

Jon Eric Singletary

Diana R. Garland School of Social Work (GSSW)
Baylor University
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PROFESSIONAL OBJECTIVE

To provide servant leadership in fostering a creative environment where excellent teaching, meaningful research, and valuable community partnerships flourish in social work higher education and a Christian context.

EDUCATION

Doctor of Philosophy

Spring 2003

Virginia Commonwealth University, School of Social Work, Richmond, VA
Dissertation Title: *A Constructivist Inquiry of Church-State Relationships
for Faith-Based Organizations*
Dissertation Chair: Mary Katherine Rodwell O'Connor, Ph.D.

Master of Social Work

Spring 1999

Virginia Commonwealth University, School of Social Work, Richmond, VA
Concentration in Planning and Administration

Master of Divinity

Spring 1999

Baptist Theological Seminary, Richmond, VA
Concentration in Theology and Ethics

Student Fellowship

Michaelmas Term, 1996

Oxford University Regent's Park College, Oxford, England

Master's Thesis

Thesis Title: *Creative Possibilities and the Divine:*

A Postmodern Soteriology of Suffering Love

Thesis Chair: Paul Fiddes, D.Phil.

Bachelor of Arts

Winter 1993

Baylor University, Waco, TX
Major: Speech Communications
Minor: Religion

ACADEMIC EXPERIENCE

Teaching and Administration

Full-Time Positions at Diana R. Garland School of Social Work, Baylor University

Dean, May 2015 – present (Interim 2015-16)

Professor, August 2015 - present

Diana R. Garland Endowed Chair in Child & Family Studies, August 2010 - Present

Primary Responsibilities:

- Collaborated with faculty and staff in developing new structures for the future of the school, rooted in our commitment to *Pro Futuris*, with a focus on strengthening our graduate program, expanding our scholarly capacity, and organizing the structure of leadership in the school to achieve our goals in support of the university's strategic plan.
- Partnered with development staff to expand development with focus on major gifts, including social work endowed scholarships in Waco and new Houston MSW campus, and endowed faculty positions in Waco and Houston, and annual gifts to support excellence funds to supplement operational budget in Waco and Houston. Creation of new Endowed Chair in Christian Ministry and four endowed student scholarships so far this academic year, all with new donors to GSSW.
- Strengthened faculty research initiatives to promote new cross-disciplinary team members and externally-funded graduate students, including gerontology initiative, trauma and mental health initiative, congregational initiative, and global mission leadership initiative.
- Mentored faculty and staff, with a vision of excellence in teaching and research, offering direct supervision of Assistant to the Dean, Financial Manager, Grants Manager, Coordinator of Academic Technology, Director of Marketing and Communication, and of 21 faculty, including Associate Dean.
- Collaborated in creating funded partnerships with the Family Health Center for an integrated behavioral health model, including social work faculty dual appointment and with the Waco Independent School District and Baylor School of Education, for a new social work clinical faculty position and funded graduate students, including \$600,000 annual contract.
- Chaired one GSSW PhD dissertation and served on another GSSW dissertation committee; Served on one baccalaureate honors thesis and one PhD dissertation committees in the College of Arts and Sciences, Department of Sociology.

Associate Professor (with Tenure), August 2009 – July 2015

Associate Dean, Graduate Studies, July 2014 – May 2015

Primary Responsibilities:

- Supervised staff of MSW program with approximately 120 students and PhD of 13 students, including MSW Program Manager, Field Education Office (two faculty and one staff), Global Mission Leadership program director, PhD/GML Program Manager, Director of Office of Career Services and Student Recruitment and Admissions Coordinator.
- Partnered with colleagues to develop innovative, context-driven MSW concentration on advanced community practice, with responsibility for developing theory course focused on frameworks and models for community leadership. Community concentration provides field education placements for almost one-third of MSW students while also promoting project-driven, community-based opportunities for leadership with local partners. Community practice projects have focused on regional issues of poverty reduction with the City of Waco, the Waco Independent School District, McLennan and surrounding counties, Baylor University, and many local nonprofit organizations and religious congregations.
- Created visionary approach to design and implementation of MSW extension campus in Houston with responsibility centered management budget. Organized and administered faculty hiring. Created financial aid model. Supervised staff related to student recruitment and field placements. Currently, 16 full-time students are enrolled with 2 new full-time faculty appointed.
- Pioneered virtual classroom approach to online MSW education, with responsibility for implementation and evaluation of the model using synchronous video-conferencing software.
- Oversaw PhD program with responsibility for enrollment management and program policies, specifically recruitment of second cohort in new online PhD program and completion of coursework for first cohort.
- Administered MSW program in Waco supervising staff responsible for recruitment, admission, advising, field education, and financial aid. Moved Admissions Coordinator into Office of Enrollment Management and Student Services (formerly Career Services).
- Teaching PhD, MSW, and BSW courses, with focus on community practice theory, social policy, and research. Courses taught (with any innovations noted):
 - SWO 6381 Qualitative Research for Social Work (Designed this research course for PhD program and taught twice)
 - SWO 6382 Qualitative Data Analysis (Designed this analysis course with focus on electronic analysis tools and taught for first time in 2015).
 - SWO 5535 Frameworks and Perspectives for Community Practice (Designed this theory course for new concentration and taught for 4 years)
 - SWO 4322 Social Policy Practice (Redesigned course to include advocacy practice project)
 - SWO 5463 Practice with Communities and Organizations (Redesigned this course for macro practice with content from Human Behavior in the Social Environment)

- SWO 5182/5383 Research Seminar/Research Project (Taught this course for the first time as an online course in a virtual classroom using videoconferencing)
 - SWO 4315 Foundations for Social Justice (Designed this new interdisciplinary course focused on racial, ethnic, class, and gender diversity in advancing social and economic justice and on student competence in developing a theological framework for promoting social justice).
- Served on two PhD dissertation committees (College of Arts and Sciences, Department of Sociology and Department of Psychology and Neuroscience).

Associate Dean, Baccalaureate Studies, January 2011 – July 2014

Primary Responsibilities:

- Supervised BSW program with approximately 140 students, including BSW Program Manager and Director of Field Education, Generalist Studies.
- Designed and implemented curricular restructuring process for accreditation, emphasizing use of empirical data for program evaluation and enrollment management, with focus on recruitment, admission, and retention in social work major.
- Created innovative interdisciplinary Poverty and Social Justice Minor as part of Baylor Interdisciplinary Poverty Initiative.
- Streamlined MSW Advanced Standing program into a new 5-year BSW/MSW program granting Baylor BSW students early admission to MSW program, almost doubling Baylor BSW student commitment to Baylor MSW.
- Supervised several MSW colloquia and participated on PhD dissertation committees (School of Education, College of Arts and Sciences, Department of Sociology and Department of Psychology and Neuroscience).
- Participated on Enrollment Management Taskforce, including leadership of subcommittee in ad hoc group on Enrollment Policies.

Director, Baylor Center for Family and Community Ministries (CFCM), June 2005 – May 2011

Primary Responsibilities:

- Designed innovative approach to coinherence of research, education and service in order to conduct congregation-based research, provided evidence-informed, practice-focused publications and national conferences.
- Mentored more than 20 graduate assistants and interns in congregational settings, designated as Congregational Community Ministry Scholars.

- Co-authored and administered five grants totaling more than \$5 million and more than a dozen articles, detailed below, focused on congregational resources for family and community ministries.
- Supervised research and educational activities for eight staff, including five new positions (one of whom was director of Texas Hunger Initiative).
- Created congregational resources focused on practical ministry strategies, including curricula, study guides, and redevelopment of the *Journal of Family and Community Ministries* now in its eighth year.
- Published several peer-reviewed articles on congregational ministries and ministry leadership, detailed below.

Assistant Professor, August 2003 – July 2009

Primary Responsibilities:

- Taught BSW and MSW courses, with focus on community practice theory, social policy, and research, including:
 - SWO 3301 Social Work Research
 - SWO 4322 Social Policy
 - SWO 3352 Human Behavior in the Social Environment II
 - SWO 5332 Groups, Communities, and Organizations
- Served on two baccalaureate honors thesis committees and three PhD dissertation committees (School of Education, Department of Curriculum and Instruction; College of Arts and Sciences, Department of Sociology)
- Developed new research opportunities related to international child welfare with trips focused on best practices in family-centered and community-based models of social and economic development in the care of orphans and vulnerable children in Sub-Saharan Africa.
- Strengthened research focused on faith-based organizational and congregational practices, including program design and evaluation, missional identity development, and services focused on children and families.

Part-Time Teaching

Adjunct Faculty Member, May 2001 – May 2003

Virginia Commonwealth University School of Social Work

Adjunct Faculty Member, September 1998 – May 1999

Baptist Theological Seminary at Richmond

Funded Contracts and Grants

Principal Investigator with Jeremy Everett, January 2009 – June 2013
Texas Hunger Initiative (THI)

Funded by:

State of Texas Health and Human Services Commission, \$3.5 million, 2011 – 2013

Facilitated planning and implementation of Community Partners Program, providing support to THI staff in assessing organizational capacity and evaluating outcomes.

Share our Strength, \$300,000, 2011-2013

Con Agra Corporation, \$300,000, 2011-2013

Collaborated on innovative research for Breakfast in the Classroom project, with goal of increasing student nutrition and educational performance outcomes.

Baptist General Convention of Texas Christian Life Commission, \$150,000, 2009-2012

Food Research and Action Council, \$14,000, 2011

Funded creation of THI with focus on planning and advocacy to address change at systems-level change rather than focusing on direct service and research to create models for change.

Principal Investigator with Gaynor Yancey, August 2009 – 2010

Leadership Development for Community Transformation Project

Funded by: Christ is our Salvation, Inc., \$88,000

Led team of graduate research assistants on research and curriculum design in study of congregational involvement of community ministries in central Texas.

Co-Director, with Gaynor Yancey, August 2007 – 2010

Baylor Interdisciplinary Poverty Initiative, with Baylor Student Life

Funded by: Bridgeway Financial Trust, \$150,000

Co-led interdisciplinary faculty team to develop distinctive university minor on poverty and social justice, poverty-focused research mini-grant program, and student internships in poverty studies.

Co-Principal Investigator, with Gaynor Yancey & Diana Garland, July 2006 – December 2009

Congregational Community Ministries Project

Funded by: Christ is our Salvation, Inc., \$1.1 million

Facilitated team in developing comprehensive congregational community ministry initiative with research, teaching, and service components, including 8-10 graduate assistants annually with distinctive congregational field placements. Project resulted in several publications and creation of new *Journal of Family and Community Ministries*.

Co-Principal Investigator with Diana Garland, June 2006 – May 2008
Congregational Early Childhood Education Project

Funded by: A. J. Mailman Family Foundation, \$50,000
Louisville Institute, \$25,000

Designed and conducted mixed method study of early childhood programs in congregations, resulting in three publications and national conference for church leaders.

Associate Director for Publications, June 2003 – August 2005
Faith and Service Technical Education Network

Funded by: Pew Charitable Trust, Inc., \$2.1 million

Faculty Researcher, June 2004 – May 2006
Baylor Horizons School of Social Work Vocations Research

Funded by: Baylor Institute of Faith and Learning (via the Lilly Endowment, Inc.), \$4,000

Research Associate, August 2002 – May 2003
FASTEN research grant with Pew Charitable Trust, VCU

Graduate Research Assistant, January 2000 – August 2002
Title IV-E Child Welfare Student Stipend Program, VCU

REFEREED PUBLICATIONS

Books

Scales, T. L. & Singletary, J. (2011). *Social environments and human behavior: Contexts for practice with groups, organizations, communities, and social movements*. Monterey, CA: Brooks/Cole.

Single Authored

Singletary, J. (in press). Diverse roles in social movements: The case of the Evangelical orphan care movement. *Social Work and Christianity*.

Singletary, J. (2010). Community ministry with people living in poverty. In C. Franklin & R. Fong (Eds.), *The church leaders resource book for pastoral counseling* (301-312). New York: Oxford.

Singletary, J. (2009). The emergent journey of church-based program planning. *Social Work and Christianity* 36(2), 127-142.

Singletary, J. (2009). Hope for orphans: A model of care for vulnerable children. *The Journal of Family and Community Ministries* 23(2-3), 29-38.

Singletary, J. (2008). A proposal for a multiparadigmatic approach to Judeo-Christian religion in social work education. *Advances in Social Work* 9(2), 63-78.

- Singletery, J.** (2009). Lesson learned about faith-based initiatives. In R. Owens (Ed.), *Faith in children: Stories of leadership*. Albany, GA: Legacy of Caring.
- Singletery, J.** (2007). Community and family models of care for orphans and vulnerable children. *Social Work and Christianity* 34(3), 298-316.
- Singletery, J.** (2006). Hands are not for hitting: Using a pledge of nonviolence in faith-based preschool settings. *Family Ministry* 20(4).
- Singletery, J.** (2005). The praxis of social work: A model of how faith informs practice informs faith. *Social Work and Christianity* 32(1), 56-72.
- Singletery, J.** (2004). Baptist perspectives on faith-based initiatives. *Journal of Religious Gerontology*, 16(1/2).
- Singletery, J.** (2004). Baptist perspectives on faith-based initiatives. In F. E. Netting & J. W. Ellor (Eds.), *Faith-based initiatives and aging services*. Binghamton: The Haworth Press.

Multi-Authored

- Harris, H., **Singletery, J.**, & Rogers, R. (2015). Curricular revision, evaluation, and reaffirmation: Assessing transformational education. Manuscript submitted for publication.
- Murphy, L. & **Singletery, J.** (2014). Seeking transformation in the lives of vulnerable children through Christian camp ministry: Case study of Africa Renewal Ministries/Ggaba Community Church Camp in Uganda, Africa. *The Journal of Family and Community Ministries*, 28, 1-18.
- Singletery, J.** & Scales, T. L. (2012). Social workers and rural congregations: Strengthening the “backbone” of the rural community. In T. L. Scales, C. L. Streeter, & H. S. Cooper (Eds.), *Rural social work: Building and sustaining community capacity* (2nd ed.). Hoboken, NJ: Wiley & Sons.
- Scales, T. L., Harris, H., Myers, D., & **Singletery, J.** (2012). Journeys toward integrating faith and practice: Students, practitioners, and faculty share their stories. In T. L. Scales & M. Kelly (Eds.), *Christianity and social work: Readings on the integration of Christian faith and social work practice* (4th ed.). New York: North American Association of Christians in Social Work.
- Singletery, J.**, Everett, J., & Nolen, E. (2012). Influencing childhood food security through organizing as advocacy. *Journal of Applied Research on Children* 3(1) Article 10.
- Masindano, D., Wasila, R., & **Singletery, J.** (2011). Home-based care for orphans and vulnerable children (OVC) in an African context. *Journal of Global Social Work Practice*.
- Mears, M., **Singletery, J.**, & Rogers, R. (2011). Strategies for supporting orphans and vulnerable children: An exploratory study of an exemplary model of care in Kenya. *Child & Youth Services*. 32(4), 286-302.

- Martinez, R., Rogers, R., Yancey, G., & **Singletary, J.** (2010). Spiritual capital in modern organizations. *Journal of Biblical Integration in Business* 13, 158-174.
- Martinez, R., Rogers, R., Yancey, G., & **Singletary, J.** (2010). The role of spiritual capital and community in Amish enterprises. *Journal of Biblical Integration in Business* 13, 175-191.
- Sherr, M. E., **Singletary, J.**, Rogers, R., Dennison, A., & Paul, D. (2009). Exploring the role of research in Evangelical service organizations: Lessons from a university/agency partnership. *Social Work and Christianity* 36(2), 217-229.
- Sherr, M., **Singletary, J.**, & Rogers, R. (2009). Innovative service or proselytizing: Exploring when service delivery becomes a platform for unwanted religious persuasion. *Social Work* 54(2), 157-165.
- Yancey, G., Rogers, R., **Singletary, J.**, & Sherr, M. (2009). A national study of administrative practices in religious organizations. *Social Work & Christianity* 36(2), 192-216.
- Garland, D. & **Singletary, J.** (2008). Congregations as settings for early childhood education. *Early Childhood Service: An Interdisciplinary Journal of Effectiveness* 2(2), 111-128.
- Brennan Homiak, K. & **Singletary, J.** (2007). Family violence in congregations: An exploratory study of clergy's needs. *Social Work and Christianity* 34(1), 18-46.
- Garland, D., Sherr, M., **Singletary, J.**, & Gardner, M. L. (2007). Congregations who care for children. *Family & Community Ministries* 22(2), 4-17.
- Garland, D., **Singletary, J.**, Sherr, M., & Dennison, A. (2007). How we care for children congregation-based and other private and public childcare programs. *Family & Community Ministries* 22(1), 6-16.
- Netting, F. E., O'Connor, M. K., **Singletary, J. E.** (2007). Finding homes for their dreams: Strategies founders and program initiators use to position faith-based programs. *Families in Society* 88(1), 19-29.
- Scales, T. L., Harris, H., Myers, D., & **Singletary, J.** (2007). Integrating Christian faith and social work practice: Students' views of the journey. In T. L. Scales & B. Hugen (Eds.), *Christianity and Social Work: Readings on the integration of Christian faith and social work practice*, 129-152 (3rd ed.). New York: North American Association of Christians in Social Work.
- Singletary, J.**, Harris, H., Myers, D., & Scales, L. (2006). Student narratives on social work as a calling. *Arete* 3(1), 188-199.
- Rogers, R., Yancey, G., & **Singletary, J.** (2005). Methodological challenges in identifying effective practices in urban faith-based social service programs. *Social Work and Christianity* 32(3), 189-208.
- Yancey, G., Rogers, R., **Singletary, J.**, Atkinson, A., Thomas, L. (2004). Public-private partnerships: Interactions between faith-based organizations and government entities. *Social Policy Journal* 3(4), 5-17.

PROFESSIONAL PRESENTATIONS

National

- Klawetter, S. & **Singletary, J.** (2015, October). *Building classroom relationships from afar: Videoconferencing in an online learning environment*. The Council on Social Work Education Annual Program Meeting, Denver, CO.
- Singletary, J.** & Harris, H. (2014, November). *Ethical practice with people who identify as LGBT and Christian*. The Annual Conference of the North American Association of Christians in Social Work, Annapolis, MD.
- Singletary, J.** (2013, November). *Christian roles in social movements for social justice*. Pre-Conference (Full-day) Institute. The Annual Conference of the North American Association of Christians in Social Work, Atlanta, GA (Invited).
- Singletary, J.** (2012, November). *Christian roles in social movements*. The Annual Conference of the North American Association of Christians in Social Work, St. Louis, MO.
- Singletary, J.** (2012, June). *Faith-based models of care for orphans and vulnerable children*. Cooperative Baptist Fellowship General Assembly, Atlanta, GA.
- Singletary, J.** (2011, February). *The practice behavior of building competencies: One school's journey*. The Annual Conference of the Association of Baccalaureate Program Directors in Social Work Education, Cincinnati, OH.
- Singletary, J.** & Rogers, R. (2010, November). *The practice behavior of building competencies: One school's journey*. The Council on Social Work Education Annual Program Meeting, Portland, OR.
- Singletary, J.** (2010, November). *Faith-based advocacy for social change: Reclaiming advocacy and reframing faith*. The Annual Conference of the North American Association of Christians in Social Work, Raleigh-Durham, NC.
- Singletary, J.** (2009, October). *Walking alongside: Resources for strengthening congregational community ministries*. The Christian Community Development Association Annual Convention, Cincinnati, OH.
- Singletary, J.** (2009, October). *University support for Christian community development*. Panel Presentation at the Christian Community Development Association Annual Convention, Cincinnati, OH.
- Sherr, M.E., **Singletary, J.**, & Rogers, R. K. (2008, February). *Innovative service or proselytizing: Exploring when service becomes a platform for unwanted religious persuasion*. The Annual Conference of the North American Association of Christians in Social Work, Orlando, FL.
- Singletary, J.** (2008, June). *Addressing poverty in community ministries*. Cooperative Baptist Fellowship General Assembly, Dallas, TX.

- Garland, D. R., **Singletary, J.**, & Sherr, M. E. (2007, November). *Early childhood education in congregations: Findings from a national study*. The Annual Convention of the Association for Research in Nonprofit and Voluntary Action, Atlanta, GA.
- Sherr, M. E., **Singletary, J.**, Garland, D., & Dennison, A. (2007, March). *Early childhood education in congregations: Preliminary findings from a national study and implications for practice*. The Annual Conference of the North American Association of Christians in Social Work, Dallas, TX.
- Singletary, J.** (2007, November). *Factors strengthening social services among religious partnerships: Promising administrative practices*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action.
- Singletary, J.** (2007, June). *Walking alongside: Strengthening congregational community ministries*. Cooperative Baptist Fellowship General Assembly, Atlanta, GA.
- Singletary, J.** (2007, March). *Walking alongside: Strengthening congregational community ministries*. The Annual Conference of the North American Association for Christians in Social Work, Dallas, TX.
- Singletary, J.** (2006, June). *Charity to justice: Congregational advocacy and global poverty*. Cooperative Baptist Fellowship General Assembly, Atlanta, GA.
- Singletary, J.** (April 2006). *Faith-based advocacy for social change*. Audio Teleconference for the North American Association of Christians in Social Work.
- Singletary, J.**, Netting, F. E., & Rodwell, M. K. (2005, November). *Finding homes for their dreams: The role of founders*. The Conference of the Association for Research in Nonprofit and Voluntary Action.
- Singletary, J.** (2005, October). *Faith-based advocacy for social change: Reclaiming advocacy and reframing faith*. The Annual Conference of the North American Association for Christians in Social Work, Grand Rapids, MI.
- Martinez, R., Rogers, R., Yancey, G., & **Singletary, J.** (2005, August). *Spiritual capital in modern organizations and the case of Amish enterprises*. The Academy of Management annual meeting in Honolulu, Hawaii.
- Singletary, J.** (2005, February). *Theology and theory: An exemplar of liberation theology alongside social work theory*. The Council on Social Work Education Annual Program Meeting.
- Singletary, J.**, Rogers, R., Thomas, L., & Orr, J. (2004, November). *Comparison of qualitative findings of research on faith-based human service program practices*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action, Los Angeles, LA.
- Singletary, J.** (2004, November). *The rest of the story: The perspectives of faith-based program participants*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action, Los Angeles, LA.
- O'Connor, M. K., Yancey, G., **Singletary, J. E.**, Netting, F. E., & Thomas, M. L. (2004, January). *Using ATLAS.ti in a multi-site study of faith-based service programs*. The Annual Conference of the Society for Social Work Research Symposium on Electronically Managing Large Datasets.

- Singletary, J. & Thomas, M. L.** (2003, November). *From theology to practice: Theological foundations of faith-related organization practice*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action, Denver, CO.
- Singletary, J.** (2003, October). *The praxis of social work: A model of how faith informs practice informs faith*. Proceedings of the North American Association for Christians in Social Work Annual Convention and Training Conference, Louisville, KY. Available online at <http://www.nacsw.org/Convention/Proceedings2003.htm>.
- Singletary, J.** (2002, November). *Interpretive analysis of church-state relationships among faith-based organizations: A study of one southern locality*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action, Philadelphia, PA.
- Singletary, J. & Thomas, M. L.** (2002, November). *A proposal for a multiparadigmatic approach to religion in social work education*. The Annual Conference of the North American Association for Christians in Social Work, Rochester, NY.
- Singletary, J.** (2001, November). *The meaning of religious language*. The Annual Conference of the Association for Research in Nonprofit and Voluntary Action, Miami, FL.

Regional

- Singletary, J.** (2009). *Nurturing families for vulnerable children in international settings*. Chafin Lecture. Baylor University School of Social Work, Waco, TX.
- Singletary, J.** (2006, July). *Ministering to families in crisis*. The Texas Baptist Weekday Education Association Annual Conference, Waco, TX.
- Rogers, R., Yancey, G., & **Singletary, J.** (2004, October). *Social work practice with faith-based nonprofit organizations and congregations*. Panel presentation for the Annual Program Meeting for the Texas Chapter of the National Association of Social Workers, Dallas, TX.
- Rogers, R., Yancey, G., Garland, D., **Singletary, J.**, & Atkinson, K. (2003, October). *Faith-based nonprofits and congregations*. The Annual Program Meeting for the Texas Chapter of the National Association of Social Workers, Dallas, TX.

ACADEMIC SERVICE

Garland School of Social Work

Administrative Team, 2008 - present
Curriculum Committee, 2007 - present, chair 2008 - 2011
Faculty Development Committee, 2011 - 2014, 2004 - 2007, chair 2005 - 2007
Evaluation and Accreditation Committee, 2010 - 2012
Global Focus Committee, 2008 - 2010
CFCM Advisory Board 2006 - 2010
Research Review Committee, 2006 - 2008
Student Development Committee, 2003 - 2005
National Association of Social Workers/Baylor Chapter Faculty Co-Advisor, 2003 - 2005

University

Baylor Faculty Award Committee, 2013 - present
Baylor Enrollment Management Working Group, 2011 - 2014
Baylor General Education Committee, 2011 - 2014
Baylor *Pro Futuris* Informed Engagement Strategic Planning Committee, 2011 - 2014
Baylor Transfer Policy Committee, 2011 - 2013
Baylor Advising Policy Committee, 2011 - 2014
Baylor University Undergraduate Curriculum Committee, 2009 - 2013
Baylor Student Global AIDS Campaign, Faculty Sponsor, 2005 - 2008
Baylor Students for Social Justice, Faculty Sponsor, 2005 - 2008
Baylor Spiritual Life/Student Life, Chapel Friday Leader, University 1000 Teacher, 2004 - 2010
Baylor University Campus Living and Learning, Faculty Partner, 2003 - 2005
VCU School of Social Work, Ph. D. Program Committee, 2001 - 2003
VCU School of Social Work, Doctoral Student Association, President, 2001 - 2003

Local Community

Waco Independent School District Education Foundation Board, 2013 - Present
Seeds of Hope Publishers, Council of Stewards, 2005 - Present
North Waco Family and Community Ministries, Board of Directors, 2006 - 2010
McLennan County AIDS Resources and Education Services, Board of Directors, 2004 - 2010

Global Community

Faith to Action Initiative, Advisory Board, 2006 - Present
Orphan Care Leaders Consultancy, Addis Ababa, Ethiopia, January 2009
G-8 Global Child Welfare Consultant, July 2005, Gleneagles, Scotland
Better Care Network, Faith Relations Committee, 2004-2006
Church World Service CropWalk, Steering Committee Member, 2004 - 2006
ONE Campaign, Faith Organizing Committee, 2004-2006
Bread for the World, Student Organizing Taskforce, 2003 - 2006
Pace Center for Campus and Community Ministries, Board of Directors, 2001 - 2003
Virginia Baptist Women's Missionary Union, Baptist Church Social Work Consultant, 2001 - 2003

AWARDS

2013 VCU School of Social Work Ph.D. Program Alumni "Making A Difference" Award
2009 NASW Waco Social Worker of the Year
2006 Mortar Board Laurel Chapter Circle of Achievement Teaching Award
2003, 1999 VCU School of Social Work Service Award
2000 Phi Kappa Phi Scholarship Award
1999-2000 VCU Ph.D. Program Graduate School Fellowship
1999 BTSR Morris J. Ashcraft Theology and New Testament Award

MEMBERSHIPS

National Association of Social Workers
Council on Social Work Education
Association for Research on Nonprofit Organizations and Voluntary Action
North American Association of Christians in Social Work

PRE-ACADEMIC PROFESSIONAL EXPERIENCE

Pastor, Richmond Mennonite Fellowship, 2000 - 2003
Organizer/Educator, Parish Social Work Program, Women's Missionary Union, VA, 1999 - 2003
Social Worker, Daily Planet Healthcare for the Homeless grant, Richmond, VA, 1999 - 2000
Social Work Intern - Administration and Planning, Sacred Heart Center, 1998-1999
Social Work Intern, William Byrd Community House, 1997-1998