

Curriculum Vitae

KAREN M. HOPKINS

School of Social Work
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EDUCATION

- PhD University of Chicago, School of Social Service Administration
- MSW University of Pittsburgh, School of Social Work, Community Organization and Social Administration
- BS The Pennsylvania State University, College of Human Development, Criminal Justice

EXPERIENCE IN HIGHER EDUCATION

- 2022 – present University of Maryland, School of Social Work, Professor
- 2004 – 2022 University of Maryland, School of Social Work, Associate Professor
- 2000 – present University of Maryland, Graduate School, Associate Graduate Faculty
- 1999 – 2004 University of Maryland, School of Social Work, Associate Professor (Tenured May 2004)
- 09/2021 – present Affiliated Faculty, Yonsei University School of Social Welfare, Seoul, South Korea
- 2015 – present Co-Director, Human Services Leadership and Management Certificate

MSW Courses Taught:

- SWOA 781: Results-Based Accountability with Organizations and Communities
- SOWK 781: Actionable Research: Results-Based Accountability and Empowerment Evaluation
- SWOA 721: Strategic Talent and Performance Management

SOWK 781: Research Methods for Management and Community Practice
 SWOA 721: Human Resources Management
 SWOA 703: Program Management
 SOWK 631: Social Work Practice with Communities and Organizations

PhD Committees:

Sharlene Allen, *Dispersed Social Work: Understanding Social Presence and Organizational Identification Through the Use of New Communication Technologies*, George Washington University

Leah Bartley, *Making it Happen: Understanding Factors Related to Worker and Organizational Fidelity to Family Connections, a Child Maltreatment Prevention Program*, University of Maryland

Virletta Bryant, *Religion and Depression in African American Seventh Day Adventist Women*, University of Maryland

Amy Cohen-Callow, *Factors Associated With Sustaining Older Adult Volunteer Activities: The Relationship Between Psychological Climate and Volunteers' Organizational Withdrawal Behaviors*, University of Maryland, **Chair**

Anusha Chatterjee, *Decision-making among Philanthropic Foundations in the U.S.: Factors that Influence International Giving*, University of Maryland

Elizabeth Fisher, *The Relationship Between Transformational Leadership Qualities and Organizational Performance*, University of Maryland, **Chair**

Emily Goering, *The Impact of Organizational Culture and Climate on Service Outcomes in Child Welfare*, University of Maryland, **Chair**

Meredith Gunn, *Using Online Training with the Child Welfare Workforce to Promote Adoption Mental Health Competence*, University of Maryland

Jeongha Hwang, *Evaluation of a Structural Model Relating Inclusion, Organizational Commitment, and Intention to Leave: Toward a Cross-cultural Approach*, University of Maryland, **Chair**

Rachel Imboden, *Theory Refinement: Moral Stress and Social Workers*, University of Maryland, **Co-Chair**

Hae Jung Kim, *The Relationship Between Reports of Safety Concerns and Behaviors and Organizational Commitment and Turnover Among Child Welfare Workers*, University of Maryland, **Chair**

Pamela Love, *Transfer of Training to the Work Setting*, University of Maryland

Marlene Matarese, *Juvenile Justice Workforce's Attitudes toward Sexual and Gender Minority Youth: Influence on the Demonstration of Protective and Supportive Behaviors*, University of Maryland

S. Colby Peters, *A Proposal for the Validation of a Set of Principles of Social Work Leadership*, **Chair**

Jessica Pryce, *An Examination of Race and Title IV-E Training on Organizational Commitment in Public Child Welfare*, Howard University

Stacey Shipe, *Alternative Response in Child Welfare: A Mixed Methods Study of Caseworker Decision Making*, University of Maryland

Kelsey Simons, *Rates and Predictors of Quitting Intention Among Social Workers in Nursing Homes*, University of Maryland

Lynda Sowbel, *Personality Predictors of Field Performance*, University of Maryland, **Chair**
 Jill Sudak-Allison, *Behavioral Change of Supervisors in Referring Troubled Employees to an Employee Assistance Program*, University of Northern Iowa

Melissa Tamburo, *An Examination of Clinical Outcomes from Employee Assistance Program and Work/Life Product Integration*, University of Maryland, **Chair**

Kimberly van Vulpen, *End-of-Life Care in U.S. Nursing Homes: Resident and Facility Factors that Predict Presence and Use of Services*, University of Maryland

Rosemary Vito, *Leadership Practice, Organizational Culture and New Managerialism: Strengths, Challenges, Variations, and Contradictions in Three Children's Service Agencies*, Wilfrid Laurier University, Canada

- 1993 – 1999 Syracuse University, School of Social Work, Assistant Professor
 Tenured May 1999
MSW Courses Taught:
 Social Work Administration
 Generalist Social Work Practice I and II
 Supervision and Staff Development
 Field Instruction
 Independent Studies
- 1990 – 1993 University of Chicago, School of Social Service Administration, Project
 Director, Fel-Pro Research Project
 A study of the relationship between family-responsive policies and
 traditional and nontraditional work performance.
- 1989 – 1991 University of Chicago, The Chapin Hall Center for Children, Research
 Assistant, Children's Policy Project: An Organizational Study of the
 Illinois Department of Children and Family Services
- Spring 1989 National Opinion Research Center (NORC), Chicago, Intern

HONORS/AWARDS RECEIVED

| | |
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| Spring 2021 | School of Social Work, Deans Teaching Award |
| 2019-2020 | University of Pittsburgh Distinguished Alumni Award in Social Work Education |
| Fall 2019 | Annie E. Casey Foundation, Certificate of Appreciation for Advancement of Human Service Professionals of Color in Performance Management and Research and Evaluation |
| Spring 2016 | University of Maryland System, Board of Regents Faculty Award in Teaching Excellence |
| Spring 2016 | Society for Social Work and Research (SSWR) Research Fellow |
| Spring 2016 | School of Social Work, Deans Teaching Award |
| Spring 2015 | School of Social Work, Deans Teaching Award |
| Spring 2014 | School of Social Work, Deans Teaching Award |
| Spring 1997 | Citation of Excellence, ANBAR Management Intelligence “ Highest Quality Rating ”, <i>Supervisor Identification with Troubled Workers: A Social Identity Perspective</i> , <u>Human Relations</u> , October 1997 |

EXPERIENCE IN OTHER THAN HIGHER EDUCATION

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| 1985 – 1988 | Allegheny County Children and Youth Services, Child Protective and Family Services, Pittsburgh, Senior Manager |
| 1984 – 1987 | Allegheny County Police Academy, Pittsburgh, Instructor. |
| 1980 – 1985 | Allegheny County Children and Youth Services, Pittsburgh, Child Protective Services, Supervisor, and Community Education Coordinator. |
| 1979 – 1980 | Allegheny County Children and Youth Services, Child Protective Services, Pittsburgh, Social Worker. |
| 1978 – 1979 | United Mental Health, Pittsburgh, Graduate Intern |
| Spring 1978 | Women’s Center and Shelter, Pittsburgh, Graduate Intern |
| Spring 1976 | Massachusetts Parole Board, Boston, Undergraduate Intern |

RESEARCH SUPPORT

Principal Investigator

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| 2014-2020 | Annie E. Casey Foundation. <i>Expanding the Bench in Performance Management</i> (\$328,000). |
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- 2013 Child Welfare Academy, University of Maryland School of Social Work. *Evaluation of Pre-service Training for DSS SSA* (\$8,000).
- 2008 New Jersey Prevention Network (NJPN)/DSS). *Workforce Development Program Evaluation*, (\$15,000).
- 2006-2007 Maryland Department of Human Resources. *Child Welfare Workforce Recruitment, Selection, and Retention Study* (\$480,000).
- 2003 DRIF Grant (Competitive), University of Maryland, School of Social Work. *The Resource Mentoring Project Evaluation* (\$18,000); with CO-PI, Cheryl Hyde
- 2000 DRIF Grant (Competitive), University of Maryland, School of Social Work. *The Relationship between Supportive Supervisory Practices and Worker Job Stress, Work-Family Balance, and Organizational Citizenship Behavior* (\$8,000).
- 1997- 1998 Small Grants (Competitive), Syracuse University (\$5,000). *Organizational Citizenship in Social Service Agencies*
- 1992 – 1993 National Institute of Mental Health, National Research Service Award (NRSA) Pre-doctoral Fellowship for Dissertation Research, *Supervisor Intervention with Troubled Workers* (\$20,000).

Co-Principal Investigator

- 2018-2020 Joseph and Harvey Meyerhoff Family Charitable Fund. *Implementation of Research Recommendations: Strengthening Grantee Network Capacity*, (\$75,000) with PI Megan Meyer
- 2016-2017 Joseph and Harvey Meyerhoff Family Charitable Fund. *Assessment of the Impact of Community Investments*. (\$67,000); with PI, Megan Meyer and Amy Cohen-Callow, CO-PI.
- 2013-2017 Baltimore Community Foundation. *Evaluation of the Target Neighborhoods Initiative* (\$538,760); with PI, Amy Cohen-Callow and Megan Meyer, CO-PI.
- 2011-2013 Maryland CASH. *Evaluation of the Financial Stability Platform* (\$73,450); with PI, Jodi Jacobson and Philip Osteen (CO-PI).
- 1998-1999 Center for Policy Research, National Institute of Aging. *Pilot Study, Aging and the Workplace* (\$15,000); with PI, Deborah Monahan.

Consultation

- 2022-2023 Consultant, NIH R01. Bringing Health Home: Evaluation of a Residential-based Telehealth Care – Coordination Intervention; PI, Jay Unick.
- Summer 2015 Consultant, Annie E. Casey Foundation. Stand By Me Financial Empowerment Program, Head Start/Child Care Centers in Delaware; PI, Christine Callahan, and Jodi Frey, CO-PI.

Proposals Submitted, but not Funded

- 2013 Wright Family Foundation. *Evaluation of Office Prodigy Intervention with Maryland Nonprofits*, \$60,000. **PI**; (with Megan Meyer, Co-PI and Rebecca Davis, Co-PI).
- 2011 Governor's Office on Service and Volunteerism (GOSV): *Evaluation of the AmeriCorps programs across the state of Maryland*, \$159,000. (with Co-PI Megan Meyer).
- 2011 University of Maryland, School of Social Work Designated Research Initiative Funds Grant: *A CBPR Project to Identify, Measure and Track Civic Health with the Promise Heights Initiative*, \$25,000 (with Co-PI Megan Meyer).
- 2010 Association of Baltimore Area Grantmakers. *Evaluation of the Baltimore Integration Initiative* (\$75,000); with PI, Rachel Edds and Megan Meyer, CO-PI (Not funded).
- 2009 Administration of Children, Youth and Families (ACYF). *Organizational Capacity Building of Nonprofits Evaluation* (\$50,000); **PI**; Amy Cohen-Callow and Megan Meyer, CO-PIs; Institutional partners, Governor's Office of Community Initiatives (GOCI) and Maryland Association of Nonprofits (Not funded).
- 2008 Children's Bureau. *Child Welfare Workforce Recruitment, Selection, and Retention Intervention Study* (\$3.5 million); **PI**; Amy Cohen-Callow CO-PI (Highly scored but not funded).
- 2005 The Harry and Jeanette Weinberg Foundation, Inc. *The Weinberg Management Fellows Program* (\$275,000); **PI**; with CO-PI, Betty Mulroy (Finalist but not funded).
- 1997 Department of Health and Human Services, Administration for Children and Families. *Interdisciplinary Training for Supervisors on Outcome-based Management*, **CO-PI** (\$442,000) with Nancy Mudrick (Finalist but not funded).

PUBLICATIONS

* DENOTES STUDENT COLLABORATOR

Peer Reviewed

- Hopkins, K.**, Meyer, M., Afkinich, J., Bialobrzeski, E., Perry, V., & Brown, J. (2022). Facilitated peer coaching among women human service professionals: Leadership learning, application and lessons learned. *Human Service Organizations: Management, Leadership & Governance*, 46(3), 184-201. <https://doi.org/10.1080/23303131.2021.1961963>
- Hopkins, K.**, Meyer, M., Afkinich, J., & Bialobrzeski, E. (2022). Impact of leadership development and facilitated peer coaching on women's individual, collective and organizational behaviors in human services. *Nonprofit Leadership & Management*, 32(3), 387-408. <https://doi.org/10.1002/nml.21487>
- Meyer, M., Goering, E., **Hopkins, K.**, Hyde, C., & Denlinger, J. (2021). Walking the Talk in Participatory Philanthropy. *The Foundation Review*, 13(2), 23-37. <https://doi.org/10.9707/1944-5660.1562>
- Hopkins, K.**, Meyer, M., & Afkinich, J. (2021, in press). Diversifying the pipeline of social work students prepared to implement performance measurement. *Journal of Social Work Education*. DOI:10.1080/10437797.2021.1969299
- Hopkins, K.** & Meyer, M. The challenges of evaluating behavioral outcomes of leadership development in human service organizations. (2019). *Human Service Organizations: Management, Leadership, & Governance*, 43(4), 290-298.
- Hopkins, K.**, Meyer, M., Cohen-Callow, A., Mattocks, N., & Afkinich, J. (2019). Implementation and impact of results-based accountability learning: Successes and challenges with human service professionals of color in urban agencies. *Race and Justice*, 9(1), 80-94. <https://doi.org/10.1177/2153368718809835>
- Mattocks, N., Meyer, M., **Hopkins, K.**, & Cohen-Callow, A. Clean and Green Organizing in Urban Neighborhoods: Measuring Perceived and Objective Outcomes. (2019). *Journal of Community Practice*, 27(3/4): 351-368.
- *Peters, S. & **Hopkins, K.** Validation of a Measure of Social Work Leadership. (2019). *Human Service Organizations: Management, Leadership, & Governance*, 43(2), 93-110.
- McBeath, B., Mosley, J., **Hopkins, K.**, Guerro, E., Austin, M., & Tropman, J. (2019), Building knowledge to support human service organizational and management practice: An agenda to address the research-to-practice gap. *Social Work Research*, 43(2), 115-128.
- *Kim, H. & **Hopkins, K.** (2017). A validation study of the revised personal safety decision

scale. *Research on Social Work Practice*, 27(5), 607-615.

- *Kim, H. & **Hopkins, K.** (2017). The quest for rural child welfare workers: How different are they from their urban counterparts in demographics, organizational climate, and work attitudes? *Children and Youth Services Review*, 73, 291–297.
- *Kim, H. & **Hopkins, K.** (2017). Child Welfare Workers' Home Visit Risks and Safety Experiences: A Qualitative Approach. *International Journal of Social Work and Human Services Practice*, 5(1), 1-8.
- Frey, J., **Hopkins, K.**, Osteen, P., Callahan, C., Hageman, S., & Ko, J. (2017). Preparing social workers and human service professionals to address the complex financial needs of clients: Implications for social work education. *Journal of Social Work Education*, 53(1), 118-131. doi: 10.1080/10437797.2016.1212753
- Netting, F.E., O'Connor, M.K., Cole, P.L., **Hopkins, K.**, Jones, J.L., Kim, Y., Leisey, M., Mulroy, E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (2016). Reclaiming and reimagining macro social work education: A collective biography. *Journal of Social Work Education*, 52(2), 157-169. DOI:10.1080/10437797.2016.1151271
- *Hwang, J. & **Hopkins, K.** (2015). A structural equation model of the effects of diversity characteristics and inclusion on organizational outcomes in the child welfare workforce. *Children and Youth Services Review*, 50, 44-52.
- *Kim, H. & **Hopkins, K.** (2015). Child welfare workers' personal safety concerns and organizational commitment: The moderating role of social support. *Human Service Organizations: Management, Leadership, and Governance*, 39 (2), 101-115.
- O'Connor, M.K., Netting, F. E., Cole, P., **Hopkins, K.**, Jones, J.L., Kim, Y., Leisey, M., Mulroy, E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (2015). Voice and community in the corporate academy: A Collective Biography. *AFFILIA: Journal of Women and Social Work*, 30(1), 9-25.
- *Peters, S. & **Hopkins, K.** (2014). Validation of the use of the effort-reward imbalance scale in human services using confirmatory factor analysis. *JSSWR*, 5(4), 565-587.
- O'Connor, M.K., Leisey, M., Cole, P.L., **Hopkins, K.**, Jones, J.L., Kim, Y., Mulroy, E., Netting, F.E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (2014). A collective biography: Women social work academics. *Sage Research Methods Cases*. Thousand Oaks, CA: Sage.
- Leisey, M., Cole, P., **Hopkins, K.**, Jones, J.L., Kim, Y., Mulroy, E., Netting, F.E., O'Connor, M.K., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (2013).

On the making of female macro social workers. *Reflections: Narratives of the Helping Professions*, 19(1), 30-45.

Hopkins, K., Meyer, M., McClennon, W., Sheffield, K., & Sharpe, J. (2012). Evaluation of an innovative volunteer incentive initiative: The Ambassador Program at Paul's Place, Inc. *Journal of Community Practice*, 20(3), 317-335.

Hyde, C., **Hopkins, K.** & Meyer, M. (2012). Pre-Capacity Building in Loosely-Coupled Collaborations: Setting the stage for future initiatives. *Gateways: International Journal of Community Research and Engagement*, 5(1), 76-97.

*Hwang, J. & **Hopkins, K.** (2011). Organizational inclusion, commitment, and turnover among child welfare workers: A multilevel mediation analysis. *Administration in Social Work*, 36 (1), 23-39.

Hopkins, K., Cohen-Callow, A., Kim, H. & Hwang, J. (2010). Beyond intent to leave: Using multiple outcomes and measures for assessing turnover. *Children and Youth Services Review*, 32(10), 1380-1387.

Cohen-Callow, A., **Hopkins, K.** and Kim, H. (2009). Retaining workers approaching retirement: Why child welfare needs to pay attention to the aging workforce. *Child Welfare*, 88 (5), 209-228.

*Miller S., **Hopkins, K.**, & Greif, G. (2008). Dual Degree Programs: Where Are the Programs and Where Are the Graduates? *Advances in Social Work*, 9(1), 40-54.

Deal, K., **Hopkins, K.**, Fisher, L., & Hartin, J. (2007). Field Practicum Experiences of Macro-oriented Graduate Students: Are We Doing Them Justice? *Administration in Social Work*.

Busch, T., **Hopkins, K.**, Hyde, C., Cohen-Callow, A., Fisher, E., & Miller, S. (2006). Merging Organizational Development and Social Work Practice to Mentor Organizations to Stability and Sustainability. *Professional Development: The International Journal of Continuing Social Work Education*, 8(3), 40-49.

Hopkins, K., Deal, K., & Bloom, J. (2005). Moving Beyond Tradition: Examining Field Placement Experiences of Part-time and Older Students. *Journal of Social Work Education*, 41(3).

Hyde, C. & **Hopkins, K.** (2004). Assessing the Diversity Climates in Human Service Agencies. *Journal of Ethnic & Cultural Diversity in Social Work*, 13(2), 25-43.

*Knickmeyer, L., **Hopkins, K.** & Meyer, M. (2003). Exploring Collaboration Among Urban Neighborhood Associations. *Journal of Community Practice*, 11(2), 13-25.

Hopkins, K. & Hyde, C. (2002). The Human Service Managerial Dilemma: New

Expectations, Chronic Challenges and Old Solutions. *Administration in Social Work*, 26(3), 1-15.

Monahan, D. & **Hopkins, K.** (2002). Nurses, Long Term Care and Eldercare: Impact on Work Performance. *Nursing Economics*, 20(6), November-December.

Hopkins, K. (2002). Organizational Citizenship in Social Service Agencies. *Administration in Social Work*, 26(2), 1-15.

Hopkins, K. (2002). Interactions of Gender and Race in Workers' Help Seeking for Personal and Family Problems: Perceptions of Supervisor Support and Intervention. *The Journal of Applied Behavioral Science*, 38(2), 156-176.

Hopkins, K. (2001). Manager Intervention with Troubled Supervisors: Help And Support Starts at the Top. *Management Communication Quarterly*, 15(1), 83-99.

Hopkins, K., Mudrick, N., & Rudolph, C. (1999). University-Agency Partnerships in Child Welfare: Impact on Organizations, Workers, and Work Activities. *Child Welfare*, 78(6), 749-773.

Hopkins, K. (1997). Supervisor Intervention with Troubled Workers: A Social Identity Perspective. *Human Relations*, 50(10), 1215-1238.

Hopkins, K. (1997). Influences on Formal and Informal Supervisor Intervention with Workers Experiencing Personal and Family Problems. *Employee Assistance Quarterly*, 13(1), 33-51.

Lambert S. & **Hopkins, K.** (1995). Occupational Conditions and Workers' Sense of Community: Variations by Gender and Race. *American Journal of Community Psychology*, 23(2), 151-179.

Books

McBeath, B. & **Hopkins, K.**, (Eds.) (2020). *The Future of Human Service Organizational & Management Research: Navigating Complex Frontiers*. Routledge.

Austin, M. & **Hopkins, K.**, (Eds.) (2004). *Supervision as Collaboration in the Human Services: Building a Learning Culture*. Sage Publications.

Chapters

Hopkins, K. (2009). Supervision, development and training for staff and volunteers. In R. Patti (Ed.), *Handbook of Human Service Management*, 2nd ed. Sage Publications.

Hopkins, K. (2005). Supervisor Support and Work-Life Integration. In E. Kossek & S. Lambert (Eds.), *Work and Life Integration in Organizations: New Directions for Theory and Practice*. Lawrence Erlbaum Associates, Inc.

Hopkins, K. & Austin, M. (2004). The Changing Nature of Human Services and Supervision (pp. 3-10). In M. Austin & K. Hopkins (Eds.), *Supervision as Collaboration in the Human Services: Building a Learning Culture*. Sage Publications.

Austin, M. & **Hopkins, K.** (2004). Defining the Learning Organization (pp. 11-18). In M. Austin & K. Hopkins (Eds.), *Supervision as Collaboration in the Human Services: Building a Learning Culture*. Sage Publications.

Hopkins, K. & Austin, M. (2004). Coaching Employees with Performance Problems (pp. 215-226). In M. Austin & K. Hopkins (Eds.), *Supervision as Collaboration in the Human Services: Building a Learning Culture*. Sage Publications.

Kreuger, M., Austin, M. & **Hopkins, K.** (2004). Creating a Culture That Supports the Development of Staff (pp. 176-186). In M. Austin & K. Hopkins (Eds.), *Supervision as Collaboration in the Human Services: Building a Learning Culture*. Sage Publications.

Non-refereed/Invited Articles

McBeath, B. & **Hopkins, K.** (2018). Continuity and change in practice, research, and theory. *Human Service Organizations: Management, Leadership, and Governance*, 42(1), 1-3.

Hopkins, K., Meyer, M., Shera, W. & Peters, S. (2014). Leadership Challenges Facing Nonprofit Human Service Organizations in a Post-Recession Era. *Human Service Organizations: Management, Leadership, and Governance*, 38(5), 419-422.

Hopkins, K., Greif, G., & Miller, S. (2010). MSW-MBA Dual Degree: One School of Social Work's Experience. *Social Welfare Research Bulletin*, 69-86.
A version of this paper related to all dual degree programs at the University of Maryland School of Social Work was published in *Advances in Social Work* (2008).

Hopkins, K. (1996) EAP Training for Supervisors: The Key to Reaching Troubled Employees. *EAPA Exchange*, July/August.

Reports for Grants and Contracts

Meyer, M., & **Hopkins, K.** (2020, June). *Implementation of Recommendations for Evaluation of Organizational and Neighborhood Capacity Building Final Report*. Prepared for the Joseph and Harvey Myerhoff Family Charitable Fund. University of Maryland.

Hopkins, K. (2019, December). *Expanding the Bench in Performance Management Final Report*. Prepared for the Annie E. Casey Foundation. University of Maryland.

- Meyer, M., Hopkins, K., and Afkinich, J.** (2019, June). *Follow-up Implementation of Recommendations for the Joseph and Harvey Meyerhoff Family Charitable Funds.*
- Hopkins, K.** (2018, September). *Expanding the Bench in Performance Management Year 4 Final Report.* Prepared for the Annie E. Casey Foundation. University of Maryland.
- Hopkins, K.** (2017, September). *Expanding the Bench in Performance Management Year 3 Final Report.* Prepared for the Annie E. Casey Foundation. University of Maryland.
- Meyer, M., **Hopkins, K.**, Cohen-Callow, A. & Victorson, L. (2017, August). *Evaluation of Organizational and Neighborhood Capacity Building Final Report.* Prepared for the Joseph and Harvey Myerhoff Family Charitable Fund. University of Maryland.
- Cohen-Callow, A., **Hopkins, K.**, & Meyer, M. (2017, June). *Baltimore Community Foundation Target Neighborhood Initiative Final Report.* Prepared for the Baltimore Community Foundation. University of Maryland.
- Cohen-Callow, A., **Hopkins, K.**, & Meyer, M. (2017, February). *Baltimore Community Foundation Target Neighborhood Initiative Interim Report.* Prepared for the Baltimore Community Foundation. University of Maryland.
- Hopkins, K.** (2016, August). *Expanding the Bench in Performance Management Year 2 Final Report.* Prepared for the Annie E. Casey Foundation. University of Maryland.
- Cohen-Callow, A., **Hopkins, K.**, & Meyer, M. (2016, June). *Baltimore Community Foundation Target Neighborhood Initiative Interim Report.* Prepared for the Baltimore Community Foundation. University of Maryland.
- Hopkins, K.** (2015, September). *Expanding the Bench in Performance Management Year 1 Final Report.* Prepared for the Annie E. Casey Foundation. University of Maryland.
- Cohen-Callow, A., **Hopkins, K.**, Meyer, M. & Iyer, S. (2014, June). *Baltimore Community Foundation Target Neighborhood Initiative Year 1 Final Report.* Prepared for the Baltimore Community Foundation. University of Maryland.
- Jacobson-Frey, J., **Hopkins, K.**, & Osteen, P. (2014, January). *Evaluation of the Financial Stability Pathway: Results for the Client Study.* Prepared for the Maryland Cash Campaign. University of Maryland.
- Jacobson-Frey, J., **Hopkins, K.**, & Osteen, P. (2013, July). *Evaluation of the Financial Stability Pathway: Final Results for the Provider Study.* Prepared for the Maryland Cash Campaign. University of Maryland.

Hopkins, K. & Bill, T. (2013). *Child Welfare Academy Evaluation Research Report*. University of Maryland School of Social Work.

Farrell, J. & **Hopkins, K.**, (2012). *Maryland Department of Juvenile Services Direct Care Staff Retention Study Summary Report*, Institute for Innovation & Implementation, University of Maryland.

Hopkins, K. and Ahearn-Greene, J. (2009). *New Jersey Prevention Network Addiction Training and Workforce Development Project Program Evaluation 2006-2009*, University of Maryland.

Hopkins, K., Cohen-Callow, A., Salliey, A., Barnes, G., Golden, G. & Morton, C. (2007). *Maryland Child Welfare Workforce Recruitment, Selection and Retention Study*. Final Report, University of Maryland.

Lambert S. & **Hopkins, K.** (1993). *Added Benefits: The Link Between Family-Responsive Policies and Work Performance at Fel-Pro, Inc.* Final Report, School of Social Service Administration, University of Chicago.

Hartnett, M.A., Kulla, R., **Hopkins, K.**, & Nagle, A. (1993). *Staff Expectations of Client Change in Child Abuse/Neglect and Youth Services Cases: A Qualitative Investigation*. Final Report, Chapin Hall Center for Children, University of Chicago.

Book Reviews

Hopkins, K. (2011). Review of Ginsberg, L. (2009). *Management and Leadership in Social Work Practice and Education*. Alexandria, VA: Council on Social Work Education. Administration in Social Work, 36.

Hopkins, K. (2006). Review of Pawlak, E. & Vinter, R. (2004). *Designing and Planning Programs for Nonprofit and Government Organizations*. San Francisco: Jossey-Bass. Nonprofit Management & Leadership, 16(4).

Hopkins, K. (2005). Review of Gould, N. & Baldwin, M., Eds. (2004). *Social Work, Critical Reflection and the Learning Organization*. England: Ashgate Publishing, Limited. Social Service Review, 79(4), 744-745.

Hopkins, K. (2004). Review of Austin, D. (2002). *Human Services Management: Organizational Leadership in Social Work*. New York: Columbia University Press. Social Service Review, 78(1), 149-151.

Other Publications

Human Service Management Competencies: A Guide for Non-Profit and For-Profit Agencies, Foundations, and Academic Institutions. (2019). Network for Social Work Management, Competencies Committee.

Specialized Curricular Guide for Macro Social Work Practice (2018). CSWE and Special Commission to Advance Macro Practice in Social Work, Steering/Teams Committee.

Manuscripts Under Review/ In Progress

Meyer, M., **Hopkins, K.**, Lee, J., & Denlinger, J. (Under Review). Looking for impact in all the wrong places: Setting realistic expectations and measurable outcomes for small-scale community building initiatives. *Journal of Community Practice*.

Meyer, M. and **Hopkins, K.** (In progress). Elements and impacts of a foundation-university collaboration to increase the capacities of a network of community-based organizations. Target Journal: *Human Service Organizations: Management, Leadership & Governance*.

Hopkins, K., Kim H., Mattocks, N. & Goering, E. (In progress). Multilevel modeling of child welfare workers' perceptions of a stressful climate: Informing organizational change strategies. Target Journal: *Journal of Workplace Behavioral Health*.

Bumiller, L., **Hopkins, K.**, Robinson, D., & Meyer, M. (In progress). Capacity building in nonprofit organizations: Promoting community stability by rethinking government investment in the third sector. Target Journal: *Nonprofit Quarterly*.

PRESENTATIONS

Refereed Presentations

Hopkins, K. & Meyer, M. (June 2022). Impact of a Human Services Leadership Certificate Program on Women's Individual Behavior and Organizational Practices. National Network for Social Work Managers, 32nd Management Conference/Virtual Summit.

Hopkins, K. & Meyer, M. (June 2021). Expanding the Bench: Implementation of Performance Measurement Learning with Social Work Graduate Students and Human Service Professionals of Color. National Network for Social Work Managers, 31st Management Conference/Virtual Summit.

Goldkind, L. & **Hopkins, K.** (June 2021). Your Name in Print: Making an Impact By Writing Your Truth. National Network for Social Work Managers, 31st Management Conference/Virtual Summit.

Goldkind, L., Carson, A., Collins-Camargo, C., **Hopkins, K.**, Parrish, D., Santiago, A., Smith, R., & McBeath, B. (March 2021). Reviewing manuscripts for Professional Journals: Building Skills to Support Your Scholarship. Society for Research and Social Work (SSWR) Annual Conference/Virtual.

- Hopkins, K.**, Meyer, M., & Afkinich, J. (January 2021). Impact of Collective Leadership Development and Coaching on Women's Individual Behavior and Organizational Practices. Society for Research and Social Work (SSWR) Annual Conference/Virtual.
- Hopkins, K.** & Davison, D. (January 2020). Expanding the Bench: Application of Performance Measurement/Results-Based Accountability Learning with Macro-Oriented Students of Color in Two Urban Universities. Society for Research and Social Work (SSWR) Annual Conference. Washington D.C.
- Hopkins, K.** & Meyer, M. (November 2019). Implementation of Performance Measurement Learning with Students and Human Service Professionals of Color. Paper Presentation, Association for Research on Nonprofits and Voluntary Sector (ARNOVA) Annual Conference. San Diego, CA.
- Young, D., Hager, M., Nesbit, R., & **Hopkins, K.** (November 2019). Effective Peer Review and Article Revision: Guidance for Reviewers and Authors. ARNOVA Professional Development Colloquium, Association for Research on Nonprofits and Voluntary Sector (ARNOVA) Annual Conference. San Diego, CA.
- Afkinich, J. & **Hopkins, K.** (November 2019). Diversifying the Pipeline of Social Work Students Prepared to Implement Performance Measurement. Council on Social Work Education (CSWE) Annual Program Meeting. Denver, CO.
- Bunger, A., **Hopkins, K.**, Mosley, J., Perez-Jolles, M. & Spitzmueller, M. (January, 2019). Advancing Organizational and Management Research Trajectories in Social Work: Different Paths but Common Challenges. Society for Research and Social Work Conference Annual Conference. San Francisco, CA.
- Mizrahi, T., Homan, M., Soska, T., **Hopkins, K.**, Holmes, K., & Sander, R. (June 2018). Making Macro Matter: Building a Movement for Community, Policy, and Organizational Leadership. National Network for Social Work Managers, 29th Conference. San Diego, CA.
- Cohen-Callow, A., Meyer, M., **Hopkins, K.**, & Mattocks, N. (January 2018). Keeping it Real: Helping Foundations and Nonprofits Develop Realistic Expectations and Measurable Outcomes for Community Change Initiatives. Society for Research and Social Work Conference Annual Conference. Washington, D.C.
- Hopkins, K.**, Bunger, A., Jolles, M., McBeath, B., & Guerro, E. (January 2018). Building Capacity for Human Service Organizational and Managerial Research Workshop. Society for Research and Social Work Conference Annual Conference. Washington, D.C.
- Amoa, M., **Hopkins, K.**, & Nelson, R. (November 2017). Expanding the Bench in Performance Management. American Evaluation Association Annual Conference. Washington, D.C.

- Hopkins, K.**, Meyer, M., Cohen-Callow, A., & Mattocks, N. (June 2017). Results-Based Accountability for Programs and Communities: How It Works and How It Helps Measure Impact. National Network for Social Work Managers, 28th Management Institute, New York, NY.
- Mosley, J., McBeath, B., Guerrero, E., Austin, M., & **Hopkins, K.** (January 2017). Strengthening Research and Practice on Organizations and Management: Building a New Research Agenda to Meet New Demands. Roundtable presented at the Society for Research and Social Work Conference, New Orleans, LA.
- Guerrero, E., McBeath, B., Mosley, J., Smith, B., **Hopkins, K.**, & Austin, M., (January 2017). Building Capacity for Human Service Organizational and Managerial Research. Workshop presented at the Society for Research and Social Work Conference, New Orleans, LA.
- *Kim, H., & **Hopkins, K.** (July 2016). Pathways to Organizational Withdrawal among Child Welfare Workers. Joint World Conference on Social Work Education, and Social Development, Seoul, South Korea.
- Mattocks, N., Goering, E., Cohen-Callow, A., **Hopkins, K.**, & Meyer, M. (June 2016). Social Capital in Community Interventions and Collaborations. National Network for Social Work Managers, 27th Management Institute, Los Angeles, CA.
- Austin, M., Guerrero, E., **Hopkins, K.**, McBeath, B., Mosley, J., & Tropman, J. (January 2016). Building Capacity for Human Service Managerial and Organizational Research: A Facilitated Workshop Connecting Theory, Methodology, and Practice. Workshop presentation at the Society for Research and Social Work Conference, Washington, D.C.
- *Mattocks, N. and **Hopkins, K.** (January 2016). Predictors of Social Capital in Urban Neighborhoods. Oral presentation at the Society for Research and Social Work Conference, Washington, D.C.
- Cohen-Callow, A., **Hopkins, K.**, Meyer, M., Mattocks, N., Denlinger, J., & Goering, E. (June 2015). Elusive Outcomes in Community Transformation: The Blending of Rational and Emerging Planning. National Network for Social Work Managers 26th Management Institute, Washington, D.C.
- Hopkins, K.**, McBeath, B., Guerrero, E., Mosley, J., & Tropman, J. (January 2015). Sustaining High-Quality Human Service Managerial and Organizational Scholarship. Workshop presentation at the Society for Research and Social Work Conference, New Orleans, LA.
- *Peters, S., **Hopkins, K.** & Meyer, M. (January 2015). Social Work Leadership as Social Justice. Symposium presentation at the Society for Research and Social Work Conference, New Orleans, LA.

- Hopkins, K.**, Callahan, C. & Osteen, P. (October 2014), Training Human Service Providers to Address the Complex Financial Needs of Clients. Council on Social Work Education Annual Program Meeting, Tampa, Florida.
- Hopkins, K.**, Meyer, M., & Davis, R. (June 2014). Preparing the Next Generation of Leaders: A Unique Human Services Leadership Program for Students, Alumni, and Professionals. National Network for Social Work Managers 25th Management Institute, Boston, Massachusetts.
- Hopkins, K.** & Frey, J. (June 2014). Training Human Service Providers to Address the Complex Financial Needs of Clients. National Network for Social Work Managers 25th Management Institute, Boston, Massachusetts.
- Hopkins, K.**, McBeath, B., Guerro, E., Mosley, J., & Tropman, J. (2014, January). Enhancing the Practice of Organizational and Managerial Human Service Scholarship: A Facilitated Workshop Connecting Theory to Practice. Workshop presentation at the Society for Research and Social Work Conference, San Antonio, Texas.
- *Kim, H. & **Hopkins, K.** (2014, January). The Quest for Rural Child Welfare Workers: How Different Are They From Their Urban Counterparts in Demographics, Work Attitudes, and Organizational Climate. Oral paper presentation at the Society for Research and Social Work Conference, San Antonio, Texas.
- Hopkins, K.**, Davis, R., & Meyer, M. (May, 2013) "Back Office" Intervention Tools and Nonprofit Core Mission Activities and Capacity Building. National Network for Social Work Managers 24th Management Institute, Newark, New Jersey.
- Hopkins, K.** & Cohen-Callow, A. (November, 2012). Stress of Public Sector Employment: Worker- and Organization-Level Factors and Strategies for Change in Child Welfare. Association of Public Policy, and Management (APPAM) Annual Conference, Baltimore, Maryland.
- *Hwang, J. & **Hopkins, K.** (2012). Structural Equation Model of the Effects of Diversity Characteristics and Inclusion on Organizational Outcomes in the Child Welfare Workforce. National Network for Social Work Managers 23rd Management Institute, San Diego, CA.
- *Kim, H. & **Hopkins, K.** (2012). Cross-level interaction effect of social support on the relationship between social workers' safety concerns and organizational commitment. Oral paper presentation at the Society for Research and Social Work Conference, Washington, D.C.
- *Kim, H. & **Hopkins, K.** (2012). Public child welfare workers' safety experiences: Impact

on job withdrawal using mixed-methods approaches. Oral paper presentation at the Society for Research and Social Work Conference, Washington, D.C.

Hopkins, K. & Meyer, M. (2011). Increasing both Organizational and Client Capacities During Tough Economic Times: An Examination of the Consumer Incentive-based Ambassador Volunteer Program. Oral paper presentation at the ARNOVA Conference ARNOVA, November, Montreal, Canada.

Hopkins, K., Meyer, M., Sharpe, J. (2011). Innovative Management Strategies for Building Capacity: The Ambassador Consumer and Incentive Volunteer Program. National Network for Social Work Managers 22nd Management Institute, Baltimore.

*Kim, H.J. & **Hopkins, K.** (April, 2011). Job Stress and Work Attitudes of Public Child Welfare Supervisors: An Exploratory Comparison of Supervisors and Line Workers. National Network for Social Work Managers 22nd Management Institute, Baltimore.

Hopkins, K. and Ahearn-Greene, J. (2011). Strategies for Effective Workforce Development: One State's Demonstration Project in Addiction Services Oral paper presentation, Society for Research and Social Work Conference, Tampa, Florida.

Hopkins, K., Cohen-Callow, A., & Kim H. (2010) Child welfare worker stress as a function of cross-level effects: Informing organizational change strategies. Oral paper presentation, 2010 Society for Research and Social Work Conference, San Francisco.

Cohen-Callow, A., **Hopkins, K.**, Kim, H.J. (October, 2009). Application of the life course model: Differences between younger and older workers in the public sector. Presented as part of the Older Work Symposium at the 2009 Gerontological Society of America Annual Scientific Meeting, Atlanta, Georgia.

Cohen-Callow, A. & **Hopkins, K.** (2009). Paying attention to generational changes: Why an aging society is relevant to child welfare agencies. Oral paper presentation at the 2009 National Child Abuse and Neglect Conference, Atlanta, Georgia.

Hopkins, K., Cohen-Callow, A., *Kim, H. & *Hwang, J. (2009). Beyond Intent to Leave: Using Multiple Outcomes and Measures for Assessing Turnover. Oral paper presentation at the Society for Research and Social Work Conference, Atlanta, Georgia.

Hopkins, K., Cohen-Callow, A., *Kim, H. (2008). Predictors of Organizational Withdrawal Among Child Welfare Employees. Oral paper presentation at the 2008 ARNOVA Conference, Philadelphia.

- Hyde, C., **Hopkins, K.** & Meyer, M. (2006). We Know We Need Help, But We Don't Know with What: Facilitating Grassroots Capacity Building in Disenfranchised Communities. Paper presented at the 2006 ARNOVA Conference, Chicago.
- Busch, H.T. & **Hopkins, K.** (2006). The Resource Mentoring Project: Merging Organizational Development Practice and Social Work Process. Presentation at the 2006 HUD's University Partnerships COPC Conference, Baltimore, Maryland.
- Miller S., **Hopkins, K.**, & Greif, G. (2006). Dual Degree Programs: Where Are the Programs and Where Are the Graduates? Paper presentation at the 2006 CSWE-APM, Chicago, Illinois.
- Mulroy, E., **Hopkins, K.** & Meyer, M. (2006). Management, Planning, Development And Organizing as a Continuum of Community Practice: Concepts and Methods. Curriculum/Administrative Workshop at the 2006 CSWE-APM, Chicago, Illinois.
- Hopkins, K.**, Deal, K., & Fisher, L. (2005). Field Practicum Experiences of Macro-Oriented Graduate Students: Are We Doing Them Justice? Paper presented at the 2005 CSWE-APM, New York City.
- Hyde, C., **Hopkins, K.**, & Fisher, L. (2005). Communicating Diversity: Exploring Differing Perceptions in Human Service Personnel. Paper presented at the Society for Research and Social Work Conference, Miami.
- Cohen-Callow, A. & **Hopkins, K.** (2005). Unlocking Social Worker Stress: The Relationship Between Supervisor Emotional Support and Stress on the Job. Paper presented at the Society for Research and Social Work Conference, Miami.
- Hyde, C., Fisher, L., & **Hopkins, K.** (2004). Agency Diversity: An Analysis of the Differing Perceptions of Human Service Workers. Paper presented at the 2004 CSWE-APM, Anaheim, California.
- Hopkins, K.** & *Clever, L. (2002). Bridging the Perception Gap: Comparing the Work Climates of Nonprofit and Public Human Service Agencies. Paper presented at the 2002 ARNOVA Conference, Montreal.
- Hopkins, K.** & Hyde, C. (2002). Linking Worker Dignity and Client Dignity: An Exploratory Analysis. Paper presented at the Council of Social Work Education, Annual Meeting, Nashville.
- Hopkins, K.** & Hyde, C. (2001). Linking Worker Dignity and Client Dignity: An Exploratory Analysis. Paper presented at the ARNOVA Conference, Miami.
- Hyde, C. & **Hopkins, K.** (2001). The Human Service Management Dilemma: New Expectations, Chronic Challenges, and Old Solutions. Paper presented at the Society for Research in Social Work Conference, Atlanta.

- Hyde, C. & **Hopkins, K.** (2000). The Human Service Management Dilemma: New Expectations, Chronic Challenges, and Old Solutions. Paper presented at the ARNOVA Conference, New Orleans.
- Hopkins, K.** (2000). Supervisor-Worker Exchange Relationships and Organizational Citizenship: Making the Link for Quality Service. Paper presented at the ARNOVA Conference, New Orleans.
- Hopkins, K.** (2000). Supervisor-Worker Exchange Relationships and Organizational Citizenship: Making the Link for Innovative Service. Paper presented at the New Century Child Welfare and Family Support National Conference: Innovations in Practice, Research, Policy, and Planning, Salt Lake City.
- Hopkins, K.** (1999). Supportive Supervisory Practices and Holistic Worker Well-being: Enhancing Supervisor Training in a Challenging Environment. Paper presented at the 12th Annual National Staff Development and Training Association (NSDTA) Conference of the American Public Human Services Association (APHSA), Portland.
- Hopkins, K.** (1999). "Supportive Supervisory Practices and Holistic Worker Well-Being: Enhancing Supervisor Training in a Challenging Environment". Presentation at the 11th Annual Staff Development Conference, New York State Office of Children and Family Services, Bureau of Training and Workforce Development.
- Hopkins, K.** (1999). Supervisor-Worker Exchange Quality and Organizational Citizenship in Family Service Agencies. Paper presented at the Council on Social Work Education Annual Program Meeting, San Francisco.
- Hopkins, K.** (1999). Supervisor-Worker Exchange Relationships and Organizational Citizenship: Making the Link for Quality Social Work Practice. Paper presented at the Society for Social Work and Research Conference, Austin.
- Hopkins, K.** (1998). Supervisor Support and Women Workers' Attempts to Balance Work and Family Demands. Paper presented at the Council on Social Work Education Annual Program Meeting, Orlando.
- Hopkins, K.** (1998). Support and Intervention with Troubled Women Workers: Implications for Supervisory Practice. Paper presented at the International Conference on Research for Social Work Practice, Miami, Florida.
- Hopkins, K.** (1998). Support and Intervention with Troubled Women Workers: Implications for Supervisory Practice. Paper presented at the International Conference on Social Work in Health and Mental Health, Melbourne, Australia.
- Hopkins, K.,** Ruffalo, M. & Miller, M. (1997). Linking the Empowerment Model of Generalist Social Work Practice and Field Learning. Paper presented at the Council on Social Work Education Annual Program Meeting, Chicago.

Ruffolo, M. & **Hopkins, K.** (1997). "Building Research Infrastructure Programs in MSW Programs". Presentation at the Council on Social Work Education Annual Program Meeting, Chicago.

Hopkins, K. (1997). "Activities and Outcomes of a School/Agency Partnership: Innovation, Evaluation, and Organizational Change". Presentation at the National Staff Development Training Association (NSDTA) Conference of the American Public Human Services Association (APHSA), Washington, D.C.

Hopkins, K., Mudrick, N. & Rudolph, C. (1996). Activities and Outcomes of a School/Agency Partnership: Innovation, Evaluation, and Organizational Change. Paper presented at the National Conference on Child Welfare, Memphis.

Hopkins, K. (1995). Supervisor Intervention with Troubled Workers: Implications for Training. Paper presented at the Employee Assistance Professionals Association Annual Conference, Seattle.

Lambert, S. & **Hopkins, K.** (1992). The Workplace As Community: Occupational Conditions Affecting Workers' Sense of Community. Paper presented at the Council on Social Work Education Annual Program Meeting, Kansas City.

Refereed Poster Sessions

Hopkins, K., Meyer, M., Cohen-Callow, A., & Mattocks, N. (November 2018). *Developing Realistic Expectations and Measurable Outcomes for Community Change Initiatives*. ARNOVA Annual Conference. Austin, TX.

Hopkins, K & Monahan, D. (1999). Aging and Work: The Impact of Eldercare on Job Performance. Poster presented at the Society for Social Work and Research Conference, Austin.

Hopkins, K. & Monahan, D. (1998). Factors Determining Organizational Citizenship in Long Term Care. Poster presented at the Gerontological Society of America Conference, Philadelphia.

Hopkins, K. (1994). Supervisor Intervention with Troubled Workers. Poster presented at the Society for Social Work and Research Conference, Washington D.C.

Invited Professional Presentations

Hopkins, K. & Meyer, M. (2022). "Impact of Leadership Development and Coaching on Women's Learning and Organizational Application". Global International Conference on Social Work Innovation for a Fair and Inclusive Society, Yonsei University School of Social Welfare, Seoul, South Korea.

- Hopkins, K. & Meyer, M. (2021).** “Human Services Leadership Certificate Program and Evaluation: Impact on Women’s Leadership Learning and Organizational Application.” Yonsei University School of Social Welfare, Seoul, South Korea.
- Meyer, M. & **Hopkins, K. (2020).** “Implementation of Recommendations for Nonprofit Grantee Capacity Development”. Presentation to the Joseph and Harvey Meyerhoff Charitable Family Funds Board of Directors.
- Hopkins, K. (2019).** “Expanding the Bench in Performance Management with Human Service Professionals of Color”. Presentation to Annie E. Casey Foundation Board of Directors and REAL Administrators and Staff.
- Hopkins, K. & Amoa, M. (2019).** “Expanding the Bench in Performance Management with Human Service Professionals of Color”. Presentation to University of Maryland School of Social Work Advisory Board.
- Hopkins, K. & Meyer, M. (2019).** “Human Service Leadership and Management Certificate Program Implementation”. Presentation to University of Maryland School of Social Work Advisory Board.
- Cohen-Callow, A., Meyer, M., & **Hopkins, K. (2018).** “Results of Targeted Neighborhood Initiative Evaluation”. Presentation to Baltimore Community Foundation Board of Directors and Neighborhood Collaborators.
- Hopkins, K. & Lee, C. (2018).** “RBA 101 for Nonprofits, State Agencies, and Communities”, Workshop for *Human Service Leadership and Management Certificate*, Continuing Professional Education, University of Maryland School of Social Work.
- Hopkins, K. & Meyer, M. (2018).** “Performance Management, Measurement, and Leadership”. Workshop for *Human Service Leadership and Management Certificate*, Continuing Professional Education, University of Maryland School of Social Work.
- Meyer, M., Cohen-Callow, A., **Hopkins, K.**, and Victorson, L. (2017), “Perceptions of Impact from the Funds’ Investments”. Presentation to the Joseph and Harvey Meyerhoff Charitable Family Funds Board of Directors.
- Hopkins, K. & Meyer, M. (2017).** “Actionable and Empowerment Evaluation”, Workshop for *Human Service Leadership and Management Certificate*, Continuing Professional Education, University of Maryland School of Social Work.
- Hopkins, K. & Meyer, M. (2017).** “Performance Management, Measurement, and Leadership”. Workshop for *Human Service Leadership and Management Certificate*, Continuing Professional Education, University of Maryland School of Social Work.

- Hopkins, K. & Meyer, M. (2016).** “Actionable and Empowerment Evaluation”, Seminar for the Annie E. Casey Foundation, *Expanding the Bench in Performance Management Program*.
- Hopkins, K. (2016).** “Performance Management, Measurement, and Leadership”. Workshop for *Human Service Leadership and Management Certificate*, Continuing Professional Education, University of Maryland School of Social Work.
- Hopkins, K. & Meyer, M. (2015).** “Actionable and Empowerment Evaluation”, Seminar for the Annie E. Casey Foundation, *Expanding the Bench in Performance Management Program*.
- Hopkins, K. (2015).** “Performance Management, Measurement, and Leadership”. Seminar for the Annie E. Casey Foundation, *Expanding the Bench in Performance Management Program*.
- Hopkins, K. (2011).** “Collaboration Across the University and Beyond”, President’s Leadership Institute, University of Maryland, Baltimore, Maryland.
- Hopkins, K. (2005).** “Creating Partnerships Between Graduate Research Courses and Community-based Human Service Agencies: A Win-Win Situation.” Presentation at the Qualitative Community Conference, Virginia Commonwealth University, Richmond, Virginia.
- Hopkins, K. (2005).** “Building a Learning Organization.” Workshop for SWCOS (Social Work Community Outreach Service), University of Maryland, Baltimore School of Social Work.
- Hopkins, K. (2004).** “Building Learning Organizations for Quality Performance, Competitive Advantage, Consumer Satisfaction and a Committed Workforce.” Continuing Education Workshop, Syracuse University.
- Hopkins, K. & Hyde, C. (2003).** “Human Service Management Challenges.” Presentation at the National Alliance for Resident Services in Affordable and Assisted Housing Summit, Baltimore.
- Hopkins, K. (2003).** “Human Resources Challenges and Intervention Strategies.” Presentation at the COPE, Inc. Account Coordinators Forum, Washington, D.C.
- Hopkins, K. (2003).** “Building Learning Organizations for Quality Performance, Competitive Advantage, Consumer Satisfaction and a Committed Workforce.” Continuing Education Workshop, University of Maryland.
- Hopkins, K. (2003).** “Supervisor Support and Work-Life Integration,” Presentation at the Center for Creative Leadership, Greensboro, North Carolina.

- Hopkins, K.** (1999). "Dealing with Difficult Workers," Continuing Education Workshop. Syracuse University.
- Hopkins, K.** (1999). "Partnering and Coaching for Performance Management". Training for Management Leadership Teams, Special Children's Center, Ithaca.
- Hopkins, K.** (1998). "Innovative Practice Skills in Effective Supervision and Management." Continuing Education Workshop, Syracuse University.
- Hopkins, K.** (1998). "Practice Skills in Effective Supervision and Management". Training for Supervisors, Special Children's Center, Ithaca.
- Hopkins, K.** (1998). "Practice Skills in Effective Supervision". Training for Supervisors, Syracuse Housing Authority, Syracuse.
- Hopkins, K.** (1998). "Practice Skills in Effective Management". Training for Managers, Syracuse Housing Authority, Syracuse.
- Hopkins, K.** (1998). "Innovative Supervision and Management Practices in Human Services". Continuing Education Workshop, Rochester Club.
- Hopkins, K.** (1997). "Innovative Supervision and Management Practices in Human Services". Continuing Education Workshop, Syracuse University.
- Hopkins, K.** (1997). "The Link Between Family-Responsive Policies and Work Performance". Research Report presented at the Human Resources Professional Consortium of Greater Philadelphia.
- Hopkins, K.** (1996). "Supervisor Intervention with Troubled Workers: Implications for Service Providers". Presentation at the National Institute of Health-Institute for the Advancement of Social Work Research Symposium, Bethesda.
- Hopkins, K.** (1996). "The Link Between Employee Motivation and Effective Performance Appraisals". Workshop for supervisor development, Vera House, Syracuse.
- Hopkins, K.** (1996). "Supervisor-Employee Partnering: Promoting Responsiveness and Support for Staff Working with Families at Risk". Presentation at the National Association of Social Workers (NASW) Regional Conference, Auburn, New York.
- Hopkins, K.** (1994). "Creating an Organizational Vision of Supervision". Workshop for supervisor development, Vera House, Syracuse.
- Hopkins, K.** (1994). "Supervisor's Role in Promoting Worker Performance and Psychological Well-being". Presentation for Field Instructors in Occupational Social Work Concentration, Syracuse University School of Social Work.

Hopkins, K. & Lambert, S. (1994). “Added Benefits: The Link Between Family-Responsive Policies and Work Performance”. Research Report presented at the Human Resource Planning Society Annual Conference, Boca Raton.

Hopkins, K. (1993). “Supervisor Intervention with Troubled Workers”. Presentation at the University of Chicago Mental Health Research Center.

Hopkins, K. (1993). “Work/Family and Total Quality: Family Responsive Policies at Fel-Pro, Inc.”. Presentation at The Partnership Group, Inc. (Human Resources Professional Consortium), Spring Meeting, Chicago.

PROFESSIONAL ACTIVITIES

Professional Associations

Association of Community Organization and Social Administration (ACOSA),
Board of Directors, March 2003 to March 2006
 Special Commission on Advancing Macro Practice in Social Work,
 Workgroup on Promotion and Public Support of Macro Leaders and Practitioners,
 2013-present
 Council on Social Work Education
 Steering Committee/Teams Leader for National Task Force on Macro Practice
 Curriculum Guide
 Society for Social Work and Research
Board of Directors, February 2012 to February 2015
 Co-chair, Organizations, Management, & Community Cluster, 2012-2015
 Volunteer Coordinator, 2012-2015
 Chair, Fund Development Committee, 2013-2015
 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
 American Evaluation Association
 University of Maryland Liaison to Washington Chapter
 National Network for Social Work Managers,
Board of Directors, January 2016 to Present
 NSWM Research Institute Faculty, 2013-2014
 Steering Committee, Baltimore Chapter, 2013-Present

Journal Editorial Board and Reviewer

Co-Editor-in Chief, *Human Service Organizations: Management, Leadership, and Governance* (2018-Present)
Associate Editor, *Human Service Organizations: Management, Leadership, and Governance* (2015-2018)
Editorial Board, *Journal of Workplace Behavioral Health* (2018-Present)

Editorial Board (former), *Administration in Social Work*
Editorial Board (former), *Journal of Community Practice*
 Reviewer, *Advances in Social Work*
 Reviewer, *Children and Youth Services Review*
 Reviewer, *Clinical Supervision*
 Reviewer, *Human Relations*
 Reviewer, *Journal of Community Practice*
 Reviewer, *Journal of Public Child Welfare*
 Reviewer, *Management Communication Quarterly*
 Reviewer, *Nonprofit and Voluntary Sector Quarterly*
 Reviewer, *Nonprofit Management and Leadership*
 Reviewer, *Social Service Review*
 Book/Manuscript Reviewer, Allyn & Bacon Publisher
 Book/Manuscript Reviewer, Paramount Publishing

Professional Service

- ❖ National Peer Reviewer, “Standards of Excellence Institute” Nonprofit Certification, 1999 – present.
- ❖ External Tenure Reviews (7)
- ❖ Organizational Development/Program Evaluation, 1993 – present
 - Syracuse Housing Authority, Syracuse, NY
 - Hillside Children’s Center, Syracuse, NY
 - Vera House for Domestic Violence, Syracuse, NY
 - Onondaga County Department of Social Services, Syracuse, NY
 - Monroe County Department of Social Services, Rochester, NY
 - Special Children’s Center, Ithaca, NY
 - Howard County Child Advocacy Center, Columbia, MD
 - Frederick County Mental Health, Frederick, MD
 - East Baltimore Partnership Agencies, Baltimore, MD
 - Paul’s Place, Baltimore, MD
 - St. Michael’s Outreach Center, Baltimore, MD
 - Multiple Sclerosis Society of Maryland
 - Global Women of Baltimore Project, Baltimore, MD
 - Baltimore Career Center, Baltimore, MD
 - Social Work Community Outreach Service (SWCOS), Baltimore, MD
 - The After-School Institute, Baltimore, MD
 - Community Mediation Program, Baltimore, MD
 - Boys and Girls Club of Greater Baltimore, MD
 - Chesapeake Center for Youth Development, Annapolis, MD
 - Governor’s Office of Community Initiatives, Baltimore, MD
 - Iona Services, Washington, D.C.
 - Public Allies, Baltimore, MD
 - ReServe, Baltimore, MD
 - Community Corps, Glen Burnie, MD

- Batten Disease Association, Columbus, OH
- Strong City Baltimore, MD
- Itineris, Baltimore, MD
- Behavioral Health Systems of Baltimore
- ❖ Western Pennsylvania Chapter of the National Committee for the Prevention of Child Abuse, **Board of Directors** 1986-1988.
- ❖ Annie E. Casey Foundation, “New Futures” Task Force for Community Development, Pittsburgh, PA, 1987-1988.
- ❖ Allegheny County Child Sexual Abuse Task Force, **Executive Committee**, Pittsburgh, PA, 1984-1988.
- ❖ Children's Hospital of Pittsburgh Suspected Child Abuse and Neglect (SCAN), Multidisciplinary Team, **Executive Committee**, 1982-1988.
- ❖ Children’s Hospital of Pittsburgh, Family Intervention Child Abuse/Neglect Program, 1983: Co-authored funded grant proposal; Designed first joint program between private hospital and public child welfare agency.

UNIVERSITY AND SCHOOL SERVICE

University of Maryland

- Co-Director, Human Services Leadership and Management Certificate, 2015-present.
- Search Committee for Endowed Chair, Do Good Institute, School of Public Policy, UMCP, 2016-2017.
- Faculty Senate, 2004 – 2007.
- Washington Evaluators, Division of American Evaluation Association, Campus Liaison, 2010-Present.

University of Maryland, School of Social Work

- Appointments, Promotions, & Tenure (APT) Committee, 2005-2007; 2010-2012, 2022-2024
- Child Welfare Academy Advisory Board, 2007-2014.
- Coordinator, MSW/MBA Dual Degree, 2005-present
- Dean’s Advisory Group, 2008-2010; 2013-2017
- Doctoral Program Committee, 2007-2009
- Excellence in Public Child Welfare Advisory Group, 2006-2015.
- Faculty Executive Committee, 2002 – 2006; 2013-2017; 2020-2022
Chair, 2013-2017
- Faculty Search Committee, 2005-2007; 2011-2012.
- **Chair**, Endowed Professorship, 2017-2109
- Family and Children Specialization Curriculum Committee, 1999 – 2008
- Field Education Committee, 2000 – 2005.
Chair, 2001 – 2003
- Management & Community Organization (MACO) Concentration, 1999 –present.
Co-chair, 1999 – 2001, 2002 - 2011.

- Masters Program Committee, 1999 – 2004; 2007-2008; 2021-2023
- Organizational Leadership Specialization
Chair, 2020-present
- Social Administration Advisory Committee, Continuing Education, 2001-2011.
- Social Work Community Outreach Services Advisory Committee, 2009-2013.
- Strategic Planning Committee **Co-chair**, 2021-2022
- Student Grievance Committee – 2003 to 2009; 2019-2021

Syracuse University

- Academic Review Board, 1998-1999.
- Family Issues Network - university interdisciplinary committee for teaching and conducting research on child and family welfare related issues, 1996-1999.
- Oral Examination Committee, School of Education, Board of Graduate Studies, 1995.
- Yenawine Institute for Corporate-Community Partnerships at Syracuse University, Advisory Committee, 1995 - 1999
Director, 1998-1999.

Syracuse University School of Social Work

- Admissions and Student Services Committee, 1996-1997.
- Child Welfare Concentration, 1993-1999.
Chair, 1998-1999
- Distance Learning Consortium (comprising 4 New York Social Work schools) - designed an entry-level graduate course in Child Welfare for several rural New York sites in a distance learning format, 1994.
- Faculty Recruitment Committee, 1994-1995.
- Graduate Policy Committee, 1993-1996, 1998-1999.
- Long Range Planning Committee, 1997-1999.
- Occupational Social Work Concentration Committee, 1993-1999.
- Social Work Practice Curriculum Committee, 1993-1999.

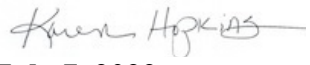
SERVICE TO THE COMMUNITY

- St. John United Church/Wilde Lake Interfaith Center Council/Board, 2013-2016;
Staff-Parish Relations Committee, 2009-2013; **Chair**, 2016-2019
- PATH (People Acting Together in Howard County) Core Team, 2009-Present
- Mount Hebron High School, Volunteer, 2014-2018
- Patapsco Middle School, Volunteer, 2011- 2014.
- Saint John's Lane Elementary School, Volunteer, 2007 - 2011.

CERTIFICATIONS

| | | |
|---|------|--|
| Management-Labor Relations Certification | 1988 | Phillip Murray Institute of Labor Relations, Pittsburgh, PA |
| Family Based Services Training Certification | 1987 | University of Iowa, National Center for Family Based Services |

I certify that this curriculum vitae is accurate and up to date.

A handwritten signature in cursive script that reads "Karen Hopkins".

July 7, 2022