**Kimberly J. Strom (formerly, Strom-Gottfried)**

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 **EDUCATION**

1993 Ph.D., Mandel School of Applied Social Sciences, Case Western Reserve University. Dissertation title: The Effects of Insurance Reimbursement on Services by Social Workers in Private Practice.

1980 - 1981 M.S.W., School of Social Work, Adelphi University

1976 - 1980 B.A., University of Maine, with high honors

Major: Sociology (Social Welfare Option)

Areas of Specialization: Education, History

 **WORK EXPERIENCE**

2016 - Present Director of UNC Office of Ethics Education and Policy Management,

 University of North Carolina, Chapel Hill, North Carolina.

2006 - Present Smith P. Theimann Jr. Distinguished Professor of Ethics and Professional Practice, School of Social Work, University of North Carolina, Chapel Hill, North Carolina.

2012 - 2021 Principal Investigator Behavioral Health Care Springboard. Contract with NC Division of Mental Health, Developmental Disabilities and Substance Abuse

2008 - 2016 Associate Director, Institute of Arts and Humanities, University of North Carolina, Chapel Hill, North Carolina (Director, Academic Leadership Program)

2004 - Present Professor School of Social Work, University of North Carolina, Chapel Hill, North Carolina

2000 - 2001 Interim Dean School of Social Work, University of North Carolina, Chapel Hill, North Carolina

1999 - 2001 Associate Dean School of Social Work, University of North Carolina, Chapel Hill, North Carolina

1999-2004 Associate Professor School of Social Work, University of North Carolina, Chapel Hill, North Carolina

**WORK EXPERIENCE, continued**

1995 - 1999 Assistant Professor, School of Social Work, University of Minnesota, Minneapolis, Minnesota.

1993 - 1995 Assistant Professor, School of Social Welfare, Rockefeller Public Affairs and Policy, University at Albany, State University of New York, Albany, New York.

1990 - 1993 Director of Continuing Education and Community Relations and Instructor, Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio.

1987 - 1990 Assistant Professor and Interim Fieldwork Coordinator, Social Work Department, University of Southern Maine, Portland, Maine.

1985 - 1987 Regional Coordinator, Child and Adolescent Service System Project, Maine Department of Mental Health and Mental Retardation.

1981 - 1985 Director of Emergency Services, Aroostook Mental Health Center, Caribou, Maine.

**REFEREED JOURNAL PUBLICATIONS**

 Banks, S., Cai, T., deJonge, E., Shears, J., Shum, M., Sobočan, A. M., Strom, K., Truell, R., Uriz, M.J. Weinberg, M. (2020). Practising ethically during COVID-19: Social work challenges and responses. *International Social Work*, *63*(5), 569–583. https://doi.org/10.1177/0020872820949614

 Sobočan, A, Banks, S., Bertotti, T., Strom-Gottfried, K., Jonge, E., & Weinberg, M. (2020) In Conversation with a Case Story: Perspectives on Professionalism, Identity and Ethics in Social Work, *Journal of Ethics and Social Welfare*, DOI: 10.1080/17496535.2020.1726982.

 Jensen, T., & Strom-Gottfried, K. J. (2018). An integrative framework for developing comprehensive examinations to measure student social work competencies. *Journal of Social Work Education, 54*(3), 436-447.

Strom-Gottfried, K., Bertotti, T., Sobočan, A. (2018). Ethical considerations in social work research. *European Journal of Social Work*, 1-14.

Strom-Gottfried, K.J., Thomas, M.S., Anderson, H. (2014). Social work and social media: Reconciling ethical standards and emerging technologies. *Journal of Social Work Values and Ethics (11*)1, 54-65.

Grady, M. & Strom-Gottfried, K.J., (2011). No easy answers: Ethical challenges working with sex offenders. *Clinical Social Work Journal 39*(1)*.* 18-27

Hall, M. T., Scheyett, A., Strom-Gottfried, K.J. (2008). No gain, no pain: Ethics and the genomic revolution. *Families in Society 89*(4), 562-570*.*

Strom-Gottfried, K., & Mowbray, N.D. (2006). Who heals the helper? Facilitating the social worker’s grief. *Families in Society: The Journal of Contemporary Social Services, 87*(1), 9-15.

**REFEREED JOURNAL PUBLICATIONS, continued**

Strom-Gottfried, K., & D’Aprix, A. (2006). Ethics for academics. *Social Work Education, 25*(3),

225-244.

Strom-Gottfried, K.J & Dunlap, K.M. (2004). Assimilating adjuncts: strategies for orienting contract faculty. *Journal of Social Work Education, 40*(3), 445-452.

Scheyett, A. & Strom-Gottfried, K.J. (2004). Testing, treatment, and trust: Social work professional development and the genomics revolution. *Professional Development Journal, 7*(2), 36-51*.*

Strom-Gottfried, K.J. & Dunlap, K. M. (2004). Talking about teaching: curricula for improving instructors’ classroom performance. *Journal of Teaching in Social Work, 24(*3/4), 65-78.

Strom-Gottfried, K.J. (2003) Understanding adjudication: The origins, targets and outcomes of ethics complaints. *Social Work. 48*(1), 85-94.

Strom-Gottfried, K.J. (2000). Ensuring ethical practice: An examination of NASW Code violations, 1986-1997. *Social Work, 45*(3), 251-261.

Strom-Gottfried, K.J. (2000). Ethical vulnerability in social work education: An analysis of NASW complaints. *Journal of Social Work Education,* *36*(2), 241-252.

Strom-Gottfried, K.J. (1999). Professional boundaries: An analysis of violations by social workers. *Families in Society, 80*, 239-249.

Strom-Gottfried, K.J. (1999). When colleague accuses colleague: Adjudicating personnel matters through the filing of ethics complaints. *Administration in Social Work, 23*(2), 1-6.

Walters, G.M., Strom-Gottfried, K.J. & Sullivan, M. (1998). Assembling the pieces in the diversity puzzle: A field model. *Journal of Social Work Education, 34*(3), 353-363.

Strom-Gottfried, K. J. (1998). Applying a conflict resolution framework to disputes in managed care. *Social Work. 43*(5), 393-401.

Strom-Gottfried, K.J. (1998). Informed consent meets managed care. *Health and Social Work,*

*23*(1), 25-33.

Strom-Gottfried, K. J. (1998). Is "ethical managed care" an oxymoron? *Families in Society, 79*(3), 297-307.

Strom-Gottfried, K.J. & Corcoran, K. (1998). Confronting ethical dilemmas in managed care: Guidelines for

students and faculty. *Journal of Social Work Education, 34*(1), 109-119.

Strom-Gottfried, K.J. (1997). The implications of managed care for social work education. *Journal of Social Work Education,* *Millennium Project Article, 33*(1), 7-18.

Strom-Gottfried, K. J. (1996). The challenges and satisfactions of contemporary private practice. *Psychotherapy in Private Practice, 15*(1). 1-18.

Strom-Gottfried, K. J., & Green, R. K. (1996). If you offer it, they will come: Continuing education programs on poverty*. Journal of Continuing Social Work Education, 6*(4), 47-56.

**REFEREED JOURNAL PUBLICATIONS, continued**

Gottfried, K. (1995). Engagement and termination in the classroom: Creative activities for beginning and ending. *Journal of Teaching in Social Work, 12*(1/2), 39-54.

Strom-Gottfried, K. J. & Singer, M. (1995). “This world ain't nothin' but a big ball of anger": Teenagers'

views on violence. *Journal of Family and Consumer Science*, *87*(4), 3-10.

Strom, K. J., Ogulnick, C. & Singer, M. (1995). What do teenagers need? What do teenagers want*? Child and Adolescent Social Work Journal, 12*(5), 345-359.

Strom, K. J. (1994). The impact of third party reimbursement on services by social workers in private practice. *Psychotherapy in Private Practice, 13*(3), 1-22.

Strom, K. J. (1994). Clinicians' reasons for rejecting private practice. *Families in Society, 75*(8), 499 -508.

Strom, K. J. (1994). Social workers in private practice: An update. *Clinical Social Work Journal, 22*(1), 73-89.

Strom, K., & Gingerich, W. J. (1993). Educating students for the new market realities. *Journal of Social Work Education*, *29*(1), 78–87.

Singer, M. I., Hussey, D., & Strom, K. J. (1992). Grooming the victim: An analysis of a perpetrator's seduction letter. *Child Abuse and Neglect: The International Journal, 16*, 877-886.

Strom, K. J. (1992). Reimbursement demands and treatment decisions: A growing dilemma for social workers. *Social Work, 37*(5), 398-403.

Strom, K. J. (1991). Should field instructors be social workers? *Journal of Social Work Education, 27*(2), 187-195.

**TRANSLATED PUBLICATIONS**

Strom-Gottfried, K.J., Bertotti, Sobočan, A. (2018). Етичні міркування в дослідженні соціальної роботи

 [Ethical considerations in social work research]. *Journal of Academy of Labour, Social Relations and Tourism*, 1.

**BOOKS PUBLISHED**

Hepworth, D.H., Vang, P., Blakey, J. Schwalbe C., Evans, C.B.R., Rooney, R.H., Rooney, G., & Strom, K.J. (2022). *Direct social work practice*, (11th ed.). Cengage/Brooks Cole.

Thomas, M. S., & Strom-Gottfried, K. (2018). *Best of Boards: Sound Governance and Leadership for Nonprofit Organizations* (2nd edition). Wiley.

Hepworth, D.H., Rooney, R.H., Rooney, G., & Strom-Gottfried, K.J. (2017). *Direct social work practice*, (10th ed.). Cengage/Brooks Cole.

Strom-Gottfried, K.J. (2014). *Straight talk about professional ethics,* (2nd ed.). Lyceum.

Hepworth, D.H., Rooney, R.H., Rooney, G., & Strom-Gottfried, K.J. (2013). *Direct social work practice*, (9th ed.). Cengage/Brooks Cole.

**BOOKS PUBLISHED, continued**

Hepworth, D.H., Rooney, R.H., Rooney, G., & Strom-Gottfried, K.J. (2013). *Practice workbook for direct social work practice*. Cengage/Brooks Cole

Thomas, M. & Strom-Gottfried, K.J. (2011). *The Best of boards: Sound governance and leadership for nonprofit organizations*. AICPA.

Hepworth, D.H., Rooney, R.H., Rooney, G., Strom-Gottfried, K.J. and Larsen, J.A. (2010) *Direct social work practice*, (8th ed.). Brooks Cole.

Congress, E. P., Black, P., Strom-Gottfried, K.J. (2009). *Teaching social work values and ethics: A curriculum resource*. (2nd ed.). Council on Social Work Education.

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Strom-Gottfried, K.J. (2005) *Ethics in social policy: A primer*. McGraw Hill.

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Black, P.N., Congress, E. P., & Strom-Gottfried, K. (2002). *Teaching social work values and ethics: A curriculum resource*. Council on Social Work Education.

Strom-Gottfried, K. (1999). *Social work practice: Cases, activities and exercises*. Pine Forge Press.

Strom-Gottfried, K. (1999). *Instructor's manual for social work practice: Cases, activities and exercises*. Pine Forge Press.

**BOOK CHAPTERS PUBLISHED**

Strom, K. J. (2022). Navigating complex boundary challenges. In L. Rapp-McCall, K. Corcoran, & A. Roberts (Eds.), *Social workers' desk reference* (4th ed., pp.). Oxford University Press.

Strom, K. J. (2022). Educational interventions: Principles for practice. In L. Rapp-McCall, K. Corcoran, & A. Roberts (Eds.), *Social workers' desk reference* (4th ed., pp.). Oxford University Press.

Strom, K. J. (2021). Managing human resources and personnel practices in nonprofit organizations. In In R. L. Edwards & P. A. Kurzman (Eds.), *Leading and managing nonprofit organizations* (pp.99-137). NASW.

**BOOK CHAPTERS PUBLISHED, continued**

Manning, M. & Strom, K. J. (2021). Ethical issues in nonprofit leadership. In R. L. Edwards & P. A. Kurzman (Eds.), *Leading and managing nonprofit organizations* (pp.365-386). NASW.

Strom, K.J. (2020). Moral courage. In A. Viera & R. Kramer (Eds.), *Management and leadership skills for medical faculty: A practical handbook* (pp.209-217). Springer Science + Business.

Strom-Gottfried, K.J. (2019). Ethical action in challenging times. In S. Marson & R. McKinney (Eds.), *The Routledge handbook of social work ethics and values* (1st ed., pp. 65–72). Routledge, Taylor & Francis Group.

Strom-Gottfried, K., Burton, D. L., & Yaffe, J. (2019). Behaviorism, Social Learning, and Exchange Theory. In S. P. Robbins, P. Chatterjee, E. R. Canda, & G. S. Leibowitz, *Contemporary human behavior theory: A critical perspective for social work practice* (4th ed., pp. 368–400). Pearson.

Strom-Gottfried, K.J. (2019). Ethics in health care. In S. Gehlert & T. Browne (Eds.), *Handbook of health social work* (pp. 39-70). John Wiley & Sons

Strom-Gottfried, K.J. (2016). Moral courage. In A. Viera & R. Kramer (Eds.), *Management and leadership skills for medical faculty: A practical handbook* (pp.183-190). Springer Science + Business.

Strom-Gottfried, K.J. (2016). Ethical Action in Challenging Times. In *The Routledge handbook of social work ethics and values.* Routledge International Handbooks. John Wiley & Sons.;pop

Strom-Gottfried, K.J. (2014). Educational interventions: Principles for practice. In K. Corcoran (ed.), *The social workers’ desk reference, 3rd ed.* (pp. 767-773). Oxford University Press.

Strom-Gottfried, K.J. (2014). Navigating complex boundary challenges. In K. Corcoran (ed.), *The social workers’ desk reference, 3rd ed.* (pp. 189-197). Oxford University Press.

Strom-Gottfried, K.J. (2013). Midweek meal: Fowl Boli. In Kevin Corcoran (ed.), *Food for thought: A two-year cooking guide for social workers*. Lyceum Books, Inc.

Strom-Gottfried, K.J. (2012). Values and ethics for professional social work practice. In C.N.

Dulmus and K.M. Sowers (eds.), *The profession of social work: Guided by history, led by evidence.*

Strom-Gottfried, K.J. (2009). Ethical issues and guidelines. In S. Allen and E. Tracy (eds.), *Delivering home-based services: A social work perspective.* (pp. 14-33). Columbia University Press.

Strom-Gottfried, K.J. (2009). Enacting the educator role. In A. Roberts (ed.), *The social workers’ desk reference.* (pp. 720-725). Oxford University Press.

Strom-Gottfried, K.J. (2008). Continuing education. In T. Mizrahi and L. Davis, (eds.), *The social work encyclopedia.* Oxford University Press.

Strom-Gottfried, K.J. (2008). Values and ethics for professional social work practice. In K. M. Sowers and C.N. Dulmus (eds.), *Comprehensive handbook of social work and social welfare*. (pp.101-121). John Wiley and Sons.

**BOOK CHAPTERS PUBLISHED, continued**

Strom-Gottfried, K.J. & Mowbray, N. (2008). Case study: the patient in the next desk. In B. Thomlinson and K. Corcoran (Eds.) *Evidenced-based internship: A skill-based manual.* (pp. 117-126). Oxford University Press.

Strom-Gottfried, K.J. (2006) Managing human resources. In R.L. Edwards and J. A. Yankey (eds.) *Effectively managing nonprofit organizations.* (pp. 141-178). NASW.

Strom-Gottfried, K.J. (2005). Ethical practice in rural environments. For L. Ginsberg (ed), *Social work in rural communities,* 4th ed. (pp 141-155). Council on Social Work Education.

Strom-Gottfried, K. J. (2002). Enacting the educator role: Principles for practice. In A.R. Roberts and G.J. Greene (Eds.), *Social workers’ desk reference*. Oxford University Press.

Strom-Gottfried, K.J. (2001). Chapter Four: Operationalizing the cardinal social work values. In Hepworth, D.H., Rooney, R.H. and Larsen, J.A. *Direct social work practice*, (6th Ed.) Brooks Cole.

Strom-Gottfried, K.J. (2001). Chapter Eight: Multidimensional assessment. In Hepworth, D.H., Rooney, R.H. and Larsen, J.A. *Direct social work practice,* (6th Ed.) Brooks Cole.

Strom-Gottfried, K.J. (2001). Chapter Nine: Assessing interpersonal and environmental systems. In Hepworth, D.H., Rooney, R.H. and Larsen, J.A. *Direct social work practice,* (6th Ed.) Brooks Cole.

Strom-Gottfried, K.J. (2001). Chapter Twenty: The final phase: Termination and evaluation. In Hepworth, D.H., Rooney, R.H. and Larsen, J.A. *Direct social work practice,* (6th Ed.) Brooks Cole.

Strom-Gottfried, K.J. (2000). Managing Margaret's Care. In Rivas, R. & Hull. G. *Case studies in generalist*

*practice*, (2nd ed.) Brooks/Cole.

Strom-Gottfried, K. J. (1997). Are private practitioners obligated to serve at least some clients who cannot afford their customary fees? In E. Gambrill & R. Prueger (Eds.), *Controversial issues in social work ethics, values and obligations*. (pp. 230-239). Allyn & Bacon.

Strom, K. J. (1996). The future of private practice. In P.R. Raffoul & C.A. McNeece (Eds.), *Future issues for social work practice*. (pp. 97-106). Allyn & Bacon.

Strom, K. J., & Green, R.K. (1995). Continuing education. In R.L. Edwards (Ed.) *Encyclopedia of social work*, (19th ed.) NASW.

**REPORTS, BOOK REVIEWS and INVITED ARTICLES**

Practising during pandemic conditions: Ethical guidance for social workers – International Federation of Social Workers. (2020). <https://www.ifsw.org/practising-during-pandemic-conditions-ethical-guidance-for-social-workers/>

**REPORTS, BOOK REVIEWS and INVITED ARTICLES, continued**

Banks, S., Cai, T., de Jonge, E., Shears, J., Shum, M., Sobočan, A. M., Strom, K. J., Truell, R., Úriz, M. J., Weinberg, M. (2020) *Ethical challenges for social workers during Covid-19: A global perspective*, Rheinfelden, Switzerland: International Federation of Social Workers.

Souders, T., Strom-Gottfried, K.J., DeVito, D., Theimann Advisory: Documentation and clinical records. (<http://ssw.unc.edu/files/web/pdf/ThiemannAdvisoryAug11.pdf>

DeVito, D., Strom-Gottfried, K.J., Souders, T., Theimann Advisory: HIV status and the duty to warn. (<http://ssw.unc.edu/files/web/pdf/ThiemannAdvisoryHIV.pdf>)

Strom-Gottfried, K.J. (2009). Book review: O’Hare, T. (2009). *Essential skills of social work practice: Assessment, intervention and evaluation.* Lyceum Books

Souders, T., Strom-Gottfried, K.J., DeVito, D., (2009). Theimann Advisory: Services to minors of divorced parents. (<http://ssw.unc.edu/files/web/pdf/TheimannAdvisoryJune09.pdf>)

Strom-Gottfried, K.J. (2004). Doing the right thing. *Philanthropy Journal Online,* November 29, 2004.

Strom-Gottfried, K.J. (2004). Clearing moral hurdles. *Philanthropy Journal Online*, December 7, 2004.

Strom-Gottfried, K.J. & Dunlap, K.M. (1999). Unraveling ethical dilemmas. *The New Social Worker, 6*(2), 8-12.

Dunlap, K.M. & Strom-Gottfried, K.J. (1999). Ethics: Issues for interns. *The New Social Worker, 6*(1), 8-10.

Bibus, A., Link, R., Rooney, R., Strom-Gottfried, K., Sullivan, M. (1999). The writers group. *Families in Society, 80*(5), 531-534.

Strom-Gottfried, K.J. & Dunlap, K.M. (1998). Ethics: Beyond our responsibility to clients. *The New Social Worker, 5*(4), 10-12.

Dunlap, K.M. & Strom-Gottfried, K.J. (1998). Maintaining the confidence in confidentiality. *The New Social Worker 5*(3), 10-19.

Strom-Gottfried, K.J. & Dunlap, K.M. (1998). How to keep boundary issues from compromising your practice. *The New Social Worker, 5*(2), 10-13.

Dunlap, K.M. & Strom-Gottfried, K.J. (1998). Everyday ethics and values for social workers. *The New Social Worker, 5*(1), 16-18.

Strom-Gottfried, K. J. (1996). [Review of the book “What price mental health?: The ethics and politics of

priority setting”]. *Journal of Law, Medicine and Ethics, 24*, 267-269.

**COMMENTARIES AND BLOGS**

Strom. K. J.. (2021, April 19). Commentary: Integrity and courage. In Julia Franz & Ursula Unterkofler, *Forschungsethik in der Sozialen Arbeit Prinzipien und Erfahrungen* (pp. 57–59). Verlag Barbara Budrich Opladen.

Strom-Gottfried, K. (2013, September 9). Forgiveness vs. permission. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/09/09/forgiveness-vs-permission/>

Strom-Gottfried, K. (2013, August 12). Choices in a cheating culture. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/08/12/choices-in-a-cheating-culture/>

Strom-Gottfried, K. (2013, July 15). Discourse on discord. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/07/15/discourse-on-discord/>

Strom-Gottfried, K. (2013, June 24). Ambiguity about heroes. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/06/24/ambiguity-about-heroes/>

Strom-Gottfried, K. (2013, April 29). How loud should the whistle-blower be? *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/04/29/how-loud/>

Strom-Gottfried, K. (2013, March 25). A personal take on global ethics. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2013/03/25/personal-take/>

Strom-Gottfried, K. (2013, February 20). The ethics of exits. *Moral Courage Blog.* Retrieved from <http://formoralcourage.blogspot.com/2013/02/the-ethics-of-exits.html>

Strom-Gottfried, K. (2012, December 17). The ethics of political brinkmanship. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2012/12/17/political-brinksmanship/>

Strom-Gottfried, K. (2012, November 19). Petraus’s fall and punishment-by-resignation: Worthy or wasteful. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2012/11/19/punishment-by-resignation/>

Strom-Gottfried, K. (2012, October 29). Foundations of fame. *Ethics Newsline.* Retrieved from <http://www.globalethics.org/newsline/2012/10/29/foundations-of-fame/>

Strom-Gottfried, K. (2012, September 12). Time to look in the mirror [Web log]. Retrieved from <http://formoralcourage.blogspot.com/2012/09/time-to-look-in-mirror.html>

Strom-Gottfried, K. (2012, July 20). Penn State/Second Mile scandal 6.0: More on how the good go bad [Web log]. Retrieved from <http://formoralcourage.blogspot.com/2012/07/penn-statesecond-mile-scandal-60-more.html>

Strom-Gottfried, K. (2012, July 12). Penn State/Second Mile scandal 5.0: The Freeh report [Web log]. Retrieved from <http://formoralcourage.blogspot.com/2012/07/penn-statesecond-mile-scandal-50-freeh.html>

**SELECTED EXAMPLES: OTHER TEACHING AND PRESENTATIONS**

1981 - Present Design and present keynote addresses and workshops on various topics, including:

Courage as a Cornerstone of Leadership Training for Trainers

Moral Distress in COVID-10 Ethics and Social Justice

The Ethics of Practice with Minors Dilemmas and Dialogue

The Ethics of Administration Ethics in Field Instruction

Essentials of Personnel Management Crisis Intervention

Detection and Prevention of Suicide Managed Care

Starting and Surviving in Private Practice Moral Courage

Managing Risk through Ethical Practice Advanced Ethics

Maintaining Ethical Boundaries Effective Adjunct Instruction

Ethical Action for Challenging Times Ethics and Domestic Violence

A Strengths-Based Approach to Ethics The Ethics of Attraction

Ethical Practice in Home-based Care The Visible Helper

The Ethics of Social Networking Ethics and Rural Practice

Am I My Colleague’s Keeper? Creating Ethical Organizations Know Your Code, Live Your Code The Ethics of Clients and Crime

Straight Talk about Professional Ethics The Ethics of Supervision

 The Ethics of Supervision in the Electronic Age Ethical Action: Penn State and the

 Second Mile

2021 Invited Presentation, “Practicing ethically during COVID-19: Social work challenges and responses,” Bielefield University of Applied Sciences, Bielefield, Germany.

2021 Refereed Presentation, “Being ethical and acting ethically: Researching social orkers’ decisions, judgments and actions from different perspectives” (with S. Banks & A Sobočan). 2021 European Conference for Social Work Research.

2021 Refereed Presentation, “Slow Ethics: Bridging Differences and Creating Dialogue in Social Work Education” (with S. Banks, A. Sobočan, & T. Bertotti )2021. International Social Work Education and Development Online Conference 2021.

2020 Invited Presentation, “Ethical Challenges for Social Workers During COVID-19: A Global Perspective” (with S. Banks, T. Cai, M. Shum, M.J. Uriz, A. Sobocan). 2020 IFSW Online Conference.

2016-2019 Invited Presentations on Academic Leadership. Council on Social Work Education Program Director Academy.

2019 Refereed Workshop Presentation and convened Special Interest Group, “Researching Ethics in Social Work” (with T. Bertotti, A. Sobočan, E. DeJong, S. Banks). 9th European Conference for Social Work Research, Leuven, Belgium

2019 Invited Presentation, “Collaboration in Social and Health Care: Ethics and Competencies for Vulnerable Target Groups” and “Ethics in Practice with Children and Youth,” University of Applied Sciences, Bielefeld, Germany.

2019 Invited Presentation, “International Perspectives on Research Ethics in Social Work,” (with H. von Unger). Deutsche Gesellschaft fur Soziale Arbeit – German Association for Social Work, Wurzburg, Germany.

**SELECTED EXAMPLES: OTHER TEACHING AND PRESENTATIONS, continued**

2019 Invited Presentation, “Moral Courage and Whistleblowing in Social Work Organizations,” University of Applied Sciences, Hannover, Germany.

2019 Refereed Paper Presentation, “Speak Up Carolina,” (with L. Woods-Dionne). Conference of the European Association of Schools of Social Work, Madrid, Spain.

2019 Invited Presentation and Workshop, “Teaching Ethics,” (with S. Banks, T. Bertotti, A. Sobočan, M. Moser). Conference of the European Association of Schools of Social Work, Madrid, Spain.

2018 Refereed Paper Presentation, “Social Workers’ Complicity in Forced Sterilizations in the US” (with P. Deck).Conference on Effective Strategies for Working with Involuntary Clients, Prato, Italy.

2018 Refereed Symposium, “Ethical Professional Identity” (with E. DeJong, S. Banks, A. Sobocan and T. Bertotti). 8th European Conference for Social Work Research, Edinburgh, Scotland.

2018 Invited Presentation, “The Ethics of Supervision”. Georgia Association of Social Workers. Tbilisi, Georgia

2017 Refereed Paper Presentation, “Ethical Considerations in Social Work Research” (with T. Bertotti). 7th European Conference for Social Work Research, Aalborg, Denmark.

2017 Refereed Paper Presentation, “Ethics as the First Lecture”. European Association of Schools of Social Work Conference, Paris, France.

2017 Refereed Workshop, “The Ethical Dilemmas for Educators” (with T. Bertotti, T. Kokkonen, A. Eccles, S. Bacic). European Association of Schools of Social Work Conference, Paris, France.

2017 Referred Poster Presentation. “Developing, Revising, and Administering Comprehensive Examinations to Evaluate Students’ Understanding of Social Work Competencies” (with T. Jensen). European Association of Schools of Social Work Conference, Paris, France.

2016 Refereed Paper Presentation, Comprehensive Examinations to Measure Social Work Competencies: Construction and Administration,” Council on Social Work Education (CSWE), 62nd Annual Program Meeting, Atlanta, GA.

2016 Invited Presentation, “Business Ethics in the Public Sector and Conflicts of Applications.” Future Ethical Effective Leadership (FEEL) Conference, Kranj, Slovenia.

2016 – 2018 “Authentic Academic Leadership” and “Developing and Supporting Academic Leaders”, Academic Leadership Center, Ministry of Education, Kingdom of Saudi Arabia.

2016 Invited Presentation, “Ethical research: Beyond Fraud and the IRB” MSASS Centennial Research and Training Colloquia, Case Western Reserve University.

**SELECTED EXAMPLES: OTHER TEACHING AND PRESENTATIONS, continued**

2016 Refereed Paper Presentation, “Empirical Ethics in Social Work” (with E. DeJong, S. Banks and S. Keinemans). 6th European Conference for Social Work Research, Lisbon, Portugal.

2016 Refereed Presentations “Colleagues and Ethics: Am I my Co-Worker’s Keeper?” International Week, University of Applied Sciences, Utrecht, Netherlands

2015 Invited Presentation, “Courage in Leadership” Southeast European Academic Women’s Leadership Initiative, Denver, Colorado.

2015 Invited Presentations, “Teaching Tips and Techniques” and “Straight Talk about Professional Ethics” Vilnius University, Vilnius, Lithuania

2015 Refereed Paper Presentation “Courage and the Translation of Ethics to Action”, 2nd Joint Nordic Conference, Helsinki, Finland.

2015 Refereed Paper Presentation “Appraising Competency-Based Student Evaluation Strategies” (with R. Macy), Conference of the European Association of Schools of social work, Milan, Italy

2015 Refereed Paper Presentation, “Addressing Professional Misconduct” (with M. Manning). European Conference for Social Work Research, Ljubljana, Slovenia.

2014 Refereed Paper Presentation, “Addressing Conflicts of Interest in Social Work Research” (with A.Sobocan, T. Bertotti and J. Franz). 4th European Conference for Social Work Research, Bolzano Italy.

1992 – 2014 Co-facilitator, Social Work Licensure Examination Review Course

2013 Refereed Paper Presentation - "Assets and Impediments in the Adoption of Ethical Decision-Making Models” (with A. Sobocan and K. Webber). 53rd Annual Program Meeting, Council on Social Work Education

2013 Refereed Paper Presentation - "Is Intuition Enough? Exploring Ethical Decision-Making by Social Workers in Two Countries” (with K. Webber). 53rd Annual Program Meeting, Council on Social Work Education

2009 Visiting Professor, East China University of Science and Technology, Shanghai, China.

2003 – 2008 Trainer, American Professional Partnership for Lithuanian Education (APPLE), various Lithuania sites and topics related to suicide prevention, loss and crisis intervention.

2008 Invited Address – “Moral Courage as a Leadership Imperative”. UNC Institute on the Arts and Humanities

2007 Refereed Paper Presentation - "Partner violence: Helping Social Workers to Walk the Ethical Tightrope (with R. Macy and C. Crosby). 53rd Annual Program Meeting, Council on Social Work Education

2005 Invited address - The Margaret Schutz Gordon Lecture, University of Kansas, “Moral Courage”

2003 Refereed Paper Presentation - "Partners in the Journey: What Social Workers need to Know about the Genomics Revolution (with A. Scheyett). 49th Annual Program Meeting, Council on Social Work Education

2002 Refereed Paper Presentations - "Talking About Teaching: A Curriculum for Improving Instructors’ Classroom Performance” and “Assimilating Adjuncts: Strategies for Educating and Integrating Classroom Faculty” (with K.M. Dunlap). 48th Annual Program Meeting, CSWE

2001 Refereed Paper Presentation - "Ethics for Academics” (with A.S. D’Aprix). 47th Annual Program Meeting, Council on Social Work Education

2000 Refereed Paper Presentation - "Who me?: Applying the NASW

2000 Code to Social Work Educators. 46th Annual Program Meeting, Council on Social Work Education.

1999 Refereed Paper Presentation - "Ethical vulnerability in social work education: An analysis of NASW complaints". 45th Annual Program Meeting, Council on Social Work Education.

1998 Moderator and Presenter, NASW National Satellite Teleconference - "Are Ethics and Contemporary Social Work Practice Compatible?

1998 Refereed Paper Presentations - "By Any Means Necessary:

1998 Operationalizing Managed Care in the Practice Curriculum", "Learning by Doing: Experiential Exercises for the Practice Curriculum". 44th Annual Program Meeting, Council on Social Work Education.

1998 Keynote Address- "Sowing the Seeds of Change". Graduate Awards Dinner, College of St. Benedict, St. Joseph, MN.

1997 Invitational Presentation - "Educating for a Managed Care Marketplace". National Association of Family-Based Services Annual Conference, Minneapolis, MN

1997 Invitational Presentation - "Private Practice is a Business". NASW Annual Meeting, Baltimore, Maryland.

1997 Refereed Paper Presentations - "Tightening the Noose in the Liability Loop: Issues for Students in Managed Care Settings", "Assembling the Pieces in the Diversity Puzzle: A Field Model". 43rd Annual Program Meeting, CSWE.

**SELECTED EXAMPLES: OTHER TEACHING AND PRESENTATIONS, continued**

1996 Visiting Professor Lecture, University of Pittsburgh - "Educating Students for New Market Realities"

1996 Invitational and Refereed Presentations - "Applying a Conflict Resolution Framework to Disputes in Managed Mental Health Care", "The Business of Social

 Work Practice", "Wicher's Symposium: Managed Care and Social Work Ethics", "Experiential Exercises and Their Use in Social Work Practice". NASW Annual Meeting, Cleveland Ohio.

1996 Refereed Paper Presentation - "The Emergence of Managed Care and Its Impact on Social Work Education" 42nd Annual Program Meeting, CSWE**.**

1995 Invitational Presentations - "Successful Social Work Practice in a Managed Care

 Environment" and "The Business of Social Work Practice". NASW Annual Meeting, Philadelphia, Pennsylvania.

1995 Refereed Paper Presentation - "Engagement and Termination in the Classroom: Creative Strategies for Beginning and Ending" 41st Annual Program Meeting, Council on Social Work Education.

1994 Refereed Paper presentation - "If You Offer it They Will Come: Continuing Education Programs on Poverty" Workshop - "Building Quality Continuing Education Programs". 40th Annual Program Meeting, Council on Social Work Education.

1993 Keynote Address, Annual Meeting, Maryland Society of Clinical Social Workers.

1992 Refereed Paper presentation - "Educating Students for the New

1992 Market Realities." 38th Annual Program Meeting, Council on Social Work Education.

1. Refereed Paper presentation - "Opportunity Lost: The Failure to Teach Relevant Cross-Cultural Practice." 37th Annual Program Meeting, Council on Social Work Education

1990 Refereed Paper presentation - "The Field Instructor as Gatekeeper: Ready, Willing and Able?" 36th Annual Program Meeting, Council on Social Work Education.

1984 - 1985 Presenter: Television Special and National Satellite Training on Sexual Violence.

1981 - 1985 Developed, coordinated and presented 16-hour training course for Sexual Assault Counselors and 30-hour crisis intervention courses for volunteer crisis intervention counselors.

1985 Adjunct Faculty, University of Maine at Presque Isle. Guest lecturer, 1982 - 1984

**SELECTED EXAMPLES: SERVICE AND TEACHING,**

**UNC CHAPEL HILL SCHOOL OF SOCIAL WORK**

Chair, Reaccreditation Committee Lead Teacher, SOWO 540

Personnel, Promotion and Tenure Committee Member, Doctoral Committee

Chair SSW Workload Task Force Member, SSW Strategic Planning Task Force

Co-Chair, 2014 Faculty Search Member and Chair, Administrative Board

Member, Search Committee, Frank Daniels Chair Member, Curriculum Committee

Member and Chair, Foundation Committee Member, Personnel, Promotion and Tenure

Chair, Clinical Faculty Search Committee Dissertation Chair: Joelle Ferron,

Co-Led International Study tour to China Adam Walsh

 Premela Deck

SOWO 941: Doctoral Teaching Practicum

SOWO 799: Planning for Large System Interventions

SOWO 340: Supervision, Consultation and Human Resource Management

SOWO 284: Ethical Decision Making in Social Work Practice

SOWO 941, Advanced Standing Bridge Course – Practice Module

SOWO 540, Social Work Practice with Individuals and Families

SOWO 340, Human Resource Management

SOWO 571, Social Work Practice with Organizations and Communities

**SELECTED EXAMPLES, CONSULTATION AND TECHNICAL ASSISTANCE**

2017 – 2018 USAID, Human and Institutional Capacity Development, Professional Credentialing Code of Ethics Development and Adjudication. Tbilisi, Georgia

2018 Ethical Action and Moral Courage, Buncombe County North Carolina

**HONORS**

2015 Excellence in Ethics award, National Association of Social Workers

2014 Award for “Excellence in School and University Service,” School of Social Work

2008 – 2013 Armfield-Reeves Innovation Grant, Exploring the Clinical Application of Ethical Decision Making Models

2005 - Present Faculty Fellow, the Parr Center for Ethics, UNC – Chapel Hill

2014 Dean’s Recognition of Teaching Excellence

2012 Dean’s Recognition of Teaching Excellence

2010-11 Dean’s Recognition of Teaching Excellence

2006-07 Dean’s Recognition of Teaching Excellence

2005-06 Dean’s Recognition of Teaching Excellence

2004-05 Dean’s Recognition of Teaching Excellence

2004 Academic Leadership Program Fellow, UNC - Chapel Hill, Institute for the Arts and Humanities

2003 Selected for Faculty Summer Institute 2003: Teaching the Ethical, Legal and Social Implications of the Human Genome Project. Dartmouth College.

2002 Moister Ethics Fellow, UNC - Chapel Hill, Institute for the Arts and Humanities

1998 McFarland Creative Teaching Award, College of Human Ecology, University of Minnesota.

1995 Keynote Speaker, Commencement Ceremony, School of Social Work, University at Albany

**HONORS, continued**

1993 "Outstanding Teacher of the Year", Mandel School of Applied Social Sciences, CWRU.

1990 Social Worker of the Year, State of Maine. Award presented by Maine Chapter, National Association of Social Workers.

**SERVICE TO THE UNIVERSITY of NORTH CAROLINA**

2020 Member, Associate Ombuds Search Committee

2020 Member, Senior Prevention Strategy Officer Committee

2016-present Member, Thomas Willis Lambeth Distinguished Lecture Committee

2015-present Presenter, “Moral Courage” UNC Postdoctoral Fellows training

2019-present Member, Chancellor’s Safety Commission

2018-2019 Member, Confederate Statue Advisory Committee

2013-2019 Elected Member, Faculty Athletics Committee (Vice Chair, 2015-2019, Chair, 2016)

2007 – 2014 Presenter, Festival of Legal Learning, UNC Law School

2013 Member, Provost/Executive Vice Chancellor Search Committee

2012 Co-Chair, Task Force on Reorganization of Carolina Women’s Center

2010 Member, University Teaching Awards Committee

2008- present Member, Association of Women Faculty and Professionals. Treasurer,

 2009-2011. President-Elect, 2011. President 2012-13.

2006 Member, Review Committee, Dean of School of Social Work

2005 - present Member, Faculty Advisory Committee, Parr Center on Ethics, UNC

2005 Member, Provost’s Task Force on Guidelines for Solicitation and Acceptance of Curriculum-Related Donations

2004 - 2007 Representative to Faculty Council

2004 Member, Search Committee, Dean of School of Dentistry, UNC

2003 Member, Review Committee, Dean of School of Law, UNC

2003, 2004 Faculty facilitator, Interdisciplinary Case Conference Simulation

2000 - 2001 Member, Sub-committee on Professional Schools

2000 - 2001 Member, Dean’s Council

**SERVICE TO THE PROFESSION**

2020 Associate Editor, *Social Workers’ Desk Reference, 4th Ed.*

2017- present Member, SSWR Book Award Committee

2016 Member, NASW Professional Impairment Policy Committee

2015 – 2017 Member, NASW Code of Ethics Revisions Task Force

2012 – 2017 Reviewer, Lyceum Press

2013 – 2016 Reviewer Columbia University Press

2012 – present Reviewer, Springer Publishing

2010 – present Reviewer, Oxford University Press

2009 – 2016 Reviewer, Wiley Press

2005 – present Member Editorial Board, Journal *of Religion and Spirituality in Social Work: Social Thought*

2004 – 2016 Manuscript Reviewer, *Journal of Social Work Education*

2001 - present Consulting Editor, *Journal of Social Work Values and Ethics*

2003 – 2006 Elected to National Nominating Committee, Council on Social Work Education; Chair, 2005

**SERVICE TO THE PROFESSION, continued**

2002 – 2007 Mock Site Visitor for accreditation preparation

1998 - 2007 Manuscript Reviewer, *Families in Society*.

2002 Manuscript Reviewer, *American Journal of Managed Care*

1999 - 2004 Consulting Editor, *Social Work*

1997 - 1999 Chairperson, National NASW Committee on Inquiry

1996 - 1998 Member, Board of Directors and Executive Committee, Minnesota Chapter, National Association of Social Workers

1995 - 1997 Member and Alternate Member, National NASW Committee on Inquiry

1995 – 1997 NASW representative to the American Medical Association Health Care Profession Advisory Committee for the Physicians' Current Procedural Terminology (CPT) update process

1. Member, Council on the Practice of Clinical Social Work, National Association of Social Workers

1992 Elected to 1993 Delegate Assembly, National Association of Social Workers

1991 - 1993 Regional Representative, Board of Directors, Ohio Chapter, National Association of Social Workers.

1987 - 1990 National NASW "Task Force on Decision Making Into the 21st Century"; elected to represent New England region.

1989 - 1990 National NASW Delegate Assembly Planning Committee.

1987 - 1989 President, Maine Chapter, National Association of Social Workers.

1981 - 1989 Board of Directors, Maine Chapter, National Association of Social Workers: Branch Chair; Nominations and Leadership Chair; Annual Conference Chair.

1987 Field Instructor and Advisory Committee Member, Graduate School of Social Work, University of New England.

**COMMUNITY SERVICE**

2005 – 2011 Board Member, Planned Parenthood of North Carolina; Secretary, 2007-2011; Major gifts committee, 2005, 2009.

2003 - 2005 Bereavement Group Facilitator, Unicorn Bereavement Center, Duke Community Services

2001- 2005 Associate Faculty Scholar, Duke Institute on Care at the End of Life

1996 - 1999 Member, Executive Committee and Board of Directors, Family Service of St. Paul.

1995 - 1996 Member, Board of Directors, Family Service of St. Paul; Member, Program Committee.

1994 Consultant/Trainer, Capital District Psychiatric Center "Empathy Initiative"

1992 - 1993 CWRU Representative, Cleveland Public Schools-Northeast Ohio Institutions of Higher Education Consortium.

1985 - 1990 Board of Directors, York County Child Abuse and Neglect Council; Board Secretary, 1988-1990; Co-Chair, Adolescent Services Network, 1986-87; Member, Multi-Disciplinary Case Review Team, 1986-1990.

1986 - 1988 Board of Directors, York County Parent Awareness; President, 1987

1984 - 1985 Provided contracted outpatient conjoint, family and individual therapy, Aroostook Mental Health Center.

1984 Board of Directors, The Family Support Center, a domestic violence agency.