December 2024

DARLYNE BAILEY, Ph.D.

Curriculum vitae

Professor Emeritus and Dean Emeritus
Graduate School of Social Work and Social Research
Founder and Director, Social Justice Initiative
Bryn Mawr College
Editor-in-Chief, *Reflections: Narratives of Professional Helping*

Office:

Bryn Mawr College
302 Taylor Hall
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E-mail: dbailey01@brynmawr.edu

EDUCATION

1988	Ph.D. Organizational Behavior Weatherhead School of Management Case Western Reserve University Cleveland, OH
1981	Certificate of Psychoanalytic Psychotherapy Lenox Hill Hospital Program New York City, NY
1976	MS, Psychiatric Social Work Columbia University New York City, NY
1974	AB, Psychology and Secondary Education Certification Lafayette College Easton, PA

Certification (license numbers available upon request)

1987-Present	Licensed Independent Social Worker and Marriage and Family Therapist, OH
1978-Present	National Academy of Certified Social Workers

PROFESSIONAL EXPERIENCE:

Professional Appointments/Employment

Administrative and Academic Experience

May 2024-Present	Professor Emeritus and Dean Emeritus Graduate School of Social Work and Social Research Founder and Director, Social Justice Initiative https://www.brynmawr.edu/inside/academic-information/centers-institutes/social-justice-initiative Bryn Mawr College Bryn Mawr, PA
July 2017-May 2024	Professor and Dean Emeritus Graduate School of Social Work and Social Research Founder and Director, Social Justice Initiative https://www.brynmawr.edu/inside/academic-information/centers-institutes/social-justice-initiative Bryn Mawr College Bryn Mawr, PA
2009-2017	Dean and Professor MSS Program Director, Director, Social Justice Initiative (2015) Special Assistant to the President for Community Partnerships Bryn Mawr College Graduate School of Social Work and Social Research Bryn Mawr, PA
2008-2009	Assistant to the President University of Minnesota Twin Cities, MN Professor Work and Human Resource Education College of Education and Human Development University of Minnesota Professor School of Social Work College of Education and Human Development University of Minnesota
2006-2008	Dean and Assistant to the President College of Education and Human Development University of Minnesota

	Campbell Leadership Chair in Education and Human Development College of Education and Human Development University of Minnesota
	Professor School of Social Work College of Education and Human Development University of Minnesota
2006-2008	Professor Work and Human Resource Education College of Education and Human Development University of Minnesota
2003	Acting President Teachers College, Columbia University New York, NY
2002-2006	Vice President for Academic Affairs and Dean of the College Professor of Organizational Psychology and Education Department of Organization and Leadership Teachers College, Columbia University
	Adjunct Professor of Social Work Columbia University School of Social Work New York, NY
1998-2002	Dean and Professor Mandel School of Applied Social Sciences Case Western Reserve University Cleveland, OH
	Professor Department of Organizational Behavior Weatherhead School of Management Case Western Reserve University
1994-1998	Dean and Associate Professor Mandel School of Applied Social Sciences Case Western Reserve University
	Associate Professor Department of Organizational Behavior Weatherhead School of Management Case Western Reserve University
1994-2002	Chair of Governing Secretariat Mandel Center for Nonprofit Organizations Case Western Reserve University

1991-2002	Research Faculty Associate Center for Urban Poverty and Social Change Mandel School of Applied Social Sciences Case Western Reserve University
1988-1994	Assistant Professor Mandel School of Applied Social Sciences Case Western University Assistant Professor Weatherhead School of Management Department of Organizational Behavior Case Western Reserve University
	Program Faculty Mandel Center for Nonprofit Organizations Case Western Reserve University
1986-1987	Instructor Department of Organization Behavior Weatherhead School of Management Case Western Reserve University
1984	Instructor Cuyahoga Community College, Metropolitan Campus Cleveland, OH
1982-1983	Social Work Field Instructor New York University School of Social Work New York City, NY
1981-1982	Social Work Field Instructor Ramapo College Mahwah, NJ

Administrative and Clinical Experience

1980-1983	Director of Emergency-Access Services Community Mental Health Organization, Inc. Englewood, NJ
1976-1980	Coordinator of Specialized Treatment Groups Essex County Guidance Center East Orange, NJ

SELECTED PROFESSIONAL AND CIVIC HONORS

2024	Weatherhead School of Management Inaugural Hall of Fame Case Western Reserve University Cleveland, OH
	ACOSA Career Achievement Award The Association of Community Organization and Social Action Livonia, MI
2023	The Bryn Mawr College McPherson Fellowship Award for Excellence in Teaching and Service Bryn Mawr, PA
2022-Present	Chair, Board of Directors (Vice Chair 2019-2022) National Human Services Assembly Washington, DC
2021	Phyllis Black Lifetime Achievement Award National Association of Social Workers Pennsylvania Chapter
	Carl A. Scott Memorial Lecture Commission for Diversity and Social and Economic Justice Council on Social Work Education Alexandria, VA
2018-Present	Chair, Board of Trustees Ultimate Medical Academy Tampa, FL
	Editor-in-Chief, *Reflections: Narratives of Professional Helping* Cleveland State University Cleveland, OH
	Co-Editor-in-Chief, *Encyclopedia of Macro Social Work* Oxford University Press and NASW Press
	Diversity Scholars Network, National Center for Institutional Diversity University of Michigan Ann Arbor, MI
2013-Present	Co-Chair, Special Commission to Advance Macro Practice in Social Work
2020	Lafayette College Changemaker Lafayette College Easton, PA

2017-2018	The Moses Visiting Professorship Silberman School of Social Work Hunter College, NY
2018, 2014	Mentor of the Year Award Council on the Role and Status of Women in Social Work Education Council on Social Work Education
2017	NASW Social Work Pioneer® Award NASW Foundation Washington, DC
	Visiting Scholar, University of El Paso Texas "Creating Socially Just Communities of Forgiveness, Racial Healing, and Race Equity: from 'Me' to 'We'" El Paso, Texas
2016	Inducted into the Mandel School Hall of Achievement Jack, Joseph, and Morton Mandel School of Applied Social Sciences Case Western Reserve University Cleveland, OH
2015	Honors Award National Association of Black Social Workers, Bryn Mawr Chapter Bryn Mawr, PA
2013-2017	Invited Faculty Leader for World Summit of Nobel Peace Laureates International Youth Delegation
2013-2016	Appointed Member Council of Social Work Education Leadership Council
2009	"Influential African American Social Workers" Recognition Award National Association of Social Workers Pennsylvania Chapter
	Special Community Service Award Pillsbury United Communities Minneapolis, MN
2000	"Rainmaker" in Education Award for Endowment & Research Funding Northern Ohio Live Cleveland, OH
	Citizen of the Day Award Smythe Cramer Company Cleveland, OH

1997-2002	Board of Trustees and Member of the Educational Policy Committee Lafayette College Easton, PA
1997	Saltzburg Seminar Fellow "Non-Governmental Organizations: Leadership and Civil Society" Saltzburg, Austria
	Women of Influence Crain's Cleveland Business Cleveland, OH
	"Gems" of Greater Cleveland Award The Junior League of Cleveland, Inc. Cleveland, OH
1996-1997	Leadership Cleveland Cleveland, OH
1994	George Washington Kidd Award for Distinguished Professional Achievement Lafayette College Easton, PA
1993-1996	W.K. Kellogg National Fellowship Program Group XIII, W. K. Kellogg Foundation Battle Creek, MI
1993	CEO/COO Special Achievement Award Cuyahoga Metropolitan Housing Authority Cleveland, OH
1992	Outstanding Teacher Award Mandel School of Applied Social Sciences Case Western Reserve University Cleveland, OH
1991-1994	Doctoral Fellows Advisory Committee Indiana University Center on Philanthropy Indianapolis, IN
1988-1989	Visiting Research Scholar University of Virginia The Darden Graduate School of Business Administration Charlottesville, VA
1986-1987	Institute for Educational Leadership Educational Policy Fellowship Program Ohio Chapter

PUBLICATIONS

Books

Bailey, D. & Mizrahi, T. (Eds-in-Chief). (2023). *Encyclopedia of Macro Social Work*. Oxford University Press and National Association of Social Workers Press. ISBN 9780190949129

Bailey, D., Mizrahi, T., Regan, J. A., & Walters, A. (2018). *Specialized Practice Curricular Guide for Macro Social Work Practice.* 2015 EPAS Curricular Guide Resource Series. CSWE and the Special Commission to Advance Macro Practice in Social Work. https://www.cswe.org/getattachment/Education-Resources/2015-Curricular-Guides/2015-Macro-Guide-Web-Version.pdf.aspx [Available in print and online.]

Bailey, D., Koney, K. M., McNish, M. E., Powers, R., & Uhly, K. (2008). *Sustaining our spirits: Women leaders thriving for today and tomorrow*. Washington, DC: NASW Press.

Perlmutter, F., Bailey, D., & Netting, E. (2001). *Managing human resources in the human services*. New York, NY: Oxford University Press.

Bailey, D., Koney, K. M., Uhly, K., Bediako, T., Bruin, M., Hetler, J., Kivnick, H., McDowell, A., Milon, B., Propes, B., & Zulu-Gillespie, M. (2009, October). *The alignment of leadership development and participatory action research (PAR): One process and product from the University Northside Partnership.* Minneapolis, MN: The University Northside Partnership and University of Minnesota.

Bailey, D., & Koney, K. M. (2000). *Strategic alliances among health and human services organizations: From affiliations to consolidations*. Thousand Oaks, CA: Sage Publications.

Bailey, D. (Ed.). (1996). *White paper on social work education - today and tomorrow.* Report from 1995 Midwest Deans & Directors Leadership Retreat at the Mandel School of Applied Social Sciences, Case Western Reserve University. Cleveland, OH: Mandel School of Applied Social Sciences. Funded by W. K. Kellogg Foundation.

Refereed Journal & Encyclopedia Articles

Bailey, D. (2023, July 31). The power of interconnection: Frances Hesselbein in Her Own Words. *Leader to Leader*. https://onlinelibrary.wiley.com/doi/full/10.1002/ltl.20739

Bailey, D., Mizrahi, T., & Smith, J. (2022). The Special Commission to Advance Macro Practice in Social Work: A Moment to a Movement. In D. Bailey & T. Mizrahi (Eds.), *Encyclopedia of macro social work.* https://doi.org/10.1093/acrefore/9780199975839.013.1456

Bailey, D., Bonner, K. B., Uhly, K. M., & Wilen, J. S. (2021). Foundations and Future Directions for Social Work Leadership. In D. Bailey & T. Mizrahi (Eds.), *Encyclopedia of macro social work.* https://doi.org/10.1093/acrefore/9780199975839.013.219

Bailey, D. & Koney, K. M. (2021). Interorganizational Alliances. In D. Bailey & T. Mizrahi (Eds.), *Encyclopedia of macro social work.* https://doi.org/10.1093/acrefore/9780199975839.013.1504

Netting, E., & Bailey, D. (2020). Alternative agencies and feminist organizations: Building on a legacy of Felice Davidson Perlmutter. *Journal of Health and Human Services Administration, 43*(3), 239-267.

Bailey, D., Bonner, K. B., Uhly, K., & Wilen, J. S. (2019, March). Leadership, Foundations of. In C. Franklin (Ed.), *Encyclopedia of social work*. Washington, DC & New York, NY: Oxford University Press & NASW Press. http://oxfordre.com/socialwork

Bailey, D. (2018). Spending time with Frances Hesselbein. *Reflections: Narratives of Professional Helping, 24*(1), 6-11.

Bailey, D., Hufford, M. C., Emmerson, M., & Eckert, S. A. (2017). Identifying and living leadership in the lives of prekindergarten through 4th grade girls: Creating one intentional leadership identity development program. *Journal of Research in Childhood Education, 31*(4), 487-507.

Allen, J. A., Bailey, D., Dubus, N., & Wichinsky, L. (2015). The interrelationship of the origins and present state of social work in the United States and Cuba: The power of a profession to bridge cultures, 25(1), 18-25. In D. Bailey & M. Feit (Eds.), *Human Behavior and the Social Environment – Social Work in the United States and Cuba: Sharing Perspectives, Reflections, and Experiences. Journal of Human Behavior in the Social Environment, Special Issue, 25*(1), 1-76.

Bailey, D., Uhly, K., & Wilen, J. S. (2013). Leadership, Foundations of. In C. Franklin (Ed.), *Encyclopedia of social work*. Washington, DC & New York, NY: Oxford University Press & NASW Press. https://oxfordre.com/socialwork

Bailey, D., & Dinerman, M. (2008). Gender, the media, and the presidential candidates (Guest editorial). *Affilia: Journal of Women and Social Work, 23*(3), 209.

Bailey, D., & Uhly, K. (2008). Leadership. In T. Mizrahi & L. Davis (Eds.), *Encyclopedia of social work, 20th Edition, Vol. 3* (pp. 62-67). Washington, DC & New York, NY: Oxford University Press and NASW Press. https://www.oxfordreference.com/view/10.1093/acref/9780195306613.001.0001/acref-9780195306613

Aronoff, N. L., & Bailey, D. (2005). Partnered practice: Building on our small group tradition. *Social Work with Groups, 28*(3), 23-29.

Perlmutter, F., Netting, E., & Bailey, D. (2001). Managerial tensions: Personal insecurity vs. professional responsibility. *Administration in Social Work, 25*(1), 1-16.

Chatterjee, P., Bailey, D., & Aronoff, N. (2001). Adolescence and old age in twelve communities. *The Journal of Sociology and Social Welfare, 28*(4), 121-159.

Gingerich, W. J., Kaye, K. M., & Bailey, D. (1999). Assessing quality in social work education: Focus on diversity. *Assessment & Evaluation in Higher Education, 24*(2), 117-129.

Bailey, D., & Koney, K. M. (1996). Interorganizational community-based collaboratives: A strategic response to shape the social work agenda. *Social Work, 41*(6), 602-611.

Young, D. R., Bania, N., & Bailey, D. (1996). Structure and accountability: A study of national nonprofit associations. *Nonprofit Management and Leadership, 6*(4), 347-365.

Bailey, D., Wolfe, D. M., & Wolfe, C. (1996). The contextual impact of social support across race and gender: Implications for African-American women in the workplace. *Journal of Black Studies, 26*(2), 287-307.

Bailey, D., & Koney, K. M. (1995). Community-based consortia: One model for creation and development. *Journal of Community Practice: Organizing, Planning, Development, and Change, 2*(1), 21-42.

Bailey, D., & Koney, K. M. (1995). An integrative framework for the evaluation of community-based consortia. *Evaluation and Program Planning, 18*(3), 245-252.

Bailey, D., Wolfe, D. M., & Wolfe, C. (1994). With a little help from our friends: Social support as a source of well-being and of coping with stress. *Journal of Sociology and Social Welfare, 21*(2), 127-152.

Bailey, D., & Grochau, K. E. (1993). Aligning leadership needs to the organizational stage of development: Applying management theory to nonprofit organizations. *Administration in Social Work, 17*(1), 23-47.

Bailey, D., Hèon, F., & Steingard, D. (1993). Postmodern international development: Intervelopment and global interbeing. *Journal of Organizational Change Management, 6*(3), 43-63.

Chatterjee, P., & Bailey, D. (1993). False empowerment: Lessons from three sociological autopsies of community action. *Case Analysis, 3*(2), 113-131.

Bailey, D. (1992). Organizational change in a public school system: The synergism of two approaches. *Social Work in Education, 14*(2), 94-105.

Bailey, D. (1992). The strategic restructuring of nonprofit associations: An exploratory study. *Nonprofit Management and Leadership, 3*(1), 65-80.

Bailey, D. (1992). Using participatory action research in community consortia development and evaluation: Lessons from the beginning of a story. *The American Sociologist, 23*(4), 71-82.

Bailey, D., & Chatterjee, P. (1992). Organization development and community development: True soulmates or uneasy bedfellows? *Journal of Sociology and Social Welfare, 19*(2), 17-21.

Bailey, D., & Neilsen, E. H. (1992). Creating a bureau-adhocracy: Integrating standardized and innovative services in a professional work group. *Human Relations, 45*(7), 687-710.

Wilson, D. C., & Bailey, D. (1990). Organizational correlates of citizens' participation association effectiveness. *Urban Education, 25*(1), 175-194.

Bailey, D., & Neilsen, E. H. (1987). Life scripts as sources of reward for women executive directors. *AFFILIA Journal of Women and Social Work, 2*(4), 46-55.

Refereed Book Chapters

Bailey, D. (2010). Following the call. In H. Vakalahi & W. Peebles-Wilkins (Eds.), *Women of color on the rise: Leadership and administration in social work education and the academy* (pp. 39-56). New York, NY: Columbia University Press.

Bailey, D. (2009). Pioneering the college of the future: Building as we walk. In F. Hesselbein & M. Goldsmith (Eds.), *The organization of the future 2: Visions, strategies, and insights on managing in a new era* (pp. 228-241). San Francisco, CA: Jossey-Bass.

Bailey, D., & Aronoff, N. (2009). Thinking group in collaboration and community building: An interprofessional model. In C. S. Cohen, M. Phillips, & M. Hanson (Eds.), *Think group: Strength and diversity in social work with groups* (pp. 21-29). New York, NY: Routledge.

Bailey, D. (2006). Leading from the spirit. In F. Hesselbein & M. Goldsmith (Eds.), *The leader of the future 2: Visions, strategies, and practices for a new era* (pp. 297-302). San Francisco, CA: Jossey-Bass.

Bailey, D., & Dunlap, K. (2006). Designing and sustaining effective organizational teams. In R. L. Edwards & J. A. Yankey (Eds.), *Effectively Managing Nonprofit Organizations* (pp. 195-213). Silver Spring, MD: NASW Press.

Bailey, D., & Aronoff, N. (2004). The integration of multicultural competency and organizational practice in social work education: Recommendations for the future. In L. Gutierrez, M. Zuniga, & D. Lum (Eds.), *Education for Multicultural Social Work Practice: Critical viewpoints and future directions* (pp. 135-144). Alexandria, VA: CSWE Press.

Aronoff, N., & Bailey, D. (2003). Social work practice guidelines in an interprofessional world: Honoring new ties that bind. In A. Rosen & E. Proctor (Eds.), *Developing practice guidelines for social work interventions: Issues, methods, and research agenda* (pp. 253-267). New York, NY: Columbia University Press.

Bailey, D. (1998). Designing and sustaining meaningful organizational teams. In R. L. Edwards, J. A. Yankey, & M. Altpeter (Eds.), *Skills for effective management of nonprofit organizations* (pp. 185-199). Washington, DC: NASW Press.

Bailey, D. (1997). Contributed to nine chapters in J. V. Gallos, V. J. Ramsey, & Associates. *Teaching diversity: Listening to the soul, speaking from the heart.* San Francisco, CA: Jossey-Bass.

Bailey, D. (1997). The power of dialogue: Celebrating the praxis of teaching and research. In P. Frost & R. Andre (Eds.), *Researchers hooked on teaching* (pp. 301-312). Thousand Oaks, CA: Sage.

Bailey, D., & Koney, K. M. (1997). Interorganizational community-based collaboratives: A strategic response to shape the social work agenda. In P. L. Ewalt, E. M. Freeman, S. A. Kirk, & D. L. Poole (Eds.), *Social policy: Reform, research and practice* (pp. 72-83). Washington, DC: NASW Press.

Bailey, D. (1995). Management: Diverse workplaces. In R. L. Edwards (Ed.), *Encyclopedia of Social Work, 19th Edition* (pp. 1659-1663). Silver Spring, MD: NASW Press.

Chatterjee, P., & Bailey, D. (1995). Flow charting the feasibility of TQM. In B. Gummer & P. McCallion (Eds.), *Total quality management in the social services: Theory and practice* (pp. 182-208). Albany, NY: Professional Development Program of Rockefeller College.

Chatterjee, P., & Bailey, D. (1993). Ideologies and structure of nonprofit organizations. In P. Chatterjee & A. J. Abramovitz (Eds.), *Structure of nonprofit management: Casebook* (pp. 3-26). Lanham, MD: University Press of America.

Bailey, D. (1991). Designing and sustaining effective organizational teams. In R. L. Edwards & J. A. Yankey (Eds.), *Skills for effective human services management* (pp. 142-154). Silver Spring, MD: NASW Press.

Webinars, Podcasts, and Online Publications

Bailey, D., & Rich, C. (2021, February 15). *Silence is Not an Option: Social Justice and Social Work Ethics* [Webinar]. National Association of Social Workers-Pennsylvania Chapter and Pennsylvania Association for Social Work Education. https://bit.ly/3a3HPoO

Bailey, D. (2021, January 25). *Engaging in "Courageous Conversations" When Silence is Not an Option* [Webinar]. Rotary Club of Denver Southeast, DEI Committee.

Bailey, D. (2020-2021). *On the Road to Unlocked.* Social Justice Initiative Virtual Panels. https://www.brynmawr.edu/socialjusticeinitiative/upcoming-events/unlocked/investing-children-and-communities

Bailey, D. (2019). *Social Work Insights: Darlyne Bailey on Community Development and Macro Practice* [Online Interview]. SAGE Video Social Work Collection. http://sk.sagepub.com/video/skpromo/eI0HAT/social-work-insights-darlyne-baily-on-community-development-and-macro-pract

Bailey, D., Mizrahi, T., Soska, T., Friedman, B., Morrow, N., & Rome, S. H. (2019, September). *Macro Social Work Practice* [Webinar]. CSWEducation Connections. https://cswe.org/Education-Resources/CSWEducation-Connections

Bailey, D., & Emmerson, M. (Guest Eds.). (2018). Interconnections of Micro and Macro Practice: Sharing Experiences of the Real World [Special Issue] *Reflections: Narratives of Professional Helping*, 24(*1*), 1-167. https://www.reflectionsnarrativesofprofessionalhelping.org/index.php/Reflections/issue/view/123

Bailey, D., & Mizrahi, T. (2018, December 11). *The Special Commission on Macro Practice: Interview with Dr. Darlyne Bailey and Dr. Terry Mizrahi* [Podcast]. The Social Work Podcast. https://socialworkpodcast.blogspot.com/2018/12/specialcommission.html

Bailey, D. (2011). Planned change: Partnering in the age of paradox. *Philadelphia Social Innovations Journal, 7*. http://www.philasocialinnovations.org

Book Reviews & Other Publications

Bailey, D., & Tice, C. (2018). [Review of the book *Assessing Empathy,* by E. A. Segal, K. E. Gerdes, C. A. Lietz, M. A. Wagaman, & J. M. Geiger]. *Journal of Teaching in Social Work*, *38*(1).

Bailey, D., & Emmerson, M. (2016). The Horse and the Herd: Steadying the Shift Between Micro and Macro-Direct Social Work Practice, *The Pennsylvania Social Worker*, *37*(2).

Hufford, M. C., Eckert, S. A., Hill, W. L., Bailey, D., Emmerson, M., & Linder, D. (2016). Living Leadership in the Lower School. *Independent School Magazine*, *75*(2).

Bailey, D. (2013, December). [Review of the book *Facilitative Leadership in Social Work Practice,* by E. M. Breshears & R. D. Volker]. *Journal of Community Practice, 21*, 501-503.

Bailey, D. (1994). Organizational empowerment: From self to interbeing. In L. Gutiérrez and P. Nurius (Eds.), *Education and Research for Empowerment Practices.* The Center for Policy and Practice Research Monograph No. 7 (pp. 37-42). Seattle, WA: University of Washington School of Social Work.

Bailey, D., Koney, K. M., et al. (1993-1997). *Healthy Family/Healthy Start Consortium evaluations.* Five annual project development & improvement summary reports. Cleveland, OH.

Bailey, D., & Minor, T. (1993). *Social service action plan: Interim report for Cuyahoga Metropolitan Housing Authority*. Cleveland, OH.

Bailey, D., & Koney, K. M. (1992). *Developing community-based consortia: An integrative framework for health social work professionals*. Center for Urban Poverty and Social Change Working Paper Series, No. WP-92-05. Cleveland, OH: Mandel School of Applied Social Sciences.

Chatterjee, P., & Bailey, D. (1992). Ideologies of work, management, and organizational structure in social services: An exploratory thesis. *Proceedings from Association of Management, 10*(1), 19-28.

Bailey, D. (1991). *The evolution of the structure of nonprofit associations.* Mandel Center Scholars' Discussion Paper Series, No. SS10. Cleveland, OH: Case Western Reserve University.

Bailey, D. (1991). The strategic restructuring of nonprofit associations. *Proceedings from Independent Sector Spring Research Forum,* 337-351.

Bailey, D., Grochau, K. E., & Speltz, N. (1990). Merger of technologies: Applying management concepts to nonprofit organizations. *Proceedings from Midwest Division Academy of Management*, 233-241.

Bailey, D. (1987). *Career development in the 1980s*. Training manual for 9-to-5 National Association of Working Women. Cleveland, OH.

FUNDED RESEARCH AND DEMONSTRATION PROJECTS

2024-Present
Principal Investigator, "Remembering Paulo Freire: Invoking Lessons Learned 30 Years Ago to Activate Social Justice Today and Beyond." Funded by BMC Faculty Awards and Grants Committee ($4,000, Account #22153), Bryn Mawr, PA

Principal Investigator, "Community Dialogues for Action with Neighbors Helping Neighbors on the Main Line: CDAs with NHN." IRB R24-072, Bryn Mawr College, Bryn Mawr, PA

2020-Present
Principal Investigator, "Organizational Effectiveness: What We Might Learn from the Nokota Horse and Its Herd." IRB R20-034, Bryn Mawr College (Account #21785), Bryn Mawr, PA

2021-2022
Educational Partner, "BARBwire Participatory Action Research Project" led by Why Not Prosper and the City of Philadelphia as part of the Community Reinvestment Initiative funded by the John D. and Catherine T. MacArthur Foundation Safety + Justice Challenge Racial Equity Cohort ($38,000), Philadelphia, PA

2012-2016
Advisor, Stoneleigh Foundation Social Change Project (Senior Fellow, Rufus Sylvester Lynch). Bryn Mawr College, funded by Stoneleigh Foundation ($10,000/year), Philadelphia, PA

2012-2015
Principal Investigator, "Participatory Action Research with the Agnes Irwin School for Girls." Funded by the Agnes Irwin School ($20,000), Rosemont, PA

2009-2012
Principal Investigator, "Kameras for Kids (K4K)" with the Norristown Area School District. Funded by a major donor ($3,500), Norristown, PA

2007-2009
Principal Investigator, "University Northside Partnerships (UNP)." Funded by the University of Minnesota ($105,000), Minneapolis, MN

2003-2006
Principal Investigator, "Teachers College Education Partnership Zone (TC Ed Zone)." Funded by a major donor ($1,500,000), Columbia University, New York City, NY

2003-2004
Co-Principal Investigator, "National Academy for Excellent Teaching." Funded by Lilo and Gerard Leeds ($10,800,000), Teachers College, New York City, NY

1999-2001
Principal Investigator, "Community Asset and Capacity Development – TANF Study." Funded by the Federation for Community Planning and the Board of County Commissioners ($110,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

Principal Investigator, "MSASS Assessment Initiative." Funded by The Cleveland Foundation ($99,700), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1998-1999
Principal Investigator, "St. Jerome Computer Learning Center Evaluation." Funded by the Center on Urban Poverty and Social Change ($10,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1995-1996
Principal Investigator, "MSASS Assessment Initiative." Funded by The Codrington Foundation ($25,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1993-1997
Project Evaluator, Cleveland, OH's "Central Vision" Federal initiative for public housing. Funded by the U.S. Department of Housing and Urban Development ($450,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1992-1993
Principal Investigator, "The Strategy and Structure of National Nonprofit Organizations." Funded by Aspen Institute ($50,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1991-1997
Consortium Evaluator Director, Cleveland, OH's "Healthy Family/Healthy Start" Federal initiative for decreasing mortality rates for high-risk infants. Funded by the U. S. Department of Health and Human Services ($415,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

1991-1994
Principal Investigator, "Nord Family Foundation Family Agencies' Management Assistance Project." Funded by The Nord Family Foundation ($41,690), Cleveland, OH

1991-1992
Principal Investigator, "Development of Effective Interorganizational Linkages: A Study of the Relationship between Hirlau's Home for Irrecuperables and Nonprofit Organizations." Funded by the Mandel Center Scholars Program ($3,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

Principal Investigator, "Shaker Square Gardens Project." Funded by the Shaker Heights Board of Education ($8,000), Shaker Heights, OH

1990-1991
Principal Investigator, "Towards a Model for the Management of Diversity in the American Workplace: An Initial Exploration." Funded by Research Initiation Grants ($4,950), Case Western Reserve University, Cleveland, OH

Principal Investigator, "The Evolution of Two Not-for-Profit Associations." Funded by the Mandel Center Scholars Program ($3,000), Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH

DISSERTATION AND THESIS COMMITTEES (completed, organized by college/school)

Graduate School of Social Work and Social Research, Bryn Mawr College – 2009-Present
"Primary Care Physician Experiences Treating Patients with Behavioral Health Needs"
"It's Complex: Student Sex Workers Constructing Their Lives in the 21st Century: A Modified Qualitative Content Analysis" (Director of Work with L. Alexander – 2019)
"To Educate a Nation: A Case Study on Adult Literacy & Women in Ghana" (Director of Work – 2013)
"Evidence-based Practice: An Exploration of Meaning Making Among Leaders of Community Coalitions"

College of Education and Human Development, University of Minnesota – 2006-2009
"What Does It Mean to be a Good Neighbor? Considering the Relationship between Community Engagement in Rural East Africa" (Master's Thesis Chair – 2007)
"Shifting Strategic Paradigms: A Study Assessing the Determinants of Possessing a Global Mindset in a United States Based Diversified Transnational Corporation"

Teachers College, Columbia University – 2005
"The Use of Participatory Action Research to Create New Educational Practices for Homeless and Highly Mobile Students" (Dissertation Chair – 2005)

Mandel School of Applied Social Sciences, Case Western Reserve University – 1993-2000
"Interorganizational Restructuring in Nonprofit Human Service Agencies"
"Welfare to Work Transition with Public Housing Residents: Applications of the Transtheoretical Model"
"Design and Development of a Constructivist Teaching Innovation, Grounded Discussion"
"The Impact of Role Behavior on Meeting Effectiveness and Perceived Satisfaction"
"Empowerment in Habitat for Humanity Housing: Individual and Organizational Dynamics" (Dissertation Chair – 1994)

Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University – 1989-2001
"Birthing New Worlds through Exceptional Responses to Challenging Circumstances"
"Scholar-activist Kaleidoscopic Turns Researching Lived Experience in Expressive Space and Learning from the Heart"
"Interorganizational Restructuring in Nonprofit Human Service Agencies"
"Forming and Reforming Gender Identity: The Experiences of Transwomen Living between or Beyond the Binary"
"Unacknowledged Primacy of Affect in the Workplace: The Emotional Dynamics of Feelings in Organizational Creation, Change, and Renewal through Integrated Performance Systems"
"Learning through Engaging, Engaging through Learning: Towards a Contextualist, Relational Approach to Adult Learning about Diversity"

"Organizing for Liberating: Post Colonial Possibilities from the Wilgespruit Fellowship Centre, South Africa 1948-1995"
"A Framework for Valuing Affirmative Interaction in Small Groups: Constructing Unitary Reality – An Appreciative Inquiry"
"Understanding Organizational Action as the Enactment of Moral Vision: The Case of Habitat for Humanity"
"Bridging Differences and Learning through Conversation"
"Building Relationships through Humor"
"Making a Partnership of Ourselves: Initiating Innovative Organic Development in Community"
"Co-Construction of Social Reality: ICA's Strategic Planning with Native Americans for Community Development"
"The Effect of Race and Gender on the Formation of Mentoring Relationships for Black Professional Women"
"Making It in the Black Music Industry: A Study of Career Development and Social Support among African-American Managers and Entrepreneurs"
"The Hero's Adventure: The Overseas Experience of Expatriate Business People – Dialectical Perspectives on Organizational Learning"
"Cognitive Complexity and Time Perspective in Hybrid Organizations: Towards an Understanding of the Self-Confidence Label"
"Women in Management: Competence and Career Development"

College of Arts & Sciences, Case Western Reserve University – 1993-1995
"Unity in Diversity? The Federation of Women's Clubs and the Middle Class in Cleveland, Ohio, 1902-1962"
"Birth Control Policy, Practice and Prohibition in the 1930's: Maternal Health Association of Cleveland, Ohio."

ADDITIONAL SCHOOL AND COLLEGE SERVICE

2018-Present
Office of the Provost Mentoring Program, Bryn Mawr College

2019-Present
Pensby Center for Diversity and Inclusion FGLI Mentoring Program, Bryn Mawr College

Faculty Coordinator, *Macro Connects!* GSSWSR Student Affinity Group

SELECTED PROFESSIONAL PRESENTATIONS

2022
Presenter (with T. Cox, E. Moya, S. Butts): An Editorial Team's Effort to Assess Inclusion and Author Experiences in the Publishing Process." 68th Annual Program Meeting of the Council on Social Work Education, Anaheim, CA.

Presenter (with N. Bragg, M. Leisey, R. Baxter): "Advancing Critical Anti-Racism Dialogue for Action: Re-Examining Our Curricula, Program Content and Policies." 68th Annual Program Meeting of the Council on Social Work Education, Anaheim, CA.

Presenter (with members of the Special Commission to Advance Macro Practice in Social Work): "Special Commission Partnership Session." 68th Annual Program Meeting of the Council on Social Work Education, Anaheim, CA.

2021

Presenter (with S. Butts, T. Allen): Hot Topic: "Coming Soon!! Macro Matters More Than Ever: First Macro Social Work Encyclopedia." 67th Annual Program Meeting, Orlando, FL.

Presenter (with Q. Major, J. Spitz): "The Impact of 'Life Without Parole' Sentencing behind Bars and Beyond: Using the Power of Macro Social Work Policy to Address Trauma on Individuals, Families, and Communities." MACRO-UNITED National Conference. Virtual.

Keynote Speaker: "Calling ALL Social Workers: Where Do We Go From Here?" 28th Annual National Association of Social Workers-New Jersey Chapter Conference and Exhibition. Virtual.

2020

Panel Presenter: "Social Justice and Change." Membership Meeting of the Bucks-Montgomery Collaborative. Virtual.

Panel Presenter: "Crisis at the Southern Border of Mexico: The Realities of 'Extracontinental Migrants.'" 66th Annual Program Meeting of the Council on Social Work Education. Virtual.

2019

Keynote Speaker: "Social Justice Warriors: Unleashing the Combined Power of Case and Cause," 9th Annual Cuyahoga County Conference on Social Welfare, NASW Ohio Chapter and the Winifred Bell Lecture, Cleveland State University, Cleveland, OH.

2018

Presenter (with T. Mizrahi): "The Special Commission on Macro Practice: Interview with Dr. Darlyne Bailey & Dr. Terry Mizrahi," The Social Work Podcast, December 11, 2018. https://socialworkpodcast.blogspot.com/2018/12/specialcommission.html

Presenter (with K Koney): "Co-Creating Global Food Security: Deepening Our Understanding through the Four Components of the *Social Justice Initiative*," Changemakers Showcase, Global Summit: Food Security & Thriving Communities, Kellogg Fellows Leadership Alliance, Atlanta, GA.

Panel Presenter: "Uniting for Social Work Macro Education and Practice to Promote Social Justice," 64th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Panel Presenter: "Teaching Macro: A New Curriculum Guide on Community, Organizational, and Policy Practice," 64th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Featured Speaker: "Heeding the Call for Social Justice," Child Well-Being in Pennsylvania and the Urgent Need for Father Involvement, The Strong Families Commission, Harrisburg, PA.

Plenary Speaker: "Promoting Personal and Organizational Leadership for Social Justice," Community Work and Activism for Social Justice: Past, Present and Future, Ben Gurion University, Jerusalem, Israel.

Keynote Speaker (with T. Mizrahi): "Making Macro Matter," Zefat Academic College, Zefat, Israel.

Keynote Speaker: "Exploring the Evolution of Leadership: From 'Command and Control' to 'Convene and Co-Create,'" National Association of Social Workers Maryland Annual Conference, University of Maryland, Baltimore, MD.

Workshop: "Applying the Art and Science of 21st Century Organizational Leadership: Moving from Concept to Action," National Association of Social Workers Maryland Annual Conference, University of Maryland, Baltimore, MD.

Presenter (with T. Mizrahi): Policy Practice/Macro Social Symposia "Making Macro Matter – Building a Movement for Community, Policy, and Organizational Practice," 2018 National Association of Social Workers National Conference, Washington, DC.

2016
Invited Speaker: "Macro Practice in Social Work: Connecting 'Case' and 'Cause,'" School of Social Work Speaker Series, University of Pittsburgh, Pittsburgh, PA.

Panel Presenter: "20 in 2020: Macro Matters Campaign to Advance Macro Practice in Social Work," 62nd Annual Program Meeting of Council on the Social Work Education, Denver, CO.

2015
Presenter: "Participatory Action Research: (PAR) A Tool for Organizational Transformation," The Network for Social Work Management National Conference, Howard University, Washington D.C.

Panel Presenter: "20 in 2020 Macro Matters" Special Commission to Advance Macro Practice in Social Work," 61st Annual Program Meeting of the Council on Social Work Education Conference, GA.

Presenter: "Rediscovering to Reclarify Our Roles and Responsibilities: Women Leaders in Academia," Women@Bucknell Luncheon, Bucknell University, Lewisburg, PA

Presenter: "Living Leadership for the 21st Century: Navigating the Rough Waters of Ethical Dilemmas," Pennsylvania Society of Clinical Social Workers, Wynnewood, PA

2014
Presenter: "Crossing Waters to Connect Our Professional 'Divide': Lessons from Cuba's Health-Care System," 60th Annual Program Meeting of the Council on Social Work Education, Tampa, FL.

Panel Presenter: "Forging Sustainable Community-Academic Collaborations: Invoking the Power of Participatory Action Research," 60th Annual Program Meeting of the Council on Social Work Education, Tampa, FL.

Panel Presenter: "Macro Matters: The Special Commission to Advance Macro Practice in Social Work," 60th Annual Program Meeting of the Council on Social Work Education, Tampa, FL.

2013
Keynote Speaker: "Stepping Stones on the Path to Success," Chester County Futures Summer Career and College Expo, Lincoln University, Oxford, PA.

Presenter: "Essential Elements for Women's Leadership in Transitional Settings," Women in Public Service Project Summer Institute at Bryn Mawr College, Bryn Mawr, PA.

Speaker: "Living on Purpose: A Life That Makes a Difference." Chester County Fund for Women and Girls 8th Annual Making a Difference Luncheon, West Chester, PA.

Panel Convener and Moderator: "Meeting Again at the Crossroads: Social Work and Public Health." Jefferson School of Medicine, Public Health Week, Philadelphia, PA.

Keynote Speaker: "Moving Forward as Social Work Leaders." Children's Hospital of Philadelphia Social Work Month Continuing Education Program Developing Leadership Skills for Social Workers, Philadelphia, PA.

2012
Plenary Speaker: "Now is the Time: Releasing the Full Power of Leadership for the 21st Century." Society for Social Work Leadership in Health Care Annual Meeting and Conference, Denver, CO.

Presenter (with J. Schaffner): "The Art and Science of Teaching Organizational Behavior to Social Work Students." Council on Social Work Education, Washington, DC.

2011
Panel Chair: "Financing Gender Equity." International Gender Ethics Association Conference, Bryn Mawr, PA.

Presenter (with J. Schaffner): "Organizational Behavior in the Nonprofit Setting." Organizational Behavior Teaching Conference, Milwaukee, WI.

Presenter: "The Art of Cross-Generational Leadership: A Challenge for the 21st Century Organization." The Network for Social Work Management National Conference, Baltimore, MD.

2010
Keynote Presentation: "Planned Change: Partnering in the Age of Paradox." United Way of Southeastern Pennsylvania Strategic Partnerships Conference, Philadelphia, PA.

Presenter: "Essential Elements for Effective Leaders: A Cross-Generational Exploration." East Coast Conference on Aging, Philadelphia Corporation on Aging, Philadelphia, PA.

Keynote Presentation: "Celebrating Social Work Month: Education and Application for Leading into the Future." Public Health Management Corporation, Philadelphia, PA.

2009
Forum Moderator: The Investment in America Forum, "The New Economy: Building the Workforce of the Future," United States Military Academy at West Point, NY.

2008

Presenter: "Building Community Partnerships so All Students have a Post-High School Plan." Panel presentation at the Public Education Network's 25th Annual Conference, San Francisco, CA.

Keynote Speaker: "The Spirit of Leadership: The Time is Now." Presented as part of the Institute for Advanced Studies "Thursdays at Four Series," University of Minnesota, Minneapolis, MN.

Presenter: "Answering the Call to Help Hurricane Katrina Survivors: from Experience to Model-Building." Council on Social Work Education Annual Program Meeting, Philadelphia, PA.

Presenter: "Rethinking Urban Education." Panel presentation at Committee on Inter-Institutional Cooperation Music Education Conference, University of Minnesota, Minneapolis, MN.

Opening Speaker: "From the Inside Out: The Spirit of Women Leaders." Opening address presented at the St. Paul Branch of American Association of University Women (AAUW) Opening Day Program, St. Paul, MN.

Keynote Speaker: "For the Sake of the Child, for the Good of the World: Three Lessons from the Curriculum of Community Today to Prepare our Children as the Leaders of Tomorrow." Keynote address presented at the Military Child Education Coalition 2008 Annual Conference, Grapevine, TX.

Presenter: "Future Directions for the Scholarship of Management Teaching." Symposium panel presentation at the Organizational Behavior Teaching Conference, Wellesley, MA.

Presenter (with Daniel Pink): "Revenge of the Right Brainers." Great Conversations, University of Minnesota, Minneapolis, MN.

Keynote Speaker: "Spanning the Boundary between the College and the Community." Keynote address presented at the University of Johannesburg Teacher Development Conference: Recentering the Teacher, Johannesburg, South Africa.

Invitational Speaker: "Re-Centering through Multidisciplinarity: Re-Connecting Higher Education with the Real World. Public lecture presented at the University of Johannesburg Teacher Development Conference: Recentering the Teacher, Johannesburg, South Africa.

2007

Keynote Speaker: "'Dis-Covering' Connections for Lifelong Learning: Lessons from Our Planet, a New College and the Power of Dialogue." Keynote address presented at the National Community Education Associational National Conference, Minneapolis, MN.

Presenter: "Building Bridges: Institutional Restructuring for Multidisciplinary Collaboration in Social Work Education." Panel presentation at the Council on Social Work Education Annual Program Meeting, San Francisco, CA.

Keynote Speaker: "The Power of Dialogue in Leading with Spirit." Keynote address presented at the Geneva Bolton Johnson Leadership Forum, Women's Leadership Institute, Mount Mary College, Milwaukee, WI.

Opening Speaker: "Leading from the Inside Out: The Transformative Power of Women Leaders." Opening address presented at the Minneapolis Branch of American Association of University Women (AAUW) Opening Day Program, Minneapolis, MN.

Keynote Speaker: "A Call to Action for Another World: The Power of Multidisciplinary and Multicultural Higher Education." Keynote address presented at St. Olaf College's Conference on Globalization and Social Responsibility: Another World Is Possible, St. Olaf College, Northfield, MN.

Panel Presenter: "Being the First and Trying to Make Certain I'm Not the Last." Women in Academia: Challenges and Joys at the Graduate Women in Science Conference, Minneapolis, MN.

Keynote Speaker: Keynote address presented at the Multicultural Celebration of Achievement for Multicultural Graduates for the Multicultural Center for Academic Excellence, University of Minnesota, Minneapolis, MN.

Keynote Speaker: "Many Identities, One Humanity: The Power of Dialogue in Multidisciplinary and Multicultural Education." Keynote address presented at the Givens Children's Literature Symposium, University of Minnesota, Minneapolis, MN.

Plenary Session: "Spirituality in Leadership." Plenary address presented at the Texas Health Institute Conference, Austin, TX.

2006

Presenter: "Leading from the Spirit," Presentation at 2006 Executive Leadership Institute Meeting, Tucson, AZ.

2005

Keynote Speaker: "Leaving the Sunless Caves to Climb the Sunlit Mountains: Lessons from the Journey of One Transdisciplinarian." Keynote address presented at the University of Scranton's OBTC 2005 Teaching the Whole Person Conference, University of Scranton, Scranton, PA

Keynote Speaker: "Transdisciplinarity: Awakening the Mind to Hear the Calling Heart." Keynote address presented at the Purdue University Women's Studies Symposium, Purdue University, West Lafayette, IN.

2004

Keynote Speaker: "Women in Higher Education: Lessons Learned Along the Way." Keynote address presented at the Council of Lafayette Women Conference: Women's Voices on Home, Health, and Careers, Lafayette College, Easton, PA.

2002

Keynote Speaker: "Thinking Group in Collaboration and Community Building: An Interprofessional Model." Sumner Gill Memorial Plenary Lecture – 24th Annual International Symposium on Social Work with Groups, New York, NY.

2001

Presenter (with N. Aronoff): "Interprofessional small groups: Building on tradition." 23rd Annual International Symposium on Social Work with Groups, Akron, OH.

Keynote Speaker: "Developing strategic partnerships between schools of social work and communities." Keynote address presented at the retirement of David Epperson, Dean, School of Social Work, University of Pittsburgh, Pittsburgh, PA.

Keynote Speaker: "With Arms Wide Open." Speech given for The Cleveland Chapter of the National Association of Women Business Owners, Annual Awards & Installation Dinner, Cleveland, OH.

Presenter: "Strategic Alliances for NGOs" and "Defining Excellence in Leadership." Nicaraguan Development Center, Inc., Managua, Nicaragua.

Presenter: "Leading and Managing Organizational Change." CAMLS, Executive Education Program, Cleveland, OH.

Presenter: "Relying on Alliances: Weaving the Net for Child Well-Being." University of Vermont, Burlington, VT.

Presenter: "Transition & Facilitating Change." Parish Priests Executive Education Program, Cleveland, OH.

2000

Presenter: "Managing the Dynamics of Organizational Change." Volunteers of America, Executive Education Program, Cleveland, OH.

Presenter: "Building Community Relationships." There Are No Limits to Caring: Volunteers of America 2000 National Conference, Orlando, FL.

Presenter: "Honoring New Ties that Bind: Social Work in an Interprofessional World." Developing Practice Guidelines for Social Work Interventions: Issues, Methods, and Research Agenda. George Warren Brown School of Social Work, Washington University, St. Louis, MO.

Invited Call-in Presenter: "Strategic Alliances: Enhancing Your Effectiveness." Learning Institute, Nonprofit Leadership and Management Series, Satellite Videoconference, University of Wisconsin, Extension, Madison, WI.

Invited Call-in Presenter: "Strategic Alliances: Extending Your Reach." Learning Institute, Nonprofit Leadership and Management Series, Satellite Videoconference, University of Wisconsin, Extension, Madison, WI.

Presenter: "Facilitating Organizational Change: Identifying Content and Process for Effective Leadership." Volunteers of America Executive Education Program, Cleveland, OH.

Presenter: "Principles of True Dialogue: Questing to Re-Inspire the Leader Within." Dayton Hudson Foundation, Minneapolis, MN.

1999

Presenter: "Organizational Practice: How Does Cultural Competency Apply?" 45th Annual Program Meeting of the Council on Social Work Education, San Francisco, CA.

Presenter (with K. Koney): "Building Strategic Alliances within the Nonprofit Sector: Lessons from a National Survey." 45th Annual Program Meeting of the Council on Social Work Education, San Francisco, CA.

Presenter: "The Integration of Multicultural Competency and Organizational Practice in Social Work Education: Recommendations for the Future." University of Michigan, Ann Arbor, MI.

Workshop Presenter: "A Peak into the Spirit of Leadership." National Association of Social Workers, Ohio Chapter, Region III, Cleveland, OH.

Panel Presenter: "Marketing Strategies – Getting the Message Out." National Association of Deans and Directors, Santa Fe, NM.

Panel Presenter: "Transforming Social Work Agencies in an Era of Crisis and Change." Columbia University Centennial Celebration of the Social Work Profession, New York, NY.

Keynote Speaker: "Leadership with Spirit!" Management Administration Opening Session, National Conference, Catholic Charities USA, Atlanta, GA.

Panel Moderator: "Our Diverse Community: Volunteers, Participants, and Staff, Their Strengths, Interests, and Needs." Retired and Senior Volunteer Program of Greater Cleveland, Inc., Cleveland, OH.

1998

Presenter: "Organizational Transformation: Moving from Scientific Management to Organizational Spirituality." Common Ground: The Cindy Nord Center for Renewal, Lorain County, OH.

Panel Presenter: "Is There a Role for Participatory Action Research in the MSW Curriculum? Results from a Survey of Accredited MSW Programs." 44th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Session Chairperson: "Collaborative Interorganizational Coalitions." Community Organization and Social Administration, 44th Annual Program Meeting of the Council on Social Work Education, Orlando, FL.

Keynote Speaker: "The Journey of Being and Becoming a Leader." Lafayette College Leadership Institute, Easton, PA.

1997

Presenter: "Ecology of New Organizational Leadership: Moving from Eggplants to Earthworms." International Organizational Behavior Teaching Conference, Cape Town, South Africa.

Presenter: "Fostering Dialogue and Rootedness in a Multi-Ethnic Organization and Classroom." International Organizational Behavior Teaching Conference, Cape Town, South Africa.

Panel Presenter: "Trends in Graduate Social Work Education." Princeton Association of Northern Ohio, Cleveland, OH.

Panel Presenter: "Challenges to Affirmative Action in Student Admissions: Action Implications for Management Education and Academy." Academy of Management Annual Meeting, Boston, MA.

Presenter (with K. Koney): "The Nexus of Dialogue and Lateral Thinking: Critical Components in the Social Construction of a Global Community." 24th Annual Organizational Behavior Teaching Conference, Cleveland, OH.

Panel Presenter: "The Powerful Union of Respect and Dialogue: Steps Toward the Eradication of Prejudice and Bigotry." Special Forum conducted by the National Conference, Cleveland, OH.

Presenter: "The Creation and Leadership of Strategic Alliances and Collaborative." Health Care Executive Education Series, Health Systems Management Center, Weatherhead School of Management, Cleveland, OH.

Panel Presenter: "A Conversation with Women in Leadership Positions: How Did We Get Here?" 43rd Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

Panel Presenter: "Riding with the Winds of Change: Making the Contract with America Work for Us." 43rd Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

Presenter: "Feminist Participatory Research: Dialogue, Critical Reflection and Social Change." 43rd Annual Program Meeting of the Council on Social Work Education, Chicago, IL.

1996

Presenter: "Interorganizational Collaboration: A Strategic Response to Devolution." Case Western Reserve University/Mandel School of Applied Social Sciences Media Fellowship, Cleveland, OH.

Presenter (with K. Koney): "Learning through Community-School Partnerships: Lessons from Two Stories." 23rd Annual Organizational Behavior Teaching Conference, Keene, NH.

Presenter: "Women and Social Change: Participatory Management and Social Policy." National Association of Social Workers, Annual National Conference, Cleveland, OH.

Presenter: "Interorganizational Collaboration." Cleveland International Program, Management Training Program, Cleveland, OH.

Presenter: "A Dialogue with the Man: Paulo Freire." The Neighborhood Forum of Neighborhood Centers Association, Cleveland, OH.

Presenter (with K. Koney): "From Community Collaborations to Public Policy: Lessons from Two Stories in Process." 42nd Annual Program Meeting of the Council on Social Work Education, Washington, DC.

1995
Presenter: "How I Learned to Stop Worrying, Begin Fundraising, and Love My Development Staff." National Association of Deans and Directors Annual Meeting, San Antonio, TX.

Presenter: "Social Science Research for Today & Tomorrow: A Participatory Approach." West Shore Unitarian Church, Rocky River, OH.

1994
Invitational Speaker: "Being and Becoming a Dean: Lessons Learned." Spotlight on Women Lecture Series, Case Western Reserve University, Cleveland, OH.

Invitational Speaker (with K. Koney): "Healthy Family/Healthy Start: Integrating Paradigms for Partnerships in Service Delivery and Research." 40th Annual Program Meeting of the Council on Social Work Education, Atlanta, GA.

1993
Keynote Speaker: "Organizational Empowerment from Self to Interbeing." Education and Research for Empowerment Practice: A Working Conference, Seattle, WA.

Invitational Speaker: "Empowerment through the Praxis of Dialogue." Empowering Our Community: Healing from Within, Urafiki Program, Ursuline College, Pepper Pike, OH.

Panel Presenter: "The People Puzzle." Joint venture of Cleveland Children's Museum and National Conference of Christians and Jews, Cleveland, OH. Teleconference through WVIZ (public television) with 15 sites in Cleveland and eight cities across the US.

Presenter (with K. Koney): "Lessons from Using Participatory Research in Community-Based Consortia Development and Evaluation." 88th Annual Meeting of the American Sociological Association, Miami Beach, FL.

Presenter: "Organizational Science and International Development: Wait! Whose 'Development' Are We Talking About?" 5th Annual International Academy of Business Disciplines Conference, New Orleans, LA.

Presenter: "Organizing Community-Based Consortia and Evaluating Their Effectiveness." Public Health Social Work Institute, University of Pittsburgh, Pittsburgh, PA.

1992
Presenter: "Ideologies of Work, Management, and Organizational Structure in Social Services: An Exploratory Thesis." Association of Management National Conference, Las Vegas, NV.

Invitational Speaker: "A Dialogue about International Connections." Meeting of the District Tribal Chiefs of Southern Ghana, Accra, Ghana.

Presenter: "Building and Evaluating Community-Based Coalitions: Working with the Healthy Start Initiative." 120th Annual American Public Health Association National Conference, Washington, DC.

Presenter: "Webster Goes to Hollywood: A Comparison of Traditional Approaches to Teaching Organizational Theory with an OT Course Built around Films." 19th Annual Organizational Behavior Teaching Conference, Calgary, Alberta, Canada.

1991
Panel Presenter: "The Strategic Restructuring of Nonprofit Associations: An Exploratory Study." Independent Sector Spring Research Forum, National Conference, Cleveland, OH.

Conference Steering Committee Member and Panel Moderator: "Diversity in the Workplace." CWRU and A World of Difference "Faces of Diversity" Conference, Cleveland, OH.

Presenter: "Working with Management Students in Pluralistic Environments." 18th Annual Organizational Behavior Teaching Conference, Bellingham, WA.

1990
Presenter: "Association Structure and Governance: Research Strategies." Mandel Center for Nonprofit Organizations Research Colloquium, Cleveland, OH.

Invitational Speaker: "Ethical Dilemmas in Human Services Marketing." National Association of Social Workers, Annual National Conference, Boston, MA.

Presenter: "A Profile of the Structure and Governance of Nonprofit Associations." National Association of Social Workers, Annual National Conference, Boston, MA.
Presenter: "Aligning Leadership Needs to the Organizational Stage of Development." National Association of Social Workers, Annual National Conference, Boston, MA.

Institute Presenter: "The Use of Empowerment in an Organizational Change Process: From Top-down to Bottom-up." National Association of Social Workers, Ohio Chapter State Conference, Cleveland, OH.

Presenter: "What's Wrong with this Picture or How Do Changes in Consumer Needs Affect Issues of Organizational Leadership and Governance?" Nonprofit Management Association, National Conference, Cleveland, OH.

Panel Presenter: "Intergenerational Policy Issues." Federation for Community Planning, Annual Institute, Cleveland, OH.

1989
Presenter: "Matching the Development Needs of the Organization, the Director, and Board of Trustees: A Working Model." Mandel Center for Nonprofit Organizations Research Colloquium, Cleveland, OH, and National Association of Social Workers, Ohio Chapter State Conference, Dayton, OH.

1988
Panel Organizer and Moderator: "The Dimensions of Organizational Change in Three Domains of the Nonprofit Sector." Institute for Educational Leadership, Cleveland, OH.

PROFESSIONAL AND COMMUNITY SERVICE

2022-Present
Board of Directors (Board of Advisors 2021), Renaissance Center for Interdisciplinary Thinking, Knowledge Integration, and Advance Applications of Imagination, Chester, NY, https://www.renaissancecenter.org/

Organizational Coach, Social Justice Initiative, Racial Equity Learning Community (RELC), Bucks-Mont Collaborative, Harleysville, PA, https://bucksmontcollab.org/

2020-Present
Board of Directors, Alliance of Leadership Fellows (ALF), https://allianceofleadershipfellows.org

2018-Present
Editor (with T. Mizrahi), *Encyclopedia of Macro Social Work*, Oxford University Press and National Association of Social Workers Press. https://oxfordre.com/socialwork/page/4007

Editor-in-Chief, *Reflections*: *Narratives of Professional Helping*, Cleveland, OH

2017-Present
Board of Trustees (Board Chair 2018-Present), Ultimate Medical Academy, Tampa, FL

Board of Directors, Clinical and Patient Educators Association, Denver, CO

2014-Present
Invited Member, McDonogh Network Steering Committee, Lafayette College, Easton, PA

2013-Present
Co-Chair (with T. Mizrahi), Special Commission to Advance Macro Practice in Social Work, https://acosa.clubexpress.com

Board of Directors, Suzanne and Richard Pieper Family Foundation, Mequon, WI

Chair, Research & Evaluation Advisory Committee, Maternity Care Coalition, Philadelphia, PA

2012-Present
Advisory Board, Arch Street Press, Valley Forge, PA

2010-Present
Board of Directors (Board Chair, 2022-Present; Board Vice-Chair 2019-2022), National Human Services Assembly, Washington, DC

2015-2022
Invited Member, The Forum of Executive Women, Fort Washington, PA

2017-2018
Co-convener, CSWE National Task Force for the Specialized Practice Curricular Guide for Macro Social Work Practice, Alexandria, VA

2016-2017
Invited Guest Editor, The Interconnections of Micro and Macro Practice: Sharing Experiences of the Real World. *Reflections*: *Narratives of Professional Helping*, Special Issue V22(4), May 2017

2015-2020
Board of Directors, Kellogg Fellows Leadership Alliance, Denver, CO

2015-2017
Invited Member, The Coalition for Policy Education and Practice in Social Work, Council on Social Work Education, Alexandria, VA

2013-2019
Board of Directors, Maternity Care Coalition, Philadelphia, PA

2013-2017
Community Advisory Board, University of Jefferson School of Population Health, Masters in Public Health, Philadelphia, PA

2013-2016
Board of Directors (Board Secretary 2015-2016), Stoneleigh Foundation, Philadelphia, PA

2012-2017
Board of Directors, Ex Officio Member (for Bryn Mawr College President), Higher Education Resource Services (HERS), Denver, CO

2011-2019
Advisory Board, The Agnes Irwin School Center for the Advancement of Girls, Rosemont, PA

2011-2017
Elected Board Member, National Association of Deans and Directors, Alexandria, VA

2010-2017
Convener of Mid-Atlantic Association of Deans and Directors

2009-2015
Co-Chair International Task Force, National Association of Deans and Directors

2008-2013
Board of Directors, Givens' Foundation for African American Literature, Minneapolis, MN

2007-2009
College & Career Advisory Board, ACHIEVE! Minneapolis, MN

Board of Directors, Pillsbury United Communities, Minneapolis, MN

Steering Committee, Growth & Justice: Rethinking Public Education for the State of MN, Minneapolis, MN

2006-2008
Co-Chair, The National Study Group on Supplementary Education, New York, NY

2005-2015
Editorial Board, *Affilia Journal of Women and Social Work*, SAGE Publications

2005-2008
Associate Editor, *Encyclopedia of Social Work*, 20th Edition, National Association of Social Workers and Oxford University Press

2005-2006
Board of Directors, Audit Committee Chair, Learning Matters, Inc., New York, NY

2004-2006
Board of Directors, Lorraine Monroe Leadership Institute, New York, NY

2004-2005
Invited Member, Council of Lafayette Women, Lafayette College, Easton, PA

Executive Board of the New York State Network for Women Leaders in Higher Education, New York, NY

2003-2006
Editorial Advisory Board, *Peabody Journal of Education*, Vanderbilt University, Nashville, TN

2001-2018
Editorial Board, *Journal of Community Practice,* ACOSA, Livonia, MI

2001-2003
Appointed Member, The Bond Accountability Commission of the Cleveland Municipal School District, Cleveland, OH

2001-2002
Advisory Committee, Women's Community Foundation, Cleveland, OH

2001
Invited Member, United Way, Children and Family Planning Subgroup of the Community Vision Leadership Council, Cleveland, OH

1999-2002
Coordinator, Midwest Alliance of Social Work Deans and Directors

Invited Member, Community Outreach Committee, Ursuline College, Pepper Pike, OH

Invited Member, Community Advisor, Junior League of Cleveland, Cleveland, OH

1998-2002, 1996-1997
Community Advisor, The Junior League of Cleveland, Inc. Cleveland, OH

1998-2001
Editorial Board, *The Journal of Social Work Research and Evaluation: An International Publication*

Editorial Board, *Social Work*, The National Association of Social Workers, Washington, DC

1997-2002
Board of Trustees, Alumni Representative, Lafayette College, Easton, PA

Board of Advisors, National Committee for Educating Students to Influence State Policy and Legislation, Richmond, VA

Fund Distribution Panelist, United Way Services, Cleveland, OH

Member, Advisory Council, Transitional Housing, Cleveland, OH

1997-2001
National Board of Directors, Council on Social Work Education (Graduate Dean)

Member, National Association of Social Work Deans and Directors (Nominating Committee 1997-1999)

1996-2002
Member, Leadership Council, YMCA of Greater Cleveland, Cleveland, OH

1996-1998
Consulting Editor, *Social Work*, The National Association of Social Workers, Washington, DC

Advisory Board, Have a Heart, Save a Heart, Cleveland, OH

1995-2012
Board of Governors, Frances Hesselbein Leadership Institute, (formerly Peter F. Drucker Foundation for Non-Profit Management), New York, NY

1995-2002
Reviewer, *Journal of Community Practice*

Board of Trustees, National Conference, Cleveland, OH

Invited Member, Lafayette College, Board Subcommittee on Educational Policy, Easton, PA

1995-1999
Invited Member, Board of Trustees, Federation for Community Planning, Cleveland, OH

1995-1998
Invited Member, Centennial Alumni/ae Planning Advisory Committee, Columbia University School of Social Work, New York, NY

1993-1997
National Board, Organizational Behavior Teaching Society (Co-Chair 1994-1997)

1993
Review Panelist, The Commission on National and Community Service, President Clinton's Summer of Service Program, Washington, DC

1992-1996
Invited Member, Philanthropy and Volunteerism Advisory Committee, Kellogg Foundation, Battle Creek, MI

Invited Member, Action Research Committee, National Association of Women & Foundations/Corporate Philanthropy, New York, NY

1992-1995
Board of Trustees, Tiffin University, Tiffin, OH

Invited Member, NASW Book Review Committee, NASW Press, Washington, DC

1992-1994
Invited Member, NASW Committee on Inquiry, Ohio Chapter, Columbus, OH

Manuscript Reviewer, *Case Research Journal*, Division of Organizational Behavior

Invited Member, People Puzzle Advisory Committee and Chair, Symposium Committee, joint venture between National Conference of Christians and Jews and Cleveland Children's Museum, Cleveland, OH

1991-1997
Invited Member, Executive Council and Administrative Management Group, Healthy Family/Healthy Start, Cleveland, OH

1991-1994
Board of Trustees, Neighborhood Centers Association, Cleveland, OH

1989-2002
Manuscript Reviewer, *Journal of Applied Social Sciences*

1989-1990
Invited Member, Organization Review Process Advisory Committee, Federation of Catholic Community Services, Cleveland, OH

1988-1990
Chair, Management and Governance Task Force and Member, Human Resources Development Committee, Neighborhood Centers Association, Cleveland, OH

1988
Bright Young Futures Advisory Committee, Cleveland YWCA, Cleveland, OH

1984-1995
Executive Committee of the Board of Trustees, Heights Youth Center, Inc., Cleveland Heights, OH

SELECTED GOVERNMENTAL, PROFESSIONAL, AND ACADEMIC CONSULTATIONS

2015-Present
Board of Directors, Suzanne and Richard Pieper Family Foundation, Milwaukee, WI

2013
Consultant, Agnes Irwin School for Girls, Department Chairs, Rosemont, PA

2011
Academic Consultant, Rosenbach Museum & Library, "Families Affected by War: Then & Now", Philadelphia, PA

2008
Trainer, "The Spirit Runs Through It: Spirituality as the Connective Tissue of Leadership." Ascent Fellows Program, Dartmouth, NH

1997-2003
Trainer, Volunteers of America, multiple sites, USA

Trainer, Cuyahoga County Department of Human Services, Senior and Adult Services, Cleveland, OH

1997-1998
Trainer, Catholic Charities USA, Advanced Leadership Institute, Tampa, FL

1995-1998
Management Expert Panelist, Aspen Systems Corporation, National Head Start Management Training Project, Rockville, MD

1995-1997
Consultant, Laurel School Administrative Team, Shaker Heights, OH

1995-1996
Consultant, Cleveland Rape Crisis Center, Cleveland, OH

1994-1995
Consultant, Old Stone Church, Cleveland, OH

1993
Board Trainer, Free Medical Clinic of Greater Cleveland, Cleveland, OH

Trainer, Cuyahoga County Department of Human Services, Senior and Adult Services, Cleveland, OH

Trainer, Lutheran Chaplaincy Service, Cleveland, OH

Trainer, Federation for Community Planning, Western Reserve Area, Cleveland, OH

Trainer, Agency on Aging, Community Roundtable, Cleveland, OH

1992-1994
Consultant, Ghana Association of Private Voluntary Organizations in Development, Accra, Ghana

1991-1994
Social Services Planner, Cuyahoga Metropolitan Housing Authority, Cleveland, OH

1990-1991
Consultant, KPMG Peat Marwick, Chicago, IL

1989-1990
Organizational Specialist, Cuyahoga Plan, Cleveland, OH

1988-1990
Organizational Development Specialist, Shaker Heights School District, Shaker Heights, OH

Trainer, Ohio Family and Children Services Executive Training Institute, Cleveland, OH

1988
Consultant, Ohio Department of Human Services, Family, Children and Adult Services, Columbus, OH

Trainer, Nathan Hale Intermediate School, Cleveland, OH

Trainer, Veterans Administration Medical Center, Marion, IN

1986-1989
Trainer, Federation of Catholic Community Services, Cleveland, OH

1986-1987
Trainer, 9-to-5 National Association of Working Women, Cleveland, OH

1985-1988
Organizational Development Specialist, Mid-Atlantic Regional Medical Education Center, Veterans Administration, Brecksville, OH

PROFESSIONAL AFFILIATIONS

1993-Present
Council on Social Work Education

Association for Community Organization and Social Administration

1988-Present
NTL Institute

1975-Present
National Association of Social Workers

Academy of Certified Social Workers (ACSW)

1994-2002, 2012-2020
The Network for Social Work Management

2002-2009
American Educational Research Association

2001-2009
Association for the Advancement of Social Work Group

1994-2007, 2009-2017
National Association of Social Work Deans and Directors

1992-1995
American Public Health Association

1991-2011
Organizational Behavior Teaching Society (Board Co-Chair 1994-1997)

1987-2020
Academy of Management

1982-2009
American Orthopsychiatric Association, Inc. (Fellow 1987-2009)