Atlanta, GA.

1994

Invitational Speaker: “Being and Becoming a Dean: Lessons Learned.” Spotlight on Women Lecture Series, Case Western Reserve University, Cleveland, OH.

1993

Keynote Speaker: “Organizational Empowerment from Self to Interbeing.” Education and Research for Empowerment Practice: A Working Conference, Seattle, WA.

Invitational Speaker: “Empowerment through the Praxis of Dialogue.” Empowering Our Community: Healing from Within, Urafiki Program, Ursuline College, Pepper Pike, OH.

Panel Presenter: “The People Puzzle.” Joint venture of Cleveland Children’s Museum and National Conference of Christians and Jews, Cleveland, OH. Teleconference through WVIZ (public television) with 15 sites in Cleveland and eight cities across the US.

Presenter: “Lessons from Using Participatory Research in Community-Based Consortia Development and Evaluation.” 88<sup>th</sup> Annual Meeting of the American Sociological Association, Miami Beach, FL.

Presenter: “Organizational Science and International Development: Wait! Whose ‘Development’ Are We Talking About?” 5<sup>th</sup> Annual International Academy of Business Disciplines Conference, New Orleans, LA.

Presenter: “Organizing Community-Based Consortia and Evaluating Their Effectiveness.” Public Health Social Work Institute, University of Pittsburgh, Pittsburgh, PA.

1992

Presenter: “Ideologies of Work, Management, and Organizational Structure in Social Services: An Exploratory Thesis.” Association of Management National Conference, Las Vegas, NV.

Invitational Speaker: “A Dialogue about International Connections.” Meeting of the District Tribal Chiefs of Southern Ghana, Accra, Ghana.

Presenter: “Building and Evaluating Community-Based Coalitions: Working with the Healthy Start Initiative.” 120<sup>th</sup> Annual American Public Health Association National Conference, Washington, DC.

Presenter: “Webster Goes to Hollywood: A Comparison of Traditional Approaches to Teaching Organizational Theory with an OT Course Built around Films.” 19<sup>th</sup> Annual Organizational Behavior Teaching Conference, Calgary, Alberta, Canada.

1991

Panel Presenter: “The Strategic Restructuring of Nonprofit Associations: An Exploratory Study.” Independent Sector Spring Research Forum, National Conference, Cleveland, OH.

Conference Steering Committee Member and Panel Moderator: “Diversity in the Workplace.” CWRU and A World of Difference “Faces of Diversity” Conference, Cleveland, OH.

Presenter: “Working with Management Students in Pluralistic Environments.” 18<sup>th</sup> Annual Organizational Behavior Teaching Conference, Bellingham, WA.

1990

Presenter: “Association Structure and Governance: Research Strategies.” Mandel Center for Nonprofit Organizations Research Colloquium, Cleveland, OH.

Invitational Speaker: “Ethical Dilemmas in Human Services Marketing.” National Association of Social Workers, Annual National Conference, Boston, MA.

Presenter: “A Profile of the Structure and Governance of Nonprofit Associations.” National Association of Social Workers, Annual National Conference, Boston, MA.

Presenter: “Aligning Leadership Needs to the Organizational Stage of Development.” National Association of Social Workers, Annual National Conference, Boston, MA.

Institute Presenter: “The Use of Empowerment in an Organizational Change Process: From Top-down to Bottom-up.” National Association of Social Workers, Ohio Chapter State Conference, Cleveland, OH.

Presenter: “What’s Wrong with this Picture or How Do Changes in Consumer Needs Affect Issues of Organizational Leadership and Governance?” Nonprofit Management Association, National Conference, Cleveland, OH.

Panel Presenter: “Intergenerational Policy Issues.” Federation for Community Planning, Annual Institute, Cleveland, OH.

1989

Presenter: “Matching the Development Needs of the Organization, the Director, and Board of Trustees: A Working Model.” Mandel Center for Nonprofit Organizations Research Colloquium, Cleveland, OH., and National Association of Social Workers, Ohio Chapter State Conference, Dayton, OH.

1988

Panel Organizer and Moderator: “The Dimensions of Organizational Change in Three Domains of the Nonprofit Sector.” Institute for Educational Leadership, Cleveland, OH.

## **SELECTED GOVERNMENTAL, PROFESSIONAL, AND ACADEMIC CONSULTATIONS**

2008

Trainer, “The Spirit Runs Through It: Spirituality as the Connective Tissue of Leadership.” Ascent Fellows Program, Dartmouth, NH.

1997-2003

Trainer, Volunteers of America, multiple sites, USA. 1999

Trainer, Cuyahoga County Department of Human Services, Senior and Adult Services, Cleveland, OH.

1997-1998

Trainer, Catholic Charities USA, Advanced Leadership Institute, Tampa, FL.

1995-1998

Management Expert Panelist, Aspen Systems Corporation, National Head Start Management Training Project, Rockville, MD.

1995-1997

Consultant, Laurel School Administrative Team, Shaker Heights, OH.

1995-1996

Consultant, Cleveland Rape Crisis Center, Cleveland, OH.

1994-1995

Consultant, Old Stone Church, Cleveland, OH.

1993

Board Trainer, Free Medical Clinic of Greater Cleveland, Cleveland, OH.

Trainer, Cuyahoga County Department of Human Services, Senior and Adult Services, Cleveland, OH.

Trainer, Lutheran Chaplaincy Service, Cleveland, OH.

Trainer, Federation for Community Planning, Western Reserve Area, Cleveland, OH.

Trainer, Agency on Aging, Community Roundtable, Cleveland, OH.

1992-1994

Consultant, Ghana Association of Private Voluntary Organizations in Development, Accra, Ghana.

1991-1994

Social Services Planner, Cuyahoga Metropolitan Housing Authority, Cleveland, OH.

1990-1991

Consultant, KPMG Peat Marwick, Chicago, IL.

1989-1990

Organizational Specialist, Cuyahoga Plan, Cleveland, OH.

1988-1990

Organizational Development Specialist, Shaker Heights School District, Shaker Heights, OH.

Trainer, Ohio Family and Children Services Executive Training Institute, Cleveland, OH.

1988

Consultant, Ohio Department of Human Services, Family, Children and Adult Services, Columbus, OH.

Trainer, Nathan Hale Intermediate School, Cleveland, OH.

Trainer, Veterans Administration Medical Center, Marion, IN.

1986-1989

Trainer, Federation of Catholic Community Services, Cleveland, OH.

1986-1987

Trainer, 9-to-5 National Association of Working Women, Cleveland, OH.

1985-1988

Organizational Development Specialist, Mid-Atlantic Regional Medical Education Center, Veterans Administration, Brecksville, OH

## **PROFESSIONAL AND COMMUNITY SERVICE**

2011-present

Advisory Board, The Agnes Irwin School Center for the Advancement of Girls, Rosemont, PA

2010-present

Board of Directors, National Human Services Assembly, Washington, DC

2010-present

Board of Directors, Maternity Care Coalition, Philadelphia, PA

2009-present

Board of Directors, Stoneleigh Center, Philadelphia, PA

2008-present

Board of Directors, Givens' Foundation for African American Literature, Minneapolis, MN.

2006-present

Board of Governors, Leader to Leader Institute, New York, NY.

2005-present

Editorial Board, *Affilia Journal of Women and Social Work*, SAGE Publications

2007-2009

College & Career Advisory Board, ACHIEVE! Minneapolis, MN.

Board of Directors, Pillsbury United Communities, Minneapolis, MN.

Steering Committee, Growth & Justice: Rethinking Public Education for the State of MN, Minneapolis, MN.

2006-2008

Co-Chair, The National Study Group on Supplementary Education, New York, NY.

2005-2008

Associate Editor, *Encyclopedia of Social Work*, 20<sup>th</sup> Edition, National Association of Social Workers and Oxford University Press.

2005-2006

Board of Directors, Chair of Audit Committee, Learning Matters, Inc., New York, NY.

2004-2006

Board of Directors, Lorraine Monroe Leadership Institute, New York, NY.

2004-2005

Invited member, Council of Lafayette Women, Lafayette College, Easton, PA.

2003-2006

Editorial Advisory Board, Peabody Journal of Education, Vanderbilt University, Nashville, TN.

Executive Board of the New York State Network for Women Leaders in Higher Education.

2001-Present

Editorial Board, Association for Community Organization and Social Administration.

2001-2003

Appointed Member, The Bond Accountability Commission of the Cleveland Municipal School District, Cleveland, OH.

2001-2002

Advisory Committee, Women's Community Foundation, Cleveland, OH.

2001

Invited Member, United Way, Children and Family Planning Subgroup of the Community Vision Leadership Council, Cleveland, OH.

1999-2002

Elected Coordinator of the Midwest Alliance of Social Work Deans and Directors.

1999-2002

Invited Member, Community Outreach Committee, Ursuline College, Pepper Pike, OH.

Invited Member, Community Advisor, Junior League of Cleveland, Cleveland, OH.

1998-2001

Editorial Board, The Journal of Social Work Research and Evaluation: An International Publication.

Editorial Board, Social Work, The National Association of Social Workers, Washington, DC.

1997-2002

Board of Trustees, Lafayette College, Easton, PA.

Board of Advisors, National Committee for Educating Students to Influence State Policy and Legislation, Richmond, VA.

Fund Distribution Panelist, United Way Services, Cleveland, OH.

Member, Advisory Council, Transitional Housing, Cleveland, OH.

1997-2001

National Board of Directors, Council on Social Work Education (Graduate Dean).

Member, National Association of Social Work Deans and Directors (Nominating Committee 1997-1999).

1996-2002

Member, Leadership Council, YMCA of Greater Cleveland, Cleveland, OH.

1996-1998

Consulting Editor, Social Work, The National Association of Social Workers, Washington, DC.

Advisory Board, Have a Heart, Save a Heart, Cleveland, OH.

1996-1997 & 1998-2002

Community Advisor, The Junior League of Cleveland, Inc. Cleveland, OH.

1995-2002

Reviewer, Journal of Community Practice

Board of Trustees, National Conference, Cleveland, OH.

Invited Member, Lafayette College, Board Subcommittee on Educational Policy, Easton, PA.

1995-1999

Invited Member, Board of Trustees, Federation for Community Planning, Cleveland, OH.

1995-1998

Invited Member, Centennial Alumni/ae Planning Advisory Committee, Columbia University School of Social Work, New York, NY.

1993-1997

National Board, Organizational Behavior Teaching Society (Co-Chair 1994-1997).

1993

Review Panelist, The Commission on National and Community Service, President Clinton's Summer of Service Program, Washington, DC.

1992-1996

Invited Member, Philanthropy and Volunteerism Advisory Committee, Kellogg Foundation, Battle Creek, MI.

Invited Member, Action Research Committee, National Association of Women & Foundations/Corporate Philanthropy, New York, NY.

1992-1995

Board of Trustees, Tiffin University, Tiffin, OH.

Invited Member, NASW Book Review Committee, NASW Press, Washington, DC.

1992-1994

Invited Member, NASW Committee on Inquiry, Ohio Chapter, Columbus, OH.

Manuscript Reviewer, Case Research Journal, Division of Organizational Behavior

Invited Member, People Puzzle Advisory Committee and Chair, Symposium Committee, joint venture between National Conference of Christians and Jews and Cleveland Children's Museum, Cleveland, OH.

1991-1997

Invited Member, Executive Council and Administrative Management Group, Healthy Family/Healthy Start, Cleveland, OH.

1991-1994

Board of Trustees, Neighborhood Centers Association, Cleveland, OH.

1989-2002

Manuscript Reviewer, Journal of Applied Social Sciences

1989-1990

Invited Member, Organization Review Process Advisory Committee, Federation of Catholic Community Services, Cleveland, OH.

1988-1990

Chair, Management and Governance Task Force and Member, Human Resources Development Committee, Neighborhood Centers Association, Cleveland, OH.

1988

Bright Young Futures Advisory Committee, Cleveland YWCA, Cleveland, OH.

1984-1995

Executive Committee of the Board of Trustees, Heights Youth Center, Inc., Cleveland Heights, OH.

## **PROFESSIONAL AFFILIATIONS**

2009-Present

National Association of Deans and Directors, Co-chair International Task Force

2002-2009

American Educational Research Association

2001-2009

Association for the Advancement of Social Work Group

1994-2002

National Association of Social Work Deans and Directors

National Network for Social Work Managers

1993-Present

Council on Social Work Education

Association for Community Organization and Social Administration

1992-1995

American Public Health Association

1991-Present

Organizational Behavior Teaching Society (Board Co-Chair 1994-1997)

1988-Present

NTL Institute for Applied Behavioral Science

1987-Present

Academy of Management

1982-Present

American Orthopsychiatric Association, Inc. (Fellow 1987-Present)

1975-Present

National Association of Social Workers