

BONNIE YOUNG, MSW, Ph.D.

EDUCATION:

Ph.D. Social Work	Virginia Commonwealth University	2003
MSW	West Virginia University Community Health/Mental Health Concentration	1992
BA Psychology	Edinboro University of Pennsylvania	1990

RESEARCH INTERESTS: African American culture based organizing models, culturally competent macro-practice, affordable housing models/policies, equitable community development and pro-poor community planning.

COURSES TAUGHT:

Undergraduate Social Work

Introduction to University Studies for Social Majors, Introduction to Social Work, Social Work Processes (interviewing), Human Behavior in the Social Environment 1, Human Behavior in the Social Environment 2, Social Work Methods with Individuals, Social Work Methods with Groups, Social Work Methods with Organizations & Communities, Social Policy, Social Work with African American Families and Communities, Cultural Diversity and Social Work in Health Care Systems.

Graduate Social Work

Oppression & Cultural Competence, Social Policy & Program Analysis and Human Behavior in the Social Environment 2, Field Practicum and Direct Practice 1.

PRIOR TEACHING EXPERIENCE:

Associate Professor-California University of Pennsylvania

Fall 2017-Summer 2023

Taught a 4/4 teaching load of required courses using both online and face-to-face formats including: Introduction to Social Work, Social Work Methods with Organizations & Communities, Macro HBSE and Social Work Methods with Individuals. Advised students, prepared papers and presentations covering a range of topics for dissemination in academic venues. Mentored junior faculty. Prepared syllabi for and otherwise developed new courses.

BSW Program Director- California University of Pennsylvania

Spring 2017-Spring 2019

Held primary responsibility for analyzing and reporting BSW Program assessment data to CALU administration, advisory committees and accrediting bodies; Coordinated the preparation of the CSWE accreditation document. Coordinated student advisement via individual and group advisement sessions; Served as primary contact for registration, special program requirements and graduation. Coordinated course schedule development and teaching assignments. Identified and hired temporary faculty in concert with the Department Chair. Led the reviewing, updating, and revising of program curriculum to address program assessment findings. Monitored student enrollment and attrition; conducted reviews and rendered decisions on unprofessional student behavior. Promoted satisfactory student retention. Led BSW Program faculty meetings. Developed syllabi for special topic courses. Held responsibility for stewarding program curricular changes through university

level review processes. Created a social work minor.

Assistant Professor-California University of Pennsylvania

Fall 2013-Spring 2017

Taught a 4/4 teaching load of required courses including: Introduction to Social Work, Social Work Methods with Groups and Social Work Methods with Organizations & Communities. Also served as a faculty liaison to MSW students in first year field placements. Primary assignment in the BSW program. Advised students, prepared papers and presentations covering a range of topics (including affordable housing and western HBSE theory use in international contexts) for dissemination in academic venues.

Associate Professor- Youngstown State University, Social Work Department

Fall 2010-Spring 2013

Taught a 4/4 teaching load of required undergraduate and graduate level courses. Advised students, mentored junior faculty and advanced a community engagement scholarship research agenda. Undergraduate courses taught included: Social Work in Health Care Systems, Introduction to Social Work, Social Work Processes (interviewing), Human Behavior in the Social Environment 2, Generalist Methods with Individuals, Generalist Methods with Organizations & Communities, Social Policy, Social Work with African American Families and Communities and Cultural Diversity. Graduate courses taught included: Oppression & Cultural Competence, Social Policy & Program Analysis and Human Behavior in the Social Environment 2.

Assistant Professor-Youngstown State University, Social Work Department,

Fall 2004-Spring

2010 Advised students, disseminated dissertation research via papers and presentations. Taught a 4/4 teaching load of required undergraduate and graduate level courses using generalist, strengths based and empowerment oriented perspectives. Specific courses taught included: Social Work Processes, Social Work in Health Care Systems, Introduction to Social Work, Generalist Methods with Individuals, Oppression & Cultural Competence and Social Work with African American Families and Communities.

Lecturer-Chatham College, Social Work Department

Fall 2002

Taught a required, undergraduate human diversity course, which emphasized exploring one's own culture as a means of learning to interact effectively with members of other cultures.

Lecturer-University of Pittsburgh, School of Social Work

Fall 1999

Served as a co-instructor for a group practice methods course that emphasized both theory and practical skill acquisition.

PUBLICATIONS:

INVITED

Encyclopedia of Macro Social Work 2021

This updated version of a previous entry explores key definitions, causes, and characteristics of slums in the global arena, along with the types of social-work practice and general community development approaches being used to catalyze action to decrease the prevalence of slums.

Concluding thoughts and further considerations for practice are offered to close the entry. Edited by Darlyne Bailey and Terry Mizrahi, published by Oxford University Press.

Encyclopedia of Social Work Online 2014

Slums and Affordable Housing. Entry provides a comprehensive, overview of slums across the globe and identifies social work interventions to eradicate slums, including strategies to create affordable housing in urban areas. Edited by Terri Mizrahi and Larry E. Davis. Published by Oxford University Press.

Community Development in the Steel City: Democracy, Justice and Power in Pittsburgh 2012

Organizing for Economic Justice: A Model. p. 52-60. Book chapter co-written, with Carl Redwood, Jr. MSW. Book edited by Emeulu Akwugo (Ed). Oxford University Press: Edinburgh.

PEER REVIEWED

Child and Family-Serving Systems: A Compendium of Policy and Practice In Press

Providing Kinship Care to Black Youth: Implications for Social Work. This submission is a book chapter for volume 3 of the compendium to be published by the Child Welfare League of America and Ohio State University. The chapter includes key theories and policies relevant to effective evidence-based practice with African American kinship care families. A case study is included to assist practitioners in developing interventions to address the challenges faced by African Americans involved in out-of-home placements.

Journal of Foster Care 2021

Providing Kinship Care to Black Youth: Implications for Social Work. This paper explores factors and issues impacting Black children living in foster care with the aim of providing practical guidance for social work practitioners and educators that will result in more positive outcomes for these youth. To facilitate practical application of the content in this article, a case study will be provided. Article written with Co-Authors Brittany J. Nwachuku, EdD, LCSW, Emma Maria Sterrett-Hong, PhD, Gwendolyn Perry-Burney, PhD, MSBA, MSW and Sharon E. Moore, Ph.D., MSW

Journal of Community Practice 2009

Organizing Community and Labor Partnerships for Community Benefits Agreements in African American Communities: Ensuring Successful Coalitions published in the special issue on economic justice, labor and community practice, volume 17 Issue 1&2, p.120- 139

Community Development: The Journal of the Community Development Society 2009

A Critique of Rothman's and Other Standard Community Organizing Models: Toward Developing a Culturally Proficient Community Organizing Framework.

This article critiques Rothman's community organizing analysis framework on the basis of (a) attention to culture as a central dynamic shaping community organizing and (b) the exclusion of organizing models endemic to African, Latin, Asian, and Native American (ALANA) communities. Volume 40, Issue 1 2009 , p.20 – 36

Journal of Black Studies

2009

The Universal Negro Improvement Association, Southern Christian Leadership Conference and Black Panther Party: Lessons for Understanding African American Culture-Based Organizing. This manuscript reviews only the work of three historical social movement organizations (UNIA, SCLC and BPP), which had a profound impact on more contemporary African American organizing. Volume 39, Issue 4, pages 635-656.

BOOK CHAPTERS

A Critique of Rothman's and Other Standard Community Organizing Models: Toward Developing a Culturally Proficient Community Organizing Framework.

2018

In *Community Planning and Development*, Rhonda Phillips and Patsy Kraeger, Editors. Routledge, London. This book chapter is based on an article previously published in the Journal of Community Development in 2009. The article critiques Rothman's community organizing analysis framework on the basis of (a) attention to culture as a central dynamic shaping community organizing and (b) the exclusion of organizing models endemic to African, Latin, Asian, and Native American (ALANA) communities. Other standard community organizing models are similarly analyzed, along with cross-cultural and culturally centered community organizing models.

Training Youth for Educational Change

2015

In *Global Youth: Understanding Challenges, Identifying Solutions, Offering Hope.* Karen Rice (Ed). Cambridge Scholars Publishing. Newcastle upon Tyne: United Kingdom.

Organizing Community and Labor Coalitions for Community Benefits Agreements in African American Communities: Ensuring Successful Partnerships Economic Justice, Labor and Community Practice

2010

In Louise Simmons and Scott Harding, Editors. 2010. *Economic Justice, Labor and Community Practice.* New York: Routledge. (version of article published in the Journal of Community Practice)

BOOK REVIEWS

Handbook of Community Measurement

Sage Publications

2017

Provided a review for the Handbook of Community Measurement written by Mary L. Ohmer, Frederick P. Brooks III, Claudia Coulton, and Darcy A. Freedman for Sage Publications.

Social Work and Empowering Profession

Cengage

2016

Reviewed this introduction to social work text by Brenda Dubois and Karla Miley.

Introduction to social work: An advocacy-based profession

Sage Publications

2015

Reviewed this introduction to social work text by Lisa E. Cox, Carolyn J. Tice, and Dennis D. Long.

DISSERTATION COMMITTEES

- Point Park University Education Leadership and Administration Doctoral Program** 2015-2017
Served as an external member of the dissertation committee for Chery Hall Russell.
PhD in Educational Leadership at Point Park University. Degree conferred December 2017
- University of Connecticut, Doctoral Program Social Work** 2016-Present
Served as an external member of the dissertation committee for Angela Bellas University of Connecticut, School of School Work. Reviewed dissertation proposal exploring the underpinnings of Black Lives Matter Movement and its implications for social work.

CONFERENCE PROCEEDINGS

- Proceedings of the 54th Annual Program Meeting of the Council on Social Work Education, Philadelphia, PA** 2008
A poster presentation entitled Making Rothman's Community Organizing Framework Culturally Competent: Lessons from African American Organizing.
- Proceedings of the 16th Annual Symposium on Doctoral Research, Columbus, OH** 2004
An overview of a dissertation entitled *African American Models of Community Organization: Toward a Culturally Competent Theory* which included: the rationale used to justify the research, the methodology, findings and the practice implications of the study. Available from the Ohio State University, College of Social Work. 1947 College Road Columbus, Ohio 43210

POLICY RESEARCH-NON PEER REVIEWED

- Poverty, Race Research Action Council** 2011
Policy Proposal. *Strategies to Prevent Displacement of Residents and Businesses in Pittsburgh's Hill District (with R. Damewood).*
https://www.prrac.org/pdf/Hill_District_Anti-Displacement_Strategies-final.pdf

FUNDED PROPOSALS

- Co-Wrote.** A proposal for services to the Annenberg Institute for School Reform foster parent leadership and voice to effect the change we want to see in Millions University PREP and Pittsburgh Public Schools. Worked with Maria Searcy of Project Destiny to secure \$30,000. 2015

Co wrote. A proposal to the Heinz Endowments for \$25,000 to provide trauma education workshops to community educators and teachers in the Hill District of Pittsburgh.	2015
Wrote. Community Engagement in Masterplan Implementation. Proposal to the Heinz Endowments for a 3 year grant for \$165,000 for the Hill District Consensus Group.	2014
Wrote2. Community Engagement in Masterplan Implementation. Proposal to McAuley Ministries for a 3 year grant of 150,000 for the Hill District Consensus Group.	2014
Wrote. Equitable and Inclusionary Development Project. Proposal to the Heinz Endowments for \$115,000 for the Hill District Consensus Group.	2010
Wrote. Equitable and Inclusionary Development Project. Proposal to McAuley Ministries for \$30,000 for Hill District Consensus Group.	2010
Wrote. Hill District Community Planning School. Proposal to Heinz Endowments for \$18,500 for the Hill District Consensus Group.	2009
Co-wrote. Hill District Neighborhood Partnership Program (w R. Damewood). Proposal to Bank of New York Mellon/Pennsylvania Department of Economic Development for \$600,000 per year for 5 years for a total of \$3 million.	2009
Co-wrote. Hill District Neighborhood Partnership Program. (w R. Damewood). Proposal to McCauley Ministries for \$250,000.	2009
Co-wrote. Request for Proposals for the Hill District Master Plan RFP. Solicited proposals from Planning firms for comprehensive neighborhood plan. Total budget not to exceed \$350,000.	2009

UNFUNDED PROPOSALS

Council on Social Work Education Policy Field Education Proposal	2016
Wrote a proposal to secure \$5,805 to aid CALU Social Work Students to engage with local policy makers, social service providers and other key community stakeholders to combat the heroin use epidemic in Washington County, Pennsylvania.	
PNC Charitable Trusts.	2016
Wrote a proposal requesting \$15,000 on behalf of the Hill District Arts Plan committee to establish an artist residency program as a community redevelopment strategy for the Centre Ave Corridor in the Hill District of Pittsburgh, PA.	
YSU Department of Social Work collaboration with Community Empowerment Center	

Youngstown, OH**2006**

Wrote the technical proposal and evaluation plan for a youth development grant opportunity provided by the Ohio Governor's Commission on Strengthening Families.

COMMUNITY EDUCATION CURRICULUM

Omega Psi Phi Fraternity, Inc. Dr. Carter G. Woodson Academy

2013 & 2015

Provided curriculum development and classroom support for a 10 week Black history 'Saturday School' program.

Hill District Master Plan Community Education Series**2009**

Developed curriculum and compiled resource books for 3 of a 4 part workshop designed to teach community residents basic knowledge needed to actively engage in neighborhood master planning. Also provided instruction as part of a team of two. Gathered data on workshop feedback on the organizing and implementation of the series in preparation for an article on preparing neighborhood residents for neighborhood revitalization planning.

REVIEWER

Handbook of Community Research

2017

Qualitative Social Work

2010

Community Development; The Journal of the Community Development Society

2009-2010

Council on Social Work Education, 52nd Conference, Social Justice Track

2006**RESEARCH:****Hill District Community Arts Plan****2014-2016**

Lead an ongoing community based participatory action research approach to gathering data from local community residents, artists and other stakeholders for the purpose of creating a community arts plan. The plan will promote African American art and neighborhood based place-making. Designed surveys and lead a collaborative process of data collection, analysis and interpretation.

California University of Pennsylvania Grant Writers Fellowship**2014**

A study aimed at identifying and exploring Ghanaian and Ethiopian social worker faculty and student perspectives on Western HBSE theories. The study will attempt to identify theories that match within these international contexts, while also aiming to uncover any unique epistemological and methodological perspectives held by Ghanaians and Ethiopians in regard to the application of theories to practice.

Center for the Advancement of Teaching and Learning at Youngstown State University**2006**

Presentation of a thematic analysis of undergraduate students' written learning self-assessments. Discussion focused on factors that promoted or hindered BSW students' learning of core practice content.

Nego Gato, Inc., Pittsburgh, PA**2000-2005**

Conducted a qualitative program evaluation of the Ginga Project an arts based empowerment after school program for children grades k-5. Data included interviews with elementary school students, parents and their teachers. Findings distributed to program funders and other stakeholders.

Friends Association for Children, Richmond, VA	1997
Conducted a qualitative study of the factors that stimulate and deter community-based participation among female residents of public housing communities. Findings submitted to the program host agency for program evaluation purposes.	
Virginia Commonwealth University, Richmond, VA	1997
Conducted a qualitative pilot study of African American community organizers. Findings included concepts and concept relationships outlining an African American empowerment process.	
Pittsburgh City Council, Office of Sala Udin, 6th District City Councilman	1996
Served as a research assistant. Conducted various forms of policy research, managed a data base containing information on police officer discipline for misconduct against civilians, performed a review of country-wide models of police misconduct review, generated reports on the outcome of local civilian complaints against police which were submitted to City Council and the U.S. Department of Justice to make the case for a pattern of racial discrimination in city policing.	
Hill House Association, Neighborhood Development Team	1993
Developed a compilation of census data describing the demographic characteristics of residents of the Hill District, a disadvantaged twelve census tract neighborhood in Pittsburgh, for use by community based social service agencies and a community planning body.	
University Community Career Development Partnership Project, University of Pittsburgh	1993
Implemented program evaluation protocols. Generated monthly reports for UCCDP advisory board.	

PRESENTATIONS:

Preserving Communities of Color Conference-Houston, TX Invited to present on work with the Hill District Consensus Group (Pittsburgh, PA) to advance initiatives to preserve affordable housing and prevent displacement	2018
p4 PITTSBURGH, Pittsburgh, PA Served as a panel member and facilitator for a session entitled <i>Pittsburgh's Creatives: Their Role in p4</i> . The session explored the ways in which artists, designers and cultural workers play critical role in making Pittsburgh a successful "city of the future." by bringing creativity, imagination, troublemaking and "problem finding" to envisioning what the city will look like as neighborhood revitalization strategies are formed. The breakout session explored the question "As Pittsburgh moves into a next phase of rapid development, what role should "creatives and disruptors" play in designing future innovation and equity?	2016

Pittsburgh Community Reinvestment Group, Pittsburgh, PA	2016
Co Presented a workshop titled Organizing to Preserve and Promote Hill District Art with Justin Laing and Kendra Ross. The workshop discussed: 1) the process to develop a Hill District Arts Plan, 2) key findings from the data, 3) the early stage strategies that are under development to guide arts-based place-keeping efforts, and 4) the associated promise and pitfalls of community based arts planning/organizing.	
Council on Council on Social Work Education-Annual Program Meeting, Denver, CO	2015
Co-Presented a workshop with Dr. Sheri Boyle titled <i>Bringing Objective Criteria to Gatekeeping: Using a Behavior Rubric in BSW Programs</i> . The workshop described a behavior rubric created to assess student professional behavior in the classroom and discuss the use of rubrics for providing feedback and guiding intervention with students who may be struggling with comportment and goodness-of-fit with the profession.	
Pennsylvania Chapter of the National Association of Social Workers Conference, Monroeville, PA	2014
<i>Social Work Response to Public Emergencies</i> . Presented with Drs. Peg Christopher and Rose Smiley This workshop explored the NASW Code of Ethics in relation to “responding appropriately in public emergencies. The workshop provided participants with an opportunity to discuss what some of the social work responses were, the ethics implications of crisis intervention and lessons learned from specific instances.	
National Association of Social Workers Conference Washington, DC	2014
<i>Strategies for Preventing Displacement: A Case Study in Equitable Community Organizing</i> . Session explored the process and policy products of a community organizing campaign conducted by grassroots groups within the City of Pittsburgh. Highlighted <i>pro-poor</i> community development and planning tools including inclusionary zoning as an anti-displacement strategy.	
Global Youth Conference 2014 Millersville University	2014
Co-presented (with Dr. Gwen Perry-Burney) the model and outcomes of a youth community organizing training program serving middle and high school aged youth interested in becoming agents of educational reform.	
Urban Affairs Association Conference, Pittsburgh, PA	2012
Presented as part of a panel discussing anti-displacement strategies created for Pittsburgh’s Hill District. Explored how this historic African American neighborhood is harnessing its development potential to sustain and benefit long-time residents.	
1st Annual Pittsburgh Community Reinvestment Group-Community Development Summit	2011
Presented as part of a panel reviewing strategies to ensure that community development efforts benefit neighborhood residents and stakeholders in face of market pressures.	
42nd Conference of the Nation Association of Black Social Workers, Philadelphia, PA	2010
Presented a paper exploring strategies for organizing community-labor coalitions for community benefits agreements in African American communities.	
Social Welfare Action Alliance, Louisville Kentucky	2009
Presented a workshop examining organizing community-labor coalitions in disadvantaged African American communities.	

Council on Social Work Education Annual Program Meeting	2008
Conducted a poster presentation on a paper entitled Making Rothman's Community Organizing Framework Culturally Competent: Lessons from African American Organizing.	
National Association of African American Studies, Baton Rouge, LA	2008
a. Presented a paper entitled Exploring Historic and Contemporary African American Models of Community Organizing: Implications for Urban African American Community Empowerment. b. Offered an African Centered model for exploring cultural paradigms. Also discussed using paradigms as the core basis for teaching diversity content to social work students.	
39th Conference of the National Association of Black Social Workers, Detroit, Michigan	2007
The workshop provided an African centered theoretical framework for understanding the unique dynamics of organizing in Black communities. Participants discussed three community organizing models that emerged from qualitative interviews with 20 African American community organizers from across the country.	
Center for the Advancement of Teaching and Learning at Youngstown State University	2006
Presentation of a thematic analysis of undergraduate students' written learning self-assessments. Presentation focused on factors that promoted or hindered BSW students' learning of core practice content.	
Biennial Midwest Conference on Social Work Education	2006
Presented a framework for understanding the core components of cultural paradigms of varying American peoples (African, Asian, European, First Nations and Latino), and explored the use of these paradigms in understanding the micro, mezzo and macro experiences of clients.	
Biennial Midwest Conference on Social Work Education	2006
Presented research on three distinct African American community organizing models garnered from interviews with activists working in disadvantaged African American communities, as well as a framework for developing culturally competent community practice models for other ethnically diverse communities.	
Youngstown State University, Social Work Department, Social Work Day	2005
Presented a discussion entitled "We Are All in This Together": A Systems Theory Perspective on Social Work and Social Justice to an audience of faculty, students and community members.	
NASW-OHIO Region IV, Continuing Education Workshop	2005
Presented a discussion of African American approaches to community organizing at a continuing education workshop entitled: <i>The Big Picture-Social Work and Macro Practice</i> . Discussed core components of African American world views and the implications for organizing in African American communities.	
The Society for Social Work Research Conference, Miami, FL	2005
Presented a paper entitled <i>African American Models of Community Organization: A Grounded Theory</i> at the 9 th International Conference of the Society for Social Work Research in Miami, Florida. Presented research findings and explained the use of a grounded theory methodology in a macro practice context.	

Three Rivers Adoption Council, Conference on Adolescent Attachment, Pittsburgh, PA	1999
Identified issues of adolescent attachment from a non-clinical practitioner's perspective. This presentation emphasized the importance of trust and rapport building with adolescent populations.	
Governor's Conference on Strengthening Families, Atlantic City, New Jersey	1999
Co-conducted an interactive workshop entitled <i>Empowerment Is More Than Participation</i> . The workshop explored the concept of governance as it manifests in the Family Support approach to social services. Emphasis was placed on helping direct service practitioners understand the distinction between practice that fosters empowerment and practice that fosters paternalism.	
Bard College, Speakers Series, Avondale on the Hudson, New York	1998
Panel presentation entitled <i>Africana Studies In Retrospect and Prospect</i> . Discussed the origins of Africana studies as an extension of the community organization approaches of three Black social movement organizations.	
Family Resource Coalition of America Conference, Chicago, Illinois	1998
Co-conducted an interactive workshop entitled <i>Empowerment Is More than Participation</i> , which aimed to help social service practitioners understand the distinction between practice that fosters empowerment and practice that fosters paternalism. Emphasis was placed on promoting self-awareness among service providers.	
Gettysburg University, Sankofa Conference, Gettysburg , PA	1997
Panel presentation entitled African American Models of Community Organization: Implications for Culturally Competent Community Practice. This presentation provided a model of community organization based on the approaches used by the Garvey-Back to Africa Movement, the Southern Christian Leadership Conference and the Black Panther Party. Emphasis was placed on the usefulness of aspects of these models for stimulating community participation among African Americans.	
Social Justice Week, Virginia Commonwealth University, Richmond, VA	1997
- Served as a member of a panel composed of students and professors, which aimed to define the concept of social justice in a prescriptive manner for social work education and practice. - Conducted a workshop entitled <i>Beyond the Melting Pot: Diverse Students Speak Out!</i> - Created and moderated a panel discussion between gay/lesbian, African American, Latino and Asian panelists and mainstream faculty and students. The purpose of this discussion was to articulate the unique and sometimes uncomfortable experience of diverse students in the classroom environment. - Co-presented a workshop for faculty and graduate students that discussed the implications of divergent cultural world-views for social work research design, with particular emphasis on problem definition and research question formulation.	

SERVICE ACTIVITIES:

Pennwest University

University Wide

Frederick Douglass Institute Committee, Member

2014-2022

Black History Month Essay Review Committee, Member

2014-2015

Department of Social Work

BSW Program Committee

2013-Present

Faculty Search Committee

2014-2015

Assessment Committee

2015-Present

Accreditation Committee

2016-Present

Faculty Evaluation Committee

2020-Present

University of Connecticut School of Social Work Doctoral Program

2015-Present

Serving as Member of the Dissertation Committee of Angela Bellas, who is seeking a PhD in social work with a focus on community-level economic justice.

Point Park University, School of Arts and Sciences, Doctoral Program

2015-2017

Served as Member of the Dissertation Committee of Cheryl Hall-Russell, Doctorate in Leadership and Administration with a focus on African American women and work life balance. Degree conferred December, 2017

Youngstown State University*University Wide*

Academic Senate, Senator-At-Large

2005-2007

Bitonte College of Health and Human Services

Library Committee, Chair

2007-2010

Diversity Committee, Member

2007-2008

Curriculum Committee, Member

2004-2007

Department of Social Work

Strengths Based Conference Committee-Chair

2008-2009

Strengths Based Conference Committee-Program Chair

2007-2009

Scholarship Committee-Chair

2005-2007

Scholarship Committee-Member 2007-2013 Governance Committee-Member 2004-2013

BSW Program Committee-Member

2004-2013

BSW Orientation Committee- Member

2004-2013

MSW Program Committee- Member

2004-2013

MSW Admissions Committee-Member

2009-2010

MSW Student Association Advisor

2007-2013

One Hill CBA Coalition/ Hill District Consensus Group

2007-2017

Served as a community organizer with this economic justice/community development organization.

2022-Present

Freedom Unlimited, Pittsburgh, PA

2005-Present

Served as a Board Member for this poverty and social justice advocacy and service organization.

Pittsburgh Community Services, Inc.

2003-2004

Served as a board representative for the Honorable Jake Wheatley, Pennsylvania State Representative, 19th District Pittsburgh.

Advisory Board Member, Penn State Cooperative Extension**2002-2004**

Provided guidance and feedback on community needs, promoted the activities of the Cooperative Extension to community organizations.

OTHER EMPLOYMENT HISTORY:**Director/Organizer-Hill District Consensus Group-Pittsburgh, PA****2009-2016**

Developed, implemented and raised funds for a community organizing strategy to promote equitable community development in the Hill District. Worked with staff to establish action plans and evaluation protocols. Collected and analyzed data to provide reports to the membership, board and foundation stakeholders. Provided and/or linked residents and other community stakeholders with technical assistance and funding resources to implement projects. Maintained relationships with other community-based organizations in Pittsburgh and elsewhere in the country. Created a newsletter and social media mechanisms to share the work of the organization. Developed policy papers on key issues such as anti-displacement. Produced a set of principles for equitable neighborhood development and a rubric for assessing future development projects. Sought and maintained strategic partnerships with developers, artists and government entities. Worked with Co-Director to supervise staff, select and supervise consultants, set the budget and monitor the financial stability of the organization.

Organizer-Hill District Consensus Group, Pittsburgh, PA**2007-2009**

Served as a community organizer with this economic justice/community development organization. Conducted community education, technical assistance and mobilization efforts to catalyze a community wide revitalization effort. Created strategies to promote internal collaboration between community residents, community organizations and relevant governmental and civic organizations.

Health & Wellness Coordinator-Kingsley Association, Pittsburgh, PA**2000-2004**

Developed and implemented health & wellness programs targeted at African American community members. Secured roughly \$20,000 in program funding in a two-year period. Brokered services from consultants and other service providers to address the health needs of agency clients, engaged in grant writing, formed collaborations with other service providers. Responsible for the overall management, implementation and evaluation of agency health and wellness programs.

Program Administrator-Urban Youth Action, Pittsburgh, PA 15219 **1999-2000**

Developed and implemented life skills, college preparation and cultural enrichment programming for high school youth. Coordinated a pool of volunteer professionals, engaged in grant writing and other forms of fund raising that secured \$14,000 for agency programming. Served as case manager for roughly 30 students, conducted needs assessments, focus groups, and other forms of evaluation of student needs and progress. Provided educational workshops for students. Conducted outreach to parents, school counselors, teachers and other significant adults in the students' lives.

Community Organizer-Family Services System Reform.

Office of Child Development, University of Pittsburgh, Pittsburgh, PA **1997-1998**

Provided technical assistance to five Allegheny County Family Support Centers conducting human service system reform demonstration projects. Monitored progress toward demonstration project goals. Helped programs to broker necessary assistance to accomplish system reform. Conducted workshops on evaluation including goals and objectives and data collection strategies. Engaged in assessments of other technical assistance needs. Conducted training on community mobilization and local governance. Assisted in proposal development. Facilitated collaborative relationships among community based programs through interagency agreements.

Safe Haven Coordinator-Cities In Schools, Hill House Association, Pittsburgh, PA **1993-1995**

Directed a federally funded program aimed at increasing community capacity to prevent drug & alcohol abuse and violence among at risk youth ages 4-18 years old. Conducted day-to-day program operations, including clerical, budgetary, administrative, evaluation and community outreach responsibilities. Supervised program staff. Developed requests for proposals for neighborhood programs interested in providing substance abuse and violence prevention services. Negotiated and monitored adherence to contracts for services to community youth. Developed and implemented strategies to promote collaboration among funded programs. Developed & implemented strategies to secure the financial viability of selected programs. Generated monthly, quarterly and yearly statistical reports for project funders.

Community Organizer-Neighborhood Development Team (NDT) Hill House Association, Pittsburgh, PA **1992-1995**

Assisted in the coordination and direction NDT efforts to promote the overall stability of the Hill District community. Supervised a staff consisting of Ameri-Corps volunteers and social work graduate students. Provided technical support to neighborhood organizations. Developed the goals, objectives, strategies and tactics for the recruitment of block organization members. Conducted demographic research, group facilitation and strategic planning initiatives. Provided primary technical and administrative support to a community wide planning body. Created strategies to promote internal collaboration between the members of the planning body and relevant governmental and civic organizations.

**Project Coordinator-University Community Career Development Partnership Pilot 1992-1993
Project (UCCDP). University of Pittsburgh School of Social Work, Pittsburgh, PA**

Assisted in the overall management, implementation and evaluation of a welfare-to-work pilot project created to assist female public housing residents to gain clerical employment at the University of Pittsburgh. Assisted in the preparation of grant applications. Developed and implemented employment training curricula for program participants. Supervised and assisted in the case management and counseling efforts of program staff.

HONORS AND AWARDS:

California University of PA-Grant Writer Fellowship	2014
Three River Community Foundation, Champion Of Change,	2011
Pittsburgh Partnership for Neighborhood Development-Summer Fellow	2008
Center for Working Class Studies, Class in the Classroom Institute, Participant	2006
Youngstown State University, Catalyst Summer Teaching Institute, Participant	2005
16 th Annual National Symposium on Dissertation Research, Dissertation Award	2004
Renaissance Publication Youth Achievement Award	1997
Leadership Pittsburgh-Leadership Development Initiative-Class 1	1995
Virginia Commonwealth University Graduate Fellowship	1995-1997