

**CURRICULUM VITAE**  
**KIMBERLY D. BESS**

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**I. CURRENT APPOINTMENT**

*Research Associate*, Department of Human and Organizational Development  
Peabody College, Vanderbilt University, September 2006 – Present  
*Coordinator Organizational Change Work Group*, Center for Community Studies

**Fall 2007 will begin new appointment as:**

*Assistant Professor*, Department of Human and Organizational Development  
Peabody College, Vanderbilt University,

**II. EDUCATION**

***Vanderbilt University***, Nashville, TN

Ph.D. Community Research and Action, December 2006  
Department of Human and Organizational Development  
Dissertation Title: *Challenges of change in human service organizations: Identity, values, and narratives*

***Vanderbilt University***, Nashville TN

M.S. Psychology and Human Development, December 1994  
Thesis Title: *An Examination of Problem Solving, Assertiveness, and Conceptual Complexity in Experiential Education*

***University Of California at Berkeley***, Berkeley CA

B.A. European History, December 1984  
Limited Status Program for Post-B.A. Studies in Psychology 1987-1988

**III. AREAS OF SPECIALIZATION**

***Primary Focus***

Community, Organizational, and Social Psychology: Second-Order Community Change, Sense of Community Theory, Empowerment Theory, Prevention, Strength-Based Practice, Learning Communities, Institutional Theory, Multi-level/Systemic Interventions

Organizational Development: Role of Human Service Organizations as Mediators of Community Change, Non-Profit Organizational Learning & Learning Organizations, Organizational Adaptation & Transformation, Organizational Identity, Professional Identity, Human Service Practice, Role of Change Agent

***Secondary Focus***

Applied Human Development: Adult Development and Constructivist Developmental Theory,

Research Methods: Mixed Method Designs, Qualitative Case Studies, Survey Research, Narrative and Content Analysis, Social Network Analysis, Transactional and Ecological Theory and Methods, Action Research, Program Evaluation, Community-Based Participatory Research

Higher Education: Experiential Education Theory and Practice, Service Learning, Higher Education Reform, Classrooms as Learning Communities, Public Health Literacy

#### IV. ACADEMIC HONORS

Current Finalist for 2007 Best Dissertation Award, Society for Community Research and Action (American Psychological Association Division 27) to be decided May 2007.

#### V. SCHOLARSHIP

##### ***Publications***

###### Journal Articles

Perkins, D.D., Bess K.D., Cooper, D.G., Jones D.L., Armstead T., & Speer P.W. (in press). Community organizational learning: Case studies illustrating a three-dimensional model of levels and orders of change. *The Journal of Community Psychology*.

###### Book Chapters

Hanlin, C.E., Conway, P. Evans, S.D., Prilleltensky, I., Bess, K. D., Perkins, D.D. (in press). Qualitative Approaches in Community Psychology.

Bess, K. D., Fisher, A. T., Sonn, C.C. & Bishop, B. J. (2002). Psychological Sense of Community Theory, Research, and Application. In A. Fisher, C. Sonn, & B. Bishop (Eds.), *Psychological sense of community: Research, applications, and implications* (pp. 3-22). New York: Plenum.

###### Invited Papers

Perkins, D.D., Griffith, B., Bess, K., Dokecki, P.R., Newbrough, J.R., & Speer, P.W. (2002). The uncaged bird: Experiential learning in human, organizational, and community development at Vanderbilt University. *The Community Psychologist*, 35.

##### ***Papers Submitted and Under Review***

Bess, K.D. Prilleltensky, I., Perkins, D.D., & Collins, L. *Participation for Community Well-Being in Health and Human Services: Between Tokenism and Meaningful Political Engagement*. Submitted to the *American Journal of Community Psychology*

##### ***Manuscripts in Preparation***

Bess, K.D. *Rethinking Change Theory for Community-Based Human Service Organizations: A Case for a Third Order of Change*.

Bess, K.D. *The Role of Identity in Transformational Change in Community-Based Human Service Organizations*.

Bess K.D. *An Ecological Approach to Understanding the Role of Narratives in Community and Organizational Change: A Comparative Case Study*.

Bess, K.D., Perkins, D.D., Cooper D.G., & Jones, D.L. *Community Organizational Learning: Case Studies of Decision-Making*.

Bess, K.D. & Freidan G. *Learning and Community in Higher Education: A developmental perspective of citizenship education for the 21<sup>st</sup> century*.

Bess, K.D., Hanlin C.E., & Evans, S.D., Perkins, D.D., & Cooper D.G. *The breakdown in learning: Organizational capacity and its effects on volunteer experiences.*

Evans, S.D, Bess, K.D., & Hanlin C.E. *Community organizations as civic education and social change partners: A three-tiered model of service-learning.*

### **Conference Presentations**

- Bess, K.D. (June 2005). *Human Service Practice from an Organizational Network Perspective.* The 10<sup>th</sup> Biennial Conference of the Society for Community Research & Action, University of Illinois Urbana-Champaign. (Organized and Chaired Session).
- Bess, K.D., Perkins D.D., & Cooper D. (June 2005). *Community Organizational Learning: Case Studies of Decision-Making.* The 10<sup>th</sup> Biennial Conference of the Society for Community Research & Action, University of Illinois Urbana-Champaign.
- Prilleltensky, I., Bess, K.D., Evans S.D., Hanlin, C., Perkins, D.D., Newbrough, J.R., Conway, P., McCown, D. (June 2005). *Transforming Human Service Organizations for Community Change.* The 10<sup>th</sup> Biennial Conference of the Society for Community Research & Action, University of Illinois Urbana-Champaign.
- Boyd, N., Loundsbury, D., Lardon, C., Shinn, M. Evans, S. Perkins, D. Bess, K., Sanchez Cesareo, M., Bhawuk, D. & Keys C. (June 2005). Round Table Discussion: *Continuing the Dialogue on Organization Studies and Community Psychology.* The 10<sup>th</sup> Biennial Conference of the Society for Community Research & Action, University of Illinois Urbana-Champaign.
- Bess, K.D. (April 2005). *Changing Paradigms in Human Services: An Action Research Project.* Urban Affairs Association Conference, Salt Lake City, Utah.
- Prilleltensky, I, Bess, K.D., Evans, S.D. & Hanlin, C. (October 2004). *From Amelioration to Transformation in Health and Human Services: Critical Approaches to Wellness and Justice.* The International Center for the Study of Psychiatry and Psychology Conference.
- Perkins, D., Bess, K.D., Cooper, D., Jones D. (April 2004). *The Ecology of Community Organizational Learning: Contexts, Levels, Dynamics, and Orders of Social Capital presented* at the Urban Affairs Association Conference, Washington, D.C.
- Bess, K.D. & Evans S.D. (November 2003). *Learning Processes in Community-Based Volunteer, Member, and Youth Organizations.* The 3rd Annual International Conference on Service-Learning Research: Service Learning As Civically Engaged Scholarship, Salt Lake City, Utah.
- Bess, K.D. (November, 2003). *Citizenship Education and Learning Communities: A Narrative Analysis of Student Sense of Community.* International Conference of Civic Education Research. New Orleans, LA.
- Bess, K.D., Evans, S.D. & Hanlin, C. (November 2003). *Individual and Organizational Contributions to Civic Learning in Community-Based Volunteer Organizations.* Presented by at the International Conference of Civic Education Research; New Orleans, LA.
- Bess, K.D., Evans, S.E., Cooper, D. & Jones, D. (September 2003). *Organizational Learning for Community Change in Non-Profit Organizations: Leadership, Power and Organizational Culture.* The Southeastern Ecological Community Conference Lake Logan, North Carolina.
- Jones, D. & Bess K.D. (September 2003). *Embodied Inclusion: More than Just a Place at the Table.* Round Table Discussion at the Southeastern ecological community Conference Lake Logan, North Carolina.

- Bess K.D. (June 2003). *Community Narrative: An Ecological Approach to Studying Sense of Community*. Session Title: Innovative Quantitative and Qualitative Approaches to Sense of Community Assessment. The 9<sup>th</sup> Biennial Conference of the Society for Community Research & Action; Las Vegas, New Mexico.
- Perkins, D., Bess, K.D. Evans, S., Cooper, D. and Speer P. (June, 2003). *Learning Communities and Learning Organizations*. The 9<sup>th</sup> Biennial Conference of the Society for Community Research & Action; Las Vegas, New Mexico.
- Frieden, G. & Bess, K.D. (June 2003). *Acculturation and Adaptation: The Immigrant Woman's Experience in America*. Poster presented at The 9<sup>th</sup> Biennial Conference of the Society for Community Research & Action; Las Vegas, New Mexico.
- Arnold, P. Barger, B., Bess, K.D., Freiden, G. Griffin, B., Innes, R., & Shields, S. (February 2000). *Connecting the Disconnects: Peabody College of Vanderbilt University's Human and Organizational Development Program as a Model for Promoting Character Development and Civic Responsibility in Undergraduate Education* Institute on College Student Values: Florida State University, Tallahassee.
- Bess, K. D. & Giles, D.E. (October, 1998) *Developing Virtual Experiential Learning Communities*. National Society for Experiential Education, Norfolk, VA.
- Bess, K.D. & Schmiede A.E. (November 1995). *Using Simulations & Cooperative Learning in Field-Based Courses to Connect Theory to Practice*. Poster Presentation at the National Society for Experiential Education, New Orleans, LA.

#### **Selected Invited Lectures and Presentations**

- Bess, K.D. (October, 2005, November 2006) *Introduction to Network Analysis*. Invited Guest Lecture to Community Research and Action Inquiry Course (HOD 3690) for first year doctoral students.
- Bess, K.D. (October, 2006). Challenges of Change in Human Service Organizations. Invited Guest Lecture to HOD 3000.
- Bess, K.D. (October, 2005) *Introduction to Qualitative Methods*. Invited Guest Lecture to HOD 1700, Undergraduate Systematic Inquiry Course.
- Bess, K.D. (November, 2005). *Orders and dialectics of change in community and human service organizations: Network and qualitative analyses*. Presentation at Interdisciplinary Social Psychology Seminar.
- Prilleltensky, I., Evans, S.D., Bess, K.D. (October 2005). *Time for a Change: Shifting the paradigm in health and human services through action research*. Presentation at the Medicine, Health, and Society's Monthly Seminar.
- Bess, K.D. (March 2005). *Transforming Human Services: Developmental implications*. Invited Guest Lecture to Advanced Developmental Theory and Practice Class, Human Development Counseling 3670.
- Bess K.D. & Conway P. (February, 2005). *New SPECs for human services: Building strengths, focusing on prevention, working to empower, changing community conditions*. Invited Presentation to the Promoting Health & Healing Council of the United Way of Middle Tennessee.
- Bess K.D. & Hanlin, C. (February, 2005). *New SPECs for human services: Building strengths, focusing on prevention, working to empower, changing community conditions*.

Invited Presentation to the Strengthening Youth and Family Council of the United Way of Middle Tennessee.

- Prilleltensky, I., Bess, K.D., Evan, S.D. (January, 2005). *Changing paradigms in human services: Building strengths, focusing on prevention, working to empower, changing community conditions*. Invited Guest Lecture to Master's Students in Human Development Counseling 3890, Internship in Community Counseling.
- Bess, K.D, Conway, P. Evans, S.D., Perkins, D.D. (October, 2004). *Rethinking human services and the human service worker: An action research project with the United Way of Middle Tennessee*. Presented to Vanderbilt Interdisciplinary Social Psychology Seminar.
- Perkins, D.D., Bess, K., Evans, S., Cooper, D., & Speer, P. (November, 2003). *The Ecology of community organizational learning and change*. Presented to Vanderbilt Interdisciplinary Social Psychology Seminar.

### **Grant Activity**

“Monitoring Change in the Network of Organizations Addressing Youth Violence.” Subcontract on U.S. Centers for Disease Control grant to Meharry Medical College for Nashville Urban Partnership Academic Center of Excellence. Co -Principal Investigator. (Principal Investigator Douglas D. Perkins 2006-2009. \$292,536.

“Summer Workshop for Public Health Literacy”, Center for Ethics, Vanderbilt University 2007; One of six participants to receive funding award to support 1) research on public health literacy among undergraduates, 2) the development of a quantitative measure of public health literacy, and 3) the development of a public health literacy curriculum. Total Award \$20,000. Individual Award: \$3000.

## **IV. EXPERIENCE**

**Co-Principle Investigator.** *Changing Paradigms in Human Services Action Research Project* September- December 2006.

**Action Researcher & Lead Consultant.** *Changing Paradigms in Human Services Action Research Project*. Funded by The United Way of Metropolitan Nashville, July 2004 – August 2006.

Description: The purpose of this action research was twofold: 1) to promote strength-based approaches, prevention, empowerment, and community condition change in human services in four community-based human service organizations and the United Way of Middle Tennessee and in the community and 2) to research the process of transformational change in human service organizations. Project Roles: As an action researcher I have been integrally involved in designing the research protocol, developing measures, writing the IRB applications, developing and overseeing data collection & management systems, analyzing qualitative & quantitative data, & preparing presentations & manuscripts. As the lead consultant to one community-based organization I have overseen the transformation-team process, developing weekly agendas and facilitating team meetings, and working with organizational leaders. My role has also included serving as a member of the consulting team at two other organizations, supervising master's students and undergraduates, and managing team learning, development, and theory building. Here I am responsible for assessing and developing an ongoing curriculum for team members and engaging team members in a continuous learning process through reflections, seminars, and trainings.

**Research Assistant,** *Learning Organizations and Learning Communities*. Learning Sciences Institute funded grant. Fall 2002-Spring 2004.

Description: The *Learning Organizations and Learning Communities* research project, led by Dr. Douglas Perkins and Dr. Paul Speer, was funded by a Learning Sciences Institute Seed Grant at Vanderbilt to study learning processes in community-based non-profit organizations. Using

both quantitative and qualitative methods, our study examined individual- and organizational-level learning and explored the roles learning played in relation to organizational capacity and community change goals. Project Roles: Responsibilities included coordinating community advisory board, writing IRB applications, developing measures and research protocol, collecting and analyzing data, conducting literature reviews, researching and assisting in writing grants, co-managing survey database, writing research reports and conference presentations.

**Consulting Staff** to the Mayor's Task Force on Homelessness. Member of the Systems Coordination Workgroup. Nashville Homelessness Task Force Summer 2004.

**Graduate Instructor**, HOD 2900-2930, Human and Organizational Development Program, Vanderbilt University, Summer 2003.

**Instructor of the Practice**, Human and Organizational Development, Vanderbilt University, Fall 1996 - Spring 2002

**Coordinator of Internships**, Human and Organizational Development Program, Vanderbilt University, Fall 1996 - Spring 2002

Description: The undergraduate major in Human and Organizational Development is the largest at Vanderbilt, with over 700 majors. Each student is required to complete a full-time, semester-long, academic internship as a capstone requirement for which they receive 12-15 credit hours. The internship team, of which I was a leader, oversees the internship course and the placement of over 200 students per year in five US cities (Nashville, San Francisco [Bay Area], New York, Washington DC, and Atlanta) and England. The program offers a limited number of distance learning internships. My role included coordinating off-campus programs, managing relations with internship placement organizations, advising & placing internship students, overseeing the development of technology and information processing systems, managing & training staff.

**Acting Director of Internships**, Human and Organizational Development Program, Vanderbilt University, Spring 2001

**Adjunct Faculty** Human and Organizational Development Program, Vanderbilt University 1994-1996

**Coordinator of Internships**, Human Development Program, Vanderbilt University 1991-1992

**Graduate Assistant**, Human and Organizational Development Program, Vanderbilt University 1989-91

**Teaching Assistant and Group Leader**, Small Group Behavior Lab, Human Development Program, Spring 1990

## V. TEACHING

In my capacity as an instructor, I taught both Internship and Practicum in Human and Organizational Development. In relation to the internship, I was responsible for developing and managing curriculum for on-campus and off-campus programs, coordinating and leading a team-taught internship course, and teaching one section per semester.

### ***Course Description for Internship HOD 2900, 2910, 2920 and 2930:***

The internship course represents the capstone experience for the HOD major and as such is an applied *organizational behavior course* drawing on theories and skills students have learned in previous HOD courses. As a capstone course, the internship seminar is designed to be a self-directed experience in which students develop their own learning goals and objectives and produce a comprehensive learning portfolio as evidence of their learning. Students are required to apply organizational theory to the contextual realities of their internship setting and analyze the

health of the organization from multiple perspectives. Finally, students identify an organizational issue (i.e., problem, opportunity, or need) and develop a senior project to address that issue. Students spend 32 hours per week on site and attend a three-hour weekly seminar.

**Course Description for Practicum HOD 2000:**

The practicum seminar is designed to provide students a pre-internship field experience in which they develop skills for self-directed learning. The field experience gives students the opportunity to apply or test concepts or skills they have learned in the Human and Organizational Development Program (e.g., interpersonal communication, and problem solving skills, etc.) and to develop lifelong learning skills. Practicum students are expected to complete 9 hours of onsite work per week and attend a weekly seminar.

**Other College Level Teaching:**

Career Development, HD 1400 Fall 1991 & Spring 1992.

## VI. SERVICE & PROFESSIONAL DEVELOPMENT

**Ad Hoc Reviewer**

- Journal of Community Psychology
- Metropolitan Universities Journal

**Committees**

- CRA Admissions Committee 2006-7
- Colloquium Committee 2004-2005
- Graduate Representative on CRA Program Curriculum Committee 2003-2004
- Community Research and Action Program's Student Liaison for Council of Program Directors in Community Research and Action 2002-2003
- Community Research and Action Program's Student Representative to Society for Community Research and Action 2002-2003
- Student Representative on HOD Graduate Admissions Committee 2001-2002
- Faculty Review Committee for Reappointment of Practice Faculty Member, 1998

**Trainings & Conferences Attended**

- Three-Day Site Visit to the Practitioners Institute of The Harlem Children's Zone, New York City. December 2006.
- Five-Day ICPSR Workshop on Social Network Analysis led by Dr. Stanley Wasserman, Ann Arbor, Michigan, July 31-August 4, 2006.
- Kingian Nonviolence 2-Day Training Workshop in Nashville TN led by Bernard Lafayette of The Center for Nonviolence and Peace Studies, University of Rhode Island. Nashville, TN February 2005
- Three-Day Training Workshop for Robert Kegan's Subject-Object Interview led by Jennifer Garvey-Berger & Jim Hammerman, Washington DC. March 2004.
- *Enhancing Interdisciplinary Collaboration in Community-Based Research*. Invited conference participant and member of host committee. Vanderbilt University, May 2004.
- University of St. Louis Qualitative Research Conference; St. Louis, Missouri. March 2003.
- The Southeastern Ecological Community Conference; Knoxville, Tennessee; October 2002.

**Professional Affiliations**

- Society for Community Research and Action
- Association for Research on Non-Profit Organizations and Voluntary Action
- Urban Affairs Association

## VII. REFERENCES

Douglas Perkins, Ph.D. (Dissertation Director)  
Associate Professor  
Human and Organizational Development  
Vanderbilt University

Isaac Prilleltensky, Ph.D.  
Dean, School of Education  
University of Miami

Paul Dokecki, Ph.D.  
Professor of Psychology  
Vanderbilt University

Paul Speer, Ph.D.  
Associate Professor of Human and Organizational Development  
Vanderbilt University

J.R. Newbrough, Ph.D.  
Emeritus Professor  
Psychology and Human Development  
Vanderbilt University