

Vitae

MARGARET L. BURNLEY – SPEARMON

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Education

Doctor of Philosophy, University of Washington; College of Education, Seattle, WA, June, 1999,
Title of Dissertation: Effects of Learning About Racial Identity and Oppression of Social Work
Students.

Masters of Social Work, Washington University, St. Louis, MO, 1975. Coursework in social
administration, group work and community organization.

Bachelor of Arts, College of Wooster, Wooster, Ohio, 1972. Social Welfare major; Studied at the
Goethe Institute in Radolfzelle, Germany.

Awards

University of Washington Health Sciences Martin Luther King Award for Community Building,
2006

Washington University of Washington Minority Scholarship Award. 1993 – 1995

Teaching Experience

School of Social Work, University of Washington

Lecturer, Faculty Lead for the Sankofa I study abroad program to Ghana, South Africa
Summer, 2007

[Developed syllabus and overall course structure, and administered all grades.]

Lecturer, Practicum Seminar for BASW practicum 1993 – 1996

Lecturer, Cultural Diversity Course

[Developed syllabus and overall course structure, and administered all grades} 1996 - 1997

School of Social Work, University of North Carolina, Chapel Hill

Co-Faculty Lead =- Study abroad trip to Kenya, Africa 2004

[Developed syllabus and overall course structure, and administered all grades.]

Lecturer, Management Practice Course 2001 – 2003
[Developed syllabus and overall course structure, including weekly lab practicum, and administered all grades.]

Professional Experience

Associate Dean of Professional Development and Community Partnerships, Senior Lecturer, School of Social Work, University of Washington.

Dates: September 2006 to present.

Responsibilities: Provide oversight of admissions, and student-services activities of the Bachelor of Arts in Social Welfare and Master of Social Work Programs; enhancement of school and community partnerships, and development of continuing education opportunities.

Associate Dean of Academic Affairs, Associate Professor, School of Social Administration, Temple University.

Dates: July 2005 to August 2006

Responsibilities: Curricular, admissions, and student-services activities of the Bachelor of Arts in Social Welfare and Master of Social Work Programs. Time limited assignment to restructure program in preparation for reaccreditation.

Associate Dean of Academic Affairs, Senior Lecturer, School of Social Work, University of Washington.

Dates: July 2003 to July 2005

Responsibilities: Curricular, admissions, and student-services activities of the Bachelor of Arts in Social Welfare and Master of Social Work Programs.

Director of Field Education, Clinical Associate Professor, School of Social Work, University of North Carolina-Chapel Hill.

Dates: July 2000 – July 2003

Responsibilities: Restructuring the field education program component of the Masters in Social Work curriculum.

President, Interface International Inc.

Dates: September 1997 - present

Responsibilities: Overall administration and coordination of organizational development consultation services; focus is the strategic design and facilitation of processes which strengthen communications among and between individuals, groups, communication and organizations.

Associate Dean of Professional Degree Programs, School of Social Work, University of Washington.

Dates: July 1998 - December 1999

Responsibilities: Curricular, program, and student-related activities of the Bachelor of Arts in Social Welfare and Master of Social Work Programs.

Director of the Bachelor of Arts in Social Welfare Program, School of Social Work, University of Washington.

Dates: July 1995 - June 1998

Responsibilities: Overall coordination of activities related to the Bachelor of Arts in Social Welfare Program. Areas of responsibility include: curricular development and assessment, student advisement, admissions and faculty development.

Practicum Coordinator and Lecturer, School of Social Work, University of Washington.

Dates: July 1992 - June 1995

Responsibilities: Coordinated the undergraduate practicum program. Teach practicum seminar and cultural diversity courses.

Associate Director of Field Education and Career Services/Instructor, Mandel School of Applied Social Sciences, Case Western Reserve University.

Dates: August 1997 - July 1992.

Responsibilities: Coordinated all field education activities; developed and monitored placement sites, coordinated field education training program and supervised field advisors. Designed and taught "Interpersonal skills lab" and "Discrimination and Equality" courses.

Senior Planning Associate, United Way Services, Cleveland, Ohio.

Dates: July 1985 - July 1987.

Responsibilities: Coordinated special projects, grant review process. Assisted in the development of the volunteer leadership program.

Employee Assistance Program Director, City of Omaha/Omaha Public Schools, Omaha, Nebraska.

Dates: January 1983 - July 1985

Responsibilities: Designed, developed and established an employee counseling and referral service center.

Employee Assistance Program Director, City of Cleveland, Cleveland, Ohio

Dates: 1981-1983.

Responsibilities: Designed, developed and established a counseling and referral program for 6500 city employees.

Program Coordinator, Harambee Services to Black Families, Cleveland, Ohio.

Dates: 1980-1981.

Responsibilities: Designed and established a black adoption, recruitment counseling and referral program.

Executive Director, Joint Community Program, St. Louis, Missouri.

Dates: 1978-1980.

Responsibilities: Administered and restructured a social service outreach program. Solicited grants from public and private foundations and generated over \$150,000 for expansion of the day care program.

Director, St. Louis Girl Scout Council/Lake Erie Girl Scout Council

Dates: 1975-1978.

Responsibilities: Designed and established non-traditional scouting programs for inner-city girls. Developed collaborative community-building strategies.

Publications

Nagda, B. A., Harding, S., Moise-Swanson, D., Balassone, M. L., Spearmon, M., & de Mello, S. (2005). Intergroup dialogue, education and action: Innovation at the University of Washington School of Social Work. In D. Schoem & S. Hurtado (Eds.) *Intergroup Dialogue: Deliberative democracy in school, college, community and workplace*. (Ann Arbor, MI: University of Michigan Press)

Nagda, B. A., Spearmon, M., Holley, L. C., Harding, B. A., & Sevig, T. D. (1999). Intergroup dialogues: An innovation in social work education. *Journal of Social Work Education*, 35, (3).

Icard, L., Spearmon, M., & Cary-Jackson, A. (1996). BSW programs in Black colleges: Building on the strengths of tradition. *Journal of Social Work Education*, 32(2), 94-127.

Nixon, R. G., & Spearmon, M. L. (1991). Building a pluralistic workplace. In R. L. Edwards & J. Yankey (Eds.), *Skills for Effective Human Services Management* (pp. 155-170). Silver Spring, MD: NASW Press.

Research Grants

School of Social Work, University of Washington, "Communities in Action" Implementation and Evaluation of the Communities that Care Model, Co-Principal Investigator, 2013 – present.

Department of Juvenile Justice and Delinquency Prevention, "Providing Graduate Intern Research and Clinical Support for the BEST Program at Samarkand Youth Development Center", Principal Investigator, 2002 – 2004.

Council on Social Work Education, Millennium Project, "Development of the Intergroup Dialogue Model", Co-Principal Investigator, 1996-97.

Hewlett Foundation, University of Washington, "A Teaching Innovation: Intergroup Dialogues in Social Work Education", Co-Principal Investigator, 1997-2001.

King County Department of Alcoholism and Substance Abuse, "Parenting for Partnerships", Program Evaluation. Principal Investigator. September, 1993 - June, 1994.

Case Western Reserve University, Research Initiative Grant. "Towards a Model for the Management of Diversity in the American Work Place," 1990-1991.

Selected Consultation and Training

Cultural Diversity

Diversity Council, University of Washington, Participated in the development of the Diversity Plan for the University of Washington. 2004-6

Consultation on Organizational Diversity, Devon Industrial Group Detroit, Michigan. 2001 - 2005

Dialogue on Racism. Common Ground, Lorain, Ohio. October 2000.

Consultation on Intergroup Dialogue. College of Wooster, Wooster, Ohio. September, 2000.

Valuing and Managing Diversity Workshop. Catholic Social Services, Ann Arbor, Michigan, July 2000.

Managing Diversity Consultation. Walbrige Aldinger International, Detroit, Michigan, August 1999 – August 2000.

Facilitating Intergroup Dialogue. Institute on Race, Fisk University, Nashville, Tennessee, October 1999.

“Can We Talk About Race”. Presentation given at the American Education Research Association, Chicago, Illinois, April, 1997.

Intergroup Dialogues with Social Work Students. Presentation given at the Council on Social Work Education, Annual Program Meeting, March 1997.

International Organization and Teaching Conference. “Talking Across Differences: Effective Cross-Cultural Communication with Organizations.” Capetown, South Africa, December 1997.

Managing For Diversity: Problem Solving Session, Northwest Resource Center/Dept. of Children and Family Services. Six one-half day sessions facilitated diversity-related problem solving sessions. September, 1994.

"Seeding Common Ground": Managing for Diversity, Northwest Resource Center/Dept. of Children and Family Services. Assisted with the design and development of curriculum and conducted twelve 2 day training sessions for supervisors. April 1993 - June 1994.

Appreciating Differences, Girl Scouts of Totem Council. Three hour workshop for camp counselors. June, 1994.

Managing for Cultural Diversity, Social Work Continuing Education, Spring 1993, Repeat - Fall, 1993, Repeat - Spring 1994.

Creating a Culturally Responsive Community, Mandel School of Applied Social Sciences. A one-day faculty development workshop, April, 1994.

Managing for Diversity, Menorah Park. One-day workshop for management staff, December 1992.

Managing Diversity, Tiflen University. Developed curriculum for one day workshop, December 1991.

Managing Diversity, Cleveland Clinic Foundation. One day workshop for social work department, November, 1991.

Organizational Development

Strategic Planning and Organizational Development, First African Episcopal Church, Seattle, Washington, 2006 – present.

Strategic Planning Consultation. Friendship Christian Church, Cleveland, Ohio, August, 2000.

Council on Social Work Accreditation Consultation. Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio, February, 1999.

Plain Talk Parents Advisory Committee, Seattle, Washington, August 1995 to August 1997.

Building Effective Teams, United Way of Pierce County, Wand Executive Training, August, 1994.

Executive Board Retreat, United Way of Pierce County, June, 1994.

Creating Effective Teams, United Way of Pierce County. Two-day staff retreat, February 1994; May, 1994.

Building Effective Work Groups, Washington Alliance Concerned With School Age Parents. One day staff retreat; November 1993.

National Association of Responsible Fatherhood. Designed and facilitated board training and strategic planning process; provided ongoing program consultation. 1991-1994.

Taber House. Designed and facilitated a six-month strategic planning process, November - April, 1991.

Cleveland Eye Bank. Designed and facilitated a six-month strategic planning process, and conducted staff team building workshops, July - November, 1991.

Golden Gate Bridge, San Francisco, California. Provided consultation on developing an employee assistance program, 1989.

Cuyahoga County Department of Social Services, Cleveland, Ohio. Designed and established a full staff team development program, 1985-87.

Professional Memberships

Association of Baccalaureate Social Work Program Directors

Council on Social Work Education

National Association of Black Social Workers

Community Service

Atlantic Street Center Board of Directors: member, (2010 – present)

Agape House Board of Directors: member, (2011 – 2013)

National Court Appointed Special Advocate Board of Directors: member, (2007 2009)

Atlantic Street Center Board of Directors: Chair of Program Committee. (2003-05; 2006-2009)

Girl Scouts of Totem Council: Strategic Planning Committee. (1994 to 1997)

United Way of King County: Served on the Fund Distribution Committee and served as co-chair of the Community Mental Health Panel. (1993 to 1998)

Big Brothers and Sisters: Two years member of Board of Directors, 1992-1994.

Lakeside High School: Member of the Parent Association Board and co-chair of the Diversity Committee. (1994 to 1997)