A Message from Dr. Jessica Pryce, Director

I am truly proud of the professional and expert acumen that comprises our affiliate network. The contributions of each of you have been invaluable to our work of creating an evidenced-based and effective child welfare system. It is my hope that you will remain engaged, mobilized and committed to the mission and vision of the Institute. I know that we all have a desire to use our knowledge and skills to make a difference in the lives of children, and I am committed to creating opportunities for you to utilize your skills. I hope this directory is used to familiarize yourselves with other affiliates throughout the state, and contact them for potential collaborations. Our child welfare system benefits from strong partnerships that lead to innovation and I know our affiliate network has the capacity to move the needle towards reform. The Institute staff join me in offering our gratitude to you and your commitment to improving the lives of vulnerable children and families.

A Message from Dr. James Clark, Dean, College of Social Work

I want to join Dr. Jessica Pryce in welcoming you to review and utilize this Affiliate Directory for the Florida Institute for Child Welfare. Important advancements in research are usually traced to effective “team science,” conducted by successful teams composed of participants from different academic institutions who hold varied expertise. Child welfare research also has progressed when this kind of team science operates. We hope that this Directory can promote enhanced communication and collaboration, as we all work to advance the Institute's mission. Your role as affiliate researchers is a crucial element in radically improving the safety, permanency, and well-being of Florida’s most vulnerable children. Thanks for all you are doing!
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The Florida Institute for Child Welfare consists of a consortium of the 14 public and private universities offering Council on Social Work Education accredited degrees in social work. The Institute assembled a cadre of social work researchers from these universities who are dedicated to improving the safety, permanency and well-being outcomes for the children in Florida’s child welfare system. This directory serves as a resource to increase collaborations between faculty affiliates and researchers across the state and nationwide, as well as state agencies and national organizations.
Jeff Bachelder is the Program Director for Social Work at Warner University since 2017. He has 30 years of collective experience in the field with 10 years in grass roots social welfare, 11 years in child welfare and nine years in school social work. He began teaching at Warner University in 2014, and moved to the position of Field Education Director in 2015 and to Program Director in 2017.
Dr. Tiffany D. Baffour is Director of the Master of Social Work Program (MSW) and Associate Professor of Social Work in the Department of Sociology, Anthropology and Social Work at the University of North Florida. She provides leadership for the university’s new MSW Program, scheduled to launch in Fall 2017. Baffour has previous teaching experiences at Florida State University, University of Missouri-Columbia, Howard University, University of Maryland (School of Social Work), James Madison University and Winston-Salem State University. Her research areas of interest are community-based participatory research, health and behavioral disparities, rural social work and violence prevention. A researcher of health, social and racial justice issues, Baffour led recent efforts as a senior researcher and co-principal investigator of a statewide evaluation of disproportionate minority contact (DMC) in the North Carolina juvenile justice system. Dr. Baffour has published and offered juried presentations on the application of Community-Based Participatory Research (CBPR) as a means for the improvement of health and social disparities in low wealth communities. Her research interests are CBPR, violence prevention, restorative justice theory, mental health and (physical) health advocacy and health care delivery systems. She has diverse experiences as program developer, therapist, and social worker with juvenile offenders, children in foster and kinship care, and teens and adults with mental health and substance abuse vulnerabilities. Dr. Baffour held a wide array of administrative roles in higher education prior to her tenure at UNF including department chairperson and director of university-wide faculty development, community-engaged teaching and distance learning programming efforts.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Educating the next generation of social workers

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Galapagos Islands
Shamra Boel-Studt, PhD, MSW is an Assistant Professor at the Florida State University College of Social Work and a faculty affiliate of the Florida Institute for Child Welfare. Dr. Boel-Studt received her MSW and PhD from the University of Iowa. She has over fourteen years of experience in child welfare practice, training/technical assistance, research, and program evaluation. Her research in the area of child welfare practice focuses on examining the effectiveness/efficacy of child welfare interventions, especially those that seek to enhance engagement, family-centered practice, and trauma-informed approaches and expanding the evidence-base and quality of research and practice in residential group care. Dr. Boel-Studt, as Principal Investigator, is currently collaborating with the Florida Department of Children and Families and a team of stakeholders from across the state to develop and validate an assessment designed to measure group home’s performance on a recently established set of core quality standards in the state. Additionally, she is a Co-Investigator on a project with the Florida State University College of Medicine aimed at developing a training and policy recommendations to support the integration of behavioral health services for parents who are involved in the child welfare system.

What is most inspiring about your job?
The common goal of my work is to try to help vulnerable children and families live better lives. That is what inspires me.

Where in the world would you most like to visit?
Paris, France
Katrina J. Boone received her MSW from Florida State University and has served as the Director of Field Education at FSU College of Social Work since 2005. Her background encompasses diverse clinical experiences with a focus on child welfare, mental health, and substance abuse. She has trained on a local, state and national level in areas such as indicators of child abuse and neglect, effective supervision, professional boundaries, and ethics. In 2016, she was awarded the NASW Social Work Educator of the Year for the Big Bend NASW unit. She was also appointed as a member of the CSWE Council on Field Education in July 2016. Currently, she serves as President of the Florida Field Consortium.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
The ability to see students inspired to work with people.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Fiji
Florida Memorial University

EMAIL
sylvia.boynton@fmuniv.edu

PHONE
786.266.9396

DEGREE
PhD, MSW, BS

TITLE
Director of Social Work Program

RESEARCH INTERESTS
Children and young adults

CURRENT PROJECTS
SAMHSA Grant on Substance Abuse, HIV/AIDS and STDS

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Bethune Cookman University, FAMU, Edward Waters and Barry University

SHORT BIO
BS Degree in Urban Studies; MSW in Social Work; PhD in Social Work; 44 years of experience across the entire developmental spectrum in Behavioral Health: Mental Health, Substance Abuse and Child Welfare; Court commission for evaluating mentally retarded (developmentally compromised) citizens. Currently Director of Healthy Lifestyle Choices Project.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
The students' success.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Italy
Saint Leo University

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michael.campbell03@saintleo.edu

PHONE
352.588.5795

DEGREE
PhD, LCSW

TITLE
Associate Professor

RESEARCH INTERESTS
Children/family health & wellness; Child/adolescent mental health social work pedagogy

CURRENT PROJECTS
Early Childhood Courts case study; Pediatric social workers utilization of the Electronic Medical Record (EMR) for outcomes success; Pediatric hospital volunteers motivation to serve children through their participation in a pet visitation program; Student engagement through the use of technology; Collaboration with other university faculty or research entities; Volunteering study and the social work EMR study with the Nemours Children's Hospital in Orlando, FL; Proposing a study with Eileen Abel, PhD at the University of Southern California on the impact of online modalities in advanced practice classes

SHORT BIO
Michael attained his PhD from the Public Affairs program at the University of Central Florida and his Bachelors and Masters Degrees in Social Work from the Florida State University with an emphasis on children and family issues. Dr. Campbell currently serves as an Associate Professor in the Masters in Social Work program at Saint Leo University. He has more than two decades of clinical and administrative experience in social work practice in specialty areas ranging from child welfare, child and adolescent mental health to pediatric wellness and pediatric healthcare. His research interests focus on issues of family engagement, child and adolescent mental health, pediatric wellness and child welfare/public policy.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Watching students mature and grow into the profession of Social Work. When the “light bulb” goes on its both inspiring and humbling.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Dive the Great Barrier Reef
Marianna Colvin received her PhD in Social Work at the University of Georgia and MSW from the University of Alabama. As a mixed-methods researcher, Marianna combines network analysis and qualitative methods to examine interorganizational human service delivery systems related to vulnerable children and families. She approaches child welfare from a community-wide orientation, inclusive of multiple disciplines, and concentrates on interactions across organizations, theories of systems and complexity, and implications for policy and network development. Her academic pursuits are guided by experiences as a social work practitioner in international, national, and local child welfare roles, including community development for street children and impoverished populations in India and U.S. based capacities in child protective services, family preservation, resource development, and supervision. She is passionate about social work education and through both teaching and research aims to enhance the ways communities and organizations are knitted together in support of vulnerable children and families.

**WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?**
Hmmmmm.....I rode mules to school growing up.

**WHAT IS MOST INSPIRING ABOUT YOUR JOB?**
The vision that we are collectively greater than the sum of our parts.

**WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?**
I’m stuck in a revisiting kick...New Zealand and Brazil are at the top of my list. If new, I'd go to the south of France.
Dr. Pam Criss has more than 35 years of experience as a social worker, predominantly in the field of child welfare. She has worked in adoption, foster care, residential group child care and developmental disabilities. She is a licensed clinical social worker and has been a psychotherapist since 1995, both in local mental health agencies and in private practice. Dr. Criss has been a professor at Southeastern University Social Work Program for the past 16 years. Dr. Criss is active in National Association of Social Workers and chaired the local unit of NASW from 2009 - 2011. She was named NASW Heartland Unit Social Worker of the Year in 2003.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN _______ ABOUT YOU?
I am a Stage 4 Cancer survivor!

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
I am inspired by the passion that my students have for learning about and doing social work. I am particularly impressed with their willingness to go to many places in the world to positively affect people’s lives. We have a former student in Turkey now, doing some phenomenal work. She is incredibly brave! It is humbling to know that I had a small part in preparing her to be there.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Hawaii; Spain; Italy; Greece; Canadian Rockies; all over the United States
Florida International University

EMAIL
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305.348.4568

DEGREE
PhD, MSW

TITLE
Assistant Professor

RESEARCH INTERESTS
Childhood trauma and adversity (special focus on child maltreatment) and adolescent development (specific focus on adolescent sexuality and sexual health); Trauma-informed capacity building and service implementation

CURRENT PROJECTS
Implementation project for TF-CBT in Miami-Dade with community partner funded through The Children's Trust; Mixed-method evaluation of individual’s self-report definitions of sexual health and how this may differ based on history of trauma; Mediation study of brain functioning as pathway between childhood adversity and adolescent substance use and externalizing behavior

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Other faculty in the Psychology Department at FIU and various community partners (service implementation/evaluation). Also interested in developing more collaborative relationships.

SHORT BIO
Dr. Nicole Fava’s program of research bridges the child maltreatment and sexuality fields from a developmental, trauma-informed, resilience-based framework to highlight the importance of protective factors across various environmental contexts to support well-being and sexual health among those who have experienced trauma and/or childhood maltreatment. This is in opposition to the more traditional risk-framework that has dominated both fields, and serves to inform others of the strength and personal agency of vulnerable populations. Dr. Fava is especially interested in conducting participant-centered, community-based research examining individual, peer/romantic partner, family and community level factors impacting healthy development in order to inform effective and holistic interventions for youth and families.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Watching meaningful experiences unfold— whether that be through the research process and participation, through service utilization, or in the classroom
JESSICA FELIX-JÄGER

Southeastern University

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jfelixjager@seu.edu

PHONE
321.501.9970

DEGREE
MSW

TITLE
Field Coordinator/ Assistant Professor

RESEARCH INTERESTS
Trauma informed prevention interventions and foster care child placement retention

SHORT BIO
Jessica Felix-Jäger has more than nine years of experience as a social worker, predominantly in the field of child welfare. She has worked in adoption, foster care, foster care licensing and with traumatic brain injury survivors. She is a Certified Child Welfare Licensing Counselor and was a M.A.P.P. and pre-service trainer for prospective foster parents both in North Carolina and Florida. In addition, she works PRN as a Therapeutic Behavioral On-Site Therapist providing intensive in-home therapeutic/clinical interventions for children ages birth to 17. At the University of Central Florida, Jessica Felix Jäger was a Title IV-E recipient for her undergraduate and graduate studies. She is passionate about equipping the future generation of child welfare workers preparing them to live out their calling and positively impact lives. Jessica Felix-Jäger began her service to Southeastern University as a field educator in academic year 2014-15 while still working at Heartland for Children as a foster care licensing specialist/ training facilitator. She became an adjunct in the fall of 2015 teaching Understanding Human Diversity and became a full time assistant professor in the spring of 2016. Jessica recently stepped into a new role as assistant professor and field coordinator starting in the fall of 2017. She has taught the following courses: Child Maltreatment and Child Welfare, Child Welfare Practice, Introduction to Social Work, Social Welfare Policy, Understanding Human Diversity, Human Behavior in the Macro Social Environment, and Writing for Social Work Practice. Jessica Felix-Jäger will be teaching the following courses in academic year 2017-2018: Child Maltreatment and Child Welfare, Child Welfare Practice, Writing for Social Work Practice, Seminar 1 and 2, and Preparation for Field.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Getting to train up new social workers that will make a difference in people's lives in various practice settings.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Ireland
Dr. Thomas Felke is the Interim Chair, BSW Program Coordinator, and an Associate Professor in the Department of Social Work within the Marieb College of Health & Human Services at Florida Gulf Coast University. He received his Bachelors of Arts degree in Elementary and Special Education from Providence College. He went on to earn his MSW from the University of Connecticut School of Social Work, where he focused on administration, policy practice, and international social work issues. He also earned his PhD in social work from the University of Connecticut School of Social Work after completing his dissertation research in Armenia on the situation of ethnic Armenian refugees from Nagorno-Karabakh and Azerbaijan. Dr. Felke currently focuses his teaching and research on macro social work, the application of technology to social work practice and evaluation, and international social work issues. A major focus of this work is the use of geographic information systems (GIS) for program evaluation and research efforts. He is active as a member of several boards and committees in Southwest Florida, as well as on national social work organizations.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Training new social workers who will lead our profession.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
New Zealand
MARY HELEN HAYDEN

Florida International University

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haydenm@fiu.edu        305.348.1208

DEGREE                 TITLE
EdD (Higher Education), MSW    Director

RESEARCH INTERESTS
Group Work, Interdisciplinary Education, Child Welfare

CURRENT PROJECTS
Developing a white paper on child welfare in Miami-Dade County Interdisciplinary Workshops

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Working with faculty from College of Medicine and College of Nursing & Health Sciences

SHORT BIO
Dr. Mary Helen Hayden, Director of the School of Social Work, is a Licensed Clinical Social Worker and Diplomate in Clinical Social Work. She has worked in the field of addictions as a clinician as well as Chief Trainer for the National Institute of Drug Abuse Southeast Regional Training Center. She has dedicated her career to working with socially and economically at-risk populations and to educating the next generation of social workers. She played a central role in the development of the interdisciplinary team approach (medicine, nursing and social work) to underserved South Florida communities, known as Neighborhood HELP. Her current research focuses on interdisciplinary teamwork, particularly in the health arena.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working as the advisor to our two student organizations: Student Social Work Association and Phi Alpha Honor Society. These are engaged and motivated students who are already making a difference in the South Florida community.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
The Great Wall of China
Florida International University

DEGREE
PhD

TITLE
Assistant Professor

RESEARCH INTERESTS
Child welfare; Juvenile justice; Substance use treatment

CURRENT PROJECTS
A Pilot Test and Initial Validation of a Quality Rating Scale for Florida’s Residential Group Homes (CO-PI for an on-going project funded by FICW); The Effectiveness of Service Integration: Studying the Crossover Youth Practice Model (PI for a closed project funded by FICW); An Evidence-Based Parent-Child Relational Intervention for Young Children At-Risk for Abuse and Neglect (CO-I for a closed project funded by FICW); Bridging the FPP Mentors and Former Foster Youth: A Mixed-Method Approach (PI for a closed project funded by FIU).

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dr. Shamra Boel-Studt (PI) at FSU on A Pilot Test and Initial Validation of a Quality Rating Scale for Florida’s Residential Group Homes; Dr. Miguel Villodas at FIU on An Evidence-Based Parent-Child Relational Intervention for Young Children At-Risk for Abuse and Neglect.

SHORT BIO
Dr. Hui Huang’s research focuses primarily on developing and evaluating macro-level interventions for children and families involved in child welfare and justice systems, as well as other public services. Dr. Huang received extensive training in applied research methods and obtained a master degree in applied statistics at University of Illinois at Urbana-Champaign. Since joining the faculty at FIU in 2013, she has had four funded projects. Dr. Huang has maintained a productive record of disseminating research findings through publications and conference presentations.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
I like being able to test hypotheses with empirical data and share my findings with stakeholders to inform their policy. As a college professor, I also enjoy sharing my findings with my students who are currently involved in social services and legislature or plan to be in the future.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Italy, Africa, India
FLORIDA GULF COAST UNIVERSITY

NAIRRUTI JAN

Florida State University

EMAIL
njani@fgcu.edu

PHONE
239.222.9631

DEGREE
PhD

TITLE
Assistant Professor

RESEARCH INTERESTS
Human trafficking; Women and children's rights; Sustainable development

CURRENT PROJECTS
Assessment of clinical response, treatment strategies and intervention outcomes for victims of human trafficking/trafficking of widows in India

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dr. Sweta Tewary at Nova Southwestern University and Dr. Ann Wilder at FASU.

SHORT BIO
Dr. Nairruti Jani is an Assistant Professor at Florida Gulf Coast University. She has worked on issues related to women and children's rights for over fifteen years. She teaches Research, Practice and Policy courses at FGCU. Dr. Jani has developed undergraduate and graduate level curriculum for courses on Human Trafficking and Law and social work practice which she teaches at FGCU. Her research interests include working with international, domestic minor and foreign-domestic victims of human trafficking. Dr. Jani has also produced two documentary films on the subject which are freely distributed to faculty and practitioners for educational purposes. Her current research focuses on the impact of values and history of abuse as a child as factors leading to vulnerability to trafficking and assess evidence based clinical responses in serving victims of trafficking.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Learning every day and sharing my learning

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Hawaii
Florida State University

EMAIL     PHONE
jlacasse@fsu.edu     850.644.9750

DEGREE     TITLE
PhD     Assistant Professor

RESEARCH INTERESTS
Psychotropic medication use in vulnerable populations (e.g., foster children), evidence-informed mental health treatment

CURRENT PROJECTS
CriticalThinkRX, an educational course for non-medical helping professionals on psychotropic medication; utilization of psychotropic medication in child welfare; analysis of evidence base for pediatric antidepressant use

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Florida State University faculty Dr. Philip Osteen on his FICW grant project and ongoing collaborations with Dr. Lisa Schelbe and Dr. Shamra Boel-Studt.

SHORT BIO
Dr. Jeffrey Lacasse is an Assistant Professor at FSU College of Social Work. His research agenda focuses on knowledge dissemination regarding psychiatric diagnosis and treatment. He has published research in PLoS Medicine, Families in Society, and Child and Adolescent Social Work.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working with students (both in teaching and on research projects) who are passionate about helping children.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia
KHALILAH LOUIS-CAINES

Saint Leo University

EMAIL
khalilah.louis@saintleo.edu

DEGREE     TITLE
MSW     Director of Field Education, Instructor

RESEARCH INTERESTS
Foster care adoption; Independent living; Child welfare training and development

CURRENT PROJECTS
Child Welfare Specialty Program; Interdisciplinary Course development for Child Protective Investigators; Service Provider Training for Pasco County Early Childhood Court

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Course development with Criminal Justice Faculty

SHORT BIO
Khalilah Louis-Caines has a BA in Psychology from the University of Colorado at Boulder and a MSW Degree from Saint Leo University. She currently teaches full time as an Instructor and Director of Field Education for Saint Leo University’s MSW Program. Khalilah teaches various practice and child welfare courses in social work and previously served as the Title IV-E Program Coordinator. Her professional interests include child welfare and adoption. She has more than fourteen years’ experience in child welfare, with an emphasis on foster care adoption. She is a Licensed Clinical Social Worker with a specialty in providing trauma-focused care to children, youth, and families involved in the child welfare system. She is also certified as an Adoption Competent Professional through Rutgers University. She has served on various child welfare committees and provides training for foster and adoptive parents of children with special needs and consulting services for child welfare agencies.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Being able to help develop future child welfare professionals.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Italy and France
NAELYS LUNA

Florida Atlantic University

EMAIL
ndiaz10@fau.edu

PHONE
561.297.3245

DEGREE
PhD, MSW

TITLE
Director and Professor

RESEARCH INTERESTS
Substance use disorders; Mood disorders; Attachment; Spirituality; Mindfulness

CURRENT PROJECTS
National Social Work Students Survey

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Multiple universities in the country are involved in the aforementioned project that is led by George Washington University.

SHORT BIO
Naelys Luna earned her MSW and PhD in Social Work from Fordham University in New York and her BA from Seton Hall University in New Jersey. She is a Licensed Social Worker (NY and NJ). She helped develop ADHD and PTSD programs in a child and adolescent outpatient psychiatric hospital. Dr. Luna has provided clinical social work services to children, adolescents, and their families in outpatient units, partial care programs, and private practice. She has worked in several research projects at the New York Psychiatric Institute and Lehman College. Dr. Luna's multiple publications are in the areas of substance use disorders, mood disorders, spirituality, parental roles, mental health outcomes in minorities (especially Hispanics), and psychosocial functioning.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Empowering others.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Europe
PAM MACDILL

Florida State University

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850.644.9738

DEGREE
MSW

TITLE
Director of the BSW & Professional Development Programs

RESEARCH INTERESTS
Loss and bereavement; Health care; Child welfare

CURRENT PROJECTS
DCF Re-professionalization Projects - NE Region and NW Region

SHORT BIO
Pam Graham MacDill, LCSW, DCSW is the Jeanene M. Janes Child Welfare Fellow. She currently serves as the Director of the BSW and Professional Development Programs at Florida State University's College of Social Work where she is a Teaching Professor. She has served in several other administrative roles at the College, including Director of Field Education; Director of the MSW Program; and the Assistant Dean. She has extensive practice experience in the areas of children, adolescent and family therapy; loss and bereavement; and healthcare social work. She is a Licensed Clinical Social Worker in Florida and a certified Bereavement Counselor. She was named the 2013 “Educator of the Year” by the NASW Big Bend Chapter and was the recipient of a University Advising Award for 2003-2004. She has several nominations for a University Teaching Award and was the first recipient of the National Youth Law Center "Unsung Hero" Award in 1993 for her work in child welfare advocacy. She was appointed by the Surgeon General to serve on a statewide Florida Department of Health’s Child Abuse Death Review Committee for seven years. She has numerous publications; federal and state-funded grant projects totaling over 4 million dollars; and has presented at conferences locally, statewide, and nationally. She is a Founding Member and serves on the Board of The Oasis Center for Women and Girls in Tallahassee and began the FSU Unconquered Scholars Program, supporting current students who have grown up in foster care.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working with students every day who have overcome so many obstacles and yet they persevere and become successful in their lives.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia
Maxine McGregor is an Instructor at University of Central Florida in Orlando. Before her academic career, Maxine worked with Department of Children and Families where she received advanced training specific to domestic violence. As a former Title IV-E Coordinator, Maxine was able to teach and mentor students interested in child welfare, by incorporating the pre-service curriculum in her courses. Educating students on the importance of using critical thinking skills and the Child Welfare Practice Model goal of achieving safety, permanence and well-being by using a safety-focused, family-centered, trauma-informed approach is key to working with families.

Maxine received her MSW from University of Central Florida and is honored to be able to give back to students that have the same passion for child welfare. As a Combat Veteran, Maxine hopes to one day work with deployed soldiers and their families suffering from Post-Traumatic Stress Disorder.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
I was a member of the United States Army for 10.5 years.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Seeing the students gain social work practice, and the importance of working with families

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
I would love to visit Panama, because that is my mother’s origin and I have never visited the country.
MARLEEN MILNER
Southeastern University

EMAIL
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863.670.6619

DEGREE
PhD, MSSW

TITLE
BSW Program Director & Professor of Social Work

RESEARCH INTERESTS
Preventing teen pregnancy among youth in foster care; Improving outcomes among parenting youth in foster care; Gratitude as an antidote to compassion fatigue and burnout among social workers; Improving critical thinking and decision-making skills

CURRENT PROJECTS
Research project regarding the impact of the practice of gratitude on social work students’ life satisfaction, gratitude, and pro-social behaviors. Completed Protecting Teens...Protecting Futures project in 2016 in collaboration with Heartland for Children.

SHORT BIO
Dr. Milner received her PhD in Social Work from the University of South Florida in 2009, and earned an MSSW from the University of Texas at Arlington in 1981. She had 20 years of experience in a variety of fields of social work practice, including child welfare, child sexual abuse treatment, adoption, substance abuse treatment and community mental health prior to becoming the Director of the BSW Program at Southeastern University in 2001. In 2014, she published an article entitled The Use of Decision Cases to Foster Critical Thinking in Social Work Students in the Journal of Teaching in Social Work, and an article entitled Adding Virtue to Faith: Strategies for Developing Character in Christian Social Work Students in The Journal of Social Work & Christianity. The article was republished in 2015 as a chapter in an edited book entitled Virtues and Character in Social Work Practice. In 2015-2016, Dr. Milner was the lead researcher for a grant awarded to Heartland for Children entitled Protecting Teens...Protecting Futures, which evaluated a teen pregnancy program that was implemented among teens in residential care in Polk County.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Seeing students' fresh passion for changing lives inspires me to keep on keeping on!

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia and Portugal
PHILIP OSTEEN

Florida State University

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posteen@fsu.edu

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850.567.7999

DEGREE
PhD

TITLE
Associate Professor

RESEARCH INTERESTS
Suicide intervention; Psychometrics

CURRENT PROJECTS
Suicide intervention training with providers for youth in CW system and several suicide intervention studies with law enforcement.

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
University of Maryland

SHORT BIO
Dr. Osteen is an associate professor at the Florida State University College of Social Work and has also worked as a clinician in community mental health and public health for over 20 years. He holds two PhD degrees from the University of Denver, one in Social Work and one in Quantitative Research Methods (concentration advanced statistical methods). This unique combination of educational programs has provided him with an in-depth understanding of theories and models of human behavior in the social environment, as well as in-depth training in advanced statistical methods including structural equation modeling, latent growth curve modeling, hierarchical modeling, psychometrics, and complex data designs.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN _______ ABOUT YOU?
That I used to be a country-western dance instructor.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
That it might lead to fewer deaths by suicide.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Eastern Europe
Florida A&M University

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robin.perry@famu.edu

PHONE
850.561.2253

DEGREE
PhD

TITLE
Associate Professor

RESEARCH INTERESTS
Child welfare performance measures; Child maltreatment fatalities & child abuse prevention; Child/family well-being; Funding models for child welfare systems; Domestic & sexual violence; Profession training & workforce issues; Family group decision making.

SHORT BIO
Dr. Perry is an Associate Professor in Social Work at Florida A&M University and currently serves as the Chairperson of the Child Abuse Death Review (CADR) Committee. He additionally serves on the Statewide Critical Incident Rapid Response Team (CIRRT) Advisory Committee. Prior to obtaining his PhD at the University of California at Berkeley, Dr. Perry worked for eight years in child welfare and domestic violence settings (casework and clinical), including serving as a child protective investigator and service worker for four years. Dr. Perry’s research has received national and international attention. Over the past 20 years he has published and presented extensively (over 100 conference papers, research reports, monographs, book chapters, and refereed journal articles) on topics including: program and outcome evaluation, child well-being, funding models for child welfare systems, domestic and sexual violence, task analyses and workforce issues, professional training and education of child welfare workers, child welfare performance measures, family group decision making, child maltreatment fatalities and child abuse prevention.
Florida State University

NAME
MELISSA RADEY

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PHONE
850.644.9226

DEGREE
PhD, MSSW, MA

TITLE
Associate Professor

RESEARCH INTERESTS
Social support among low-income families social support among child welfare populations child welfare worker retention

CURRENT PROJECTS
Florida Study of Professionals for Safe Families

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dina Wilke, Lisa Schelbe, Philip Osteen at the FSU College of Social Work

SHORT BIO
Dr. Melissa Radey is an Associate Professor in the College of Social Work at Florida State University. She is a Faculty Affiliate with the Florida Institute for Child Welfare and is an emerging child welfare scholar, particularly using both multilevel modeling and qualitative research to inform child welfare policies and practices. Dr. Radey is the co-Principal Investigator for the Florida Study of Professionals for Safe Families. In addition to examining the challenges faced by parenting youth in and aging out of the foster care system, her current work examines social support among vulnerable populations, including low-income families as well as stakeholders across the child welfare system.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Expanding the knowledge base.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Fremantle, Australia
Karen Randolph

Florida State University

Email: krandolph@fsu.edu   Phone: 850.644.9745

Degree: PhD, MSW, BSW   Title: Agnes Flaherty Stoops Professor in Child Welfare

Research Interests:
Child welfare; Evaluation research methods

Current Projects:
Use of evidence-based knowledge in child welfare practice; Evidence-based parenting interventions; Child welfare workforce recruitment and retention; Youth aging out of care

Collaboration with Other University Faculty or Research Entities:
I am currently collaborating with Dr. Dina Wilke (The Florida Study of Professionals for Safe Families Study); Dr. Mary Kay Falconer, Ounce of Prevention Fund of Florida (Evidence-based parenting interventions); and Dr. Heather Thompson, Florida Atlantic University and Dr. Lisa Schelbe, Florida State University (Youth aging out of care)

Short Bio:
Karen A. Randolph is the Agnes Flaherty Stoops Professor at the FSU College of Social Work. Dr. Randolph’s areas of interest are child welfare and evaluation research methods. Her current projects include studies on: 1) the use of evidence-based knowledge in child welfare practice, and 2) child welfare workforce recruitment and retention, The Florida Study of Professionals for Safe Families Study. She is lead author of the book entitled, Basic Statistics in Multivariate Analysis, as a part of the Pocket Guides to Social Work Research Methods, published by Oxford University Press.

What is most inspiring about your job?
Having the privilege of participating in students’ learning processes.

Where in the world would you most like to visit?
Scandinavian countries and Estonia
Saint Leo University

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DEGREE
PhD, MSW

TITLE
Professor - Graduate Social Work, Research Associate
Maribeth Durst Applied Research Institute

RESEARCH INTERESTS
Violence towards children/youth and by children/youth; Prevention

CURRENT PROJECTS
Early Childhood Court - A Case Study; Evaluating teaching; Effectiveness: What do student and faculty say?; Evaluation of de-escalate training; Program evaluation at Oglethorpe Inc.

SHORT BIO
Dr. Lisa Rapp received her MSW degree in Social Work from the University of Buffalo and worked as a Psychiatric Social Worker in the areas of domestic violence, children and adolescent psychiatric inpatient units and outpatient clinics and in the Juvenile Justice system. She earned her PhD in Social Welfare in 1999 at the University of Buffalo and has taught at the University of Nevada Las Vegas, the University of South Florida and currently at Saint Leo University. Dr. Rapp was Co-PI of the Prodigy Cultural Arts Prevention Program. She has conducted numerous program evaluations, focus groups, and written grants and reports for profit and not-for-profit agencies. Her research expertise includes: juvenile crime and violence, child abuse, and prevention, as well as program evaluation. She is a Research Associate in the Maribeth Durst Applied Research Institute at Saint Leo University.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Educating and motivating people to prevent and stop violence.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia
MITH ROSENWALD

Barry University

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mrosenwald@barry.edu  305.899.3910

DEGREE     TITLE
PhD       Professor/Interim PhD Director

RESEARCH INTERESTS
Supporting housing and child welfare; LGBT service delivery in child welfare; Youth transitioning from foster care

CURRENT PROJECTS
Children's Bureau - Co-Evaluator; Partnerships to demonstrate the effectiveness of supportive housing for families in the child welfare system; HEART Alliance for Sustainable Families (2012-2017)

SHORT BIO
Dr. Rosenwald is originally from Maryland and has taught at Barry University for the past 10 years. He served as the Title IV-E Coordinator as well as currently serve as the Interim PhD Director. His child welfare experience includes conducting investigations, serving as a Guardian ad Litem, and facilitating group work (foster children, adoption children, triad members). Dr. Rosenwald has a book on foster care/kinship care and has published a number of journal articles on child welfare spanning from LGBT-competent child welfare practice to youth transitioning from care, and strengthening research capacity in child welfare agencies.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Mentoring students

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia
University of South Florida

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813.974.1535

DEGREE
PhD, LCSW, MSW

TITLE
Associate Professor

RESEARCH INTERESTS
Treatment of childhood trauma, loss, and anxiety; Child welfare-worker burnout; Secondary trauma and self-care barriers/access to treatment

CURRENT PROJECTS
2015-2019 National Institute of Mental Health [1R01MH107522-01]

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Principle investigator for Stepped Care for Children after Trauma: Optimizing Treatment. The purpose of the study is to examine how to optimize the efficiency (e.g., via matching children to appropriate treatment dosage at baseline, utilizing second-stage tailoring variables, and identifying mechanisms of change) and cost-effectiveness of Stepped Care Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).

SHORT BIO
Alison Salloum, PhD, LCSW is an Associate Professor at the University of South Florida, School of Social Work in the United States and she has a joint appointment in the Department of Pediatrics. She received her MSW and PhD from Tulane University School of Social Work. Dr. Salloum's primary research interest is on the treatment of childhood trauma. She is specifically interested in examining psychosocial interventions for young children, children, adolescents, and their families who have been exposed to various types of traumatic events such as violence, disasters, and death. Currently, Dr. Salloum is the principal investigator on a four-year National Institute of Mental Health R01 grant to examine how to optimize the efficiency (e.g., via matching children to appropriate treatment dosage at baseline, utilizing second-stage tailoring variables, and identifying mechanisms of change) and cost-effectiveness of Stepped Care Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).
LISA SCHELBE

Florida State University

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850.645.5935

DEGREE
PhD

TITLE
Assistant Professor

RESEARCH INTERESTS
Youth aging out of the child welfare system; Youth aging out who are parenting; Intergenerational transmission of child maltreatment; Qualitative methods

CURRENT PROJECTS
Youth aging out; Youth aging out who are parenting; Evaluation of a medication therapy management program

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Projects with FICW Affiliates: Drs. Melissa Radey, Shamra Boel-Studt, Jeffrey Lacasse, Karen Randolph & Dina Wilke. Projects with faculty at FSU College of Medicine, College of Human Sciences, and College of Education. Projects with faculty at University of Illinois at Chicago, University of Montana, Wayne State University, and University of Washington

SHORT BIO
Dr. Schelbe serves as a co-Editor-in-Chief of the Child and Adolescent Social Work Journal. Dr. Schelbe received a Doris Duke Fellowship for the Promotion of Child Well-Being in 2011-2013. She earned her doctorate from the University of Pittsburgh in 2013 and her MSW from Washington University in 2001. Dr. Schelbe’s primary research interest focuses on youth aging out of the child welfare system. She is interested in the experiences of youth as they transition out of the child welfare system and into adulthood. An additional focus of Dr. Schelbe’s research is the intergenerational transmission of child maltreatment.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
I love the fact that I get to help create and disseminate knowledge. It is inspiring to teach and write about issues that are important to me.
University of West Florida

DEGREE
PhD, MSW

TITLE
Associate Dean and Professor

RESEARCH INTERESTS
Child welfare; Veterans; Program evaluation

CURRENT PROJECTS
Evaluation of community partnership school; Evaluation of veteran’s court

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dr. Joseph Herzog and Dr. Frank Ferdik- veteran’s court; UCF- community school evaluation and partnership.

SHORT BIO
Dr. Scott conducted research involving Virginia law enforcement and judicial system responses to domestic violence following the passage of legislation requiring mandatory arrest in the state. She also conducted research with the Santa Rosa County and Escambia County Courts for Dependency Court outcomes and a Unified Court responding to domestic violence cases. Dr. Scott has six published journal articles related to court or law enforcement processes and has collaborated with the Department of Criminal Justice on these research projects and subsequent publications. Dr. Scott has co-authored two publications related to child welfare and food insecurity and also has extensive practice experience and research involving military populations. Dr. Scott was Co-PI on a $650,000 grant from the Department of Education entitled “Hometown Heroes” which included development of a training program for paraprofessionals who assist veterans in obtaining mental health, substance abuse, housing, medical, and other benefits for which they are entitled. Dr. Scott is lead author or co-author for three journal articles, one book chapter, and a book “Social Work with Military Populations”. Prior to entering academia, Dr. Scott was a clinical social worker in Department of Defense social service agencies serving military personnel and their families.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Helping students achieve their academic goals.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Australia
University of North Florida

EMAIL  PHONE
j.spaulding-givens@unf.edu  904.620.1640

DEGREE  TITLE
PhD, MSW  Assistant Professor of Social Work

RESEARCH INTERESTS
Person-centered community-based mental health policy and service delivery

CURRENT PROJECTS
Conducting research related to self-directed care for individuals diagnosed with severe and persistent mental illness

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Projects with faculty at Florida State University, Colorado State University, and the University of North Florida

SHORT BIO
Dr. Jennifer Spaulding-Givens earned her PhD in Social Work as well as a MSW with a concentration in Social Policy and Administration from Florida State University. Prior to joining the UNF Faculty in 2006, she served as the Operations Coordinator of Florida Self-Directed Care, a public mental health program for adults diagnosed with a severe and persistent mental illness.
University of Central Florida

EMAIL: julie.steen@ucf.edu
PHONE: 407.823.6452

DEGREE: PhD, MSW
TITLE: Associate Professor

RESEARCH INTERESTS
Child welfare organizations and policies

CURRENT PROJECTS
Evaluation of Florida’s Child Abuse Prevention Campaign

SHORT BIO
Dr. Julie Steen is Associate Professor at the University of Central Florida, School of Social Work. Her research focuses on child welfare organizations and policies. She has published in such journals as Child Abuse & Neglect, Children and Youth Services Review, and the Journal of Public Child Welfare. In addition, she has presented her work at the International Congress of the International Society for the Prevention of Child Abuse and Neglect, the Joint World Conference for Social Work and Social Development, and the annual conferences of the Council on Social Work Education and the Society for Social Work and Research. Prior to her academic career, she served as a trainer, lobbyist, and crisis counselor in the field of child welfare.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
When I get the chance to learn something new.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Avenue of the Giants, California
Florida International University

EMAIL          PHONE
barbarathomlison@yahoo.com  305.467.0447

DEGREE        TITLE
PhD            Professor of Social Work

RESEARCH INTERESTS
Child welfare; Foster care; Treatment foster care; Family reunification; Family contact and visitation; Children's mental health; Evidence-based child welfare practices; Resilience; Family centered practice; Maltreatment interventions; Parenting programs

CURRENT PROJECTS
Parenting and substance abuse; Parenting of children with disabilities; Foster parent training family contact

SHORT BIO
Dr. Barbara Thomlison is a professor in the School of Social Work and Director of the Institute for Children and Families at Risk. She teaches advanced clinical practice and family intervention courses in the graduate program. Dr. Thomlison's extensive publications include articles, chapters and books in the areas of child maltreatment interventions, parenting for effectiveness, family assessment, risk and resilience, foster care, APA style format and evidence based internships, forensic assessment and intervention in child sexual abuse, and designing evidence-based intervention search strategies. Dr. Thomlison is actively involved as a board member in local and national child welfare, foster care and family service organizations.
HEATHER THOMPSON

Florida Atlantic University

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PHONE
561.297.3234

DEGREE
PhD, MSW

TITLE
Assistant Professor

RESEARCH INTERESTS
Child welfare; Specifically identifying protective factors for adolescents in long-term foster care; Identifying best practices for child welfare professionals.

CURRENT PROJECTS
Building a needs-based curriculum for child welfare therapists; Ecological perspective of professionals in the child welfare system; Network analysis of prevention and service delivery sectors in child welfare

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dr. Thompson currently collaborates with other faculty within the Phyllis and Harvey Sandler School of Social Work at Florida Atlantic University, as well as collaborating with community members. Additionally, Dr. Thompson collaborates with other faculty at Florida State University, University of Tennessee at Chattanooga and University of Iowa.

SHORT BIO
Dr. Thompson earned her PhD in Marriage and Family Therapy and MSW in Social Work from the Florida State University in Tallahassee. She years of experience in the child welfare system in Florida, working in a range of roles from front line staff to an administrator at the lead child welfare agency of North Florida. Additionally, as a Licensed Clinical Social Worker, Dr. Thompson has provided counseling services, including individual, couple and family counseling, as well as parenting interventions to at-risk families involved in the foster care and juvenile justice systems. Her area of research expertise is in child welfare, specifically identifying protective factors for adolescents in long-term foster care. Her secondary area of research focuses on identifying best practices for child welfare professionals.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working with students who have a new, budding passion for the field of social work. Additionally, it is very inspiring to see students expand the clientele that they would serve and consider working with children or in other areas of child welfare.
Florida State University

EMAIL        PHONE
dwilke@fsu.edu  850.644.9597

DEGREE        TITLE
PhD, MSW          Associate Professor

RESEARCH INTERESTS
Professional training and development; Child welfare workforce turnover and retention; Online social work education; Intimate partner violence

CURRENT PROJECTS
Principal Investigator - Florida Study of Professionals for Safe Families (FSPSF)

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Projects with other FICW affiliates: Melissa Radey, Philip Osteen, Karen Randolph, and Lisa Schelbe - all from Florida State University.

SHORT BIO
Dr. Wilke’s research focuses on professional training/development and intimate partner violence. She is the Principal Investigator for the Florida Study of Professionals for Safe Families, a 5-year study of newly hired employees into child welfare workforce. This statewide study is designed to explore retention and turnover. Dr. Wilke received her PhD from the University of Wisconsin-Madison and her MSW from the University of Wisconsin-Milwaukee. Her clinical experience focused on adolescent and young adult substance abuse intervention.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Mentoring students

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Nepal, or anywhere there are mountains
BONNIE YEGIDIS

University of Central Florida

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407.823.2208

DEGREE
PhD, MSW

TITLE
Professor and Director, School of Social Work

RESEARCH INTERESTS
Child abuse; Domestic violence

CURRENT PROJECTS
Community resiliency following terrorist attacks; Trauma

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
State of Florida, Department of Children and Families

SHORT BIO
Dr. Yegidis earned her MSW from West Virginia University and PhD in curriculum and instruction (concentration in measurement and evaluation) from the University of South Florida. She is currently the director of the School of Social Work at the University of Central Florida and previously served as professor and director of the School of Social Work at the University of South Florida. She has held leadership positions at the University of Tennessee in Knoxville, Florida Gulf Coast University in Fort Myers and University of Georgia in Athens as well. During her faculty career, Yegidis has taught in the areas of social work education; international education; women's mental health; research methods; program development and evaluation; social measurement; and administration across systems, programs and levels. In addition, she is certified as a family mediator by the Florida Supreme Court.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working with the students and faculty on their creative ideas and proposals

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Hong Kong
The Florida Institute for Child Welfare continues to establish new partnerships and strengthen existing relationships with researchers and policymakers to improve safety, permanency, and well-being outcomes for families in the child welfare system. The Institute expanded the faculty affiliate network to include researchers who have expertise in areas related to the vulnerabilities of at-risk families in order to create an interdisciplinary approach to research.
HEATHER AGAZZI

USF Department of Pediatrics

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hcurtiss@health.usf.edu

PHONE
813.974.0603

DEGREE
PhD, ABPP

TITLE
Assistant Professor and Psychologist

RESEARCH INTERESTS
Early identification and treatment of Autism Spectrum Disorders; Behavioral interventions for children with challenging behavior and developmental disability; Health disparities in accessing mental health services for Hispanic and Latino families.

SHORT BIO
Dr. Agazzi is a bilingual (Spanish) pediatric psychologist specializing in infant, toddler, early childhood assessment and diagnosis of developmental disabilities and Autism Spectrum Disorders. Dr. Agazzi also provides behavioral interventions for young children with challenging behaviors and has clinical expertise in pediatric feeding disorders. She also teaches a group-delivered parent training program (Helping Our Children, Developing Our Children's Skills; HOT DOCS).
FSU College of Medicine

EMAIL  pbabcock@fsu.edu
PHONE  850.525.9295

DEGREE  PhD, MSW
TITLE  Co-Director, Center for Behavioral Health Integration

RESEARCH INTERESTS
Child welfare; Domestic violence; Family social work and research methods

SHORT BIO
Dr. Babcock is a licensed clinical social worker with over 15 years of leadership and practice experience treating behavioral health related issues in clinical and home-based settings. She also has significant experience with Florida's Medicaid coding and billing structure and has acted as a consultant for both large and small-scale behavioral health provider agencies across the state. Dr. Babcock joined the FSU College of Medicine faculty in June 2016 and is the Co-Director of the Center for Behavioral Health Integration. She served as the Interim Director at the Florida Institute for Child Welfare at FSU prior to joining the faculty at the College of Medicine. While at the Institute Dr. Babcock served on the Advisory Board for the legislatively mandated Results Oriented Accountability, Data Analytics and Critical Incident Rapid Response Team initiatives and was responsible for the oversight of multiple research projects across the state.
The Ounce of Prevention Fund of Florida

EMAIL       PHONE
mfalconer@ounce.org     850.921.4494 x 211

DEGREE       TITLE
PhD       Senior Evaluator
Research, Evaluation and Systems

RESEARCH INTERESTS
Child welfare; Prevention of child abuse and neglect

CURRENT PROJECTS
Evaluation of Early Childhood Court programs in Escambia and Okaloosa counties; Evaluation of a Mental Health Enhancement Pilot in Healthy Families Florida Healthy Families Florida Outcome Measurement

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Dr. Glenn Rohrer at the University of West Florida; Dr. Karen Randolph at Florida State University

SHORT BIO
Dr. Mary Kay Falconer has been a senior evaluator with the Ounce of Prevention Fund of Florida since July 1, 2003. In addition to developing proposals for new research initiatives, Dr. Falconer has conducted evaluation research for Healthy Families Florida, Florida's Circle of Parents, Florida's campaigns to prevent child abuse and neglect, family centered practice in Florida's child welfare system, implementation of the Safety Methodology, early childhood courts, and community collaborations that promote coordination between early childhood learning and child welfare in order to better serve young children in foster care. She has studied the evolution of several evidence-based continuums and conducted research consistent with the methodological requirements on evidence-based continuums. She has taught program evaluation courses at Florida State University and has been a guest lecturer on program evaluation. In her previous employment, she was a research associate and director at the Institute for Health and Human Services Research in the College of Social Work at Florida State University.
University of Florida

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PHONE
352.392.0404

DEGREE
PhD, MBA

TITLE
Associate Professor

RESEARCH INTERESTS
Behavioral economics; Personality traits; Family finance; Foster care; Trauma; Older adults; Social security; Poverty; Financial social work; Food security

CURRENT PROJECTS
Working with Adverse Childhood Experiences (ACEs) data and Health and Retirement Study (HRS) data

SHORT BIO
Dr. Gillen is an Associate Professor and Extension Specialist for the Department of Family, Youth, and Community Sciences, in the Institute for Food and Agricultural Sciences at the University of Florida. She has been a foster mom for three years and has welcomed nine children in to her home, some for a few days, some for months, some for years, and one for forever through adoption.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Providing education and resources to students and consumers.

WHAT ARE YOUR PET(S) NAMES?
Oliver (pug)
MIMI GRAHAM

FSU Center for Prevention & Early Intervention Policy

EMAIL
mgraham@fsu.edu

PHONE
850.922.1300

DEGREE
EdD

TITLE
Director

RESEARCH INTERESTS
Inclusion programs for infants and toddlers with disabilities; Home visiting and center-based interventions for infants and toddlers

SHORT BIO
Dr. Mimi Graham has been the Director of the Florida State University Center for Prevention and Early Intervention Policy since 1993, specializing in policy, training, and special projects for vulnerable infants and toddlers including the Early Childhood Coordinating Systems (ECCS) project on Trauma & Toxic Stress and the Harris Infant Mental Health Training Institute. She is active in the statewide Trauma Informed Care Workgroup and is spearheading statewide “baby” court teams to address the trauma of young children. She is the past president and co-founder of the Florida Association for Infant Mental Health and a fellow with the Zero to Three National Center for Infants, Toddlers, and Families.
DENISE MARZULLO

Mental Health America of Northeast Florida

EMAIL  PHONE
denise@mhajax.org  904.738.8426

DEGREE  TITLE
MBA, LMHC  President and CEO

RESEARCH INTERESTS
Mental health

SHORT BIO
Denise Marzullo raises awareness, provides training on mental health and wellness, helps people navigate the system, and impacts mental health policy and legislation for the Mental Health America of Northeast Florida. Ms. Marzullo devotes a significant percentage of her time to developing and strengthening relationships with state legislators in Tallahassee and advocating for increased attention to mental health.
Dr. Kimberly McGrath is a Licensed Clinical Psychologist and the Clinical Coordinator of Foster Care services at Citrus Health Network. Citrus Health Network was founded in 1979 as a community mental health center dedicated to serving mentally ill individuals and their families and in 2004 began offering primary care in addition to mental and behavioral health services. Dr. McGrath is the founding clinician for the Citrus Helping Adolescents Negatively affected by Commercial Exploitation (CHANCE) Program, a Specialized Therapeutic Foster Care (STFC) and Community Response Team (CRT) for victims of Commercial Sexual Exploitation. The CHANCE Program addresses the emotional, social and behavioral needs of victims of human trafficking. In addition to founding and developing the CHANCE Program, Dr. McGrath is also the founding psychologist for the Treating Adolescents Coping with Trauma (TACT) program, an outpatient program for sexual offenders, victims of sexual abuse, and their families.
Karen Oehme has been the Director of the FSU Institute for Family Violence Studies (IVS) since 2007, having first served as the Director of the Clearinghouse on Supervised Visitation (within the Institute) beginning in 1998. Previous jobs include the Guardian ad Litem Program of the 2nd Judicial Circuit and Legal Services of North Florida Inc. Her goals at the IVS are to conduct rigorous research, build comprehensive national training, and develop and promote sound public policy to support healthy families, and eliminate all forms of family violence.

**Short Bio**
Karen Oehme has been the Director of the FSU Institute for Family Violence Studies (IVS) since 2007, having first served as the Director of the Clearinghouse on Supervised Visitation (within the Institute) beginning in 1998. Previous jobs include the Guardian ad Litem Program of the 2nd Judicial Circuit and Legal Services of North Florida Inc. Her goals at the IVS are to conduct rigorous research, build comprehensive national training, and develop and promote sound public policy to support healthy families, and eliminate all forms of family violence.

**What surprises people the most when they learn ______ about you?**
I’ve been a vegetarian for 40 years.

**What is most inspiring about your job?**
Building national trainings that will help people gain knowledge, build skills, and improve their lives.

**Where in the world would you most like to visit?**
Egypt.
Dr. Kimberly Renk joined the faculty at the University of Central Florida in Fall 2000 after completing her PhD in Clinical Psychology at the University of South Florida in Tampa, Florida. Prior to her doctoral degree, she earned a Bachelor's degree in Psychology at the University of Illinois in Champaign-Urbana, Illinois, and a Master's degree in Clinical Psychology at Illinois State University in Bloomington-Normal, Illinois. Throughout the course of her educational endeavors, Dr. Renk gained both general training experiences in Clinical Psychology as well as specialty training experiences in Clinical Child and Pediatric Psychology. Nonetheless, her work has been most heavily influenced by the specialized Infant Mental Health Fellowship training that she received while completing her Predoctoral Internship at Louisiana State University Health Sciences Center in New Orleans, Louisiana. Accordingly, Dr. Renk’s research clinic and laboratory, Understanding Young Children and Families, provides a forum for investigating a variety of Infant Mental Health-related issues, for providing evidence-based and trauma-informed services to families with young children who are 6-years of age and younger (e.g., Circle of Security-Parenting, Child-Parent Psychotherapy), and for building community partnerships meant to better serve high-risk families and their young children in Central Florida. Dr. Renk has built a variety of community partnerships through her work, including connections with the Florida Association of Infant Mental Health, the Florida State University’s Center for Prevention and Early Intervention Policy, Nemours Children's Hospital, Aspire/Center for Drug-Free Living, Community Based Care of Central Florida, and Florida's Ninth Judicial Circuit.
The Ounce of Prevention Fund of Florida

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**DEGREE**
D.Min

**TITLE**
Director of Research, Evaluation & Systems

**RESEARCH INTERESTS**
Child welfare; Maternal child health; Developmental disabilities; Child literacy; Healthcare access for the uninsured and underinsured

**SHORT BIO**
Dr. Terry J. Rhodes is the Director of the Research, Evaluation, and Systems Unit at The Ounce of Prevention Fund of Florida. Founded in 1989, the Ounce of Prevention Fund of Florida is recognized as a leader in prevention, committed to public/private partnerships, credible research, ongoing evaluation, and fiscal accountability. The Ounce of Prevention Fund partners with foundations, local non-profit organizations and governmental entities to fund and evaluate innovative, community-based programs that serve at-risk children and their families, benefiting Florida’s children, families and communities.

As a function of the expanding capacity of the Ounce of Prevention Fund, Dr. Rhodes established the evaluation unit in January 2001. The Research, Evaluation, and Systems Unit conducts research and evaluation and develops information management systems to support program management and evaluation.

Dr. Rhodes has extensive senior management experience in non-profit faith-based and social service organizations. He received his Bachelor of Arts in Sociology and Religion from Stetson University and his Master of Divinity and Doctor of Ministry degrees from Southern Baptist Theological Seminary. He served 15 years on the Board of Trustees for Stetson University and is a member of both the Southeastern Evaluation Association (SEA), where he served on the SEA Board of Directors and as the Non-Profit Sector Representative, and the American Evaluation Association. He has also presented at numerous Southeastern Evaluation Association events.
Heartland for Children

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PHONE

863.519.8900 x 201

DEGREE

MS

TITLE

CEO

RESEARCH INTERESTS

Application of data analytics in child welfare; Treatment of complex developmental trauma; Utilizing implementation science in child welfare; Personal characteristics associated with outstanding child welfare case management

CURRENT PROJECTS

Developing analytical models to predict timely permanency and re-entry into child welfare; Becoming a trauma-integrated child welfare system

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES

Participated in the Child Welfare League of America’s research delegation to Cuba in 2015; Worked in partnership with faculty at Southeastern University to implement an evidence-based teen pregnancy prevention program; Served on the Warner University Social Work advisory board.

SHORT BIO

Teri Saunders currently serves as the CEO of Heartland for Children and has been in this role for nine years. Previous work experience includes Executive Director of Children’s Home Society of Florida’s Gulf Coast Division and nine years as a Faculty in Research at the University of South Florida, Florida Mental Health Institute (FMHI). While at FMHI, She oversaw a program evaluation and outcome assessment project for state funded mental health and substance abuse programs and a privately funded longitudinal study of individuals diagnosed with schizophrenia. She is passionate about continuing to improve the quality of child welfare services and our local system of care.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?

I absolutely love scuba diving.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?

Seeing the successes of parents; Leading the workforce to pursue excellence through innovation; Seeing people moving forward on their healing journey
ANDRY SWEET

Children’s Home Society

EMAIL
andry.sweet@chsfl.org

PHONE
321.397.3000

DEGREE
MS

TITLE
Chief Strategy Officer and Chief of Staff

SHORT BIO
Andry Sweet is the Chief of Staff and Chief Strategy Officer at Children’s Home Society of Florida. She has nearly 20 years of experience in child welfare and behavioral health, specializing in contract management, systems evaluation, and process improvements designed to provide comprehensive and innovative services to Florida's children and families. She played a pivotal role in designing child behavior assessments that are now required for use by the Florida Department of Children and Families. Ms. Sweet first joined Children's Home Society of Florida as an executive director in 2000.
INSTITUTE STAFF

The Florida Institute for Child Welfare consists of a talented team of individuals from diverse backgrounds. Their expertise is instrumental to achieving the Institute’s mission and its vision.

MISSION

The Florida Institute for Child Welfare seeks to promote safety, permanency, and well-being among the children and families of Florida that are involved with the child welfare system. To accomplish this mission, the Institute will sponsor and support interdisciplinary research projects and program evaluation initiatives that will contribute to a dynamic knowledge base relevant for enhancing Florida’s child welfare outcomes. The Institute will collaborate with community agencies across all sectors and other important organizations in order to translate relevant knowledge generated through ecologically-valid research, policy analysis, and program evaluation. This will be best achieved through the design and implementation of developmentally-targeted and trauma-informed strategies for children and families involved in the child welfare system.

VISION

To provide nationally acclaimed child welfare research, training services, and policy and practice implementation guidance with our partner organizations in support of the children and families in Florida’s child welfare system.
ALINA BACHMANN

EMAIL
abachmann@fsu.edu

DEGREE
BFA Studio Art

TITLE
Publication Graphic Artist

CURRENT RESPONSIBILITIES
Transforming drafts of funded and technical research reports, journal summaries, as well as data visualizations into polished formats that are then published online; designing and distributing the quarterly newsletter as well as monthly update to the Insitute's email subscribers; website updates to FICW.fsu.edu; assembling the Affiliate directory

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Design support for A Case Manager’s Toolkit for Working with Pregnant & Parenting Youth for Heartland for Children: Layout on research briefs with Dr. Dina Wilke at Florida Study of Professionals for Safe Families (FSPSF); logo work for Smart Start: Parenting Tools for Children with Developmental Delay, Social-Emotional Concerns, and Trauma with Dr. Heather Agazzi at USF’s Department of Pediatrics

SHORT BIO
Alina Bachmann comes from a rigorous background in art and has extended her creative talents as a graphic designer to such organizations as the Wildlife Conservation Society, 96 Elephants, Orangutan Outreach, among many others. She has found purpose in applying her artistic skill to activist campaigns, with much focus on animal welfare, however, has discovered an equal passion in issues related to child welfare. Alina operates her own art and design agency, ALINART LLC, and proudly serves as the Graphic Artist for the Institute.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
I enjoy playing a small part in the crucial reports and documents published by the Institute, in that I am tasked with visually presenting the data and information in its final form. I am also proud to creatively assist the Institute in support of the children and families in Florida’s child welfare system through its nationally acclaimed child welfare research, training services, and policy and practice implementation guidance offered to partners.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
I designed the official seal for the National Mammal of the United States that is now utilized by the White House, as well as our national parks, sanctuaries, and zoos that are home to American Bison.
Donna Brown has worked most of her professional life in the areas of domestic violence, child abuse and foster care. For the past nine years, she has served as the Research & Prevention Consultant at the Florida Council Against Sexual Violence. In August, she will officially join the Florida Institute for Child Welfare as a Research Assistant. Donna is currently a doctoral candidate in the Florida State University College of Social Work, and her dissertation focuses on the evaluation of Safer, Smarter Kids, a child sexual abuse curriculum.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Working on behalf of children's best interests

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
That I love to knit, sew and do needle point.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Eastern Europe
JAMES CLARK

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<tr>
<td>PhD, MSW/LCSW, BA Sociology</td>
<td>Dean and Professor</td>
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RESEARCH INTERESTS
Forensic child behavioral health; Child traumatic stress

CURRENT RESPONSIBILITIES
Building a research center for the promotion and study of children, family and communities

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Florida Institute of Child Welfare, Florida State University Institute for Family Violence Studies, Florida State University Multidisciplinary Center, various Florida State University centers, institutes, administrators and faculty

SHORT BIO
Dr. James J. Clark, LCSW is Dean of the Florida State University College of Social Work. From 2012-2015 he served as the Director of the School of Social Work at the University of Cincinnati, and served on the faculty of the University of Kentucky from 1991-2012. During his time at UK, he co-founded the Center on Trauma & Children. He has published in the areas of forensic mental health, child traumatic stress, criminal justice, ethics and accountability, and psychobiography and the study of lives. He is a clinician, educator, and researcher. He graduated from Siena College (BA 1980), the University of Kentucky College of Social Work (MSW 1983) and the University of Chicago (PhD 1997). Dr. Clark is an affiliate of the National Child Traumatic Stress Network.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Getting to know and work closely with amazingly talented faculty, staff, and students.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
I think of myself as a Kentuckian, even though I was born in New York!

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Germany and Japan
Greg Nix was born in Albuquerque, NM and raised in Atlanta, GA. He graduated with a BA in Psychology from the Gustavus Aldolphus College in St. Peter, Minnesota and began field work as an AmeriCorps VISTA Supervisor. Greg transitioned to a short-term shelter for foster and delinquent youth and accepted a contract position with Arizona Department of Children, Youth and Families in the Flagstaff Investigation Unit where he later transferred to the Cottonwood office in their Reunification Department. Greg also did a brief stint as a News Reporter for Sedona Red Rock News before returning home to serve as a Juvenile Probation Officer with Dekalb County in the Atlanta Metropolitan Region.

What is most inspiring about your job?
First, the people I work with are fantastic, and I appreciate our collegiality and dedication to finding solutions to present problems. Primarily though, is the opportunity to delve into various issues I confronted on the front line that I have had long standing questions about. I find it a joy to delve into the databanks and ferret out answers to the challenges our child protective systems confront daily, and that my research is contributing to the growth and well-being of the children we serve in Florida.

What are the name(s) of your pet(s)?
Twyla, a Dalmatian-coyote mix

Contact Information:

Name: Greg Nix
Email: greg.nix@gmail.com
Phone: 404.960.9513

Degree: MSW Candidate
Title: Graduate Assistant

Research Interests:
Aging out foster youth and transitional policies; Human trafficking; Case management practices (to be in accordance with the Congressional Law Adopt Safe Families of 1997); CPS worker welfare

Current Responsibilities:
Producing article briefs for dissemination with FICW partners to better inform DCF practices and any other research related matters requested

Collaboration with Other University Faculty or Research Entities:
Florida Department of Children and Families

Short Bio:
Greg Nix was born in Albuquerque, NM and raised in Atlanta, GA. He graduated with a BA in Psychology from the Gustavus Aldolphus College in St. Peter, Minnesota and began field work as an AmeriCorps VISTA Supervisor. Greg transitioned to a short-term shelter for foster and delinquent youth and accepted a contract position with Arizona Department of Children, Youth and Families in the Flagstaff Investigation Unit where he later transferred to the Cottonwood office in their Reunification Department. Greg also did a brief stint as a News Reporter for Sedona Red Rock News before returning home to serve as a Juvenile Probation Officer with Dekalb County in the Atlanta Metropolitan Region.
JESSICA PRYCE

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DEGREE
PhD

TITLE
Director

RESEARCH INTERESTS
Child welfare workforce development, training and education, professional and organizational commitment, racial equity and social justice

CURRENT RESPONSIBILITIES
Results Oriented Accountability Evaluation

SHORT BIO
An alumna of the FSU College of Social Work and a Florida native, Pryce completed her MSW in 2009 and worked as a child protective investigator with DCF before transitioning to Washington, D.C. to pursue her doctorate degree from Howard University. She most recently served as the Deputy Director of the New York State Social Work Education consortium, assisting child welfare employees with Title IV-E funding that covered their graduate school tuition. She was also the principal investigator for two projects concerning statewide child welfare training evaluation and racial disparities in foster care placement in New York State.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
We are able to create evidence to support the great work that is being done in our state. Which means, we are helping children and their families receive the best and most effective services.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
I am 6 ft tall and I'm not a model or an athlete

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
The Seychelles
CURRENT PROJECTS
Working with Affiliates and FICW staff to coordinate projects, travel, and research; Process improvements to ensure office efficiency and reduce errors.

SHORT BIO
Danielle was born in Valdez, AK and later moved to Tallahassee when she was 10 years old. After graduating high school, Danielle initially pursued a career in Cosmetology, however, quickly realized her passion resided elsewhere. She began working with the Florida Department of Health and pursued a Bachelors of Science in Business Management and a Masters in Business Administration, both from the University of Phoenix. Danielle began working at FSU in Sponsored Research Administration in 2016, and joined the Florida Institute for Child Welfare in June 2017 as its Administrative Specialist. In her free time, she loves to sing, spend time with family, and cook.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
The most inspiring part about my job is that I am constantly learning. Whether it is related specifically to my job, or reading and learning about the research that is conducted by the affiliates, I am always learning something new.

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Really anywhere— I have never been outside the U.S. and would love to travel all over the world, experiencing different cultures and history.
CURRENT RESPONSIBILITIES
Work with funded researchers to finalize reports for publication and dissemination to FICW stakeholders; Oversee ad hoc assignments from DCF or Legislature; Facilitate collaborative efforts between researchers and community and state leaders, as well as seek additional funding.

SHORT BIO
Ms. Tutwiler came to the Florida Institute for Child Welfare in early 2016 to be the Program Director. Prior to this position she was with FSU’s Center for Prevention and Early Intervention Policy, directing a multi-million dollar project to prepare the Young Parents Project for evaluation and to educate physicians, social workers, nurses, obstetricians, and early care coordinators that serve children and families in the child welfare system about toxic stress and increase their understanding and appreciation for infant and early childhood mental health. While working 12 years for the Lawton and Rhea Chiles Center at the University of South Florida, she was the Principal Investigator for over $10 million of contracts and awards that addressed the needs and or evaluated the outcomes of vulnerable families. As a consultant to the Department of Health, she worked with multiple experts and wrote Florida's plan to spend $35 million in federal monies for the Maternal Infant and Early Childhood Home Visiting Program.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
Facilitating the transfer of research to practice in the field in order to better help our families.

WHAT SURPRISES PEOPLE THE MOST WHEN THEY LEARN ______ ABOUT YOU?
I scuba and go on adventure vacations

WHERE IN THE WORLD WOULD YOU MOST LIKE TO VISIT?
Galapagos Islands
EMAIL
mnwoods@fsu.edu

DEGREE
PhD Candidate, MSW

TITLE
Research Assistant

RESEARCH INTERESTS
Mental health; Veterans; Suicide (intervention, prevention, epidemiology); Child welfare

CURRENT RESPONSIBILITIES
Currently Ms. Woods is working with the Florida Children and Youth Cabinet Technology Workgroup on the creation of the Early Childhood Integrated Data System (ECIDS); with the Department of Children and Families/Office of Child Welfare on Quality Assessment Standards of Foster Homes/Families in the state of Florida; and with the Florida Supreme Court on an analysis of data of DJJ citation/arrest, DOE school discipline, and Juvenile Baker Act for all 67 counties—comparing state and county information of DCF and non-DCF involved youth.

COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES
Collaborating with Dr. Philip Osteen at FSU on suicide prevention and intervention grants

SHORT BIO
Ms. Woods is a 24 year old doctoral candidate in the fourth year of her PhD. Her current research involves suicidal veterans and the relationship between severity of mental health symptomatology, cognitive dissonance, and help-seeking behaviors for her dissertation. Throughout her educational pursuits at Florida State University, she has worked with the Florida Institute of Child Welfare on projects collaborating with the Florida Children and Youth Cabinet, The Office of Child Welfare, the Department of Children and Families, and the Florida chapter of the National Association of Social Workers on projects ranging from turnover rates within case management positions to retention and quality of foster homes in the state of Florida. When not conducting research with the Institute, Ms. Woods teaches statistics in the FSU College of Social Work and works a clinical position as a victim advocate for the FSU Dean of Students Department.

WHAT IS MOST INSPIRING ABOUT YOUR JOB?
The potential impact that the research can have on the lives of individuals in need. Whether it be suicidal veterans, their families, children in foster care or social workers in the field, I strive to help inform practices through research in order to improve overall quality of life.
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**RESEARCH INTERESTS**

Meta-Analysis; Structural equation modeling; Reliability theory; Any general data analysis techniques in the social and behavioral sciences

**CURRENT RESPONSIBILITIES**

Result-Oriented-Accountability (ROA).

**COLLABORATION WITH OTHER UNIVERSITY FACULTY OR RESEARCH ENTITIES**

Office of Child Welfare, Department of Children and Families

**SHORT BIO**

Dr. Ying Zhang is currently a data analyst and researcher at FICW, working on the ROA program with the Performance Management team at DCF. Prior to joining the Institute in August 2016, she worked as a database analyst at the Florida Department of Education for one year, and a visiting professor at the Measurement and Statistics program at FSU College of Education for two years.

**WHAT IS MOST INSPIRING ABOUT YOUR JOB?**

Data and making sense of data for people

**IF YOU COULD CHANGE YOUR FIRST NAME, WHAT WOULD IT BE?**

I have never thought about that. Ying is an easy word in both Chinese and English. I am glad my first name didn't start with 'Q' or 'X'!
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