

Stephenie Howard

Phone: (757) 515-2180 • Email: stephenie.w.howard@gmail.com ORCID ID: 0000-0002-1979-5363

Curriculum Vitae

- Education** **Howard University** **Washington, DC**
School of Social Work
PhD, May 2019
4.0 GPA
- Dissertation: The Direct Effects and Contributing Factors of Vicarious Trauma on Children
Committee: Kamilah Majied (advisor), Meirong Liu (chair), Cudore Snell, and Kathryn Collins (external: University of Maryland)
 - Area of Specialization: child and family wellbeing
 - Focus: Children's exposure to domestic violence
- Norfolk State University** **Norfolk, VA**
School of Social Work
Master of Social Work, May 2010
Advanced Standing Program
Clinical Concentration
- Virginia Commonwealth University** **Richmond, VA**
School of Social Work
Bachelor of Social Work, May 2008
Minor in Psychology
Cum Laude
- License** **Licensed Clinical Social Worker (LCSW)** **Virginia**
- Higher Education Teaching Experience**
- 2020-Present **Associate Professor, Tenured**
School of Social Work **Norfolk, VA**
Bachelor of Social Work Program
Lead Teacher: Human Behavior and the Social Environment I
Lead Teacher: Human Behavior and the Social Environment II
Human Behavior and the Social Environment III
Macro/Micro Perspectives in International Social Welfare
Social Work with Families: Trauma-Informed
Practices with Children and Families
Master of Social Work Program
Diversity, Inclusion, and Oppression
- 2017-2019 **Adjunct Professor**
The Chicago School of Professional Psychology **Washington, DC**
Department of Counseling Psychology
Department of Forensic Psychology
Theories of Counseling and Psychotherapy
Practicum Seminar

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2017-2018

Instructor

Howard University

Washington, DC

School of Social Work

Supervised by Dr. Cudore Snell

Human Behavior in the Social Environment I

Curriculum Development

Course Development, Domestic Violence 101: Understanding the Dynamics of Abuse, Continuing Education Course, School of Public Health Initiative, Norfolk State University, 2025

Course Development, Domestic Violence 102: Working with Survivors of Abuse, Continuing Education Course, School of Public Health Initiative, Norfolk State University, 2025

Course Revision, Human Behavior in the Social Environment I, School of Social Work, Norfolk State University, 2024

Course Revision, Human Behavior in the Social Environment II, School of Social Work, Norfolk State University, 2024

Course, Revision, Human Behavior in the Social Environment III, School of Social Work, Norfolk State University, 2024

Course Development, Advanced Family Systems: Understanding Families from a Cultural Context Over the Life Course, Continued.com, 2023

Course Development, Intro to Family Systems: Understanding Families over the Life Course, Continued.com, 2023

Course Development, Understanding domestic violence in Black communities. Continued, Continued.com, 2022

Course Development, Addressing Race in Clinical Social Work Services with Black Clients. Continued, Continued.com, 2022

Grantsmanship and Research Funding

Funded

Principal Investigator, Tracing African-Diasporic Symbolism: A Curated Study of Cultural Continuities, HBCU Scholars Fellowship, Virginia Humanities, 2025, \$45,000

Principal Investigator, Reducing Infant Deaths: The Role of Doula in Virginia, Provost Tenure-Readiness Summer Research Grant, Norfolk State University, 2023, \$15,000

Principal Investigator, An Anti-Intimate Partner Violence Ally Intervention for Barbers in Black Communities: A Pilot Study, Joint School of Public Health Initiative, Center for

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Excellence in Minority Health Disparities and the Center for Public Health Initiatives at NSU, 2023, \$74,878.58

Principal Investigator, Examining the Feasibility of an Anti-Domestic Violence Training Program for Hair Stylists in Virginia, African American Public Policy Faculty Scholar (CAAmPP), Norfolk State University and the Center for African American Public Policy, 2022, \$6,000

Principal Investigator, The System was Not Made for All: The Faculty Review Process, Council on Racial, Ethnic, and Cultural Diversity, Council on Social Work Education, 2023, \$750

Lead Field Surveyor, Evaluation Services of the People First Initiative, Office of the Purchasing Agent, City of Norfolk, 2021-2025, \$787,713.34

Unfunded Projects

Clinical Director, Collaborative for Pathways to Mental Health Careers, Mental Health Service Professional Demonstration Grant Program, Department of Education, 2024-2029, 5,000,000

Principal Investigator, Development and Validation of a Risk Assessment for Children's Exposure to Domestic Violence, National Institute of Justice, 2024-2026, \$290,353

Principal Investigator, Validating a Risk Assessment of Children's Exposure to Domestic Violence, Decision, Risk and Management Sciences (DRMS), National Science Foundation (NSF), 2022-2025, \$644,173.76

Principal Investigator, Addressing Supervisory Discrimination in the Professional Licensure Process, Regulatory Research Literature Review, Association of Social Work Boards, 2021-2022, \$94,090

Principal Investigator, The Long Term Effects of Vicarious Trauma Exposure on Children, Center for African American Public Policy (CAAmPP), Scholars Program, Norfolk State University, 2021-2022, \$40,000

Assistant PI, Collaborative for Creating Pathways for Health Living, Partnership/Collaborative Establishment Award, Jeffress Trust Awards Program in Research Advancing Health Equity, 2022-2023, \$150,000

Creative Works

Freudian Slip (Screenplay)

Semifinalist, Drama Screenplay Competition, Emerging Screenwriters, 2025

Quarterfinalist, ScreenCraft Screenwriting Fellowship, 2025

Quarterfinalist, ScreenCraft Film Fund, Spring 2025

Scholarly Publications

1. Howard, S. (2025). Anti-Domestic Violence Training for Hairstylists in Black Communities: A Policy Feasibility Study. *Community Development*. <https://doi.org/10.1080/15575330.2024.2438027>
2. Howard, S. & Dancy, S. (2024). Reducing Infant Deaths: The Role of Doulas in Black Communities. *Maternal and Child Health Journal* 28(8),1422–1431. <https://doi.org/10.1007/s10995-024-03928-0>
3. Howard, S & Pierce, C. (2024). Interest in Being an Ally against Violence toward Women: A Survey of Barbers in Black Communities. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/08862605241299437>
4. Howard, S. Pierce, C. Miller-Holmes, D. (2024). Mobilizing Black men as allies in ending violence against women: A Critical Race Theory Approach. In C. S. L & K. L. Moody. *The Black Perspective Monograph 4: Critical Race Theory: Perspectives and Reflections*. Washington, DC: Howard University
5. Howard, S., Alston, S., Brown, M., Bost, A. (2022). Literature review on regulatory frameworks for addressing discrimination in clinical supervision. *Research on Social Work Practice*. <https://doi.org/10.1177/10497315221121827>
6. Howard, S. (2021). Defining child exposure to domestic violence: Lessons from a historical review of the literature. *Greenwich Social Work Review*, 2(2), 173-180
7. Howard, S. (2021). A causal model of children’s vicarious traumatization. *Journal of Child and Adolescent Trauma*. <https://doi.org/10.1007/s40653-020-00331-z>
8. Cudore, S. L. & **Howard, S.** (2020). COVID-19: One Disease Many Reverberations in Black and Latino Communities. In M. R. Gourdine & J. Cross. *The Black Perspective Monograph 3: Addressing the COVID-19 Pandemic through an Examination of Mental Health and Health Disparities in the Black Community*. Washington, DC: Howard University
9. Howard, S., Sultana, S., & Snell, C. (2020). Social isolation among young Black women: Implications for social work. *Social Work Education*, 39:7, 957-970, DOI: 10.1080/02615479.2020.1767565
10. Howard, S. (2019). *The direct effects and contributing factors of vicarious trauma on children* (Publication No. 28260051) [Doctoral dissertation, Howard University]. ProQuest Dissertations & Theses Global.
11. Howard, S. & Arbaugh, K. (2019). Counseling Survivors of Domestic Violence: Theoretically Integrated Approaches. *Social Work and Mental Health*, 17(6), 703-722
12. Howard, S. (2018). The Black Perspective in clinical social work. *Clinical Social Work Journal*, 48, 335–342. <https://doi.org/10.1007/s10615-018-0663-8>
13. Berry-Edwards, J. & **Howard, S.** (2019). The effect of economic distress on trauma-informed social work practice and attachment. In L. Openshaw & J. Berry-Edwards (Eds). *Empowering clinical social work practice in a time of global economic distress*. Washington, DC: NASW.
14. Howard, S. & Husain, A. (2019). The impact of economic distress on clinical practice with Muslims from an international and domestic perspective. In L. Openshaw & J. Berry-Edwards (Eds). *Empowering clinical social work practice in a time of global economic distress*. Washington, DC: NASW.
15. Howard, S. (2017). Trump’s Anti-Muslim Rhetoric and the Implications for Clinical Social Work Practice. In Harris, D. (Ed.), *Newschaser—Trump’s Hate Rhetoric (An Anthology of Academic Scholars)*. Brooklyn, NY: Universal Write Publications.

16. Howard, S. (2017). Black first generation social work doctoral students. *Journal of Teaching in Social Work, 37*(5), 1-15.
17. Husain, A., & **Howard, S.** (2017). Religious Microaggressions: A Case Study of Muslim Americans. *Journal of Ethnic & Cultural Diversity in Social Work, 26*(1/2), 139-152.
18. Howard, S. (2017). Social Work in the Black community: A collective response to contemporary unrest. *Journal of Sociology and Social Welfare, 44*(5), 81-97.
19. Husain, A., Nashwan, A., & **Howard, S.** (2016). Middle Eastern immigrant and refugee children and families. In R. Fong & A. Detlaff (Eds.), *Immigrant and Refugee Children and Families: Culturally Responsive Practice*. New York, NY: Columbia University Press.

Non-Scholarly Publications

1. Howard, S. Pierce, C. (2023). Black Barbers Promoting Black love: Pilot Test Results of a Peer Group Intervention for Reducing Intimate Partner Violence, Norfolk State University.
2. Howard, S. & Dancy, S. (2023). Reducing Infant Deaths in Virginia: The Role of Doulas Serving Black Caregivers, Norfolk State University
3. Howard, S. Pierce, C. (2023). Black Barbers Promoting Black love: A Peer Group Intervention for Reducing Intimate Partner Violence, Norfolk State University.
4. Alston, S., Wu, Liyun, & **Howard, S.** (2022). Progress report for the People First Evaluation, prepared for the City of Norfolk
5. Howard, S. (2021). Behavioral Health Brief: Black Twitter reveals insights on the significance of race in therapy, *Social Work Today, 21*(2), p. 32-33
6. Howard, S. (2020, Dec 23). Help for navigating tricky waters of online instruction. *Virginian Pilot*, Norfolk, VA
7. Howard, S. (2020, September 15). Protecting children from harm in the context of distance learning. *Social Work Helper*. <https://swhelper.org/2020/09/15/protecting-children-from-harm-in-the-context-of-distance-learning/>.
8. Howard, S. (2018). The Black Perspective. In J. Berry-Edwards. *Behavioral Health Workforce Education Training Program (BHWET): Train the trainer curriculum*. Washington, DC: Howard University.
9. Howard, S. (2018). Trauma Informed Services. In J. Berry-Edwards. *Behavioral Health Workforce Education Training Program (BHWET): Train the trainer curriculum*. Washington, DC: Howard University School of Social Work
10. Howard, S. (2015, December). E-Posters for SSWR Conference. *Society for Social Work and Research Doctoral Student Newsletter* [Email Newsletter]
11. Howard, S. (2009). *Geographic Representation of Service Recipients: Report Prepared on Behalf of the Director and the Data Analyst*. Chesapeake, VA: Chesapeake Department of Human Services
12. Howard, S. (2009). *Transitional Housing Options for Former Foster Care Youth: Report Prepared on Behalf of the Director and the Data Analyst*. Report prepared for the Director and the Data Analyst of the Chesapeake Department of Human Services. Chesapeake, VA: Chesapeake Department of Human Services
13. Howard, S. (2006). *Training Protocol for Crisis Hotline Staff: Report Prepared on Behalf of the Program Director*. Richmond, VA: YWCA of Richmond

Scholarly Presentations and Posters

1. Howard, S. & Callender, L. (forthcoming). Defining Black Culture Across Time and Space: A Tool for Identity, Resistance, and Resilience. NABSW. Detroit, MI
2. Pierce, C. & Howard, S. (2024). Black Barbers promoting Black Love,” Pilot Test Results of An Anti-Intimate Partner Ally Program. Hampton Roads Social Justice Conference, Christopher Newport University, Newport News, Virginia
3. Howard, S. & Pierce, C. (2024, Mar 26). Black Barbers Promoting Black Love: Pilot Test Results of An Anti-Intimate Partner Ally Program. National Association of Black Social Workers, Annual Conference, New Orleans, LA
4. Howard, S., Singh, M., King, D., Perez, E., Johnson, N. (2023, Oct 28). Connect Session: Faculty Review Process: Recommendations for Recruitment Development & Retention of Faculty of Color. Annual Program Meeting, Council on Social Work Education (CSWE), Atlanta, GA
5. Howard, S. & Pierce, C. (2023, Apr). Black men as allies against violence toward Black women: Lessons learned from field innovation. National Association of Black Social Workers, Annual Conference, Philadelphia, PA
6. Howard, S. & Pierce, C. (2023). Engaging Men in the Fight against Violence toward Black Women. National Association of Social Workers Virginia Chapter (NASWVA), Annual Conference, Williamsburg, VA
7. Howard, S., Alston, S., & Vaughan-Eden, V. (2022, July). Assessing risk in children's exposure to domestic violence: A roundtable discussion. American Professional Society on the Abuse of Children (APSAC), Annual Colloquium, New Orleans, LA
8. Howard, S. & Alston, S. (2022, Nov). Codifying Our Ethical Commitment to Social Work Colleagues: Supporting Black Supervisees, Council on Social Work Education, Annual Program Meeting, Anaheim, CA
9. Howard, S. (2021, May). Invited Presentation—Domestic violence in Black communities: How social workers can empower Black women. National Association of Social Workers Virginia Chapter (NASWVA), Encore Annual Conference, Richmond, VA
10. Howard, S. & Joyner, J. (2021, March). How social workers can become more culturally intelligent about Black people. National Association of Social Workers (NASW) Virginia Chapter Annual Conference, Richmond, VA
11. Howard, S. (2021, March). Domestic violence in Black communities: How social workers can empower Black women. National Association of Social Workers (NASW) Virginia Chapter, Annual Conference, Richmond, VA
12. Howard, S., Sultana, S., & Snell, C. (2020, Jan). Environmental Risk and Protective Factors of Social Isolation Among Black Women. Society for Social Work and Research (SSWR) Annual Conference, Washington, DC
13. Howard, S., Sultana, S., & Snell, C. (2019, Apr). Social Isolation Among Young Black Women: An Empirical Investigation. Western Social Science Association (WSSA) Annual Conference, San Diego, CA
14. Howard, S. (2019, Apr). How Racial Tension and Social Bias Manifest in Clinical Social Work Settings. Yale Bouchet Conference on Diversity and Graduate Education, New Haven, CT
15. Howard, S. (2018, Nov). Social Isolation Among Young Black Women: Public Health Implications. Black Caucus of Health Workers-HBCU Consortium: Rising above

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- Institutional Inequity- Our Future Public Health Leaders Roundtable. American Public Health Association Annual Meeting, San Diego, CA
16. Howard, S., Sultana, S., & Snell, C. (2018, Nov). Social Isolation Among Young Black Women: Implications for Social Work. Council on Social Work Education, 64th Annual Program Meeting, Orlando, FL
 17. Harris, C., **Howard, S.** Davis, J. (2018, Nov). P.I.E.: An Inter-Professional Lens in the Social Determinants of Health. Council on Social Work Education, 64th Annual Program Meeting, Orlando, FL
 18. Sultana, S., Husain, A., **Howard, S.** (2018, Nov). Infusing Content on Faith-Based Organizations: A Focus on Muslim Non-Profit Organizations. Council on Social Work Education, 64th Annual Program Meeting, Orlando, FL
 19. Howard, S., Husain, A. (2017, Oct). *A Family Systems Approach to Trauma Treatment with Syrian Refugee Families*. Presented at Council on Social Work Education, 63rd Annual Program Meeting, Dallas, TX
 20. Majied, K., **Howard, S.** (2017, Oct). “*We can’t breathe*” – Addressing vicarious trauma in the contemporary sociopolitical climate. Presented at Council on Social Work Education, 63rd Annual Program Meeting, Dallas, TX
 21. Howard, S., R. Gourdine (2017, Apr). *A Trauma-Informed Approach to Student Misconduct for School Social Workers*. Presented at National Association of Black Social Workers, 49th Annual Conference, National Harbor, MD
 22. Howard, S. (2016, Apr). *The Direct Effect of Vicarious Trauma on Young Children: A Conceptual Model*. Presented at Howard University, Research Symposium, Washington, DC
 23. Howard, S., Husain, A. (2015, Oct). *Infusing Religious/Spiritual Microaggression Content into Practice Courses: A Case Study of Muslims*. Presented at Council on Social Work Education, 61st Annual Program Meeting, Denver, CO
 24. Fritz, D., Swiecicki, C.C., Stinnette, J., & **Howard, S.** (2014, June). *Revised criteria for PTSD in young children: The impact of DSM-5 Criteria on PTSD rates*. Poster presented at the American Professional Society on the Abuse of Children Colloquium, New Orleans, Louisiana.

Non-Scholarly Presentations, Guest Lectures, Interviews, Talks, and Trainings

1. Howard, S. (2023, Oct 19). Panelist, Black, Blue & Purple, A Week Without Violence, YWCA of South Hampton Roads and Center for African American Public Policy, Norfolk State University
2. Howard, S. & Pierce, C. (2023). Podcast Interview, Engaging Black men as Allies. Sage Video
3. Howard, S. & Pierce, C. (2023). Training Video, Engaging Black men as Allies. Sage Video
4. Howard, S. (2023, Oct 12). Panelist, “I Will Survive”: Preventing, Detecting, and Recovering from Intimate Partner Violence, Old Dominion University
5. Howard, S. (2023, Sep 12). Moderator, A Discussion of the Importance of Child Fatality Review Processes in Virginia, Family and Children’s Trust Fund of Virginia’s Child Abuse and Neglect Advisory Committee
6. Howard, S. (2023). Interview for Rutgers University School of Social Work. The Black Perspective in Clinical Social Work: A Conversation with Dr. Stephenie Howard.

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<https://socialwork.rutgers.edu/news/black-perspective-clinical-social-work-conversation-dr-stephenie-howard>

7. Howard, S. (2022, Dec 16). Podcast Interview: Mobilizing Black men and barbers in Black communities as Anti-Domestic Violence Allies. Continued.com
8. Howard, S. (2022, Mar 11). Expert interview with Dr. Sophia Gouthier for “How to talk to kids about the war in Ukraine,” *ABC News*, <https://www.goodmorningamerica.com/family/story/talk-kids-war-ukraine-83452525>
9. Howard, S. (2022, Mar 17). Guest speaker, Trauma and domestic violence: Domestic violence education and prevention. VWISH. Madison, NC
10. Howard, S. (2021, Oct 27). Guest Lecture: Trauma Informed Services. Social work practice and policies, Dr. Sade Younger, School of Social Work, Howard University, Washington, DC
11. Howard, S. (2021, Sept 29). Guest Lecture: The Black Perspective on Child Welfare, Black Perspective, Dr. Meirong Liu, Social Work and the Black Perspective Course, School of Social Work, Howard University, Washington, DC
12. Howard, S. (2021, Aug 26). Panelist, Women and Equality Forum, Black BRAND, Norfolk, VA
13. Howard, S. (2021, June). Empowering Black Survivors of Domestic Violence, Clinicians of Color Online Academy
14. Howard, S. (2021, May). Mental Health Awareness Conference, Virtuous Women in Sisterhood, Winston-Salem, North Carolina (Invited).
15. Howard, S. & Howard, C. (2021, Feb 28). Cut It Out: A Seminar on Domestic Abuse for Salon Professionals. Communities in Power, Norfolk, VA
16. Howard, S. (2022, 2021, 2020, 2019). Guest Lecture: Clinical Social Work with a Displaced Populations, Displaced Populations II, Dr. Altaf Husain, School of Social Work, Howard University, Washington, DC (Invited).
17. Howard, S. (2019, Jun 13). Expert interview with Michael Castagnola for Representative Elijah Cummings’s children and trauma initiative
18. Howard, S. (2019, Apr). *Trauma and grace: Trauma-informed services for the church*. Gethsemane United Methodist Church. Walker Mill, MD (Invited)
19. Howard, S. (2019, Feb). *Trauma Informed Services*. Train the Trainer, Howard University School of Social Work, Washington DC
20. Harris, C. & **Howard, S.** (2018, Apr). *Creating Grading Rubrics in Blackboard*. Direct Practice Faculty Retreat, Howard University, School of Social Work, Washington, DC (Invited)
21. Berry-Edward, J., **Howard, S.** (2016, Summer). *Core Concepts of Child and Adolescent Trauma: 5-Day Intensive Training*. Howard University, School of Social Work, Washington, DC
22. Berry-Edward, J., **Howard, S.** (2016, Fall). *Core Concepts of Child and Adolescent Trauma: 5-Day Intensive Training*. Howard University, School of Social Work, Washington, DC
23. Howard, S. (2016, Feb). *Understanding the Traumatic Response: A Training for Adolescent Girls*. Love Yourself First, Girl’s Conference, Court Appointed Special Advocate, Prince George County, Prince George’s County, MD (Invited)
24. Howard, S. (2015, Dec). *Understanding Trauma in Children: Training for CASA Staff*. Court Appointed Special Advocate, Prince George’s County, MD

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Broadcast Interviews

1. Howard, S. (2024, May 9). Addressing Black infant and maternal health. Wavy TV 10. Retrieved from <https://www.wavy.com/news/health/addressing-black-maternal-and-infant-deaths/>.
2. Howard, S. & Pierce, C. (2023, Nov 6). Guest speaker, “Barbers promoting Black love: A peer group intervention program reducing intimate partner violence with Black barbers.” PraisEluJAH Radio Show. Philadelphia, PA
3. Howard, S. (2023, Oct 31). Suicide rates for young Black boys and men in Virginia is the highest it’s been in at least a decade. WHRO. <https://whro.org/news/local-news/42400-suicide-rates-for-young-black-boys-and-men-in-virginia-is-the-highest-it-s-been-in-at-least-a-decade>
4. Howard, S. (2023, Sep 28). Broadcast interview. Too many children dying from abuse, neglect in Hampton Roads: 2022 report. WAVY TV 10. <https://www.wtkr.com/investigations/too-many-children-dying-from-abuse-neglect-in-hampton-roads-2022-report>
5. Howard, S. (2023, Aug 16). Broadcast interview. Barbers complete domestic violence awareness training. WAVY TV 10. <https://www.wavy.com/news/local-news/barbers-complete-domestic-violence-awareness-training/>
6. Howard, S. (2023, Jul 23). Broadcast interview. Public Health Profile of Dr. Stephenie Howard. Hot 91 WNSB
7. Howard, S. (2023, Jun 20). Broadcast interview. Barbers invited to help break the cycle of domestic violence. WAVY TV 10. <https://www.wavy.com/news/local-news/norfolk/barbers-invited-to-help-break-the-cycle-of-domestic-violence/>
8. Howard, S. (2022, Aug 22). Broadcast interview: “NSU professor creates ‘barbers against domestic violence’ survey Black men in the fight against domestic violence.” WAVY TV 10. <https://www.wavy.com/domestic-violence-awareness/nsu-professor-creates-barbers-against-domestic-violence-survey/amp/>
9. Howard, S. (2022, Mar 4). Guest speaker, Abusive relationships and domestic violence. PraisEluJAH Radio Show. Philadelphia, PA
10. Howard, S. (2021, July 28). Guest Speaker, Black Wall Street Today with Blair Durham, iHeart Radio

Scholarly Experience

2018-2019

Program Assistant

Howard University

Washington, DC

School of Social Work

Leadership in Public Health Social Work Education Program (LPHSWE)

Funded by Health Resources and Services Administration

2016-2018

Research Assistant

Howard University

Washington, DC

School of Social Work

Behavioral Health Workforce Education and Training Program (BHWET)

Funded by Health Resources and Services Administration

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2014-2016	Graduate Assistant Howard University School of Social work Supervised by Dr. Altaf Husain	Washington, DC
Summer 2015	Research Assistant Howard University School of Social Work Supervised by Dean Sandra Crewe	Washington, DC
2013-2014	Research Assistant Children's Hospital of the King's Daughters Child Abuse Program INcreasing Virginia's Evidence-Supported Treatments (INVEST) for Children, Funded by SAMHSA Why Children Disclose, Unfunded Study	Norfolk, VA
Field Experience		
2019-Present	Founder and President Communities in Power	Norfolk, VA
2019-2020	Clinical Intervention Specialist Hampton-Newport News Community Services Board Therapeutic Day Treatment Program	Hampton, VA
2016-2018	Licensed Therapist YWCA of Annapolis and Anne Arundel County Counseling Services	Arnold, MD
2012-2013	Social Worker II Petersburg Department of Social Services Child Protective Services	Petersburg, VA
2010	Qualified Mental Health Professional Y Not Care LLC	Elizabeth City, NC
2009	Counselor City of Norfolk Summer Earn and Learn Program	Norfolk, VA
2010-2011	Master of Social Work Intern Chesapeake Department of Human Services Mixed direct services and administration	Chesapeake, VA
2007-2008	Bachelor of Social Work Intern	

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	Friends Association for Children	Richmond, VA
2006	Bachelor of Social Work Intern YWCA Head Start Program	Richmond, VA
Other Experience		
2008-2012	Managing Partner Black Life Celebrated, LLC Curator of Black giftware and art Retail Manager	Virginia Beach, VA
2008-2012, 2013-2014	Guest Teacher Norfolk Public Schools Grades Pre-K-3 to 5	Norfolk, VA
2006-2008	Relief Worker YWCA Head Start Program	Richmond, VA
2004-2005	Tutor Richmond Community Action Program Youth Enrichment Program	Richmond, VA
Professional Service		
2023	Advisor, Bright Views Social-Emotional Learning Curriculum, The Consortium for Infant and Child Health, Eastern Virginia Medical School, Norfolk, VA	
2023-2024	National Association of Social Workers (NASW) LEAD Day Planning committee	
2023-Present 2023	Member, Editorial Board, <i>Journal of Child and Adolescent Trauma</i> Peer Reviewer, American Professional Society on the Abuse of Children (APSAC), Outstanding Frontline Worker Award	
2022-Present	Member, Eastern Virginia Child Fatality Review Team, Virginia Department of Health	
2022	Guest Reviewer, <i>Child Indicators Research</i>	
2022-2024	Chair, Domestic Violence Section, American Professional Society on the Abuse of Children (APSAC)	
2022-Present	Member, Research Advisory Council, Family Resource Center, Families Forward of Virginia	
2021-Present	Member, Council on Racial, Ethnic, and Cultural Diversity (CRECD), Council on Social Work Education (CSWE)	
2021-2024	Member, African American Committee, Samaritan House	
2021	Invited Guest Reviewer, <i>Journal of Gerontological Social Work</i>	
2020-2024	Trainer, CUT IT OUT: The Beauty Industry Against Domestic Violence	

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- 2020-Present Member, Child Abuse and Neglect Advisory Committee (CAN), Family and Children's Trust Fund (FACT) of Virginia
- 2020-2023 Vice Chair, Social Services Advisory Commission (SSAC), Department of Human Services, Norfolk, VA
- 2020 Invited Guest Reviewer, *Advances in Social Work*, Special Issue, Dismantling White Supremacy in Social Work Education
- 2020-Present Member, Child Welfare Advisory Committee (CWAC), Department of Social Services, Virginia
- 2020-2021 Invited Guest Reviewer, *Journal of Traumatic Stress*
- 2019-Present Peer Reviewer, Office on Violence Against Women (OVW)
- 2019-Present Peer Reviewer, Substance Abuse and Mental Health Services Administration (SAMSHA)
- 2019-Present Peer Reviewer, Department of Health and Human Services
- 2018 Student Volunteer, Annual Program Meeting (APM), CSWE
- 2018 Planning Committee, Violence as a Public Health Issue: An Interprofessional Conversation Howard University, School of Social Work
- 2018 Planning Committee, Addressing Black Men's Health: The Time is Now, Howard University, School of Social Work
- 2018 Proposal Phase I Reviewer, Annual Program Meeting (APM), CSWE
- 2017 Student Volunteer, Annual Program Meeting (APM), CSWE
- 2016 Facilitator, Gender and Sexual Diversity Interprofessional Seminar, Uniformed Services University and Howard University School of Social Work
- 2015-2019 Reviewer, *Perspectives on Social Work Journal*
- 2015-2017 Member, HBCU Center for Excellence (CFE) Student Advisory Committee
- 2015-2019 Founding Member, Society for Social Work and Research (SSWR) Doctoral Student Task Force, Mentoring Sub-Committee
- 2015-2016 Assistant to the Guest Editor, *Journal of Religion and Spirituality in Social Work*, special issue on Islam in Social Work
- 2015 Student Volunteer, Annual Program Meeting (APM), CSWE
- 2015 Student Volunteer, Network for Social Work Management 26th Annual Conference
- 2012-2013 Member, Advisory Board, Petersburg Department of Social Services

Community Service

- 2024 Presenter, Domestic Violence Awareness seminar, First Colonial High School, Virginia Beach, VA
- 2022 Small Group Facilitator, Black Men's Town Hall on Domestic Violence I, Communities in Power
- 2022 Moderator, Healthful can be tasteful: A live virtual healthy cooking demonstration, Communities in Power
- 2022 Roundtable Facilitator, Black Men's Town Hall on Domestic Violence II, Communities in Power
- 2021 Small Group Facilitator, Black Men's Town Hall on Domestic Violence III, Communities in Power

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- 2018 Volunteer, Congressional Black Caucus Foundation, Annual Legislative Conference, Washington DC
- 2018 International Service Volunteer, International Service Learning Program, Cape Town, South Africa
- 2017 Domestic Violence Education Outreach Representative, Dash4Dignity, Awareness and Information Expo, Severn, MD
- 2017 Clinical Support, YWCA of Annapolis and Anne Arundel County, Teen Dating Violence Plug-In Event, Arnold, MD
- 2017 Recruiter Assistant, 15th Annual HBCU Festival, Alfred Street Baptist Church, Alexandria, VA
- 2013-2014 Mentor, Richard Bowling Elementary School, Norfolk, VA
- 2012 Program Organizer, Breast Cancer Awareness Fair, Petersburg Department of Social Services, Petersburg, VA
- 2008-2010 First Responder, Disaster Services, American Red Cross, Norfolk, VA
- 2006-2008 Advocate, Court Appointed Special Advocate (CASA), Richmond, VA
- 2004-2008 Group Facilitator, Multiple Families Weekend Retreat Program, Richmond, VA
- 2005 Volunteer, Resource Mothers Program, Health Department, Richmond, VA

University Service

- 2026 Co-Lead, faculty-Led Study Abroad Program, Ghana, Fine Arts Department, Norfolk State University
- 2026 Award Presenter, Ethics Summit, School of Social Work, Norfolk State University
- 2026 Instructor, Spartan Transfer Academic and Mentorship Research Intensive with Social Work, Norfolk State University
- 2025, 2026 RISE Symposium Mentor
- 2025-Present International Committee, School of Social Work
- 2025 Co-Lead, faculty-Led Study Abroad Program, Jamaica
- 2025-Present Senator, Elected, Faculty Senate, Norfolk State University
- 2025 Mentor, Research Symposium, Norfolk State University
- 2025-Present Search Committee, Art History, Visual and Performing Arts Fine Arts Division, Norfolk State University
- 2024 Q&A Facilitator, The Business of Owning a Private Practice with Mrs. Mitzi Glass, School of Social Work, Norfolk State University, Nov 13, 2024
- 2024 Co-Lead, faculty-Led Study Abroad Program, London, London Metropolitan University
- 2024-Present Mentor, Undergraduate Research and Mentorship Program, Norfolk State University
- 2024-Present Member, University Commencement Committee, Norfolk State University
- 2023-Present Member, Faculty Senate Handbook Committee, Norfolk State University
- 2023-Present Member, Student Advising/Mentoring/Retention Committee, School of Social Work, Norfolk State University
- 2021-2023 Department Liaison, Writing Center, Norfolk State University

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2021-2023	Faculty Fellow, NSU Online Faculty Fellows (Faculty Champions), Office of Extended Learning, Norfolk State University
2021-2023	Member, University-Wide Academic Credits and Standards Committee, Norfolk State University
2021-2022	Member, Faculty Senate Standing Committee on Faculty Evaluation Policies and Procedures, Norfolk State University
2021-2023	Member, University-Wide Strategic Planning and Steering Committee, Norfolk State University
2021-2023	Member, University-Wide Student Academic Grievance Committee, Norfolk State University
2021-2022	Member, Accreditation Review Committee, School of Social Work, Norfolk State University
2021-2023	Member, Council for Teacher Education, Norfolk State University
2021	Presenter, Fall 2021 Virtual Academic Connection and Information Sessions, Norfolk State University
2021-2023	Faculty Board Member, University-Wide Student Conduct Board, Norfolk State University
2021-Present	Member, Hospitality Committee/Social Work Month/Graduation, School of Social Work, Norfolk State University
2021	Judge, RISE 21: The Undergraduate and Graduate Research Innovation Symposium Exhibition, Norfolk State University
2021-2023	Member, Continuing Education and Certificate Committee, School of Social Work, Norfolk State University
2021	Member, Library Committee, School of Social Work, Norfolk State University
2021-2022	Successful Dissertation Committee for Valerie Boyce, School of Social Work, Norfolk State University
2018-2019	Co-Chair, Student Ombudsperson Workgroup, Office of the Provost, Howard University
2018-2019	Member, Academic Grievance Process Workgroup, Office of the Provost, Howard University
2017-2018	Member, Direct Practice Sequence Team, Howard University, School of Social Work
2016-2018	Member, TEDx Steering Committee, Graduate School, Howard University
2016-2017	Member, Doctoral Committee, School of Social Work, Howard University
2015-2019	Member, Graduate Student Council, Graduate School, Howard University
2014	Member, Library/Multimedia Committee, School of Social Work, Howard University
2006-2008	Member, Student Government Association, Virginia Commonwealth University
2006-2008	Member, Student Activities Advisory Committee, Virginia Commonwealth University
2005-2006	Resident Assistant, Virginia Commonwealth University
2004-2005	Member, Residence Hall Judicial Board, Virginia Commonwealth University

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Honors and Awards

- 2022 African American Public Policy Faculty Scholar (CAAmPP), Norfolk State University and the Center for African American Public Policy
- 2022 New program rising star award, CommuCon, 211 Virginia
- 2021 Women and Equality Forum Award, Truist and Black BRAND, \$1,000
- 2019 Outstanding Scholar with a 4.0 GPA, Howard University
- 2018 Council on Racial, Ethnic, and Cultural Diversity (CRECD) Award, CSWE
- 2016 Most Outstanding Presentation in the Area of Humanities in the Graduate Student Category, Howard University Research Symposium
- 2009-2019 Virginia Graduate Fellow, Norfolk State University
- 2007 Golden Key International Honour Society, Virginia Commonwealth University
- 2004-2008 Dean's List, Virginia Commonwealth University
- 2004-2008 Access Scholar, Virginia Commonwealth University
- 2006 Resident Assistant Program of the Year, Virginia Commonwealth University
- 2005-2006 Multicultural Academic Achievement Award, Virginia Commonwealth University

Professional Memberships

- African American Cultural Center, Virginia
- American Professional Society on the Abuse of Children (APSAC)
- Council on Social Work Education (CSWE)
- National Association of Social Workers (NASW)
- Association of Black Social Workers (ABSW), Hampton Roads Chapter
- Black BRAND, Black Chamber of Commerce, Hampton Roads Chapter

Professional Development and Certifications

- Quality Matters Certification, 2023
- Responsible Conduct of Research, Social and Behavioral Research, CITI Certification
- Conflict of Interest, CITI Certification
- Faculty Certification Program for Teaching Distance Education Courses, Norfolk State University, Aug 9, 2021
- Build and Broaden Conference, National Science Foundation, June 7-11, 2021
- Faculty Development Training Initiative, United Negro College Fund, May 24-June 21, 2021
- Summer Social Work Graduate Student Mentoring Workshop on African American and Latinx Workshop, University of Michigan (U-M) School of Social Work (SSW), the Program for Research on Black Americans (PRBA), and the Michigan Center for Urban African American Aging Research (MCUAAAR), June 5-8, 2009, Ann Arbor, Michigan
- Working with Perpetrators Training, House of Ruth, July 26, 2017-July 28, 2017, Towson, MD.
- Comprehensive Intimate Partner Violence Training, House of Ruth, June 6, 2017-June 9, 2017, Baltimore, MD.
- Filial Family Therapy Workshop, National Institute of Relationship Enhancement, November 18-19, 2016, Bethesda, MD.

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Child-Centered Play Therapy Workshop, William Nordling, National Institute of Relationship Enhancement, September 16-17, 2016, Bethesda, MD.