

Humberto E. Fabelo, Ph.D., LCSW  
Curriculum Vitae

**SUMMARY**

Associate professor and associate dean for academic and student affairs at the School of Social Work, Virginia Commonwealth University with 15 years of higher education administration experience and 21 years of service at Virginia Commonwealth University. Instructional responsibilities in the undergraduate, graduate and doctoral programs. Research interests in scale development, refugees and immigration and multicultural issues, and trauma. Licensed Clinical Social Worker in the Commonwealth of Virginia and previously in the State of Florida with direct clinical practice and administrative positions in hospital settings and out-patient clinics.

**PROFESSIONAL**

Associate Dean for Academic and Student Affairs  
Interim Associate Dean for Academic and Student Affairs  
School of Social Work  
Virginia Commonwealth University  
Richmond, Virginia

July 2012-present  
January 2010-June 2012

Responsible for all academic and student affairs in the school's three degree programs (BSW, MSW, PhD) and the offices of student success and field education. The main responsibilities of the associate dean for academic and student affairs are as follows:

- Responsible for ensuring school academic priorities and strategic initiatives are aligned with Quest for Distinction and other university priorities
- Implementation, review, and revision of all academic policies and procedures and degree requirements in three degree programs, field education, and student success offices
- Setting and ensuring achievement of the school's strategic enrollment management targets in all three degree programs
- Creating enrollment and educationally-derived revenue projection and yield reports
- Preparing and presenting reports on school-wide academic matters to the Programs Committee (the school's main academic governance committee) and Faculty Assembly (the school's policy-making body)
- Serving as the dean's designee in matters pertaining to student admissions, academic and grade review, dismissal actions, and all other matters pertaining to students in any of the school's three academic programs
- In consultation with the university's general counsel and other related offices, anticipate and strategically manage any situation that exposes the school or university to risk
- Final school reviewer of graduation applications in all three academic programs to ensure degree requirements have been satisfied by each graduation applicant
- Serving as the school's main point of contact with all major university units on academic and student affairs
- Coordinating the school's two main academic events (convocation of new students each fall and commencement ceremony each spring)

- Ensuring the schedule of classes of all three degree programs is accurate and submitted on time to the university's scheduling office; ensuring corrections and revisions are made promptly
- Completing annual student climate survey
- Surveying faculty members' teaching preferences for the academic year and preliminary assignment of teaching assignments
- Maintaining accurate records of faculty members' earned course release credit based on selected teaching activities and awarding three course releases each academic year to selected faculty members
- Task supervisor for all academic program directors
- Ensuring compliance with Council on Social Work (CSWE) baccalaureate and graduate educational and accreditation standards, including annual assessment of student learning outcomes, and the coordination of the school's reaffirmation of accreditation self-study and site visits
- Certifying continuing education events and programs in coordination with the Office of Continuing and Professional Education
- Serving on university-wide and school standing and ad-hoc committees (listed in the Service section of this document) with chair responsibilities in selected committees
- Developing, proposing, and managing the Associate Dean for Academic and Student Affairs mission-based budget
- Initial and quarterly reviewing and making recommendations on academic unit budgets to ensure alignment with school and university priorities as a member of the Executive Team

Interim Doctoral Program Director  
 School of Social Work  
 Virginia Commonwealth University  
 Richmond, Virginia

August 2014-August 2016

Oversight of doctoral program, including implementation, review, and revision of academic policies and curriculum, recruitment and admission activities, teaching assignments and schedule of classes maintenance, student learning outcome assessment, and ensuring all other activities required for degree completion are implemented and followed (e.g., student review, comprehensive exams, dissertation proposal and defense, and graduation, and implementing retention strategies as indicated). Propose and manage approved program budget, including awarding student travel funds and submit quarterly and other reports as needed or requested by the dean or other university official.

Director BSW Program  
 Interim Director, BSW Program  
 School of Social Work  
 Virginia Commonwealth University  
 Richmond, Virginia

September 2002-December 2010  
 September 2001-September 2002

Chair BSW Program Committee, participate in Administration Team, continue committee participation at the School and University level, teach undergraduate courses, provide academic advising to BSW, MSW, and PhD students, participate on doctoral dissertation committees, and provide field instruction in an elementary school setting for BSW and MSW students.

Associate Professor with Tenure  
Assistant Professor  
VCU School of Social Work

May 2003 - present  
August 1995 – May 2003

Appointed to the faculty in a tenure-track position in 1995 and tenured in 2003 to teach direct practice, human behavior theory, and research courses across programs, and participate in doctoral examinations and dissertation committees. Faculty duties also include field liaison and field instruction, as well as participating in school and university committees and providing service to community-based agencies.

Visiting Professor/Field Instructor  
School of Social Work  
Florida International University  
Miami, Florida

September 1994-August 1995

Duties and responsibilities included teaching undergraduate and graduate level social work courses in direct practice and research sequences, participation in the Field Committee and the Research Sequence Committee, and field supervision of second year Title IV-E MSW students. As a Field Instructor in the Title IV-E program, I was also responsible for working closely with the Broward County district of the State of Florida's Department of Health and Rehabilitative Services (HRS District X) in Foster Care and Adoption Services. I also functioned as a consultant to the District in training, clinical supervision, and serving on committees. When the students were in practicum, my primary duties included direct supervision of intensive reunification services to HRS cases in Foster Care.

Adjunct Professor  
School of Social Work  
Florida International University  
Miami, Florida

January 1993-September 1994

Duties include teaching direct practice, and human behavior and the social environment courses in the undergraduate program in the School of Social Work, and academic advising of undergraduate and graduate social work students.

Counselor II  
Family Counseling Services of Greater Miami, Inc.  
Miami, Florida

May 1989-August 1992

Conducted psychosocial assessments, diagnosis, ongoing therapy and referrals when necessary. Conducted group psychotherapy with individuals referred to the agency for DUI (driving under the influence). Coordinator of the Domestic Violence Program, which sought to reduce the incidence of domestic violence by providing services to court referred clients. Designed and implemented a group therapy program for children from families experiencing problems related to substance abuse. As a result of the pilot project, named "Rainbow Kids", a program was funded by the Board of the agency and was taken to several area elementary schools.

Additional duties included field instruction to graduate level social work students.

Director of Admissions and Business Office  
Highland Park Pavilion  
University of Miami/  
Jackson Memorial Mental Health Hospital  
Miami, Florida

December 1987-May 1989

Responsible determining admission and insurance eligibility to the in-patient mental health hospital of the University of Miami/Jackson Memorial Hospital, implementing and revising the policies and procedures of the admissions office and supervision of the admissions and business office staff.

Assistant to the Medical Director  
Harbor View Hospital  
Miami, Florida

February 1985-December 1987

Assisted the Medical Director in carrying out the functions of the medical director's office, including staffing, coordinating, maintaining communication, and keeping minutes all medical staff committees (general medical staff, utilization and peer review, quality assurance, and risk management quarterly committee meetings). Responsible for medical staff appointments and re-appointments process, verification and maintaining accurate records of medical staff credentials, developing, maintaining, and making recommendations for all medical staff policies and procedures, and coordinating the medical staff for accrediting surveys by JCAHO. Additional duties included handling daily administrative functions and problems related to medical staff, patients, and their families.

Caseworker/Team Leader  
Harbor View Hospital  
Miami, Florida

February 1983-February 1985

Responsible for all the casework of a 12-bed crisis stabilization unit. This included coordinating the functions of the multidisciplinary treatment team, completing psychosocial assessment, creating and updating treatment care plans, and preparing and handling all legal documentation related to involuntary admissions and court appearances, and discharge planning.

Mental Health Technician  
Coral Ridge Psychiatric Hospital  
Fort Lauderdale, Florida

January 1982-February 1983

Provided in-patient primary nursing care to adult and adolescent psychiatric inpatients. Duties included completion of the admissions assessment and initial treatment care plan.

## EDUCATION

Ph. D. September 1992-July 1995  
Florida International University  
Miami, Florida  
Major: Social Welfare  
Areas of Interest: Sexual abuse and scale development

Dissertation:

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

MSW September 1986-December 1989  
Florida International University  
Miami, Florida  
Concentration: Services to Families and Children

BS September 1978-December 1983  
Florida State University  
Tallahassee, Florida  
Major: Psychology  
Minor: Statistics and Computer Science

## SCHOLARLY ACTIVITIES

### Publications:

- Lopez-Cepero, J., Fabelo, H. E., Rodriguez-Franco, L., & Rodriguez-Diaz, F. J. (2016). Dating Violence Questionnaire: Validation of the Cuestionario de Violencia de Novios (CUVINO) using a college sample from the U.S. *Violence and Victims*, 31(3), 438-456.
- Fabelo-Alcover, H.E., O'Connor, M. K., Netting, F. E., & Wyche, A. K. (2013). When the paradoxical is ideal: Employees' perceptions of their organizations, work units, and ideal workplaces. *Administration in Social Work*, 37(4), 340-355.
- O'Connor, M. K., Netting, F. E., & Fabelo, H. (2009). A multidimensional agency survey. *Administration in Social Work*, 33, 81-104.
- Fabelo-Alcover, H. E. (2007). Cognitions and behaviors scale. In J. Fisher & K. Corcoran (Eds.). *Measures for clinical practice and research: A sourcebook: Vol. 2* (4<sup>th</sup> ed., pp. 159-161). New York: Oxford University Press.
- Fabelo-Alcover, H. E., & Sowers, K. (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.

Fabelo-Alcover, H. E., & Lipton, M. (2003). Further validation of the Cognitions and Behaviors Scale (CABS) using a clinical sample of adult female survivors of childhood sexual abuse. *Research on Social Work Practice, 13*(2), 166-180.

Fabelo-Alcover, H. E. (2003). Black beans and chopsticks: A Latino social worker collaborates with Vietnamese refugees. *Arete, 27*(1), 9-24.

Fabelo-Alcover, H. E. (2002). A Model for teaching research methods based on Cognitive Behavioral and Social Learning theories. *The Journal of Baccalaureate Social Work, 8*(1), 133-144.

Henry, J., Allison, K., Fabelo-Alcover, H. E., Chapin, M., & Howard, C. (2002). The Carver Health Project: Lessons from an interdisciplinary professional training model. *Universities and Community Schools, 7*, 95-105.

Fabelo-Alcover, H. E. (2001). Honoring differences: Cultural issues in treatment of trauma and loss [Review of the book *Honoring differences: Cultural issues in treatment of trauma and loss*. *Journal of Ethnic & Cultural Diversity in Social Work, 9*, 169-173.

Fabelo-Alcover, H. E., & Sowers-Hoag, K. (1998). Hispanic diversity in communication in the workplace. In A. Daly (Ed.), *Workplace diversity*. Silver Springs, MD: NASW Press.

Fabelo-Alcover, H. E. (1997, December). Chopsticks and black beans: A Latino social worker collaborates With Vietnamese Refugees. *Perspectives on Multiculturalism and Cultural Diversity, 8*, 2-9.

Fabelo-Alcover, H. E. (1995, December). A Cuban in the land of Thomas Jefferson. *Perspectives on Multiculturalism and Cultural Diversity, 6*, 5-6.

### **Unpublished Report:**

Purcell, P., & Fabelo, H. E. (2005, December). *Pathways to Healing: A Neurological and Psychological Approach to Post-Legal Adoption Services*. U. S. Department of Health and Human Services, Administration for Children, Youth, and Families Adoption Opportunities Program. Grant Award No. 90-CO-0970.

### **Peer-reviewed Conference Presentations:**

Fabelo, H. E., & Lopez Cepero, J. (July, 2012). *Validating the Dating Violence Questionnaire, an English version of the Cuestionario de Violencia de Novios (CUVINO) with a North American Sample*. Paper presented at the 2012 International Family Violence and Child Victimization research Conference. Portsmouth, NH.

O'Conner, M. K., Netting, F. E., & Fabelo, H. E. (2006, Nov.). *Comparing Nonprofit and Public Agencies: How They Differ Multiparadigmatically*. Paper presented at the 35<sup>th</sup> Annual Arnova (Association of Voluntary Action Scholars, the Association for Research on Nonprofit Organizations and Voluntary Action) Conference. Chicago, IL.

- Fabelo, H. E., Edwards, L., & Purcell, P. (2006, March). *Pathways to Healing: A Multidimensional Approach to Adoption*. Paper presented at the S.P.I.R.I.T. of Social Work, NASW-VA 2006 Conference, Richmond, VA.
- Edwards, L., & Fabelo, H. E. (2005, Sept). *Pathways to Healing: A Multidimensional Approach to Post Adoption Services*. Paper presented at the 17<sup>th</sup> Annual International ATTACH Conference, Albuquerque, NM.
- Edwards, L., & Fabelo, H. E. (2004, Oct.). *Pathways to Healing: A Neurological and Psychological Approach to Post-Legal Adoption Services*. Paper presented at the 16<sup>th</sup> Annual International ATTACH Conference. Richmond, VA.
- Netting, F. E., O'Connor, M. K., & Fabelo-Alcover, H. E. (2003, Nov.). *Developing and Testing an Assessment Tool for Nonprofit Organizations*. Paper presented at the 32<sup>nd</sup> Annual Arnova (Association of Voluntary Action Scholars, the Association for Research on Nonprofit Organizations and Voluntary Action) Conference. Denver, CO.
- Buerlein, R., & Fabelo-Alcover, H.E. (2002, Oct). *BSW Peer Assistance Program: Students Helping Students*. Paper presented at the 20<sup>th</sup> Annual Baccalaureate Social Work Education Conference. Pittsburgh, PA.
- Fabelo-Alcover, H. E., & Cardenas, M. A. (2002, May). *Child Maltreatment Issues for GLBT Youth*. Paper presented at the 10<sup>th</sup> Annual American Professional Society on the Abuse of Children. New Orleans, LA.
- Fabelo-Alcover, H. E., Hutchinson, E. D., & Kendall-Wilson, L (2001, July). *A Study of Child Fatalities Attributed to Abuse or Neglect in the Commonwealth of Virginia*. Paper presented at the Seventh International Family Violence Research Conference, Portsmouth, NH.
- Fabelo-Alcover, H. E. (2000, October). *Demystifying Research Coursework: An Undergraduate Pilot Project*. Paper presented at the 18<sup>th</sup> Annual Conference of the Association of Baccalaureate Social Work Program Directors, Destin, FL.
- Fabelo-Alcover, H. E., Selvog, H. (1999, July). *Differences in CABS Scores between Adult Male Survivors of Childhood Sexual Abuse That Are Sexual Offenders and Those That Are Not*. Paper presented at the 6<sup>th</sup> International Family Violence Research Conference at the University of New Hampshire, Durham, NH.
- Fabelo-Alcover, H. E. (1999, July). *Perceptions of Child Sexual Abuse as a Function of the Child's Gender-Follow-up Study*. Paper presented at the 6<sup>th</sup> International Family Violence Research Conference at the University of New Hampshire, Durham, NH.
- Fabelo-Alcover, H. E. (1999, April). *Perceptions of Child Sexual Abuse as a Function of the Child's Gender-Follow-up Study*. Paper presented at the 76<sup>th</sup> Annual Meeting of the American Orthopsychiatric Association, Washington, DC.

Fabelo-Alcover, H. E., & Lipton, M. (1998, July). *Clinical Use of the DIASAS (Degree of Impairment Associated With Sexual Abuse Scale)*. Paper presented at the Fifth International Family Violence Research Conference at the University of New Hampshire, Durham, NH.

Fabelo-Alcover, H. E., & Rodwell, Mary K. (1998, July). *Program Evaluation of a Sexual Abuse Prevention Play*. Paper presented at the Sixth International Family Violence Research Conference at the University of New Hampshire, Durham, NH.

Fabelo-Alcover, H. E. (1997, June). *The Development of an Assessment Scale to Assess Degree of Impairment Associated With Childhood Sexual Abuse*. Paper presented at the Sixth International Family Violence Research Conference at the University of New Hampshire, Durham, NH.

Fabelo-Alcover, H. E. (1996, July). *An Empirical Test of the Traumagenics Dynamics Model*. Paper presented at the Trauma and Memory: An International Conference at the University of New Hampshire, Durham, NH.

Fabelo-Alcover, H. E. (1995, April). *Perceptions of Childhood Sexual Abuse as a Function of the Child's Gender*. Poster session presented at the First Annual Conference of Social Work Researchers, Washington, DC.

Fabelo-Alcover, H. E. (1995, March). *Perceptions of Childhood Sexual Abuse as a Function of the Child's Gender*. Paper presented at the Annual Program Meeting of the Council on Social Work Education, San Diego, CA.

### **Training, Non-peer Reviewed Presentations, and Invited Lectures:**

Fabelo, H. E. (October 2011). *Hispanics in the U. S.: Cultural Norms and Demographic Trends 2000 – 2010*. Paper presented to the Virginia Division of the Federal Highway Administration, Richmond, Virginia.

Fabelo, H. E. (March, 2010). *Hispanic Identity in the U. S.* Paper presented at the University of Cordoba School of Law, Cordoba, Spain.

Fabelo, H. E. (February, 2009). *Black Beans and Fried Rice: Cultural Competence for Social Work Professionals*. Paper presented at the February Continuing Education Program of the VCU School of Social Work, Alexandria, Virginia.

Fabelo, H. E. (December, 2008). *Dispelling Myths [about Hispanics in the US]*. Paper presented at the Virginia Latino Pilot Project 2008 Conference [Latinos in VA: Understanding and Working Together with Our NEW Neighbors].

Fabelo, H. E. (November, 2008). *Black Beans and Fried Rice: Cultural Competence for Social Work Professionals*. Paper presented at the November Continuing Education Program of the VCU School of Social Work, Alexandria, Virginia.



- Fabelo, H. E. (June, 2008). *Immigration: The US and Spain*. Paper presented the Annual Center for Integrated Mediterranean Studies Conference, University of Cordoba, Cordoba, Spain.
- Fabelo, H. E. (March, 2008). *Black Beans and Fried Rice: Cultural Competence for Social Work Professionals*. Paper presented at the March Continuing Education Program of the VCU School of Social Work, Richmond, Virginia.
- Fabelo-Alcover, H. E. (March, 2007). *Cultura y Poder en las Americas* (Culture and Power in the Americas). Paper presented at the *Luces y Cadenas: Cultura y Poder en el sigloXXI* Conference, at the University of Cordoba, Cordoba, Spain.
- Hutchinson, E., & Fabelo-Alcover, H. E. (Fall 2002). *An Analysis of Child Fatalities Attributed to Abuse and Neglect in the State of Virginia during Fiscal Year 2000*. Presented to regional directors of Virginia Departments of Social Services, Richmond, Virginia
- Hutchinson, E., & Fabelo-Alcover, H. E. (Fall 2002). *An Analysis of Child Fatalities Attributed to Abuse and Neglect in the State of Virginia during Fiscal Year 2000*. Presented to the central office staff of the Virginia Department of Social Services, Richmond, Virginia.
- Hutchinson, E., & Fabelo-Alcover, H. E. (Fall 2002). *An Analysis of Child Fatalities Attributed to Abuse and Neglect in the State of Virginia during Fiscal Year 2000*. Presented to State Fatality Review Board, Richmond, Virginia.
- Fabelo-Alcover, H. E. (2001, October). *Cross-cultural Parenting*. Catholic Charities Foster Parents Training Workshop. Richmond, Virginia.
- Fabelo-Alcover, H. E. (2001, October). *Grief and Grieving*. Stephen Ministries Training Workshop. St. Paul's Episcopal Church, Richmond, Virginia.
- Fabelo-Alcover, H. E. (2001, March). *Group Intervention with Gay Adolescents: Developmental Issues, Communication, and Group Dynamics*. ROSMY, Richmond, VA.
- Fabelo-Alcover, H. E. (1996, September 22nd and 29th). *Understanding and Helping*. Training Vietnamese refugee survivors of re-education prison camps as peer-group leaders to establish support groups in the Roanoke, Richmond, and Norfolk areas as part of a Community Service Associate project with the Catholic Diocese Refugee and Immigration Services funded by a grant from Virginia Commonwealth University. Roanoke and Williamsburg, VA.
- Fabelo-Alcover, H. E. (1996, October and December). *Working with Refugees and Immigrants*. Training provided to 30 multicultural and multi-ethnic case workers from the Catholic Diocese Refugee and Immigration Services and the World Council of Churches Resettlement Program from the Richmond, Norfolk, Roanoke, Harrisonburg and Manassas areas as part of a Community Service Associate project with the Catholic Diocese Refugee and Immigration Services funded by a grant from Virginia Commonwealth University. Roanoke and Williamsburg, VA.

## Previous Research Activities

- Research Consultant, Virginia Home for Boys, Richmond, VA  
Treatment Outcome Data Analysis  
Resident Demographic Profile (completed 1998-1999)
- Research Consultant, Virginia Department of Social Services  
Child Fatality Study (completed Fall 2002)
- Research Consultant, Coordinators/2, Inc., Richmond, VA  
Program Evaluation (completed 2002-2005)
- Research Consultant, The Journey Institute, Miami, FL  
Treatment Outcome Data Analysis
- Research Consultant, Friends Association, Richmond, VA  
Organizational Assessment
- Research Consultant, Richmond City Department of Social Services, Richmond, VA  
Organizational Assessment

## SERVICE

### University:

- Oral Health iCubed Core Search Committee Member and Chair for Social Work Faculty Position Spring 2016 - present
- Provost's Global Advisory Council Fall 2013-present
- VCU Graduate Deans Advisory Committee Spring 2011-present
- Associate Deans Forum Spring 2011-present
- University Assessment Council Spring 2011-present
- VCU Inter-professional Education Council Spring 2011-present
- VCU Council of International Partnership Directors Spring 2010-present
- VCU – University of Cordoba Chief Liaison Spring 2010-present
- University Academic Regulations Committee Fall 2001-present
- University Academic Regulations Appeals Committee Fall 2001-present
- School of World Studies New Communities Program Lecture Fall 2007-present
- Inclusive Excellence LGBTQ Director Search Committee Chair Spring 2016
- University Grievance Panel SOA Case Spring 2012
- Associate Vice Provost Decision Making Search Committee Spring 2012
- Global Education Living and Learning Center Task Force Spring 2012
- VP for Diversity and Equity Search Committee Spring 2012
- University Grievance Panel Fall 2008-2011
- Promotion and Tenure Peer Review Committee: Psychology Department (Bryce McCleod) Fall 2011

- VCU Chapter of Phi Kappa Phi – President 2011-2012
- VCU Chapter of Phi Kappa Phi – President Elect 2010-2011
- VCU Search Committee: Provost 2010-2011
- University Grievance Panel SOE Case Spring 2010
- Promotion and Tenure Peer Review Committee:  
Music Department (James Wiznerowicz) Fall 2010
- Global Education Office English Language Program Director  
Search Committee, Chair Fall 2010-Spring 2011
- University College Advisory Board Fall 2006-Fall 2010
- University College Academic Committee Fall 2006-Fall 2010
- University Transfer Coordinating Council Fall 2006-Fall 2010
- New Student Programs Advisory Committee 2007-Fall 2010
- University Undergraduate Curriculum Committee 2001-2003; 2008-2010
- Integrated Mediterranean Studies Conference Planning Committee Spring 2009
- Fulbright Scholarship Review Panel 2007-2008; 2009-2011
- VCU Dining Services Multicultural Scholarship Committee 2004-Spring 2009
- University Search Committee: Dean, School of Social Work 2008-2010
- Phi Kappa Phi – Vice President for Scholarships and Awards Spring 2008-2010
- VCU Chapter of Phi Kappa Phi –Scholarships and Awards Committee Spring 2008-2010
- Disabilities Support Services Search Committee Spring 2009
- Bachelor of Interdisciplinary Studies Admissions Committee Fall 2001-2008
- University General Education Core Curriculum Committee 2001-2002; 2006-2007
- University Search Committee: Vice Provost for Instruction 2006-2007
- Hosted University of Cordoba, Spain, Delegation Visit to VCU Spring 2008
- Hosted University of Guadalajara, Mexico, Delegation Visit to VCU Fall 2007
- School of Education Diversity Training Lecture Fall 2007
- Promotion Peer Review Committee:  
Statistical Sciences and Operations Research (W. Scott Street, IV). Fall 2007
- University Student Survey Research Group Spring 2007
- University Honors College Student Research Committee Spring 2007
- Hispanic Student/Asian Student/First generation/ Immigrant Student  
Initiative Curriculum Subgroup. 2005-2006
- Advising Council (Advising Assessment Workgroup) 2005-2006
- Review Panel; Truman Scholarship Committee Spring 2006
- All VCU Academic Team Planning Meeting Spring 2006
- Participated in School of World Studies faculty search Spring 2006
- Orientation Leader Training Summer 2005
- Psychologist, University Counseling Center, Search Committee Spring 2005
- Promotion and Tenure Peer Review Committee:  
Statistical Sciences and Operations Research (W. Scott Street, IV). Fall 2005
- Promotion and Tenure Peer Review Committee:  
Psychology Department (Suzanne Mazzeo). Fall 2005
- Search Committee, Assistant Vice Provost for Diversity Spring 2003
- School of Education, Promotion and Tenure Committee Fall 2003

- Virginia Institute on Developmental Disabilities 1998-2003
- University Student Retention Committee 2001-2003
- Director, Office of Multicultural Affairs, Search Committee Spring 2002
- VCU Career Development Council, Member 1995-1999
- University Council, Member 1996-1998
- University Council Student Affairs Subcommittee, Member 1996-1998
- VCU Academic Campus Honor Council, Member 1996-1999
- Career Center Search Committee, Director's Position 1998-1999
- Nominated and Presented Award to the First Social Work Student Receiving a Black History in the Making Award 1998
- VCU International Studies Student Research Conference Panel Chair/Panelist 1996-2001
- Lecture, African Contributions to Cuban Culture: Undergraduate Spanish Linguistics Class 4/1996, 3/2000, 3/2001
- TEDU 651: Lecture, Families with Children with Disabilities 1998-2001

**School Committees:**

- School of Social Work Director of Finance Search Committee Chair Summer 2016-present
- IV-E Stipend Program Coordinator Search Committee Chair Fall 2016
- Academic and Student Affairs Coordinator Search Committee Chair Fall 2016
- Curriculum Transformation Steering Committee 2014-present
- School CEU reviewer and approval liaison with University CEU office 2014-present
- Academic Administrators Team, Chair 2011-present
- Executive Team 2010-present
- Dean's Cabinet 2008-present
- Faculty Assembly 1995-present
- School of Social Work Director of Finance Search Committee Chair Spring 2016
- Doctoral Program Committee, Chair 2014-2016
- Administrative Team (later Executive Team) 2001-2008
- BSW Program Committee 1995-Fall 2010
- Faculty Association 2005-2008
- All State Liaisons Field Committee 1995-1998, 2003-2009
- International Initiatives Committee 2007-2008
- Class Scheduling Ad-Hoc Committee Spring 2008
- Rally in the Valley Planning Committee Fall 2007
- 90<sup>th</sup> Anniversary Planning Committee 2006-2007
- Promotion and Tenure Committee: M. Secret Fall 2006
- Social Justice Planning Committee—2<sup>nd</sup> term 1995-1999, 2003-2006
- Chair, Search Committee—BSW Academic Advisor Fall 2005
- Search Committee, Assistant Director of Field 2004
- Faculty Rights and Responsibilities Committee 2001-2003
- Search Committee, BSW Director 2000-2001
- Student Computer Initiative Committee 2001

- Micro-practice Content Group 1995-2001
- HBSE Content Group 1995-2001
- Student Affairs Committee 1995-1997
- Academic Standards Committee 1997-2001
- Faculty Search Committees 1995-96, 2001-02, 2004-06
- Grade Review Committees 1996
- Third-year Faculty Review Committee 1996

**Other School Service:**

- Course Review and Development:

- SLW 747-Social Work Interventions with Children and Adolescents 1996
- SLW 313-Person in Society I 1996-2001
- VISTTA Development of Outcome Measures Course 1997-1998

- Lectures and Presentations:

- Panelist: Strategies for Social Work Planning and Administration 1995
- Social Work Practice with Persons of Color 2000; 2001
- Social Work and Social Justice 2000; 2004
- Faculty Assembly Lecture, Social Work Education in Cuba 2000
- Job Seeking Workshops
  - Ph. D. Students 1995, 1997, 2000
  - BSW Seniors Job Seeking Workshop 1997, 1998, 1999, 2000
- Panelist, Social Justice Week: Cross Cultural Perspectives: 3/1999
- Panelist, Vietnamese Resettlement in Virginia HBSE MSW classes 1997
- Lecture, Traumatic Resettlement, MSW HBSE Class 1997
- Lecture, APA Writing Style, First Year MSW Students 2000-2007
- Lecture, APA Writing Style, BSW Students 2005-2008
- SLWK 313 Weekly Writing Lab Fall 1997
- EDUS 651: Multicultural Counseling: Working with Latino Clients Fall 2004

- **Other School-related Service Activities:**

- Social Justice Art Show Coordinator 1997-2007
- Columbia University Student Conference Sponsor for VCU Students Spring 1998
- Faculty Mentor for Adjunct Faculty Member:
  - Richard Grosse (SLWK 313) Spring 1998
  - Judy Thomas (SLWK 313) Fall 2001
  - John Matthews (SLWK 201) Fall 2002
  - Jan Ivery (SLWK 201) Fall 2002
  - Raphael Mutepa (SLWK 230) Fall 2002
  - Rasheeda Worthy (SLWK 230, SLWK 201) Spring 2003

Jonathan Lebolt (SLWK 313)	Fall 2003
Ian Danielson	Spring 2009
Kim Flournoy	Spring 2009
Madeline Roberts	Spring 2009
• Faculty Advisor for Early Intervention Certificate	1998-2003
• Doctoral Teaching Group Leader	2005-2007
• PhD Brown Bag, Presenter	Spring 2006

### Community:

• St. Paul's Episcopal Church, Richmond, VA Race Relations Committee, Member	1996-1998
• Virginia Treatment Center for Children Advisory Council, Member	1996-2001
• World Council of Churches Refugee Resettlement Program, Consultant	1996
• Refugees and Immigration Services, Consultant	1995-1998
• Refugee Unaccompanied Minors Program, Consultant	1996
• The Virginia Home for Boys Therapeutic Services Committee	1997-2001
• Teleconference "Building Hospitable Communities: Confronting Bias ... Countering Xenophobia," Host	1996
• Host Committee, Chair Boys Choir of Tallahassee's Visit To Richmond	1996
• Virginia Treatment Center for Children Search Committee, Member (Senior Social Worker)	1998
• Richmond Organization for Sexual Minority Youth (ROSMY) Board	2000-2001
Professional Services Committee, Member	2001-2002
Scholarship Committee, Chair	2001-2004
• Richmond Hill Board Member	2001-2002
Staffing and Operations Committee, Member	2001-2003
• St. Mark's Episcopal Church, Richmond, VA Outreach Committee, Member	2000-2001
Stephen Ministry, Commissioned Member	2001-2007
• Virginia Department of Social Services Child Fatality Study	2001-2003

### Professional:

• Site Visitor, Commission on Accreditation, CSWE	2002-present
○ Recent Site Visits (2014 and 2016)	
▪ University of Minnesota, Makato (MSW)	
▪ Interamerican University of Puerto Rico, Fajardo (BSW)	
• Ad Hoc Reviewer: Human Service Organizations	Fall 2016
• Treasurer, Virginia Consortium of Social Work Educators	2009-2011
• President, Virginia Consortium of Social Work Educators	2007-2009
• Exam Proctor, University of Pennsylvania	2007- 2008
• Book Reviewer for Rubin & <i>Babbie Essential Research</i>	

- *Methods for Social Work, 2<sup>nd</sup> Edition* 2008
- External Peer Reviewer for Promotion and Tenure of Dr. Kim Anderson, University of Missouri-Colombia Summer 2007
- External Peer Reviewer for the Promotion of Dr. Linda Ferrise, West Virginia University Fall 2007
- Commissioner, CSWE National Nominating Committee 2005-2008
- Consulting Editor, Journal of Social Work Education 2002-2008
- External Program Reviewer U of Wisconsin-Milwaukee Fall 2006
- Practice Commissioner, Council on Social Work Education 2002-2005
- Ad-hoc Reviewer, Journal of Research on Social Work Practice 2005
- VISSTA CPS Exam Development Core Committee 1995-1996
- 43rd Annual Program Meeting, CSWE:Mental Health, Refugees and Immigrants: A Three Dimensional Cultural Interface, Panel Chair 1997

**Funded Activities:**

- Community Service Associate
  - Refugee and Immigrations Services/1996-1997, PI \$ 4, 338
  - Virginia Home for Boys/1998-1999, PI \$ 4, 338
- US Department of Education Title VIA Undergraduate International Studies and Foreign Language Program Grant, Co-PI \$74, 000
- Coordinators2Inc. 2003-2004, Evaluator \$15, 103
- Coordinators2inc 2004-2005, Evaluator \$15, 827

**TEACHING EXPERIENCE**

**Virginia Commonwealth University:**

- SLWK 201 Introduction to Social Work
- SLWK 313 Person in Society I
- SLWK 332 Social Work Practice: Fundamentals
- SLWK 380 Foundations of Social Work Research I
- SLWK 381 Foundations of Social Work Research II
- SLWK 499 Senior Seminar
- SLWK 604 Social Work Practice With Individuals, Families, and Groups I
- SLWK 605 Social Work Practice With Individuals, Families, and Groups II
- SLWK 609 Foundations of Research in Social Work Practice
- SLWK 611 Work Research for Advanced Standing Students
- Field Liaison 1995-1998, 2003-2009, 2013-2014
- Field Instructor:
  - Richmond ARCAC/Summer 2000
  - Carver Elementary School/1998-2003
- Dissertation Committee Member:

- David Woody social work-completed
- Susan Cummings social work-completed
- ETTY Vandsburger social work-completed
- Susan Gottlieb social work-completed
- Suzanne Fountain social work-completed
- Nathan Smith psychology-completed
- Dawn Johnson psychology-completed
- Roberto Mejia psychology-completed
- John Matthews social work-completed
- Hans Selvog social work-completed
- Melinda Moore psychology-completed
- Tamara Temooney public policy-completed
- Adam Iglesias psychology-completed
- Belinda Hooper education-completed
- Elizabeth Archer psychology-completed

- Dissertation Committee Chair:

- Alex Vega withdrew from program
- Michael Howell social work-completed
- Carmen Monico social work-completed
- Jennifer Shadik social work-completed

- Thesis Committee

- Karen Valdez genetic counseling-complete
- Clarice K. Gerke counseling psychology-complete

- Comprehensive Exams Committee

- Ananda Newmark social work-completed
- Hans Selvog social work-completed

- Independent study:

- 7 BSW students 1996, 2002, 2006, 2008, 2009, 2010
- 5 MSW students 1997, 2003, 2008, 2009
- 2 PhD Students 1998-1999, 2002

- Academic Advising

- MSW Academic Advising 2007-2012
- BSW Academic Advising 1995-2012
- Undergraduate STAR Advising 1996-2001



- Early Childhood Intervention 1998-2004
  - Advanced Standing Program 2000-2005; 2008-2012
  - Doctoral Program 2002-present
- Mentor, Preparing Future Faculty Fall 2008 – Spring 2009

**Florida International University:**

- |    |                                   |   |            |
|----|-----------------------------------|---|------------|
| 1. | SOW 3302                          | Introduction to Social Work                           | 1 section  |
| 2. | SOW 3122                          | Dynamics of Human Behavior and the Social Environment | 1 section  |
| 3. | SOW 3350                          | Techniques of Interviewing                            | 1 section  |
| 4. | SOW 4322                          | Methods of Social Work Practice II                    | 3 sections |
| 5. | SOW 5404                          | Social Work Research I                                | 1 section  |
| 6. | Field Instructor/MSW IV-E Program |   | 3 terms    |
| 7. | MSW Academic Advisor              |   |            |

**AWARDS, HONORS AND LICENSURE**

Recipient of the Phi Kappa Phi 2006 Service Award, Virginia Commonwealth University Chapter. May 2006.

Member and past president of Psi Chi, the National Honor Society in Psychology, Florida State University Chapter, Tallahassee, Florida.

Member of The Honor Society of Phi Kappa Phi by election of the Florida International University Chapter, Miami, Florida. Inducted April 1990.

Recipient of Certificates of Recognition by the Dean and Faculty of the School of Public Affairs and Services, Florida International University, Miami, Florida:

High Academic Achievement 1988-1989

Excellence in the Field 1989-1990

Outstanding Scholar 1989-1990

Selected by the College of Public and Urban Affairs at Florida International University for Who's Who Among Students in American University and Colleges.

Licensed Clinical Social Worker, State of Florida  
#SLW0002994 (inactive)

Licensed Clinical Social Worker, Commonwealth of Virginia  
#0904003509