

## **SHERILL JOAN LAKIN CLARK**

### **BIO**

Dr. Sherrill Clark, MSW, LCSW, PhD., Program Evaluation Specialist at the California Social Work Education Center (CalSWEC), University of California Berkeley, School of Social Welfare conducts the evaluation of the CalSWEC effort to reprofessionalize child welfare services in California through the Title IV-E program. She also conducts the Public Child Welfare Workforce Study every 3 years which describes the population of child welfare staff in California, their educational levels and related factors. Her research areas include professional development, preparation and retention of the child welfare workforce, and evaluation of child welfare social work education and training.

Prior to returning to Berkeley in 1988 for the PhD in social welfare, Dr. Clark was a medical social worker for 22 years. Her practice experience includes direct practice in hospital social work in neonatal intensive care, pediatrics, and general medical/surgical units; and as a director of hospital social work as well as consulting social worker for skilled nursing and home care. In 2000, nominated by NASW, Dr. Clark was chosen to for a Primary Care Policy fellowship sponsored by Health Resources and Services Administration (HRSA), Bureau of Primary Care. Her interdisciplinary team included nurses and pediatric physicians. The team's final product was a presentation to Donna Shalala, then Secretary of Health and Human Services, making the case for interdisciplinary educational opportunities for teaching health care providers about primary care.

## CURRICULUM VITAE

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### EDUCATION

Ph.D., Social Welfare, University of California at Berkeley, December 1993  
L.C.S.W., State of California, 1973  
A.C.S.W., 1971  
M.S.W., Social Groupwork, University of Michigan at Ann Arbor, May 1969  
B.A., American History, University of Michigan at Ann Arbor, 1967

### DISSERTATION

*Distributive Justice and Decision Making: The Case of Hospital Social Work*  
Committee: Lorraine Midanik, Chair; Andrew Scharlach (School of Social Welfare); Todd LaPorte (Department of Political Science).

Examination Fields:

Social Work in Health Care	Lorraine Midanik
Theories of Social Exchange	Harry Specht
Professional Development	Robert Pruger

### HONORS

Member as reader, 2009-2010. Dr. Amy D. Benton's dissertation committee, *Why Do They Stay? Building a Conceptual Model to Understand Worker Retention and Turnover in Public Child Welfare*.

Child Welfare Stakeholders' Group; appointed by the State Director of Social Services; a 3-year project to redesign state child welfare policy, practices, and educational delivery system, 2000 - 2004.

United States Department of Health and Human Services, Bureau of Health Professions, Public Health Service Primary Care Fellow, 2000.

Invitee, Dissertation Workshop *The Politics of Social Entitlements*, sponsored by the University of California, International and Area Studies Program and the Graduate Division, December, 1992.

University of Michigan, School of Social Work Fellowship, Vocational Rehabilitation Administration, 1967-1969.

University of Michigan Regents Alumni Scholarship Award, 1963-1967.

## **CURRENT POSITION**

### **JOB CONTEXT**

The School of Social Welfare offers degrees at the master's and doctoral level, a combined master's and doctoral program, and an undergraduate social welfare major for the college of Letters and Science. The School's mission is to prepare social work professions for the most current forms of practice and intellectual leadership in the field of social welfare.

Under the auspices of the School of Social Welfare, the California Social Work Education Center (CalSWEC) is a federally-funded project designed to redirect graduate social work education towards preparation for work public social service. The major focus at this time is concerns workforce development for the public human services sector: Recruitment, educational preparation and retention of professional social workers in public child welfare services and community mental health services in California. To that end, CalSWEC is a collaboration of the California Association of Deans and Directors (CADD), the California Department of Social Services (CDSS), the County Welfare Directors' Association (CWDA), California Institute for Mental Health (CIMH), the California Department of Mental Health (DMH); the 20 graduate schools of social work and the 58 county welfare and mental health departments in California. CalSWEC has developed competency based curricula for:

- Preparing graduate and undergraduate social work students to work in the field of public child welfare services, and public and contracting community mental health services and
- Core preparation for newly hired public child welfare workers and supervisors.

**JOB TITLE:** *Research Specialist* California Social Work Education Center (CalSWEC) 2001 - 2010.  
*Program Evaluation Specialist* California Social Work Education Center (CalSWEC) 2010- present.

### **JOB SUMMARY:**

Under the direction of CalSWEC's Executive Director I develop and implement an applied research/evaluation agenda that focuses on the educational program and workforce development and retention outcomes of the current three CalSWEC initiatives, including the title IV-E Program, the Regional Training Academy Coordination Project and the Mental Health Initiative.

I am responsible for the development and implementation of the title IV-E MSW long term program evaluation. I conduct research on the characteristics and practice interests of MSW graduates in California. This includes evaluation of the career paths of title IV-E child welfare workers at 3- and 5-years post-graduation, best practices in retention of child welfare workers, the relationship between training/education and retention and job satisfaction among social workers in child welfare. I developed the logic model tools for linking the CalSWEC new graduate, retention and retrospective studies into an overall the title IV-E educational program evaluation entitled "The CalSWEC Career Path Study". I also submit the initial and continuing renewal Office for the Protection of Human Subjects applications and accompanying paperwork for studies associated with this evaluation. I have been lead or principal researcher on these projects since 2000. I assist other CalSWEC staff with their OPHS applications.

I provide consultation to other CalSWEC staff and graduate student researchers who are all doctoral students in the School of Social Welfare. Joint meetings with graduate student researchers have resulted in at least two publications in referred journals and several accepted presentations based on CalSWEC studies at the Council on Social Work Education Annual Program Meetings (CSWE-APM) and the Society for Social Work and Research (SSWR). I co-present with some; others present with other doctoral students or on their own. Dr. Jacquet and I also meet with various lead GSRs who are responsible for parts of the evaluation to coordinate activities such as gathering, cleaning, and analyzing data.

I assist Dr. Jacquet with the CalSWEC Student Information System (CSIS) that serves as a) the sampling frame for our career path studies, and b) the tracking mechanism for all California title IV-E MSW students and graduates; consultation to CalSWEC consortium on curriculum modification and development for beginning child welfare workers, through a variety of delivery mechanisms such as degree education and on the job training. I provide consultation with the other research specialist in order to produce CalSWEC student reports for end of the year and annual reports. I contribute to the monthly Research and Evaluation/Program Staff meetings at CalSWEC. I review the requests for proposals for the Research and Evaluation Committee of the CalSWEC Board and provide consultation for accepted proposals.

As a member of the Macro-Evaluation committee of the Statewide Training and Education Committee (STEC), I assist the Regional Training Academy Coordination Project (RTA) with the evaluation of their statewide standardized curriculum for public child welfare workers, as well as with the specifics of the evaluation of pre- and post-tests of the California Standardized Core Curriculum. In 2010 I developed the instruments and the logic for connecting training and graduate education in public child welfare and enabled CalSWEC to have a non IV-E population to which we compare on variables that are relevant to retention of child welfare social workers.

I present the results of evaluation to the CalSWEC Board: Child Welfare, workforce Development, and Research and Development Committee meetings. I have had a major role in creating and implementing the CalSWEC Evaluation Framework. I act as a reviewer for the CalSWEC-funded empirically-developed curriculum projects, as a member of the Research and Development Committee. I have contributed the title IV-E survey instruments to the CalSWEC Mental Health Initiative.

I am the lead researcher for the 2011 California Workforce Study, which is required by the California Department of Social Services (CDSS) and which contributes to the public child welfare county self-improvement process.

From 2000- 2004 I provided California Department of Social Services Stakeholders' Group with technical assistance on education and training, recruitment, retention, and workforce stability of California's child welfare workforce, on early intervention strategies and on integrating fairness and equity considerations to decision points in the child welfare process. In the past in this position, I have initiated and managed several professional e-mail list serves including, IV-E Partners and Interprofessional (Council on Social Work Education); Administrative Assistants and Training Evaluation Lists (CalSWEC); CalSWEC administrative assistants (CSIS-related), the cultural competency book club for the American Evaluation Association Human Resources, Fairness and Equity, and Early Intervention/Differential Response (CDSS Stakeholders).

## **SCOPE OF JOB:**

As the technical leader for the state-wide title IV-E program evaluation, I formulate program evaluation strategies and goals with a high degree of autonomy; including long and short range strategic planning. I am the lead investigator bringing recognized expertise in the specific area of workforce retention to the Workforce Study, the New Graduate Survey for the curriculum evaluation, and the Career Path Studies (which includes the Common Core Integrated 6 -18 month Study, the 3-year and 5-Year Graduate Retention Studies). I collaborate with the Title IV-E and other CalSWEC initiatives to plan and develop the evaluation of CalSWEC as a whole; but especially for the Title IV-E initiatives, such as the distance education program, baccalaureate program evaluation, American Indian Recruitment project, and the Field Instruction Initiative, which requires frequent problem-solving and analysis of unique issues/problems without precedent and/or structure.

## **RECENT PAST POSITIONS**

**Curriculum Specialist** California Social Work Education Center 1990 - 1998

**Executive Director** California Social Work Education Center 1999 - July, 2001 (Interim Director, July 1998 -December 1998)

As Executive Director, I managed and directed a statewide program of fellowships for MSW students willing to commit to working with families and children at risk of or already in out of home care; curriculum development, evaluation, and research; developed and provided oversight to the multimillion-dollar Title IV-E budget, including complicated matching formulas; supervised professional and administrative staff; worked with statewide board of directors; prepared program proposals for the Office for the Protection of Human Subjects (OPHS), contracts (with the Sponsored Projects Office), and program evaluations; prepared reports and papers, secured grants. While I was Executive Director the Title IV-E stipend was increased from \$15,000 to \$18,500 per year for two years for Master's students. I conducted research in workforce issues in public social services, retention of public child welfare workers, and on MSW student learning experiences with the Title IV-E program and their fields of interest. I served as project director on the Standardized Core Curriculum grant through the California Department of Social Services and the Children's Bureau grant on Interdisciplinary Education for Concurrent Planning. I provided consultation to County Welfare Directors' Association Children's and Human Resources Committees.

Previously (1990 - 1998) as both a doctoral student and a staff member, I was the Curriculum Specialist for this project, focusing on the educational continuum. Among other tasks, I promoted agency-school partnerships in the reprofessionalization of public child welfare services in California through the use and development of the competency-based child welfare curriculum in the CalSWEC schools and county child welfare agencies; supervised the development of "best practices" curricula for MSW students working with families and children in the public child welfare stipend program; supervised participatory research projects and development of social work curricula from them; encouraged new, high quality ways of delivering the competencies through faculty development and curriculum development; developed methodology to evaluate and modify the competency-based curriculum which occurs at regular intervals and which is inclusive of the child welfare education/practice community. I worked with the project coordinators from (then) 13 CalSWEC schools and the 5 Regional Training Academy directors and specialists; developed means for evaluating MSW student experience with the child welfare curriculum to assure welfare departments that the graduate is competent to perform the job of child welfare worker; created and maintained a cohesive group of project coordinators who were able to meet funding agency requirements regarding curriculum development.

**Project Coordinator** Designed, coordinated, marketed, maintained, and evaluated the Child Welfare Fellows Program (1995 - 1999), a Children's Bureau grant which supported tenured faculty nationwide to create joint research and curriculum development projects with local public or tribal child welfare agencies. As a result of this project, I have written a summary of lessons learned and compiled the fellows' projects and innovative social work curriculum changes on the National Clearinghouse on Child Abuse and Neglect's website.

## RESEARCH EXPERIENCE

**Research Specialist** 2001 – 2011, **Program Evaluation Specialist** 2011-present

In my current position as program evaluation specialist for the California Social Work Education Center, I am the lead researcher for;

Factors Influencing the Retention of Public Child Welfare Workers (the CalSWEC Career Path Study): With Susan Jacquet and graduate student researchers, a study comparing those Title IV-E stipended graduates who stay and those who leave public child welfare after their work payback obligation is complete. This study is ongoing (OPHS # 2010-04-1368) and longitudinal requiring data collection at 3- and 6-years post graduation. An additional related study component is planned to begin in 2012 for those who are 8-10 years post graduation.

Retrospective Career Path Study: With Dr. Susan Jacquet and graduate student researchers; a study of the career paths of Title IV-E graduates who have graduated five or more years ago from one of the California programs. One time retrospective study used as the basis for the longitudinal study noted above. Presentations made to CSWE and other venues noted below.

Collaborate, develop, gather data, and analyze the New MSW Graduate surveys with the curriculum specialist (2004 – ongoing). Create the reports to individual schools for project coordinators to use for improving their curricula.

Workforce Study: The CalSWEC master contract with the State of California states that the workforce must be surveyed to determine the percentage of M.S.W.s in the child welfare workforce. This was done in 1992, 1995, 1998, 2004 and 2008. As executive director, I supervised the study process in 1998. I personally conducted the study in 2004, 2008 and 2011 with the help of a doctoral student.

Statewide Retention Study: With Dale Weaver, Siyon Rhee (CSU Los Angeles) and Janet Chang (CSU, San Bernardino) a statewide study of retention among new hires to California public child welfare. Articles and report complete in 2005; published in 2007.

Additional studies ("faculty advisor"): Developed and collaborated with the Macro-Evaluation team of the Regional Training Academy Coordination Project to compare goals, expectations, and service commitment of newly hired child welfare workers with different types of educational preparation. Statewide data collection began September 2010 and analysis will start in 2013.

Research administration duties include:

Doctoral students:

Conduct weekly seminars for School of Social Welfare doctoral students 2003-2010.

Supervise Masters and doctoral student graduate student researchers (GSRs), 1994 to present.

Manage day to day tasks for the Career Path Study and New Graduate Study with individually assigned GSRs.

Evaluate GSRs for promotion when appropriate.

**Principal Researcher** 2003 - 2005. The California Workforce Study. Collaborated with county and state partners to design the workforce survey that CalSWEC administers every 3-5 years in conjunction with the county self-assessment process regarding agency staffing characteristics and individual worker educational levels. Conducted the analysis, supervised a doctoral student assistant, wrote the report, employed a then innovative use of web-based surveys and made presentations to various stakeholders.

**Co-Project Director** (1998 -2001) Title IV-E Master of Social Work Stipend Program. Responsible for overseeing the Time1-Time2 MSW statewide survey on entering and graduating MSW students' practice preferences, the Workforce 1998, and 2004 surveys, and the ongoing IV-E MSW Retention Study.

**Project Director** 1999-2000. Standardized Core Curriculum Grant, California Department of Social Services, Child Welfare Services Bureau. Purpose: to develop a curriculum and delivery system for a core body of knowledge and skills for beginning public child welfare workers in California prior to the workers carrying a full caseload includes evaluation plan and analysis.

**Project Director** 1998-2000. Interdisciplinary Training for Concurrent Planning, US Children's Bureau Grant #90-CT-003. \$450,000 + \$150,000 match = \$600,000. Purpose: to develop interdisciplinary curricula and training for concurrent planning methods in order to facilitate legal permanency for children in California includes evaluation plan and analysis.

**Project Coordinator/Director** 1995 - 1999. Child Welfare Fellows Training Grant, US Children's Bureau Grant #90-CW-1096. Purpose: To encourage tenured social work faculty to do applied research in public child welfare or Tribal agencies and to produce empirically-based curricula from the projects, includes offering ongoing consultation to Fellows and delivering faculty development symposia.

**Doctoral Student Research Assistant** to Bart Grossman, Ph.D., Director, California Social Work Education Center, 1990-1993.

As the regularly assigned staff support for the curriculum subcommittee of the Center Board, I developed and carried out the research plan and instruments for the design of a model competency-based curriculum for training graduate social work students in the practice of public child welfare services in California using a modified Delphi nominal group process involving practitioners and faculty statewide. I was responsible for developing and implementing assessment instruments for curriculum compliance and for identifying faculty training needs. I participated in the development of the research design and statistical analysis for the Center's research effort and developed request for proposal process for curriculum development in child welfare. I developed and updated annotated bibliographies of sources for teaching child welfare services to support the competency-based curriculum.

**Research Assistant** to Paul Terrell, Ph.D., School of Social Welfare. 1990-1992.

Implemented, operationalized, analyzed statistically, and wrote report on 1) the survey of the 1990 MSW graduating class and, 2) the Career Path Survey of former graduates of the School of Social Welfare, selected classes from 1950 onward.

**Research Assistant** to Lorraine Midanik, Ph.D., School of Social Welfare, 1990.

Assisted in the design and implementation of the *Random Repeat Alcohol Study*, methodological research into the efficacy of two methods of collecting data on alcohol consumption.

## UNIVERSITY TEACHING EXPERIENCE

**Instructor** Direct Practice Methods with Children and Families, Social Welfare 243, University of California, Berkeley, Spring 2003.

Created a curriculum guide to link the goals and objectives of the Children and Family sequence with the methods curriculum and a child welfare emphasis. As an instructor in this area, Dr. Clark was a member of the Methods Curriculum Planning Group for this academic year.

**Instructor** Social Welfare Research Methods 282A & B, University of California, Berkeley, 1996-1997 1997-1998, 2000-2001, 2001 -2002 Academic Years.

Quantitative and qualitative research methods were taught to second year MSW students using problems from their field placements as examples. Students learned the application of research methods to address questions concerning their own practice specialization, including distinguishing research methods from practice, the ethics of research, issues of asking sensitive questions of a diverse population, and working collaboratively with the field to do research. In the first semester, the work focused on the production of a research proposal related to the students' interests in their chosen fields of practice. In the second semester, students completed research projects resulting from their proposals. Supervised 12-22 masters' research projects each year. Dr. Clark supervised doctoral student instructors to teach the computer skills necessary for completion of the project.

**Lecturer** Health Policy 238C, University of California at Berkeley, Spring 1999, Spring 2000

This is a course for first year second semester MSW students. It is required for students in the MSW health track. The purpose of this course is to review major health issues, policies and programs that directly affect the social welfare of disadvantaged persons and the social workers in the health field who work with them. The course will examine the history, social, economic, and political context of health care and health policy making. The roles of the public and private sector in shaping contemporary American health care policy as well as issues of cost and utilization regulation will be examined. A specific focus will be placed on health care reform for children, immigrants, and the elderly.

**Member** University of California Berkeley, School of Social Welfare, Departmental Teaching Staff, 1998 - 2003. Committees: School Social Work Committee; Curriculum Planning Group: Research Methods; Children and Families Curriculum Planning Group.

**Member** University of California Berkeley, School of Social Welfare field faculty-research instructor ad hoc committee organized to promote school's research requirements vis-à-vis the field placement requirements. This included making a presentation about assisting students with their research projects in the field at the annual new field instructor orientation in September 1996. In 2011 I assisted the field director, Greg Merrill, in conducting focus groups and analyzing data from field instructor focus groups at the field instructor orientation.

**Teaching Assistant** to Eileen Gambrill, Ph.D., University of California Berkeley, School of Social Welfare, 1990-1992.

Assisted with teaching a two-semester course of second year MSW graduate students' research projects. The first semester focused on critical thinking skills and formulation of research questions, research design including single case and survey research design, and scale construction. The second semester focused on data collection, statistical analysis, and report writing. Solely responsible for the computer component of the research sequence, as well as teaching statistical techniques, parametric



and non-parametric models. Improved course by innovatively applying the Computer-Assisted Practice Evaluation (C.A.P.E.) program to single case design student research projects.

**Teaching Assistant** to Paul Terrell, Ph.D., University of California Berkeley, School of Social Welfare, 1990.

Taught two discussion sections of United States' social policy to undergraduates and directed their policy analysis term papers. Gave primary lecture on United States' health policy.

## PEER REVIEWED PUBLICATIONS

- Clark, S.J., Smith, R.J., & Uota, K. (2013 under review) Professional development opportunities as retention incentives in child welfare. *Children and Youth Services Review*.
- Grossman, B.F. & Clark, S.J. (2013) The Children's Bureau's Influence on the Social Work Curriculum: One State's Experience. Chapter 7 in Lieberman, A. & Nelson, K. *Women & Children First: The Contribution of the Children's Bureau to Social Work Education*. Washington DC: Council on Social Work Education.
- Fitzgerald, C.S. & Clark, S.J. (2012) Work locus of control and perceptions of practice. *Journal of Public Child Welfare*, 7, 1: 59-78. DOI: 10.1080/15548732.2012.738185
- Smith, R. J. & Clark, S.J. (2011) Does job resource loss reduce burnout and job exit for professionally trained social workers in child welfare? *Children and Youth Services Review*, 33: 1950-1959. <http://dx.doi.org/10.1016/j.childyouth.2011.05.026>
- Clark, S.; Gilman, E.; Jacquet, S.; Johnson, B.; Mathias, C.; Jeroslow, P.; & Zeitler, L. (August, 2008). Supervisory practices and tasks in child welfare social work. *Journal of Public Child Welfare*, 2 (1): 3 – 32. DOI:10.1080/15548730802237304
- Jacquet, S. E, Clark, S. J., Morazes, J. L. & Withers, R. (January, 2008). The role of supervision in the retention of public child welfare workers. *Journal of Public Child Welfare*, 1 (3): 27-54. DOI: 10.1300/J479v01n03\_03
- Weaver, D. Chang, J. & Clark S. (2007). Keeping public child welfare workers on the job *Administration in Social Work* 31(2): 5-25. DOI: 10.1300/J147v31n02\_02
- Clark, S. (January-February, 2007) Students' perceptions of poverty. *Journal of Human Behavior in the Social Environment, Special Issue on Poverty*, 16: 1/2: 149-166. Ed. M. J. Austin. DOI: 10.1300/J137v16n01\_10
- Morazes, J.; Benton, A.; Clark, S. & Jacquet, S. (2010). Views of specially-trained child welfare social workers: A qualitative study of their motivations, perceptions, and retention. *Qualitative Social Work Research and Practice*.
- Clark, S.; Gilman, E.; Jacquet, S.; Johnson, B.; Mathias, C.; Jeroslow, P.; & Zeitler, L. (August, 2008). Supervisory practices and tasks in child welfare social work. *Journal of Public Child Welfare*, 2 (1): 3 – 32.
- Jacquet, S. E, Clark, S. J., Morazes, J. L. & Withers, R. (January, 2008). The role of supervision in the retention of public child welfare workers. *Journal of Public Child Welfare*, 1 (3): 27-54.
- Weaver, D. Chang, J. & Clark S. (March, 2007). Keeping public child welfare workers on the job *Administration in Social Work* 31(2): 5-25.
- Clark, S. (January-February, 2007) Students' perceptions of poverty. *Journal of Human Behavior in the Social Environment, Special Issue on Poverty*, 16: 1/2: 149-166. Ed. M. J. Austin. Also published as a Bay Area Social Services Consortium research paper, June, 2006.
- Clark, S. & Gilman, E. (2006) Fairness and multicultural competence in the child welfare system In Cohen, N., Tran, T., & Rhee, S., eds., *Multicultural Approaches in Caring for Children, Youth and their Families*. Boston, MA: Allyn Bacon.
- Wilkinson, D. & Clark, S. (2004). Commentary on: Decision making by the child protection team

- of a medical center. *Health & Social Work*, 28 4. Washington DC: NASW Press.
- Clark, S. (2004) Book Review. Anthony N. Maluccio, Cinzia Canali and Tiziano Vecchiato (Eds.) Assessing Outcomes in Child and Family Services: Comparative Design and Policy Issues. *Journal of Sociology & Social Welfare*, 31.
- Clark, S.J. & Jacquet, S. (2004, February) An Interim Report to the Board on the CalSWEC Student Information System. Internal technical publication Berkeley CA: CalSWEC.
- Clark, S. (2003). The California collaboration: A competency-based child welfare curriculum for masters' social workers. *Journal of Human Behavior in the Social Environment*. 7 (1/2): 135 – 158. DOI: 10.1300/J137v07n01\_10
- Clark, S. (2003). The California collaboration: A competency-based child welfare curriculum for masters' social workers. *Journal of Human Behavior in the Social Environment*. 7 (1/2): 135 – 158.
- Coleman, D. & Clark, S. (2003). Preparing for child welfare practice: Themes, a cognitive-affective model and implications from a quantitative study. *Journal of Human Behavior in the Social Environment* 7 (1/2): 83 – 96. DOI: 10.1300/J137v07n01\_07

## TECHNICAL REPORTS

- Clark, S.J. (2011-2012) The 2011 California Public Child Welfare Workforce Study
  - The population and educational levels among the child welfare staff in California
  - American Indian participants in the IV-E program
  - County responses to economic conditions on the public child welfare agencies
  - BASWs in the child welfare workforce
  - Turnover in the child welfare workforce
  - Training needs for California child welfare workers
  - Regional data briefs: Northern, Bay area, Central, Southern, and Los Angeles
  - Latino child welfare staff in California 1998-2011
  - Child welfare supervisors (in process)
- Clark, S.J. (2012) New Graduate Multi-Year Summary for CSU East Bay.
- Clark, S.J. (2012) New Graduate Multi-Year Summary for San Jose State.
- Clark, S. J. & Foster, G. (2011) Social work's role in healthcare reform.
- Clark, S. J. 2011 Dissemination Planning Tool.
- Clark, S. J. & Mathias, C. (2011) Organizational retention factors for public child welfare social workers.
- Clark, S. J. (2011) What is CalSWEC? Introductory letter prepared for Dean Sam Davis.
- Clark, S. J. (2011) letter to the CalSWEC Board: Our accomplishments for 2010-2011.
- Clark, S. J. & Jacquet, S. (2011) CalSWEC newsletter articles.
- Clark, S. J. & Foster, G. (2010) The feasibility of sustainable resources for research and evaluation.
- Clark, S. J., Smith, R. & Mathias, C. (2009) the 2008 California Public Child Welfare Workforce Study. Report to CDSS, May, 2009
- Clark, S. (2006) The Child Welfare Services Turnover Report: 2004 Workforce Study. Internal technical publication. Berkeley, CA: CalSWEC.
- Clark, S. & Fulcher, G. (2005) The 2004 California Workforce Statewide Report. Berkeley, CA: CalSWEC & CDSS.
- Clark, S.J. & Jacquet, S. (2003, September) Efforts to represent the underrepresented in public child welfare. Internal technical publication Berkeley, CA: CalSWEC.

- Clark, S. J. & Jacquet, S. (2003) *Monograph of the CalSWEC Title IV-E Students*. CalSWEC Monograph Series on Title IV-E MSW Education #1. Berkeley, CA: California Social Work Education Center.
- Clark, S. J., Johnson, B., Jacquet, S., Carlson, M. (September, 2002). *Evaluation of the Standardized Core Curriculum for Public Child Welfare Workers in California*. Berkeley, CA: CalSWEC Regional Training Academy Coordination Project.
- Consultant (acknowledged) to: Jhirad-Reich, J. (2002) Operational issues in child welfare training grants management *Social Work Education Reporter*. 50: 2. Washington, DC: Council on Social Work Education.
- Clark, S. J. (April 15, 2002) Research on increasing client participation in child welfare services. Submitted to the California Department of Social Services Stakeholders' Group Safety and Change Committee.
- Clark, S. J. (March 4, 2002) Literature review for retention. Technical paper submitted to the California Department of Social Services Human Resources Subcommittee of the Stakeholders.
- Clark, S. J. & Jacquet S. (2002) Affecting recruitment and retention of students of color preparing to work in public child welfare. Internal technical publication. Berkeley, CA: University of California, School of Social Welfare, California Social Work Education Center.
- Clark, S. J. (2001) Book Review. Elaine Walton, Patricia Sandau-Beckler and Marc Mannes (Eds.), *Balancing Family-Centered Services and Child Well-Being: Exploring Issues in Policy, Practice, Theory, and Research*. New York: Columbia University Press, 2001. Published in the *Journal of Sociology and Social Welfare*.
- Clark, S. J. (2000) Book Review. Rita Laws and Tim O'Hanlon *Adoption and Financial Assistance: Tools for Navigating the Bureaucracy*. 1999. Published in the *Journal of Sociology and Social Welfare*, 2000 December, v. 27 (4).
- Clark, S. J. (2000) Book Review. Kids raised by the government, (1999) by I.M. Schwartz & G. Fishman. Published in the *Journal of Sociology and Social Welfare*, 2000 June, 27 (2):187-190.
- Clark, S. J. (Guest Editor) CalSWEC Special Issue (May, 2000). *Reflections: Narratives of Professional Helping*. Long Beach CA: California State Long Beach University Press.
- Clark, S. & Ringuette, K. (May, 2000) *Focusing on Public Social Services: CalSWEC 10 Year Report* Berkeley, CA: CalSWEC.
- Perry R., Limb G., & Clark S. J. (1999) A Report on the 1998 Public Child Welfare Workforce in California Across Training Academy Regions, CalSWEC.

## CONFERENCE PROCEEDINGS

- Bernatovicz, F.; Clark, S.; Detgen, A.; Lahti, M.; Shaler, G.; & Town, K. (2003) Human Services Staff Development and Training Roles and Competencies: Evaluator/Researcher. In Johnson, B.; Flores, V. & Ringuette, K. (Eds.) *Proceedings of the Fifth Annual National Human Services Training Evaluation Symposium, May 2002*. Berkeley, CalSWEC.
- Clark, S. & Jacquet, S. (2003). *Evaluating the Title IV-E MSW Education Program* Proceedings of the National Human Services Training Evaluation Symposium. May 22-24, 2002. Berkeley, CA: University of California, Berkeley.
- Clark, S. & McCormick, K. (2000) Linking a competency-based child welfare curriculum with fieldwork: Achieving agreement about who is responsible for teaching what, Book Chapter. In *No Magic: Readings in Social Work Field Education*. Toronto Canada: Canadian Scholars Press.

## RECENT PROFESSIONAL PRESENTATIONS

- Kollar, S., LaLiberte, T., Clark, S. & Cahalane, H. (May 30, 2013) Update on the National Title IV-E Evaluation. Panel member at the National Title IV-E Roundtable in Galveston, TX. May 30, 2013.
- Clark, S. (May 13, 2013) The Southern California Region Workforce Development Study Results. Presented to SACHS in San Bernardino.
- Clark, S. (April 23, 2013) Understanding the Affordable Care Act. CalSWEC Webinar. Available at: [https://academysdsu.adobeconnect.com/\\_a943935866/p925mlkcmw6/?launcher=false&fcsContent=true&pbMode=normal](https://academysdsu.adobeconnect.com/_a943935866/p925mlkcmw6/?launcher=false&fcsContent=true&pbMode=normal)
- Clark, S. & Foster, G. (2011) Social work's role in health care reform. White paper presented to the CalSWEC Board, February 2011.  
[http://calswec.berkeley.edu/sites/default/files/uploads/aca-calswec\\_social\\_work\\_role\\_white\\_paper\\_2011.pdf](http://calswec.berkeley.edu/sites/default/files/uploads/aca-calswec_social_work_role_white_paper_2011.pdf)
- Clark, S. J.; Jacquet, S. E. ; Mathias, C. C. & Johnson, B. Strengthening Values for Child Welfare through Participatory Evaluation: Service Commitment, Job Expectations and Goals (2011) American Evaluation Association Annual Meeting, Anaheim CA. November, 2-6 2011. Panel facilitator/discussant: Barry Johnson.
- Jacquet, S.E. & Clark, S. J.(2011) MSW Student Recruitment: A First Step at Targeting Public Child Welfare Inequalities. Paper presentation. Council on Social Work Education, Annual Program Meeting, Atlanta, GA. October 27-30 2011.
- Clark, S. J. & Jacquet, S. E. (2011) Efforts to Increase Services Access: Recruiting Bilingual Child Welfare Workers. Administrative Workshop. Council on Social Work Education, Annual Program Meeting, Atlanta, GA. October 27-30 2011.
- Clark, S. J. & Jacquet, S. E. How Much Retention is Enough? Children's Bureau Evaluation Summit, Washington DC. August 30, 2011.
- Clark, S. J. The New CalSWEC Evaluation Framework. Presentation at the National IV-E Evaluation Roundtable. Galveston, TX. May 2011.
- Fitzgerald, C. S. & Clark, S. J. Work Locus of Control and Child Welfare Workers' Perceptions of Success. Society for Social Work and Education, Annual Program Meeting, Tampa FL. January 2011.
- Mathias, C. C.; Gilman, E.; Clark, S. J.; Jacquet, S. E.; Johnson, B.; & Foster, G. Quality by Design: Statewide Human Services Workforce Evaluation Using an Integrated Framework. Panel presentation to the American Evaluation Association, November 13, 2010, San Antonio TX.
- Fitzgerald, C. S. & Clark, S. J. Sustaining the Workforce during the Recession: a report from the front lines. Roundtable presentation to CSWE Annual Program Meeting, October 17, 2010, Portland OR.
- Clark, S. J., Uota, K. & Smith, R. J. Sustaining Specially-Trained Child Welfare Workers over the long term. Paper presentation to CSWE Annual Program Meeting, October 16, 2010, Portland OR.

- Mathias, C. C. & Clark, S. J. October 7, 2010, The New CalSWEC Evaluation Framework Webinar presentation to the National Child Welfare Institute Webinar.
- Clark S. J. & Smith, R. J. November 9, 2009, Building a Transcultural Workforce Child Welfare Workforce Council for Social Work Education, Annual Program Meeting San Antonio, TX.
- Smith, R. J. & Clark, S. J. November 9, 2009, This Bridge Called My Web Survey: Collecting, Weighting and Displaying Workforce Data Skills Workshop for the Council for Social Work Education, Annual Program Meeting San Antonio, TX.
- Smith, R. J. & Clark, S.J. Do Personal Resources Reduce Job Exit from Burnout in Child Welfare Workers?" Presented at the Council on Social Work Education in Philadelphia, PA, November 2008.
- The Influence of Graduate Social Work Education on Students' Desires to Work with the Poor: A Multi-Year Study of M.S.W. Students in California. Presented at the American Evaluation Association Annual Meeting in Portland, Oregon, November 1-4, 2006.

## **Board & Related Presentations**

- CalSWEC Board presentation, September 2011, Workforce Development Committee Organizational Retention Factors.
- CalSWEC Board presentation, September 2011, Research and Development Committee. Organizational Retention Factors.
- CalSWEC Board presentation, September 2010, Workforce Development Committee. BASW Hiring Statistics.
- CalSWEC Board presentation, September 2010, Research & Evaluation Committee. The CalSWEC Evaluation Framework.
- CCASSC presentation July 8, 2010, Central Valley Workforce Report on Turnover.
- CalSWEC Board presentation May 2010, Child Welfare Committee.
- CalSWEC Board presentation, September 2010, Child Welfare Committee. BASW Program Analysis.
- Fresno State University IV-E Program Collaborative Partners Committee, February 19, 2010.
- Workgroup leader, Title IV-E Project Coordinators' Meeting. October 9, 2010, Sacramento.
- The connection between homelessness and foster youth. Presented in Sacramento California, at Legislative Lobby Days, California Chapter, National Association of Social Workers March 2007.
- The 2004 Workforce Study: Results (2004 & 2005). Presentations to the CalSWEC Board of Directors, Fresno, CA and to the County Welfare Directors' Association Children's' Services and Human Resources Committees.
- Fairness and Equity in the Child Welfare System, the California Stakeholders Redesign. Presented at Beyond the Bench, Celebrating the California Juvenile Court Centennial (2003, December 5) Hollywood CA.
- Fairness and Equity in Public Child Welfare. Presented at the Child Welfare Stakeholders'

Exchange Meeting, (2003, February 19). Sacramento, CA.

- *Public Child Welfare Fairness and Equity Data: How do we know there is a problem?* Fairness and Equity Master Trainers' Symposium, January 16, 2003, UC Berkeley. Presentation.
- Clark, S. J. & Jacquet, S. E. (2003). The role of effective supervision in the retention of public child welfare workers. Paper accepted for presentation at the Society for Social Work Research Annual Meeting, January 16-19, 2003 Washington, DC.
- Clark, S. J. & Jacquet, S. E. (August, 2002). Efforts to represent the underrepresented in public child welfare. Paper presented at the 42<sup>nd</sup> Annual Workshop for the National Association for Welfare Research and Statistics. Albuquerque, NM.
- Community Mental Health Advocates for Children and Youth Annual Conference, May 6, 2002, Monterey, California. Fairness and Equity: Child Welfare Services Redesign. Workshop presenter (solo).
- Clark, S. J. & Jacquet, S. E. (June 6, 2002). The evaluation of the standardized core curriculum for new child welfare workers in California. Presented to the California Child Welfare Standardized Core Advisory Committee, August 1, 2002. Oakland, CA.
- Clark, S. & Jacquet, S. E. (May 23, 2002). Evaluating the title IV-E MSW education program. Symposium presentation at the Fifth Annual National Human Services Training Evaluation Symposium, Berkeley, CA.
- Child Welfare Stakeholders' Summit, Anaheim, CA (2002, May 14-16) Three presentations: 1) Workforce Preparation/Human Resources presentation. 2) Fairness and Equity Workgroup Presentation. 3) Early Intervention/Differential Response Workgroup Presentation on the redesign practice model.
- *Child Welfare at a Crossroads*, California State University, Fresno, Social Work at a Crossroads Conference. Fresno, CA (2002, March 15).
- Presentation to the Children's Committee of the Service Employees International Union Local 535 on child welfare worker retention. (2002, February 8).
- *Training and Education Considerations in Child Welfare Human Resources*. Child Welfare Stakeholders' Summit, Anaheim, CA, (2001, May).
- New Century Family Support & Child Welfare Conference, Snowbird Utah, (2000, September 17) paper presentation: *The Next Step for Kids: Implementing Interdisciplinary Health Care*.
- Center for Substance Abuse Treatment & the American Bar Association, San Francisco, UCSF Laurel Heights Conference Center, (2000, September 15) Panel member with Dr. Westley Clarke, director, CSAT, *Recovering Our Future: One Youth at a Time*.
- Beyond 2010 Public Health Social Practice Project Meeting (2000, July 20-21) Los Angeles Biltmore Hotel. Work group member designing practice standards for public health social work.
- Child Welfare Training Partnerships for the 21st Century Workforce Conference (2000, June 20) paper presentation: *The Relationship between Successful Retention, Quality, & Education*.
- 10th Anniversary Symposium, May 20, 2000, paper presentation, *The Continuum of Social Work Education for Public Child Welfare in California*.
- Council on Social Work Education, Annual Program Meeting, February 29, 2000, paper presentation, *Meeting the emotional and cognitive needs of MSW students*. With Dan Coleman.

## PROFESSIONAL AFFILIATIONS

- Consulting Editor, *Journal of Public Child Welfare*. 2011.
- Consulting Editor, *Children and Youth Services Review*, 2010.
- Consulting Editor, *Health and Social Work*, 2000 – 2010.

- Society for Social Work Research, Member, 2001 - 2013.
- Council on Social Work Education, Member, 1988 - 2013.
  - Reviewer, 2001 APM Abstract Review Committee.
  - Track Chair, Research & Evaluation, 2007 – 2011.
- American Evaluation Association, Member, 2002 – present.
- Advisor, National Resource Center on Child Welfare Training and Evaluation, National Staff Development and Training Association, American Human Services Association, 2002 – present.
- Workgroup on the Public Health Social Work Workforce 2010 Taskforce, member. 2001. (This was a national group convened by Dr. Kathleen Rounds, University of North Carolina, Chapel Hill and Dr. Deborah Wilkinson, University of Michigan which studies workforce issues for health care social work.
- American Public Health Association, Social Work Section, member 1993 - 2004
  - Governing Council member, 1999 - 2000; 2002-2003
  - Program Co-chair and Abstract Reviewer, 1997 -1998
- Primary Care Policy Fellows Society, member, class of 2000
- Member, Executive Committee, Pacific Southwest Addiction Technology Transfer Center, UC San Diego, School of Medicine, Department of Psychiatry 1998 - 2001.
- University of California at Berkeley, Student Representative to the Doctoral Committee, 1989-1990.
- National Association of Social Workers, 1968-present.
  - Vice President Professional Development, California chapter, 2012-2015
  - Region A Representative, California Chapter Board, 1980-1981.
  - Provider Reviewer, Continuing Education Committee, 1996-1997
  - Primary Care Fellow, NASW representative to the USDHHS, HRSA, Bureau of Primary Care, nominee, 2000
  - Chair, Health Social Work Section, National NASW, 2002-2003
  - Region A Director, California Chapter Board, 2005-2007
  - Member Chapter Legislative Committee, 2005 – 2009
  - Member Chapter Child Welfare Committee, 2005- 2009.
- Society for Health Care Administrators in Social Work of the American Hospital Association, 1976-1981.
  - Member, National Nominating Committee, 1979.
  - President, Northern California Chapter, 1978-1979.
- Western Hospital Association, Coordinator, Medical Social Work Educational Meeting, 1979.
- San Francisco Child Abuse Council, 1973-1977.
  - Charter Member of the Board of Directors.
  - Facilitator, Multidisciplinary Case Review Committee.