

Saundra Starks, Ed.D., LCSW

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Licensed as a Clinical Social Worker and Certified for Independent and Private Practice by the State of Kentucky.

EDUCATION

- 1999 Ed.D in Counseling Psychology, **University of Louisville**, Louisville, Kentucky
- 1977 MSSW , Raymond A. Kent School of Social Work, **University of Louisville**, Louisville, Kentucky (Mental Health Specialization)
- 1971 BA in Sociology/Social Welfare, **Western Kentucky University**, Bowling Green, Kentucky

TEACHING EXPERIENCE

- 2018 –Present MSW Program Director, Western Kentucky University
- 2014-present Professor, Social Work Department, **Western Kentucky University**, Bowling Green, Kentucky.
- 2005 -2014 Associate Professor, Social Work Department. **Western Kentucky University**, Bowling Green, Kentucky
- 1999 - 2002 Assistant Professor, Social Work Program, Department of Allied Health and Human Services, **Western Kentucky University**, Bowling Green, Kentucky
- 1994 - 1994 Interim Director, Program of Social Work, Department of Allied Health and Human Services, **Western Kentucky University**, Bowling Green, Kentucky
- 1993 - 1999 Instructor, Social Work Program, **Western Kentucky University**, Bowling Green, Kentucky
- 1988 - 1993 Adjunct Faculty, Social Work Program, **Western Kentucky University**, Bowling Green, Kentucky

- 1983 - 1988 Part-time Instructor, Social Work Program, **Western Kentucky University**, Bowling Green, Kentucky
- 1979 - 1980 Part-time instructor, curriculum development project with **Western Kentucky University's** Social Work Program, Bowling Green, Kentucky

Graduate Courses Taught: Advanced Theories of Psycho-social Practice; Spirituality in Social Work Practice; Generalist Practice I; Grief & Loss issues in Social Work Practice; Cultural Competency in Social Work Practice; Group Dynamics; Internship and Field Practicum; Use of Expressive Therapies in Social Work Practice; Cultural Competency in Social Work Practice, Foundation Field Practicum; Special Topics in Social Work.

Undergraduate Courses Taught: Introduction to Social Work; Social Work Practice I; Integrated Social work Practice Seminar; Social Work and Women; Field Practicum; Services for Older Americans, Dynamics of Group Interaction, Social Work Practice I and II, Social Work Integrative Seminar, field seminar, Multicultural Diversity and Inter-professional Collaboration in Early Childhood Intervention.

INTERNATIONAL TEACHING and EXPERIENCE

- Winter 2015 Taught International Health and Community Service Learning SWRK 495/695 in Belize
- Fall 2013 Recruitment & Development of a Faculty Led Teach Abroad Course in **Ecuador** on International Human Service and Student Engagement. To be offered Summer 2014
- June-July 2012 Faculty with KIIS Program. Taught 2 courses in **Dar es Salaam, Tanzania**. Crisis Intervention & Cultural Competency in Social Work Practice.
- June 2006 Taught 2 courses (Cultural Competency & Human Service Delivery) at Meiho Institute of Technology, **Pingtung City, Taiwan**.
- July 2001 NASW Cultural Competency Standards co-presented with Brenda Armstrong-Clark at the International Conference for BPD in **Accra, Ghana, West Africa**.

RESEARCH GRANTS SUBMITTED and FUNDED

2014 -2016 Applications were submitted for the following Grants:

(1)WKU ALIVE Center’s Community Partnership Funds (CPF) program
 Caregiver Strain: Assessment of Stress and Needs for Caseworkers and Paraprofessionals
 Serving International Refugees (Drs. Garrett -Wright, Starks, & Wolf) \$1,324.00 funded.

(2). Turner Family Foundation Grant Fund: Continuation of Project EMPOWER \$ 250,000
 (unfunded) submitted July 2014.

(3). RCAP Funds(Spring 2015) for ISTAR Project (Interprofessional Service, Training,
 Advocacy & Research Project for Mental Health Professionals in Training) Wolf, Starks &
 Garrett-Wright. Requested \$12,000 (unfunded).

2013-2014 Applications submitted for the following grants:

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| (1) Sisterhood Grant
Amount: \$60,000/ 3 years
September 2013 (unfunded) | (2) E Women Foundation
Amount: 150,000
Submitted March 31, 2014 |
| (3) BG Community Foundation Grant
Amount \$3,000
Submitted: March 1, 2014 (Unfunded) | (4) Kiwanis Club Grant
Amount: \$1,000
Submitted April 2014 |

July 2013	WKU Sisterhood Grant. Proposal submitted for Collaborative Domestic Violence project with BRASS . (\$30,000). Not funded
July 2011	Jesse DuPont Foundation Grant awarded for collaboration project (EMPOWER) between the CEC’s Family Resource Program and the Housing Authority of Bowling Green. (\$200,000)
Feb. 2009	“Parent Outreach Program (POP),” Dreyfus Foundation, Inc., 4, Requested: \$92,149, Appropriation:\$0
July 2009	“Women of Color: Cultural Immersion Experience,” Starks, S. H., \$3000, Provost Incentive for Excellence (PIE) Grant for Student Engagement in Cultural Emersion Experience. Not Funded.

Sept. 2008	“CEC’s Family Resource Program,” Operations, Special Needs Trust Administration, Inc., Foundation Trust Fund, Starks, S. H. (Principal), Awarded. Received a percentage of a \$1.5 million dollar gift from The Center for Special Needs Trust Administration, Inc. that was donated to the CEC’s FRP, ECC and KAP.
June 2008	“CEC’s Family Resource Program,” Public Service, Bowling Green-Warren County Community Foundation, Community Service, Starks, S. H. (Principal), Awarded: \$2500
June 2008	Women of Color as Social Work Educators: Health and Well-being, Sponsored Research, “CHHS Faculty Research Award,” Starks, S. H. (Principal), \$1500, Awarded.
April 2008	“WKU Community Parent Resource Center,” Operations, CEC Family Resource Center, Social Service and Training Center, Starks, S. H., Requested: \$300000, Not Funded.
Oct. 2005	Provost Incentive for Excellence (PIE) Grant for International travel and research. Taiwanese Project. Awarded Spring 2006.
Nov. 2003	The Gordon Avenue & Summit View On The Right Track services to women and children living in low-income housing project. Submitted to HUD Ross Family RSDM. As Consultant - participated in the submission of a grant with Housing Authority of Bowling Green for (HUD) \$300,000. Awarded, March 2004.
Nov. 2001	Cultural Competency Training Needs of Bachelor of Social Work Students. Faculty Scholarship Grant Western Kentucky University. \$4,000.00. Awarded, February, 2002.
July 2001	International Travel Grant. For travel to the first International Educational Conference of BPD. To present on <u>National Association of Social Work Cultural Competency Standards</u> in, Accra Ghana, West Africa. \$1,500.00. Not Awarded.
Jan. 2001	Cultural Competency Training Center. Submitted to Department of Education: FIPSE. Principal Investigator, CO-PI Deborah Crisp.\$285,178 U1801 – Not Awarded

PROFESSIONAL EXPERIENCE

2011 –2014 Director and Principle Investigator of Project EMPOWER (Grant funded program that provides behavioral health and case management services in the low income areas of BG community.

- Development and management of program services and resources
- Supervision of interns and graduate assistants
- Coordination of Grant applications, Research, Volunteers

2006 -2014 Director of the **Family Resource Program** of the Western Kentucky University's Suzanne Vitale Clinical Education Complex, Bowling Green, KY

- Development and management of program services and resources
- Supervision of interns and graduate assistants
- Coordination of Grant applications, Research, Volunteers
- Co-chair of annual CEC Special Needs Summit

1993 - present Private Clinical Practice, **Bower, Starks, Reeves and Associates**, Bowling Green, KY

- Individual, marriage, family and group psychotherapy
- Consultation and clinical supervision

1994 - 1995 Independently Contracted Group Therapist for **Parker Bennett Elementary School**, Bowling Green City School System, Bowling Green, KY

- Conducted psycho-educational groups for male 6th and 7th graders identified and referred by the Family Resources Coordinator.
- Focus: Issues of anger management, violence, self control and self esteem.

July 1993 Clinical Social Worker, **Community Psychiatric Centers**, California for work in St. Thomas and St. John, U.S. Virgin Islands

- Participated as a member of interdisciplinary teams of Social Workers and Psychologists in the completion of assessments, assisted the U.S. Virgin Island school system in the completion of psychoeducational assessments for at-risk school children and their families

1983 - 1993 Staff Counselor at **University Counseling Services Center**, Western Kentucky University, Bowling Green, KY

- Intake assessments, individual, group and family therapy, crisis intervention
- Vocational testing and outreach to residence life staff and other campus units
- Seminars on various topics related to students emotional growth and development
- Minority affairs projects in coordination with other campus departments

- Task force member for Alcohol and Drug Services and for development of rape and sexual assault policy and plans for campus 1986 – 1993 Private Clinical Practice, **Christine Sowders, Inc.**, Bowling Green, KY
- Individual, marriage, family and group psychotherapy

1983 - 1986 Medical Social Worker for **Prima Care Home Health Agency**, Bowling Green, KY

- Assessments and counseling to homebound patients and in-service training for staff.

1980 - 1981 Clinical Social Worker, Adult Outpatient Unit of the **Helen Ross McNabb Mental Health Center**, Knoxville, TN

- Individual and group psychotherapy
- Mental health consultation for the Knoxville Job Corp Center,
- Student evaluation, in-service training and case consultation for job corps counselors
- Supervision of psychology and social work students

1979 - 1980 Outpatient Senior Therapist, **Barren River Comprehensive Care Center**, Mental Health-Mental Retardation Board of Bowling Green, KY

- Intensive individual, family and group psychotherapy
- Chairperson and coordinator of case conferences

1977 - 1979 Outpatient Therapist and Family Counselor, Alcohol Program, Juvenile Offenders Day Treatment Unit, **Barren River Comprehensive Care Center** of Bowling Green, KY

- Individual, family and group therapy
- Supervision of undergraduate social work practicum students
- Instructor for Rational Behavior Training courses and groups
- Group facilitator for the Partial Hospitalization/Adult Day Treatment program.

1971-1976 Intake Social Worker, **Barren River Comprehensive Care Center**, Mental Health- Mental Retardation Board, Bowling Green, KY

- Social Services Planning
- Intake interviews; psychosocial evaluations; administration of MMPI and coordination of other evaluations (psychiatric; psychological and medical)
- Staffing of cases for treatment plans and referrals.

CONSULTATION and CLINICAL SUPERVISION

- 2014- Clinical Social Work Supervision (LCSW) provided to LifeSkills, Inc. present
- 2009 – 2012 Clinical Social Work Supervision (LCSW) provided to area CSW's at Roepke & Roepke Counseling Services & The CEC Family Resource Program
- 2008 – 2015 Kentucky SAFE Program, Bowling Green, KY. Provide individual and group supervision to MSW clinician working toward LCSW licensure
- 2005 – 2007 Mental Health Consultation and Services for Housing Authority of Bowling Green
- 2003 – 2006 Kidney Center, Bowling Green, KY. Provide LCSW supervision to medical social workers
- 1996 – 2004 Life Skills Mental Health and Psychiatric Management Resources, Bowling Green, KY. Provide individual and group supervision to MSW clinicians working toward LCSW licensure
- 1996 -2009 Bowling Green Housing Authorities' Reach Higher Program. Provide consultation and personal development seminars
- 1991 – 1994 Rivendell Psychiatric Hospital, Bowling Green, KY. Provide individual and group supervision to MSW clinicians working toward LCSW licensure
- 1991 – 1993 Medical Center Psychiatric Unit, Bowling Green, KY. Provide individual and group supervision to MSW clinicians working toward LCSW licensure
- 1998 NAACP Youth Development Committee. Assisted with curriculum development for job training programs
- 1987 – 1989 Green River Comprehensive Care Center, Owensboro, KY. Provide clinical supervision to social work clinicians in outpatient mental health center. Develop and present in-service training directed toward successful completion of the LCSW license
- 1984 – 1989 Britthaven Nursing Home, Bowling Green, KY. Social Service Consultant providing case consultation and program consultation, supervision and inservice training
- 1982 – 1990 Medco Nursing Home, Bowling Green, KY. Social Work Consultant
- 1978 – 1980 Fairview Health Care Center, Bowling Green, KY. Social Service Consultant

PROFESSIONAL AFFILIATIONS and CERTIFICATIONS

- 2012 - Present KY Association of Blacks in Higher Education
- 2009 – present Member & Advisor of the Association of Black Social Workers, South Central KY
- August 2010 Vice President for B G Alumnae Chapter of Delta Sigma Theta
- Sept. 2006 Certified in Heart Centered Hypnosis
- Sept. 1995 Kentucky Certification as a Marriage & Family Therapist
- 1998 - present Member of the WKU Society of African American Alumni
- 1995 – present Member of the B G Chapter of the NAACP
- KY Association of Social Work Educators
- 1995 Member of the American Clinical Hypnosis Society (ASCH)
- 1986 – 1990 LCSW KY #427; Clinical Supervision provided by Christine D. Sowders, LCSW, AAMFT Certified
- 1983 – 1986 Kentucky Society of Clinical Social Workers
- 1982 – 1983 NASW Register of Clinical Social Workers, Inc.
- 1980 - present Academy of Certified Social Workers, Inc.
- 1977 - present National Association of Social Workers (NASW)
- 1974 RBT Certificate for completing intensive training for professionals in Rational Behavior Therapy; Dr. Maxie Maultsby, University of Kentucky, Lexington, Kentucky

PROFESSIONAL AWARDS & HONORS

- Sept. 2014 2014 Outstanding Leader in Social Work Award presented by the Kentucky Chapter of NASW at the Annual State NASW Conference in Lexington, KY.

February 2014 Presented "Trail Blazer Award" for Successful Achievement in the Black Community by First Baptist Scottsville Church.

May 2013 Presented the "Guru" Award by the WKU 2013 MSW Graduating Class

March 2013 Received the 2013 Trailblazer Award for Education by the Community African American Trailblazers Association. Bowling Green, KY.

October 2012 Nominated for CHHS Teaching & Advising Awards

May 2012 Selected as the recipient of the 2012 Faculty Public Service Award for Western Kentucky University.

April 2012 Selected as the recipient of the 2012 Faculty Public Service Award in the College of Health and Human Services.

April 2012 Presented the "Chapter Individual Service" Award by the National Association Of Black Social Workers at the 44th Annual Conference of NABSW. Atlanta.

June 2011 Presented the first "Social Work Keeper of the Village" award by the Association of Black Social Workers, South Central Kentucky Branch

May 2011 Presented the "Faculty Enthusiasm Award" by the 2011 WKU MSW Graduating Class

May 2010 Nominated for the Public Service Award for the College of Health & Human Services

Spring 2008 Honored as Social Work Speaker of the Month at the University of Southern Alabama, Department of Social Sociology, Anthropology, and Social Work, in Mobile, Alabama

Fall 2006 Service Award from ASWB following 2 year term as Board Member

Spring 2001 Awarded a 2001 Excellence in Teaching Award for Ogden College by Student Government Association (SGA)

Spring 2004 Nominated for the College of Health & Human Services' Public Service Award

Spring 2005 Received the Professional Mentor of the Year Award from the MSW Graduating class of 05

Summer Promoted from Assistant Professor to Associate Professor Status 2005

PROFESSIONAL ACTIVITIES

- 2018 Elected Chair of the Board of the Council on Social Work Education (CSWE).
Term to start July1, 2019
- 2015 Elected Vice Chair/Secretary of the Board of the Council on Social Work
Education (CSWE)
- 2014-p Regional Alternate to the National Committee on Leadership Identification of
NASW
- 2014 Nominated to run for National Representative for NASW Region IX NCLI
- 2014 Selected as an Exam Item Form Reviewer for ASBW
- 2013 Invited as one of 100 women nationally to the *Feminization of Poverty
Revisited* Conference in Washington, DC. hosted by NASW.
- 2012 Chair of the 2012 Community Kwanzaa Celebration
- 2012 Elected Vice Chair of the Bowling Green International Center Board
- 2011 Appointed to the ASWB Research Foundation Committee
- 2011 Appointed to the NASW 's National Committee on Women
- 2011 Reappointed to a second term on the CSWE's Council on Women
- 2011 Keynote speaker for the South Georgia NASW Annual Conference (March
2011) in Valdosta, GA
- 2010 Appointed by WKU president Ransdell to serve on search committee for the
provost position
- 2010 Appointed to ASWB's Exam Committee Task Force for the reclassification of
Exam Items (Masters Level)
- 2009 Founding Member of the South Central Kentucky Chapter of the National
Association of Black Social Workers

- 2009 Elected to the Nominating Committee of CSWE
- 2009 Appointed as Board Liaison to the ASWB Examination Committee
- 2008 Appointed to the Editorial Board of the Journal for Indigenous Social Work Practice
- 2008 Appointed by President of CSWE to the CSWE Women's Council on The Role and Status of Women
- 2008 Appointed by President of ASWB to ASWB's Supervision Job Analysis Task Force
- 2008 Chairperson for Bowling Green Alumni Chapter of Delta Sigma Theta's Juneteenth Community Celebration
- 2008 Appointed to the Bowling Green Group Home Advisory Board
- 2006 Campaigned unsuccessfully for BPD Board of Directors
- 2006 Appointed to the Bowling Green International Center Board
- 2006 Elected as Secretary to the Board of the ASWB
- 2004 Re-elected to a Director-at-Large position with the ASWB
- 2003 Appointed to the International Committee of the National NASW
- 2003 Member of Board of Directors of Phoenix House Women's Substance Abuse Treatment Program, Bowling Green KY
- 2003 Appointed as Liaison to the Continuing Education Committee (ACE) of ASWB
- 2002 Elected to a Director-at-Large position with the ASWB
- 2002 Served as the Kentucky Delegate to the ASWB Delegate Assembly
- 2002 Elected as a Kentucky Delegate to the 2002 NASW Delegate Assembly
- 2001 Appointed to the Association of Social Work Board (ASWB) Discipline and Regulations Committee (DARS)

- 2001 Appointed to the conference committee for the BPD 2nd International Conference

- 2000 Appointed to the WKU Women's Studies Award Committee

- 2000 Search committee for the Executive Directors position for the Kentucky Chapter of the National Association of Social Workers (NASW)

- 2000 Appointed to The Program Administration and Curriculum Development (PACD) Committee of BPD

- 2000 Member of NASW's National Committee on Racial and Ethnic Diversity

- 1999 Resolutions Committee of the NASW Delegate Assembly

- 1998 NASW program Priorities Task Force

- 1998 - 2002 Elected Vice-Chair of the Kentucky State Board of Social Work

- 1998 - 2000 Chairperson of NASW National Committee on Racial and Ethnic Diversity

- 1997 - 2000 Member of the National board of the National Association of Social Workers; Regional Representative elected by and to represent the states of Ohio, Indiana, Kentucky, Tennessee & West Virginia.

- 1995 - 2001 Member of State Board of Examiners of Social Work of Kentucky

- Aug.-Oct. Appointed by Kentucky Governor Brereton Jones as a member of the Child
1995 Fatality Task Force of the Cabinet for Human Resources (Adult & Child Protection Unit)

- 1992 - 1998 Chairperson of the Professional Standards Committee for the Kentucky Chapter of NASW

- 1985 - 1994 Member of Board of Directors of Barren River Area Safe Space (BRASS) Spouse Abuse Program

- 1984 - 1986 Advisory Board for Prima Care Home Health Agency

- 1982 - 1984 Member of State Board of Directors of Parents Anonymous of Kentucky

- 1980 Chairperson for the Membership Committee of Western Kentucky
Minority Alcohol and Drug Abuse Task Force
- 1980 Member of the Leadership and Nominations Committee; Kentucky
Chapter of the National Association of Social Workers

SCHOLARLY PUBLICATIONS

- Holderfield_Gaither, E., Starks, S.H., Mkanta, W, (In Press). Project Rafiki: Consumer and Provider Perspectives on Food Assistance and the Impact on Quality of Life for Individuals living with HIV/AIDS. *Contemporary Rural Social Work Journal*.
- Griffiths, A., Royse, D., Murphy, A., & Starks, S. (2019). Self-Care Practice in Social Work Education: A Systematic Review of Interventions. *Journal of Social Work Education*, 1-13.
- Mallinger, G., Gabbard, J., & Starks, S. (2016). Managing Microaggressions in the college classroom. *Faculty Focus*.
- Mallinger, G., Starks, S. & Tarter, K, (2016). Women social workers: A road map to gender equity. *Afflia: Journal of Women & Social Work*, 1-11; doi: 10.1177/0886109916647766,
- Starks, S., Vakalahi, H. & McPhatter, A., (2014). Spirituality: A sustaining force among Women of Color Academics. *The Journal of Religion & Spirituality in Social work Practice: Social Thought*.
- Peterson, T. & Starks, S. (2013). The contextual experiences of rural custodial grandparents and opportunities for social work. *The Journal of Family Social Work*.
- Van Wormer, K. & Starks, S.H. (2012). Therapeutic jurisdiction, drug courts, and mental health courts: The U.S. experience in Aaron Pycroft's Risk & Rehabilitation. Bristol, UK: Policy Press.
- Gabbard, W. J., & Starks, S., Cappiccie, A., & Jagers, J. (2011). An effective model of teaching cultural competency to MSW students in a global society. *Journal of Human and Social Sciences*, 204 – 208.
- Starks, S. H., Sullivan, D. & Travis, V.M. (2011). Connecting the Dots: Families and Children with Special Needs in a Rural Community submitted to the Journal of Family Strengths. Fall Volume. Houston, TX.

- Cashwell, S.T., & Starks, S. H. (2011). Rural health care: Access, disparities and opportunities. In L.Ginsberg's *Rural Social Work Practice*, 5th ed. Alexandria, VA: CSWE Press.
- Vakalahi, H.O. & Starks, S.H. (2011). Health, Well-being and Women of Color Academics. *International Journal of Humanities and Social Science*.
- Starks, S.H. & Whitlock, S. (2010). African American women faculty in predominately White institutions: Health and well-being. In Alexander, Moore, & Lemelle's *Dilemmas of Black Faculty at U.S. Predominantly White Institutions: Issues in the Post-Multicultural Era*. Lewiston, NY: Edwin Mellon Press.
- Vakalahi, H.O., & Starks, S.H. (2010). The complexities of becoming visible: Reflecting on the stories of women of color as social work educators. *Affilia: Journal of Women and Social Work*, doi: 10.1177/0886109910364343 Sage.
- Starks, S.H., Vakalahi, H.O., Comer, J. & Ortiz-Hendricks, C. (2010). Gathering, telling, preparing the stories: A vehicle for healing. *The Journal of Indigenous Voices in Social Work*, Vol. 1, 1 - 18.
- Vakalahi, H.O., Starks, S. H. & Ortiz-Hendricks, C. (eds.). (2007). *Women of color as Social Work educators: Strengths, and survival*. Alexandria, VA: CSWE Press.
- Starks, S. & Hughey, A. (2003). African American women at Midlife: The relationship between spirituality and life satisfaction. *Afflia: Journal of Women & Social Work*, Vol.18., 133 – 147 doi: 10.1177/0886109903018002004
- Starks, S. H. & Cashwell, S. T. (2003). Beyond the Band-Aid: BSW Students' Perceptions of Cultural Competency. National Committee on Racial & Ethnic Diversity *NETWORK NEWS*, Washington, DC.
- Starks, S. & Westbrooks, K. (2001). Strengths perspective inherent in cultural empowerment: A tool for assessment with African American individuals and families. In Fong, R. & Furuto,S.(Eds.) *Culturally Competent Practice : Skills, interventions, and evaluations* .(pp. 101-118). Boston, MA: Allyn & Bacon.
- Starks, S.(1999). (Unpublished Dissertation). *African American Women at Midlife: The Dance Between Spirituality and Life Satisfaction*. Department of Counseling Psychology, University of Louisville. Louisville, KY.

PROGRAM DEVELOPMENT PUBLICATIONS

Starks, S.H., with the ASWB' Supervision Task Force, et.al. (2009). Standards and Guide for Provision of Social Work Supervision. ASWB. Culpeper, VA.

Cashwell, S. T., Starks, S. H., Blake, M., Dongvilla, J., Villereal, G., Childers, M., Gabbard, J. & Simmons, S. (2004). WKU Social Work Benchmark III Documents for Council on Social Work Education Accreditation.

Cashwell, S. T., Starks, S. H., Blake, M., Smith, D., Lin, M. B., & Dongvilla, J. (2003). WKU Social Work Benchmark II Documents for Council on Social Work Education Accreditation.

Cashwell, S. T., Starks, S. H., Acree, M., Blake, M., Smith, D., Lin, M. B., & Dongvilla, J. (2002). WKU Social Work Benchmark I Documents for Council on Social Work Education Accreditation.

Starks, S. H., Fong, L. Montero, E., Deer, A. Jaipaul, I., Hedrick, C., Showers, R., Simmons, C., Bird, N., Vakalahi, H., Moreda, I. (2001). Social Work Standards for Cultural Competence in Social Work Practice. National Association of Social Work, Washington, DC.

Starks, S. H. (1998). Guide to Clinical Social Work Supervision for the state of Kentucky. Kentucky Chapter of National Association of Social Work, Frankfort, KY.

Manuscripts and Books in Progress:

Starks, S., Jones, E.L., Cashwell, S.A., Stokes, K. (2016). Project EMPOWER: An innovative approach to community behavioral health service delivery. *Journal of Contemporary Rural Social Work*. Grand Forks, North Dakota: University of North Dakota. (Accepted and under Revision).

Starks, S., Mallinger, G., Contee-Gilliam, C., Vakalahi, V. (2016). Mentoring Female Social Work Students for Leadership. (Invited Book Proposal) NASW Press.

Gabbard, W.J., Starks, S.H., Mallinger, G., Lockett, B. (2013). An Effective Pedagogical model for teaching diversity: A workbook for educators. (Publication contract with Sagamore Publishing Co.)

Starks, S., Vakalahi, H., & Stewart, A. (August, 2013). Expressive Therapies: Multiple healing modalities. (Under Review by Sage Publishing Co.).

WESTERN KENTUCKY UNIVERSITY COMMITTEE APPOINTMENTS

2016	CHHS Awards Committee
2015	Social Work Department Faculty Search Committee
2014	CHHS Dean's Search Committee
2013	WKU Public Service Awards Committee
2012	CHHS Academic Complaint Committee
2011	Women's Studies Awards Committee 2011 Diversity Enhancement Committee
2010	CEC Research Director's Search Committee
2010	CEC Counseling Center Director's Search Committee
2009	Provost Search Committee
2008	Diversity Enhancement Committee
2007	University Faculty Senate
2007	CHHS HealthCare Disparities Research Committee
2006	WKU Women's Studies Awards Committee
2005	University Senate
2004	CHHS Dean's Advisory Committee
2003	CHHS Diversity Committee
2002	- 2004 Social Work Departmental Search Committee
2003	MSW Scholarship Committee
2003	Nursing Departmental Search Committee
2003	Trio Training Program Search Committee
2002-2004	MSW Curriculum Development Committee
2001- present	Women's Studies Awards Committee 1999 IECE Committee

CONFERENCE PAPERS/COMPETITIVE PRESENTATIONS

Wolf, C., Wright, D.G. & Starks, S. (2015). *Using Community Outreach to Train Students: An Interprofessional Project with International Refugees and Staff*. Presented to the North American Chapter of the World Council for Curriculum and Instruction Conference (NAC_WCCI) in Nashville, TN. October 24, 2015.

Wolf, C., Starks, S., Wright, D.G. (2015). *Working with the Culturally Diverse: Exploring the needs of international Refugees and Staff within Kentucky*. Presented to the KY Counseling Association Annual Conference in Louisville, Ky. November 5, 2015.

Starks, S.H. & Comer, M.J. (2015). *Professionalism Doesn't Equal Being White: Understanding Professional Standards as a Black Social Worker*. Presented to the Office of Students Symposium at the 2015 National Association of Black Social Workers 47th Annual Conference in Chicago, IL., April, 2015.

Franklin, F, Starks, S.H. & Comer, M.J. (2015). *Urban Legends: Preparing the next generation for licensed practice*. Presented to the National Association of Black Social Workers 47th Annual Conference in Chicago, IL., April, 2015.

Starks, S.H., Hardy, J. (2015). *Developing Student Leadership Skills in a Culturally Focused Community Advocacy Project*. Presented to the 2015 conference of the Association of Baccalaureate Program Directors (BPD), held in Kansas City, MO. in March 2015.

Starks, S.H. & Tarter, K. (2015). *Women in Leadership*. Presented to the NASW Annual State Conference in Lexington, KY. September 2015

Gabbard, W.J., Starks, S.H., Mallinger, G. & Lockett, R. (2013). *Effective Strategies for Teaching Diversity and Cultural Competency*. Presented at the National Teaching Professor Conference in New Orleans, LA.

Heard, P., Starks, S.H. & Comer, M.J. (2013). *Pass the Exam to Build Coalitions for Community Empowerment: New gateways for social justice*. Presented to the National Association of Black Social Workers 45th Annual Conference in Jacksonville, FL., April, 2013.

Starks, S.H., Sullivan, D.J., Baldor, J.D. and Arnold, S. (2012). *Families and children with disabilities: An innovative social work response*. Presented to the 2012

conference of the Association of Baccalaureate Program Directors (BPD), held in Portland, Oregon in March 2012.

- Heard, P., Starks, S.H. & Comer, M.J. (2012). Social work licensure and supervision: New gateways for social justice. Presented to the National Association of Black Social Workers 44th Annual Conference in Atlanta, Ga., April, 2012.
- Starks, S.H., Heard, P. & Comer, M.J. (2011). *Demystifying the New 2011 Social Work License Exam*. Presented to the National Association of Black Social Workers 43rd Annual Conference in New Orleans, LA. April 20, 2011.
- Starks, S., & Gabbard, W. (2011). *Teaching cultural competency: An effective framework for the 21st century*. Paper presented at the 2011 Conference of the Association of Baccalaureate Program Directors (BPD), held February 23-27 in Cincinnati, OH
- Gabbard, W. J., Starks, S., & Jagers, J. (2011). *Effective strategies for teaching cultural competency to MSW students in a global society*. Paper presented at the 17th International Consortium for Social Development, held January 3-7, 2011 in Dhaka, Bangladesh.
- Starks, S.H., Comer, J., & Jones, V. (2010). *Social Work Licensure: Preparing African American professionals for success and deconstructing myths*. Presented at the Indiana Chapter of the National Association of Black Social Workers 25th Anniversary Conference. Indianapolis, IN.
- Starks, S.H., Heard, P. & Comer, M.J. (2010). *Deconstructing myths & misconceptions: Everything you really want to know about Social Work licensure but were afraid to ask*. Presented the National Association of Black Social Workers 42nd Annual Conference in Philadelphia, PA. April 6-9, 2010.
- Starks, S. H. (2009). *The Intersectionality of Diversity: Strengths, costs and building blocks for change*. Presented with the CSWE Diversity Commission as a member of the Council on Women at the 2009 APM . San Antonio, TX.
- Gabbard, W. J., & Starks, S. (2009). *An effective model of teaching cultural competency*. Paper presented at the 2009 International Conference on Multicultural, Community Work, and Disadvantaged Groups held on April 24, 2009 at the National Pingtung University of Science and Technology in Pingtung, Taiwan. Invited paper presentation with honorarium.
- Gabbard, W. J., & Starks, S. (2009). *An effective model of teaching cultural competency*. Paper presented on April 27, 2009 at Hungkuang University in Taichung, Taiwan. Invited paper presentation with honorarium.

- Davison, D. & Starks, S. (2009). *Black Women and Leadership*. Presented to the National Association of Black Social Workers Annual Conference in Louisville, Kentucky.
- Miller, M., & Starks, S.H. (2008). *The Integration of a Faculty International Experience into Classroom Content*. Presented at the 25th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Inc. (BPD) held March 5, 2008, in Destin, Florida.
- Starks, S.H., & Vakalahi, H. (2008). *Women of Color: Health and Well-Being*. (Roundtable). Presented at CSWE's 2008 Annual Program Meeting held October 26, 2007, in San Francisco, CA.
- Starks, S.H. (2007). *Recruiting New Participants*. Presented at the Family Self-Sufficiency Conference held August 16, 2007, in Bowling Green, KY.
- Starks, S. H., & Comer, J. (2007). *Voices of Women of Color in Social Work Education*. Presented at Indigenous Voices in Social Work Conference held June 4-7, 2007 in Honolulu, Hawaii.
- Starks, S. H., Vakalahi, H., & Cashwell, S. (2006). *Women of Color as Social Work Educators*. Presented at National Conference on Rural Social Work held August 4-7, 2006 in Bowling Green, KY.
- Starks, S. H. & Cashwell, S.T. (Nov. 2006). *Multi Cultural Social Work Practice: Integrated, multilevel and inclusive*. Paper presentation to faculty and Community Human Service Providers. Meiho Institute of Technology, Pingtung City, Taiwan.
- Starks, S. H., Smith, R.D., Comer, J. & Elliot, T. (2006). *Trends in Social Work Licensure*. Presented at National Conference on Rural Social Work held August 4-7, 2006 in Bowling Green, KY.
- Starks, S. H. (2006). *Women of Color as Social Work Educators*. Presented at CSWE's 2006 Annual Program Meeting held February 16-19, 2006 in Chicago, Illinois. Copresenters are H.O. Vakalahi and C. Ortiz-Hendricks.
- Mama, R., Salett, L., Starks, S., Hokenstad, T. (2006). *Modern Day Slavery: A Challenge for Social Work Education and Practice*. Presented at the 2006 CSWE's Annual Program Meeting held February 16-19, 2006 in Chicago, Illinois.

- Mama, R., Starks, S.H., et al. (2005). *Infusing International Content Throughout Your Social Work Curriculum: Why, What, and How?* Co-presenters Lynne Healy, Terry Hokenstad, Starks, S.H., Elizabeth Salett, Leticia Diaz (NASW International Committee). Presented at CSWE's APM in New York City.
- Starks, S.H., Miller, M., & Smith, R.D (2005) .*An Important Vehicle to Professionalism in the Marketplace: BSW Licensure*. Spring Conference of the KASWE. Brescia University, Owensboro, Kentucky.
- Starks, S.H., Miller, M., (2005) .*An Important Vehicle to Professionalism in the Marketplace: BSW Licensure*. State Conference of the Kentucky Chapter of the NASW. Louisville, Kentucky.
- Starks, S.H., Cashwell, S., & Smith, D. (2004). *An Important Vehicle to Professionalism in the Marketplace: BSW Licensure*. Presented at the 22nd Annual Baccalaureate Social Work Education Conference (BPD). BSW Education on the Road to Change: Marketing the BSW Degree and the Social Work Profession. Detroit, MI.
- Mama, Robin. (September 2004). Engaging Social Work Professionals in the International Arena: Lessons Learned and Future Plans from the National Association of Social Workers-USA. White paper presentation for the International Federation of Social Work. Co presenters Gary Bailey, Leticia Diaz, Lynne Healy, Terry Hokenstad, Liz Salett, and Sandra Starks. Adelaide, Australia
- Starks, S.H., Miller, M., Smith, R.D.,& Cashwell, S. (2004). *An Important Vehicle to Professionalism in the Marketplace: BSW Licensure*. 22nd Annual Baccalaureate Social Work Education Conference BSW Education on the Road to Change: Marketing the BSW Degree and the Social Work Profession. Detroit, MI.
- Starks, S.H. (July 2004). *The Application of the Area Development Approach in Rural Communities*. Co-Written with Muh Bi Lin. Presented with M. Pierce & L. Hunt at the 29th National Institute on Social Work and Human Services in Rural Areas, Salt Lake City, UT.
- Starks, S.H. (July 2004). *Rural Social Work Practice: An Integrated Approach for the 21st Century*. Co-Presented with Dr. Suzie Cashwell at the 29th National Institute on Social Work and Human Services in Rural Areas, Salt Lake City, UT.
- Starks, S.H. (October, 2003). *Spinning the Spider Web: Culturally Competent Social Activism as the Center*. 21st Annual Conference of the Association of Baccalaureate Social Work Program Directors: Social and Economic Justice: Rhetoric or Reality? Reno, NV.

Starks, S.H. (June 2003). Integration of Spirituality into Clinical Practice: Roles, rules and rituals. Paper presented at the 48th Annual Southern Regional Institute in Gulf Shores, AL.

Cashwell, S.T. (August 2003). *The culture of Rurality: It Isn't the Beverly Hillbillies*. CoPresented with Starks, S.H. at the 28th National Institute on Social Work and Human Services in Rural Areas. Innovative Social Work Practice in Rural Communities: Identifying Needs, Meeting Challenges. University of New Hampshire, Durham NH.

Gray, S., Carroll, M., & Outland, K., Starks, S. H., (2003). *The Status of Ethics in Continuing Education: Is It Feasible to Develop Standardized Course Guidelines?* Guide prepared for the Association of Social Work Boards. Culpeper, VA.

Starks, S.H. (October 2002). *Student perceptions of cultural competence: The impact of bridging cross-cultural links*. White paper presentation at the 20th Annual Conference of the Baccalaureate Program Directors Presentation with Dr. Suzie Cashwell . Pittsburg, PA.

Starks, S.H. (July 2001). National Association of Social Work Cultural Competency Standards. Co-Presented with Brenda Armstrong- Clark at the International Conference for Baccalaureate Program Directors (BPD) at Accra Ghana, West Africa.

Jones, E., Whitson, C., Myers, C., & Fong, L., Kersting, F., & Starks, S. (1998 December). *The role of a parent trainer in program evaluation*. A paper presented at the annual International Division of Early Childhood Conference, Chicago, IL.

Myers, C., Jones, E., Stayton, V., Kersting, F., Fong, L., & Starks, S. (1998 December). *Evaluating the results: Recommended preservice training practices at one university*. A paper presented at the annual International Division of Early Childhood Conference, Chicago, IL.

PRESENTATIONS for PROFESSIONAL ORGANIZATIONS AND OTHER LEARNED SOCIETY

Starks, S.H. (August, 2013). Presented a session on *Self-Empowerment* for the Kentucky Housing Association's Annual State Conference in Bowling Green, KY.

Starks, S.H. (Fall, 2012). Presented a session on *Developing Intervention Groups for Adolescents in the School System* for the Tennessee Association of School Social Workers in Nashville, TN.

- Starks, S.H. (2012). Presented “ Use of Guided Imagery and Hypnosis in Clinical Practice” for the Association of Occupational Health Nurses hosted by Sun Products Corporation in Bowling Green, Ky.
- Starks, S.H., Lenk, SE., Onyekwuluje, A.B. & Crouthers, L.A. (2011). *Women of Color in Academia*. A Round Table Session presented for The WKU African American Studies Program. Bowling Green, KY.(March 23, 2011) .
- Starks, S.H. (2010). Presented book “Women of Color as Social Work Educators: Strengths and Survival” at the Authors’ Jazz Café of the Indiana Chapter of the National Association of Black Social Workers Conference held June 17-19, 2010, in Indianapolis IN.
- Starks, S.H. & McGahan, C. (2009). The Use of Expressive Therapies in Social Work Practice. Presented for NASW South Central Branch in Bowling Green, KY.
- Starks, S.H. (2008). Presented a research suite on women of color: Health and well-being, at the National Association of Black Social Workers Conference held April 3-6, 2008, in Los Angeles, CA.
- Starks, S.H. (2008). “Women as Social Work Educators: Strengths and Survival.” Presented to the Social Work Department at the University of Southern Alabama on March 27th, 2008, in Mobile, Alabama.
- Starks, S.H., & Vakalahi, H. (2008). Presented a research suite and forum on women of color: health and well-being, at the 25th Annual Conference of the Association of Baccalaureate Social Work Program Directors, Inc. (BPD) held March 5, 2008, in Destin, Florida.
- Starks, S.H. (2008). Presented book “Women of Color as Social Work Educators: Strengths and Survival” at the Authors’ Café at the National Association of Black Social Workers Conference held April 3-6, 2008, in Los Angeles, CA.
- Starks, S.H. (2007). Personal Transformation. Workshop presented to LifeSkills Inc. Bowling Green, KY.
- Starks, S.H. (2006). Personal Transformation. Workshop presented to LifeSkills Inc. Bowling Green, KY.
- Starks, S.H. (2006). Success Strategies for Girls. Workshop presented to Girls Inc. May 15, 2006 in Bowling Green, KY.

- Starks, S. H. (2006). Issues in Parish Nursing: Counseling and Referrals. Workshop presented to the Parish Nursing Association of Holy Spirit Catholic Church. October 10, 2006. South Central Region, Bowling Green, KY.
- Starks, S. H. (2006). Ethics Training for Social Workers. Workshop presented to the Kentucky Chapter of NASW. October 6, 2006. South Central Region, Bowling Green, KY.
- Starks, S. H. (2006). *Healthy Relationships*. Workshop presented to Ready To Work Program's Navigating The Waters of Life Project at the Bowling Green Technical College. Bowling Green, KY.
- Starks, S. H. (2006). *Self Esteem and Empowerment*. Workshop presented to Ready To Work Program's Navigating The Waters of Life Project at the Bowling Green Technical College. Bowling Green, KY.
- Starks, S. H. (2006). *Cultural Competency: Overcoming Unintentional Oppression in Social Work Practice*. Workshop presented to the Tennessee Chapter of NASW. Nashville, TN.
- Starks, S. H. & Chen, P.Y. (Nov. 2006). "Multi Cultural Social Work Practice." Panel Presentation to faculty and Community Human Service Providers. Meiho Institute of Technology, Pingtung City, Taiwan.
- Starks, S. H. & Chen, P.Y. (Dec. 2006). "Cultural Competency: Applying Multicultural Knowledge, Values & Skills in the Classroom." Workshop conducted for Pingtung County Public School Teachers & Administrators. Meiho Institute of Technology, Taiwan.
- Starks, S. H. & Chen, P.Y. (June 2006). "Cultural Competency for Human Service Workers". Workshop conducted for Pingtung County Social Service Bureau. Kenting, Taiwan.
- Starks, S.H. (April 2004). *Maintaining Our Emotional Health*. Presented for the Kentucky Association of Blacks in Higher Education 21st Conference Affirming Our Presence & Strengthening Our Future, Bowling Green, KY.
- Starks, S.H. (June 2003). Shifting Paradigms: Critical Components in Clinical Practice. Paper presented at the 48th Annual Southern Regional Institute in Gulf Shores, AL.
- Gray, Susan. (May 2003). *The Status of Ethics in Continuing Education: Is it feasible to develop standardized course guidelines?* Co-presented with Maria Carroll,

Kathy Outland, and Saundra Starks at the spring education meeting of the Association of Social Work Boards in Buffalo, NY.

Starks, S.H. (March 2003). *Mental Health Issues of Adolescents and Teens*. Panelist for the Lincoln Foundation Minority Aids Youth Forum –B.G. KY.

Starks, S.H. (July 2002) Effective Leadership and Management Strategies . Presented at the TRIO Professional Development Workshop in San Francisco, CA.

Starks, S.H. (February 2002). National Association of Social Work Cultural Competency Standards. Co-Presented with Leticia Diaz at Council on Social Work Education Annual Program Meeting in Nashville, TN.

Starks, S.H. (January 2002). Cultural Competency: A new paradigm for TRIO counselors. Presented at the TRIO Professional Development Workshop in New Orleans, LA.

Starks, S.H. (July 2001). National Association of Social Work Standards for Culturally Competent Social Work Practice. Co-presented at the Annual Leadership Meeting of the Profession (NASW), Crystal City, Virginia.

Starks, S.H. (May & July 2001). Culturally Competent Social Work Practice. National Association of Social Work, Kentucky Chapter, Continuing Education Program.

Starks, S.H. (Nov. 2000). Changing Faces of America: Minorities transitioning to Majority Status. Panel Presentation at the National Association of Social Work, Social Work 2000 Conference. Baltimore, Md.

Starks, S.H. (Nov. 2000). Town Hall Meeting of the Membership of Color. Developed and facilitated at the NASW Social Work 2000 Conference. Baltimore, Md.

Starks, S.H, Jones, L., Whitson, C., & Kersting, F. (1998 September). *Educating social workers via the interdisciplinary model: A mechanism for effecting change*. A paper presented at the Kentucky Association for School Social Workers Conference, Louisville, KY.

Starks, S.H. (March 1997). Training for Clinical Social Work Supervision. Presented at annual conference of Ky. Chapter of National Association of Social Work. Lexington, Ky.

- Jones, E.L., Stayton, V.D., Starks, S. & Beck, B. (1995 March). *Preparing personnel for Inclusive settings through a transdisciplinary practicum*. Paper presented to the National Association of School Psychologists annual national convention, Chicago, IL.
- Starks, S.H. (April 1994). Stress Management. Presented at Trio Training Conference for Counselors, Amelia Island, Florida.
- Starks, S.H. (April 1994). Improving Intake and Engagement Skills. Presented at Trio Training Conference for Counselors, Amelia Island, Florida.
- Starks, S.H. (March 1994). Stress Management. Presented to Kentucky Association of Social Work Educators Spring Conference, Rough River.
- Starks, S.H. (November 1992). Interviewing Skills for Social Workers and Case Managers. Presented to Kentucky Association for Gerontology , Fall Conference, Bowling Green, Kentucky.
- Starks, S.H. (April 1992). Dysfunctional Families and Compliance Issues. Presented to Western Kentucky University Nursing Continuing Education, Bowling Green, Kentucky,
- Starks, S.H. (September 1990). Multicultural Diversity and Communication. Co-Presented with Christine Sowders, LCSW, BCD to University of Louisville Minority Affairs Retreat, Preparatory Division, Louisville, Kentucky.
- Starks, S.H. (October 1990). Eating Disorders. Co-presented as a panel presentation for Mid-American College Health Association, Bowling Green, Kentucky,
- Starks, S.H. (October 1989). Out of the Ashes: The Reconstruction of a Counseling Center. Co-presented with Drs. Richard Greer, Victor Pestrak and Gina Graham for the Southeastern College Counseling Center Personnel Conference, Chattanooga, Tennessee.
- Starks, S.H. (November 1989). Interviewing the Elderly Client. Presented for the Fall Conference for Kentucky Association of Health Care Facilities.
- Starks, S.H. (November 1989). Discharge Plans: How to Write and Review. Presented for the Fall Conference for Kentucky Association of Health Care Facilities.
- Starks, S.H. (November 1987) . Date Rape: Prevention and Intervention. Kentucky Student Affairs Conference, Western Kentucky University, Bowling Green, Kentucky.

LECTURES AND OTHER SHORT-TERM ACADEMIC APPOINTMENTS

- May 2015 "Taking Charge of Your Day: Healthy Self-Management Skills" Presented to GoodWill Industries at the Annual State Workforce Development Conference. Lexington, Kentucky.
- March 2011 "Women of Color in Academia." Lecture Series for WKU African American Studies Program
- Dec. 2009 "Strategies for Managing Holiday Grief." Presented for Hospice of Southern Kentucky. Bowling Green, KY
- Aug. 2006 "Trends in Social Work Licensure." Presented to the Kentucky State Board of Social Work Licensure. Barren River Lake State Part Resort, KY
- Aug. 2006 "Trends in Domestic Violence Issues and Treatment from a Cultural Perspective." Presentation at the Kentucky Regional Domestic Violence Annual Training. Hopkinsville, KY
- April 2006 "Role of Social Workers on the Interdisciplinary Team." Lecture presented to WKU Nursing Class. Western Kentucky University. Bowling Green, KY
- June 2006 "Cultural Competency for Human Service Workers." Keynote Address for Community Agency Workshop on Diversity Training. Pingtung City, Taiwan.
- June 2006 Panel with Women Identified as "Mail Order Brides". County Social Service Bureau Workshop on Diversity Training. Pingtung City. Taiwan
- Sept. 2004 "Maintaining Emotional Health: Self Critique, Self Care, and Self Celebration." Presented to University of Louisville Minority Affairs Division, Louisville, KY
- Aug. 2004 "Domestic Violence Issues and Treatment from a Cultural Perspective." Presentation at the Penny Royal MH Center's Annual Training. Hopkinsville, KY
- May 2004 "Preparing for Success," Commencement Address given at Parker-Bennett Curry Elementary School (7th & 8th Graders, families & Teachers)
- April 2004 "Adult learning and personality types," MSW Orientation, Western Kentucky University, Bowling Green, KY

- Feb. 2004 "African American Women at Midlife: Correlations between life Satisfaction and Spirituality." Co-Presented with A. Hughey for the Women's Studies Program's Generations Lecture Series. WKU, Bowling Green, KY
- Dec. 2003 *Kwanzaa Celebration*, Guest Speaker, Bowling Green Morning Rotary Club. Bowling Green, KY
- Oct. 2001 Cultural Competency: Knowledge, Values & Skills for Practice. Presented at WKU Homecoming Brunch & Learn, WKU, Bowling Green, KY
- Oct. 2002 Anti- Bias Training. WKU Child Care Centers program. Bowling Green.
- Nov. 2002 *Kwanzaa* Presentation for WKYU Holiday Home Festival for BG City School Systems Festival on Holidays across cultures.
- Dec. 2002 *Kwanzaa* presentation for Girls Club of Bowling Green Inc
- July 2001 Cultural Competence: Assessments and Treatment Planning. Workshop developed and presented at the Northern Kentucky Children's Home, Covington, KY
- June 2001 Cultural Competency : Knowledge, Skills & Values for practice. Workshop developed and presented for caseworkers and para-professional staff at the Northern Kentucky Children's Home. Covington, KY
- June 2001 Cultural Diversity Training. Presented for Staff & Clinicians at Northern Kentucky Children's Home. Covington, KY
- Fall 1997 & Spring 1998 Stress and Emotions Management presented to Reach Higher Program (Welfare -to-Work) of the Bowling Green Housing Authority. Bowling Green, KY
- March 1994 Understanding Multicultural Diversity and Maintaining an Ethnically Sensitive Practice. Presented to LifeSkills, Elizabethtown, KY
- April 1994 Managing Relationships with the Men in Your Life. Presented to Lyonshare Program for Disadvantaged Women, Bowling Green, KY

- 1990-1991 Multiple presentations Developing Skills to Identify and Refer Students Who Abuse Alcohol and Drugs. For Kentucky Public School System Professional School Counselors and Administrators in Owensboro, Somerset, Bowling Green, and Glasgow, KY
- Nov. 1987 Improving Relationships With the Men in Your Life. Co-presented with Christine Sowders, Ramada Inn, Bowling Green, KY
- March 1986 Sexual Awareness: Rape Prevention and Intervention. Presented for the Great Onyx Job Corps Center, Cave City, KY

SELECTED NATIONAL, STATE, AND LOCAL PROFESSIONAL TRAININGS ATTENDED

- June 2013 Using the DSM-5 for Revolutionizing Diagnosis & Treatment. Presented by Dr. Robert Bogenberger for CMI Education Institute in Nashville, Tn.
- May 2013 Teaching Professors Conference in New Orleans, LA.
- Oct. 2011 *How to Teach Effectively*. Presented by Dr. Bruce D. Friedman at the Council on Social Work Education's Annual Program Meeting (APM) in Atlanta, GA.
- Oct. 2011 *Using Rubrics for Formative Assessment of Faculty Teaching Effectiveness*. Presented by Weiner & Lorber at the Council on Social Work Education's Annual Program Meeting (APM) in Atlanta, GA.
- April 2011 *Understanding Personality Disorders*. Institute for Brain Potential Seminars. Bowling Green, KY
- March 2011 *Journey Toward Cultural Competency in Healthcare Delivery: A Culturally Conscious Approach to Patient Care*. Presented by Dr. J. Campinha-Bacote for WKU School of Nursing. Bowling Green, KY
- May 2010 *Pitfalls in Ethical Practice* by Wilma Peebles. Center for Professional Development in Lexington, KY
- June 2010 *Current Trends in Psychopharmacology for Mental Health Professionals*. Presented by Thomas Smith & Barbara Smith in Bowling Green, KY. Sponsored by Health Education Network. Bowling Green, KY
- May 2010 *Laughter Yoga: Relaxation for Mind-Body*. National Association of Black

Social Workers, Indiana Chapter. Presented by N. Tolbert-Banks of DUO Empowerment Services. Indianapolis, IN

Jan 2010 *Licensure & Regulation: Technology and the Future.* FARB conference in Las Vegas, NV

Feb 2009 Federation of American Regulatory Boards (attended sessions on licensing And regulation).

Mar 2008 BPD annual conference in Destin, FL.

Oct. 2007 CSWE's Annual Program Meeting in San Francisco, CA.

Oct 2006 BPD annual conference in Los Angeles, CA. (attended session on Experience With International Social Work)

Professional and personal references provided upon request