

# KAREN M. SOWERS

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## EDUCATION:

**Ph.D. in Social Work**, Florida State University; Specialization Area: Research methodologies for the evaluation of social work practice. April 1986.

**M.S.W.**, Florida State University, 1977

**B.A.**, (Sociology), University of Central Florida, 1974.

## EMPLOYMENT:

- 8/97 - present      **Dean and Professor** (with tenure), College of Social Work, University of Tennessee, Knoxville
- 8/94 - 8/97      **Director**, School of Social Work, Florida International University, North Miami, FL
- 8/91 - 8/97      **Associate Professor**,(with tenure), Department of Social Work, Florida International University, Miami, Florida. **Baccalaureate Program Director** (8/86-8/94)
- 8/86 - 8/91      **Assistant Professor**, Department of Social Work, Florida International University, Miami, Florida. **Baccalaureate Program Director**
- 12/85 - 6/86      **Clinical Social Worker**, The Regional Multidisciplinary Assessment and Consulting Center, Florida State University; Social Work Unit Supervisor, field instructor for graduate social work interns; psycho-social assessments, diagnostic evaluations, behavioral management interventions, parent training.
- 1/84 - 12/85      **Teaching Fellow**, Florida State University School of Social Work; Instructor for Social Services for Children and Families, Social Work with

Individuals and families, Socialization and Stress in the Female Life Cycle; Field Instruction; Alcoholism, Data Management; Administrative Assistantship for CSWE Reaccreditation Submission with the Office of the Associate Dean.

- 8 /79 - 8/83      **Assistant Professor**, Social Work Program, Winthrop College, Rock Hill, South Carolina. Instructor indirect practice sequence; field practicum and field seminar; Director, Child Welfare Training Project; specialized field placement design; child welfare curriculum development; development of competency based field work evaluation.
- 6/81 - 9/81      **Interim Director**, SisterCare, Inc., Columbia, S.C., Initial program development, design and implementation for domestic violence program.
- 2/79 - 6/79      **Instructor**, (part-time), Valencia Community College, Orlando, Florida.
- 3/77 - 6/79      **Clinical Social Worker**, Grantwriter, Community Consultant; Seminole County Mental Health Center, Altamonte Springs, Florida
- 12/73 - 9/75      **Tri-County District Alcoholism Coordinator and Consultant**; Mental Health Planner; Grant Consultant, Policy Implementation, and Inservice Trainer for community and state agencies delivering mental health and alcoholism services to the indigent. Program Evaluator for funding agency. Community Mental Health Board of Central Florida, Inc., Casselberry, Florida.
- 6/71 - 12/72      **Technical Representative and Consultant** to district distributors for plastic sheeting; Rohm and Haas Co., Hayward, California.
- 6/67 - 8/70      **Group Facilitator and Trainer**(part-time), Leadership Resources Inc., Washington, D.C.

## **PUBLICATIONS**

### **Books:**

Sowers, K.M., & Dulmus, C.N. (Editors in Chief). (in preparation). The Comprehensive Handbook of Social Work and Social Welfare. NY: John Wiley & Sons.

Sowers, K.M., & Rowe, W. (February 2006). Social work practice and social justice: From local to global perspectives. Belmont, CA: Thomson Learning.

Dulmus, C.N., & Sowers, K.M. (Eds.). (2004). Kids and violence: The invisible school experience. Binghamton, NY: Haworth Press.

Dulmus, C.N., & Sowers, K.M. (Eds.). (2004). For better or for worse: How institutions are shaping the future of our children. Binghamton, NY: Haworth Press.

Sowers, K., & Thyer, B.A. (2005). Getting your MSW: How to survive and thrive in a social work program. Chicago, IL: Lyceum Press.

Ellis, R.A., & Sowers, K. (2000). Juvenile Justice Practice. California: Brooks-Cole/Wadsworth.

Sowers-Hoag, K.M., & Harrison, D.F. (1998). Finding an Academic Job. Sage Publications.

### **Chapters in Books:**

Theriot, M.T., Dulmus, C.N., Sowers, K.M., & Bowie, S.L. (2004). The criminal bully: Linking criminal peer bullying behavior in schools to a continuum of delinquency. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Molina, I., Bowie, S.L., Dulmus, C.N., & Sowers, K.M. (2004). School-based violence prevention programs: A review of selected programs with empirical evidence. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Hilarski, C., Dulmus, C.N., Theriot, M.T., & Sowers, K.M. (2004). Bully-victimization related to gender and grade level: Implications for prevention efforts. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Rowe, W., Theriot, M.T., Sowers, K.M., & Dulmus, C.N. (2004). Perceptions of bullying and non-bullying children: Results from an exploratory study in a U.S. rural school. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Edwards, R., Smokowski, P., Sowers, K.M., Dulmus, C.N., & Theriot, M.T. (2004). Abuse of power: School personnel who bully students. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Blackburn, J.A., Dulmus, C.N., Theriot, M.T., & Sowers, K.M. (2004). Kids-Parents-School Personnel: A few are talking and even less are listening. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Rapp-Paglicci, L., Dulmus, C.N., Sowers, K.M., & Theriot, M.T. (2004). "Hotspots" for bullying: Exploring the role of environment in school violence. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

Thomlison, R.J., Thomlison, B., Sowers, K.M., Theriot, M.T., & Dulmus, C.N. (2004). School personnel's observations of bullying and victimization among rural elementary and middle

school children. In C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth Press.

McCarter, A., Sowers, K.M., & Dulmus, C. (2005). Adolescent suicide prevention. In (L.A. Rapp, C.N. Dulmus, & J.S. Wodarski (Eds.), Handbook of Preventive Interventions for Children and Adolescents. New York: John Wiley & Sons.

Darby, K., Ellis, R., Sowers, K., & McCarter, A. (2005). Preventing chemical exposure in children: Application of the Gordon Model. In L.A. Rapp, C.N. Dulmus, & J.S. Wodarski (Eds.), Handbook of Preventive Interventions for Children and Adolescents. New York: John Wiley & Sons.

McCarter, A., Sowers, K.M., & Rowe, W. (2004). Sexual dysfunctioning. In C. Dulmus & L. Rapp-Paglicci (Eds.), Handbook of Preventive Interventions with Adults. New York: John Wiley & Sons.

Sowers, K.M., & Ellis, R. (2001). Reviews of the literature. In B.A. Thyer (Ed.), Handbook of Social Work Research. Sage Publications.

Sowers-Hoag, K.M., & Fabelo-Alcovar, H. (1998). Latino communication in the workplace. In A. Daly (ed.), Ethnicity in the Workplace. NASW Press.

Sowers-Hoag, K.M. (1997). Should HIV content be infused throughout the human behavior sequence? In M. Bloom & W. Klein (eds.), Controversial Issues in Human Behavior in the Social Work Environment, Allyn & Bacon.

Sowers-Hoag, K.M., & DiDona, T. (1997). The treatment of separation anxiety. In B. Thyer (ed.), Clinical Treatment in Social Work, Haworth Press.

Sowers-Hoag, K.M. Case Management with the elderly. (1992/97). In F. Safford & G. Krell (Eds.), Gerontology for health professionals: A practice guide. Washington, DC: National Association of Social Workers.

Sowers-Hoag, K.M., & Thyer, B.A. (1991). Child and family services. In T.F. Riggart & W. Crimando (Eds.), Utilizing community resources: An overview of human resources. Orlando, FL: Paul M. Deutsch Press.

Thyer, B.A., Sowers-Hoag, K.M., & Love, J.P. (1989). The influence of field instructor-student gender combinations on student perceptions of field instruction quality. In M.S. Raskin (Ed.), Empirical studies in field instruction. New York: Haworth Press. (Reprinted from *Arete*, 11, 25-30).

Thyer, B.A., Williams, M., Love, J.P., & Sowers-Hoag, K.M. (1989). The M.S.W. supervisory requirement in field instruction: Does it make a difference? In M.S. Raskin (Ed.), Empirical studies in field instruction. New York: Haworth Press. (Reprinted from *The Clinical Supervisor*, 6, 249-255.)

### **Refereed Journal Articles:**

McClure, K., Sowers, K.M., & Rowe, W.S. (2006). Leadership in BSW Education: Preparing for the Role of Academic Chair. Journal of Baccalaureate Social Work, 11(2), 40-50.

Theriot, M.T., Dulmus, C.N., Sowers, K.M., & Johnson, T.K. (2005). Factors relating to self-identification among bullying victims. Children and Youth Services Review, 27, 979-994.

Molina, I.A., Dulmus, C.N., & Sowers, K.M. (2005). Secondary prevention for youth violence: A review of selected school-based programs. Brief Treatment and Crisis Intervention, 5((1), 95-127.

Thomlison, R.J., Thomlison, B., Sowers, K.M., Theriot, M.T., & Dulmus, C.N. (2004). School personnel's observations of bullying and victimization among rural elementary and middle school children. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research, and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth.)

Edwards, R., Smokowski, P., Sowers, D.M., Dulmus, C.N., & Theriot, M.T. (2004). Abuse of power: School personnel who bully students. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

Rowe, W., Theriot, M.T., Sowers, K.M., & Dulmus, C.N. (2004). Perceptions of bullying and non-bullying children: Results from an exploratory study in a U.S. rural school. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research, and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

Rapp-Paglicci, L., Dulmus, C.N., Sowers, K.M. & Theriot, M.T. (2004). "Hotspots" for bullying: Exploring the role of environment in school violence. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research, and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

Blackburn, J.A., Dulmus, C.N., Theriot, M.T., & Sowers, K.M. (2004). Kids-Parents-School Personnel: A few are talking and even less are listening. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research, and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

Hilarski, C., Dulmus, C.N., Theriot, M.T., & Sowers, K.M. (2004). Bully-victimization related to gender and grade level: Implications for prevention efforts. Journal of Evidence-Based Social Work: Advances in Practice, Programming Research and Policy, 1(2/3). (Reprinted in C.N.

Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

Molina, I., Bowie, S.L., Dulmus, C.N., & Sowers, K.M. (2004). School-based violence prevention programs: A review of selected programs with empirical evidence. Journal of Evidence-Based Social Work: Advances in Practice, Programming, Research and Policy, 1(2/3). (Reprinted in C.N. Dulmus & K.M. Sowers (Eds.), Kids and Violence: The Invisible School Experience. Binghamton, NY: Haworth)

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Dulmus, C.N., Theriot, M.T., Sowers, D.M., & Blackburn, J.A. (2004). Student reports of peer bullying victimization in a rural school. Stress, Trauma, and Crisis: An International Journal, 7, 1-16.

Williams-Hayes, M., Dulmus, C.N., Nugent, W. & Sowers, K.M. (2002). Policy recommendations for the use of victim-offender mediation to redress criminal actions. Journal of Health and Social Policy, 18(4), 53-69.

Ellis, R.A., Gormley, M., Ellis, G.D., & Sowers, K.M. (2002). Harm by her own hand: A study of internalized violence among female juveniles. Journal of Human Behavior and the Social Environment, 6(1), 75-90.

Fabelo-Alcover, H.E., & Sowers, K.M. (2003). Cognitions and behaviors scale: Development and initial performance of a scale for use with adult survivors of childhood sexual abuse. Research on Social Work Practice, 13(1), 43-64.

Sowers, K.M., Ellis, R.A., Washington, T.A., Carrant, M. (2002). Optimizing treatment effects for substance-abusing women with children: An evaluation of the Susan B. Anthony Center. Research on Social Work Practice, 12(1).

Ellis, R.A., Klepper, T.D., & Sowers, K.M. (2001). Building a foundation for effective intervention: Understanding Hispanic Juveniles and their families. Journal for Juvenile Justice and Detention Services, 15(3), 78-93.

Sowers, K.M., & Ellis, R. (2001). Diversity and technology: Steering currents for the future of social work. Research on Social Work Practice, 11(2), 245-253.

Ellis, Klepper, T.D., & Sowers, K.M. (2000). Similarity, diversity, and cultural sensitivity: Considerations for intervention with juveniles of African descent, Journal for Juvenile Justice and Detention Services, 15(1), 29-41.

- Ellis, R.A., O'Hara, M., & Sowers, K.M. (2000). Profile-based intervention: Developing gender-sensitive treatment for adolescent substance abusers. Research on Social Work Practice, 10(3), 327-347.
- Ellis, R.A., Pruett, A., & Sowers, K.M. (2000). Policy, practice and possibilities: Issues in the seclusion and restraint of juveniles. Advances in Social Work, 2(1), 52-64.
- Ellis, R.A., O'Hara, M. & Sowers, K. (1999). Treatment profiles of troubled female adolescents: Implications for judicial disposition. Juvenile and Family Court Journal, 50(3), 25-40.
- Sowers-Hoag, K.M. & Sandou-Beckler, P. (1996). Educating for cultural competence in the generalist curriculum. Journal of Multicultural Social Work, 4(3), 37-56.
- Sowers-Hoag, K.M. & Siddharthan, K. (1992). Access and Use of Health Related Social Services of Immigrants and Native Born Americans: Implications for Social Interventions. Journal of Multicultural Social Work, 1(4), 47-62.
- Sowers-Hoag, K.M. & Harrison, D.F. (1991). Women in social work education: Progress or Promise? Journal of Social Work Education, 27(3), 320-328.
- Daley, J.G., Sowers-Hoag, K.M. & Thyer, B.A. (1991). Construct validity of the Circumplex Model of family functioning. Journal of Social Service Research, 15(1/2), 131-147.
- Klein, C.W., Baltran, M., & Sowers-Hoag, K.M. (1990). Validating an assessment of peer relationship problems. Journal of Social Service Research, 13(4), 71-85.
- Thyer, B.A., Sutphen, R., & Sowers-Hoag, K.M. (1990). Using structured study questions as a teaching method in social work education: Initial validation studies. Innovative Higher Education, 14(2), 155-164.
- Daley, J.G., Sowers-Hoag, K.M., & Thyer, B.A. (1990). Are FACES-II 'family satisfaction' scores valid? Journal of Family Therapy, 12, 77-81.
- Harrison, D., Sowers-Hoag, K.M. & Postley, B.J. (1989). Faculty hiring in social work: Dilemmas for educators or job candidates? Journal of Social Work Education, 25(2), 117-125.
- Kolevzon, M., Sowers-Hoag, K.M. & Hoffman, C. (1989). Selecting a family therapy model: The role of personality attributes in eclectic practice. Journal of Marital and Family Therapy, (3), 249-257.
- Thyer, B.A., William, M., Love, J.P. and Sowers-Hoag, K.M. (1989). The M.S.W. supervisory requirement in field instruction: Does it make a difference? The Clinical Supervisor, 6(3/4), 249-255.

Siddharthan, K. & Sowers-Hoag, K.M. (1989). Elder's attitudes and access to health care: A comparison of Cuban immigrants and native born Americans. Journal of Applied Gerontology, 8(4), 86-96.

Kolevzon, M., Sowers-Hoag, K.M. & Hoffman, C. (1989). Selecting a family therapy model: The role of personality attributes in eclectic practice. Journal of Marital and Family Therapy, (3), 249-257.

Harrison, D., Sowers-Hoag, K.M. & Postley, B.J. (1989). Faculty hiring in social work: Dilemmas for educators or job candidates? Journal of Social Work Education, 25(2), 117-125.

Thyer, B.A. and Sowers-Hoag, K.M. (1988). Behavior therapy for separation anxiety disorders. Behavior Modification, 12(2), 205-233.

Sowers-Hoag, K.M., Thyer, B.A., and Bailey, J.S. (1987). Promoting automobile safety belt use among young children. Journal of Applied Behavior Analysis, 20(2), 133-138. (Partially reprinted in Rice, P. (1997). Health Psychology, Pacific Grove, CA: Brooks/Cole.)

Sowers-Hoag, K.M. and Hoag, J.A. (1987). Effects of sex group composition on men's and women's behavior in groups. Affilia: Journal of Women and Social Work, 2(1), 18-23.

Sowers-Hoag, K.M. and Thyer, B.A. (1987). Burn-out among social work professionals: An alternative approach to causal and interventive knowledge. Journal of Sociology and Social Welfare, 14 (3), 105-118.

Sowers-Hoag, K.M. and Thyer, B.A. (1987). Primary prevention in a school setting: Children and seatbelt use. School Social Work Journal, 12(1), 1-4.

Sowers-Hoag, K.M. and Thyer, B.A. (1986). Teaching social work practice: A review and analysis of empirical research. Journal of Social Work Education, 21, 3-15.

Thyer, B.A. and Sowers-Hoag, K.M. (1986). The etiology of school phobia: A behavioral approach. School Social Work Journal, 10, 86-98.

Thyer, B.A., Sowers-Hoag, K.M., and Love, J.P. (1986). The influence of field instructor-student gender combinations on student perceptions of field instruction quality. Arete, 11, 25-30.

## **PAPERS/SERIES IN PRINT:**

Sowers-Hoag, K.M., et al.(1996). Creative Approaches to Out-of-Home Care Services. Health and Human Services Planning Association, Children's Services Council, District IX Department of Health and Rehabilitative Services, Florida International University. Palm Beach, FL: Health & Human Services Planning Association, Inc.

Kolevzon, M., Sowers-Hoag, K.M. & Jenkins, L. (1991). Evaluating program outcomes: Methodological challenges for practitioner researchers. Proceedings of the Year 2000: The Future of State and Local Governments in Florida Right-Sizing, Accountability, and Citizen Satisfaction. Florida International University, May 1991.

Humphrey, F.A. and Sowers-Hoag, K.M. (1990). An examination of fusion as a precipitator of lesbian battering. (Florida International University Occasional Paper Series in Women's Studies). Miami, FL: Florida International University.

Odell, C. and Sowers-Hoag, K.M. (1987). Differential gender responses to sex group composition: Implications for social group work. (Florida International University Occasional Paper Series in Women's Studies). Miami, FL: Florida International University

## **BOOK/SOFTWARE REVIEWS/ELECTRONIC COLUMNS/LETTERS TO EDITOR:**

Sowers, K.M. & Harrison, D.F. (October 1998). Advice to Search and Screen Committees: Part I. Chronicle on Higher Education, Job Search Web Site.

Sowers, K.M. & Harrison, D.F. (November 1998). Advice to Search and Screen Committees: Part II. Chronicle on Higher Education, Job Search Web Site.

Ellis, R. & Sowers-Hoag, K.M. (1998). A review of "Clinical Practice with Individuals" by M.A. Mattaini. Research on Social Work Practice, 8(2), 237.

Sowers-Hoag, K.M. (1992). A review of "The Quest for a Radical Profession: Social Service Careers and Political Ideology" by David Wagner. Social Work, 37(5), 474-475.

Sowers-Hoag, K.M. (1991). A software review of "HELP-Assert, HELP-Esteem, and HELP-Stress" by CATSco, INC. Computers in Human Services, 8(2), 141-150.

Sowers-Hoag, K.M. (1990). A review of "School Social Work: A Practitioners Guidebook, A Community Integrated Approach to Practice" by E.H. Ginsburg. Social Work, 36(1), 89.

Montgomery, D.H., Sowers-Hoag, K.M., & Postley, B.J. (1990). Response to letter to the editor. Journal of Social Work Education, 26(1), 99-100.

Sowers-Hoag, K.M. (1989). A review of "Social Work: The Membership Perspective" by H. Falck. Social Work, 34(3), 275.

## **PAPERS/POSTERS PRESENTED:**

Sowers, K.M., Dulmus, C.N., Rowe, W.S., Thomlison, R. "Policy intervention to reduce use of child and adolescent physical restraint" to be presented at the Fifth International Conference on Social Work in Health and Mental Health, Hong Kong, December 2006.

Sowers, K.M., Dulmus, C.N., & Rowe, W.S. "Socializing undergraduate students in research: Educating for Excellence" to be presented at the 24<sup>th</sup> Annual Conference of the Baccalaureate Program Directors, Los Angeles, November 2006.

Dulmus, C.N., Sowers, K.M., Preston-Shoot, M., & Dellgran, P. "The Evidence-based Social Work Movement: Global Perspectives and Challenges" to be presented at the Thirty-third International Congress of Schools of Social Work, Santiago, Chile, August 2006.

Sowers, K.M., Rowe, W., & Dulmus, C.N. "Promoting elder wellbeing: Challenges for the global community", poster to be presented at the 33 International Congress of Schools of Social Work, Santiago, Chili, August 2006.

MacMaster, S., Davis, C., & Sowers, K.M. "Using International Study to Raise Awareness of Global Growth and Inequality for Students in the USA", to be presented at the Thirty-third International Congress of Schools of Social Work, Santiago, Chile, August 2006.

Moore, C., Rowe, W., & Sowers, K.M. "Engaging Undergraduates in Community-Based Research" presented at the 2006 Annual Program Meeting of the Council on Social Work Education, February 16, 2006.

McClure, K., Sowers, K.M., & Rowe, W.S. "Ready, willing and able: An assessment of academic leadership preparation and interest" presented at the 2006 Annual Program Meeting of the Council on social Work Education, February 16, 2006.

Dulmus, C.N., Theriot, M.T., Sowers, K.M., Rowe, W., & Thomlison, R. "Teaching techniques to assist students in locating evidence-based social work best practices". Paper presented at the 23<sup>rd</sup> Annual Conference of the Association of Baccalaureate Social Work Program Directors, Austin, TX. November 2005.

Sowers, K.M., & Dulmus, C.N. "Evidence-based social work practice: Implications for social work education." Paper presented at the 18<sup>th</sup> Asia-Pacific Social Work Conference. Seoul, Korea, September 2005.

Sowers, K.M. "Benchmarking: A Measure of Excellence? A Process for Quality Enhancement?" Presented at the National Association of Deans and Directors of Schools of Social Work. San Antonio, TX, September 2005.

Rapp-Paglicci, L.A., Dulmus, C.N., Sowers, K.M., & Rowe, W. "Preventing school bullying by using environmental hotspots." Poster presented at the 13<sup>th</sup> Annual Meeting of the Society for Prevention Research. Washington, DC, May 2005.

Parris, H., Dulmus, C.N., Sowers, K.M., & Rowe, W. "School-based mental health education: It's role in prevention." Poster presented at the 13th Annual Meeting of the Society for Prevention Research. Washington, DC, May 2005.

Sowers, K.M., Rowe, W., Dulmus, C.N., & Thomlison, R. "The graying of the planet: Who will care for our elderly?" Poster presented at the 14th Annual International Symposium of the Inter-University Consortium for International Social Development, Recife, Brazil, July 2005.

Sowers, K.M., Rowe, W., Dulmus, C.N., & Thomlison, R. "Harm reduction as a public health strategy in substance abuse treatment: Effective models from around the globe." Poster presented at the 14th Annual International Symposium of the Inter-University Consortium for International Social Development, Recife, Brazil, July 2005.

Ely, G., Dulmus, C.N., & Sowers, K.M. "Teaching social welfare policy and social work ethics using the NASW policy statements." Paper presented at the 51st CSWE Annual Program Meeting, New York, March 2005.

Dulmus, C.N., Sowers, K.M., Blackburn, J.A., & Rowe, W. "Children's psychological response to parental community violence victimization in the United States." Poster presented at the World Psychiatric Association International Congress, Florence, Italy, November 2004.

Sowers, K.M., Rowe, W., Theriot, M., Thomlison, R., & Dulmus, C.N. "Why the Critical Need for Evidence-based Content in the Generalist Curriculum." Paper presented at the 22nd Annual Baccalaureate Social Work Program Directors, Detroit, November 2004.

Sowers, K.M., Dulmus, C.N., Blackburn, J.A., Rowe, W., & Thomlison, R. "Evidence-based social work practice: Ethical considerations and issues." Paper presented at the Global Social Work Congress, Adelaide, Australia, October 2004.

Thomlison, R., Rowe, W., Blackburn, J.A., Sowers, K.M., & Dulmus, C.N. "School personnel's observations and perceptions of bullying among students and school personnel in a U.S. rural school district." Poster presentation at the Global Social Work Congress, Adelaide, Australia, October 2004.

K. Sowers, C. Dulmus & A. McCarter. "Does the research evidence support the current state of social work education? Findings and directions." Paper presented at the 50<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Anaheim, February 2004.

Parris, H., Dulmus, C.N., Sowers, K., Blackburn, J.A., Rowe, W., Thomlison, R., & Edwards, R. "Effectiveness of a school-based health clinic in rural United States". Paper presented at the 12<sup>th</sup> Annual Meeting of the Society of Prevention Research, Quebec City, Canada, May 2004.

C.N. Dulmus, K.M. Sowers, W. Rowe, I. Colby, R. Edwards, & R. Thomlison. "Impact of a rural school-based health and mental health services in the U.S." Poster presented at the Fourth Annual International Conference on Social Work in Health and Mental Health, Quebec City, Canada, May 2004.

C.N. Dulmus, K.M. Sowers, R. Thomlison, W. Rowe, I. Colby, & R. Edwards. "Gender differences in African-American children's response to parental victimization." Poster presented at the Fourth Annual International Conference on Social Work in Health and Mental Health, Quebec City, Canada, May 2004.

C.N. Dulmus, K.M. Sowers, R. Edwards, I. Colby, R. Thomlison, & W. Rowe. "School personnel observations of bullying in a rural U.S. school district". Paper presented at the Fourth Annual International Conference on Social Work in Health and Mental Health, Quebec City, Canada, May 2004.

K.M. Sowers. "The Job Search - From a Dean's Perspective" Presented at the Doctoral Student Panel, 8<sup>th</sup> Annual Conference of the Society for Social Work Research, New Orleans, January 2004.

C. Dulmus, P. Jinks, K.M. Sowers, & W. S. Rowe. "Student, parent, and school personnel reports of bullying in a rural Appalachia school district: Preliminary findings. Paper presented at the 8<sup>th</sup> Annual Conference of the Society for Social Work Research, New Orleans, January 2004.

K.M. Sowers, W.S. Rowe, C.N. Dulmus, M. Theriot, & J.A. Blackburn. "Evidence-based generalist practice: A case for social justice". Paper presented at the 21<sup>st</sup> Annual Association of Baccalaureate Social Work Program Directors, Reno, NV, October 2003.

K.M. Sowers & W.S. Rowe. "Leadership development for experienced program directors". Workshop presented at the 21<sup>st</sup> Annual Association of Baccalaureate Social Work Program Directors, Reno, NV, October 2003.

K.M. Sowers & W. S. Rowe. "Leadership development for persons aspiring to departmental leadership positions". Workshop presented at the 21<sup>st</sup> Annual Association of Baccalaureate Social Work Program Directors, Reno, NV, October 2003.

K.M. Sowers. "Developing and fostering a research culture in a school of social work". Invited Paper presented at the St. Louis Group Meeting of Research I Schools of Social Work, St. Louis, MO, October 2003.

K.M. Sowers & W.S. Rowe. "Leadership development for experienced program directors". Workshop presented at the 21<sup>st</sup> Annual Association of Baccalaureate Social Work Program Directors, Reno, NV, October 2003.

K.M. Sowers & W. S. Rowe. "Leadership development for persons aspiring to departmental leadership positions". Workshop presented at the 21<sup>st</sup> Annual Association of Baccalaureate Social Work Program Directors, Reno, NV, October 2003.

K.M. Sowers. "Developing and fostering a research culture in a school of social work". Invited Paper presented at the St. Louis Group Meeting of Research I Schools of Social Work, St. Louis, MO, October 2003.

C. Dulmus, K.M. Sowers, R. Ellis, S.L. Bowie & W. Rowe. "Bullying in Rural Schools: Perceptions of School Personnel in a U.S. Rural School District", presented at the International Conference on Human Services in Rural Communities, Halifax, Canada, May 2003

C. Dulmus, K.M. Sowers, S.L. Bowie & R. Ellis. "School-based Health and Mental Health Services in a Rural Elementary School: A Successful Model of Interdisciplinary and Community Collaboration in the U.S.", presented at the International Conference on Human Services in Rural Communities, Halifax, Canada, May 2003.

S.L. Bowie, C.N. Dulmus, R. Ellis, K.M. Sowers, W. Rowe. "Rural Public Welfare Clients vs Urban Public Welfare Clients in the U.S.: How Are Their Needs the Same and How are they Different?", presented at the International Conference on Human Services in Rural Communities, Halifax, Canada, May 2003

T. Alex Washington, K.M. Sowers & R.A. Ellis. "Predictors of HIV Testing for Women: A Cross Validation Study", presented at the 7th Annual Conference of the Society on Social Work Research, Washington, D.C., January 2003.

M. Williams-Hayes, W. Nugent, C. Dulmus & K.M. Sowers. "Reduced rates of re-victimization fear among participants of victim-offender mediation", presented at the 7th Annual Conference of the Society on Social Work Research, Washington, D.C., January 2003

K.M. Sowers. "Emerging Challenges Confronting Baccalaureate Program Directors in the 21st Century", presented at the Baccalaureate Program Directors Annual Conference, Pittsburgh, October 2002.

K.M. Sowers. "Development in Schools of Social Work". Panel presentation speaker, presented at the Annual Conference of the National Association of Deans and Directors of Schools of Social Work, Seattle, Washington, October 2002.

C. Dulmus & K.M. Sowers. "Graduate Social Work Education: A Review of 3 Decades of Empirical Research" presented at the Joint International Federation of Social Workers and International Association of Schools of Social Work Conference, Montpellier, France, July 2002.

N. Meyer-Adams & K.M. Sowers. "An Investigation of the Predictive Effects of Bullying Behaviors and School Climate on Behaviors of Middle School Students: A Path Analysis" presented at the Sixth Annual Conference of the Society for Social Work and Research, San Diego, CA, January 2002.

K.M. Sowers. "Responsible Fatherhood and Its Influence on Child Development", presented at the annual statewide conference of the Tennessee Conference on Social Welfare, Nashville, TN., March 1999.

K.M. Sowers. "Preparing for the Future of Social Work Practice", presented at the Annual Statewide Conference of the Tennessee Conference on Social Welfare, Nashville, TN, March 1999.

R.A. Ellis & K.M. Sowers. "Truancy - The First Step Toward Delinquency", presented to the Tennessee Juvenile Justice Reform Commission, January 1999.

K.M. Sowers, A. Lightburn, R. Mayden, G. Prater & G. Rooney. "Women in leadership roles", presented at the Annual Meeting of the Council on Social Work Education, San Francisco, CA., March 1999.

R.A. Ellis & K.M. Sowers. "Education for Effective Intervention in Juvenile Justice", presented at Youth Violence: Destiny or Discovery Conference, Nashville, TN, March 1999.

A.K. Brown & K.M. Sowers. "Special needs adoptions: A comprehensive assessment of postplacement service utilization and need" presented at the Annual Conference of the Society for Social Work and Research, Austin, TX, January 1999.

K.M. Sowers, A. Lightburn, R. Mayden, G. Prater & G. Rooney. "Women in leadership roles", presented at the Annual Meeting of the Council on Social Work Education, San Francisco, CA., March 1999.

K.M. Sowers & R.A. Ellis. "Gender-sensitive Interventions for Adolescents Who Exhibit Problem Behavior: Lessons from a Residential Substance Abuse Sample", presented at the 44th Annual Program Meeting of the Council on Social Work Education, Orlando, FL, March 1998.

Morano, C., Kosberg, J., & Sowers, K. "A Survey of Social Work Doctoral Programs: Present Characteristics with Implications for the Future", presented at the 44th Annual Program Meeting of the Council on Social Work Education, Orlando, FL, March 1998.

L. Radigan, K.M. Sowers-Hoag, S. Owen & C. Aidman. "Panel on the Partnership Between the Florida Department of HRS Children and Families and the Florida Schools and Department of Social Work", presented at the National Conference on Child Welfare, Memphis, Tennessee, September 1997.

M. O'Hara, R.A. Ellis & K.M. Sowers-Hoag. "Profile-Based Intervention: Towards Gender-Sensitive Treatment for the Adolescent substance Abuser", presented at the 15th Annual Women's History Month Conference, Florida International University, April, 1997.

K.M. Sowers-Hoag & D. Harrison. "Faculty Hiring", presented at the National Association of Deans and Directors, Key West, Fl, October 1997.

- K.M. Sowers-Hoag. "Putting Knowledge Into Social Work Practice", presented at the Tennessee Conference on Social Welfare, Knoxville, TN, November 1997.
- T. DiDona & K.M. Sowers-Hoag. "Access to Medical Care for HIV Infected Individuals: Findings and Educational Implications", presented at the Annual Program Meeting of the Council on Social Work Education, Washington, DC, February 1996.
- D. Bailey, D. Montgomery, W. Peebles-Wilkins, E. Shatz, & K. Sowers-Hoag. "A Conversation with Women Deans, Directors and Other Social Work Leaders", presented at the Annual Program Meeting of the Council on Social Work Education, Washington, DC, February 1996.
- D. Harrison, K.M. Sowers-Hoag & Y. Kim. "Faculty Hiring in Social Work: National Trends and Future Prospects", presented at the Annual Program Meeting of the Council on Social Work Education, San Diego, March 1995.
- H. Fabelo-Alcover & K.M. Sowers-Hoag. "Perceptions of Sexual Abuse as a Function of Gender", presented at the National Conference of Social Work Researchers co-sponsored by the Society for Social Work Research and the Institute for the Advancement of Social Work Research, Arlington, VA., April 9-11, 1995.
- D. Harrison & K.M. Sowers-Hoag, "Women in Social Work Education: View from the Top", presented at the Annual Program Meeting of the Council on Social Work Education, Atlanta, GA., March 1994.
- K. Sowers-Hoag, N. Harris & P. Sandau-Beckler. "Educating for Cultural Competence in the Generalist Curriculum", 39th Annual Program Meeting of the Council on Social Work Education, New York, March 1993.
- K. Sowers-Hoag & P. Sandau-Beckler, "Curriculum Building in Culturally Competent Social Work Practice: A Model for the Undergraduate Curriculum", 11th Annual Meeting of Baccalaureate Program Directors, Baltimore, MD., October 1993
- F. Anne Humphrey, D. Harrison & K. Sowers-Hoag, "Domestic Violence: Service Delivery to Lesbian and Heterosexual Victims and Batterers", presented at the 1993 Conference of the National Association of Social Workers, Orlando, FL., November 1993.
- D.F. Harrison & K.M. Sowers-Hoag. "Women and Leadership in Social Work Education", 38th Annual Meeting of the Council on Social Work Education, Kansas City, March 1, 1992.
- F. Anne Humphrey, K.M. Sowers-Hoag, & D.F. Harrison. "Preventing and Intervening in Lesbian Battering: A National Survey", 38th Annual Meeting of the Council on Social Work Education, Kansas City, March 2, 1992.
- G. Lloyd, K.M. Sowers-Hoag, & P. Ballgopal. "The AIDS and Substance Abuse Connection: Implications for the Social Work Curriculum", 38th Annual Meeting of the Council on Social Work Education, Kansas City, February 29, 1992.

K.M. Sowers-Hoag, G. Lloyd, & P. Sandou-Beckler. "Infusion of HIV/Substance Abuse Content in the Generalist Curriculum", 10th Annual Program Meeting of the Baccalaureate Program Directors, San Antonio, Texas, September 1992.

D. Harrison & K.M. Sowers-Hoag. "Faculty Recruitment and Retention in Schools of Social Work", Annual Conference of the Group for the Advancement of Doctoral Education, Pittsburgh, PA, October 1992.

D. Harrison, K.M. Sowers-Hoag & K. Gerdes. "Recent Faculty Hires in Social Work: Trends and Implications for Academia", Council on Social Work Education Annual Program Meeting, New Orleans, March 1991.

F.A. Humphrey, D. Harrison, & K. Sowers-Hoag. "A Behavioral Framework for Understanding Lesbian Battering", Council on Social Work Education Annual Program Meeting, New Orleans, March 1991.

K.M. Sowers-Hoag & F.A. Humphrey. "Feminist Therapy: Progress or Promise?" 1991 Florida International University Women's Studies Colloquium, North Miami, March 1991.

F.A. Humphrey, K.M. Sowers-Hoag, M. Carratala & M. Ecker. "Violence between Intimates: An Overview of Lesbian Battering". National Association of Social Workers, Florida Chapter, The Contemporary Gay Experience Conference, November 1991.

R. Sutphen, B. Thyer and K.M. Sowers-Hoag. "Breaking Ground in Teaching Effectiveness: A New Model for Social Work Education", 1990 Annual Program Meeting of the Council on Social Work Education, Reno, March 1990.

K.M. Sowers-Hoag and D.F. Harrison. "Women in Social Work Education: Progress or Promise?", 1990 Annual Program Meeting of the Council on Social Work Education, Reno, March 1990.

D.F. Harrison, K.M. Sowers-Hoag and D. Zirchmede. "AIDS: Are Students Prepared for the Continuing Crisis in the 1990's?", 1990 Annual Program Meeting of the Council on Social Work Education, Reno, March 1990

F. A. Humphrey & K.M. Sowers-Hoag. "An Examination of Fusion as a Precipitator of Lesbian Battering", 1990 Florida International University Women's Studies Colloquium, N. Miami, March 1990.

K. Siddharthan and K.M. Sowers-Hoag. "Health Related Social Services Management: A Comparison of Immigrants and Native Born Americans", Fourth Annual Conference of the Gerontological Society of Florida, Miami, April 1990.

K. Siddharthan and K.M. Sowers-Hoag. "Minority Use and Access to Health Related Social Services", Primary Health Care Consortium of Dade County, Florida, Inc., Miami, October 1990.

K.M. Sowers-Hoag, D. Harrison & S. Dziegielewski. "Securing Employment in Social Work Education: Recent Experiences of Job Candidates", 1989 Annual Program Meeting of the Council on Social Work Education, Chicago, March 1989.

C. Odell and K.M. Sowers-Hoag. "The Effects of Widowhood on the Sexuality of Older Women: Implications for Social Interventions", 1989 Florida International University Women's Studies Colloquium, Miami, FL, March 1989.

D. Harrison, K.M. Sowers-Hoag, & B. Postley. "Faculty Hiring in Social Work: Dilemmas for Educators or Job Candidates?" Thirty-fourth Annual Program Meeting of the Council on Social Work Education, Atlanta, March 1988.

K.M. Sowers-Hoag, C. Odell & R. Jones. "The Effects of Supervisory Style on Worker Productivity and Satisfaction", Twelfth Annual Conference on Professional Social Work Development of the Florida Chapter of the National Association of Social Workers, Jacksonville, FL, March 1988.

C. Hoffman & K.M. Sowers-Hoag. "Parent-Battering: The Neglected Abuse", 1988 National Association of Social Workers Annual Conference: Social Work '88 -- Choices and Challenges, Philadelphia, November 1988.

M. Kolevzon & K.M. Sowers-Hoag. "Eclectic Practice and the Personality of the Family Therapist." Forth-fifth American Association of Marriage and Family Therapists Annual Conference, Chicago, Ill., October 1987.

K.M. Sowers-Hoag. "Behavioral Methods and Primary Prevention Strategies", presented to the Social Work Group for the Study of Behavioral Methods at the Thirty-third Annual Program Meeting of the Council on Social Work Education, St. Louis, Mo. (1987)

K.M. Sowers-Hoag and B.A. Thyer. "The Influence of Field Instructor-Student Combinations on Student Perceptions of Field Instruction Quality." Thirty-third Annual Program Meeting of the Council on Social Work Education, St. Louis, MO, March 1987

C. Odell & K.M. Sowers-Hoag. "Differential Gender Responses to Sex Group Composition: Implications for Social Group Work", Womens Studies Symposia, Florida International University, Miami, FL, March 1987.

K.M. Sowers-Hoag, B.A. Thyer, and J.S. Bailey, "Applications of Behavior Analysis to Buckle-up Young Children" in symposium presentation on Nationwide Safety Belt Promotion: Making a Difference with Behavior Analysis" at the American Psychological Association Annual Meeting, Washington, D.C., August 25, 1986.

K.M. Sowers-Hoag, B.A. Thyer, and J.S. Bailey, "Saving Lives with Behavior Analysis", Florida Association of Behavior Analysis, Orlando, FL, September 9, 1986

K.M. Sowers-Hoag, B, Thyer, and J. Bailey, "Promoting Seatbelt Use Among Young Children: An experimental Analysis." Southeastern Psychological Association, March, 1986.

D. Montgomery, B. Wright, and K. Sowers-Hoag, "Recent Trends in Sexual Activity and Contraceptive Behavior Among College Students." American Association of Sex Educators, Counselors, and Therapists. April 1986.

Wm. Martin Hope and Karen M. Sowers, "A Study of Screening Procedures Used at 101 Accredited Undergraduate Social Work Programs." Paper presented at the Annual Program Meeting of the Council on Social Work Education, Ft. Worth, Texas, March, 1983

## **JOURNAL EDITOR/EDITORIAL BOARD**

Founding Co-Editor, Best Practices in Mental Health, Lyceum Books, 2004 - present  
Member, Editorial Board, Stress, Trauma and Crisis: An International Journal, 2003-present  
Member, Editorial Board, Journal of Evidence-based Social Work: Advances in Practices, Programming, Research and Policy, 2003-present  
Member, Editorial Board, Journal of Applied Social Sciences, 1994-2001  
Founding Member, Editorial Board, Research on Social Work Practice, 1988-1994  
Member, Reviewer Board, Journal of Social Work Education, 2006-2009

### **Guest Editor:**

Dulmus, C.N., & Sowers, K.M. (2006). Special Issue: "Building excellence: The rewards and challenges of integrating research into the undergraduate curriculum". Journal of Evidence Based Social Work, 4(1/2).

Dulmus, C.N., & Sowers, KM. (2004). Special Issue: "Impact of institutions on child and adolescent development" Journal of Human Behavior in the Social Environment, 9(1/2).

Dulmus, C.N., & Sowers, K.M. (in press). Special Issue: "Impact of institutions on adult development". Journal of Human Behavior in the Social Environment, forthcoming.

Dulmus, C.N., & Sowers, K.M. (In press). Special Issue: Promoting Undergraduate Social Work Research" Journal of Evidence-Based Social Work.

## **TEACHING (Courses Taught)**

Doctoral:  
Methodology I

Research

University)	(Florida International Seminar Social Work Education/Teaching Supervised Research Examination Seminar	Dissertation
MSW:	(Florida International Practice I University) Methods I Evaluative Research Practice w/Sexual Problems Cognitive Behavioral Methods	Social Work Research
MSW: University)	(Florida State Management Social/Stress in Female Life Cycle Alcoholism	Data
BSW:	(Florida International Practice I University) Practice II Research Methods Interviewing Self-Awareness Behavioral Methods	Methods of Methods of
BSW:	(Florida State University) Practicum Integrative Seminar Soc Work w/ Individuals & Families	Child Welfare Field
BSW:	(Winthrop University) Organization Human Behavior & Social Environment Social Welfare Policy Introduction to Social Work Field Practicum Child Welfare	Community

## **UNIVERSITY SERVICE (Selected)**

### **The University of Tennessee:**

Dean, College of Social Work (1997-present)  
Member, Chancellor's Committee on Faculty Evaluation Manual, 2005  
Member, University of Tennessee Police Review Board, 2005  
Member, Faculty Senate, 2005-present; 1999-2002  
Member, Retention & Redirection Task Force, University of Tennessee, 2003-2004  
Member, English Language Proficiency Committee, 2004  
Member, Rural Economic Development Initiative, 2004 - present  
Member, Institute for Public Health Initiative, 2004 - present  
Member, International and Intercultural Awareness Committee, 2004  
UT Company Leader, The National Heart Association, Heart Walk, 2004  
Member, Editorial Board, The University of Tennessee Press 1998-2001  
Mem Member, Athletics Board, The University of Tennessee, 1999-2002  
Member, Economic Development Focus Area, The University of Tennessee, 1999-2001  
Member, Student Affairs Council, The University of Tennessee, 1998-present  
Member, University Calendar Committee, The University of Tennessee, 1998-present  
Member, Cultural Affairs Committee, The University of Tennessee, 1998-present

### **School of Social Work (Florida International University):**

Director, School of Social Work (1994-1997)  
Baccalaureate (BSSW) Program Director (1986-94)  
Co-Chair, Task Force for CSWE Reaccreditation (1988-92)  
Chair, Research Sequence (1986-1994)  
Member, Curriculum Committee (1986-1994)  
Member, Graduate Admissions Committee (1994-1996)  
Student-Athlete Faculty Liaison (1988-1990)  
Member, Student Grievance Committee (1987-88)  
Member, Personnel Committee  
Member, Task Force for Constituency on Children (1988-90)  
Member, Task Force for School Status and Social Work Education (1990-94)  
Member, Search Committee for Professional Development Training Centre Director and Staff (1990-94)  
Member, Doctoral Program Development Task Force (1988-1991)  
Member, Doctoral Program Committee (1991-1994)  
Member, Task Force for Development of Institute for Children and Families at Risk (1988-92)  
Member, Advisory Committee, Institute on Children & Families at Risk (1992-94)

### **College of Urban and Public Affairs (Florida International University):**

Member, Information & Technology Task Force (1993-95)  
Member, Research Steering Committee (1986-94)  
Member, Task Force for Research/Statistics Courses (1994-95)  
Member, College-Wide Site Visit Team (1987-88)  
Member, Annual Health Survey Committee (1987-88)  
Member, Tenure and Promotion Committee (1991-94)  
Faculty Senator (1992-94)  
Member, Move Committee (1994-96)  
Chair, Instructor Evaluation Scale Development Committee (1995-96)

### **University Wide: Florida International University:**

Research Associate, Southeast Florida Center on Aging, Florida International University (1996-present)  
Co-Chair, Library Focus Issue Task Group for University Reaccreditation (1989-91)  
Member, Administrative Liaison Committee, FIU, United Faculty of Florida (1989-90)  
Member, Women's Studies Center Advisory Committee (1990-present)  
Member, Sabbatical Leave Committee (1992-93)  
Member, Medical School Concept Committee (1995-96)

### **PUBLIC/PROFESSIONAL SERVICE:**

#### **International:**

Member, Symposium Organizing Committee (Hangzhou, China), International Consortium for Social Development, 2006-2007.

#### **National:**

Member, Board of Directors, American Board of Mental Health Specialists, 2005-present  
Member, Criminal and Juvenile Justice Symposium, Council on Social Work Education, 2005-06  
Chair, Annual Program Meeting, Council on Social Work Education, 2001-2002.  
Member, International Task Force, National Association of Deans of Schools of Social Work, October 2003-present.  
Member, Commission on Curriculum Excellence and Innovation, Council on Social Work Education, 2002-present.  
Member, Council on Research on Social Work Practice, Council on Social Work Education, 2005-present.  
Member, Board of Directors, Society for Social Work Research, 2001-2004.  
Member, Board of Directors, ANSWER Coalition (Action Network for Social Work Education and Research), National Association of Social Workers, 2002-2004  
Mem Member, Commission on Faculty Development and Conferences, Council on Social Work Education, 2001-2002.

Mem Member, Editorial Board, The University of Tennessee Press, 1998-2002.  
Member, Board of Directors, Council on Social Work Education (1994-1997)  
Board of Directors Representative, Personnel Committee, Council on Social Work Education (1994-97)  
Member, Board of Directors and Chair, Nominating Committee, National Association of Deans and Directors of Schools of Social Work (1996-98)  
Chair, By-Laws Revision Committee, National Association of Deans and Directors of Schools of Social Work (1998-1999)  
Chair, Critical Issues in Social Work Education Committee, National Association of Deans and Directors of Schools of Social Work (1998-present)  
Member, National Association of Deans and Directors NIMH Task Force on Administrative Research Infrastructure (1995-1997)  
Site Visitor, Council on Social Work Education Commission on Accreditation (1992-present)  
Manuscript Reviewer, Research on Social Work Practice (1988-94)  
Manuscript Reviewer, Journal of Applied Gerontology, (1988-90)  
Reviewer, Corresponding Committee for the Council on Social Work Education, Annual Program Meeting (1989-present)  
Member, Grants Review Committee, National Institute of Mental Health (1990-91)  
Member, Task Force for the Development of Social Work Curriculum in HIV/Substance Abuse, National Institute of Drug Abuse, Tulane University School of Social Work (1989-91)  
Member, APM Program Planning Committee, Council on Social Work Education (1992-93; 1997-98; 2000-2002)

**Regional/State:**

Member, Steering Committee, Middle East Regional Tennessee Conference on Social Welfare, 2003-present  
Co-Chair, Membership Committee, Tennessee Conference on Social Welfare, 2004-present  
Program Evaluator, Community Oriented Policing, Southeastern Community Oriented Policing Education Institute (\$100,000). 1998-2000.  
Vice-Chair, Florida Association of Deans and Directors of Schools and Departments of Social Work, (1994-1997)  
Member by Governor's Appointment, Legislative Commission on Responsible Fatherhood (1996-2001)

**Local:**

Mem Member, United Way Allocations Panel, 2005 to present  
Member, Board of Directors (2000-present); Vice-Chair (2002-03); Chair (2003-2005) Child and Family Tennessee  
Member, Knox County Juvenile Assistance Board, 2004-present  
Co-Chair, Nine Counties One Vision Social Services Task Force, 2000-present  
Member, Leadership Knoxville, Class of 2005  
Member, Board of Directors, Second Harvest Food Bank, 2001-2005

Member, Board of Directors, Blount Mansion, Knoxville, TN, 2003-present  
Member, Steering Committee, Weed and Seed: Helping Communities Prevent and Control Crime While Improving Quality of Life in Neighborhoods, Knoxville, Tennessee, 2003-present  
Member, Board of Directors, Metropolitan Drug Commission, Knoxville, Tennessee (1999-2001)  
Member, Board of Directors, East Tennessee Mental Health Association, (1999-2005).  
Member, Knoxville Police Department Community Advisory Committee (1998-present)  
Member, Knoxville Safe Policy Committee, (1998-present)  
Member, Domestic Violence Fatality Review Board, Knoxville, TN (2000-present)  
Member, Executive Women's Association, 2003-present  
Member, Rotary International, Downtown Knoxville Chapter, TN (1998-present)  
Workshop Presenter at Symposium entitled Current Research Findings for Clinical Practice with Families and Children, Mailman Center, University of Miami (1994-95)  
Workshop Presenter, "Evaluating Social Work Practice", at Conference entitled "Human Services in the 90's" sponsored by the Florida Department of Health and Rehabilitation Services, Ft. Lauderdale, FL (1990)  
Workshop presenter, "Behavioral Methods and Primary Prevention Strategies", presented to the Social Work Group for the Study of Behavioral Methods at the Annual Program Meeting of the Council on Social Work Education, St. Louis, Mo. (1987)  
Member, Family Preservation Task Force, United Way of Dade County (1986-87)  
Workshop Presenter, "Sexual Development in Childhood", at Conference entitled "Making Connections in Foster Care Services" sponsored by the Department of Social Work and the Department of Health and Rehabilitative Services, Ft. Lauderdale, FL. (1987-88)  
Trainer, Empirical Practice Workshops offered to Field Instructors and Community Agency Personnel (CEU's awarded) (1986-1994)  
Trainer in Case Management with the Elderly, Southeast Center on Aging, Florida International University. Provided three session series on interviewing, documentation and practice evaluation in Dade, Broward and Palm Beach Counties. (1988-1991)  
Keynote Speaker, HRS AFDC Staff Retreat, Broward County, "Operationalizing Social Work Values", April 1990.  
Member, Health Professional Advisory Committee, Broward County March of Dimes (1989-94).  
Consultant, State of Florida Department of Health and Rehabilitative Services, District 10, Children and Family Services (1992-93)  
Member, Advisory Committee, Department of Social Work, Florida Atlantic University, Boca Raton, FL (1994-1997)  
Keynote Speaker, "The Ever Changing Nature of Social Work" presented to the Society of Social Work Administrators in Health Care (1995)  
Keynote Presentation, "Welfare Reform and the Impact on South Florida", presented to *Leadership Miami*, Sponsored by the Miami Chamber of Commerce (1997)

## DISSERTATIONS

DISSERTATION CHAIR:

McCarter, Andrea. (April 2006). An assessment of the Trait Hope Scale with social service providers. (Ph.D. in Social Work, University of Tennessee).

Paris, Heather. (April 2006). Physical and mental health interventions in a rural, school-based setting: A comparative analysis of academic performance, behavioral outcomes and attendance. (Ph.D. in Social Work, University of Tennessee).

Meyer-Adams, Nancy. (August 2002). An Investigation of the Predictive Effects of Bullying Behaviors and the Psychosocial School Environment on Behaviors of Middle School Students. (Ph.D. in Social Work, University of Tennessee).

Washington, Alex. (April 2002). Factors Associated with HIV Testing for Women During Prenatal Care. (Ph.D. in Social Work, University of Tennessee).

Burnham, Morris. (April 1997). Psychosocial Variables Associated with the Co-Occurrence of Risky Sexual Behavior with Alcohol Consumption Among University Students. (Ph.D. in Social Welfare, Florida International University).

Brown, Arlene. (June 1996). A Comprehensive Assessment of Self-report Experiences of Adoptive Parents of Special Needs Children in Florida. (Ph.D. in Social Welfare, Florida International University).

Kovacs, Pamela. (March 1996). Persons Dying from AIDS: The Relationship of Perceived Needs at Hospice Services to Patient Functioning, Satisfaction and Generalized Contentment. (Ph.D. in Social Welfare, Florida International University).

Alperin, Diane. (November 1995). Factors Associated with Social Work Student Satisfaction with Field Placements in Child Welfare. (Ph.D. in Social Welfare, Florida International University).

Lipton, Marjorie. (November 1995). The Effect of the Primary Caretaker's Distress on the Sexually Abused Child. (Ph.D. in Social Welfare, Florida International University).

Fabelo-Alcover, Humberto. (August 1995). The Development of a Multidimensional Scale to Assess the Degree of Adulthood Behavioral and Emotional Impairment Associated with the Negative Consequences of Childhood Sexual Abuse. (Ph.D. in Social Welfare, Florida International University).

Knight, Karen. (July 1995). An Urban Review of Head Start's Impact on School Achievement, Support Services, and Delinquency. (Ph. D. in Social Welfare, Florida International University).

Stonbely, Suzanne. (January 1994). Determinants of Noncompliance of Breast Screening Behaviors Among Dade County Women. (Ph.D., in Social Welfare, Florida International University).

DiDona, Toni. (February 1994). An Evaluation of Depression, Self-Efficacy, Satisfaction with Life and Perceived Access to Medical Care Across Stages of HIV Infection. (Ph.D. in Social Welfare, Florida International University)

Lemieux, Catherine. (March 1995). The Relative Influence of Social Support, Rehabilitation Program Participation, and Inmate Preincarceration Characteristics on Incarcerated Substance Abusers' Perceptions of Adjustment to Community Reintegration. (Ph.D. in Social Welfare, Florida International University).

DISSERTATION COMMITTEE MEMBER:

Kennedy, S.A. (2006). Intention to Leave and Organizational Commitment among Child Welfare Workers. (Ph.D. in Social Work, University of Tennessee)

Verdi, M. (2003). The impact of the Juvenile Intervention Facility on the adjudication of delinquent youth in Broward County. (Ph.D. in Social Welfare, Florida International University).

Williams-Hayes, Mona. (2002). The Effectiveness of Victim-Offender Mediation and Family Group Conferencing: A Meta-analysis. (Ph.D. in Social Work, University of Tennessee)

Flaherty, Chris. (May 2001). An Artificial Neural Network Model for the Prediction of Child Physical Abuse Recurrences. (Ph.D. in Social Work, University of Tennessee)

Dumaine, Marian. (November 1997). An Evaluation of Coping as a Guide to the Treatment of Persons Diagnosed with Schizophrenia and Substance Abuse. (Ph.D. in Social Welfare, Florida International University)

Dodge, Karen. (April 1997). The Effectiveness of Female-Sensitive Substance Abuse Treatment. (Ph.D. in Social Welfare, Florida International University)

Ellis, Rodney A. (February 1997). Gender Differences in Behavioral and Psychosocial Correlates of substance Abuse among Adolescents in Residential Treatment. (Ph.D. in Social Welfare, Florida International University)

Travis, Richard. (March 1994). Noncognitive Predictors of Academic Success for Nontraditional Students at a Large, Southeastern, Urban Community College. (Ed.D. in Community College Teaching, Florida International University)

Jenkins, Lori. (April 1994). The Effectiveness of Intensive Family Preservation Services for Reducing Depression and Everyday Stressors and Increasing Perceived Social Support Among Primary Care givers of Children Involved in Florida's Child Protective Services and Foster Care. (Ph.D. in Social Welfare, Florida International University)

## **HONORS/AWARDS**

American Board of Mental Health Specialists, 2005

Leadership Knoxville, Class of 2005

Florida State Legislative Appointment, Commission on Responsible Fatherhood, 1996 to 2001.

Outstanding Alumnus, Florida State University, School of Social Work, 1998.

Faculty Award for Women's Studies Course Development, Florida International University, 1989.

Minority Faculty Development Award to support continuing research, Florida International University, 1986, 1988, 1989, 1991.

Microcomputer Award for ongoing faculty research, Florida International University, 1988.

Microcomputer Upgrade Award for ongoing faculty research, Florida International University, 1989.

## **MEMBERSHIPS**

Academy of Certified Social Workers

American Board of Mental Health Specialists

Council on Social Work Education

Council on Undergraduate Research

International Association of Schools of Social Work

International Consortium for Social Development

International Federation of Social Workers

International Research Network

National Association of Social Workers

National Association of Deans and Directors of Schools of Social Work

Society for International Cooperation in Social Work

Society for Social Work and Research