

KIMBERLY D. BESS

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I. CURRENT APPOINTMENT

Assistant Professor, August 2007 – Present

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
Program for Post-B.A. Studies in Psychology 1987-1988*

III. RESEARCH FOCUS

Overview: Working on the front lines of the war against poverty, community-based non-profit organizations (CBOs) play a vital role in promoting the health and well-being of children, families, and communities. My research investigates the ways in which CBOs serve as agents of social change. It has developed along two principal lines of inquiry, the first of which focuses on the internal dynamics and organizational practices within each CBO, while the other examines the strategies pursued by CBOs as they seek to improve conditions within their communities. In both cases, my research seeks to identify the ways in which CBOs seek to improve the efficacy of their action over time – whether internally, as a well-run institution, or externally, as agents of tangible change among the urban constituencies they serve.

Community Level: *Inter-organizational collaboration (coalition, partnerships), Multi-level/Systemic Interventions (Promise Neighborhoods), Place-based Interventions, Education Reform*

Organizational Level: *Role of Health and Human Service Organizations as Mediators of Community Change, Non-Profit Organizational Learning, Organizational Identity, Human Service Practice, and Role of Organizations as Change Agents*

Individual Level: *Strengths-Based, Prevention Focused Intervention Programs (Community-based health prevention programs, Out-of-school time programming; parent education)*

Methods: Mixed Method Designs, Social Network Analysis, Community-Based Participatory Action Research, Program Evaluation,

IV. HONORS

Harold Love Award for Outstanding Public Service, 2012 Recipient. Awarded by the Tennessee Higher Education Commission.

Vanderbilt University, Junior Faculty Teaching Fellow, 2010-2011

Recipient: Newbrough Graduate Award, May 2007; Awarded by the Department of Human and Organizational Development at Vanderbilt University for the best scholarly work by a graduate student.

Finalist: 2007 & 2008 Best Dissertation Award, Society for Community Research and Action (American Psychological Association Division 27).

V. SCHOLARSHIP

Publications

Peer-Reviewed Articles

Bess K.D. (In Press). Applying schematic change theory to the study of community-based organizations: A model for assessing saliency and participant engagement in planned organizational change. *Journal of Community Psychology*.

Bess K.D. & Doykos, B. (2014). Tied Together: Enhancing relational well-being and building social networks through a place-based parent education program. *Journal of Community Psychology*, 42(3), 268-284.

Geller, J, Doykos, B., Craven, K., Bess, K., & Nation, M. (2014). Engaging residents in community change: The critical role of trust in the development of a Promise Neighborhood. *Teachers College Record*, 116(4).

Gesell, S. B., Bess, K.D., & Barkin. S.L (May 2012). "Understanding the social networks that form within the context of an obesity prevention intervention. *Journal of Obesity*. doi:10.1155/2012/749832

Bess, K.D., Speer, P.W., & Perkins. D.D. (2012). Ecological contexts in the development of coalitions for youth violence prevention: An organizational network analysis. *Health Education Behavior*, 39(5), 526-537.

Freedman. D.A., Ketchem, D., & Bess, K.D. (2011). Creating a community-engaged food security coalition: Contextual landscape, participatory planning, and relational change. *Arete*, 32(2), 33-60.

Nation, M., Bess, K., Voight, A., Perkins, D. D., & Juarez, P. D. (2011). Levels of community engagement in youth violence prevention: The role of power in sustaining successful university-community partnerships. *American Journal of Community Psychology*, 48(1/2), 89-96.

Bess, K.D. Perkins, D.D., Copper, D. G., & Jones, D.L. (2011). A Heuristic Framework for Understanding the role of participatory decision making in community-based non-profits. *American Journal of Community Psychology*, 47(3/4), 236-252.

- Freedman, D.A., & Bess, K.D. (2011). Food Systems Change and the Environment: Local and Global Connections. *American Journal of Community Psychology*, 47(3/4), 397-409.
- Bess, K.D., Perkins, D.D., & McCown, D.L. (2011). Testing a Measure of Organizational Learning Capacity and Readiness for Transformational Change in Human Services. *Journal of Prevention & Intervention in the Community*, 39, 35–49.
- Nation, M., Collins, L., Nixon, C., Bess, K., Rogers, S., Williams, N., & Juarez, P. (2010). A Community-Based Participatory Approach to Youth Development and School Climate Change: The Alignment Enhanced Services. *Progress in Community Health Partnerships: Research, Education, and Action*, 4(3), 197-205.
- Freedman, D. A., Bess K.D., Boyd, D., Tucker, H., Tuchman, A., & Wallston, K. (2009). Public Health Literacy Defined. *American Journal of Preventive Medicine*, 36(5) 446-51.
- Bess, K.D. Prilleltensky, I., Perkins, D.D., & Collins, L. (2009). Participation for Community Well-Being in Health and Human Services: Between Tokenism and Meaningful Political Engagement. *American Journal of Community Psychology*, 43, 134-148.
- Perkins, D.D., Bess K.D., Cooper, D.G., Jones D.L., Armstead T., & Speer P.W. (2007). Community organizational learning: Case studies illustrating a three-dimensional model of levels and orders of change. *The Journal of Community Psychology*, 35(3), p. 303-328.

Book Chapters

- Bess, K. D., Doykos, B., Geller, J.D., Craven, K. L. & Nation, M. (Accepted). Conducting research on comprehensive community development initiatives: Balancing methodological rigor and community Responsiveness. In S. L. Barnes, L. Brinkley-Rubinstein, B. Doykos, N. Martin, & A. Maguire (Eds) *Academics in Action! A Model for Community-Engaged Research, Teaching, and Service*. New York, NY: Fordham University Press.
- Hanlin, C. E., Bess, K., Conway, P., Evans, S. D., McCown, D., Prilleltensky, I., & Perkins, D. D. (2007). Community psychology [chapter 28]. In C. Willig & W. S. Rogers (Eds.), *The Handbook of qualitative Methods in Psychology*. Sage Publications.
- 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.

Research Reports

- Veenstra-VanderWeele, R., Bakoyema, B., Bess, K.D., Michel, R.E., Doykos, B., Geller, J. (October 2013) Nashville Promise Neighborhood Community Needs Assessment Report.
- Bess, K.D., Veenstra-VanderWeele, R., Michel, R.E., Bakoyema, B. (February 2013) Nashville Promise Neighborhood 2012 Community Survey Report.

Bess, K.D., Craven, K. Doykos, B. Saunders, Z., O'Conner, B. H., Tierney, L. (April 2011). Tied Together Program Evaluation Report: Interim Report. Presented to the Board of the Martha O'Bryan Center.

Saunders, Z. & Bess, K.D. (September 2011). A Report of the Impact of the Early Childhood Education Scholarship Initiative on Child Recipients, Their Mothers, and Participating Early Learning Centers: A Pilot Study. Presented to the Board of the Community Foundation of Middle TN.

Manuscripts Under Review

Bess, K.D. (Under Review). Reframing Coalitions as Systems Interventions: A Network Study Exploring the Contribution of a Youth Violence Prevention Coalition to Broader System Capacity. *American Journal of Community Psychology*.

Cristini, F., Scacchi, L., Perkins, D.D., Bess, K.D. & Vienno, A. (Revise and Resubmit) Drug use among immigrant and non-immigrant adolescents: Immigrant paradox, family and peer influences. *Journal of Community and Applied Social Psychology*.

Manuscripts in Preparation

Bess, K.D., Veenstra-VanderWeele, R., Nation, M. and Doykos, B. Looking beyond the traditional community needs assessment in the age of complexity: A framework investigating community conditions for collective impact interventions.

Bess, K.D., Voigt A., & Eidelman, T. Practitioners' understanding of advocacy and policy in the context of youth violence prevention: Barriers and conduits to local change and collective action.

Bess K.D. & Nation, M. Same or Different? Unraveling the relationship between sense of community and social cohesion.

Bess, K.D. Nashville Promise Neighborhood Community Survey: The role of data-driven decision making in building a community-wide intervention strategy.

Bess, K.D. A participatory mapping tool for collecting social network data.

Bess, K.D. & Saunders, Z. Building a Networked Non-Profit: One CBO's Journey of Transforming Community.

Conference Presentations

- Bess, K.D. Building Nashville Promise Neighborhood: The use of data-driven decision making in a yearlong planning process. The 4th Biennial Conference of the Society for Community Research & Action, Miami, FL.
- Bess, K.D. (June 2013). Collective Impact Initiatives for Education and Community Change. The 14th Biennial Conference of the Society for Community Research & Action, Miami, FL.
- Bess, K.D. (May 2013). Serendipitous versus goal-directed networks: A longitudinal analysis of youth violence prevention organizations. International Network for Social Network Analysis Sunbelt Conference, Hamburg, Germany.

- Craven, K., Bess, K.D., Doykos, B. & Saunders, Z. (August 2011). Dynamic organizations, dynamic communities: The observed and perceived influence of one parenting program on individual and community-level change. 61st Annual Meeting for the Society for the Study of Social Problems, Las Vegas, NV.
- Bess, K.D. (June 2011). Beyond isolation: Place-Based Interventions as Community Spaces for Building Sense of Community and Enhancing Social Support through Personal Networks. The 13th Biennial Conference of the Society for Community Research & Action, Chicago, IL.
- Bess, K.D. & Saunders, Z.W. (June 2011). Building the Promise through Collaboration: One CBO's Journey of Transforming Community. The 13th Biennial Conference of the Society for Community Research & Action, Chicago, IL.
- Bess, K.D. (June 2011). Youth violence prevention: A network study of inter-organizational collaboration over 4 years. The 13th Biennial Conference of the Society for Community Research & Action, Chicago, IL.
- Voigt, A., Tesdahl, E., Bess K.D., Doykos, B. (June 2011). Barriers and Social-Network Conduits to Nonprofit Advocacy and Civic Engagement. The 13th Biennial Conference of the Society for Community Research & Action, Chicago, IL.
- Bess, K.D. & Doykos, B. (February 2011). The paradox of connection: The social networks of parents living in extreme poverty. International Network for Social Network Analysis Sunbelt Conference, St. Petes Beach, Florida.
- Bess, K.D. & Doykos, B. (June/July 2010). Who's in and who's out? The social construction of parent social support networks. International Network for Social Network Analysis Sunbelt Conference, Riva del Garda, Italy.
- Juarez, P.D., Bess, K.D., Samaniego, V., & Hill, B. (November, 2009). Social Networks as a Protective Factor for Youth Violence. 137th American Public Health Association Conference, Philadelphia, PA.
- Bess, K.D. (June 2009). Forces of Change: Organizational Research in Community Psychology (Session Chair and Organizer). Presentation: *Inter-organizational collaborative networks: Facilitating change or maintaining the status quo*. The 12th Biennial Conference of the Society for Community Research & Action, Montclair, NJ.
- Bess, K.D. (June 2009). An exploration of social networks as relational assets for protecting youth from exposure to youth violence. Poster Session. The 12th Biennial Conference of the Society for Community Research & Action, Montclair, NJ.
- Juarez, P.D., Bess, K.D., Samaniego, V., & Hill, B. (May, 2009). Social Networks as Protective Factors in Preventing Youth Violence. The 17th Society for Prevention Research Conference, Washington, DC.
- Bess, K.D. (March, 2009). The Power of Existing Networks: An Examination of Coalition Participation in Youth Violence Prevention. International Network for social Network Analysis Sunbelt Conference, San, Diego CA.

- Bess, K.D. (August, 2008). *Toward community wellness: Organizations as agents of community change*. Session Title: Community Action and Research: Bringing a New Perspective to the Academy, Chair Neil Boyd. Academy of Management Meeting, Anaheim CA.
- Bess, K.D. (June 2007). *Knitting the Network: The usefulness of social network analysis for strengthening community collaborations promoting health and social change*. Session Chair and Presenter. The 11th Biennial Conference of the Society for Community Research & Action, Pasadena CA.
- Bess, K.D. (June 2007). *Organization Studies: Contributions to an Ecological Framework for Community Research and Practice*. The 11th Biennial Conference of the Society for Community Research & Action, Pasadena CA.
- Bess, K.D. (June 2007). Panelist for Vorhees, C. *Measuring Ecological Validity in Community*. The 11th Biennial Conference of the Society for Community Research & Action, Pasadena CA.
- Research. The 11th Biennial Conference of the Society for Community Research & Action, Pasadena CA.
- Bess, K.D. (June 2005). *Human Service Practice from an Organizational Network Perspective*. The 10th 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 10th 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 10th 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 10th 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 9th 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 9th 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 9th 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. (September, 2014). Invited Lecture, "Social Network Analysis: Building Community Health and Relational Well-Being." Prevention Research Center for Healthy Neighborhoods, The Case Western Reserve University, Cleveland, Ohio.
- Veenstra-VanderWeele, R. & Bess, K.D. (May 16, 2013). Webinar Presentation, "Where is the Community is your Survey? Community Engaged Research in Nashville Promise Neighborhood." Organized by the U.S. Department Education, Office of Innovation and Improvement.
- Bess, K.D. (May 3, 2013). Panelist/Presenter, Junior Faculty Teaching Fellow Panel at the CFT's Celebration of Teaching.

- Bess, K.D. & Veenstra-VanderWeele, R. (December, 2012). *Presentation to Meharry-Vanderbilt Community Engaged Research Core Entitled: "How research is playing a central role in the development of Nashville Promise Neighborhood's strategy to improve schools and communities."*
- Bess, K.D. (October, 2012). Presentation to Nashville Promise Neighborhood Advisory Board on report findings from the NPN Community Needs Assessment Survey.
- Bess, K.D. (October, 2012). Panelist for student organized panel on educational reform entitled "Rewrite History," sponsored by Teach for America, Hank Ingram House, Murray House, The Commons, and Students for Educational Reform.
- Bess, K.D. (January, 2012). Vanderbilt's Center for Nashville Studies Board Meeting. Invited Speaker.
- Bess, K.D. (March, 2011) Tied Together Evaluation Interim Report Presented to the Board of the Martha O'Bryan Center.
- Bess, K.D. (October, 2005, November 2006, December 2007, December 2008, November 2009, November 2010, October 2011, November 2012) *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.
- 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

Research Consultant: “FreshLink: 5-Year Study to Improve Nutritious Food Access in Low-Income, Low-Access Neighborhoods Throughout Cleveland.” U.S. Centers for Disease Control and Prevention grant to The Case Western Reserve University’s Prevention Research Center for Healthy Neighborhoods. Principal Investigator: Elaine Borawski 2014-2019.

“Nashville Promise Neighborhood Community Survey” Principal Investigator, 2012. Awarded by Vanderbilt Institute for Clinical and Translational Research. \$10,000.

Note: For the NPN Community Needs Assessment Survey, I applied for and was ultimately awarded a \$10,000 grant to support part of this research from. The proposal scored a 2 (1 is the highest rating and 9 is the lowest) on the NIH Scoring System. Unfortunately, due to lack of funds, the award was delayed and not processed until after the research was completed.

“Gasses and Grasses: Modeling Human Dynamics of Lawn Fertilization and Resultant Nitrous Oxide Emissions” 2010 Co-Principal Investigator (Funded: National Science Foundation, \$450.00).

“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 2006-2010. \$292,536.

Vanderbilt University, Center for Community Studies Small Research Grant, March 2007. Funding awarded to support evaluation research in collaboration with the Martha O’Bryan Center, “Baby College” project. Total Award: \$3000.

“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.

Grants Submitted

The Vanderbilt Pre³ Initiative: Preventing adverse Pregnancy outcomes & Prematurity. Dr. David Aronoff Principal Investigator submitted to Vanderbilt University for a Vanderbilt Initiative Award (ViA) through the TIP Initiative. Role: Co-Investigator.

Faith, Community, & Identity: Opportunities and Challenges for Faith-Based Human Services Organizations and their Participation in Collective Impact Initiatives. Submitted to the Louisville Institute, October 2014 for 25,000.

“An Investigation of Promise Neighborhood as a Setting-Level Intervention.” Principal Investigator. Submitted to the William T. Grant Foundation’s Scholar’s Program submitted July 1, 2012. Provides total of 350,000 for 5 years of research.

Community Grants

“Promise Neighborhood Planning Grant” awarded to the Martha O’Bryan Center, Nashville TN (Nashville Promise Neighborhood lead organization) by the U.S. Department of Education on December 19, 2011. Dr. Maury Nation and I, along with three of our doctoral students contributed to this effort. This grant provided partial support for a community survey of 485 Stratford cluster residents in March

2012 and an evaluation of the planning process focused on the formation and evolution of the Nashville Promise Neighborhood Network. I am serving as principal investigator for both studies.

Ongoing Grant Development

V. TEACHING/ADVISING

Courses Taught since 2007

- *Applied Human Development HOD 1000 (Undergraduate, Spring 2012, Fall 2012)*
- *HOD 1100 (Undergraduate, Spring 2013)*
- *Understanding Organizations HOD 1200 (Undergraduate, 2007- present) Spring 2014*
- *Action Research (Masters, Spring 2012, Undergraduate, Graduate Spring 2013, Undergraduate Fall 2014, Master's Fall 2014)*
- *Organizational Practice and Theory for Community Settings (Masters, Co-taught Fall 2009).*
- *Social Network Approach to Community Research & Action (Doctoral Spring 2009, Co-taught Fall 2011).*
- *Organizational Theory for Community Settings (Doctoral, Spring 2008)*
- *Community Development and Action Pre-Practicum (Co-taught-Spring 2014)*
- Independent School Leadership Master's Program, Module 5: Action Research July 30/31, 2014. This summer I taught Action Research in the newly launch ISL program. I have continued to provide support and work with Patrick Schuermann in developing curriculum for students as they develop and undertake action research projects during the year in the context of their schools.

Advising

- Currently Advising 16 Undergraduates, 2 Master's Students, and 1 Doctoral Student
- Dissertation & Master's Committees 2014-2015: Bernadette Doykos (CRA)(Chair), Joanna Geller (CRA), Emily Lample (CRA)

Doctoral Student Advisees:

- Bernadette Doykos
- Tessa Eidelman
- Charrise Phillips

Independent Studies Fall 2014:

- Peabody Undergraduate Honors Scholar Katie Zimmerman
- CDA Master's Student Keith Barnes

VI. COMMUNITY RESEARCH AND SERVICE ACTIVITIES

- Action Research Fall 2014. In fall of 2014, my action research classes partnered with six programs/organizations including Top Floor at Stratford High School, the Thrive Program and RAP programs at the Martha O'Bryan Center, Cayce United (a resident group representing residents in the Cayce Homes Redevelopment Process), the Cayce Family Resource Center, and Warner Elementary. Teams of two to five students collaborated with partners to address community research and data needs.

- **Nashville Promise Neighborhood Advisory Board Member, Data and Evaluation Co-Chair December 2010-2013.** From January 2011 through August 2011, I assisted in the development of the research and organizational infrastructure for the Nashville Promise Neighborhood that would ultimately serve as the foundation for the planning year (2012) and the Promise Neighborhood Planning Grant application (submitted in September of 2011 and subsequently funded in December 2011). During the spring of 2012 I worked collaboration with Nashville Promise Neighborhood and was the Principal Investigator for a survey of 485 residents in the Stratford Cluster (the catchment area for Nashville Promise Neighborhood). These data were used to inform Nashville Promise Neighborhood's Implementation Plan and their application for a U.S. Department of Education Promise Neighborhood Implementation Grant.
- **Tied-Together Program Outside Evaluator, Martha O'Bryan Center (2008-June 2011)**
- **Nashville Afterschool Zone Alliance (NAZA) Coach/Assessor (2010-2011, 2011-2012)** Launched by Mayor Karl Dean, NAZA is a partnership between Metro Nashville Public Schools and local services providers that aims to provide quality afterschool programming for middle school students. In my role, I work with one afterschool program, both evaluating current program quality (using the Youth Program Quality Assessment Tool YPQA) and providing support to them as they develop and implement an improvement plan.

VII. SERVICE & PROFESSIONAL DEVELOPMENT

Current Departmental Committees

- Curriculum Committee
- Community Development and Action Program Admissions Committee

Ad Hoc Reviewer

- *American Journal of Community Psychology*
- *Youth and Society*
- *Nonprofit Management and Leadership*
- *Journal of Community Psychology*

Professional Affiliations

- Society for Community Research and Action (SCRA)
- Society for the Psychological Study of Social Issues (SPSSI)
- American Education Research Association (AERA)
- International Network for Social Network Analysis (INSNA)

Trainings & Conferences Attended

- United Neighborhood Centers of America's Neighborhood Revitalization Conference. August 2012. Washington, DC.
- Training for Youth Program Quality Assessment (YPQA) developed by the High/Scope Educational Research Foundation (August 2010, August 2012). Certified for 2010-2011 & 2011-2012.
- INSNA -- International Network for Social Network Analysis. Attended Preconference workshop on Longitudinal Network Analysis Using SIENA. St. Pete, Florida. February 2011.
- INSNA -- International Network for Social Network Analysis. Attended Preconference workshop on Longitudinal Network Analysis Using SIENA. Lago di Garda, Italy, June 2010.
- Social Network Analysis 5-day Advanced Training. Directed by Steve Borgatti at the University of Kentucky's Gatton School of Business LINKS Center. June 2008, 2009

- Center for Disease Control & Prevention (CDC) Grantee Meeting. Atlanta, GA. February 2008, 2009
- INSNA -- International Network for Social Network Analysis. Attended Preconference workshop on Longitudinal Network Analysis Using SIENA. St. Pete, Florida. January 2008.
- INSNA -- International Network for Social Network Analysis. Attended Preconference workshop on Longitudinal Network Analysis Using SIENA. Corfu, Greece. May 2007.
- 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.

VIII. EXPERIENCE PRIOR TO 2007

Research Faculty. Department of Human and Organizational Development
Peabody College, Vanderbilt University, August 2006 – 2007

Co-Principal 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:

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.

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

- *Taught HOD Internship Courses: 2900, 2910, 2920 and 2930:Practicum HOD 2000*

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,
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