



Morgan State University
School of Social Work

Doctoral Candidates

December 2018 Graduates





Dear Colleagues:

It is my pleasure to introduce you to our December 2018 graduates of the PhD program at Morgan State University who are interested in securing full-time academic positions. They are Melissa Buckley, Tonya Phillips, Shvilla Rasheem, and Stacy Smith. Included are their research interests and curriculum vitae, which reveal outstanding achievements in the areas of practice-based leadership, teaching, and scholarship.

Each graduate has presented at national conferences such as the Council on Social Work Education, North American Christians in Social Work, the National Association of Black Social Workers, and the National Women's Studies Association. Most have peer-reviewed publications and are continuously working on other manuscripts. They all have prior social work teaching experience and exceptional practice-based experience at various levels of human engagement. Additionally, our graduates are dedicated to the principles of social justice and have demonstrated this commitment in their research, practice, and teaching.

Please contact me at the email address below if you need further information about our candidates or if you need help contacting them. You can also contact our administrative assistant, Ms. Katie Pierre, at (443) 885-4608 or via email at katie.pierre@morgan.edu.

Sincerely,

A handwritten signature in cursive script that reads "Jerome H. Schiele".

Jerome H. Schiele
Professor and Chair, PhD Department in Social Work
443-885-1964
jerome.schiele@morgan.edu



Melissa Buckley mehen2@morgan.edu

2018 **Doctor of Philosophy in Social Work**
Morgan State University, Baltimore, MD

2004 **Master of Social Work**
University of Alabama, Tuscaloosa, AL

2002 **Bachelor of Social Work**
Oakwood University, Huntsville, AL

RESEARCH INTERESTS:

- The impact of fatherlessness on black women
- Grief trends in black families



ACADEMIC APPOINTMENTS & PROFESSIONAL EXPERIENCE

Assistant Professor & Director of Field Education, 01/2014 - Present
Department of Social Work, Washington Adventist University, Takoma Park, MD
(An Off Campus Program of Andrews University)

Community Based Intervention Case Manager, 06/2013 - 01/2014
First Home Care, Washington, DC

Clinical Director, 10/2011 - 06/2013
The Lighthouse Program for Grieving Children, Oakville, ON

Adjunct Faculty, 01/2012 - 05/2013
Humber College, Toronto, ON

Senior In-Home Therapist, 03/2007 - 06/2011
Jefferson Blount St. Clair County Mental Health Center, Birmingham, AL

Adjunct Faculty, 01/2008 - 05/2008
Social Work Program, Miles College, Fairfield, AL

Foster Care Social Worker, 05/2005 - 03/2007
Tuscaloosa County Department of Human Resources, Tuscaloosa, AL

In-Home Co-Therapist, 07/2004 - 05/2005
Jefferson Blount St. Clair County Mental Health Center, Birmingham, AL

PRESENTATIONS

Workshop (2017). *Dealing with Loss: Exploring the Psychosocial Well-Being of Urban Adolescents*
Council on Social Work Education, Dallas, TX

Workshop (2016). *Preparing Emerging Social Workers for Racial Justice*
North American Christians in Social Work, Cincinnati, OH

Workshop (2016). *Preparing Students for Excellence in Ethics*
Council on Social Work Education, Atlanta, GA



Workshop (2015). *Ready, Set, Lead: Preparing Social Work Students for Professional Leadership*. Council on Social Work Education, Denver, CO

Poster (2015). *Ready, Set, Lead: Preparing Social Work Students for Professional Leadership*
North American Christians in Social Work, Grand Rapids, MI

COURSES TAUGHT

Washington Adventist University

SWRK 100 - Introduction to Social Work

SOWK 320 - Introduction to Counseling Skills

SOWK 331 - Human Behavior in the Social Environment I

SOWK 332 - Human Behavior in the Social Environment II

SOWK 401 - Foundations of Practice

SOWK 420 - BSW Methods Seminar

SOWK 435 - Field Instruction

SOWK 489 - BSW Professional Seminar

INTD 105 - First Year Experience

Humber College

COUN 11002 - Interviewing & Counseling Skills

CJS 204 - Counseling Skills

CJS 301 - Seminar

CJS 302 - Seminar

Miles College

SWK 302 - Social Work Practice II



SWK 304 - Human Behavior in the Social Environment I

SWK 305 - Human Behavior in the Social Environment II

PROFESSIONAL SERVICE

Social Work Graduates Pinning Keynote Speaker, 2018
Oakwood University Social Work Department

Advisory Board, 2017 - Present
National Association of Social Workers DC Metro Chapter

Proposal Reviewer, 2015 - 2016
Council on Social Work Education

Track Chair and Reviewer, 2015 - 2016
North American Christians in Social Work

Board Secretary, 2014 - 2016
National Association of Social Workers DC Metro Chapter

Reviewer, 2014
The Subjugation of Women of Color: Intersectionality in Child Welfare
Routledge Publishing Book Review

UNIVERSITY SERVICE

Chair, 2017 - Present
Athletic Council

Chair, 2016 - Present
Academic Appeals Committee

Co-Sponsor, 2016 - 2017
Caribbean Student Union

Chair, 2015 - Present
Conduct and Guidance Committee

Committee Member, 2015 - Present
First Year Experience Council

Sponsor, 2014 - Present
Phi Alpha Social Work Honors Club



Sponsor, 2014 - Present
Social Work Club

DEPARTMENT OF SOCIAL WORK SERVICE

Coordinator
Annual Consecration Service

Coordinator
Monthly Newsletter

Coordinator
Annual BSW Honors Celebration

Coordinator
Monthly Departmental Meetings

LICENSURE

Maryland Department of Health & Mental Hygiene - LMSW 20352

AWARDS

Social Work Educator of the Year, 2016
National Association of Social Workers DC Metro Chapter

Minority Fellowship Program Fellow, 2016
Council on Social Work Education

PROFESSIONAL AFFILIATIONS

Council on Social Work Education

National Association of Black Social Workers

National Association of Social Workers

North American Association of Christians in Social Work

Sisters of The Academy

Society for Social Work and Research



Tonya Phillips tcphillips28@hotmail.com

- 2018 **Doctor of Philosophy in Social Work**
Morgan State University, Baltimore, Maryland
- 2008 **Master of Social Work**
University of Maryland, Baltimore, Maryland
- 2007 **Bachelor of Social Work**
Coppin State University, Baltimore, Maryland
(Magna Cum Laude)
- 2004 **Associate of Applied Science**
Baltimore City Community College, Baltimore, Maryland

RESEARCH INTERESTS:

- Reintegration challenges for U.S. Service Members
- Social and behavioral determinants of substance use for military personnel



TEACHING EXPERIENCE

Teaching Assistant - Clinical Methods I & II, Fall 2017

School of Social Work, Morgan State University, Baltimore, MD

Facilitate instruction introducing graduate level social work students to the profession of social work and to the methods of social work practice. Facilitate lectures exploring theories and practice models' generic to the profession as well as skill development for relationship building, interviewing, process recording, assessment, intervention, contracting, case management, problem solving, and values clarification. Teaching emphasis is based on the Counsel of Social Work Education knowledge and competencies.

Adjunct Professor, Fall 2011 - Fall 2015

Department of Social Work, Coppin State University, Baltimore, MD

Human Behavior and the Social Environment I & II; Introduction to Social Work; Methods I. Responsible for developing and delivering generalized undergraduate social work curriculum approved by the Council on Social Work Education in the School of Professional Studies Social Work program. Delivered broad guidance and contributed to the growth and development of a diverse student body. Presented undergraduate level instruction through lectures/conferences, guided discussions, practical exercises, case studies, and seminars. Developed lesson plans and syllabi; utilized audiovisual support item and computer programs for instruction; create student handouts and examination that evaluates students' comprehension and ability.

SCHOLARSHIPS AND PUBLICATIONS

Under Review

Phillips, T., Goodman, S., Henley, M., & Vakalahi, H.F.O. (In Press). *African American Women and Marijuana Use: What's The Big Deal?* Affilia.

Book Chapter

Estreet, A.T. & Phillips, T. (In Press). *Addiction and Mental Health Among LGBTQ Populations: Clinical Considerations*. in C. Dente (Ed), *Social Work with Lesbian, Gay, Bisexual, Transgender, and Queer Populations*. New York, NY: Routledge Taylor and Francis Publishing.



PRESENTATIONS

Teaching Social Justice in Social Work: Conceptualizations and Recommendations for Doctoral Programs (2018, November). An oral presentation at the Council on Social Work Education's Annual Program Meeting.

Dealing with Loss: Exploring the Psychosocial Well-Being of Urban Adolescents from Baltimore City (2017, October). An oral presentation at the Council on Social Work Education's Annual Program Meeting.

Results-Based Accountability Evaluation Framework: LIGHT Health and Wellness, Inc. PI, Dr. Denise Davison (April 2017). A poster presentation at the National Association of Black Social Workers.

COMMUNITY SERVICE

Member

National Association of Black Social Workers (NABSW)

Member

Council of Social Work Education (CSWE)

Board of Directors (Secretary)

Transform A Nation

Executive Board Member

Michael Jones Mentoring Groups

Member

Society for Social Work and Research (SSWR)

Member (Secretary)

Christian Life Church Outreach Committee



INDEPENDENT CONSULTATION / SUPERVISION SERVICES

Team Phillips Consultant Group - Community and Supervision

Provide diverse trainings and planning initiatives for community agencies supporting the overall mission of the agency. Provide mental health consultation services, training seminars, anger management, and resources for community programming. Negotiate supervision contracts with mutually agreeable goals, responsibilities and time frames, provide direct supervision and clinical support to ensure skill development for recent graduates or newly licensed social workers and addiction counselors, provide educational content on treatment modalities, evidence-based practice techniques, potential ethical violations and protocol for suitable practice. Maintain documentation of supervision hours. Provide peer support and collegiate advisement to provisional social work licensees and addictions counselors.

PROFESSIONAL WORK EXPERIENCE

Clinical Supervisor, 10/2016 - Present

Department of Defense - The United States Army Medical Department Activity

Provide clinical supervision and oversight to social workers, behavioral health techs and clinical psychiatric fellows. Responsible for the day to day operations of clinical programming. Maintain small case load to provide individual, group, and family psychotherapy and advanced level case management interventions used in the treatment of military service members with serious substance use and psychiatric disorders. Provide services that access the continuum of care, applying complex rehabilitation principals to conduct comprehensive substance abuse/mental health treatment. Develop and implements methods for measuring effectiveness of social work practice and services in the emergency co-occurring care and crisis intervention specialty areas, utilizing outcome evaluations to improve treatment services. Develop and implements orientation and training protocol for medical staff, senior commanding officers, and key unit personnel.

Apply complex rehabilitation principals to conduct comprehensive substance use evaluations. Assess primary and secondary problems to include behavioral health diagnosing. Use professional instruments to make assessments and evaluations. Develop and implement treatment plans. Conduct ongoing review of patient progress incorporating family rehabilitation goals within scope of service. Monitor substance related trends in military setting providing feedback to commanders and key staff. Provide monthly peer reviews to ensure adherence to clinical documentation standards.



Social Worker, 12/2009 - 10/2016

Department of Defense - The United States Army Substance Abuse Program

Responsible as lead senior counselor providing direct clinical services to active duty, retired service members, eligible dependents, and civilian population. Conduct thorough bio-psychosocial evaluations to include formal diagnosis of alcohol/substance related disorders. Coordinate with Unit Commander, key unit, and other supervisory personnel in providing clinical support to the individual service member or employee. Provide patient education, including but not limited to, Chemical Dependence Disease Model & 12-Step Recovery Approach, Group and Individual Psychotherapy using Motivational Interviewing, cognitive restructuring, and cognitive behavioral techniques as therapeutic intervention. Collaborate within a multi-disciplinary team and maintain written clinical records in a professional and timely manner; documenting evaluations, plans, observations and progress, consistent with established regulations, laws, policies, and guidance. Facilitate trainings and briefings to commanders, supervisors, and military personnel to support mission readiness. Serve as committee member for risk reduction team to identify potential risk for FGGM community and recommend intervention, resource policy protocol to prevent critical incident. Serve as subject matter expert of Family Advocacy Case Review Committee to provide subject matter expertise on all aspects of a reported incident. Conduct peer review of case records.

Provide clinical evidence-based practices and interventions to address substance use, psychiatric disorders, psychosocial stress and social needs as treatment issues. Conduct comprehensive bio-psychosocial evaluations at the request of the Consolidated Adjudications Facility to aid commanders in the determination of an individual's eligibility for access to classified information. Serve as interim clinical director (CD) in the absence of program clinical director providing full oversight of day to day operations. Provide supervision, oversight with evaluation, performance and scheduling. Assist with the development, planning and implementation of strategies for program continuation and growth. Collateral duty includes EEO counselor, official handbook receipt holder for organization, and other duties as assigned.

Evaluator (Per Diem), 01/2011 - Present

Johns Hopkins Bayview Emergency Room Services Psychiatric

Serve a patient population with highly complex medical and mental health issues. Perform comprehensive psychiatric evaluations for individuals presenting with emergent mental health and medical concerns, formulate clinical diagnosis for mental/substance related disorders. Perform comprehensive risk assessments (suicide, substance abuse, medical) to ascertain appropriate therapeutic intervention. Serve as consultant to medical team, making clinical recommendations for care. Consult with psychiatrists/psychologists or other specialty professions concerning patient treatment plan. Provide linkage to community agencies, inpatient units, and crisis stabilization for reintegration to community. Conduct insurance pre-certs with all major insurance companies. Provide clinical evidence-based services and interventions for individuals presenting



with urgent medical health concerns.

Social Worker, 10/2006 - 12/2009
University of Maryland Medical Center

Provide a full range of therapeutic interventions including individual and group psychotherapy, family therapy, consultation, rehabilitation, and psychoeducational support. Conduct evidence-based (cognitive behavioral, cognitive restructuring, motivational interviewing) and promising, emerging interventions. Maintain accurate case notes in compliance with Joint Commission standards. Complete bio-psychosocial reports, treatment plans, and diagnostic assessment. Work within a multi-disciplinary team to collaborate on a wide variety of patient care issues.

Mobile Team Therapist, 11/2008 - 12/2011
Baltimore Crisis Response, Inc.

Perform psychiatric evaluations and risk assessments for Baltimore City residents presenting with emergent mental health symptoms. Perform crisis intervention, crisis debriefing, short-term brief focused counseling for stabilization. Develop broad knowledge base of services available for at risks populations within the Baltimore City district. Provide linkage to community agencies, inpatient hospitalizations, or crisis stabilization unit for mental health/substance abuse services. Facilitate psycho education groups and workshops to community, providers, and consumers.

LICENSURE

Licensed Clinical Alcohol & Drug Counselor - LCA1819
Expiration 01/2019 - Board Approved Clinical Supervisor
Maryland State Board of Professional Counselors and Therapists

Licensed Certified Social Worker - Clinical - 14364
Expiration 10/2020 - Board Approved Clinical Supervisor
Maryland State Board of Social Work Examiners

AWARDS AND ACHIEVEMENTS

Achievement Medical for Civilian Service, 2016

Awarded by Colonel Brian P. Foley for serving as a social worker surge provider to Joint Base San Antonio from July 15, 2015 to August 15, 2015.



Individual Cash Award (A Performance Award), 01/2016

Individual Time Off Award (A Performance Award), 01/2016

Coined for Excellence - United States Army Support Activity, 2015

Coined for outstanding performance in excellent clinical skill and support to Joint Base San Antonio. Clinical support provided assisted Army Substance Abuse Program at San Antonio resolve wait times for service members and improves access to care.

Individual Time Off Award (A Performance Award), 01/2015

Commander's Coin for Excellence, 2014

Awarded by Colonel James Howell for excellent clinical and outreach service provided to Fort Meade Dental Activity Clinic.

Individual Time Off Award (A Performance Award), 01/2013

Department of the Army Certificate of Achievement, 2012

Awarded by Colonel Edward C. Rothstein for exceptional outreach services provided to the Defense Information School students in support of the Army Substance Abuse Program onsite counseling initiative.

Professor of the Year Award, 2011 - 2012

Awarded by Coppin State University Department of Social Work student body for two academic calendar years.



Shvilla Rasheem iamshvillarasheem.com

- 2018 **Doctor of Philosophy in Social Work**
Morgan State University, Baltimore, MD
- 2013 **Master of NGO Management**
Notre Dame of Maryland University, Baltimore, MD
- 2011 **Certification in Leadership for Organizations**
University of Baltimore, Baltimore, MD
- 2010 **Bachelor of Science in Social Science**
Minor in Sociology - 3.6/4.0 GPA
(Deans List 2009 and 2010)
Coppin State University, Baltimore, MD

RESEARCH INTERESTS:

- Intersectionality
- Black feminist thought



CERTIFICATIONS

- 2015 **Protecting Human Research Participants**
National Institute of Health
- 2015 **Human Subject Research**
Collaborative Institutional Training Initiative
- 2013 **Organizational Leadership**
University of Baltimore
- 2011 **Nonprofit Management**
Nonprofit Leadership Alliance

INVESTIGATIVE RESEARCH EXPERIENCE

Principal Investigator, Rasheem, S.M., 2016 - 2017

Exploring Black Motherhood Through the Lens of Race, Class, & Gender. A Hermeneutic Phenomenological Study.

Principal Investigator, Rasheem, S.M., 2015 - 2016

Beyond the Threshold: Exploring the Intersections of Race, Gender, Welfare & Resilience. A Qualitative Study of 12 Participants.

Principal Investigator, Rasheem, S.M., 2015 - 2016

Maximizing Human Potential. A Qualitative Study of Over 100 Participants.

Co-Investigator, Toney, D.; Mushonga, D.; Rasheem, S.M., 2015 - 2016

Resilience Factors of African-American Women Who Have Experienced Trauma. A Qualitative Study of 9 Participants.

Co-Investigator, Estreet, A.; Rasheem, S.M.; Elbalghiti, M., 2015 - 2016

Vital Voices. A Qualitative Study of 7 Participants That Explored The Intersections of Race, Gender & Substance Abuse.



PUBLICATIONS

Rasheem, S.M., Alleman, A. Mushonga, D. & Toney, D. (2018) *Mentor-shape: Mentoring Black Women in Doctoral Programs*, *Mentoring and Tutoring: Partnership in Learning*

Rasheem, S.M. Brunson, Jordan (2017) *She Persisted: The Pursuit, Persistence, & Power of African American Women in Social Work Graduate Programs at Historically Black Institutions (HBI)*. *Journal of Social Work Education*

Rasheem, S.M. (In Progress) *Black Maternal Thought*. *Journal of Feminist Theory*

Rasheem, S.M. (In Progress) *Beyond the Threshold: Exploring the Intersections of Race, Gender, Welfare & Resilience*

Rasheem, S.M. Lee, K. (In Progress) *Yes. M.A.A.M.: Motivation, Access, Achievement, & Mentoring of Black Women in Graduate Education Programs*

PEER REVIEWED AND SELECTED SCHOLARLY PRESENTATIONS

Corley, N.; Rasheem, S.M. (2018, November) *A Seat at the Table: Exploring Black Motherhood*, a workshop. Cultural Competence Track for the 2018 Annual Program Meeting, Orlando, FL.

Corley, N.; Rasheem, S.M. (2018, November) *Double-Dutch: The Intersectional Socialization of African American Daughters*, an E-Poster in the Cultural Competence Track for the 2018 Annual Program Meeting, Orlando, FL.

Brunson, J.; Rasheem, S.M. (2018, November) *She Persisted: African American Women in Social Work Graduate Programs*. An oral presentation at the Council on Social Work Education's 63rd Annual Program Meeting, Orlando, FL.

Whitley, S.; Young, J.; Rasheem, S.M. (2017, November) *The Dialectics of Oppression and Activism: Black Feminist Social Reproduction in Defense of Home*, National Women's Studies Association's Annual Conference, Baltimore, MD.

Toney, D., Rasheem, S.; Mushonga, D., Alleman, A. (2017, October) *Mentor-shape: Exploring the Mentoring Relationships of Black Women in Doctoral Programs*. An oral presentation at the Council on Social Work Education's 63rd Annual Program Meeting - African Americans and the African Diaspora Track, Denver, CO.



Davison, Denise; Littlefield, Melissa; Wilson, Dana, **Rasheem, S.M.** (2017, April) *Formation: Positioning Black Womanist Ways of Leadership, Black Mothers as Culture Bearers*. A Professional Development Institute. National Association of Black Social Workers 49th Annual Conference, Washington, DC.

Rasheem, S.M., K. Lee, Ed.D (2016, March) *E.V.O.L.V.E.: Elevating Voices of Leadership Virtue & Excellence*. A presentation at the NASPA Student Affairs Professionals Association's Annual Conference, Indianapolis, IN.

Rasheem, S.M. K. Lee, Ed.D (2016, February) *Student Engagement at the Intersection of Race and Gender*. A presentation at the NASAP National Association of Student Affairs Professionals' Annual Conference, Houston, TX.

Rasheem, S.M. (2016, February) *Race, Gender & Education: For Black Women Who've Considered Mentorship When Being Educated Isn't Enough*. A presentation at the NASAP National Association of Student Affairs Professionals' Annual Conference, Houston, TX.

Rasheem, S.M. (2015, April). *The Significance of Black Feminist Thought in Social Work*. A paper presentation at the 27th Annual National Black Graduate Student Association, Jacksonville, FL.

Rasheem, S.M. (2015, June). *The Significance of Black Feminist Thought in Social Welfare*. A poster presentation at the Network of Social Work Management, Washington, DC.

Rasheem, S.M. (2015, October). *Beyond the Threshold: Exploring the Intersections of Race, Gender, Welfare & Resilience*. An oral presentation at the Annual Black Doctoral Network Conference, Atlanta, GA.

Rasheem, S.M. (2015, October). *The Significance of Black Feminist Thought in Social Work*. An oral presentation at the Council on Social Work Education's 61st Annual Program Meeting - Feminist Track, Denver, CO.

Alleman, A., **S. Rasheem** (2015, October). *Mentoring African-American Female Doctoral Students*. An oral presentation at the Council On Social Work Education's 61st Annual Program Meeting - Feminist Track, Denver, CO.

Toney, D., Mushonga, D., **S. Rasheem** (2015, October). *Resilience Factors of African-American Women Who Have Experienced Trauma*. An oral presentation at the Council on Social Work Education's 61st Annual Program Meeting - African Americans and the African Diaspora Track, Denver, CO.

S. Rasheem (2015, October). *Morgan Male Initiative on Leadership and Excellence*. An oral presentation at the Careers in Student Affairs Conference, Towson, MD.



S. Rasheem (2015, December). *E.V.O.L.V.E.: Student Engagement at the Intersection of Race & Gender*. An oral presentation at the 2015 NASPA Multicultural Institute, Miami, FL.

FACILITATED WORKSHOPS

K. Lee, S. Rasheem (2017, April) *B.E.A.D. Who You Are*, John Hopkins University, School of Nursing

S. Rasheem (2017, February) *Goal Setting*, Morgan State University, Office of Residence Life and Housing

S. Rasheem (2016, October) *Board Diversity and Inclusion*, Maryland Association of Nonprofit Development Conference

K. Lee, S. Rasheem (2016, September) *Professionalizing your Passion*, Morgan State University, Office of Residence Life and Housing

Krystal Lee, S. Rasheem (2016, March) *Understanding Privilege Unlocking Power*, John Hopkins University, School of Nursing

ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Teaching Assistant, 2018

Master's Level Agency and Neighborhood Development in Poor Urban Communities
School of Social Work, Morgan State University, Baltimore, MD

Research Fellow, 2016 - 2017

Urban Women on the Rise Leadership
(A Grant Funded Leadership Development Program for Master's Level Students)
School of Social Work, Morgan State University, Baltimore, MD

Teaching Assistant, 2016

Master's Level Policy Course
School of Social Work, Morgan State University, Baltimore, MD

Program Coordinator, 2015 - 2016

EVOLVE, A Women's Leadership Development Program For Undergraduate Students
Office of Residence Life & Housing, Morgan State University, Baltimore, MD

Research Assistant for Chair of Master's of Social Work Department, 2014 - 2016

School of Social Work, Morgan State University, Baltimore, MD



NONPROFIT & GOVERNMENT PROFESSIONAL WORK EXPERIENCE

Grant Management Specialist - Contractor, 06/2012 - 09/2013
U.S. Department of State, Bureau of Near Eastern Affairs
Washington, D.C.

Evaluated grantee proposal and justifications, including cost factors; monitored grant management activities and evaluated grantee operations from application through closeout; provided technical guidance to internal and external stakeholders on grant administration and financial policies, procedures, statutes, and regulations; and participated in the negotiation of grant awards, budgets, or terms and conditions. Managed and coordinated complex grants portfolios including inter-agency agreements, cooperative agreements, and highly politically sensitive projects in the Middle East and North Africa. Negotiated award, and reviewed all reimbursement requests for appropriateness, and ensured that awardees were in compliance with established administrative and financial policies, procedures, and sound business practices; assisted program staff during negotiations for grant awards; tracked and documented the management of grants; provided technical assistance to program staff and grantees on the interpretation and application of grants laws, regulations, policies and procedures; and provided recommendations to senior grants management specialists on grant budgets and action items to resolve grantee problems.

Program Development and Evaluation - Consultant, 2011 - 2012
Roberta's House - NGO
Baltimore, MD

Devised solutions to critical issues/problems, including addressing the consequences of proposed changes. Analyzed data and extract information to identify problems, significant factors, or trends to assist in decision making. Developed and evaluated policies and provide recommended actions and/or solutions to achieve program objectives and improvements. Conducted studies, analyzed and evaluated proposed changes, researched and investigated new or improved business and management practices to determine the impact on program operations and advising management on recommended solutions to various problems. Oversaw the development of evaluation plans, procedures and methodologies; conducting a variety of large-scale studies. Developed and refined a professional curriculum, created evaluation instruments, procedures, and plans. Identify initiate and develops strategies to implement all assigned projects to ensure that they achieve establish objectives.

Office Administrator, 8/2010 - 06/2012
U.S. Department of State, Bureau of Information Resource Management
Washington, D.C.

Developed and configured document management system features, such as user interfaces, access profiles, and document workflow procedures. Identified and classified documents or other electronic content according to characteristics such as security level, function, and metadata. Recommended and implemented electronic document processing, retrieval, and distribution systems in collaboration with other information technology specialists that increased office effectiveness by



50%. Administered document and system access rights and revision control to Ensure security of system and integrity of master documents. Analyzed and interpreted performance data. Determined document management policies to facilitate efficient, legal, and secure access to electronic content. Worked with project implementers and staff in the use of MS SharePoint, MS Project and other reporting databases. Established and oversaw administrative procedures to meet objectives set by senior management. As a result of exhibited strong communication and editing skills document efficiency has improved 30%. Worked as a flexible team-player to determine organizational policies regarding target levels, program requirements, and program benefits. Prepared and maintained personnel records, budgets, and training manuals.

Programming Unit Intern, 5/2010 - 8/2010

U.S. Department of State, Bureau of Democracy Human Rights and Labor
Washington, D.C.

Assisted in facilitating effective and timely management of federal assistance awards. Reviewed proposals and supported the complete lifecycle of grants. Attended multilateral meetings representing the “Programming Units” interests. Assisted grant officers in reviewing project budgets, preparing award documents and maintaining award files. Provided support for monitoring and evaluating funded projects.

Program Analyst, 08/2009 - 05/2010

Associated Black Charities - NGO
Baltimore, MD

Conducted studies, analyzed findings and made recommendations on program operations. Carried out detailed analyses of complex functions and work processes. Supported the development and evaluation of policies and recommended actions to achieve program objectives and improvements. Coordinated local College Submit Collaborative for Higher Education of minorities in Baltimore City, a state-wide initiative to address the social and environmental conditions impacting education throughout the Maryland region. The coordination efforts resulted in over 250 attendants. Exercised sound judgment in politically sensitive environment in interviewing potential NGO board members which resulted in the placement and certification of over 20 board members in the NGO sector of greater Baltimore City. Regularly commended by supervisor, president, and CEO for responsiveness and taking initiative to resolve issues.

Program Assistant, 03/2009 - 05/2009

Tuttie’s Place - NGO
Baltimore, MD

Analyzed and recorded personnel and operational data, and wrote related activity reports. Designed activities and located resources for the adolescent males in the group home. Identified key problems in organizational process and took the lead role in reducing redundancy and increasing organization effectiveness.



Assistant Program Director, Summer of 2007 and 2008
Jump Start the Next Year - NGO
Orlando, FL

Independently performed thorough cost analysis of grant budget to ensure compliance with applicable laws, policies and regulations. Determined allocations of funds for staff, supplies, materials and equipment, and authorize purchases as well as the scope of educational program offerings. Prepared program schedules and description, to estimate staffing and facility requirements. Directed and monitored instructional methods and content of educational, vocational, or student activity programs. Coordinated activities of teachers or administrators at schools and public agencies. Prepared and maintained attendance, activity, planning, accounting, and personnel reports and records for officials and agencies. Coordinated community involvement.

Substitute Teacher, 2006 - 2009
Orange County Public Schools
Orlando, FL

Monitored students' progress, and provided students and teachers with assistance in resolving any problems. Conferred with parents and staff to discuss educational activities and policies, and students' behavioral or learning problems. Assisted youth with varying levels of autism and behavioral levels. Worked in youth detention centers for males ages 14-20. Planned, directed, and monitored instructional methods and content of educational, vocational, or student activity programs.

Program Director, Summer of 2005
LYTE Program (Leading Youth Toward Elevation)
Daytona, FL

Managed state assistant grant and cooperative agreements. Created a prospectus and received a state funded grant to run an afterschool and summer program. Developed a program consisting of planning and scheduling curriculum and events, based on project length, time availability, and other factors, such as community needs, resources, and area demographics. Developed budgets for tutoring and mentoring activities and monitored expenditures to ensure that they remain within budgetary limits. Evaluated completed program logs for accuracy and conformance with federal rules and regulations and resolved program log inaccuracies. Performed personnel duties, such as hiring staff and evaluating work performance. Assessed new and existing programs for suitability and the need for changes, using information such as surveys and feedback.



SERVICE COMMITTEES & ORGANIZATIONS

Northeast Representative, 2015
National Black Graduate Student Association

Public Relations, 2014
Morgan State Graduate Student Association

Member, 2013
Project Management Institute

Steering Committee Member, 2012
EW@S (Executive Women at State)

Member, 2011 - 2013
Nonprofit Leadership Alliance

AWARDS / HONORS

Black Wall Street Honoree, 2014

Alumni of the Year in the Nonprofit Program, 2013

Volunteer Appreciation Certificate from Spiritual Empowerment Center, 2013

Accepted as an Intern at the White House , 2013

Intern at the U.S. Department of State / Bureau of Democracy Human Rights and Labor, 2010

PUBLIC INTELLECTUAL LIFE

Mistress of Ceremony (2017, April)
Urban Social Work Day, Morgan State University

Director, Producer, and Host (2016 - 2017)
The "Counter-Narrative" (An Online Podcast Show)

Director, Producer, and Lead Instructor (2016)
Nonprofit Development (An Online Show)

Director, Producer, and Host (2015)
"Be More Breakthrough" (A 45 Day TeleSummit)

Creator (2014)
14 Day TeleSummit and E-Course on Nonprofit Development



Stacy Smith stacyasmith1@aol.com

- 2018 **Doctor of Philosophy in Social Work**
Morgan State University, Baltimore, MD
- 1999 **Master of Social Work**
University of Maryland, Baltimore, MD
- 1997 **Bachelor of Social Work**
Morgan State University, Baltimore, MD

RESEARCH INTERESTS:

- Early childhood development
- Minority behavioral and biomedical disparities



APPOINTMENTS

Board of Directors, 2016 - Present

The Harbor Bank of Maryland Community Development Corporation

Board of Directors, 2016 - Present

The Harbor Bank of Maryland Economic Development Corporation

Chairperson, 2015 - Present

Economic Development Committee

Member, 2015 - Present

Maryland State Legislative Baltimore City Social Determinants Task Force

Member, 2015 - Present

Baltimore City Council District 9 Violence Prevention Task Force

Member, 2011 - 2014

National Advisory Board (NAB) of the Center for Health Informatics, Planning, and Policy
Sponsored by the Center for Disease Control

Chairperson, 2007 - 2008

Mayor and Baltimore City Council Youth Budget Committee

Member, 2005 - 2006

44th Legislative District Community Building Network

Board of Directors, 2003 - 2010

Family League of Baltimore, Inc.

Member, 2004 - 2005

State Youth Consolidate Grant & Budget Committee

TEACHING EXPERIENCE

Adjunct Social Work Professor, 2012 - Present

Coppin State University, Baltimore, MD

Developed syllabus and overall course structure, lectured, and administered all grades. Instructed: SOWK 210 - Introduction to Social Work, SOWK 260 - Social Welfare, Social Policy, and Social Work I, SOWK 360 - Social Welfare, Social Policy, and Social Work II, and SOWK 490 - Professional Issues Seminar.



Adjunct Social Work Professor, 2005 - 2009
Morgan State University, Baltimore, MD

Developed syllabus and overall course structure, lectured, and administered all grades.
Instructed: SOWK 329 - Social Welfare as a Social Policy, SOWK 608 - Organizational Policy and Leadership Policy III.

RELATED EXPERIENCE

Field Instructor, 2005 - 2012
Departments of Architecture, Public Health, & School of Social Work
Morgan State University, Baltimore, MD

Member, 2016 - 2017
Department of Social Work Advisory Committee
Coppin State University, Baltimore, MD

Licensed Minister, 2015 - Present
National Baptist Church Convention

Associate Minister, 2015 - Present
Greater Harvest Baptist Church

Field Instructor, 2014 - 2016
Department of Social Work
Coppin State University, Baltimore, MD

Chairperson, 2013 - 2016
School of Social Work Bachelor Program Advisory Committee
Morgan State University, Baltimore, MD

Community Organizer - Post Freddie Gray, 2015
Sandtown / Winchester Community

Emotional Emancipation Circle Facilitator Certification, 2015
Black Mental Health Alliance

Youth Mental Health First - Aid Certification, 2015
National Council of Behavioral Health, Substance Abuse and Mental Health Services Administration (SAMHSA)

Member, 2011
Baltimore City Community College Advisory Board
Allied Health



PRESENTATIONS AND PANELS

Formation of the Hybrid - Gang Family Structure: A Secondary Data Analysis of the National Survey of Children's Exposure to Violence II Using an Epidemiological Criminology Framework (2018, October). International Conference on Law Enforcement and Public Health (LEPH).

What Does Black Lives Matter Mean to You (2016, May). Black Lives Matter Empowerment Summit.

Workforce Development Strategy (2016, May). Legislative District 44A Social Determinates of Health Task Force.

A Village Without Violence: Individual, Family, and Community Responsibility (2016, September) Transdisciplinary Social Justice Leadership Forum (Part II).

Spirituality and Activism Post Freddie Gray (2015, October). Transdisciplinary Social Justice Leadership Forum (Part I).

Dealing with the Trauma of Being Black in America (2015, May). Emotional Emancipation Circles.

Where Two Worlds Collide: A Social Justice Imperative for Youth Gang Violence Prevention through an Epidemiological Criminology Disparities Framework (2010, November). American Public Health Association.

Gangs and Clinical and Community Intervention (2009, June). Johns Hopkins University.

PUBLICATIONS AND PAPERS

Kevin Daniels, **Stacy A. Smith**, Paul Archibald, and Timothy Akers (2016). *Urban Gangs: Epidemiological Criminology as a Theoretical Framework for Social Work Practice. Social Work Practice with African Americans in Urban Environments*. Springer Publishing Company, LLC, pp. 369 - 384.

Stacy A. Smith, Kevin Daniels, and Timothy Akers (2013). *The Epidemiological Criminology of Child Victimization: The Evolution of Hybrid Gang Families and Violence. Epidemiological Criminology: Theory to Practice*. New York: Routledge, pp. 118 - 128.

INDUSTRY EXPERIENCE

Managing Partner, 2002 - 2016
Urban Business Center

Senior level management responsible for overall operations management; creating annual strategic plan inclusive of annual operating budget; compliance with regulatory policies; community campaign development; management of vendor/contractor portfolio and coordinated vendor meetings for executive staff and community; develop community coalitions and strategies to address issues of poverty, homelessness, substance abuse, poverty, illiteracy and health; work



with various city elected officials, and legislators on city, state, and national funding and policy to address community social ills and economic strategy development for blighted communities.

Director of the Early Childhood Development Community Collaborative, 2000 - 2002
Bon Secours Health Systems

Middle management responsible for overall operations of community based participatory research and in-home services for families with pregnant women and children from infancy to age 5; writing, managing submissions and reporting for grant based funding; developed and conducted staff quality assurance and education workshops; submitted quarterly, semi-annual and annual programmatic and financial reports for \$380,000 annual budget; developed annual budget and programmatic operating plans; analyzed programmatic measurement data; revised policy and practice when needed based on data and staff input.

Policy Analyst, 1999 - 2000
Baltimore City Health Department

Conducted research, legislative policy review, and analysis for state and federal regulatory compliance and responsible for initiating, planning, designing, and executing projects in community-based services for heroin addicts; and for the cogency and reliability of findings, interpretations, conclusions, recommendations, and final reports.

MEMBERSHIPS

Member, 2012 - Present
Morgan State University School of Social Work Alumni Chapter

President, 2005 - 2015
Association of Black Social Workers

Honorary Member, 2012
Phi Alpha Honor Society, Coppin State University Chapter

Senior Fellow, 2008 - 2012
National Center for Behavioral Health Change

Member, 2003 - 2005
Maryland Women Responsible for Government, Inc.



AWARDS

Certificate of Appreciation and Outstanding Service, 2016
Morgan State University Alumni Chapter

Women of Honor, Courage, Character, and Charisma Award, 2015
Morgan State University School of Social Work

Gubernatorial Certificate of Accomplishment, 2013

Certificate of Recognition, 2013
Baltimore City Council

Doctoral Fellow, 2010
Funded By National Center for Behavioral Health Change Kellogg Foundation

Morgan State University Founder's Day Distinguished Alumni Award, 2009

Senatorial Citation for Outstanding Community Service and Commitment, 2009

Community Unsung Hero Award, 2008
United Methodist Church

Governor's Citation for Outstanding Leadership and Commitment to Positive Change, 2002

21st Century Women Leadership Award, 2002
Maryland Women for Responsible Government, Inc.

Mayoral Citation for Community Commitment and Service, 2001



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