

# Curriculum Vitae

## Ananda Newmark, Ph.D., MSW

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### ACADEMIC APPOINTMENTS

2022 - present      *Virginia Commonwealth University, Associate Professor  
School of Social Work (Richmond, Virginia)*

Teaching faculty in the Bachelor of Social Work program teaching a 3-3-2 load.

2012 - 2022      *Virginia Commonwealth University, Baccalaureate Social Work  
Program Director, Associate Professor, School of Social Work  
(Richmond, Virginia),*

Supported the academic and teaching mission of the school. Oversaw the delivery and assessment of the curriculum, development, and enforcement of program-related academic policies, and ensured students satisfied all degree requirements leading to the BSW degree. Responsibilities included:

Chair of the BSW Program Committee, served on the Dean's Cabinet, served on the Academic Administrators' Team, served as task supervisor for program support staff assigned primary duties to the BSW program, represented the BSW program on various university committees, used available university electronic databases and student information systems for program management and administration, managed the dissemination of in-person and electronic communications with BSW student population, supervised, the implementation of the BSW curriculum, established, implemented, and monitored relationships between Virginia Community Colleges by way of articulation agreements between John Tyler Community College now "Brightpoint" and Reynolds Community College, ensured program faculty and students were familiar with and complied with all academic policies and all degree requirements, ensured accuracy of all publicly disseminated program information (through print and electronic media), supervised and coordinated annual program assessment activities, lead and proposed revisions of curriculum, policies, and degree requirements as indicated by changes in accreditation standards and program and student assessment findings, wrote annual and other program reports required by the University or other oversight bodies, proposed, implemented, and monitored the annual BSW program budget, formulated and updated fall, spring, and summer schedules of classes

(scheduling format, number of sections, and course capacity), identified, hired, trained, and supervise between 8-15 adjunct professors teaching in the BSW program each fall, spring, and summer semesters and provided performance feedback, managed course scheduling (15 different classes and close to 30 sections), managed course section enrollment (ranging from 40-120 students per semester) and addressed student enrollment issues as needed, mediated all BSW grade review requests, made curriculum plan recommendations for any readmitted BSW students, evaluated all transfer student admission applications and transcripts to determine acceptable courses for transfer credit, ensured all BSW students had assigned advisors, planned and conducted regular training of advisors and adjuncts assigned to the BSW program, monitored BSW student enrollment, retention, and graduation rates, reviewed and approved all graduation applications before submission to the dean and Registrar's office, reviewed and approved all change of grade requests before submission to the dean, reviewed and approved all special action requests before submission to the dean, prepared recruitment materials for the program and was engaged in recruitment activities in collaboration with the Director of Student Success, planned new student orientation sessions in collaboration with the Director of Student Success, assisted with May and December graduations in conjunction with awards ceremonies, organized and oversaw the BSW student scholarship reviews and awards based on student applications, and responded to any other additional requests from dean's office needed for the operation of the BSW program and school.

2011 – 2012                    ***Virginia Commonwealth University, Interim Baccalaureate Social Work Program Director, Assistant Professor, School of Social Work (Richmond, Virginia)***

Supported the academic and teaching mission of the school. Oversaw the delivery and assessment of the curriculum, development and enforcement of program-related academic policies, and ensured the program offered and students satisfied all degree requirements leading to the BSW degree. Responsible for ensuring that courses in the program were taught by full-time and adjunct faculty members who possessed the appropriate experience, education, and training to be effective instructors. Taught BSW courses and advised BSW students.

2005 – 2011                    ***Virginia Commonwealth University, Retention and Recruitment Coordinator School of Social Work and The University College (Richmond, Virginia)***

Worked in collaboration with BSW Program Director to increase the number of undergraduate students and maintain a high retention rate of first-year students. Facilitated change of majors to BSW program. Advised BSW students, taught BSW freshmen Introduction to the University (UNIV 101 & UNIV 102 courses) course and worked in collaboration with VCU's University College (UC) to provide comprehensive academic support to all freshman social work students. Utilized various methods of online media (social networking sites, web pages, email, Blackboard, screencasts, and podcasts) to engage, communicate and foster a strong bond

between social work students and the BSW program. Assisted BSW program director with administrative tasks relating to new student orientation, new and continuing student registration, prospective student orientations, student applications for major course work, and BSW program committee tasks. Trained adjunct faculty on VCU's Eservices to utilize email, Blackboard, grading, and the utilization of Smart Stations for classroom instruction.

## **EDUCATION**

- 2010 – 2016            Ph.D., Social Work Dissertation:  
                                 Student Engagement in Undergraduate Social Work  
                                 Education Among "at-risk" Students  
**Virginia Commonwealth University (Richmond, VA)**
- 2001 – 2002            Master of Social Work, Advanced Standing (Phi Kappa Phi Honors)  
**Virginia Commonwealth University (Richmond, VA)**
- 1992 – 1998            BA in Social Work & German (Double Major)  
**University of Arkansas (Fayetteville, AR)**
- 1995 – 1996            Study: German Linguistics  
**Die Freie Universitaet (Berlin, Germany)**

## **TEACHING & TEACHING-RELATED ACTIVITIES**

### **COURSES TAUGHT**

- 2024 spring            SLWK 201: Introduction to Social Work (in-person)  
                                 SLWK 201: Introduction to Social Work (Online)  
                                 SLWK 499: Senior Seminar (Online)  
                                 SLWK 495: Senior Field Instruction II  
                                 External Field Instructor for 1 BSW Student
- 2023 fall                SLWK 201: Introduction to Social Work (2 sections)  
                                 SLWK 330: Person in Society II (ONLINE)  
                                 SLWK 494: Senior Field Instruction I
- 2023 summer            SLWK 201: Introduction to Social Work (ONLINE)  
                                 SLWK 332: Social Work Practice: Fundamentals
- 2023 spring            SLWK SLWK 201: Introduction to Social Work (ONLINE and in-person)
- 2022 (fall) - present    SLWK 201: Introduction to Social Work (ONLINE)

2019 – present	SLWK 201: Introduction to Social Work (fall 2019 / spring 2020 recipient of SSW Teaching Fellowship)
2018 – 2019	SLWK 494/495: Senior Field Instruction (Liaison)
2017	SLWK 393: Junior Field Instruction, Liaison (spring)
2011 – 2017	SLWK 499: Senior Seminar (multiple sections taught each spring semester)
2006 – 2010	UNIV 101: Introduction to the University (each fall semester)
2007 – 2019	UNIV 102: Investigations in learning (each spring)

### COURSES DEVELOPED

2022	SLWK 395: Social Work Field Preparation
2011 – 2013	SLWK 200: Building a Just Society (contribution to VCU Core Education)

### ONLINE COURSE DEVELOPMENT

2023 spring	SLWK 499: Senior Seminar (build the course for the online program)
2021 – 2022	SLWK 201: Introduction to Social Work (build the course for the online program)

### CURRICULUM & PROGRAM DEVELOPMENT

2020-2022	Development of online BSW program to include the oversight of all BSW course builds in tandem with VCU Online Developed a memorandum of understanding with VCU Online to help our program build all SLWK online courses required for BSW degree
2013 – 2015	Created and approved Articulation Agreement with Reynolds Community College (fall 2015); proving a pathway for students to begin their college education at the community college and transferring to the VCU BSW Program to complete their four year degree in social work.
2011 – 2012	Created and approved Articulation Agreement with John Tyler Community College (Fall 2012); providing a pathway for students to begin their college education at the community college and transfer to the VCU BSW Program to complete their four-year degree in social work.

### ACCREDITATION RELATED WORK

2017 – 2019            Lead the BSW program through the reaffirmation process, mandated by the Council on Social Work Education, by submitting our self-study (Aug. 2018) and preparing our program faculty and staff through our scheduled CSWE site visit (Feb. 2019)

## **PUBLICATIONS**

2019            Schriver, J. M. (2020) (7th ed). [Human behavior and the social environment: Shifting paradigms in essential knowledge for social work practice](#). Hoboken, NJ; Pearson

Contributing Technology chapter segments:

Ch. 1. Social Work in the Digital World: A New Paradigm?

Ch. 2. Technology and Paradigms

Ch. 7. Technology and Identify Development

Ch. 8. Technology and Families

Ch. 9. Technology and Groups in Social Work

Ch. 10. Technology and Organizations

Ch. 11. Virtual Community

Ch. 12. Technology and International Social Work

2019            Ward, C.J., Secret, M., **Newmark, A** (2019). Teaching practices drive online learning environments: Using pedagogy and technological tools to convert a face to face course to online format. *Journal of Teaching in Social Work*.  
<https://doi.org/10.1080/08841233.2019.1635558>

2016            **Newmark, A.** Student engagement in undergraduate social work education among “at-risk” students. Dissertation. *Proquest*

## **SCHOLARSHIP PRESENTATIONS:**

2020            **Newmark, A.**, Walker, S. Harnessing Technology to Embrace Backchannel Conversations in the Classroom. Interactive workshop: A focus on tools faculty can use in their classrooms to encourage and capture backchannel conversations as an approach to uplift all student voices. Council on Social Work Education 68th Annual Program Meeting. Denver, Colorado (Accepted but not presented to due to COVID-19).

2019            **Newmark, A.**, Walker, S. Harnessing technology to embrace backchannel conversation in the classroom: Tech Exploration. Virginia Commonwealth University, Center for Teaching and Learning Excellence. 2019 CTLE Symposium, Richmond, Virginia, April 2019.

- 2018 Secret, M., Ward, C. J., & **Newmark, A.** Course conversion: A workshop to guide face-to-face to online course development. Social Work Distance Education Conference. San Antonio, Texas, April 2018.
- 2016 **Newmark, A.**, Ward, C. J., & Secret, M. Online learning environments and teaching priorities: A Delphi method conversion matrix grounding. Poster to be presented at the Council on Social Work Education 62nd Annual Program Meeting, Atlanta, GA, November 2016.
- 2015 Secret, M., Ward, C. J., & **Newmark, A.** *From face-to-face to hybrid to online to MOOC: Choosing appropriate learning tools.* An interactive workshop to be presented at the Council on Social Work Education 61st Annual Program Meeting, Denver, CO.
- 2015 Secret, M., Ward, C., **Newmark, A.** *An MSW course journey from face to face, to hybrid, to online to open access.* Social Work Distance Education Conference. Indianapolis, IN.
- 2015 Secret, M., Ward, C., **Newmark, A.** *An MSW course journey from face to face, to hybrid, to online to open access.* *Brown Bag Faculty Presentation, VCU School of Social Work, Richmond, VA.*
- 2013 **Newmark, A.**, Lee, J., Young, J. *Follow, Comment, Like: Developing new skills using social media in the classroom.* Association of Baccalaureate Social Work Program Directors (BPD), Annual Meeting, Myrtle Beach, SC.
- 2010 **Newmark, A.** *Technological Tools for Successful BSW Advising,* Paper Presentation at Association of Baccalaureate Social Work Program Directors (BPD), 2010 Annual Meeting, Atlanta, GA .
- 2008 **Newmark, A.** *The Use of Technology in BSW Advising, Skills Workshop* at the Council on Social Work Education, 2008 Annual Program Meeting, Philadelphia, PA.
- 2008 **Newmark, A.**, Esposito, A., & Sherry, J. *Virtual Advising.* Center for Teaching Excellence, Virginia Commonwealth University Brown Bag Presentation, September 2008.
- 2008 **Newmark, A.** *Technological Advances in Undergraduate Advising.* VCU School of Social Work Annual Faculty Meeting, August, 2008.

## **PROFESSIONAL SERVICE AND ACTIVITIES**

## School of Social Work Service

2024	Committee Member, VCU Dean of Social Work Search Committee
2024-spring	Committee Member, Term Faculty Position Search Committee
2023- present	Committee Member, Governance and Operations
2022 - 2023	Co-Chair, Governance and Operations
2022	Committee Member: Director of Student Success Search Committee
2020	Co-Chair, Director of Field Education Search Committee
2019 – 2020	Committee Member, Associate Dean for Academic and Student Affairs Search Committee
2019 – 2022	Co-Chair, SLWK 332/393/494/495 Redesign Workgroup, Co-Chair
2019 – 2022	Group Member, SSW Technology Advisory Group
2017-2018	Committee Member, Promotion and Tenure Term Peer Review
2017	Committee Member, Field Education Coordinator Search Committee
2016 – 2020	Committee Member, Promotion and Tenure Review
2015– 2016	Co-Chair, Distance Education, Field Faculty Search Committee
2013 – 2022	Academic Programs Committee Member, School of Social Work
2011 – 2022	Dean’s Cabinet Member, School of Social Work
2011 – 2022	Chair, BSW Program Committee, School of Social Work
2011 – 2017	Member, Academic Administrator’s Committee
2013 – 2022	Co-Chair, BSW/OSS Committee
2013	Committee Member, Student Success Advisor Search Committee
2010	Committee Member, Interim Director of Student Success Search Committee
2009	Co-Leader, BSW & MSW Service Project Trip to Ghana, West Africa
2007	Co-Leader, BSW & MSW Service Project Trip to Ghana, West Africa
2004 – 2005	Affiliate Field Instruction, Faculty Member

## University Related Service

2024 – present	Co-Chair, University General Education Assessment Committee (GEAC) “ConnectED”
2024	Committee Member, VCU SSW Grade Review Committee
2022 – 2024	Committee Member, University General Education Assessment Committee (GEAC) “ConnectED”
2022 – 2022	Committee member, Promotion and Tenure Committee for Term faculty within the Focused Inquiry program
2020 – 2021	Committee Member, VCU Undergraduate General Education 30 Assessment Committee
2019 – 2020	Council Member, VCU Undergraduate Strategic Enrollment Management Council
2018 – 2019	Member, VCU GenEd 30 Assessment Plan Work Group
2014 – 2018	Member, VCU New Budget Model Task Force
2014 – 2015	Member, Living Learning Curriculum Committee: “Leadership”
2014 – 2024	Campus Security Authority (CSA)
2013 – 2020	Member, VCU Degree Works Planning Committee
2013	Member, University College Search Committee “Student Success Advisor” position.
2010 – 2020	Member, VCU Academic Technology Faculty Advisory Council
2010 – 2020	School Representative, Bachelor of Interdisciplinary Studies (BIS) Committee
2011 – 2022	Member, VCU Transfer Council
2011 – 2016	Member, University College Advisory Board (UCAC)
2011 – 2014	Member, University Undergraduate Curriculum Committee (UUCC)
2007 – 2019	Member, VCU New Student Services Committee
2006 – 2010	Faculty Representative, VCU’s Residential Villages (Community Action)



### Community Service

- 2015 – 2017 Vice-Chair, Virginia Social Work Education Consortium (VSWEC)
- 2011 – 2015 Treasurer, Virginia Social Work Education Consortium (VSWEC)
- 2007 – 2010 Advisory Board Member, Virginia Union University School of Social Work (HBCU)
- 2007 – Present Member, Virginia Social Work Education Consortium (VSWEC)
- 1999 – 2000 Vice-President, South Fayetteville Community Development Corporation (CDC)
- 1996 – 1998 Treasurer, Social Work Action Group (SWAG), University of Arkansas (BSW student)

### National Service

- 2017 – present Council on Social Work Education (CSWE), EPAS Site Visitor  
An experienced evaluator designated to conduct on-site evaluations of social work education programs pursuing accreditation or reaccreditation status. Play a pivotal role in the accreditation process by gathering data, addressing inquiries, and interacting with stakeholders to assess program quality and adherence to accreditation criteria.

### Visit History

- 2024- Anticipated visit in fall 2024
- 2023- Visit to Minnesota (virtual)
- 2020- Visit to Michigan (virtual)
- 2019- Visit to Pennsylvania (in-person)
- 2015 - 2017 Co-Chair, National Nominations Committee, Association of Baccalaureate Social Work Program Directors (BPD)
- 2014 Proposal reviewer for the 2014 Council on Social Work Education (CSWE) Annual Program Meeting (Technology in Social Work Education and Practice Track)
- 2013 – 2015 Nominating Committee Member, Association of Baccalaureate Program Directors (BPD)

## **PROFESSIONAL SOCIAL WORK EMPLOYMENT**

2002 – 2005                    ***Henrico Area Mental Health & Developmental Services, Clinician  
(Prevention Specialist) (Richmond, Virginia)***

Coordinated, promoted, and recruited “at risk” school-age youth living in federally subsidized housing for participation in a violence/drug prevention community after school/summer program. Developed and collaborated ongoing community outreach efforts with public/private agencies, churches, public schools, police, and businesses that were resources for the community. Interviewed, hired, and supervised a staff of three paraprofessionals who implemented program. Provided field instruction to BSW and MSW students from VCU’s School of Social Work. Provided workshops/trainings for new staff members, student interns, and community volunteers. Prepared and implemented training materials to market efforts. Used online databases to report program data to the state, used multi-media powerpoint presentations, and the integration of digital still photography & digital video to agency personnel and various county departments. Managed program budget.

2000 – 2001                    ***Henrico Area Mental Health & Developmental Services, Case Manager  
(Richmond, Virginia)***

As part of a community outreach program, worked with Henrico County’s Consumer Services Act (CSA) team, administering the Child and Adolescent Functional Assessment Scale (CAFAS) used to measure the level of emotional, behavioral, physical, medical, and psychological impairment in troubled youths. Wrote reports on youth’s level of need and presented them at CSA team meetings to discuss children’s needs and possible services. Researched and implemented a network computer program that tracks and evaluates cases through a continuum of services on computer servers at the Department of Social Services and Henrico Mental Health and Developmental Services facilities. The initiation of this innovative communication model increased the efficiency of county employees and centralized vital client records.

1999 – 2000                    ***Ozark Guidance Center (Non-Profit Community Mental Health Center)  
(Fayetteville, Arkansas)***

Employed as a school-based mental health paraprofessional, addressing children’s psychological, emotional, behavioral, and medical needs. Worked with LCSW therapists, addressing individual case treatment goals and objectives. Attended bi-weekly staffings with child psychiatrists and therapists to discuss client’s individual medical and behavioral management.

1998 – 2000                    ***Bates Elementary School Social Worker (Fayetteville, Arkansas)***

Worked as an on-site school social worker (AR state-licensed). Worked with youth and families as well as school teachers, principal, school counselor, juvenile courts, juvenile detention center,

and Department of Social Services. Duties included: case management, providing job placement services using Arkansas Resource Information Cyber center (ARIC) internet application, home visits, community outreach, weekly staffings, student problem solving, beginning grant writing, and community fundraising.

1997 – 1998                    *University of Arkansas, Fulbright School of Public Affairs, Youth Counselor/Facilitator (Fayetteville, Arkansas)*

Program geared toward providing political exposure to high school seniors from across the state. Participants and staff had political speakers from the Governor of Arkansas to a teleconference with a white house staff member (FEMA) under President Bill Clinton. Duties included: assisting in participant selection from a statewide pool, providing youth leadership workshops, attending daily staffings, leading extracurricular activities, acted as an onsite counselor, and facilitated internet projects that dealt with email, searching the World Wide Web, and creating/maintaining web sites, & internet research.

### **PROFESSIONAL AFFILIATIONS/MEMBERSHIP**

2009 – Present                The Association of Baccalaureate Program Directors (BPD)

2010 – Present                The Council on Social Work Education (CSWE)

2006 – Present                The Virginia Social Work Education Consortium (VSWEC)

### **AWARDS**

2016                              Ph.D. Elaine Rothenberg Social Work Award: for outstanding student in the Ph.D. program that exemplifies academic excellence, and service to the university, community, and profession.

2016                              Advising Advocate Award Recipient, Certificate of Merit, National Academic Advising Association (NACADA)

### **PROFESSIONAL DEVELOPMENT & TRAININGS**

2024                              CSWE- ADEI and Conducting Accreditation Visits

2023                              CSWE Site Visitor Certification (re-certification from 7/1/23 to 6/30/26)

2022                              VCU- Gender: Beyond the Binary Training

2019                              VCU Campus Security Authority (CSA) Training and Testing

2018                              VCU Information Security Awareness Training

2018                              Building Inclusive Communities (BIC) Training- provided a framework for participants to take personal responsibility for creating an engaged

diverse and inclusive campus environment and to stay current with the diversity, equity, and inclusion needs/issues of the changing VCU community.

- 2017 Council on Social Work Education- “Department of Social Work Accreditation 2015 EPAS Site Visitor Training”, October 19, 2017, Annual Program Meeting, Dallas, Texas.
- 2017 Council on Social Work Education- “Department of Social Work Accreditation’s 2015 DPAS Reaffirmation Workshop” In-person Session, CSWE Headquarters, Alexandria, Virginia
- 2009 – 2010 VCU Center for Teaching Excellence, Faculty Learning Community (FLC) Topic: Using Technology to Enhance Teaching and Learning: Exploring Smart-Phones
- 2008 – 2009 VCU Center for Teaching Excellence, Faculty Learning Community (FLC) Topic: Using Technology to Enhance Teaching and Learning: Exploring Social Media
- 2007 – 2008 VCU Center for Teaching Excellence, Faculty Learning Community (FLC) Topic: Using Technology to Enhance Teaching and Learning: Exploring Podcasting
- 2006 Successful completion of VCU’s Master Advisor Certificate Program

## **TECHNOLOGY SKILLS**

- Experienced in both PC and Macintosh computers.
- Experience with PC operating systems: Windows 95/98/2000/XP/7/10.
- Extensive experience in desktop/web publishing software: Microsoft Publisher, Adobe Photoshop, Dreamweaver, Microsoft FrontPage, and basic HTML programming.
- Well versed in Microsoft Office package: Word, Excel, PowerPoint, and Outlook
- Use of online and social media applications: Websites, Facebook (connecting with students), LMS system (Blackboard and Canvas), screen casting (Camtasia), social bookmarking, podcasting, instant messaging, web conferencing (Zoom, Google Hangouts), Google Apps (Gmail, Google Drive, Google Docs, Google Forms, Google Hangouts, and Google Chats).

## **LANGUAGES**

English	Primary language
German	Fluent in German