

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

SUMMARY

Associate professor with 21 years of administrative experience as associate dean for academic and student affairs, director of the baccalaureate program, and interim director of the doctoral program at the School of Social Work and 31 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, and impact of natural disaster and pandemic on older adults, and animal-human interactions and persons living with HIV. 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 Professor with Tenure, Part-Time

August 2024 to present

Began 9-month half-time faculty appointment as part of the FTIP (Faculty Transition Incentive Program) with a projected May 2027 full retirement date. Teaching, service, and research responsibilities commensurate with 50% workload include teaching BSW research courses, serving on school committees and as a CSWE Board of Accreditation site visitor, and participating in Puerto Rico Research Team (J.D. Burnette, PI) and Human-Animal Interaction Research Team (S. McDonald, PI).

Associate Professor with Tenure

August 2020 – August 2024

Resumed 9-month faculty appointment in August 2020 after serving as associate dean for academic and student affairs since January 2011. Primary teaching responsibilities include undergraduate human behavior and research courses, mentoring students in independent study courses as agreed, and serving on dissertation committees. Scholarship activities include participation on the Puerto Rico Research Team with colleagues from VCU, Columbia, and Cornell universities, with ongoing research activities related to two different studies with older adults in Puerto Rico: Hurricane Maria and COVID. Service activities include the School Assembly, University Undergraduate Curriculum Committee, serving as a commissioner on the CSWE Commission on Accreditation (with responsibilities for program reviews, commissioner site visits, and commission meetings in February, June, and October), and ad-hoc reviewer for scholarly journals and any ad-hoc university task-force or ad-hoc committee such as search committees.

Interim Ph.D. Program Director

August 2023 – July 2024

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.

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 – August 2020
January 2011 – June 2012

Key Accomplishments (2011 – 2020):

- Created and chaired the Academic Administrators group and instituted weekly supervision with all academic program directors (Spring 2011 – Summer 2017); prior to this structure, the school's academic programs and student services offices all functioned independently and autonomously; this group currently functions autonomously as the Programs Office Directors and reports directly to the dean of the school
- Helped to implement in 2011 – 2012, the newly-created Office of Student Success and hire the inaugural director; implement professional advising model (previously a faculty role).
- Helped to implement in 2011 – 2012, the newly created full-time term faculty model for faculty assigned to the office of field education
- Helped create the university's Associates Forum, a university-wide group of all academic deans that meets monthly by advocating its creation with the Associate Vice Provost for Academic and Faculty Affairs
- Created the school's first student policy handbook by consolidating existing, but separate documents and organized by school-wide and program-specific sections; including the creation of program-specific academic standards
- Successful advocacy for the creation of the school's first simulation classroom and laboratory with state-of-the-arts technology allowing for streaming and capturing of simulation activities
- Designed master schedule structure for all sections of each B.S.W. and M.S.W. course to be offered in concurrent blocks so section enrollment could be maintained evenly across all sections and the schedule could be managed more efficiently, allowing the expansion or collapsing of sections as needed to accommodate enrollment; instituted course enrollment cap process to control section size, and section enrollment balance by changing student section enrollment.
- Led the review and revision of the school's due process policies and procedures
- Led the creation, review, and approval, and implementation of the school's technical standards and essential functions policy and document
- Created and implemented annual B.S.W., M.S.W., and Ph.D. student climate survey
- Created academic and student affairs position to support associate dean and director of student success
- Helped to create the enhanced learning spaces specialist position, the first of its kind at the university
- Implemented electronic process for creating the school's master schedule of classes each fall, spring, and summer
- Redesigned spring graduation ceremonies, including the roles of participating program directors, student speakers, and the use of ceremonial banners
- Created the fall convocation ceremony for all three programs, including guest speaker
- Realignment of academic operations between associate dean and M.S.W. program offices
- Transitioned to electronic M.S.W. admission application reviews
- Design and implementation of quantitative M.S.W. admission review, including the development and validation of review instrument
- Implemented the M.S.W. graduate assistantship program and selected groups

- Created and implemented M.S.W. social work student attributes to track on-campus, distance education, advanced standing, and Northern Virginia M.S.W. students
- Created and implemented record system to track faculty course release earned credit and annual faculty teaching preference survey
- Helped create and implemented policy for monitoring the issuance of incomplete grades and ensuring all students were properly enrolled in field courses when placed at an agency for corresponding internship
- Established and met or exceeded B.S.W., M.S.W., and Ph.D. summer and fall enrollment targets for academic years 2013, 2014, 2015, and 2016
- Organized and led new faculty and staff 2-day onboarding and orientation program
- Helped to implement decentralization of academic and student affairs process in the summer 2017

Position Responsibilities (Summer 2017 – Fall 2020):

Responsible for all centralized academic and student affairs operations of the school and represent the school and dean in key university committees and central offices. Key liaison with the Office of the Provost academic programs staff. These include, but are not limited to:

- Review and approval as dean's designee of all M.S.W. and Ph.D. admission applications
- Review and approval as dean's designee of all undergraduate, graduate, and doctoral student petitions for special actions and policy waivers, including change of grades, late actions, ARAC petitions, medical withdrawals and leave of absence, issuance and extensions of incomplete grades
- Oversee all due process reviews and ensure they are conducted according to program, school, and university policies and procedures (review for dismissal, dismissal appeals, grade reviews, readmission requests)
- Oversee the creation and implementation of the school's master fall, spring, and summer schedule of classes; oversee and approval of social work classroom assignments in the Academic Learning Commons third-floor classrooms.
- Represent the school on key university committees, including, but not limited to the following main committees:
 - Academic Regulations Committee
 - Academic Regulations Appeals Committee
 - Associates Forum
 - Assessment Council
 - Graduate Deans Advisory Council
 - Calendar Committee
- Participate on the following school committees:
 - Academic Programs Committee
 - Dean's Cabinet
 - School Assembly
- Ensure compliance with CSWE accreditation standards and lead team in the reaffirmation of reaccreditation self-study process.
- Interim reviewer and approver of all school I.R.B. applications
- Reviewer and approver of school-sponsored CEU events

- Maintain and update Xitracs system of faculty credentials

Position Responsibilities (Spring 2011 – Summer 2017):

Responsible for all centralized operations of 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

Key Accomplishments:

- Revision of admission application process
- Instituted 4-year support model for graduate research assistants (GRAs)
- Developed GRA policy and procedure document and implemented GRA formal review process
- Implemented formal review and feedback process for doctoral student academic performance
- Developed and implemented academic policy to limit time in candidacy before successful defense of dissertation proposal
- Revised student learning outcome protocol to align with university requirements
- Successful reaffirmation of reaccreditation with noted strengths in 2002 and 2010

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

Key Accomplishments:

- Developed a writing-intensive course to teach all B.S.W. students A.P.A. writing style
- Raised minimum grade point average needed for admission to the B.S.W. program to 2.50
- Implemented dismissal policy as part of academic program that limits to two attempts any course in which the student earned a grade of D or F
- Created a data analysis course (SLWK 381) to be sequenced appropriately in support of senior research projects
- Created honors thesis and graduating with honors policy for B.S.W. students
- Designed and implement assessment of student learning outcomes protocol still in used today
- Designed and implemented the senior portfolio to be used in the assessment of student learning outcomes
- Redesigned all B.S.W. and M.S.W. field evaluation forms to conform with competencies-based EPAS, starting in 2008

- Designed and implemented annual senior survey
- Oversaw enrollment growth from approximately 100 to over 300 B.S.W. students

Chair monthly meeting of BSW Program Committee, participate in Administrative Team (more recently the Dean's Cabinet). Create B.S.W. schedule of classes, assign full-time faculty instructors in consultation with dean's office, hire and supervise all adjunct instructors, review all course evaluations and provide instructors with feedback, conduct annual assessment of student learning outcomes, write program self-study for 2002 and 2010 reaffirmation of reaccreditation cycles, and ensure appropriate application of all programmatic policies and procedures and ensure all students satisfy degree requirements for graduation.

In addition, continue committee participation at the School and University level, teach 3 undergraduate courses per academic year, 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.

Private Practice
Clinical Social Worker
Coral Gables, Florida

August 1992 – August 1995

Clinical practice with children, adolescents, and adults in the provision of services to individuals, couples, families, and groups utilizing a person-in-the-environment and family-systems approach to psychosocial assessments and psychotherapy; primary mode of intervention included cognitive behavioral and ego-psychology approaches.

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.

SCHOLARLY ACTIVITIES

Manuscripts Under Review:

Gutierrez, S., Jones, N. J., Cherenack, E., McDonald, E. E., Escobar, K., Manavalan, P., **Fabelo, H. E.**, Widmeyer, M., Safren, S., Cook, R., L., & Applebaum, J. W. (revise/resubmit). Unmet pet needs are associated with depression and anxiety symptoms among people with HIV. Submitted to AIDS and Behavior (manuscript: AIBE-D-26-00281).

Publications:

Gutierrez, S., Manavalan, P., McDonald, S.E., Escobar, K., Cohen, C.H., Widmeyer, M., **Fabelo, H.E.**, Cook, R.L., & Applebaum, J.W. (in press). Would the provision of pet-related services improve the health of pet-owning people with HIV? HAI-2025-0092.R1. *Human-Animal Interactions*.

Applebaum, J.W., McDonald, S.E., Britton, M.K., Escobar, K., Garofalo, R., Cohen, C., Li, Z., Widmeyer, M., **Fabelo, H.E.**, Wang, Y., & Cook, R.L. (2026). Pet ownership is associated with durable viral suppression but presents healthcare access challenges for people with HIV. *AIDS and Behavior*. <https://doi.org/10.1007/s10461-025-04947-w>

Applebaum, J. W., Tomlinson, C. A., McDonald, S. E., Escobar, K., Widmeyer, M., **Fabelo, H. E.**, & Cook, R. L. (2024). Development and validation of an index to measure and quantify pet-related barriers to healthcare access and utilization. *Anthrozoös*, 1–21. <https://doi.org/10.1080/08927936.2024.2430820>.

Applebaum, J.W., McDonald, S.E., Porges, E.C., Widmeyer, M., **Fabelo, H.E.**, Kertes, D. A., & Cook, R. L. (2023). Pet ownership is association with harmful alcohol use among a cohort of people with HIV: A brief research report. *Frontiers in Psychiatry*, 14. <https://doi.org/10.3389/fpsyt.2023.1258850>

Applebaum, J.W., McDonald, S.E., Widmeyer, M., **Fabelo, H.E.**, & Cook, R.L. (2023). The impact of pet ownership on healthcare access and utilization among people with HIV. *Health & Social Care in the Community*. *PLoS ONE*, 18(11), e0292658. <https://doi.org/10.1371/journal.pone.0292658>

- Burnette, D., Buckley, T. D., **Fabelo, H. E.**, & Yabar, M. P. (2020). Foregrounding context in the COVID-19 pandemic: Learning from older adults in Puerto Rico. *Journal of Gerontological Social Work*, DOI: [10.1080/01634372.2020.1793253](https://doi.org/10.1080/01634372.2020.1793253)
- 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.
- Fabelo-Alcover, H. E.** (2011). Understanding immigrants: The changing landscape and challenges in Spain and the U.S. In M. Torres Aguilar & F. Lopez Mora (Eds.). *Un mar de culturas: Sicilia, Andalucía, y el Mediterráneo* (pp. 59 – 74). Córdoba, Spain: Universidad de Córdoba, Servicio de Publicaciones.
- 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* (4th 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). 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). A Cuban in the land of Thomas Jefferson. *Perspectives on Multiculturalism and Cultural Diversity*, 6, 5-6.

Peer-reviewed Conference Presentations:

Gutierrez, S., Jones, J. N., Cherenack, E., McDonald, S. E., Escobar, K., Manavalan, P., **Fabelo, H. E.**, Widmeyer, M., Safren, S., Cook, R. L., & Applebaum, J. W. (2026, April). Unmet pet caregiving needs and mental health symptoms in people with HIV [Oral presentation]. UF PHHP Days 2026, Gainesville, FL, United States.

Gutierrez, S., Jones, J. N., Cherenack, E., McDonald, S. E., Escobar, K., Manavalan, P., **Fabelo, H. E.**, Widmeyer, M., Safren, S., Cook, R. L., & Applebaum, J. W. (2026, July). Unmet pet caregiving needs are associated with depression and anxiety symptoms among people with HIV [Oral presentation]. International Society for Anthrozoology Conference (ISAZ 2026), Paris, France.

Escobar, K., Varma, D., Manavalan, P., McDonald, S. E., Widmeyer, M., **Fabelo, H. E.**, Cook, R. L., Applebaum, J. W. (2025, September). *Relationships between Comfort from Pets and HIV Stigma among Pet-Ownning People with HIV in Florida* [Poster]. Anthrozoology as International Practice Conference 2025. <https://anthrozoologyconference.com/aip-2025/>

Applebaum, J. W., McDonald, S. E., Widmeyer, M., **Fabelo, H. E.**, Cohen, C. H., Cook, R. L., & Manavalan, P. Supporting pet-owning people with HIV: The potential of free pet-related services. International Association of Providers of AIDS Care Continuum 2025 Conference, San Juan, Puerto Rico, June 2025.

Escobar, K., McDonald, S. E., Cook, R. L., Widmeyer, M., **Fabelo, H.E.**, Applebaum, J. W. (2024, April). *Pet-Related Barriers to Healthcare are Associated with Self-Reported HIV Viral Suppression in Pet-Ownning People with HIV in Florida*. Florida HIV CPR Conference, Tampa, FL.

Manavalan, P., McDonald, S.E., Widmeyer, M., **Fabelo, H.E.**, Cook, R., & Applebaum, J. W. Would the provision of pet-related services improve the health of pet-owning people with HIV? Florida HIV CPR 2025 Conference, Orlando, FL.

Burnette, D., **Fabelo, H.E.**, Becker, T., Vázquez, J.M. (2024, January). *The Politics of Redistribution and Recognition in the Wake of Natural Disaster: A Testimonio of Late-Life Grief and Loss*. SSWR 2024 Conference, Washington, DC.

Fabelo, H.E., Becker, T.D., Morgan, M.R., & Vazquez, J.M. (2023, January 11-15). *Puerto Rican older adults' resilience and wisdom: Lessons learned during the COVID-19 pandemic* [Conference session]. Society for Social Work and Research 27th Annual Conference, Phoenix, AZ, United States

Fabelo, H.E., Becker, T.D., Morgan, M.R., & Vazquez, J.M. (2022, November 2-6). *Life lessons: The experiences of older adults living in Puerto Rico during COVID-19*. In J.D. Burnette & T.D. Buckley (Chairs), *The experience of the COVID-19 pandemic among older adults in Puerto Rico* [Symposium]. Gerontological Association of America 2022, Indianapolis, IN, United States.

- Applebaum, J.W., McDonald, S.E., Widmeyer, M., **Fabelo, H.E.**, & Cook, R.L. (2022, July 7-9). *Can pet ownership impede access to healthcare for people living with HIV? Preliminary findings from an ongoing cohort study* [Conference session]. International Society for Anthrozoology 2022 Conference, Boise, ID, United States
- 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 35th 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 17th 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 16th 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 32nd 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 20th 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 10th 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 18th 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 6th 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 6th 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 76th 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

Peer-reviewed Conference Abstract Accepted/Not Presented Due to COVID:

- Burnette, J.D., Buckley, T., **Fabelo, H.E.,** Carrasquillo, K., & Taylor, T. (July, 2020). *Sense of Community and Quality of Life among Older Adults in Puerto Rico Two Years after Hurricane Mariá.* International Federation of Social Workers SWSD 2020 Conference, Calgary, Alberta, Canada. (abstract accepted, but conference cancelled due to COVID-19 pandemic).

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. Diego, CA.

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

Fabelo, H.E. (March 2019). *¿Y despues de la patera? ¿Integración?* IV Congreso Córdoba: Ciudad de Encuentro y Diálogo, Migraciones y Migrantes en Mundo Global; Catedra Unesco de Resolución de Conflictos, Universidad de Córdoba, Córdoba, Spain.

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 Américas* (Culture and Power in the Americas). Paper presented at the *Luces y Cadenas: Cultura y Poder en el siglo XXI* Conference, at the University of Córdoba, Córdoba, 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.

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

Current research Activities:

- Mental health of older adults in Puerto Rico (J. Denise Burnette, Tommy Buckley, Co-PIs) research team member
 - Hurricane Maria
 - COVID Pandemic
- Human-animal interaction and links between stigma, discrimination, substance use, and health among HIV positive adults accessing healthcare services (Shelby McDonald, PI)

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:

- | | |
|---|---------------------------|
| • University Commencement Grand Marshal | Fall 2014 – present |
| • University Undergraduate Curriculum Committee | Fall 2020 – Fall 2023 |
| • General Education Assessment Committee | Fall 2020 – Fall 2023 |
| • Assistant Vice Provost for Academic Programs Search Committee (C) | Spring 2021 |
| • Provost's Global Advisory Council | Fall 2013 – 2019 |
| • VCU Graduate Deans Advisory Committee | Spring 2011 – August 2020 |
| • Associate Deans Forum | Spring 2011 – August 2020 |
| • University Assessment Council | Spring 2011 – August 2020 |
| • University Calendar Committee | Spring 2011 – August 2020 |
| • University Academic Regulations Committee | Fall 2001 – August 2020 |
| • University Academic Regulations Appeals Committee | Fall 2001 – August 2020 |
| • VCU – University of Cordoba Chief Liaison | Spring 2010 – 2019 |
| • Assistant Vice Provost for Academic Programs Search Committee (B) | Spring 2019 |
| • Promotion and Tenure Peer Review Committee, School of World Studies
(Dr. Duanell Diaz-Infante) | Fall 2018 – Spring 2019 |
| • Assistant Vice Provost for Academic Programs Search Committee (A) | Fall 2018 – Spring 2019 |
| • Discussion Leader, President's Conversation on Commemoration | Fall 2018 |
| • Discussion Leader, Fulbright Gateway Lunch | Fall 2018 |
| • Discussion Leader, Presidential Forum | Fall 2017 |
| • Oral Health iCubed Core Search Committee Member and Chair for
Social Work Faculty Position | Spring 2016 – 2017 |
| • 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
• Promotion and Tenure Peer Review Committee: Psychology Department (Bryce McCleod)	Fall 2011
• VCU Inter-professional Education Council	Spring 2011 – 2017
• 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
• VCU Council of International Partnership Directors	Spring 2010 – 2013
• 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
• Fulbright Scholarship Review Panel – Term 2	2009 – 2011
• Integrated Mediterranean Studies Conference Planning Committee	Spring 2009
• Disabilities Support Services Search Committee	Spring 2009
• University Grievance Panel	Fall 2008 – 2011
• Mentor, Preparing Future Faculty	Fall 2008 – Spring 2009
• University Undergraduate Curriculum Committee – Term 2	2008 – 2010
• Hosted University of Cordoba, Spain, Delegation Visit to VCU	Spring 2008
• 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
• University Search Committee: Dean, School of Social Work	2008 – 2010
• School of World Studies New Communities Program Lecture	Fall 2007 – Fall 2015
• 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
• New Student Programs Advisory Committee	2007 – Fall 2010
• Fulbright Scholarship Review Panel – Term 1	2007 – 2008
• University College Advisory Board	Fall 2006 – Fall 2010
• University College Academic Committee	Fall 2006 – Fall 2010
• University Transfer Coordinating Council	Fall 2006 – Fall 2010
• University General Education Core Curriculum Committee – Term 2	2006 – 2007
• 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
• University Search Committee: Vice Provost for Instruction	2006 – 2007
• Hispanic Student/Asian Student/First generation/ Immigrant Student	

Initiative Curriculum Subgroup.	2005 – 2006
• Advising Council (Advising Assessment Workgroup)	2005 – 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
• VCU Dining Services Multicultural Scholarship Committee	2004 – Spring 2009
• Search Committee, Assistant Vice Provost for Diversity	Spring 2003
• School of Education, Promotion and Tenure Committee	Fall 2003
• Director, Office of Multicultural Affairs, Search Committee	Spring 2002
• Bachelor of Interdisciplinary Studies Admissions Committee	Fall 2001 – 2008
• University General Education Core Curriculum Committee – Term 1	2001 – 2002
• University Undergraduate Curriculum Committee – Term 1	2001 – 2003
• University Student Retention Committee	2001 – 2003
• Career Center Search Committee, Director’s Position	1998 – 1999
• TEDU 651: Lecture, Families with Children with Disabilities	1998 – 2001
• Nominated and Presented Award to the First Social Work Student Receiving a Black History in the Making Award	1998
• Virginia Institute on Developmental Disabilities	1998 – 2003
• University Council, Member	1996 – 1998
• University Council Student Affairs Subcommittee, Member	1996 – 1998
• VCU Academic Campus Honor Council, Member	1996 – 1999
• VCU International Studies Student Research Conference Panel Chair/Panelist	1996 – 2001
• Lecture, African Contributions to Cuban Culture: Undergraduate Spanish Linguistics Class	1996, 2000, 2001
• VCU Career Development Council, Member	1995 – 1999

School:

• Reaffirmation of Reaccreditation Self-Study Core Team, Chair	2025 – present
• Faculty Assembly	1995 – present
• Governance and Operations Committee	2023 - present
• Promotion and Tenure Committee, Member	2022 – 2025
• Promotion and Tenure Committee, Chair	2022 – 2024
• Interim Ph.D. Program Director	2023 – 2024
	2014 – 2016
• Doctoral Program Committee, Chair	2023 – 2024
• Peer Review Committee, Chair	
○ J. Cage	Fall 2022
○ N. Corley	Fall 2022
○ K. Kim	Fall 2022
○ Hollee McGinnis	Fall 2023

○ A. Baldwin-White	Fall 2024
• B.S.W. Program Committee	2020 – 2022
• Programs Committee	2011 – 2022
• School CEU reviewer and approval liaison with University CEU office	2014 – August 2020
• Curriculum Transformation Steering Committee	2014 – August 2020
• Executive Team	2011 – August 2020
• Dean’s Cabinet	2001 – August 2020
• School of Social Work Director of Communication Search Committee	Spring 2019
• Reaffirmation of Reaccreditation Team Leader	Spring 2018 – Spring 2019
• Governance and Operations Committee, dean’s representative	2017 – 2018
• School of Social Work Director of Finance Search Committee Chair	Summer 2016 – Spring 2017
• IV-E Stipend Program Coordinator Search Committee Chair	Fall 2016
• Academic and Student Affairs Coordinator Search Committee Chair	Fall 2016
• School of Social Work Director of Finance Search Committee Chair	Spring 2016
• Doctoral Program Committee, Chair	2014 – 2016
• Academic Administrators Team, Chair	2011 – 2017
• Class Scheduling Ad-Hoc Committee	Spring 2008
• International Initiatives Committee	2007 – 2008
• Rally in the Valley Planning Committee	Fall 2007
• 90 th Anniversary Planning Committee	2006 – 2007
• Promotion and Tenure Committee: M. Secret	Fall 2006
• Chair, Search Committee—BSW Academic Advisor	Fall 2005
• Faculty Association	2005 – 2008
• Faculty Search Committee	2004 – 2006
• Search Committee, Assistant Director of Field	2004
• All State Liaisons Field Committee – Term 2	2003 – 2009
• Faculty Rights and Responsibilities Committee	2001 – 2003
• Faculty Search Committee	2001 – 2002
• Student Computer Initiative Committee	2001
• Search Committee, BSW Director	2000 – 2001
• Academic Standards Committee	1997 – 2001
• Grade Review Committees	1996
• Third-year Faculty Review Committee	1996
• BSW Program Committee	1995 – Fall 2010
• All State Liaisons Field Committee – Term 1	1995 – 1998
• Social Justice Planning Committee—2 nd term	1995 – 1999, 2003 – 2006
• Micro-practice Content Group	1995 – 2001
• HBSE Content Group	1995 – 2001
• Student Affairs Committee	1995 – 1997
• Faculty Search Committee	1995 – 1996

Other School Service:

- Direct supervisor
 - Enhanced Learning Spaces Specialist (S. Walker) 2017 – 2019
 - Director of Child Welfare Stipend Program (N. Reddish) 2017 – August 2020
 - Academic and Student Affairs Coordinator (Q. Mathlin; 25%) 2017 – August 2020
 - Academic and Student Affairs Coordinator (Q. Mathlin; 75%) 2015 – 2017
- Course Review and Development:
 - SLWK 609 – Research Methods online course lead (Fall 2021 – Present)
 - SLWK 380 – Research Methods online course developer and lead (Spring 2022 - Present)
 - SLWK 380 - Research Methods online course developer and lead (Spring 2022 - Present)
 - SLWK 499 – Senior Seminar
 - SLWK 381 – Research Methods II
 - SLW 747 – Social Work Interventions with Children and Adolescents
 - SLW 313 – Person in Society I
 - VISTTA Development of Outcome Measures Course
- Lectures, Presentations, and Other Service Activities:
 - Lecture, APA Writing Style, BSW Students 2005 – 2008
 - EDUS 651: Multicultural Counseling: Working with Latino Clients Fall 2004
 - Lecture, APA Writing Style, First Year MSW Students 2000 – 2007
 - 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 2000
 - BSW Seniors Job Seeking Workshop 2000
 - Panelist, Social Justice Week: Cross Cultural Perspectives: 1999
 - BSW Seniors Job Seeking Workshop 1999
 - Columbia University Student Conference Sponsor for VCU Students Spring 1998
 - BSW Seniors Job Seeking Workshop 1998
 - Panelist, Vietnamese Resettlement in Virginia
HBSE MSW classes 1997
 - Lecture, Traumatic Resettlement, MSW HBSE Class 1997
 - Job Seeking Workshops – Ph. D. Students 1997
 - Social Justice Art Show Coordinator 1997 – 2007
 - SLWK 313 Weekly Writing Lab Fall 1997
 - BSW Seniors Job Seeking Workshop 1997
 - Panelist: Strategies for Social Work Planning and Administration 1995
 - Job Seeking Workshops – Ph. D. Students 1995
- Faculty Mentor for Adjunct Faculty Member:
 - Ian Danielson Spring 2009
 - Kim Flourney Spring 2009

- Madeline Roberts Spring 2009
 - Rasheeda Worthy (SLWK 230, SLWK 201) Spring 2003
 - Jonathan Lebolt (SLWK 313) Fall 2003
 - John Matthews (SLWK 201) Fall 2002
 - Jan Ivery (SLWK 201) Fall 2002
 - Raphael Mutepa (SLWK 230) Fall 2002
 - Judy Thomas (SLWK 313) Fall 2001
 - Richard Grosse (SLWK 313) Spring 1998
- PhD Brown Bag, Presenter Spring 2006
 - Doctoral Teaching Group Leader 2005 – 2007
 - Faculty Advisor for Early Intervention Certificate 1998 – 2003

Community:

- Interpreter for Spanish-speaking families, Bellwood Elementary School 2017 – 2019
- 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
- Stephen Ministry, Commissioned Member 2001 – 2007
- Virginia Department of Social Services Child Fatality Study 2001 – 2003
- St. Mark's Episcopal Church, Richmond, VA Outreach Committee, Member 2000 – 2001
- Virginia Treatment Center for Children Search Committee, Member (Senior Social Worker) 1998
- The Virginia Home for Boys Therapeutic Services Committee 1997 – 2001
- Virginia Treatment Center for Children Advisory Council, Member 1996 – 2001
- St. Paul's Episcopal Church, Richmond, VA Race Relations Committee, Member 1996 – 1998
- Teleconference "Building Hospitable Communities: Confronting Bias ...Countering Xenophobia," Host 1996
- World Council of Churches Refugee Resettlement Program, Consultant 1996
- Host Committee, Chair Boys Choir of Tallahassee's Visit To Richmond 1996
- Refugee Unaccompanied Minors Program, Consultant 1996
- Refugees and Immigration Services, Consultant 1995 – 1998

Professional:

- Board Site Visitor, CSWE Board of Accreditation 2024 - present
- Board Member, CSWE Board of Accreditation 2018 – 2024
- Chair Workgroup B, CSWE Board of Accreditation (formerly commission) 2021 – 2024
- Executive Committee Member, CSWE Board of Accreditation 2021 – 2024
- Chair, Candidacy Committee of the Commission on Accreditation 2019 – 2021
- Ad Hoc Reviewer: Human Service Organizations Fall 2016 – present

- International Auditor of Ph.D. Dissertation, University of Córdoba Fall 2018
- Treasurer, Virginia Consortium of Social Work Educators 2009 – 2011
- Book Reviewer for Rubin & Babbie *Essential Research Methods for Social Work, 2nd Edition* 2008
- President, Virginia Consortium of Social Work Educators 2007 – 2009
- Exam Proctor, University of Pennsylvania 2007 – 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
- External Program Reviewer U of Wisconsin-Milwaukee Fall 2006
- Commissioner, CSWE National Nominating Committee 2005 – 2008
- Ad-hoc Reviewer, Journal of Research on Social Work Practice 2005
- Consulting Editor, Journal of Social Work Education 2002 – 2008
- Site Visitor, Commission on Accreditation, CSWE 2002 – 2018
- Practice Commissioner, Council on Social Work Education 2002 – 2005
- 43rd Annual Program Meeting, CSWE: Mental Health, Refugees and Immigrants: A Three Dimensional Cultural Interface, Panel Chair 1997
- VISSTA CPS Exam Development Core Committee 1995 – 1996

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; on-campus and online
- SLWK 381: Foundations of Social Work Research II; on-campus and online
- SLWK 492: Independent Study
- SLWK 393: Junior Field
- SLWK 494 – 495: Senior Field
- 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; on-campus and online
- SLWK 611: Work Research for Advanced Standing Students: on-campus and online
- SLWK 693 – 694: Foundation Field
- SLWK 792: Independent Study
- SLWK 793 – 794: Concentration Field
- SWKD 797: Directed Research
- SWKD 898: Dissertation research
- Field Instructor

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- 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 – 2016

Florida International University:

- SOW 3302: Introduction to Social Work (1 section)
- SOW 3122: Dynamics of Human Behavior and the Social Environment (1 section)
- SOW 3350: Techniques of Interviewing (1 section)
- SOW 4322: Methods of Social Work Practice II (3 sections)
- SOW 5404: Social Work Research I (1 section)
- Field Instructor/MSW IV-E Program (3 terms)
- 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, Commonwealth of Virginia: #0904003509

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

EDUCATION

Ph. D. 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

M.S.W. December 1989
Florida International University
Miami, Florida
Concentration: Services to Families and Children

B.S. December 1983
Florida State University
Tallahassee, Florida
Major: Psychology; Minor: Statistics and Computer Science