

JAYME E. WALTERS, MSW
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EDUCATION

2020	PhD	University of Tennessee, College of Social Work Knoxville, Tennessee Doctor of Philosophy in Social Work (anticipated) Minor: Statistics Dissertation: Examining organizational capacity of nonprofits in persistently poor, rural counties in the southern region of the U.S. Chair: Dr. Lisa Reyes Mason
2008	MSW	University of Georgia, School of Social Work Athens, Georgia Master of Social Work Concentration: Macro Practice Certificate: Nonprofit Organizations – Development & Management
2007	BSSW	Southern Illinois University, School of Social Work Carbondale, Illinois Bachelor of Science in Social Work

PROFESSIONAL TRAINING

2016	CFRM	Indiana University, Lilly Family School of Philanthropy Indianapolis, Indiana Certificate: Fund Raising Management (CFRM)
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AREAS OF INTEREST

Rural communities; nonprofit organizational capacity; nonprofit management; fundraising and philanthropy; social work leadership; macro social work practice; well-being of social workers

PUBLICATIONS

Refereed Journal Articles

Published/Accepted

1. **Walters, J.E.**, Jones, A.E., & Brown, A.R. (2019, in press). Exploring work experiences of rural social workers: A look into job satisfaction, burnout, and organizational commitment. *Journal of Social Service Research*. <https://doi.org/10.1080/01488376.2019.1658030>

2. Brown, A.R., **Walters, J.E.**, & Jones, A.E. (2019, in press). Pathways to retention: Job satisfaction, burnout, & organizational commitment among social workers. *Journal of Evidence-Based Social Work*.
3. **Walters, J.E.**, Mason, L.R., & Ellis, K.N. (2019). Examining patterns of intended response to tornado warnings among residents of Tennessee, United States, through a latent class analysis approach. *International Journal of Disaster Risk Reduction*, 34, 375-386. <https://doi.org/10.1016/j.ijdr.2018.12.007>
4. Nugent, W., Yoon, S., & **Walters, J.E.** (2019). An empirical demonstration of the existence of measurement dependence in the results of a meta-analysis. *Journal of the Society for Social Work and Research*, 10(1), 161-187. <https://doi.org/10.1086/699248>
5. **Walters, J.E.**, Brown, A.R., & Jones, A.E. (2018). Use of the Copenhagen Burnout Inventory with social workers: A confirmatory factor analysis. *Human Service Organizations: Management, Leadership & Governance*, 42(5), 437-456. <https://doi.org/10.1080/23303131.2018.1532371>
6. Jones, A.E., Ramseyer Winter, V., Pekarek, E., & **Walters, J.E.** (2018). Binge drinking and cigarette smoking among teens: Does body image play a role? *Children and Youth Services Review*, 91, 232-236. <https://doi.org/10.1016/j.childyouth.2018.06.005>
7. Brown, A. R., **Walters, J.E.**, Jones, A.E., & Akinsola, O. (2017). Rural social work: Recruitment, job satisfaction, burnout, and turnover. *Contemporary Rural Social Work*, 9(1), 1-23. <http://digitalcommons.murraystate.edu/crsw/vol9/iss1/12>

Under Review

1. **Walters, J.E.** (revise & resubmit). Organizational capacity of nonprofit organizations in rural areas of the United States: A scoping review. *Human Service Organizations: Management, Leadership & Governance*.
2. **Walters, J.E.**, Mason, L.R., Ellis, K., & Winchester, B. (revise & resubmit). Staying safe in a tornado: A qualitative inquiry into public knowledge, access, and response to tornado warnings. *Weather and Forecasting*.
3. Jones, A.E., **Walters, J.E.**, & Brown, A.R. (revise & resubmit). Participant recruitment in social work: A social media approach. *Social Work Research*.

Book Reviews

1. **Walters, J.E.** (2018). [Review of the book *FUNDED! Successful Grantwriting for Your Nonprofit* by Hoefler, R.]. *Journal of Baccalaureate Social Work*, 23, 281-283. doi:10.18084/1084-7219.23.1.281
2. Paris, W., Winter, T., **Walters, J.E.**, & Colsch, L. (2015). [Review of the book *Science and pseudoscience in social work practice* by Thyer, B.A. & Pignotti, M.G.]. *Research on Social Work Practice*, 26(4), 464-465. doi: 10.1177/1049731515619014

Abstracts

1. Bargainer, R., Cooper, D., Jang, K., Nour, B., Paris, W. & **Walters, J.E.** (2017). IXA 2017- Abstracts of the 14th Congress of the International Xenotransplantation Association, Baltimore, USA. *Xenotransplantation*, 24: n/a, e12328. doi:10.1111/xen.12328.

Periodicals

1. **Walters, J. E.** (2017). "The strengths perspective in action." *The New Social Worker*. <http://www.socialworker.com/extras/social-work-month-2017/strengths-perspective-in-action/>
2. **Walters, J.E.** (2017). "Occupation: Social worker." *The New Social Worker*. <http://www.socialworker.com/extras/social-work-month-2017/occupation-social-worker/>

PRESENTATIONS

1. **Walters, J.E.**, Jones, A.E., Brown, A., & Akinsola, O. (2020, accepted). Work experiences of rural social workers: Job satisfaction and burnout. Poster presentation, 24th Annual Conference of the Society for Social Work and Research (SSWR), January 15, 2020, Washington, D.C.
2. **Walters, J.E.** (2019, accepted). Organizational capacity issues facing rural nonprofits in the United States. Oral presentation, Council on Social Work Education Annual Program Meeting, October 24, 2019, Denver, Colorado.
3. **Walters, J.E.**, Jones, A.E., Brown, A., & Mason, L.R. (2019, accepted). Developing research capacity of PhD social work students through group research projects. Panel, Council on Social Work Education Annual Program Meeting, October 24, 2019, Denver, Colorado.
4. **Walters, J.E.** (2019). Impact of contextual factors on organizational capacity in rural nonprofits. Oral presentation, Rural Social Work Caucus' 44th Annual National Institute on Social Work and Human Services in Rural Areas, July 18, 2019, Paducah, Kentucky.
5. **Walters, J.E.**, Brown, A. & Jones, A. (2019). Use of the Copenhagen Burnout Inventory with social workers: A confirmatory factor analysis. Poster presentation, 23rd Annual Conference of the Society for Social Work and Research (SSWR), January 18, 2019, San Francisco, California.
6. Brown, A., **Walters, J.E.** & Jones, A. (2019). Examining sources of burnout and organizational commitment: An SEM approach. Poster presentation, 23rd Annual Conference of the Society for Social Work and Research (SSWR), January 18, 2019, San Francisco, California.
7. Mason, L.R., **Walters, J.E.** & Ellis, K. N. (2019). Tornado safety at night: Understanding public receipt of and response to warnings. Poster presentation, 23rd Annual Conference of the Society for Social Work and Research (SSWR), January 18, 2019, San Francisco, California.

8. Brown, A., **Walters, J.E.** & Jones, A. (2018). No money, no problem: Obtaining a large sample with no funding. Poster presentation, Council on Social Work Education Annual Program Meeting, November 8, 2018, Orlando, Florida.
9. **Walters, J.E.** & Brown, A. (2018). Are rural social workers more burnt out? Examining rurality and burnout. Oral presentation, Council on Social Work Education Annual Program Meeting, November 8, 2018, Orlando, Florida.
10. Gallup, D., **Walters, J.E.** & Papel, D. (2018). Innovative methods to prepare future social work leaders and managers. Panel presentation, Council on Social Work Education Annual Program Meeting, November 8, 2018, Orlando, Florida.
11. **Walters, J.E.**, Brown, A., Akinsola, O. & Jones, A. (2018). Exploring job satisfaction, burnout, and organizational commitment among social workers in the United States. Oral presentation, Rural Social Work Caucus' 43rd Annual National Institute on Social Work and Human Services in Rural Areas, July 18, 2018, Murray, Kentucky.
12. **Walters, J.E.** & Nugent, W. (2018). Perceptions of effectiveness regarding nonprofit resource center services. Poster presentation, 22nd Annual Conference of the Society for Social Work and Research (SSWR), January 10, 2018, Washington, D.C.
13. **Walters, J.E.** (2017). Competencies for nonprofit leaders as identified by organizational stakeholders: A systematic review. Poster presentation, Council on Social Work Education Annual Program Meeting, October 20, 2017, Dallas, Texas.
14. Bargainer, R., Cooper, D., Jang, K., Nour, B., Paris, W. & **Walters, J.E.** (2017). Nursing student opinions about xenotransplantation. Poster presentation, International Xenotransplantation Association Conference, September 20, 2017, Baltimore, Maryland.
15. **Walters, J.E.**, Brown, A., Akinsola, O., & Jones, A. (2017). Examining social work practice in rural agencies: Recruitment, job satisfaction, burnout, and turnover. Oral presentation, Rural Social Work Caucus' 42nd Annual National Institute on Social Work and Human Services in Rural Areas, July 19, 2017, Jackson, Tennessee.
16. **Walters, J.E.** (2017). Connecting social work and fundraising for practitioners. Oral presentation, The Network for Social Work Management's Annual Management Conference, June 15, 2017, Fordham University, New York, New York.
17. **Walters, J.E.** (2017). Necessary skills, traits and knowledge for nonprofit leaders and managers as identified by nonprofit stakeholders. Poster presentation, The Network for Social Work Management's Annual Management Conference, June 15, 2017, Fordham University, New York, New York.
18. Jones, A. & **Walters, J.E.** (2017). Incorporating gender responsive practices in the juvenile justice system. Roundtable session, 2017 National Title IV-E Roundtable, May 23, 2017, Arizona State University, Phoenix, Arizona.
19. **Walters, J.E.** (2017). Social work & fundraising: Finding common ground. Oral presentation, Fifth Annual Social Work Symposium, April 21, 2017, University of Memphis, Memphis, Tennessee.

20. **Walters, J.E.** (2017). Management and leadership competencies in nonprofit organizations. Poster presentation, Annual Social Work Symposium, April 21, 2017, University of Memphis, Memphis, Tennessee.
21. **Walters (Marler), J.E.,** Mann, J. & Panosh, K. (2008). Creativity and innovation workshop for Family Connection Region 5. Poster presentation, Service Learning Showcase, April 2008, University of Georgia, Athens, Georgia.
22. **Walters (Marler), J.E.** (2007). Rural agency clinical research: One researcher's experience. Poster presentation, Illinois Rural Health Association Annual Conference, April 2007, Springfield, Illinois.
23. **Walters (Marler), J.E.** (2007). Rural agency clinical research: One researcher's experience. Poster presentation, Undergraduate Research Forum, March 2007, Southern Illinois University, Carbondale, Illinois.

RESEARCH EXPERIENCE

- 2019 – Principal Investigator**
Co-PI: Dr. Stephen McGarity, Assistant Professor, College of Social Work – Examining the fundraising capacity of rural nonprofits in the U.S.
- 2018 – Principal Investigator**
Faculty Mentor: Dr. Lisa Reyes Mason, PhD Program Director & Associate Professor, College of Social Work – Dissertation research on organizational capacity of rural nonprofits in southern, persistently poor counties in the U.S.
- 2017 – Co-Principal Investigator**
Co-PIs: Aaron Brown, Aubrey Jones, & Omotola Akinsola – Developed and co-led an independent research project with other cohort members regarding job satisfaction, burnout among U.S. social workers
- 2017 – Graduate Research Assistant, University of Tennessee**
Faculty Mentor: Dr. Lisa Reyes Mason, grant-funded position – Tornado warning response in the Southeast: Advancing knowledge for action in Tennessee. National Oceanic and Atmospheric Administration, \$248,217. Assist with data analysis related to response to tornado warnings; lead manuscript development; and aid in presentation development
- 2017 – 2019 Graduate Research Assistant, University of Tennessee**
Faculty Mentor: Dr. David Dupper, former Interim Dean & Professor, College of Social Work – Assess qualitative data on organizational climate, culture, and change in the College of Social Work; facilitate listening sessions with Dean and the student body; assist in strategic planning; and founded Dean's Student Advisory Council

2016 – 2017 **Graduate Research Assistant, University of Tennessee**
Faculty Mentor: Dr. William Nugent, Associate Dean for Research &
Professor, College of Social Work – Assisted with a secondary analysis

2016 – 2017 **Principal Investigator**
Faculty Mentor: Dr. William Nugent – Conducted an assessment on
consulting services of Alliance for Better Nonprofits; developed an evaluation
instrument; and revised the evaluation process for their consulting program

TEACHING EXPERIENCE

Instructor

2019 – **University of Tennessee – College of Social Work, MSSW Program**
Introduction to Macro Social Work Practice – Fall 2019

2015 – **Brescia University – School of Social Work, BSW Program**
Human Behavior in the Social Environment I – Spring 2015, Spring 2016

Human Behavior in the Social Environment II – Fall 2015, Spring 2016 (2
sections), Fall 2016, Spring 2017, Summer 2017, Fall 2017 (2 sections),
Spring 2019, Fall 2019

Practice II, Groups – Fall 2015 (2 sections)

Introduction to Grant Proposal Writing – Spring 2018, Fall 2018

Ethical Decisions for Social Work Practice – Summer 2015

Teaching Assistant

2018 **University of Tennessee – College of Social Work, PhD Program**
Funded Research and Grant Writing – Spring 2018

Dr. Lisa Reyes Mason

Role: Designed lesson on foundation proposal writing; designed lesson on
grant budgeting; graded letter of intent assignment; and provided feedback on
students' proposals

University of Tennessee – College of Social Work, DSW Program
Clinical Management – Spring 2018

Dr. Freida Herron

Role: Provided lecture content by summarizing discussion boards; graded
discussion boards; and created an exam

Guest Lecturer

- 2019** **University of Tennessee – College of Social Work, PhD Program**
Funded Research and Grant Writing – Spring 2019
Dr. Lisa Reyes Mason
Topics: Foundation proposal writing; research grant budgeting
- 2017** **University of Tennessee – College of Social Work, MSSW Program**
Introduction to Macro Social Work Practice – Fall 2017 (3 sections)
Dr. Lisa Reyes Mason
Topics: Implementation, termination, and evaluation of programs;
professional resistance

Field Instructor

- 2012 – 2014** **Indiana University – School of Social Work, MSW Program**

GRANT FUNDING

Research Grants

- 2019** **University of Tennessee, College of Social Work**
Competitive Dissertation Grant
Amount awarded: \$1,500

Program Grants

Total amount awarded from 2007 to 2017, serving as the primary author: \$4,725,376
Only grants from 2012-2017 over \$10,000 are listed below.

- 2017** **James Graham Brown Foundation**
Organization: Brescia University
Capital & Program Grant: Supported start-up of the MSW program and
construction of the building where the MSW program will be housed
Amount Awarded: \$500,000
- 2016** **PNC Bank Foundation**
Organization: Brescia University
Program Grant: Provided funds to the School of Education to purchase
mobile technology and supplies for their education candidates
Amount Awarded: \$15,000
- Old National Bank Foundation**
Organization: Brescia University
Capital Grant: Supported the construction of the signature building which will
house the anchor programs
Amount Awarded: \$50,000

2015

U.S. Department of Education

Organization: Brescia University

Program & Capital Grant: Funding from the Strengthening Institutions Program supported improvements to the school's infrastructure including student services, faculty development, capital projects, and technology

Amount Awarded: \$2,237,390

Lily Endowment

Organization: Brescia University

Program Grant: Supported the implementation of theological institute

Amount Awarded: \$462,227

Alcoa Foundation

Organization: Brescia University

Program Grant: Supported the development and implementation of a STEM mentoring program geared towards female high school students

Amount Awarded: \$30,000

United Way

Organization: Aurora, Inc.

Program Grant: Supported homeless outreach services and reentry services

Amount Awarded: \$60,356

2014

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: Emergency Solutions Grant (ESG) supported the street outreach services

Amount Awarded: \$15,713

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$73,290

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: ESG supported street outreach services

Amount Awarded: \$49,783

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$226,080

City of Evansville Endowment

Organization: Aurora, Inc.

Capital Grant: Funded the resurfacing of agency parking lot

Amount Awarded: \$11,188

McMullan Foundation

Organization: Aurora, Inc.

Program Grant: Supported the development and implementation of a client financial empowerment program

Amount Awarded: \$27,834

Mission and Ministry Foundation

Organization: Aurora, Inc.

Operation Grant: Supported the transition of executive leadership

Amount Awarded: \$39,500

United Way

Organization: Aurora, Inc.

Program Grant: Supported homeless outreach services

Amount Awarded: \$38,000

2013

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: ESG supported street outreach services

Amount Awarded: \$15,712

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$81,885

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: ESG supported street outreach services

Amount Awarded: \$12,000

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$393,383

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: NAP tax credits supported reentry services

Amount Awarded: \$11,629

Vectren Foundation

Organization: Aurora, Inc.

Program Grant: Supported permanent supportive housing

Amount Awarded: \$20,000

McMullan Foundation

Organization: Aurora, Inc.

Program Grant: Supported the implementation of educational programming at the permanent supportive housing complex

Amount Awarded: \$20,000

United Way

Organization: Aurora, Inc.

Program Grant: Supported homeless outreach services

Amount Awarded: \$32,000

2012

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: ESG supported street outreach services

Amount Awarded: \$15,660

City of Evansville Department of Metropolitan Development

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$59,158

Indiana Housing & Community Development Authority

Organization: Aurora, Inc.

Program Grant: ESG supported rapid rehousing services

Amount Awarded: \$98,334

Ameriprise Financial

Organization: Aurora, Inc.

Program Grant: Supported homeless outreach services

Amount Awarded: \$32,000

PRACTICE EXPERIENCE

2014 – 2018

Grant Writer, Brescia University

Researched opportunities for public and private grant funding to faculty and staff; wrote institutional-focused proposals; assisted faculty and staff with research and program proposals and awards; tracked and upheld reporting obligations; and acted as the liaison between funders and awardees

2014 – 2016

Special Assistant to the President, Brescia University

Provided support and expertise to the President of the University with projects such strategic planning, national accreditation, and collaborations with other institutions; and served as the President's proxy

2011 – 2014

Director of Development, Aurora, Inc.

Managed fundraising plans; served as lead grant writer; oversaw donor and volunteer development and management; served as an agency representative; established and executed marketing plan; and served on executive team

- 2010 – 2011** **School Social Worker, Youth First, Inc.**
Served as the social worker of kindergarten through 8th grade students at two schools; developed and implemented programs to address needs of students and educators; and executed prevention and intervention strategies
- 2009 – 2010** **Assistant Program Director, Minnesota Girls Academy**
Aided in facility and office management; assisted with community and public relations; co-led the development of programming; and interpreted, composed, and submitted state licensure for facility
- 2008 – 2009** **Program Counselor, New Leaf Academy**
Wrote and executed treatment plans for students; provided necessary interventions; and served as a liaison between parents and students
- 2007 – 2008** **Intern, Barrow Co. Family Connection/Communities in Schools**
Developed organizational manuals; coordination of volunteers and fundraising for events; wrote grant proposals; and redefined and recruited for mentoring program
- 2007 – 2007** **Intern, Southern Illinois Collegiate Common Market**
Conducted funding research; wrote grant proposals; secured land acquisition funding; and assisted in program development

AWARDS & HONORS

- 2019** **Competitive Professional Development Award**
PhD Program, College of Social Work – University of Tennessee
- Competitive Travel Award**
Graduate Student Senate – University of Tennessee
- Finalist from College of Social Work, Jimmy & Ileen Cheek Graduate Student Medal of Excellence**
University of Tennessee
- Finalist from College of Social Work, Yates Dissertation Fellowship**
University of Tennessee
- 2017** **Doctoral Scholars Institute Travel Award**
School of Social Work – Rutgers University
- Competitive Travel Award**
Graduate Student Senate – University of Tennessee
- 2016 – 2020** **Graduate Research Assistantship**
PhD Program, College of Social Work – University of Tennessee

SERVICE

- 2019** **Organizer, Macro Social Work Student Symposium**
College of Social Work, University of Tennessee
- Abstract Reviewer, Annual Program Meeting**
Council on Social Work Education
- Judge, Exhibition of Undergraduate Research & Creative Achievement**
University of Tennessee
- Book Proposal Reviewer**
Columbia University Press
- 2018 – 2019** **Student Representative, PhD Program Committee**
College of Social Work, University of Tennessee
- Co-Founder & Steering Committee, Dean’s Student Advisory Council**
College of Social Work, University of Tennessee
- 2018** **Judge, Exhibition of Undergraduate Research & Creative Achievement**
University of Tennessee
- Grant Review Committee Member, Social Justice Innovation Initiative**
College of Social Work, University of Tennessee
- 2017** **Volunteer**
Alliance for Better Nonprofits
- 2015 – 2016** **Board Member**
The Daniel Pitino Shelter
- 2011 – 2016** **Team Secretary & Fundraiser**
White County Relay for Life, American Cancer Society

MEMBERSHIPS

Association for Community Organization and Social Action
Council on Social Work Education
Influencing Social Policy
National Association of Social Workers
Network for Social Work Management
Society for Social Work and Research