

# Stephanie Grady Odera, Ed.D, MSW

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## EDUCATION

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**DOCTOR OF EDUCATION**, Educational Leadership, May 2018, Virginia Commonwealth University, Richmond, VA

Capstone Dissertation Title: *Aligning mission: An interpretive analysis of pedagogy and strategic planning for Koinonia School of Race & Justice at Richmond Hill*

**MASTER OF SOCIAL WORK**, Clinical Concentration, May 2006, Virginia Commonwealth University, Richmond, VA.

Concentration Research Project: *Effects of multi-family group weekend retreats on family cohesion and parental stressors using pre and post-test measures.*

**BACHELOR OF SOCIAL WORK**, May 2004, Virginia Commonwealth University, Richmond, VA.

## TEACHING & ADMINISTRATIVE PHILOSOPHIES

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**Teaching Philosophy:** To promote education as the practice of freedom using liberation, Womanist, anti-racist, and engaged pedagogical strategies. Use of this teaching approach is informed by Freirean critical pedagogy and includes an emphasis on educational equity, loving engagement, collective liberation, and elevating critical consciousness.

**Administrative Philosophy:** To lead initiatives, departments, and/or organizations utilizing principles of engaged leadership and Lencioni's model of development which include an emphasis on personal growth, professional development, community building, and strategic use of data to inform system changes.

## PROFESSIONAL ACADEMIC EXPERIENCE

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**VIRGINIA COMMONWEALTH UNIVERSITY, Richmond, VA** 2019 – Present

*Division of Inclusive Excellence: Faculty Fellow*

- Develop curricular content and teach courses for the IExcel Educational program. Courses are developed and offered for faculty, staff, and students related to diversity, equity, and inclusion topic.
- Create rubrics and other learning metrics for educational content offered
- Review and evaluate content proposals submitted by community members and VCU faculty, staff, and students for the division.
- Provide strategic support to the executive director of IExcel Education and the Vice President of Inclusive Excellence

**VIRGINIA COMMONWEALTH UNIVERISTY, Richmond, VA** 2018 – Present

*Center for Community Engagement & Impact: Graduate RVA Associate Director*

- Lead, manage, and implement Lumina Foundation grant work associated with the Richmond Talent Hub designation which includes project management and work group convening of local community colleges and four year institutions known as Graduate RVA

- Align and coordinate Graduate RVA priorities with the State Council of Higher Education Virginia and the Virginia Community College System strategic plans
- Provide facilitation and training to faculty and staff regarding national trends and best practices in post-secondary attainment and diversity, equity, and inclusion initiatives in higher education
- Develop and support post-secondary policy and practice changes related to outreach and resource development aligned with the Lumina grant
- Conduct research for continuous improvement and disseminate results to multiple stakeholder groups
- Co-lead strategic planning efforts for the partnership to align organizational priorities to known community needs
- Clarify and develop partnership equity agenda across regional collective action networks with an emphasis on racial and socio-economic equity indicators

**VIRGINIA COMMONWEALTH UNIVERSITY, Richmond, VA** 2011 – 2018

***School of Social Work: Assistant Professor (Term Faculty)***

- Taught various courses in the undergraduate and graduate social work program
- Provided academic advising for an assigned group of bachelor and master social work students
- Coordinated school social work certificate program which included academic advising and professional mentoring to master's students
- Served on faculty program and standing committees as well as task forces
- Liaised between the School of Social Work, community agencies, and students to evaluate and promote successful field experiences
- Monitored student practicum experiences to ensure that learning goals were met through regularly conducted liaison visits and course assignments
- Established new partnerships between the School of Social Work and community practice agencies throughout the Commonwealth of Virginia
- Planned and facilitated ongoing trainings for community field instructors and students
- Advised student chapter of the National Association of Black Social Workers

## **ACADEMIC & ADMINISTRATIVE APPOINTMENTS**

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**Virginia Community College System:**

The Power of Possible (P2) Taskforce 2019 - Present

**Virginia Commonwealth University:**

School of Social Work Affiliate Faculty 2018 - Present

Academic Regulations and Appeals Committee (Presidential Appointment) 2015 - 2018

Professional Education Coordinating Council: School of Education 2015 - 2018

Faculty Mediator (Grievance Mediation) 2014 - 2018

University Student Conduct & Appeals Board 2013 - 2018

## **ARTICLES/MANUSCRIPTS**

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**Odera, S.**, Wagaman, A., Staton, A., & Kemmerer, A. (2020). De-centering whiteness in social work curriculum: An auto-ethnographic reflection on a racial justice practice course. Abstract Accepted. *Advances in Social Work*.

**Odera, S.** & Parker, P. (2020). Promoting student attainment through reverse transfer: A toolkit for Virginia colleges and universities. Under Review. *Inquiry Journal of the Virginia Community Colleges*.

Corley, N. A., Reeves, P. & **Odera, S.** (2019). That's just who I am: Exploring academic success among African American high school seniors from single-mother homes. In press. *Child and Adolescent Social Work Journal*. DOI 10.1007/s10560-019-00621-y

Wagaman, M. A., **Odera, S. G.**, & Fraser, D. V. (2019). A pedagogical model for teaching racial justice in social work education. *Journal of Social Work Education*. DOI 10.1080/10437797.2018.1513878

## **COURSES TAUGHT**

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EDLP 708: Leadership Presence

Virginia Commonwealth University

*Core curriculum course for VCU School of Education doctor of education (Ed.D) students. This course reviews selected topics for fostering effective leadership in higher education with particular attention placed on leadership presence, crisis response and management, and public relations. The course will focus on facilitating leadership skills through better understanding of enhancing time management skills, fostering communication skills and leadership presence, and planning for crisis.*

SLWK 791: Racially-Just Practice in Social Work

Virginia Commonwealth University

*This course will extend the learning in SLWK 603 – Social Justice to prepare students to engage in the practice of racial justice work across micro, mezzo, and macro settings. This course will examine anti-blackness as being at the root of racial injustice and white supremacy, and explore the ways that it manifests in common practice settings and social issues.*

SLWK 601: Human Behavior in the Social Environment I

Virginia Commonwealth University

*Distance Education-Online. Provides a multidimensional theoretical and evidence-based approach to understanding the complex interactions of biological, psychological, spiritual, economic, political and sociocultural forces on the lives individuals, families and groups in a multicultural society. Required core curriculum course*

SLWK 610: Human Behavior in the Social Environment II

Virginia Commonwealth University

*Distance Education-Online. Covers the life course from conception through late adulthood and/or death. Focuses on the influences of biological, psychological, spiritual, economic, political and sociocultural forces on individual and family coping and adaptation. Provides a multidimensional, multicultural perspective on the behavior of individuals and families based on theory and research with identification of the risk and protective mechanisms that influence development. Required core curriculum course.*

SLWK 693-694: Foundation Field Practicum (Seminar)

Virginia Commonwealth University

*This field course provides experience in service activities with community agencies, application of CSWE identified core competencies, and focused reflective practice to enhance understanding of civic responsibility and the role of the social worker, and to build toward competency in generalist social work practice. The classroom instruction will focus on identification and integration of the social work perspective. A variety of teaching modalities will be employed to achieve this objective, including simulated exercises, class discussions, role-play, in-class activities, and presentations by students.*

SLWK 441: Social Work Practice I

Virginia Commonwealth University

*This the second practice course of a three-semester practice sequence. This course focuses on interviewing and problem solving for generalist social work practice with diverse populations. This course will have any emphasis on agency structure and functions, skills of engagement and problem definition, assessment, planning for intervention and evaluation. Field work experience will be integrated into the class learning process.*

SLWK 393: Field Practicum (Service Learning)

Virginia Commonwealth University

*Delivered as service learning designated, this course provides experience in service activities with community agencies, application of CSWE identified core competencies, and focused reflective practice to enhance understanding of civic responsibility and the role of the social worker. Each student will also attend classroom based seminars. The classroom instruction will focus on identification and integration of the social work perspective. A variety of teaching modalities will be employed to achieve this objective, including simulated exercises, class discussions, role-play, in-class activities, and presentations by students*

SLWK 332: Practice Fundamentals

Virginia Commonwealth University

*Open only to social work majors with junior status. First of three semester practice sequence. Introduces students to basic concepts and skills of beginning-level professional generalist social work practice. Emphasizes application of concepts to the concurrent fieldwork experience.*

## **INVITED GUEST LECTURES**

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Odera, S. & Wagaman, A. (March 2019). *Embracing Difficult Dialogues as a Tool for Promoting Inclusion & Social Justice*. James Madison University.

Odera, S. (October 2018). *Public Education & Non-Profits: Implications for Contextual Practice*. University of Richmond School of Professional & Continuing Studies.

Odera, S. (July 2018). *Characteristics of an Engaged University*. University of Mary Washington Center for Civic Engagement and Student Leadership.

Odera, S. (March 2017). *Public Education & Non-Profits: Implications for Contextual Practice*. University of Richmond School of Professional & Continuing Studies.

Odera, S. (November 2015). *School Social Work: Implications for Professional Practice*. Virginia Union University School of Social Work.

Odera, S. (February 2015). Collaborative Social Justice: Implications for Interdisciplinary Practice amongst Teachers and School Social Workers. Virginia Commonwealth University School of Education.

Odera, S. (October 2011). *Careers in Social Work: An exploration of post baccalaureate professional practice*. Virginia State University School of Social Work.

## **REFEREED & INVITED PRESENTATIONS**

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Lee, K., Odera, S., & Pettengil, K. (January 2020). Implementing Equity Focused Reverse Credit Transfer. Association of American Colleges & Universities Annual Meeting. Washington, DC.

Odera, S., Wagaman, A., & Fraser, D. (November 2019). *Centering Racial Equity in Homeless Service Systems: A Toolkit for Getting Started*. Virginia Governor's Housing Conference. Hampton, VA.

Odera, S, Fraser, D, & Wagaman, A. (July 2019). *Dialogue as a Tool for Dismantling Organizational Racism*. Pre-Conference Institute Session. National Alliance to End Homelessness Conference. Washington, DC.

Odera, S. (April 2019). *Graduate RVA: Post-Secondary Attainment in the Richmond Region*. Lumina Foundation National Convening. Detroit, MI.

Lee, K. & Odera, S. (2018). *How does Reverse Transfer impact the college completion agenda?* Roundtable Presentation. Association for the Study of Higher Education Conference. Tampa, FL.

Odera, S., Smith, J., & Rooke, A. (2018). *Partnering in Equity: Using Data to Drive Collective Action*. Interactive Workshop. StriveTogether National Convening. Seattle Washington,

Odera, S. (2018). Actionable Partnership Assessments. Workshop. Institute for Higher Education Policy National Learning Lab. Washington, DC.

Odera, S. & Smith, J. (April 2018). *Closing Equity Gaps: What Making Progress Requires*. Masterclass workshop at Lumina Foundation Driving Change: Local Solutions to the National Attainment Challenge Conference. Denver, CO.

Odera, S. & Smith, J. (April 2018). *Ensuring Strategic Use of Data*. Masterclass workshop at Lumina Foundation Driving Change: Local Solutions to the National Attainment Challenge Conference. Denver, CO.

Odera, S. (March 2018). *The Reverse Transfer Benefit*. Formal presentation to Reynolds Community College Leadership Council. Richmond, VA

Odera, S. (March 2018). *Local Policy Advocacy & Civic Engagement*. Interactive workshop at Council of Social Work Education Minority Fellowship Program-Youth Training. Alexandria, VA.

Black Lives Matter Student-Faculty Collective (March 2017). *Building a Black Lives Matter Collective in a University Context: Blurring the Lines of Power & Professionalization*. Interactive workshop at 10<sup>th</sup> Annual Equity and Social Justice Conference. Richmond, VA.

Carter, C. & Odera, S. (March 2017). *Wrestling with Disability Disclosure and Accommodations in Field*. Interactive workshop at The Association of Baccalaureate Social Work Program Directors Conference. New Orleans, LA.

Wagaman, A., Odera, S. & Fraser, D. (November 2016). *Employing a collaborative Teaching Model to Enhance Competence in Promoting Racial Justice*. Paper presentation at Council of Social Work Education Annual Program Meeting. Atlanta, GA.

Wagaman, A., Odera, S. & Fraser, D. (April 2016). *Black Lives Matter Student-Faculty Collective: Building Statewide Momentum*. Interactive workshop presented at the Spring Virginia Social Work Education Consortium Meeting at Virginia Union University, Richmond, VA.

Wagaman, A., Odera, S., & Fraser, D. (October 2015). *Daring to have the Difficult Conversations: Building your toolkit for engaging with others around race and other sensitive topics to promote social change*. Interactive workshop presented at Rally in the Valley Social Work Conference in Harrisonburg, VA.

Odera, S. (October 2014). *Grading & Gatekeeping in Competency Based Field Education: How Much Progress is Enough?* Roundtable presentation at Council of Social Work Education Annual Program Meeting. Tampa Convention Center, Tampa, FL.

Grady, S. (April 2011). *Suicide Prevention: Recognition and Response*. Teacher workshop presented to staff at Adult Career Development Center, Richmond Public Schools, Richmond, VA

Grady, S. & Sawyer, R.D. (February 2011). *Utilizing Perception and Positive Reinforcement of Effect Behavior within the Love & Logic teaching model*. Teacher workshop presented to staff at Woodville Elementary School, Richmond Public Schools, Richmond, VA

Grady, S., Hamlin, A., & Smiley, E. (February 2007). *Effective strategies to reduce truancy utilizing the multidisciplinary model of a Student Attendance Support Team*. Richmond Public Schools Professional Development Institute. Boushall Middle School, Richmond, VA.

## **PROFESSIONAL PRACTICE EXPERIENCE**

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**VIRGINIA DEPARTMENT OF SOCIAL SERVICES, Richmond, VA** 2008 – 2011

***CPS Specialist II: Family Services Unit***

- Trained and supervised new employees regarding agency/department policies and procedures and Virginia abuse and neglect criteria protocols
- Analyzed reports of suspected child and adult abuse from mandated reporters and citizens and provided report information to local departments of social services
- Provided community training regarding Virginia guidelines for child and adult abuse and neglect
- Completed state OASIS system reports including statewide fatality reports

**RICHMOND PUBLIC SCHOOLS, Richmond, VA** 2006 – 2011

***Certified School Social Worker***

- Conducted socio-cultural assessments as part of the multi-disciplinary evaluation team
- Trained administrators, teachers and other school personnel in matters relating to student social and emotional well being
- Served as Child Study/Compliance Chair (Chandler Middle School)

- Supervised social work interns in the school setting while providing direct field instruction
- Liaised between home, school, and community in matters relating to the social and educational development of children
- Provided crisis counseling as needed, completed threat assessments, and submitted subsequent reports for identified students
- Provided individual and/or group counseling to students experiencing academic, social maladjustment and/or attendance problems

**CARITAS/COMMUNITY CASE MANAGEMENT, Richmond, VA** 2004 – 2006  
**Case Manager/Intake Coordinator**

- Conducted program intake and determined client eligibility for temporary shelter services
- Assigned clients to various placement locations for the single adult shelter program
- Provided ongoing case management services as clients transition into permanent housing
- Conducted agency quarterly reports to assess client demographics, accessibility gaps, and required service levels

**RICHMOND COMMUNITY ACTION PROGRAM (RCAP), Richmond, VA** 2002 – 2004  
**Project Discovery Program Assistant**

- Planned and facilitated school based workshops for Richmond City middle and high school students using standardized goal setting and peer support curriculum
- Mentored and tutored program participants as an additional support service
- Created weekly newsletter for participants and their parents

**PROFESSIONAL CONSULTANT/CONTRACTOR EXPERIENCE**

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**CHAMPLAIN COLLEGE SOCIAL WORK PROGRAM** Summer 2020  
**Racial Justice Course Development (Undergraduate Program)**

- Provided consultation to Social Work Program Director regarding the creation of an introductory racial justice course for undergraduate students.

**GOOCHLAND-POWHATAN COMMUNITY SERVICE BOARD** Spring 2020  
**Training & Leadership Consultation**

- Provided racial equity training to all service and administrative staff
- Facilitated targeted leadership discussions regarding responsiveness to racial injustice and current BLM related protests

**WORLD LEADERSHIP SCHOOL, EQUITY & DIVERSITY TRAINING** Spring 2018  
**Training Facilitator/Consultant**

- Provided training to senior leadership at WLS regarding principles of equity and diversity
- Facilitated discussions with staff regarding the principles of equity and diversity and how to translate them into action
- Led activities and designed discussion guides for ongoing use with leadership staff and faculty
- Provided targeted consulting regarding conflict resolution and difficult dialogue regarding equity and diversity

**MULTIPLE FAMILY GROUP WEEKEND RETREAT, Richmond, VA** Summer 2010  
**Retreat Director**

- Trained and prepared undergraduate social work students to conduct therapeutic groups with children and adults during their weekly field class

- Developed master project schedule used by students and research staff to guide daily operations
- Oversaw daily operations of retreats; provided support to staff and participant families
- Organized and trained retreat volunteers (non-social work students)

**COMMUNITY IN SCHOOLS SUMMER CAMP, Crewe, VA**

Summer 2005

***Program Director***

- Trained and prepared undergraduate social work students to work with rising 6<sup>th</sup> grade students with emotional and behavioral difficulties during a summer camp field placement
- Collaborated with Communities in Schools to recruit program participants
- Guided staff in creating and scheduling daily therapeutic activities
- Facilitated daily staff meetings and coached camp staff
- Provided oversight of daily camp functions and activities

**RICHMOND DEPARTMENT OF JUVENILE JUSTICE, Richmond, VA**

Summer 2004

***Program Facilitator***

- Created the curriculum for a *Rites of Passage* program for youth at Oliver Hill Detention Center
- Implemented program over four weeks
- Created and administered an assessment scale for program evaluation

**HONORS AND AWARDS**

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VCU School of Social Work Social Justice Award. May 2016

VCU STAR Award, Virginia Commonwealth University, August 2014

**PROFESSIONAL ORGANIZATIONS**

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Richmond Peace Education Center, Board of Directors

Association of Black Social Workers, Richmond Chapter Member

Virginia Association of Visiting Teachers and School Social Workers, Member