

## ACURRICULUM VITAE

**Mary Secret, Ph.D.**  
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### ACADEMIC BACKGROUND

Doctor of Philosophy in Social Policy and Social Work, 1994  
Virginia Commonwealth University  
Richmond, VA  
School of Social Work

Master of Science in Social Administration, 1973  
Case Western Reserve University  
Cleveland, Ohio  
School of Applied Social Sciences

B.A. in Sociology, Social Welfare, 1969  
Ohio University  
Athens, Ohio

### ACADEMIC APPOINTMENT

Aug, 2006 to present	Associate Professor – School of Social Work, Virginia Commonwealth University, Richmond, VA;
May, 2012 to June, 2013	Interim Director, Doctoral Program -- School of Social Work, Virginia Commonwealth University, Richmond, VA;
July 2008 to 2014	Affiliate – Center for Public Policy, Virginia Commonwealth University, Richmond, VA
July, 2001 to Aug, 2006	Associate Professor – College of Social Work, University of Kentucky, Lexington, Ky.
July, 1995 to 2001	Assistant Professor -- College of Social Work, University of Kentucky, Lexington, Ky.

### RESEARCH PROJECTS AND GRANT AWARDS

#### Funded

Secret, M. Evaluation Women in Transition Program, North Richmond YMCA. VCU Community Service Associates Program Award. \$9,000; June, 2008 – June, 2010.

Ojha, M (Doctoral Student), Secret, M (Senior Faculty). “A Study of the Relationship between Paternal Incarceration, Prison-Based Parent Education, and Child/Family Social and Emotional Well-Being”. Funded by the UK College of Social Work Small Grant Collaborative Research Program, February, 2006. \$2,000.

Werner, M (Doctoral Student), Secret, M. (Senior Faculty). “Incarcerated Fathers: An Important Parenting Resource for Children and Families. Funded by the UK College of Social Work Small Grant Collaborative Research Program, February, 2006. \$2,000.

Secret, M. (PI). “Fathers and Children Together: An Evaluation of the Resources, Services, and Outcomes of a Prison-based Parenting Program”. Funded by U.S. Children’s Bureau, October, 2003. \$600,000 for 3 years.

University of Kentucky Research Foundation. “The East End Community Outreach Partnership Center”. Funded by HUD FY 2001, \$399,999. (Grant preparation and university partner.)

Secret, M. (PI) "A Study of the Parenting in the Workplace Experiences of Different Work Organizations".. Funded by Alfred P. Sloan Foundation, FY 2000. \$29,898.

Peck-Heath, C. J., Secret, M., Ewalt, J.A., . & Wood, T. "Monitoring The Well-Being of Children, Families, and the Community: Lexington Makes It Work Welfare Reform Evaluation Plan." Funded by joint effort of Lexington Fayette Urban County Government, University of Kentucky and Lexington-Fayette County community sources, FY 97-98. (\$42,245).

Secret, M. (PI) "A Study of the Employer and Employee Benefits of Family-Friendly Workplace Policies." University of Kentucky Summer Faculty Research Fellowship Award, FY 97. (\$4,000).

Secret, M. (PI) & colleagues in collaboration with Lexington Fayette Urban County Government and University of Kentucky Office of Development. "The Project Parent Family-Oriented Workplace Policies Study." Funded by a joint effort of the University of Kentucky, Lexington-Fayette Urban County Government, and other Corporate and Community Leaders, FY 96. (\$12,000).

### **Unfunded**

Secret, M. (PI) & Colleagues. "The Kentucky Center: Enhancing the Health of The Human Services Workforce. Submitted December, 2004 to Department Of Health And Human Services (DHHS), RFA, Developing Study Designs to Evaluate the Health Benefits of Workplace Policies and Practices. (\$350,000 per year in direct funds, for 3 years).

### **PUBLICATIONS (Juried)**

Secret, M., Ward, C., & Newmark, A. (In Press). Converting a face-to-face introductory research methods course to an online format: Pedagogical issues and technological tools. *Journal of Teaching in Social Work*.

Secret, M., Bryant, N. & Cummings, C. (2017). Teaching an interdisciplinary graduate level methods course in an openly-networked connected learning environment: A Glass half full. *Journal of Educators Online*, 14(2), 90-106.

Secret, M., Abel, M., Ward, C., Perkins, N. & Charles, J. (2017). Research knowledge assessment: A study of MSW students' acquisition and retention of research knowledge. *Journal of Social Work Education*, 53(3),480-494.

Secret, M., Bentley, K. J.,& Kadolph, J. (2016). Student voices speak to quality assurance: Continual improvement in online social work education. *Journal of Social Work Education*, 52(1),

Bentley, K.J., Secret, M., & Cummings, C. (2015). The centrality of social presence in online teaching and learning in social work. *Journal of Social Work Education*, 51(3), 494-504.

Secret, M. (2012). Incarcerated fathers: Exploring the dimensions and prevalence of parenting capacity of non-violent offenders. *Fathering: A Journal of Research, Theory, and Practice*. 10: 2, 159-181.

Cole, P. & Secret, M. (2012): Factors Associated with Work-Family Conflict Stress among African American Women, *Social Work in Public Health*, 27:4, 307-329.

Secret ,M. Leisey, M, Lanning, S. Polich, S. & Schaub, J. (2011). Faculty perceptions of the scholarship of teaching and learning: Definition, activity level and merit considerations at one university. *Journal of the Scholarship of Teaching and Learning*, 11(3), 1 – 20.

Secret, M., Abell, M., Berlin, T. (2011). The promise and challenge of practice-research collaborations: Guiding principles and strategies for initiating, designing and implementing evaluation research. *Social Work*. 56 (1), 9-20.

Secret, M. & Pitt-Catsophes, M. (2008). Introducing work-family scholarship to social work students: The development and assessment of an online reading seminar. *Journal of Teaching in Social Work*(28), 145-164.

Secret, M. & Swanberg, J. (2008). Work-family experiences and insights of municipal government employees: A case study. *Public Personnel Management*(37), 199- 221.

Koerin, B.B., Harrigan, M.P., & Secret, M. (2008). Eldercare and employed caregivers: A public/private responsibility? *Journal of Gerontological Social Work*(51), 143-161.

- Secret, M. (2008, March). *Parenting in the Workplace*. Work and Family Encyclopedia. <http://wfnetwork.bc.edu/encyclopedia.php?mode=nav>
- Secret, M. (2006). Integrating paid work and family work: A qualitative study of parenting in the workplace child care experiences. *Community, Work & Family*, 9(4), 407-427.
- Secret, M. (2005) Parenting in the workplace: Child care options for consideration. *Journal of Applied Behavioral Science*, 41(3), 326-347.
- Loeffler, D.N., Christiansen, D.C., Tracy, M.B., Secret, M., Ersing, R., Fairchild, S.R., & Supthen, R. (2004). Social capital for social work: Toward a definition and conceptual framework. *Social Development Issues*, 26(2/3), 22-38.
- Secret, M. & Peck-Heath, C. J. (2004). Maternal labor force participation and child well-being in public assistance families. *Journal of Family Issues*, 25(4), 520-541.
- Secret, M., Rompf, E. L. & Ford, J. (2003). Undergraduate research courses: A closer look reveals complex social work student attitudes. *Journal of Social Work Education*, 39(3) 411-424.
- Secret, M. & Sprang, G. (2001). The effects of family-friendly workplace environments on the work-family stress of employed parents. *Journal of Social Service Research*, 28(2), 21-44.
- Secret, M., Sprang, G., Rompf, E., & Anderson, D. (2000). A community-based study of family friendly workplaces. *Journal of Community Practice: Organizing, Planning, Development and Change*, 8(1), 1-20.
- Secret, M. (2000). Identifying the family, job, and workplace characteristics of employees who use work-family benefits. *Family Relations: Interdisciplinary Journal of Applied Family Studies*, 49(2), 217-225.
- Secret, M., Ford, J., & Jordan, A. (1999). Empowerment evaluation as a social work strategy. *Health and Social Work*, 24(2), 120-127.
- Sprang, G., & Secret, M. & Bradford, J. (1999). Babies at work: Blending work and family. *Affilia: Journal of Women and Social Work*, 14(1), 98-116.
- Sprang, G., & Secret, M. (1999). Employee crisis and occupational functioning. *Employee Assistance Quarterly*, 15(2), 29-45.
- Secret, M., Sprang, G. & Bradford, J. (1998). Parenting in the workplace: Examining a unique infant care option. *Journal of Family Issues*, 19(6), 795-815.
- Secret, M., & Green, R.G. (1998). Occupational status differences among three groups of married mothers. *Affilia: Journal of Women and Social Work*, 13(1), 47-68.
- Green, R.G., & Secret, M. (1996). The publications of social work scholars in social work and non-social work journals. *Journal of Social Work Research*, 20, 31-41.
- Secret, M., & Bloom, M. (1994). Investigating a self-help approach to eliminate a child's phobia. *Research on Social Work Practice*, 4(3), 338-348.

## **Books**

- Corcoran, J. & Secret, M.. (2013) Social work research skills workbook: A Step-by-step guide to conducting Agency-based research. Oxford University Press; New York.

## **Book Chapters**

- Secret, M. & Pitt-Catsoupes, M. (2006). Introducing Work-Family Scholarship to Sociology Students: An Online Reading Seminar. In Sweet, Stephen and Marcie Pitt-Catsoupes, with Joshua Mumm, Judith Casey, and Christina Matz. "Teaching Work and Family: Strategies, Activities, and Syllabi." Washington DC: American Sociological Association.

### **By Invitation**

Secret, M. (2012). Collaborative Learning in an Online Environment: Voices from Students. *VCU Online Learning Summit: Proceedings* (ID #13108877): <http://www.lulu.com/content/e-book/vcu-online-learning-summit-proceedings/13108877>

Secret, M. (2010). Textbook Ancillaries [Test Bank, Teaching Tips, Syllabus, Online Class Activities, Audio and Video Links, Chapter Questions and Discussion Items, Power Point Slide Presentations] for Hutchison, E. D. (Ed), *Dimensions of Human Behavior: Person in Environment*. Thousand Oaks, CA: Sage.

Secret, M. (2007). Textbook Ancillaries [Power Point Slide Presentations]. For Hutchison, E. D. (Ed), *Dimensions of Human Behavior: Person in Environment; Dimensions of Human Behavior: Changing Life Course*. Thousand Oaks, CA: Sage.

### **Other Scholarly Publications**

"Workplace Policy, Practice and Culture: Employer and Employee Perspectives", A Work-Family Module developed by: Ellen Ernst Kossek, Mary Secret, Steve Sweet, Marcie Pitt-Catsoupes for the Sloan Work and Family Research Network. Posted April, 2007. Website: <http://wfnetwork.bc.edu/template.php?name=modules>

Secret, Mary. (2006). Review of *Work and Life Integration: Organizational, Cultural and Individual Perspectives*, edited by Ellen Ernst Kossek and Susan J. Lambert. *Social Service Review* 80 (2): 197-201, March 2006; ISSN 0037-7961.

Secret, M., & Sprang, G. (1999). Babies at work: A qualitative and quantitative study of a unique infant day care program. *Women & Work: A Journal of the Business and Professional Women's Foundation*, 1(1), 93-113.

### **External Reports/ Monographs**

Secret, M. (April, 2010). Process and Outcome Evaluation of Women's Re-entry (from incarceration) Program. Final report prepared for and distributed to North Richmond YMCA Community Center.

Secret, M., (April, 2010). Preliminary Data Analysis Report on study of the Status of the Scholarship Of Teaching And Learning At Virginia Commonwealth University. Prepared for and distributed to colleagues on the VCU Center for Teaching Excellence: Faculty Learning Community: Engaging in the Scholarship of Teaching and Learning (SoTL)

Secret, M., Nichols-Casebolt, A., Hutchinson, J. (January 10, 2010). Virginia Family Impact Seminars Evaluation and Stakeholder Report. Prepared for and distributed to attendees and presenters and other policy makers associated with the Virginia Family Impact Seminar held September, 2009.

Secret, M., Berlin, T., Huebner, R, & Werner, M. (2007). Fathers and Children Together: An Evaluation of the Resources, Services, and Outcomes of a Prison-based Parenting Program. Final Report submitted to U.S. Children's Bureau. Grant Award # 90CW1107.

Secret, M. (2007). Bright Futures Mental Health Training Information Gathering Project: Report to the Virginia Department of Mental Health. Strengths and Weaknesses of Past Bright Futures Mental Health Trainings, Training Needs for Bright Futures Mental Health Curriculum. September, 2007.

Peck-Heath, C. J., Secret, M., Ewalt, J.A., & Cullen, K. (2000). *Welfare, Work and Well-being: The Lexington Baseline Study*. Lexington, KY: University of Kentucky.

Bradford, J., Secret, M., Honnold, J., & Voas, J. (1998). Assessing the Response to HIV/AIDS of Virginia's Faith Community: Results from a Survey of Predominantly White Denominations. *Survey and Evaluation Research Laboratory*. Richmond, VA: Virginia Commonwealth University.

Dissertation: The influence of work status on the psychological and social well-being of married mothers. (1994).

### **PRESENTATIONS (Juried)**

Secret, M (2018). Students Gain and Lose From Online Inter-Professional Teaching Methods: Hard Lessons Learned. Council on Social Work Annual Program Meeting. Orlando, FL

- Johnson, S., Baskind, F., Secret, M. & Gupta, L. (2018). Integrating the Field and Classroom in Distance Education: Bringing the Syllabus Alive. Interactive Workshop. Council on Social Work Annual Program Meeting. Orlando, FL
- Secret, M. (April, 2018). Combining a closed LMS and an open public-facing website to deliver a research methods course: Hard Lessons Learned. The 4th Annual Social Work Distance Education conference (SWDE). San Antonio, TX
- Ward, C. Secret, M. & Newmark, A. (April 2018). Course conversion: A workshop to guide face-to-face to online course development. The 4th Annual Social Work Distance Education conference (SWDE). San Antonio, TX
- Newmark, A., Ward, C.J., & Secret, M. (October 2016). Online learning environments and teaching priorities: A delphi-method conversion matrix grounding, an interactive poster. Council on Social Work Education Annual Program Meeting, Atlanta, GA.
- Secret, M., Ward, C., Newmark, A. (October 2015) From face-to-face to hybrid to online to OAC: Choosing appropriate learning tools. Council on Social Work Education Annual Program Meeting, Denver, CO.
- Abell, M., Secret, M., & Ward, C. (October 2015) Process and Peril of Program Assessment: The Devil is in the Details. Council on Social Work Education Annual Program Meeting, Denver, CO.
- Secret, M., Ward, C. & Newmark, A. (April 2015). From face-to-face, to hybrid, to online, to MOOC: The journey of a research methods course. *Social Work and Distance Education Conference*. Indianapolis, IN.
- Ward, C. & Secret, M. (April 2015). Success in Online Courses: Characteristics of the “Responsible Student?” *Social Work and Distance Education Conference*. Indianapolis, IN
- Secret, M. (May, 2014). The Baby and the Bathwater: Decisions about What Goes and What Stays When Converting an Existing Face-To-Face Course to an Online Format. *VCU Online Learning Summit 2014*, Richmond, VA
- Ward, C. J., Keast, J. L. K., Perkins, N. H., Abell, M., & Secret, M. (2014, October). Investigating the relationship between MSW student’s academic background and research curriculum performance. Poster presented at the Council on Social Work Education 60th Annual Program Meeting, Tampa, FL.
- Keast, J. L. K., Perkins, N. H., Ward, C. J., Abell, M., & Secret, M. (2014, April). Retention of research knowledge: A preliminary comparison of advanced standing and traditional MSW students. Poster presented at the 17th Annual Research Symposium and Exhibit, Virginia Commonwealth University, Richmond, Virginia.
- Keast, J. L. K., Perkins, N. H., Ward, C. J., Abell, M., & Secret, M. (2014, January). Retention of research knowledge: A preliminary comparison of advanced standing and traditional MSW students. Poster presented at the 18th Annual Society for Social Work and Research Conference, San Antonio, TX.
- Secret, M., Bentley, K.J., & Kadolph. (November, 2013). Student Voices Speak to Online Quality Assurance Standards in Social Work Education. *Council on Social Work, 2013 Annual Program Meeting*. Dallas, TX
- Bentley, K.J., Secret, M., & Cummings, C. (November, 2013). The Centrality of Social Presence in Online Learning in Social Work, Curriculum Workshop, *Council on Social Work, 2013 Annual Program Meeting*. Dallas, TX.
- Abell, M., Secret, M., Perkins, N., Keast, J. (January 14, 2012), MSW instrument development: MSW students ‘research knowledge acquisition and retention (RKA). *16<sup>th</sup> Annual Society for Social Work and Research Conference Washington DC*. (not in attendance)
- Leisey, M. & Secret, M. (October 2011). Research in the classroom: Is it scholarship? *Council on Social Work Education, 2011 Annual Program Meeting*. Atlanta, GA.
- Young, J., Secret, M., & Mann-Williams, A. (2010). Building an evaluation model for online HBSE social work courses. *Council on Social Work Education, 2010 Annual Program Meeting*. Portland, OR.
- Mann-Williams, A., Secret, M., & Young, J., Secret (2010). Implementation and evaluation of HBSE courses using

- Collaborative Learning Groups. *Council on Social Work Education, 2010 Annual Program Meeting*. Portland, OR.
- Secret, M. & Love, L. (2009). Grading Online Collaborative Learning Groups: Challenges and Considerations for Student Assessment *Council on Social Work Education, 2009 Annual Program Meeting*. San Antonio.
- Abell, M., Secret, M., & Davey, T. (2009). University-Community Partnerships: Moving from the Ivory Tower to the Community? *Council on Social Work Education, 2009 Annual Program Meeting*. San Antonio.
- Berlin, T., Secret, M., Huebner, R. (May 2008). Integrating Research and Practice into Direct Service Programming: Some Guiding Principles for Implementing Program Evaluation. *2008 National Prevent Child Abuse America Conference*, Milwaukee, WI.
- Secret, M. & Werner, M. (January 2008). Evaluating a Prison-Based Parenting Program: Program Effects and Costs *2008 Annual Conference of the Society for Social Work and Research*, Washington, DC
- Cole, P. & Secret, M. (January, 2008) Factors Associated with Work-Family Conflict Stress among African American Women. *2008 Annual Conference of the Society for Social Work and Research*, Washington, DC.
- Pitt-Catsouphes, M., Secret, M., Raskin, P. Sweet, S. Mumm, J. (August, 2006). Workshop on Teaching Work-Family, *Annual Meeting of the American Sociological Association*, Montreal, Canada.
- Secret, M., Humphrey, J, Wade, H, Christensen, D., & Carter, C. (February, 2006) Fathers and Children Together: Evaluation Findings of the Resources, Services, and Outcomes of a Prison-based Parenting Program, *7th Annual National Fatherhood & Families Conference*, Phoenix, Arizona
- Curl-Nagy, D., Secret, M., & Otis, M. (February, 2006) Validity of the GRE as a Predictor of Success in Social Work. . *Council on Social Work, 2006 Annual Program Meeting*. Chicago
- Secret, M., Berlin, T., & Christensen, D. (April, 2005). Fathers and Children Together: Evaluation Findings of the Resources, Services, and Outcomes of a Prison-based Parenting Program. *15<sup>th</sup> National Conference on Child Abuse and Neglect*. Boston, Mass.
- Berlin, T., Secret, M., Humphrey, J., & Christensen, D. (April, 2005) Intersecting Research and Practice: Some Guiding Principles for Successful Program Evaluation. *15<sup>th</sup> National Conference on Child Abuse and Neglect*. Boston, Mass.
- Secret, M. & Pitt-Catsouphes, M. (March, 2005). Incorporating Work-Family Scholarship into Social Work Education: An Online Reading Seminar, *Council on Social Work, 2005 Annual Program Meeting*. New York, NY.
- Curl-Nagy, D. & Secret, M. (March, 2005). Assessing Student Mastery: A Systematic and Integrated Approach to Educational Program Evaluation. *Council on Social Work, 2005 Annual Program Meeting*. New York, NY
- Harrigan, M, Koerin, B., & Secret, M. (March, 2005). Eldercare and Employed Caregivers: A Public/Private Responsibility? *3<sup>rd</sup> Annual National Gerontological Conference*. New York, NY.
- Secret, M. & Berlin, T. (Sept. 2004). Integrating research and practice into direct service programming: Some guiding principles for implementing program evaluation. *Kids Are Worth It Conference. Prevent Child Abuse Kentucky*. Lexington, KY.
- Secret, M. (February, 2003). Patterns of Maternal Labor Force Participation and Child Well-being in Public Assistance Families. *From 9-5 to 24/7: How workplace changes Impact Families, work, and Communities, BPW Foundation and The Community, Families & work Program at the Women's Studies Research Center at Brandeis University*, Orlando, FLA.
- Secret, M. (February, 2002). Parenting in the workplace: A quantitative and qualitative study of one approach to balancing work and family demands. *Persons, Processes, and Places: Research on Families, Workplaces, and Communities. Alfred P. Sloan Foundation, BPW Foundation, and The Center for Families at Purdue University*. San Francisco, CA.

- Secret, M. (March, 2001). Social work students' attitudes toward research: A closer look. *Council of Social Work Education Annual Program Meeting*. Dallas, TX.
- Secret, M. (January, 2001). Child well-being and the labor force participation of welfare mothers. *Society for Social Work and Research*. Atlanta, GA.
- Secret, M. (June, 2000). Influencing executive policy making: Addressing the work and family issues of government employees. *Politics, Policy, and Social Change: An Institute for Social Work Educators and Practitioners*. Atlanta, GA.
- Secret, M. (March, 1999). A community study of family-oriented workplace policies. *Council of Social Work Education 45<sup>th</sup> Annual Program Meeting*. San Francisco, CA.
- Secret, M. (November, 1998). Parenting in the workplace: A quantitative and qualitative study of a unique infant childcare program. *Work and Family: Today's Realities and Tomorrow's Visions*. Alfred P. Sloan Foundation, BPW Foundation, and Wellesley College Center for Research on Women. Boston, MASS.
- Secret, M. (June, 1998). A community-wide study of the availability, use, and effects of family oriented workplace policies. Women's Progress :Perspectives on the Past, Blueprint for the Future. *Institute for Women's Policy Research*. Washington, D.C.
- Ewalt, J., Peck, C.J., & Secret, M. (June, 1998). The changing focus of welfare reform: Comparison of characteristics of working and non-working low-income women. Women's Progress: Perspectives on the Past, Blueprint for the Future. *Institute for Women's Policy Research*. Washington, D.C.
- Secret, M. (July, 1997). Well-being differences among professional, working class, and not employed mothers. The Duality of Work and Family Roles *Business and Professional Women's Foundation Academic Symposium*. Louisville, KY.
- Secret, M., & Sprang, G. (July, 1997). Variations in work-family policies and practices: A comparison of need and effects in large and small businesses. The Duality of Work and Family Roles *Business and Professional Women's Foundation Academic Symposium*. Louisville, KY.

### **By Invitation at National, Local and State-wide Conferences and Conventions and Meetings**

- Secret, M. (2018). Scholarship of teaching and learning: CSWE Commission on Research Spring Governance Meeting. Washington, D.C.
- Secret, M., Baskind, F., Bentley, K. Cummings, C., Ward, C. (2017). Panel Presentation - Innovative Teaching in Social Work: Building Digital Fluency. June, 2017. VCU School of Social Work
- Secret, M. (May 14, 2012). Collaborative Learning in an Online Environment: Voices from Students VCU Online Learning Summit, Richmond, VA.
- Secret, M. (Sept 2, 2011, Aug, 31,2012). What Field Instructors Need to Know about MSW Student Research Projects. Field Instructors Opening Meeting.
- Secret, M. (2011). Practice-Research Connections: A Panel Discussion with Recent VCU MSW Graduates. Invited presentation. Virginia Society for Clinical Social Work. June 17, 2011
- Secret, M. (2010). Designing, Delivering, and Assessing Online Collaborative Learning Groups. Invited presentation. VCU Center for Teaching Excellence -Teaching and Learning with Technology Institute Fall Meeting. November 10, 2010.
- Secret, M. (2010). Practice-Research Connections: A Panel Discussion with Recent VCU MSW Graduates. Invited presentation. Virginia Society for Clinical Social Work. June 18, 2010
- Secret, M. (2007). Highlights Of Fathers and Children Together (F.A.C.T.) Program Evaluation. Presented to Prevent Child Abuse Kentucky Board of Directors. January 18, 2007. (Invited)

- Secret, M., Wade, H., Berlin, T., Huebner, R., Humphrey, J., Werner, M., Ojha, M., & Christenson, D. (September, 2006). Emerging Knowledge about Incarcerated Fathers and Parent Education Programs. *Kids Are Worth It Conference. Prevent Child Abuse Kentucky*. Lexington, KY.
- Secret, M. (February, 2006). Work-Family Scholarship and the Human Services Workforce: Connecting the Dots. Creating Family-Friendly Organizations and Communities: Social Workers Forging Social Change Symposium. *Council on Social Work, 2006 Annual Program Meeting*. Chicago, Ill.
- Secret, M. (November, 2005). Social and Economic Justice: Reclaiming Democratic Values; Panelist, The Women's Network Annual Conference. Lexington, KY.
- Secret, M., Christensen, D., & Berlin, T. (2004). Fathers and Children Together: An Evaluation of the Resources, Services, and Outcomes of a Prison-based Parenting Program. *U.S. Children's Bureau Grantees Meeting*. Washington, D.C.
- Secret, M. (May, 1999). Findings from the employee sample of the Project Parent Study. The Balancing Act Workshop. Lexington Fayette Urban County. Lexington, KY.
- Secret, M. & Huckleberry, E. (June, 1999). Family-Friendly Workplaces. 1999 Volunteer Program Development and Training Conference. Louisville, KY.
- Secret, M. (Sept., 1998). Findings from a community study of the availability, use, and effects of family-oriented workplace policies and benefits. Kentucky League of Cities 1998 Annual Convention Covington, KY.
- Secret, M. & Negrey, C. (Oct., 1998). Family policies in the workplace. Kentucky Women Advocates Annual Meeting. Frankfort, KY.

#### **Accepted, Not Presented – National (International) Conferences**

- Cole, P. & Secret, M (April, 2009). Factors Associated with Work-Family Conflict Stress among African American Women. International Community, work and family Conference 2009, Utrecht, The Netherlands.
- Swanberg, J. & Secret, M. (March, 2000). A city without limits: Understanding the work/life issues of city employees. *Work and family: Expanding the horizons*. Alfred P. Sloan Foundation, BPW Foundation, Center for Working Families at the University of California, Berkeley. San Francisco, CA.
- Secret, M. (January, 1999). A community study of family-oriented workplace policies. Society for Social Work and Research Third Annual Conference. Austin, TX.
- Secret, M. Bradford, J. & Harris, R.N. (November, 1995). Meeting program evaluation standards through empowerment evaluation. International Evaluation Conference, 1995: Evaluation for a New Century. Vancouver, Canada.

#### **In Refereed Conference Proceedings**

- Peck-Heath, C. J. & Secret, M. (2001). Monitoring Well-Being of Children, Families, and the Community: A Welfare Reform Base-Line Study and Implications for Future Research. *Eastern Family Economics Resource Management Association Proceedings*, 10-16.
- Secret, M., & Huckleberry, E. (1999). A study of the availability, use, and effects of family-oriented workplace policies in one community. In *Women's Progress: Perspectives on the Past, Blueprint for the Future*. Washington, D.C.: Institute for Women's Policy Research.
- Ewalt, J.A., Peck-Heath, C., & Secret, M. (1999). The changing focus of welfare reform: Comparison of characteristics of working and non-working low income women. In *Women's Progress: Perspectives on the Past, Blueprint for the Future*. Washington, D.C: Institute for Women's Policy Research.
- Secret, M. (1997). Well-being differences among professional, working class, and not employed mothers. In M. R. O'Neill (Ed.), *Business and Professional Women's Foundation Academic Symposium: Vol. 1. The Duality of Work and Family Roles*. Washington, D.C.: Business and Professional Women's Foundation.
- Secret, M., & Sprang, G. (1997). Variations in work-family policies and practices: A comparison of need and effects in large and small businesses. In M. R. O'Neill (Ed.), *Business and Professional Women's Foundation Academic*



### **Continuing Education**

Secret, M, Kirkwood, C & Abrams, L. (March 27, 2009). An Introduction to the Scholarship of Teaching and Learning (SoTL), VCU Center for Teaching Excellence, Brown Bag Series. Richmond, VA.

Secret, M. (Oct, 2005, prepared, not delivered). The Promise and Challenge of Practice-Research Collaboration: Guiding Principles and Strategies for Successful Program Outcome Evaluation. University of Kentucky, Lexington, KY.

### **OTHER ACADEMIC HONORS & AWARDS**

- 2017 SAGE/CSWE Commission on Research Faculty Award for Innovation in Research Instruction  
Honorable Mention *Innovation: Using an Interdisciplinary Approach to Teaching Research*
- 2016 Best Conceptual Article Award in 2016 Journal of Social Work Education. Bentley, K.J., Secret, M., & Cummings, C. (2015). The centrality of social presence in online teaching and learning in social work. *Journal of Social Work Education*, 51(3), 494-504.
- 2010 Nominated for and awarded summer stipend to attend Center for Teaching Excellence *Teaching and Learning Online Summer Institute* (June 7-11, 2010).
- 2008-2009 VCU Center for Teaching Excellence: Faculty Learning Community. Engaging in the Scholarship of Teaching and Learning (SoTL)
- 2009 Council on Social Work Education Mentor Recognition Program Award from Council on the Role and Status of Women in Social Work Education
- 2004, 2005, 2006 University of Kentucky Wethington Scholar Award. A financial and honorary award granted for contribution to the University's research program of scholarly productivity and extramural funding.
- 2002-2006 Departmental Liaison (by invitation) with the Kentucky Center for Poverty Research, a Research Center at the University of Kentucky funded by National Institute of Child Health and Human Development and the Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services.
- 2001 Article nominated as one of Top 20 articles for the 2001 Kanter Award for Excellence in Work-Family Research:  
Secret, M. (2000). Identifying the family, job, and workplace characteristics of employees who use work-family benefits. *Family Relations: Interdisciplinary Journal of Applied Family Studies*, 49(2), 217-225.
- 2001 University of Kentucky, Research and Graduate Studies, Distance Learning Technology -- \$1500 award to prepare distance learning course.
- 1994 Phi Kappa Phi Honor Society  
Virginia Commonwealth University
- 1994 The Elaine Rothenberg Social Work Award  
Virginia Commonwealth University

### **OTHER SCHOLARLY ACTIVITIES**

Appointment – Journal of Social Work Education Reviewer. July 1, 2017 – June 30, 2020

Panel Presentation - Innovative Teaching in Social Work: Building Digital Fluency. June, 2017. VCU School of Social Work

VCU Launch Award, sponsored by the Honors College and the Office of Research. Judge. Spring 2014, Spring 2016, Spring 2017

August, 2018

VCU Center for Teaching Excellence 2013 Online summit proposal reviewer (2013)

Journal Reviewer: Journal of Online Teaching and Learning; Journal of the Scholarship of Teaching and Learning; Applied Psychology: An International Review; Fathering: A Journal of Research, Theory, and Practice; Journal of Family Issues.

VCU School of Social Work Reviewer: Presidential Research Incentive Program Award (2011)

Presentation on the Scholarship of Teaching and Learning, VCU School of Social Work PhD Brown Bag series. March 3, 2010

Reviewer: CSWE APM. 2007. 2009. 2010.

Reviewer for Virginia Commonwealth Institute for Women's Health (IWH) Community-Based Seed Grant Awards. 2007

Reviewer: Sloan Work-Family Research Network. 2007

Social Work and the Workplace: Returning Employment Issues to Social Work Education Workgroup. By Invitation, University of Michigan, November, 2006

Sloan Network Task Force on Web Supported Work-Family Learning Communities, By Invitation, Sloan Work & Family Research Network, Boston College, Boston, MA. 2005.

Methodological Issues in Workplace Studies of Worker and Family Health and Well-Being Workshop, By Invitation (to prepare for NIH grant proposal submission), NIH, The National Institute of Child Health and Human Development, July, 2004.

Reviewer. Sloan Research Network Encyclopedia, Journal of *Family Issues*, CSWE APM.

The Annual Missy Carter Doctoral Dissertation Award Review Team. By Invitation of the Community, Families & Work Program at the Women's Studies Research Center at Brandeis University, Boston, MASS. 2003, 2004, 2005.

Initiated and developed the Faculty Assessment of Student Performance (FASP) survey and student tracking project that is used for ongoing program evaluation efforts by the college's Strategic Planning and Quality Assurance Committee. 2001, 2002.

National Committee for Rosabeth Moss Kanter Award for Excellence in Work-Family Research. By Invitation. Purdue University, 2000, 2001, 2002

Lexington Fayette Urban County Government Work-Life Project. Focus Group Developer and Leader. By Invitation. Fall, 1999.

## **INSTRUCTION**

### **PhD**

- Topical Seminar: Academic Writing Applications for Manuscript Publication and Dissertation Preparation
- Social Science Theory For Social Work
- Social Science Research Methods

### **Graduate MSW**

- Foundation Human Behavior in the Social Environment
- Advanced Research Design and Implementation in Social Work Practice I and II
- Foundation Research Methods
- Advanced Social Welfare Policy Services
- Foundation Social Welfare Policy and Services
- Advanced Social Work and Social Justice

### **Undergraduate BSW**

- Research Methods for Social Workers

- Introduction to Social Work and Social Welfare

#### Online Course Delivery

- Interdisciplinary Connected Learning Graduate Level Research Methods
- MSW Research Methods
- MSW Foundation Human Behavior in the Social Environment
- Social Welfare Policy and Services (MSW program)
- Intersection of Paid Work and Family Life: Implications for Social Work Practice and Policy Development (MSW)

Faculty Learning Collaborative (VCU ALT Lab): Interdisciplinary Connected Learning Graduate Research Methods Course (summer 2015).

Dissertation Committee (Kimberly Compton, Dalia El-Khoury, Crystal Cole, Sundonia Wonnum, Shane Brady, Parente Em. Valerie Holton, Kerry Vandergrift)

Dissertation Chair – Linda Love, Angie Mann-Williams, Ananda Newmark, Jennifer Jettner, Jessie Kadolph

Doctoral Program Comprehensive Examination Chair (2014-2016)

Doctoral Program Comprehensive Examination Core Committee (2012-2014). (2008-2010)

Faculty mentor – Human Behavior in the Social Environment curriculum (2008 – present)

#### Independent Study

Linda Nicholson (MSW)  
 Abigail Kaufman (PhD)  
 Keita Franklin (PhD)  
 Keita Franklin (PhD)  
 Ananda Newmark (PhD)  
 Jennifer Jettner (PhD)  
 Jessie Kadolph (PhD)  
 Kimberly Compton (PhD)

## **SERVICE**

### **Virginia Commonwealth University**

#### **University**

Faculty Senate (2007-2009; 2012-present); Vice President (2015-2016); Co-chair Inclusive Excellence Committee (2016-2018); Nominating Committee (2017); Recording Secretary (August 2012 – 2015).  
 University Council, Committee on Faculty Affairs, Chair (2015-2016; 2016-2017; 2017-2018)  
 Institute for Teaching Excellence Planning Group (2017-2018)  
 President's Forum on Civil Discussion Facilitator (Nov 2017)  
 RFP for Online Vender Committee Nov 2017  
 Planning Committee for Academic Freedom 2017- 2018  
 Strategic Planning Group: Culture of appreciation committee (Spring 2017 – present)  
 Council for Inclusive Excellence (2015- present)  
 President's Forum on Social Justice Facilitator (Oct 2016)  
 Search Committee for Technology Enhanced Learning Spaces Specialist (ALT Lab) (2015)  
 Search committee for the Vice Provost for Academic and Faculty Affairs (2014-2015)  
 Mentor. VCU Leadership Development Program. Grace E. Harris Leadership Development Initiative (2015, 2016, 2017)  
 Focus Quest Faculty Senate Work Group – Co-Chair (2014)  
 University Appeal Board (2011 –2015)  
 Task Force for University Promotion and Tenure Policy and Procedure Revision– Co-Chair (October, 2011 – May 2013)  
 Interview Panel – Candidates for Assistant Vice Provost for Academic and Faculty Affairs (June, 2011)  
 University Promotion and Tenure Committee (2008 – 2011); chair 2009 - 2011

Online Advisory Committee (2010)  
Healthy Campus 2020, VCU Wellness Resource Center (2009 - 2010) -- Faculty Senate representative  
Virginia Commonwealth University Faculty Senate (2006 – 2009)  
VCU Libraries Advisory Committee (2007 –2010)  
Institute of Women’s Health Small Grants Review Committee (Spring 2007)

### **School of Social Work**

School Promotion and Tenure Committee (2018- 2021; 2013- 2016, CHAIR, 2015-2016);  
PhD Program Comprehensive Committee CHAIR (2013 – 2015)  
Budget Advisory Committee (2014-2016)  
School Governance and Operations Committee (2016-2017) (2013 [co-chair] – 2016)  
School Governance and Operations Committee Shared Governance Sub-Committee (2014 – 2015.. 2016-2017)  
PhD Program Committee (2013-2017)  
MSW Program Committee (2013-2016)  
DE Coordinator Faculty Search Committee (2013)  
New Faculty Mentor: Miriam George (2011 – 2013)  
PhD Program Committee chair (2012-2013)  
Distance Learning Task Group (2009-present)  
VCU School of Social Work Student Research Symposium Task Group- MSW Representative (2011-2012)  
Faculty Roles and Responsibilities Committee (2010 – 2012)  
    Hiring and Evaluation Sub-committee (2010-2011)  
Faculty Search Committee (2010-2011)  
Faculty Association. co-chair (2009-2011)  
Academic Standards Committee (2008-2010), co-chair, 2009  
Faculty Roles and Responsibilities Committee (2006 – 2008)  
    Governance Policy Sub-committee  
    Hiring and Evaluation Sub-committee  
    Promotion and Tenure Policy Sub-committee, chair (2008)  
PhD Program Committee (2012-present)  
MSW Program Committee Curriculum Group  
MSW Program Committee (2006-2012)  
    Non-standard course delivery Sub-committee, 2009  
    Part-time Students Sub-committee, 2007  
    Dual Concentration Sub-committee, chair, 2008  
    Spanish for Social Workers Sub –committee, 2007  
    Research Concentration Content Group  
    HBSE Concentration Content Group  
  
Hans Falck Dissertation Scholarship reviewer (2008)

### **Community Engagement**

Richmond Peace Education Center (Program Evaluation Consultant) Sept 2016 – present  
  
Family Impact Seminars in Virginia (Core Team Member) (2006- 2015)  
    Military and Veteran Families: Focus on Strategies for Sustainable Housing  
    and Family Well-Being (May 22, 2013)  
    Employment Opportunities And Workforce Development: Policies, Programs And Strategies For  
    Virginia’s Families (5/17/11)  
    Substance Abuse Prevention: Policies, Programs, and Strategies for Virginia’s Youth (9/23/09)  
    Truancy and Dropout Prevention Policies: Strategies for Virginia’s Youth (October 22, 2008)  
  
Hans S. Falck Social Responsibility Lectureship, William Byrd Community House (2007 – 2010)  
    The Democratization of Food—A Social Responsibility (10/27/10)  
    Civil Rights and Race Relationships in Virginia Public Education: A Case Study in Social Change (10/23/08)  
  
North Richmond, YMCA, Women in Transition Program (2008-2010)

Consultant, Virginia Department of Health-Bright Futures, Spring/Summer 2007. Investigating Mental Health Training Needs of Human Service Professionals – Focus on Bright Futures Approach

Grant Committee, Fulton Hill Neighborhood Resource Center, Richmond, VA. (2006 –2007)

## **PROFESSIONAL DEVELOPMENT**

VCU Building Inclusive Communities (Feb, 2018)

Virginia Center For Inclusive Communities Looks Forward To The Next Workplace Inclusion Network “Navigating Difficult Dialogues In The Current Political Climate.” (June, 2018)

VCU Institute for Inclusive Teaching Week Long Workshop, May 2016

The Virginia Center for Inclusive Communities is hosting Workplace Inclusion Network, “Empowering White Allies” (Dec, 2016)

CTE Institute Quality Matters “Build Your Online Course”, Summer , 2010.

Making Student Thinking Visible: Teaching With Classroom Response Systems. VCU Center for Teaching Excellence, August, 2008

The Policy Institute for Family Impact Seminars, Connecting State Policy and Family Research, October, 2007, June 2008, Madison, W.

VCU School of Social Work, 2006 Policy Conference, Washington, D.C., June, 2006

Inter-university Consortium for Political and Social Research Summer Training Program. Categorical Data Analysis. June, 2001.

Policy Institute for Social Work Educators and Practitioners sponsored by University of South Carolina School of Social Work. June, 2000. Atlanta, GA.

Faculty Development Institute. Council on Social Work Education. New York, NY. March, 2000.

University of Kentucky Quantitative Methods Committee in the Social and Behavioral Science. Fall, 1999.

STA 661, Multivariate Analysis I (course audit at University of Kentucky). Fall, 1998.

Teaching Portfolio Workshop. University of Kentucky Teaching & Learning Center. Fall, 1999 & Fall, 1996.

Policy Institute for Social Work Educators and Practitioners sponsored by University of South Carolina School of Social Work. Charleston, SC. June, 1998.

Academic Brown Bag Luncheons. University of Kentucky Teaching & Learning Center. Fall, 1996-Spring, 1997.

New Faculty Workshop ‘Quick Start’ Series. University of Kentucky Teaching & Learning Center. Fall, 1995.

### **(University of Kentucky (1995-2006)**

#### **College of Social Work Standing Committees**

Strategic Planning and Quality Assurance -- 2003-2006 (elected)

Admissions – 2003-2005 (elected)

Admissions Committee -- 2000-2002 (elected)

Curriculum Committee -- 2000-2002 (elected)

Research Committee -- 1999-2001 (elected)

Admissions Committee -- 1998-2000 (elected); Chair, 1999-2000

Research Committee -- 1997- 1999 (elected)  
Curriculum Committee -- 1996- 1998(elected)  
Budget Committee -- 1995-1996 (elected)

Ad Hoc Committees related to the governance of the college (appointment and volunteer)

By-Laws Revision -- 2002 - 2005 (appointed)  
Strategic Planning and Quality Assurance -- 2002 -2003 (appointed)  
Search Committee -- 1999-2000 (appointed)  
Research Curriculum Sub-Committee -- 1999-2000 (asked to serve)  
Scholarship Committee --1998 (volunteer)  
Committee on Advancements and Comprehensives --1997-1998 (asked to serve)  
Policy specialty area sub-committee, Convener -- 1997-1999 (asked to serve)  
Research specialty area sub-committee--1997-1998 (volunteer)  
CSWE Self-Study Group – 2001, 2002, 2003 (asked to serve)  
Policy Teaching Group, Curriculum Chair -- 2000-2006 (asked to serve)  
Policy Teaching Group, Team Leader -- 1997-1999 (asked to serve)  
Workshop on Comprehensive Exams, Co-leader -- Fall, Spring Semesters, 1997-2000 (asked to serve)  
College of Social Work Faculty-Student Research Colloquium , Initiated and coordinated -- May, 2000  
Research Teaching Group, Initiated and convened -- Oct, 1999- March, 2000

Other committees related to other doctoral program and teaching activities

Doctoral Advisor – Diane Loeffler (2005-2006)  
Doctoral Teaching Practicum – Diane Loeffler, Stephanie Hong, David Christensen (Fall, 2004)  
Doctoral Research Practicum – Vanessa Hunn (Fall, 2003)  
Doctoral Independent Study – Vanessa Hunn, Debbie Curl-Nagy (Spring, 2004, Spring, 2005)  
Social Capital Research Group – Summer, Fall, 2002; 2002-2003 (volunteer)

Dissertation Committee Chair -- Diane Loeffler, College of Social Work, University of Kentucky. *Affordable Housing For Low-Income Families And Mortgage Performance.*

Dissertation Committee – Vanessa Hunn, College of Social Work, University of Kentucky, *Depression As A Barrier To Employment In The TANF Population*

Dissertation Committee – Margaret (Meg) Patrick Haist. Martin School of Public Policy and Administration at the University of Kentucky. *After The Adoption And Safe Families Act: Permanency Outcomes Among Children In Kinship Foster Care*

Dissertation I Committee – Robert H. Daugherty, Kent School of Social Work, University of Louisville, *Social Work Education and Public Assistance Workers in Kentucky 1956-2001.*

Dissertation Committee – Margaret Machara, College of Human Environmental Sciences, University of Kentucky. General area of study: *Families and children facing structural adversity (poverty , racism, sexism, other minority status) and the explorations of these characteristics on social outcomes.*

Post-Doc Research Mentor -- Margaret (Meg) Patrick Haist Postdoctoral Fellowship for Women in Under-Represented Areas *Comparing Outcomes Between Children In Relative And Traditional (Non-Relative) Family Foster Care And Linkages To Variations In Policies And Programs.*

University Senate Hearing Panel (Privilege and Tenure), 2003 to 2006 (appointment)

Advisory Group, Faculty Tour of the Commonwealth. 2002 (invitation).

Program Review Committee for UK Research and Graduate Studies Administrative and Fiscal Affairs – 2001 (invitation)

Evaluator for Merit Scholarship applications – Spring, 2001 (invitation)

Young Women in Science, Center on Drug and Alcohol Research, Selection Committee and Mentor -- 1999-2002 (invitation)

Research Roundtable of Welfare Reform in Kentucky -- Spring, 1998 (ad hoc)

Ad Hoc Committee on Childcare -- Spring, 1998 (invitation)

College Review of College of Human Environmental Sciences -- 1997-1998 (University appointment)

University Diversity Planning Committee -- Summer, 1996 (ad hoc).

### **(Kentucky)**

Board Member, Lexington Fayette Community Action Program By invitation (1999-2005)-- Planning and Evaluation Committee; Program Development Committee.

Influencing State Policy (national effort by schools of social work to increase Social Work efficacy in influencing state-level policy and legislation), UK College of Social Work representative -- 2000-2001.

Kentucky Welfare Reform Assessment Project Working Group sponsored by Kentucky Task Force on Hunger, Kentucky Youth Advocates, Office of Kentucky Legal Services Programs) – December, 2001 to August, 2002.

Issues Committee on Women in Positions of Power of the Governor’s Task Force on the Economic Status of Kentucky’s Women — October, 2001 to October 2002.

2001 United Way Fall Campaign. Team Coordinator for Human Service Agencies

2001-2001 Kentucky Self-Sufficiency Advisory Committee to Kentucky Youth Advocates – May, 2001 to December, 2001\*.

The East End Community Outreach Partnership Center Project. University Partner.

2000 - 2001 Leadership Lexington Program. A year-long leadership program sponsored by the Greater Lexington Chamber of Commerce to provide a better understanding of the community to selected present and future leaders of Lexington . Nominated and selected.

Race Relations Dialogue Groups -- Spring, 2000 (University of Kentucky); Spring, 1996 (Lexington Fayette Urban County Government).

Advisory Committee for Status of Women in Kentucky Project (Institute for Women’s Policy Research). By Invitation -- Summer, 1998\*.

Advisory Board for Project Parent Program for Lexington-Fayette Urban County Government. By Invitation -- 1999.

Guest Speaker on Welfare Reform. Directions. By Invitation. WKYT-TV, Lexington, KY. -- aired 12/7/97.

Committee member on Work/Life Conference Planning Committee. Lexington Fayette County Project Parent Program -- 1997-1998.

Staff Trainer for Kentucky Department for Social Insurance. A three day training session on “Understanding the Effects of Poverty” -- June 17, 18, 19, 1997.

Community Action Council Resource Person for 1997 Conference “Families in Poverty: The New Reality” -- Spring, 1997.

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\* Initiatives sponsored at the national level with appointed state-wide work groups

“Lexington Makes It Work” Welfare Reform Planning Group, Department of Social Services, Lexington, KY. -- 1996 -1998.

Lex-Care Grant Reviewer, Dept Social Services, Lexington, KY -- Fall, 1996.

Anti-Racism Task Force, Unitarian Universalist Church, Lexington, KY --1995- 1997.

Growth and Research Organization for Women (GROW) Conference Presentation on “Occupational status: Well-being differences among three groups of married mothers” -- February, 1996.

Council on Social Work Education, Commission on Accreditation -- 1992-1995.

United Way Evaluation Team, Richmond, VA. -- 1987-1988.

YWCA Board of Directors, Richmond, VA -- 1980-1982.

## **GRANT-RELATED CONSULTATION ACTIVITIES**

June, 1994 Grant Writing Consultant to City of Richmond, Health Dept (Richmond, VA). -- Wrote \$3.5 million HUD grant for lead abatement program. Grant funded in October, 1994.

August, 1994 Research Interviewer -- ACCESS (Access to Community Care and Effective Services Supports (National Evaluation Project, a U.S. Center for Mental Health Services initiative designed to develop and evaluate an integrated system of service for homeless persons with severe mental illness. (Richmond, VA)

## **PROFESSIONAL EMPLOYMENT**

### **Research/Academic Based**

September 1994 to July 1995 Senior Research Associate -- VCU Center for Public Policy, Survey Research Laboratory, Richmond, VA. Planned, implemented, and analyzed program evaluation efforts for local and state government and/or community planning groups.

January 1991 to May 1994 (part-time) Adjunct Faculty -- VCU School of Social Work, Richmond, VA. Taught Social Work Research and Social Work and Social Justice.

January 1991 to June 1994 (part-time) Research Assistant to the Director, Doctoral Program - VCU School of Social Work, Richmond, VA. Assisted in a variety of research activities, including SPSS data analysis, and administrative activities which supported the functions of the doctoral office.

April 1990 to October 1990 (part-time) Research Associate - VCU School of Social Work, VA National Guard Family Research and Service Program, Richmond, VA. Prepared and distributed written reports of research findings on family needs and retention intention of guard members and their spouses.

Nov. 1986 to April 1990 (part-time) Research Assistant - Evaluation and Research Unit, Henrico Area Mental Health and Retardation Services, Glen Allen, VA . Development, implementation and report preparation of staff and client service statistical projections and outcomes for the State.

### **Practice-based**

April 1980 to Nov 1986 Assistant Administrator - Comprehensive Interagency Diagnostic and Prescriptive Center (City of Richmond), Richmond, Va. Responsible for planning, implementation, coordination and monitoring of interdisciplinary diagnostic program serving an urban population of multi-problem children and adolescents.



October 1978  
to April 1980

Program Director - Youth Development Program, City of Richmond, Richmond, Virginia. In addition to responsibilities listed under Comprehensive Interagency Diagnostic and Prescriptive Center, participated in extensive planning effort by Richmond Public Schools and 5 other city human service agencies to create the Comprehensive Interagency Diagnostic and Prescriptive Center.

August 1975  
to June 1978

Director - Geauga Center for Youth and Young Adults, Chesterland, Ohio. Managed a private, non-profit youth serving agency providing mental health, drug abuse and educational services in a suburban/rural county adjacent to metropolitan Cleveland, Ohio.

July 1973  
to July 1975

Children's Program Coordinator - Ohio Department of Mental Health Regional Office, Parma, Ohio. Coordinated children's state hospital program with children's community mental health services.

July 1969  
to August 1971

Caseworker - Columbus State Hospital, Columbus, Ohio. Provided casework services, including social history and discharge planning to patients hospitalized for acute and chronic mental illness.