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EDUCATION

1996 **Ph.D.** University of Toronto Faculty of Social Work

1975 **M.S.W.** Carleton University, Ottawa

Student Placements:

*** Family Service Association of Metropolitan Toronto**
Individual, family, marital, and group counselling

*** YWCA of Metropolitan Toronto**
Co-ordination of a community co-op housing project

1971 **Honours B.A.** Psychology, York University, Toronto

Student Placements:

*** Warrendale School**
Individual counselling with two children

*** Whitby Psychiatric Hospital**
Individual counselling with a long-term patient

PROFESSIONAL DEVELOPMENT

Many workshops, conferences, and symposia between September 1975 and the present, addressing topics of child sexual abuse, child welfare legislation and practice, social work with groups, child development, parenting skills training, family violence, anti-oppression principles, Family Group Conferencing, social work academic and field education, and education technology.

ACADEMIC EMPLOYMENT

August 15, 2001- Present *Associate Professor*
School of Social Work, Memorial University of Newfoundland

Teaching: BSW Program

- 5325 Family Counselling and Therapy (Fall 2001)
- 4320 Groups and Families in a Community Context (classroom and distance sections, Winter 2002; classroom section, Winter 2003 and 2004)
- 3220 HBSE: Groups and Society (Fall 2002 and 2003)
- Field Placement Faculty Liaison (Fall 2001)

MSW Program

- 6312 Individual Therapies Institute (Fall 2001, 2002, and 2003)
- Coordinating Instructor, Research Internship and Colloquium (2002-3 and 2003-4)
- Development of Social Work Field Instruction Web Course (BSW and MSW levels) (Winter 2002, with Dr. D. Hardy Cox)

PhD Program

- 7320 Tutorial on Advanced Social Work Practice (Spring 2004)

Administrative and Project Work:

Current 2003-4:

- Chairperson, Graduate Studies Committee
- Member, Administrative Planning Committee
- Member, Ph.D. Studies Committee
- Member, School of Social Work Academic Council
- Faculty Advisor (11 undergrad students and 8 MSW students)
- Supervisor of student in MUN Policy Internship Program
- Member, School of Graduate Studies Academic Council
- Member, School of Graduate Studies Appeals Committee
- Member, MUN Sexual Harassment Mediator Group
- Member, Women's Studies Council
- Member, Graduate Studies Committee of Women's Studies Council
- Internal Examiner on 1 doctoral thesis (Summer 2003)
- Member, Dissertation Committee for 1 doctoral student

Administrative and Project Work 2002-3 (cont:inued):

2002-3:

- Chairperson, Graduate Studies Committee
- Member, Administrative Planning Committee
- Member, Ph.D. Studies Committee
- Member, MSW Admissions Subcommittee
- Student Supervisor, SGS Graduate Program in Teaching (Winter 2003)
- Faculty-based Supervisor for 3 MSW students' research internships
- Member, Reaccreditation Steering Committee
- Faculty Advisor (12 undergrad students and 3 grad students)
- Supervisor of 7 students in research assistant positions
- Member, School of Social Work Academic Council
- Member, School of Graduate Studies Academic Council
- Member, School of Graduate Studies Appeals Committee
- SGS Investigator in a case of academic dishonesty (Fall 2002)
- SGS Dean's Delegate at the Oral Comprehensive Examinations of two doctoral students (1 Engineering; 1 Psychology) (Spring 2003)
- Member, MUN Sexual Harassment Mediator Group
- Tutor and Member, Planning Committee for Interprofessional Education Project (Fall 2002)
- Internal Examiner on a doctoral thesis (Winter 2003)
- Attended GAPSEMC seminar (Graduate and Professional School Enrollment Management Corporation) (Fall 2002)

2001-2:

- Member, Undergraduate Studies Committee
- Member, Graduate Studies Committee
- Faculty Advisor (9 undergrad students)
- Student Supervisor, SGS Graduate Program in Teaching (Winter 2002)
- Tutor, Interdisciplinary HIV/AIDS Project (Winter 2002)
- Member, MSW Admissions Subcommittee
- Internal Examiner on two doctoral theses (Summer 2002)
- Member, Undergraduate Studies Subcommittee for Course Sequencing and Revision (Spring and Summer 2002)
- Took courses: Html Basics (Winter 2002) and WebCT Part I (Summer 2002)

ACADEMIC EMPLOYMENT (continued)

Fall Term 2000 *Sessional Instructor*

Spring Term 2001 **B.S.W. Program, Renison College, University of Waterloo**
Course: Fields of Integrative Practice: Child Welfare
Course: History of Social Welfare and Social Work

**August 1993-
June 2001** *Sessional Instructor* (full-time 1996-2001)
School of Social Work, Ryerson University

Courses:

- Foundations of Social Work
- Social Work Practice in the Community Context
- Social Groupwork in the Community
- Introduction to Social Work Practice (2nd year)
- Social Work Practice Seminar (3rd year)
- Groupwork Practice Principles (intense format)
- Social Work Practice in the Context of Individuals and Families
- Advanced Social Groupwork (full-term and intense format)
- Crisis Intervention

Field Placement Faculty Consultant (years 2 & 3)

Committee and Project Work:

- Sequencing Committee (part of a curriculum study of the Ryerson School of Social Work)
- Various course development committees
- Russell Jolliffe Lecture Committee 1998
- Ryerson Safe House Advisory Committee
- Design of a groupwork simulation with The Interpersonal Skills Teaching Centre
- Collaborative production of a teaching video showing the use of a simulated group in a groupwork class

Fall Term *Instructor*
'98, '97; **University of Toronto Faculty of Social Work**
Spring Term Course: Social Work Practice with Groups
'96, '95, '93, '92, '91

PROFESSIONAL PRACTICE EMPLOYMENT

1985-1989, 1976-1982	Groupworker, Dufferin, Riverdale, and Etobicoke Branches, Catholic Children's Aid Society of Metropolitan Toronto (CCASMT)
1983-1985	Sexual Abuse Treatment Worker, Central Branch, CCASMT
1975-1976	Unmarried Mother Worker, Riverdale District, CCASMT
1971-1973	Research Assistant and Member of Clinical Team Psychology Department, C. M. Hincks Treatment Centre, Toronto

RESEARCH ACTIVITY

Current 1 A research project entitled "Social Work Education: The Field Instructor" is in progress with a faculty colleague, Dr. Donna Hardy Cox, to explore how field instructors in the MUN School of Social Work experience and perceive their roles in the provision of social work education, their motivation, perceptions of relevance of providing field instruction to their work and to the profession, and their views on the "costs" and benefits they derive. Additionally, an objective of the study is to understand the felt needs of field instructors for professional development and ongoing support and assistance. Funding for the study has been granted under the Vice-President's and SSHRC Research Grants Competition (\$5000). Ethical approval was granted by ICEHR (ICEHR No. 2001/02-094-SW). The analysis of this project is currently underway and two papers are planned. This project has supplied employment opportunities for 2 MSW students, and 5 undergraduate students (through MUCEP, SCP, and SWASP). As well, three MSW students completed their research internships on the project.

A final phase has been the preparation of a funding proposal to SSHRC for a national study on field education, submitted in October, 2003. A research team of 3 co-applicants from MUN, and 6 collaborators and 10 consultants from schools of social work across Canada have joined in the design of this next anticipated project.

Current 2 Funding was granted by Health Canada Atlantic Region for a one year project entitled "An Examination of the Policy Implications of Youth Engagement in the Community Youth Network Initiative of the Province of Newfoundland and Labrador" (\$25,000. + approx. \$10,000. additional and "in kind" funding). This project is focused on enhancing the skills and abilities of the Community Youth Network (CYN) participant population (youth ages 12-18) in the areas of understanding and interpretation of social policy. By gaining an increased appreciation of the implications locally, regionally, provincially and nationally of policy positions, we anticipate an improvement in the depth and breadth of the social capital base in the home communities of these youth. The overarching purpose of the project is to enhance participation by excluded youth in social policy development, monitoring, and modification, with immediate and sustainable application through a community empowerment model based on principles of participatory democracy. The project is based administratively at MUN through the Office of Research, with project team members from Community Youth Network, St. John's Hub; Brother T. I. Murphy

RESEARCH ACTIVITY (continued)

Learning Resource Centre, Inc.; Values Added: CURA; and Lakehead University School of Social Work and the Centre for Rural and Northern Health Research. Ethical approval was granted for the project by ICEHR (ICEHR No. 2002/03-014-SW). All the workshops now have been completed and the final evaluation report has been submitted to Health Canada Atlantic Region. The first paper on the project was presented in Boston in October, 2003. This project provided employment for a MUN BA graduate under the MUN Policy Internship Program, and also served for a MUN MSW student as the study within which she completed her research internship. As well, Health Canada Atlantic Region has chosen to use the project as a case study for future policy development work.

In connection with this project, an additional contract (\$2200.) was granted by Health Canada Atlantic Region in June 2003 to focus specifically on the engagement factors learned from the workshop experiences with Aboriginal young people in Labrador.

Recently completed An evaluation of the Toronto Family Group Conferencing (FGC) took place as a three year pilot project of Children's Aid Society of Toronto (Etobicoke), Catholic Children's Aid Society of Toronto (Etobicoke), George Hull Centre for Children and Families, Etobicoke Centre for Children and Families, and the Native Child and Family Centre, funded by the CAS Foundation. FGC is a model of service used in this project with families designated as high risk in the child welfare system. The goals of the model are increased responsibility and participation in decision-making by families regarding the care of their children. Two papers were presented in summer 2000. In Montreal, at the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work, a paper was presented on the research context and design, and factors influencing the development of the Toronto FGC model. In August, at the Real Justice Second Annual Conference on Conferencing held in Toronto, a paper was presented on the preliminary findings of the study, based on interviews with family participants. The final report now has been completed, and work is in progress to publish the findings.

FIELD AND COMMUNITY INVOLVEMENT

Values Added CURA (Community University Research Alliance) Research Team Member since May 2003

Airport Chaplaincy Team Training workshop presenter April 2003

Airport Chaplaincy Team Since Fall 2002

CASSW Board of Accreditation Appointed April 2002

CASSW Conference 2002 Abstract reviewer

CNIB Atlantic Region Consultant on staff training and evaluation research October 2001

FIELD AND COMMUNITY INVOLVEMENT (continued)

22nd AASWG Annual Symposium: “Social Work with Groups: Social Justice through Personal, Community, and Societal Change”, Toronto, Canada, October 19-22, 2000 Co-chairperson

Shout Clinic Founding member of Bursary Committee 1996-2001 (to provide financial assistance to street-involved youth registered in post-secondary education)

Circle of Care Co-presenter of a workshop on groupwork skills November 1999

20th AASWG Annual Symposium, Miami, October, 1998 Abstracts reviewer

Distress Centre Presenter of a workshop on groupwork 1998

St. Stephen's Employment and Training Centre
Instructor in a groupwork skills course March-May 1998

19th AASWG Symposium, Quebec City, October, 1997
Member of Program Committee: Toronto co-ordinator of abstracts review

Rosalie Hall Instructor in a groupwork skills course Summer 1997

"Social Work with Groups Now: The May '97 Conference" A co-ordinator

Alumni Association, U of T Faculty of Social Work
Nominating Committee member 1996-1997

Opportunity for Advancement 1990-1995
Board member; Program Committee chairperson; Strategic Planning Committee member; Groupwork consultant

United Church Women, Toronto West Presbyterial
Focus Group Project facilitator 1995

United Church Women, Wesley Mimico United Church
Focus Group Project facilitator 1994

Catholic Charities Membership Review Team Member 1993-1994

Alumni Association, U of T Faculty of Social Work
Focus Group Project facilitator 1993

Wellesley Hospital Department of Social Work Groupwork consultant 1993

West Park Hospital Groupwork consultant 1992-1993

Peltier Group Homes Groupwork consultant 1990

Silent Voice Consultant on program development and evaluation 1990

Field Instructor for social work students from Carleton University, University of Toronto, and University of Sherbrooke

Volunteer election worker on campaigns for numerous local candidates

PROFESSIONAL AFFILIATIONS

Newfoundland and Labrador Association of Social Workers (NLASW) Member since April 2002

Canadian Association of Schools of Social Work (CASSW) Member since 2001

Association for the Advancement of Social Work with Groups (AASWG)

- * Elected Vice President, October 2000; served as Acting President for 2001
- * Member since 1988
- * Co-Chair: 22nd Annual Symposium: "Social Work with Groups: Social Justice through Personal, Community, and Societal Change", Toronto, Canada, October 19-22, 2000
- * Toronto Chapter Representative on A.A.S.W.G. Board 1993-1998
- * Member: Task Force on National-International Directions 1996-1998
- * Member: Chapter Development Committee 1994-1998
- * Chairperson: International Issues Committee 1995-1996

The Toronto Region Groupworkers' Network: A Chapter in AASWG

- * Participant 1982-2001
- * Executive Member 1988-2001; Executive Chairperson 1993-1998

International Federation of Social Workers (IFSW) Friend since 2000

Ontario Association of Social Workers (OASW) Member 1981-2001

Ontario College of Social Workers and Social Service Workers (OCSWSSW) Member 2000-2001

Ontario College of Certified Social Workers (OCCSW) Member 1982-2000

AWARDS

The Norma C. Lang Student Development Fund Award Recipient 1995

University of Toronto Open Doctoral Fellowship Recipient 1990-1995

SCHOLARLY WRITING / PRESENTATIONS

Publications

(in press). The history of social groupwork in Canada. In J. Herrick, P. Stuart, J. Graham, E. Ochoa, & R. Britton (Eds.), *Encyclopedia of Social Welfare History in North America*. Thousand Oaks, CA: Sage Publications. (Co-authored with Ellen Sue Mesbur, Ed.D.)

(in press). Conflict as an expression of difference: A desirable group dynamic in anti-oppression social work practice. In C. Carson, et al. (Eds.), 1923-2001 and beyond: Growth and development through group work (tentative title). New York: Haworth Press. Selected by peer review. Presented at the 23rd annual A.A.S.W.G. symposium, Akron, Ohio, October, 2001.

(In press). "Gender issues". In F. J. Turner (Ed.), Canadian Encyclopedia of Social Work.

(In press). "Groupwork practice". In F. J. Turner (Ed.), Canadian Encyclopedia of Social Work. (Primary author; co-authored with Ellen Sue Mesbur, Ed.D.)

(2003). Family group conferencing in a multicultural urban environment. Canada's Children, 10(1), 32-36. (Co-authored with Jeanette Schmid, B.A.(Swk), M.Ed, Dip.Rem.Ed., Dip.P.P.D.A., & Deena Mandell, Ph.D.)

(2003). Social work with groups: Social justice through personal, community, and societal change. New York: Haworth Press. Selected proceedings of the 22nd Annual Symposium of A.A.S.W.G., Toronto, October, 2000. (Lead Editor)

(2002). Groupworkers in the making: A simulation for teaching social groupwork. In S. Henry, J. East, & C. Schmitz (Eds.), Social Work with Groups: Mining the Gold (pp. 131-150). New York: Haworth Press. Selected by peer review. Paper presented at the 21st A.A.S.W.G. Symposium on Social Work with Groups, Denver, Colorado. (Primary author; co-authored with Ellen Sue Mesbur, Ed.D.)

(2000). Challenges for social work students: Skills, knowledge, and values for personal and social change. (Primary editor with Karol Steinhouse and Bernard Gelfand). Toronto: Canadian Scholars' Press.

Publications (continued)

(1999). Groupworkers in the making: A simulation for teaching social groupwork [Video]. Co-produced and co-directed with Ellen Sue Mesbur, Ed.D. (Available from Ryerson School of Social Work, 350 Victoria Street, Toronto, Ontario M5B 2K3)

(1999). [Review of the book Psychosocial Groups]. Social Work with Groups, 22(2/3), 186-189.

(1999). Groupwork in the new millennium: Toronto hosts the international community. OASW Newsmagazine, 26(2), 15-16. (Primary author; co-authored with Ellen Sue Mesbur, Ed.D.)

(1997). Social work practice in groups with children and teens. OASW Newsmagazine, 24(4), 15-16. (Primary author; co-authored with Ellen Sue Mesbur, Ed.D.)

(1995). Who owns the group? The role of worker control in the development of a group: A qualitative research study of practice. Social Work with Groups, 18(2/3), 15-32.

(1983). Strange bedfellows: Prevention through social work with groups in a child protection agency. (co-authored). In N. N. Goroff (Ed.) Reaping from the Field - From Practice to Principle Volume I Proceedings of Social Group Work Three - 1981 (pp. 361-378). Hebron, Connecticut: Practitioners Press. Presented at the 3rd Symposium on Social Work with Groups, Hartford, Connecticut, October, 1981.

(1982). A fun and action approach to parent education. (co-authored) In N. C. Lang, & C. Marshall (Eds.) (1982). Patterns in the Mosaic - Patterns and Issues in Contemporary Practice: Purpose, Context, and Technology Volume II (pp. 169-186). Toronto: Committee for the Advancement of Social Work with Groups, Inc.; and in French in Service Social, 1983, 32 (1/2), 101-110.

Unpublished Manuscripts and Presentations

(2003, November). An examination of the policy implications of youth engagement in the CYN initiative of the Province of Newfoundland and Labrador AND Best practices in engaging Aboriginal youth in policy development work: A model for Labrador. Final project evaluation report to Health Canada Atlantic Region. Co-authored with Krista Spearns, B.A., Michelle Sullivan, Ph.D., R.S.W., and JoAnne Zamparo, Ph.D.

(2003, October). Celebrating the history of group work: An international perspective. Keynote speaker at the 25th Annual Symposium of the Association for the Advancement of Social Work with Groups (AASWG), Boston, Massachusetts.

Unpublished Manuscripts and Presentations (continued)

(2003, October). Creating connections among disadvantaged youth toward participation in policy development for social change. Paper presented at the 25th Annual Symposium of the Association for the Advancement of Social Work with Groups (AASWG), Boston, Massachusetts. (Co-authored with Michelle Sullivan, Ph.D., R.S.W.) (submitted for consideration for publication in the selected, peer-reviewed symposium proceedings.)

(2003, October). The survival of social group work: A call to action. Paper presented at the 25th Annual Symposium of the Association for the Advancement of Social Work with Groups (AASWG), Boston, Massachusetts, co-authored by Roselle Kurland, Ph.D. and Robert Salmon, D.S.W., with sections added by Mary Bitel, Harriet Goodman, Keren Ludwig, Emily Wolff Newmann, and Nancy Sullivan.

(2003, June). Instructing field instructors on the web. Presentation at the Canadian Association of Schools of Social Work (CASSW) Conference, Halifax, Nova Scotia. (Co-presented with Donna Hardy Cox, Ph.D., R.S.W. and Susan Murray, M.S.W., R.S.W.)

(2003, June). Challenges and opportunities in putting the principles to work: Youth engagement and inclusion in a diverse context. Presentation at the Canadian Association of Schools of Social Work (CASSW) Conference, Halifax, Nova Scotia.

(2002, May). Conflict as an expression of difference: A desirable group dynamic. Keynote presentation at the Annual Mini-Symposium of the Toronto Region Groupworkers' Network, Toronto.

(2001, December). Family Group Conferencing: Final evaluation report. (Co-authored with Deena Mandell, Ph.D., and Grahame Meredith, Ph.D.)

(2001, October). Conflict as an expression of difference: A desirable group dynamic. Paper presented at the 23rd Annual Symposium of the Association for the Advancement of Social Work with Groups (AASWG), Akron, Ohio. (accepted for publication and now in press)

(2000, August). Family Group Conferencing: Preliminary outcomes in a child welfare model. Paper presented at the Real Justice Second Annual Conference on Conferencing. (Co-authored with Deena Mandell, Ph.D.)

(2000, July). Family Group Conferencing: Child welfare alternatives? Paper presented at the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work, Montreal, Quebec. (Primary author; co-authored with Deena Mandell, Ph.D.)

Unpublished Manuscripts and Presentations (continued)

(1999, October). Groupworkers in the making: A simulation for teaching social groupwork. Paper presented at the 21st Annual Symposium of the Association for the Advancement of Social Work with Groups, Denver, Colorado. (Primary author; co-authored with Ellen Sue Mesbur, Ed.D.). (now published)

(1999, May). The group simulation: An experimental tool for teaching social groupwork. Video workshop presented at the GREET Conference, Ryerson Polytechnic University.

(1998, December). Coleadership. Presentation/facilitation of a Breakfast Meeting of the Toronto Region Groupworkers' Network, Toronto.

(1998, October). The group simulation: An experimental tool for teaching social groupwork. Video workshop co-presented with Ellen Sue Mesbur, Ed.D. at the 20th A.A.S.W.G. Symposium on Social Work with Groups, Miami.

(1998). Curriculum guide to training social work field instructors. Ryerson Polytechnic University School of Social Work.

(1998, May). A family-like group model for contemporary social work practice. Paper presented at the Annual Mini-Symposium of the Toronto Region Groupworkers' Network, Toronto; originally presented at the 19th A.A.S.W.G. Symposium on Social Work with Groups, Québec City, October, 1997.

(1997, December). Integrating cognitive-behavioural work with group process in social groupwork. Panel presentation in a program of the Toronto Region Groupworkers' Network, Toronto.

(1997, October). A family-like group model for contemporary social work practice. Paper presented at the 19th A.A.S.W.G. Symposium on Social Work with Groups, Québec City.

(1997, May). Creative approach to learning group work skill. Inaugural presentation of a groupwork simulation at Social Work with Groups Now: The May '97 Conference, Toronto. (with Ellen Sue Mesbur, Ed.D.)

(1997, May). Worker role with a chaotic teen group. Presentation at Social Work with Groups Now: The May '97 Conference, Toronto.

(1997, May). Qualitative research in social work with groups. Poster presentation at Ryerson Polytechnic University.

(1997, January). Qualitative study of group process. Presentation at Ryerson Polytechnic University, Toronto.

Unpublished Manuscripts and Presentations (continued)

(1996, November). Qualitative research methods as a strategy for evaluating group work practice. Presentation in a program of the Toronto Region Groupworkers' Network, Toronto.

(1996, October). Family violence emerging as content and process in a group of young teens: A qualitative research study. Paper presented at the 18th A.A.S.W.G. Symposium on Social Work with Groups, Ann Arbor, Michigan.

(1996, October). Activity approaches in social work groups: Tools to take away - Swapping our innovations. Presentation in a program of the Toronto Region Groupworkers' Network, Toronto.

(1996). A qualitative research study of the development, nature, and significance of 'family-like' features in a social work group. Doctoral dissertation, University of Toronto.

(1994, October). An emphasis on the 'social' in the values that direct empowering social groupwork practice. Paper presented at the 16th A.A.S.W.G. Symposium on Social Work with Groups, Hartford, Connecticut.

(1994, February). Groups in social work that feel like a family. Presentation of a program of the Toronto Region Groupworkers' Network, Toronto.

(1993). Toward a 'family-like' conceptualization of group in social work: Seeing the 'group-like' features in family. Comprehensive paper, University of Toronto.

(1993, October). An inquiry into the nature of 'natural' mutual helping and application in formed social work groups. Paper presented at the 15th A.A.S.W.G. Symposium on Social Work with Groups, New York City.

(1991, December). Interpretive research vis à vis social groupwork. Unpublished manuscript, University of Toronto.

(1991, November). The nurturance group: A family-like group for sexually-abused adolescent girls in a child welfare setting. Paper presented at the 13th A.A.S.W.G. Symposium on Social Work with Groups, Akron, Ohio.

(1991, May). I accidentally on purpose tied my husband to a tree with the clothesline: The socialization components of a social work group. Unpublished manuscript, University of Toronto.

(1991, April). Qualitative research: Journey to the unknown. Unpublished manuscript, York University/University of Toronto.

(1991, January). The democratic ideal as a foundation element in social groupwork: Has it survived? Unpublished manuscript, University of Toronto.

(1990, November). The family as socialization agent: Post W.W.II. Unpublished manuscript, University of Toronto.

(1983, July). Group Work Manual. Catholic Children's Aid Society. (co-authored).