

NANCY S. DICKINSON
Curriculum Vitae

School of Social Work
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EDUCATION

- 1986 Ph.D. in Social Welfare, University of Washington, Seattle, WA.
Dissertation: *Contributions to the Employment of AFDC
Recipients: An Experimental Comparison of Work Experience
and Job Search Assistance Strategies.*
- 1978 MSSW, Accelerated Program, University of Tennessee School of
Social Work, Knoxville Branch. Concentration: Administration
and Planning.
- 1967 BA, Psychology, University of Richmond, Virginia.

EXPERIENCE IN HIGHER EDUCATION

- 2008-Present Clinical Professor and Project Director, National Child Welfare
Workforce Institute. Direct a Children's Bureau funded effort to build the
capacity of the nation's child welfare workforce.
- 2013-2016 Clinical Professor and Senior Associate, National Center for Evidenced-
Based Practice in Child Welfare, University of Maryland School of Social
Work. Contributed to project management and training design and serve
as liaison with the National Child Welfare Workforce Institute.
- 2009-2013 Clinical Professor and Senior Workforce Specialist, University of
Maryland School of Social Work, Atlantic Coast Child Welfare
Implementation Center, Ruth Young Center.
- 1998-2009 Clinical Professor and Executive Director, Jordan Institute for Families,
School of Social Work, The University of North Carolina at Chapel Hill.
Administered a program of interdisciplinary research, training and
technical assistance activities that focused on strengthening families.
- 1995-1998 Executive Director, California Social Work Education Center,
School of Social Welfare, University of California, Berkeley.
Directed statewide consortium of twelve graduate schools of
social work, California Department of Social Services, NASW, private
foundations and county agencies for educating MSW students
for public child welfare employment and providing continuing education
for county agency staff.
- 1993-1995 Associate Director, Center for Human Services Training &
Development, University Extension, University of California,
Davis. Expanded and managed a \$6 million statewide
continuing education program for public agency staff.

- 1992-1995 Continuing Education Specialist, UC Davis, Center for Human Services Training & Development. Curriculum development, program design, and implementation of continuing education programs for social services professionals throughout California.
- 1991-1992 Instructor and Field Work Consultant, UC Berkeley, School of Social Welfare. Developed and supervised field placements for undergraduate students majoring in social welfare. Taught a weekly seminar as part of students' placement responsibilities.
- 1984-1992 Staff Research Associate III, University of California Cooperative Extension, Berkeley, CA. Developed and conducted applied research and educational programs focusing on vulnerable children and families.
- 1984-1992 Instructor, UC Davis Extension, Center for Human Services Training & Development. Developed and delivered in-service training for social services professionals in California.
- 1989-1990 Program Coordinator, UC Davis Extension, Center for Human Services Training & Development. Conducted training needs assessment; developed curriculum; recruited, selected, and trained trainers for statewide staff development program.
- 1984 Consultant Reintegration Follow-Up Study, School of Social Welfare, University of California at Berkeley. Assisted with a National Institute of Mental Health study of residential care for the mentally ill.
- 1982 Teaching Assistant School of Social Work, University of Washington, Seattle, WA. Social Work 502B, Social Policy Master's level; Katharine Briar, DSW, lead instructor.
- 1981-1983 Research Assistant Northwest Resource Center for Children, Youth and Families, School of Social Work, University of Washington, Seattle, WA. Technical assistance to public agencies for curriculum development, training, and service provision in child and family services.
- 1979-1981 Assistant Director, Office of Continuing Social Work Education, Knoxville, TN. Administered statewide staff development program for the TN Department of Human Services.
- 1978-1979 Research Specialist, Office of Continuing Social Work Education, Knoxville, TN. As project coordinator for a 426 Grant of National Significance, developed and field tested a survey methodology to assess the training needs of child welfare staff.

EXPERIENCE IN OTHER THAN HIGHER EDUCATION

- 1984-1987 Consultant, Marin County Department of Public Welfare, San Rafael, CA. Directed research studies of the employment needs of AFDC recipients who would participate in the county's version of GAIN, California's welfare work program. Assisted in the development of the county plan for GAIN implementation.
- 1983 Research Analyst II Department of Social and Health Services, Olympia, WA. Directed on-site research component for Work

- 1975-1978 Experience Demonstration Project.
Mental Health Associate, Peninsula Psychiatric Center, Louisville, TN. Individual, family, and group counseling.
- 1973-1975 Director, North Carolina Baptist Children's Homes emergency care program for children, Burlington, NC. Developed and administered the program and supervised staff.
- 1967-1972 Social Worker, Department of Social Services, Durham, NC. In Child Protective Services, investigated complaints of child abuse and neglect and provided appropriate services.

HONORS RECEIVED

- 2011 Peter W. Forsyth Award for Leadership In Public Child Welfare by The National Association of Public Child Welfare Administrators, American Public Human Services Association, Washington, DC, June 2, 2012.
- 2000 Most Innovative/Creative Faculty of the Year in 1999-2000, Social Work Student Organization, UNC-Chapel Hill.
- 1990 Outstanding Service Award for excellence in teaching and outstanding service in the field of continuing education, University Extension, University of California at Davis.

FUNDED PROJECTS

Principal Investigator

- 10/1/03-9/30/08, U.S. Department of Health and Human Services, Administration on Children, Youth and Families. *Child Welfare Staff Recruitment and Retention: An Evidence-Based Training Model*, \$1,000,000.
- 1/1/99-6/30/09, North Carolina Department of Health and Human Services, Division of Social Services. *Child Welfare Education Collaborative*, \$23,569,524.
- 10/1/05-9/30/06, Strowd Rose Foundation, NC. *Women's Prison Writing and Performance Project*, \$5,000.
- 9/1/05 – 3/31/06, Z. Smith Reynolds Foundation. *Women's Prison Writing and Performance Project*, \$15,000.
- 3/15/01 Frances C. and William P. Smallwood Foundation. *Building the Virtual Resource Center*, \$20,000.
- 1/1/01-6/30/02, State of North Carolina, Department of Juvenile Justice and Delinquency Prevention. *Risk-based Prevention and Intervention: Technical Assistance*, \$293,247.
- 10/9/00-6/30/01, Strategic Initiative Award, The University of North Carolina at Chapel Hill, Office of the Chancellor. *Evidence-based Practice Curriculum Development*, \$40,400.
- 10/1/00-9/30/03, U.S. Department of Health and Human Services, Administration on Children, Youth and Families. *Training of Child Welfare Practitioners to Work Effectively with Youth Transitioning out of Foster Care*, \$600,000.
- 7/1/00-5/15/02, World Vision. *Romanian Child Welfare and Protection Project*, \$141,124.
- 10/1/99-12/31/2000, State of North Carolina, Office of Juvenile Justice. *Risk-based Prevention and Intervention Training: North Carolina Communities that Care*, \$696,557.
- 10/1/98-9/30/99, State of North Carolina, Department of Crime Control and Public Safety, Division of Governor's Crime Commission. *Communities that Care—NC*, \$180,688.

- 1/4/99-5/4/99, North Carolina Division of Vocational Rehabilitation. *Mentoring in the Workplace for Welfare to Work Participants*, \$130,000.
- 1/1/99-6/30/99, North Carolina Department of Health and Human Services, Division of Social Services. *Child Welfare Education Collaborative*, \$116,241.
- 10/1/97-9/30/2000, Administration for Children and Families, Division of Discretionary Grants. *Training for Concurrent Planning in Child Welfare: An Interdisciplinary Approach*, \$450,000.
- 10/1/95-9/30/98, Administration for Children and Families, Division of Discretionary Grants. *California Social Work Education Center Child Welfare Fellows Program*, \$479,176.
- 1/1/96-12/31/98, Zellerbach Family Fund Grants, CA, \$20,000.

Project Director and Co-PI

- 10/1/08-9/30/18, Project Director, U.S. DHHS, ACYF, Children's Bureau. *National Child Welfare Workforce Institute*, 10/1/08-9/30/13, \$16.5 million; 10/1/13-9/30/18, \$21.2 million
- 8/15/05-6/30/08, Co-PI, with Richard Barth, Mike Miles donation, *Second Family: Support for Foster Youth*, \$88,958.
- 10/1/95-9/30/97, Co-PI with Neil Gilbert, Administration for Children and Families, Division of Discretionary Grants. *Interdisciplinary Training Project in Child Welfare Practice and Program Development*, \$150,000.
- 7/1/96-6/30/98, Co-PI with James Midgley, California Department of Social Services. *California Public Social Services Training Academies*. \$5,660,928.
- 7/1/95-6/30/98, Co-PI with James Midgley, California Department of Social Services. *Title IV-E Master of Social Work Training Program*, \$52,533,725.

PUBLICATIONS

Articles in Refereed Journals

- Bernotavicz, F., & **Dickinson, N.S.** (2014). Guest editors' introduction. *Training and Development in Human Services; The Journal of the National Staff Development and Training Association. Special Issue: Leadership Development*, 8(1), 4-8.
- Dickinson, N.S. (2014). Guest Editorial: Child welfare leadership development to enhance outcomes for children, youth and families. *Human Service Organizations: Management, Leadership & Governance*, 38(2), 1-4.
- Bernotavicz, F., McDaniel, N., Brittain, C., & **Dickinson, N.S.** (2013). Leadership in a changing environment: A leadership model for child welfare. *Administration in Social Work*, 37(4), 401-417.
- Dickinson, N.S., & Painter, J.S. (2011). An experimental study of child welfare worker turnover. *Proceedings of the 14th Annual National Human Services Training Evaluation Symposium*. Berkeley, CA: California Social Work Education Center. Retrieved from http://calswec.berkeley.edu/files/uploads/nhstes2011_dickenson_painter_turnover_final_0.pdf
- Dickinson, N.S., & Painter, J.S. (2009). Predictors of undesired turnover for child welfare workers. *Child Welfare* 88(5), 187-205.
- Barth, R.P., Lloyd, E.C., Christ, S., Chapman, M. & **Dickinson, N.S.** (2008). Child welfare worker characteristics and job satisfaction: A national study. *Social Work*, 53, 199-209.

- Dickinson, N.S. (2006). An important question half-answered: A response to Perry's article. *Research on Social Work Practice, 16*(4), 431-433.
- Dickinson, N.S. & Gil de Gibaja, M. (2004). University-child welfare partnerships : Familiar collaborations, new possibilities. *Protecting Children, 19*(3), 27-36.
- Dickinson, N. S. & Perry, R.E. (2002). Factors influencing the retention of specially educated public child welfare workers. *Journal of Health and Social Policy, 15*(3/4), 89-104, and *Evaluation research in child welfare*, K. Briar-Lawson & J. Zlotnik (Eds), 89-103.
- Dickinson, N. S., & Cudaback, D. J. (1992). Parent education for adolescent mothers. *The Journal of Primary Prevention, 13* (1), 23-35.
- Cudaback, D. J., **Dickinson, N. S.**, & Wiggins, E. S. (1990). Parent education by mail. *Families in Society, 71* (3), 172-175.
- Dickinson, N. S. (1986). Which welfare work strategies work? *Social Work, 31*, 266-272.
- Kurtz, G. & **Dickinson, N. S.** (1982). Assertive skills for social service workers. *Journal of Continuing Social Work Education, 1*, 1-8.

Articles in Non-refereed Publications

- Briar-Lawson, K., Leake, R., **Dickinson, N.S.**, McCarthy, M., Anderson, G., Groza, V., & Gilmore, G. C. (2015, November 17). Invited Article: Investing in the child welfare workforce: A response to David Stoesz. *Research on Social Work Practice*. DOI: 10.1177/1049731515614912
- Dickinson, N.S., & Fisher, C.E. (2015, February). Leading change: Partnerships to improve the child welfare workforce. *Policy & practice*. Washington, DC: American Public Human Services Association, 73(1), 16-19.
- McCarthy, M., Briar-Lawson, K., & **Dickinson, N.S.** (2013, February). Strengthening the workforce for systems change. *Children's Bureau Express, 14*(1). Retrieved from <https://cbexpress.acf.hhs.gov/index.cfm?event=website.viewArticles&issueid=143§ionid=2&articleid=3762>
- Dickinson, N.S. (2012, Spring). Withstanding secondary traumatic stress: The role of realistic recruitment. *CW360: Secondary trauma and the child welfare workforce* (pp. 16-17). School of Social Work, University of Minnesota: Center for Advanced Studies in Child Welfare.
- Dickinson, N.S. (2010, March). Trends in the child welfare workforce. *Children's Bureau Express, 11*(2). Retrieved from <https://cbexpress.acf.hhs.gov/index.cfm?event=website.viewArticles&issueid=114&articleid=2820&keywords=Dickinson>
- Dickinson, N.S. (2004, February). Foster youth help develop curriculum and provide training for child welfare workers. *Children's Bureau Express, 5*(1). Retrieved from <https://cbexpress.acf.hhs.gov/index.cfm?event=website.viewArticles&issueid=50&articleid=761&keywords=Dickinson>

Book Chapters and Book

- Munson, S., McCarthy, M., & **Dickinson, N.S.** (2014). The child welfare workforce. In G. Mallon & P. Hess (Eds.), *Child welfare for the 21st century: A handbook of children, youth, and family services: Practices, policies, and programs, 2nd Edition* (pp. 624-642). New York: Columbia University Press.

- Mildon, R., **Dickinson, N.S.**, & Shlonsky, A. (2014). Using implementation science to improve service and practice in child welfare: Actions and essential elements. In A. Shlonsky & R. Benbenishty (Eds.), *From evidence to outcomes in child welfare: An international reader* (pp. 83-101). New York: Oxford University Press.
- Dickinson, N.S. & Barth, R.P. (2013). Lessons learned and the way forward. In K. Briar-Lawson, M. McCarthy, & N.S. Dickinson (Eds.), *The Children's Bureau: Shaping a century of child welfare practices, programs, and policies* (pp. 1-19). Washington, DC: NASW Press.
- Briar-Lawson, K., McCarthy, M., & **Dickinson, N.S.** (2013). *The Children's Bureau: Shaping a century of child welfare practices, programs, and policies*. Washington, DC: NASW Press.
- Dickinson, N.S., & Comstock, A. (2009). Getting and keeping the best people. In C. Potter & C. Brittain (Eds.), *Supervision in child welfare* (pp. 220-261). New York: Oxford.
- Dickinson, N. S. (1997). Federal social legislation from 1994 to 1997. In R. L. Edwards (Ed.-in-Chief), *Encyclopedia of social work* (19th ed., 1997 Supplement, pp. 125-131). Washington, DC: NASW Press.
- Dickinson, N. S. (1995). Federal social legislation since 1961. In R. L. Edwards (Ed.-in-Chief), *Encyclopedia of social work* (19th ed., Vol. 2, pp. 1005-1013). Washington, DC: NASW Press.
- Edwards, R. L., Kurtz, G., & **Dickinson, N. S.** (1980). Identifying training needs and developing a training response to rural social workers. In J. Davenport, J. A. Davenport, and J. R. Wiebler (Eds.), *Social work in rural areas: Issues and opportunities*. Laramie, WY: University of Wyoming Press.

Book Reviews

- Dickinson, N.S. (2005). Book review of *Charting the impacts of university-child welfare collaboration*, Katharine Briar-Lawson, Editor, Binghamton, NY: The Haworth Press, in *Children and Youth Services Review*, 27(5), 567-569.

Reports and Curricula

- Dickinson, N.S. (2013). *A comprehensive workforce strategy to advance child welfare outcomes*. Albany, NY: National Child Welfare Workforce Institute.
- Mosher, P., Reed, D., **Dickinson, N.S.**, & Preston, M. (2013). *Coaching manual for the Leadership Academy for Middle Managers (LAMM)*. Albany, NY: National Child Welfare Workforce Institute.
- Dickinson, N.S., Wolf, W., Reed, D.M. (2012). *Leadership Academy for Middle Managers (LAMM): Tribal coaching facilitators' guide*. Albany, NY: National Child Welfare Workforce Institute.
- Greeson, J.P. & **Dickinson, N.S.** (2008). *Building family beyond the home: Second family foundation program report*. Chapel Hill, NC: UNC, Jordan Institute for Families.
- Dickinson, N.S. (2008). *Staying power! Recruitment and selection toolkits*. Chapel Hill, NC: UNC, Jordan Institute for Families.
- Williams, E.S., Ryals, D.G., & **Dickinson, N.S.** (2008). *Staying power! A supervisor's guide to child welfare retention*. Chapel Hill, NC: UNC, Jordan Institute for Families.

- Sanford, G. & **Dickinson, N.S.** (2003). *Interdependent living curriculum: Training for child welfare practitioners working with youth transitioning out of foster care*. Chapel Hill, NC: UNC, Jordan Institute for Families.
- Barth, R.P., Goodhand, J. & **Dickinson, N. S.** (1999, June). Reconciling competing values in the delivery of child welfare services under ASFA, MEPA, and community-based child protection. In US DHHS, *Changing paradigms of child welfare practice: Responding to opportunities and challenges* (pp. 7-33). Washington, DC: US Department of Health and Human Services, Children's Bureau.
- Perry, R., Limb, G., Rogers, K., & **Dickinson, N.** (1999). *A report on the public child welfare workforce in California—1998*. Berkeley: California Social Work Education Center.
- Cudaback, D. J., & **Dickinson, N. S.** (1988). *Parent education by mail: a cost effective way to help parents at risk*. Berkeley: University of California Cooperative Extension. (ERIC Document Reproduction Service No. ED 300 145)
- Briar, K. H., **Dickinson, N. S.**, & Vinet, M. (1984). *Employment and training instruction program*. Seattle, WA: University of Washington, School of Social Work.
- Dickinson, N. S. (1984). *Training in task-centered casework*. Seattle, WA: University of Washington School of Social Work, Northwest Resource Center for Children, Youth, and Families.
- Green, R. K., **Dickinson, N. S.**, & Bremseth, M. (1979). *Assessing the training needs of child welfare workers: project report*. Knoxville, TN: The University of Tennessee School of Social Work.
- Dickinson, N. S., & Bremseth, M. (1979). *Assessing the training needs of child welfare workers: technical report*. Knoxville, TN: The University of Tennessee School of Social Work.

SELECTED PRESENTATIONS

Invited Presentations

- Dickinson, N.S. (2016, June 27). *The right match: Strategies for realistic recruitment and selection*. Presentation to and consultation with the R&R Workgroup of managers in MO's Children's Division, Jefferson City, MO.
- Dickinson, N.S., McDaniel, N, & Kollar, S. (2016, June 19). *Achieving excellence through a comprehensive approach to workforce development*. Webinar presentation sponsored by the CA Bay Area Academy, San Francisco, CA.
- Dickinson, N.S. (2016, April). *Leadership in child welfare*. Keynote address at the Annual Conference of the Coalition of Residential Excellence, Washington, DC, April 26, 2016
- Dickinson, N.S. (2014, November 3). *Child welfare in the global south: Implications for U.S. child welfare systems*. Presentation at the International Social Work Lecture, University of Maryland School of Social Work, Baltimore, MD.
- Dickinson, N.S. (2014, October 29). *Workforce development in child welfare*. Keynote presentation at the Northern and Mt. Valley California County Welfare Directors' Association (CWDA) Children's Committee's Annual Joint Meeting, Davis, CA.
- Dickinson, N.S. & Putnam-Hornstein, E. (2014, May 21). *Building a professional workforce—To do what? Interrupt poor practices that lead to fatal and severe maltreatment of very young children*. Keynote presentation at the 17th Annual Human Services Training Evaluation Symposium, Berkeley, CA.

- Dickinson, N.S. (2013, June 19). *Steering your agency through the permanent whitewater of change*. Workshop presentation for The Pennsylvania Child Welfare Resource Center Leadership Academy, Gettysburg, PA.
- Dickinson, N.S. (2013, March 15). *Transfer of learning*. Webinar presentation sponsored by the Atlantic Coast Child Welfare Implementation Center, University of Maryland School of Social Work.
- Dickinson, N.S., & Reed, D. (2013, January 31). *Adaptive leadership: Practical application*. Webinar presentation for the National Child Welfare Workforce Institute.
- Dickinson, N.S. (2012, August 21 and August, 22). *Steering your organization through the permanent whitewater of change*, Plenary address. *Workforce development is right for children, youth and families*, Master Class. Association for Children's Welfare Agencies Conference, Sydney, Australia.
- Dickinson, N.S., McCarthy, M., Davidson, H., & Testa, M. (2012, June 6). *Rebuilding systems and organizational structures*, Webinar presentation as part of the Children's Bureau Centennial Voices to Vision Facilitated discussion Series.
- Dickinson, N.S. (2011, January 19 and 2010, October 8). *Tools and techniques for recruiting and retaining a committed and competent workforce*. Workshop presentations at Children's Bureau meetings: Tribal Maternal, Infant, and Early Childhood Home Visiting Grantee Kickoff Meeting, Washington, DC, and the Regional Partnership Grants Third Annual Grantee Meeting, Arlington, VA.
- Dickinson, N.S. (2011, May 19). *Workforce development issues in meeting the demands of evidence-based child welfare practice*. Plenary presentation at Are You Ready? Meeting the Demands of Evidence-Based Child Welfare Practice. Chapin Hall, Chicago, IL.
- Dickinson, N.S., & McCarthy, M. (2010, October 4). *Systems change through workforce development*. Workshop presentation at Children's Bureau 2010 Policy to Practice Dialogue, Arlington, VA.
- Dickinson, N.S. (2010, May 27). *The role of workforce development in supporting implementation of evidence informed practices*. Keynote address at The Use of Evidence in Child Welfare Practice and Policy: An International Perspective on Future Directions Conference, Haruv Institute, Jerusalem, Israel.
- Dickinson, N.S. (2009, November 10). *Workforce issues: Sustaining child welfare practice*. Webinar presentation for Atlantic Coast Child Welfare Implementation Center, University of Maryland, Baltimore, MD.
- Dickinson, N.S. (2009, October 13). *Strengthening the frontline workforce: Finding and keeping the best*. Workshop presentation at Florida Coalition for Children, 2009 Annual Conference, Orlando, FL.
- Dickinson, N.S. (2009, September 23). *Supervisors and managers as partners in workforce development*. Keynote address at the Kansas Workforce Initiative Kickoff Symposium, Salina, KS.
- Dickinson, N. S. (2009, June 24). *Partners in retention: The role of supervisors and managers in retaining child welfare staff*. Workshop presentation at Resilient Families need Resilient Workers: Practice, Policy and Research Conference, Melbourne, Australia.
- Dickinson, N. S. (2009, June 23). *Achieving retention through evidence-based practices: Building resilience in the child welfare workforce*. Keynote address at Resilient Families need Resilient Workers: Practice, Policy and Research Conference, Melbourne, Australia.
- Dickinson, N. S. (2009, May 28). *Evaluating workforce practices*, panel presentation, National Child Welfare Evaluation Summit, Washington, D.C.

- Dickinson, N. S. (2009, April 15). *Rocket science: The work of child welfare professionals*. Keynote address at the Spring 2009 Collaborative Training Institute, Chapel Hill, NC.
- Dickinson, N. S. (2008, May 20). *More promising strategies: Recruitment and retention of a qualified workforce*. Presentation in a teleconference series sponsored by the National Child Welfare Resource Center for Organizational Improvement, University of Southern Maine.
- Dickinson, N. S. (2008, April 15 and 17). *Where's Waldo? Achieving retention through evidence-based practices*. Keynote addresses at Place Matters Child Welfare Conference, Baltimore, MD.
- Dickinson, N. S. (2008, April 15 and 17). *The right match: Strategies for realistic recruitment and selection*. Invited workshop presentations at Place Matters Child Welfare Conference, Baltimore, MD.
- Dickinson, N. S., & Bernotavicz, F. (2008, May 7-8). *Keeping competent and committed staff: A strategic imperative; Keeping competent and committed staff: Promising strategies; and Laying the foundation for retention: Implementing promising strategies*. Invited presentations at the Spring 2008 Pennsylvania Leadership Academy, Mechanicsville, PA.
- Recruitment and retention of a qualified workforce: The foundation of success*, with PIs from the 8 Children's Bureau funded recruitment and retention projects. Invited presentation at the 2007 Children's Bureau Conference for Agencies and Courts, December 12, 2007, Washington, DC.
- Barth, R.B., & **Dickinson, N.S.** (2006, June 7-11). *Summer training on child welfare*. Invited presentations in Kunming, China by China's Ministry of Civil Affairs.
- Dickinson, N.S. & Painter, J.S. (2005, October 24). *Evidence-based and research-supported practices in recruiting and retaining Staff*. Child Welfare Workforce Development and Workplace Enhancement Institute, Children's Bureau, Arlington, VA.
- Dickinson, N.S. & Painter, J.S. (2005, May 10). *Child welfare training evaluation research: Improving child welfare recruitment & retention*. 2005 Children's Bureau Discretionary Grantees Meeting, Washington, DC.
- Barth, R.P., **Dickinson, N.S.**, & Goodhand, J. (1999, June 28). *Reconciling competing values in the delivery of child welfare services under ASFA, MEPA, and Community-Based Child Protection*. Invitational Symposium, 1999 Child Welfare Training Symposium, US DHHS, Children's Bureau. Washington, DC.
- Duerr Berrick, J., & **Dickinson, N.S.** (1998, February 24). *Developing research-based child welfare curriculum*. Invitational Symposium, Children's Bureau Grantees Meeting, Washington, DC.

Refereed Conference Presentations

- Dickinson, N.S. (2014, January 19). *Leading change in child welfare: Results from a national evaluation*. Symposium Organizer. 18th Annual Conference of the Society for Social Work and Research, San Antonio, TX.
- Dickinson, N.S. (2011, August 29). *Race and child welfare: Recent research and implications for policy and practice options*. Panel presentation at the 2011 National Child Welfare Evaluation Summit, Washington, D.C.
- Dickinson, N.S., & Painter, J.S. (2011, June 15). *An experimental study of child welfare worker turnover*. Presentation at the National Human Services Training Evaluation Symposium, Cornell University.

- Dickinson, N.S., & Bernotavicz, F. (2011, April 28). *Leadership for workforce development and systems change*. Workshop presentation at the National Network for Social Work Managers, Baltimore, MD.
- Dickinson, N.S., & Painter, J.S. (2011, January 13). *An experimental study of child welfare worker turnover*. Workshop presentation, 15th Annual Conference, Society for Social Work and Research, Tampa, FL.
- Dickinson, N.S., & McCarthy, M. (2009, August 4). *Systems change through workforce development*. Workshop presentation, 2009 Meeting for Agencies and Courts, Arlington, VA.
- Dickinson, N.S., & Painter, J.S. (2009, May 28). *An experimental study of child welfare worker turnover*. Poster presentation at the National Child Welfare Evaluation Summit, Washington, D.C.
- Dickinson, N.S., & McCarthy, M. (2009, April 1). *Recruitment & retention of a qualified child welfare workforce: The foundation of success*. Workshop presentation at the 17th National Conference on Child Abuse and Neglect, Atlanta, GA.
- Dickinson, N.S., & Painter (2008, October 10). *Keeping competent and committed staff*. 87th Annual Social Services Institute of the NC Association of County Directors of Social Services, Raleigh, NC.
- Bernotavicz, F., & **Dickinson, N.S.** (2008, August 5). *The right match: Strategies for realistic recruitment and screening*. Presented at Scaling the Summit Conference, University of Denver, CO.
- Dickinson, N.S. (2007, January 12). *Improving the child welfare workforce: National estimates, validation of key constructs, and a randomized clinical trial*. Symposium Organizer. 11th Annual Conference of the Society for Social Work and Research, San Francisco, CA.
- Dickinson, N.S., Painter, J.S., & Lee, J. (2007, January 12). *Child welfare worker turnover: Understanding and predicting who actually leaves*. 11th Annual Conference of the Society for Social Work and Research, San Francisco, CA.
- Dickinson, N.S., & Bernotavicz, F. (2004, November 2). *Where's Waldo? Finding and keeping qualified child welfare staff*. 17th National Conference of the National Staff Development and Training Association, Chicago, IL.
- Dickinson, N.S., & Williams, E. (2004, April 29). *Where's Waldo? Finding and keeping qualified child welfare staff*. Building Success Conference, North Carolina Association of County Directors of Social Services, New Bern, NC.
- Dickinson, N.S. (2003, September 24). *Partnering with youth to train child welfare staff*. 16th National Conference of the National Staff Development and Training Association, Anaheim, CA.
- Dickinson, N.S., Barbee, A., Leung, P., & McCarthy, M. (2003, March 2). *Child welfare partnership research: Results and challenges across the country*. 49th Annual Program Meeting of the Council on Social Work Education, Atlanta, GA.
- Dickinson, N.S., Bernotavicz, F., & McCarthy, B. (2002, November 17). *More discussions about agency/university training partnerships*. 15th National Conference of the National Staff Development and Training Association, Nashville, TN.
- Dickinson, N.S., Bernotavicz, F., Fox, S., & McCarthy, B. (2001, October 9). *Recruitment and retention: Developing an OD role for trainers*. 14th National Conference of the National Staff Development and Training Association, Denver, CO.
- Dickinson, N.S., & Perry, R. (1998, December 8). *Why do MSWs stay in public child welfare? Organizational and training implications of a retention study*. 11th National Conference of the National Staff Development and Training Association, New Orleans, LA.

Dickinson, N.S., & Perry, R. (1998, August 4). *Do M.S.W. graduates stay in public child welfare?* 38th Annual National Association for Welfare Research and Statistics Conference, Chicago, IL.

Dickinson, N.S., & Clark, S. (1998, March 8). *The Child Welfare Fellows report: Doing research for influencing practice and education.* 44th Annual Program Meeting, Council on Social Work Education, Orlando, FL, March 8, 1998.

Dickinson, N.S., & Perry, R. (1997, July 30). *Examining the impact of experience in public welfare on MSW student attitudes and practice preferences.* National Association for Welfare Research and Statistics, Annual Conference, Atlanta, GA.

CONSULTATIONS

New South Wales Department of Family and Community Services, Sydney, Australia. (1) Consultation with Senior Executives on Leadership in Workforce Development; (2) Consultation with frontline and middle managers on Developing a Workplace Culture that is Supportive, Innovative and Efficient. August 23, 2012.

Victoria Department of Human Services, Melbourne, Australia. Consultation on child protection workforce issues and strategies for retention. June 25, 2009.

School of Social Work, Rutgers, The State University of New Jersey. Consultation on the IV-E partnerships between the university and the Department of Children and Families for BSW and MSW education and child welfare training. Presentation on *Where's Waldo? Finding and keeping qualified child welfare staff.* May 9-11, 2007.

School of Social Work, University of Washington, Seattle, WA. Consultation on the IV-E partnership between the University and the public child welfare agency; and presentation on *The importance of workforce improvement in child welfare: Recruitment, training and retention.* May 19-20, 2005.

School of Social Work, The University of Texas at Arlington. Consultation on building a research infrastructure and presentation on *Making a difference through research and public engagement.* April 18-19, 2005.

Nelson A. Rockefeller College of Public Affairs and Policy, University at Albany, State University of New York. Assessment of the Professional Development Program, with Marc Holzer. February 11-12, 1998.

State of Hawaii, Department of Human Services and the University of Hawaii School of Social Work. Technical assistance in the development of the Hawaii Title IV-E MSW Program. February 1-June 30, 1998.

PROFESSIONAL MEMBERSHIPS AND BOARDS

National Association of Social Workers, Member
1990-1992 Communications Committee member

1996-1999 *Social Work* Editorial Board

American Public Human Services Association, Member

National Staff Development & Training Association, Board Member 1995-2012
CASA of Baltimore, Board Member, 2012-Present
Society for Social Work and Research, Member

Journal of Human Service Organizations: Management, Leadership, & Governance,
Manuscript Reviewer, 2010-Present
Associate Editor for Network Development (Public Sector), 2013-Present.
Children and Youth Services Review, Manuscript Reviewer, 2006-Present.
*Professional Development in Social Work: The International Journal of
Continuing Social Work Education*, Editorial Board member, 1997-2005.
Manuscript Reviewer for Oxford University Press (2005) and Guilford Publications (2005).

Porter-Cason Institute for Family Practice, Tulane University School of Social Work,
1999-2008, Board Member; 2005-2008, Board Chair.
Concern of Durham, 2001-2009, Board Member; 2004-2008, Board Secretary.
National Resource Center on Child Welfare Training and Evaluation, University of Louisville
Kent School of Social Work, 2002-2006, Advisory Board Member.

COURSES TAUGHT

Social Work 224, *Social Work Practice with Organizations and Communities*. University of
North Carolina, Chapel Hill, Spring 1999, Fall 1999, Fall 2000.
Independent Study, *Program Evaluation*, Fall 1999.

SERVICE TO THE SCHOOL OF SOCIAL WORK

University of North Carolina

Member, Admissions Committee (1999-2001; 2008-2009)
Member, Personnel Committee (2002-2004)
Member, Committee on Students (2004-2009)
Member, Macro Curriculum Committee (1998-2002)
Dissertation Committee Member for Craig Schwalbe (2003-04)
Ex-Officio Member, Dean's Advisory Board (1998-2009)
IRB Review Committee member (2006-2009)

University of Maryland

Guest lecturer on Experiences in Human Services for Dana Shaw's foundation practice course,
February 16, 2012
Radio interview with Sheilah Kast, WYPR's Maryland Morning, on Keeping Social Workers
Safe, 2012
Guest lecturer on Coaching for John mattingly's MSW class, SOWK 699, The Practice of
Leadership and Management in Child Welfare and Juvenile Justice, April 13, 2013
Member, Contractual/Fixed-term Faculty Review and Promotion Committee (2012-2014)
Co-Chair, Contractual/Fixed-term Faculty Review and Promotion Committee (2014 – Present)
Dissertation Committee Member for Allison West (2014)

UNIVERSITY SERVICE

University of North Carolina

Chair, speakers committee for April 2008 conference, *Combating Sex Trafficking: Prevention and Intervention in North Carolina and Worldwide*.

Member, university review committee for Martha Cox, Director of the Center for Developmental Sciences, February – April 2006.

Member, university interdisciplinary planning committee for April 2006 conference, *Sexual Trafficking: Breaking the Crisis of Silence*, December 2004 – April 2006.

Facilitator of the UNC Chancellor's *Taskforce For a Better Workplace*, September 2003 – February 2004.

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