



VITA

Jennifer Lee Kelman
jkelman@ssw.umaryland.edu

Education:

1990-1995: Virginia Commonwealth University, Richmond, VA.
Degree: M.S. (1993) Ph.D. (1995)
Program: Developmental Psychology
Concentration: Human Services, Child Development, Prevention Services

Completed post doctorate courses in the VCU Non-Profit Management Program.

1986-1990: James Madison University, Harrisonburg, VA.
Degree: B.S. (1990) Magna cum Laude
Major: Psychology
Minor: Human Services

Certifications:

2021: LEAD (Leading for Equity, Anti-Racism and Diversity) Training and Coaching (UMB, Office of Diversity, Equity and Inclusion)

2019: Safety Pin Initiative Training (UMB, Inter-professional Student Learning & Service Initiatives)

2018: Kirkpatrick Four Levels Evaluation Certification Program (Bronze Level)

2014: Designing Learning Certificate Program
Association for Talent Development (formerly ASTD Education)

2009: Faculty Certification
University of Phoenix, On-line Campus

2008: Center for Non-Profit Advancement, Washington, DC.
Smart Start Leadership Development Series

Experience in Higher Education:

March 2014 – Present: **Clinical Assistant Professor**
 Director, MD Workforce Development and Support Division
 Director, Child Welfare Academy
 Institute for Innovation and Implementation
 University of Maryland, School of Social Work

Manage and oversee all aspects of the Child Welfare Academy including leading strategic planning and providing oversight and direction for the design, development and implementation of professional development and training initiatives in support of the Department of Human Service staff, contracted child welfare providers, and caregivers across Maryland. Develop, implement, and maintain policies, procedures, and programs to assure cohesiveness and effectiveness. Oversee all business operations including budget negotiations and managing projects, grants and budgets. Work closely with DHS management and Local Department of Social Services staff on a variety of projects aimed at enhancing the capacity of the workforce through educational opportunities and transfer of learning activities. Provide leadership and support to staff who design and plan training programs including curriculum development, training delivery and distance education. Assist with training development, design and delivery for child welfare professionals and resource parents. Perform administrative duties such as staff supervision, performance evaluation, budgetary tracking and reporting, report development, and quality assurance.

June 2009 – June 2012: **Faculty Member**
 University of Phoenix, On-line

Developed and taught on-line psychology courses to undergraduate students with a focus on lifespan human development and emotional intelligence.

1999- May 2002: **Director**
 AmeriCorps and America Reads
 Division of Community Outreach
 Virginia Commonwealth University, Richmond, VA

Oversaw and coordinated all aspects of a national service program addressing literacy development in impoverished Richmond communities. Secured grant funding for program operations, managed an annual budget in excess of \$800,000 supervised staff and over 100 stipended volunteers in community service placements, and monitored program operations to ensure quality service delivery. Represented program at public engagements, developed and disseminated program materials, conducted recruitment sessions, worked collaboratively with over 30 community partners, and provided one-on-one counseling to AmeriCorps members to encourage and support personal and professional development. As a faculty member at VCU, assisted with the coordination of service learning including teaching a service learning preparation course, providing guidance and support to faculty and students, and helping to develop a vision for expansion of service learning at the University.

Experience in other than Higher Education:

**August 2009 – March 2014: Director of Education and Training
Adoptions Together, Catonsville, MD**

Managed and oversaw all facets of the Training and Education Department including work plan and special project development, strategic planning, budget oversight, monthly reporting, contract negotiations, and quality assurance. Responsible for the development and implementation of agency wide training initiatives and support services for resource and adoptive parents, children and teens, child welfare professionals, mental health professionals, and agency staff. Services within the department included in-person, on-line and on-demand seminars, support groups, summer camps, educational conferences and community partnerships. Researched, developed and facilitated educational seminars based on best practice, current research, and evidence-based models. This involved creating curricula, designing power point presentations, developing all course activities and materials, and facilitating both in-person and online training. Supervised and observed agency trainers and coordinated their training schedules and projects. Worked collaboratively with other Adoptions Together program directors to develop and deliver high quality training services across programs, and served as the liaison to outside agencies seeking training services and support. Researched, developed and helped to write funding proposals for the Training and Education Department. Coordinated agency marketing efforts such as the online newsletter and Blog, and helped to develop and distribute marketing materials to promote agency programs and services. In order to ensure quality service delivery and compliance with grant guidelines, supervised additional agency programs and services focusing on respite care and older child adoption.

**January 2007 – April 2009: Executive Director
International Children’s Alliance, Columbia, MD**

Administered and oversaw agency programs and services in accordance with its mission and established policies and procedures. Helped to develop and establish new policies and procedures as warranted. Coordinated state licensing for all jurisdictions and ensured compliance with Hague accreditation standards. Provided assistance to adoptive families throughout the adoption process including: paperwork and home study completion, travel preparation, pre-adoption education and support, and post-adoption education and support services. Facilitated informational seminars, face to face meetings, travel meetings and telephone consultations with families at various stages in the process. Helped to develop, coordinate, and implement the marketing and public relations efforts of the agency and created marketing and promotional literature and materials. Supervised contract social workers, coordinated staff training, reviewed home study and post placement reports for accuracy and completion, and monitored service delivery to ensure the maximum benefit for families and the community.

**May 2002 – January 2007: Director of Family Services
International Children’s Alliance, Columbia, MD**

Responsible for assisting adoptive families with all aspects of the international adoption process to include providing pre-adoption education and support, addressing questions and concerns throughout the process, and coordinating post-adoption education and support services. Conducted information seminars for

Kelman Oct 2021

7/1/17 - 6/30/18	Maryland Department of Human Services, Social Services Administration, "Child Welfare Training Academy", University of MD, School of Social Work." \$2,305,643.00
7/1/14 - 6/30/17	Maryland Department of Human Services, Social Services Administration, "Child Welfare Training Academy", University of MD, School of Social Work." \$ 6,207,182.00
8/1/14 - 12/31/14	Annie E. Casey Foundation, "Team Decision Making Curriculum Redesign and Refinement Project." \$25,000.
5/1/-13 - 10/31/13	Aaron & Lillie Straus Foundation, "Creating Trauma-Informed Learning Environments for Baltimore City Schools", \$20,000.
1/1/12 - 12/31/12	United Global Charities, "Creating Environments That Support the Emotional Health and Well-Being of Ukrainian Children." \$42,500.
December, 2007	Brittany's Hope Foundation, "Saranda, Albania Orphanage Development Project", \$5,000.
5/1/01 - 4/30/02	Corporation for National and Community Service, "VCU AmeriCorps Program", \$393,968.
5/1/00 - 4/30/01	Corporation for National and Community Service, "VCU AmeriCorps Program", \$374,345.
5/1/99 - 4/30/00	Corporation for National and Community Service, "VCU AmeriCorps Program", \$392,304.
10/1/98 - 9/30/99	Department of Mental Health, Mental Retardation, and Substance Abuse Services, "Prevention Initiative Grant to Implement the Youth Risk Behavior Survey", \$14, 942.
August, 1998	Virginia Department of Health Tobacco Use Control Program/local ASSIST Coalition, "Health over Tobacco Project", \$6,500.
5/1/98 - 4/31/99	Virginia Department of Criminal Justice Services, "Youth Experiencing Success Project", \$38,106.
5/1/98 - 4/31/99	Virginia Department of Social Services, "Piedmont Healthy Families Program", \$28,000.
10/1/97 - 9/30/98	Virginia Department of Social Services Family Preservation/Support Services Program, "POP: People Out Performing", \$6,500.

Kelman Oct 2021

- 10/1/97 - 9/30/98 Virginia Department of Social Services Family Preservation/Support Services Program, "STAR Program: Prince Edward Elementary School", \$8,155.
- 5/1/97 - 4/30/98 Virginia Department of Criminal Justice Services, "Youth Experiencing Success Project", \$41,544.
- 5/1/97 - 4/30/98 Virginia Department of Social Services, "Piedmont Healthy Families Program", \$15,000.
- 5/1/97 - 4/30/98 Virginia Department of Social Services, "Families First Project", \$24,780.
- January, 1996 Office of the Secretary of Health and Human Services, "Baptist Union Baptist Church Child Care Center", \$10,000.
- January, 1996 Office of the Secretary of Health and Human Services, "Cumberland County Transportation Cooperative". \$10,000.
- 1/1/96 - 12/31/96 Department of Mental Health, Mental Retardation, and Substance Abuse Services, "Students with Voices: A Comprehensive Prevention/Enrichment Program for Middle School Students and Their Families". \$79,540.
- 10/1/95 - 9/30/96 Virginia Department of Criminal Justice Services, "Youth First Project", \$33,266.

Co-Principal Investigator

- June - August, 1997 Department of Criminal Justice Services, "Cumberland Country Summer Experience Program". \$4,203.

Presentations:

Identifying and Combating Implicit Bias in the Clinical Setting. Virtual Workshop presented for Brook Lane Health Services (January, 2021).

Supporting Permanency through Family Finding. Workshop presented at the National Wraparound Conference, Baltimore, MD (September, 2019).

Identifying and Combating Implicit Bias in Child Welfare. Workshop presented at the Child Welfare Conference, Hagerstown, MD (April 16, 2019).

Mixing it Up: A Recipe for Blended Learning in Child Welfare Training

Workshop presented at the 2017 NSDTA Professional Development Conference (September 17-20, 2017).

Understanding the Impact of Implicit Bias

NSDTA Showcase Webinar Series Invited Presentation (June 7, 2017).

Implicit Biases and Micro-Aggressions: Understanding the Impact on Training Design and Delivery
Workshop presented at the 2016 NSDTA Professional Development Conference (October 14-18, 2016).

Creating a Trauma-Informed System of Care: The Role of Supervisors and Administrators
Workshop presented at the 2015 MARFY Annual Conference (October 7-9, 2015).

From the Classroom to the Field: Transfer of Learning in Child Welfare.
Webinar presented for the Child Welfare Academy (June 4, 2015).

Professional Service:

Promotional Video Presenter, Building Evidence Training Project (BET), *Designing and Implementing Evidence-Supported Interventions in Child Welfare*, Promotional Video.
https://www.youtube.com/watch?v=YUX0Gc_Doo4&feature=youtu.be

Advisory Board Member, Continuing Professional Education Program, University of Maryland, Social Work. (June 2019 – present).

Building Evidence Training Project (BET), Children’s Bureau, Department of Health and Human Services
Invited member of the Curriculum Advisory Committee (CAC) (January 2017 – June 2018).

Invited Peer Reviewer: Children and Youth Services Review YSR 2018

Professional Activities:

DHS/SSA Sponsored Committees:

- Family First Training Sub-Committee
- LGBTQ Training Task Force
- Integrated Practice Model Implementation Team
- Integrated Practice Model Training Sub-Committee
- Integrated Practice Model Supervisor Coaching/Learning Collaborative Sub-Committee (Chair)
- Placement and Permanency Implementation Team
- Integrated Assessments Work Group
- Workforce Development Network
- Kinship Navigators and Family Finders Support Groups

University and School of Social Work Service:

- (2016 - present) DEIC (Diversity, Equity and Inclusion) Committee
- Training and Resources Sub-Committee Chair
- (2019 - present) Student Review Committee
- (2020 - present) Institute Professional Development Committee

Kelman Oct 2021

- (2016 - 2021) SSW Social Committee
- (2014 - 2019) Ruth H. Young Leadership Committee
- (2019 - 2020) Institute Merger Task Force
 - Training & Coaching Sub-Committee Co-Chair

References:

Available upon request.