CURRICULUM VITAE

Name: Lyungai Mbilinyi, MPH, Ph.D.

Telephone: (Mobile) (206) 949-9338

Email: Lyungai@uw.com

Place of current residence: Seattle, Washington, United States

Languages: English, Kiswahili

EDUCATION:

Doctorate: University of Minnesota, St. Paul, MN

Major: Social Work

Supporting Program: Public Health (*completed Masters of Public

Health simultaneously as dual degree – MPH/PHD) General preliminary exam: Passed, Fall of 2000

Specialized preliminary exam and oral defense: Passed, May, 2001

Required Coursework: Completion, June of 2000

Dissertation: African American and Caucasian Women Living and Surviving Under Domestic Violence: The Intersections of Race,

Class, Gender, and Racism.

May, 2003

Masters of Public Health: University of Minnesota, St. Paul, MN

Focus: Maternal and Child Health

May, 2003

Masters of Social Work: University of Minnesota, St. Paul, MN

Concentration: Direct Services

May, 1998

Practicum 1: group therapy with battered women, domestic violence perpetrators, and children exposed to domestic violence.

Practicum 2: children's hospital social worker.

Bachelor of Arts: Macalester College, St. Paul, MN

Major 1: International Studies; Major 2: French

Minor: Japan Studies

June, 1995

RESEARCH EXPERIENCE:

Research/Evaluation Consultant (Lead Evaluator)

Bill and Melinda Gates Foundation, Washington State Coalition Against Domestic Violence Domestic Violence Housing First (2011 – present) Seattle, WA

- Oversee the evaluation design and implementation of 14 grantees/agencies process and outcome.
- Provide evaluation technical assistance to all agencies.
- Conduct multiple research methodologies including online surveys, in-person interviews, focus groups, and telephone interviews.
- Develop and disseminate evaluation findings in various formats including newsletters, 2-pagers, reports, in-person and webinar presentations.
- Hire, train, and supervise evaluation assistant.
- Manage the evaluation budget.

Principal Investigator (2009-12); Project Director (2005-09)

Motivating Substance Abusing Batterers to Seek Treatment (aka Men's Domestic Abuse Check-Up), University of Washington, School of Social Work, Innovative Programs Research Group with Denise Walker, PhD. (Multiple PI)

Seattle, WA

With funding from the National Institute on Drug Abuse, a second three-year study seeks to preliminarily evaluate the effectiveness of a telephone-delivered intervention focusing on adult male batterers who are concurrently abusing alcohol and/or other drugs.

- Participated in re-conceptualization and methodology design.
- Led writing of the grant proposal.
- Oversee revisions to marketing and assessment protocols.
- Select, hire, train and supervise assessment staff.
- Oversee recruitment activities.
- Oversee protocols and relevant activities to ensure the project is operating in accordance with the highest ethical standards, including writing of the human subject application, modifications, and any adverse events.
- Participate in weekly research meetings.
- Revise procedures for the assessment of adherence to assessment delivery.
- Lead external liaisons with stakeholders, potential donors, and the media.
- Co-authored manuscripts and presented data at local and national conferences/workshops.

Co-Director

Innovative Programs Research Group, School of Social Work, University of Washington.

(2008-present)

Seattle, WA

- Along with Co-Director, maintain the institute's sustainability through successful grant-making and budget management.
- Supervise the institute's core staff, including the office manager, data manager, data analyst, project directors of various grants, students, and other staff.
- Respond to external requests and represent IPRG at various meetings, as needed.

Research Consultant

City of Seattle, Division of Human Services, Domestic and Sexual Violence Prevention Office (2008 – 2009) Seattle, WA

- Provide research and evaluation consultation, as needed.
- Conduct focus groups, develop and disseminate findings in-print and orally.
- Evaluate a new program for indigent service recipients City of Seattle funds.

Research Assistant Professor

School of Social Work, University of Washington (2007-present) Seattle, WA

- Contribute to the scientific and clinical literature through publications in peerreviewed journals.
- Participate in various faculty committees.
- Participate in the conceptualization and implementation of federal grants.
- Collaborate with fellow scholars in grant-making, presentations, and exchange of scientific knowledge.
- Teach and mentor Bachelor's, Master's, and Doctoral-Level students (through research practicum and independent studies).

Research Scientist

The Wilder Research Center

(2002-2005)

St. Paul, MN

- Evaluated programs through needs assessment, process, and outcome evaluation
- Authored and co-authored evaluation reports
- Provided technical assistance and capacity building to Wilder and outside programs
- Conducted evaluation training as needed
- Managed data collection and processing of projects I led
- Researched assessment instruments, treatment protocols and literature to help inform decisions regarding Wilder programs
- Worked collaboratively with project staff, managers, and directors at the varying agencies

Coordinator of Research and Publications

The Urban Coalition

(2001 - 2002)

Minneapolis/St. Paul, MN

- Provided technical assistance and capacity building to organizations working with the coalition's constituents (vulnerable populations and socially and economically disadvantaged persons)
- Data collection/aggregation and co-authored research reports by the Urban Coalition
- Served in community groups/organizations that work with/for the coalition's constituents
- Supervised interns

Research Consultant (Needs Assessment)

African Women's Resource Center (February 2001 – May 2001) Minneapolis, MN

- Developed and conducted surveys on African immigrant women
- Presented findings in written and oral format

Research Consultant (Literature Review)

Center for Families, Children, and the Courts California (Judicial Council of California)

(2000 - 2001)

- Conducted interviews with Judicial Council of California court personnel
- Co-authored a published report: "Parenting After Violence"

Hennepin County Medical Center Intern

Hennepin County Medical Center Minneapolis, MN (February 2000 – June 2000)

- Conducted a needs assessment with service providers to African immigrant women
- Developed a best-practices report on working with immigrant African women

Research Assistant (to Drs. Jeffrey Edleson and Sandra Beeman)

Minnesota Center Against Violence and Abuse Minneapolis, MN (1998 – 2001)

- Conducted phone interviews with domestic violence survivors using a standardized instrument (My dissertation used secondary data from the interviews with the African American and Caucasian survivors)
- Collaborated with the project coordinator and principal investigators in developing an a qualitative semi-structured interview guide to interview domestic violence survivors in-person
- Conducted 12 face-to-face semi-structured interviews with domestic violence survivors (average: 3 interviews per survivor; 1.5 hours each)
- Conducted face-to-face unstructured interviews with children exposed to domestic violence
- Conducted data analyses using SPSS
- Published research findings in scholarly journals
- Presented research findings at local, state, and national conferences

Research Assistant (to Dr. Dario Menanteau)

University of Minnesota, School of Social Work St. Paul, MN (Summer 1999)

• Conducted literature review and wrote a literature summary on the history and current state of the professionalization of Social Work.

Research Assistant (to Dr. Kimberly Strom-Gottfried)

University of Minnesota, School of Social Work Minneapolis, MN. (1996 – 1997)

- Conducted literature review of ethics in social work
- Uploaded bibliography onto a reference software: PROCITE

PRACTICE/CLINICAL EXPERIENCE:

Domestic Abuse Counselor

Wilder Community Assistance Program

St. Paul, MN (Intern: 1996–1997; Staff: 1997-1998)

- Conducted intakes with clients and planned treatment groups
- Facilitated domestic abuse groups with men, women, and children/youth using a mixture of psycho-educational and cognitive-behavioral therapy with adults and play therapy with children.
- Held individual sessions with clients
- Implemented evaluation assessments with clients
- Participated in weekly case reviews with other project staff

Family Services Social Worker/Intern

Shriners Hospitals for Children Minneapolis, MN June – September 1997

- Conducted individual and family therapy
- Conducted Bio-psychosocial assessments with patients
- Facilitated group therapy with patients

PUBLICATIONS:

- **Mbilinyi, L.,** Russell, P.L., Walker, D., Neighbors, C., & Roffman, R. (In Press). Childhood Domestic Violence Exposure Among A Community Sample Of Adult Perpetrators: What Mediates The Connection? *Journal of Aggression, Maltreatment, and Trauma*.
- **Mbilinyi**, L.F., Neighbors, C., Walker, D.D., Roffman, R. A., Zegree, J, Edleson, J. L., & O'Rourke, A. (2011). A telephone intervention for substance-using adult male perpetrators of intimate partner violence. *Research on Social Work Practice*, 21(1), 43-56.
- Neighbors, C., Walker, D. D., **Mbilinyi, L. F.**, Zegree, J., Foster, D., & Roffman, R. A. (in press). A self-determination model of childhood exposure, perceived prevalence, justification, and perpetration of intimate partner violence. *Journal of Applied Social Psychology*.
- Neighbors, C., Walker, D., **Mbilinyi**, L., O'Rourke, A., Edleson, J.L., Zegree, J., & Roffman, R.A. (2010). Normative misperceptions of abuse among perpetrators of intimate partner violence. *Violence Against Women* 16(4), 370-386.
- Walker, D., Neighbors, C., **Mbilinyi**, L., O'Rourke, A., Zegree, J., Roffman, R., & Edleson, J. (February 2010). Evaluating the Impact of Intimate Partner Violence on the Perpetrator: The Perceived Consequences of Domestic Violence Questionnaire (PCDVQ). *Journal of Interpersonal Violence*.
- Mbilinyi, L., Walker, D., Neighbors, C., Roffman, R., Zegree, J., & Edleson, J. (2009).

- Motivating Substance-Involved Perpetrators of Intimate Partner Violence to Seek Treatment: A Focus on Fathers. In R. Maiuro & C. Murphy (Eds). *Motivational Interviewing and Stages of Change in Intimate Partner Violence* (chapter 8). New York: Springer Publishing.
- **Mbilinyi**, L., Zegree, J., Roffman, R., Walker, D., Neighbors, C., & Edleson, J. (2008). Development of a marketing campaign to recruit non-adjudicated and untreated abusive men for a brief telephone intervention. *Journal of Family Violence*, 23 (5), 343-351.
- Neighbors, C., Walker, D.D., Edleson, J.L., Roffman, R.A., & **Mbilinyi, L.F.** (2008). Self-determination theory and motivational interviewing: Complementary models to elicit voluntary engagement by partner-abusive men. *American Journal of Family Therapy*, *36*, 126-136.
- Roffman, R.A., Edleson, J.L., Neighbors, C., **Mbilinyi, L.**, & Walker, D. (2008). The Men's Domestic Abuse Check-up: A Protocol for Reaching the Non-adjudicated and Untreated Man Who Batters and Abuses Substances. *Violence Against Women*, *14*(5), 589-605.
- **Mbilinyi**, L., Edleson, J., Beeman, S.K., & Hagemeister, A.K. (2007). What happens to children when their mothers are battered? Results from a four city anonymous telephone survey. *Journal of Family Violence*, 22 (5), 309-317.
- **Mbilinyi, L.F.** (2003) African-American and Caucasian women living and surviving under domestic violence: the intersections of race, class, gender and racism. St. Paul: University of Minnesota (PhD Dissertation).
- Edleson, J., **Mbilinyi, L.,** Beeman, S.K., & Hagemeister, A.K. (2003). How children are involved in adult domestic violence: Results from a four-city telephone survey. *Journal of Interpersonal Violence*, 18 (1), 18-32.
- Edleson, J. L., **Mbilinyi, L. F.,** & Shetty, S. (2003). *Parenting in the context of domestic violence*. San Francisco, CA: Judicial Council of California.
- **Mbilinyi, L.**, Hagemeister, A.K., Edleson, J.L., & Beeman, S.K. (2000). Responding to the cooccurrence of child maltreatment and woman abuse in families: Emerging collaborations in North America. In N.T. Tan & E. Envall (Eds.). *Social work around the world (pp. 152-164)*. Berne, Switzerland: IFSW Press.

ORAL PAPERS AND POSTERS:

- Mbilinyi, L.F., Neighbors, C., Walker, D.D., Roffman, R. A., Zegree, J, & Edleson, J. L. (September 2011). *The Men's Domestic Abuse Check-Up Outcomes*. Poster presented at Institute on Violence Abuse and Trauma's 16th annual conference. San Diego, CA.
- Mbilinyi, L.F., Neighbors, C., Walker, D.D., Roffman, R. A., Zegree, J, & Edleson, J. L. (January 2011). *The Men's Domestic Abuse Check-Up: Outcomes on Reaching and Engaging Abusive Men Prior to Arrest*. Oral paper presented at The Society for Social Work and Research's 14th annual conference. Tampa, Florida.
- Mbilinyi, L., Maas, C., & Mehrotra, G. (January 2009). *Developing Sustainable, Culturally-Relevant Approaches to Reaching Men of Color Engaging in Intimate Partner Violence*. Oral paper presented at The Society for Social Work and Research's 13th annual conference. New Orleans.
- Mbilinyi, L., Maas, C., & Mehrotra, G. (March 2009). Intervening with men of color engaging in intimate partner violence. Workshop presented at the King County Department of Public Health's 6th Annual Conference on Children and Families Experiencing Domestic Violence. Seattle, WA.
- Walker, D.D., Neighbors, C., Mbilinyi, L., O'Rourke, A., Edleson, J., & Roffman, R. (September
 - 2008). The perceived consequences of domestic violence questionnaire (PCDVQ): Evaluating the impact of intimate partner violence on the perpetrator. Poster presented at the 13th International Conference on Violence, Abuse, and Trauma, San Diego, CA.
- Mbilinyi, L., Zegree, J., Roffman, R., Walker, D., Neighbors, C., & Edleson, J. (2008).

 <u>Development of a marketing campaign to recruit non-adjudicated and untreated abusive men for a brief telephone intervention</u>. Paper presented at the King County Department of Public Health's 5th Annual Conference on Children and Families Experiencing Domestic Violence. Seattle, WA.
- Walker, D.D., Zegree, J., Mbilinyi, L., Roffman, R.A., & Neighbors, C. (March 2008).

 <u>Motivating Men who Perpetrate Domestic Violence to Seek Services: An Application of Motivational Enhancement Therapy.</u> Paper presented at the King County Department of Public Health's 5th Annual Conference on Children and Families Experiencing Domestic Violence. Seattle, WA.
- Mbilinyi, L.F.; Zegree, J., Roffman, R.A., Edleson, J.L., Neighbors, C., & Walker, D. (January 2008). Effectively Marketing a Taboo Topic: Reaching Non-Adjudicated Untreated Men who Abuse Their Intimate Partners. Oral paper presented at The Society for Social Work and Research's 12 annual conference, "Research That Matters." Washington DC.

- Walker, D.D., Zegree, J., Mbilinyi, L., & Roffman, R. (September 2007). Motivating Men who Perpetrate Domestic Violence to Seek Services: An Application of Motivational Enhancement Therapy. Workshop presented at the 12th International Conference on Violence, Abuse, and Trauma, San Diego, CA.
- Neighbors, C., Walker, D. D., Mbilinyi, L., O'Rourke, A., Edleson, J. L., Roffman, R. A., & Zegree, J. (November 2007). <u>Documentation of normative misperceptions of domestic violence and implications for treatment.</u> Paper presented at the annual meeting of the Association for Behavior and Cognitive Therapies, Philadehlphia, PA.

OTHER CONFERENCE AND WORKSHOPS PRESENTATIONS/TRAININGS:

University of Washington/ Fred Hutchinson Research Center – Training Workshop "HIV/AIDS stigma"

Seattle, WA (2011) (Participant)

Seattle, WA (2011) (Participant)

Washington State Department of Health – HIV Prevention Planning Group "HIV in the African Immigrant Community" Seattle, WA (March 25, 2010) (Panelist)

National African HIV Initiative (NAHI) Summit-Pacific Northwest Seattle, WA (2008-09) (Co-Moderator).

Annual Conference: He Loves Me, He Loves Me Not: Men's Role in Ending Violence Against Women – Pacific Lutheran University, April 2008 (Tacoma, Washington). "Innovative Interventions to Reach Abusive Men" (Panelist).

South King County Commission Against Domestic Violence (SKCCDV), "Reaching and Engaging Domestic Violence Perpetrators who are Concerned about their Abuse"; Auburn, Washington (January 2008) (Presenter).

University of Washington-Seattle, School of Social Work Research Symposium, "Sex, Alcohol, and Rocky Marriages" Seattle, Washington (April 2007) (Co-Presenter).

National Association of Social Workers MN Chapter annual conference – "Racism Assessment in the East Metro: Implications for Social Work Practice"; St. Paul, MN (June 2005) (Presenter).

The Minnesota Association of Mental Health Residential Facilities (MAMHRF) annual conference – "Survey of new arrivals from other countries to Minnesota: Implications for practice." (November 2004) (Presenter).

National Association of Social Workers MN Chapter annual conference – "Speaking for Themselves; results of study on four immigrant groups in St. Paul, MN." (June 2004) (Presenter).

Our Children, Our Future – conference on children in out of home placement; Minneapolis, MN (June 2003) (Co-Moderator).

Augsburg College Convocation on 'Demographic Changes in Minnesota: Benefits and Challenges'; Minneapolis, MN. (March 2002) (Panelist).

"Facing Fear and Pain after September 11th," – one of a series of forums held in Minneapolis/St. Paul after September 11th, St. Paul, MN. (November 2001) (Moderator).

Children's Exposure to Domestic Violence – International conference hosted by the Center for Children & Families in the Justice System of the London Family Court Clinic. "Children's exposure to domestic violence." London Ontario, Canada. (June 2001) (Co-Presenter).

"International Social Work and HIV/AIDS" – 11th Annual State Conference of the National Association of Social Workers Minnesota Chapter. "HIV/AIDS among Sub-Saharan girls and women." St. Paul, Minnesota. (May 2001) (Co-Presenter).

International Women's Day Annual Conference. Presenting on: 'Global effects of HIV/AIDS on women', St. Paul, MN. (February 2001) (Co-Presenter).

Children Caught in the Crossfire – a training conference hosted by Hennepin county Attorney's Office. "Children's exposure to domestic violence." Minneapolis, Minnesota. (September 2000) (Co-Presenter).

National Education Association and Human and Civil Rights - Joint Conference on Concerns of Minorities and Women. "Children's exposure to domestic violence." Chicago, Illinois. (June 2000) (Presenter).

Minnesota Social Service Association (MSSA). "Children's exposure to domestic violence." Bloomington, Minnesota. (March 2000) (Co-Presenter).

SERVICE/VOLUNTEERISM/LEADERSHIP POSITIONS:

Practice/Community

Elected Secretary, Diaspora Council of Tanzanians in America (DICOTA) US- National Organization

(2011-present)

Member, Tanzanian Community in Washington State (Tanza-Seattle)

(2011-present)

Special Committee Member, Diaspora Council of Tanzanians in America (DICOTA)
US-National Organization (2010-2011)

Founder and Steering Committee Member, Diaspora Council of Tanzanians in America US-National Organization (2008-2009)

Board Member, The King County Coalition Against Domestic Violence Seattle, WA

(2008-2012)

Member, Planning Committee of the National African HIV Initiative Summit- Seattle Seattle, WA (2008-09)

Board Member, Center for Well-Being of Africans in America Seattle, WA

(2007-09)

Member, Advisory on the "need, applicability, and feasibility of a City of Seattle Justice Center for domestic violence victims." City of Seattle, Division of Human Services, Domestic and Sexual Violence Prevention Office. Seattle, WA (2007-08)

Member, King County Coalition Against Domestic Violence Education Committee Seattle, WA (2007-09)

Board Member, The Center for Wellbeing of Africans in America Seattle, WA

(2007-09)

Member, The King County Coalition Against Domestic Violence Seattle, WA

(2005-present)

Member, The Faculty/Staff of Color committee, University of Washington School of Social Work

Seattle, WA (2006–08)

Co-chair, The Wilder Foundation's affinity group for employees of African descent (UJIMA) St. Paul, MN (2004-05)

Board member, The Women's Advocates (One of the first Battered Women's Shelters in the US) St. Paul, MN (2003-05)

Member, Steering Committee of the Sheila Wellstone Institute St. Paul. MN

(2004-05)

Intern/volunteer, Tanzania Media Women's Association (Outreach, advocacy, prosecution of domestic violence); Dar Es Salaam, Tanzania (June – August 1993)

Teacher's Assistant/volunteer, Sinza Special School (for physically/mentally disabled children)
Dar Es Salaam, Tanzania (May– August 1992)

Board member, The International Self-Reliance Agency for [African] Women Minneapolis, MN (2002-04)

Member, The Umoja Society (Tanzanians living in Minnesota)

Mbilinyi CV

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Minneapolis/St. Paul, MN

(2003-05)

Board member, The African Women's Resource Center

Minneapolis/St. Paul, MN

(1999-2003)

Member. The African American Tobacco Network

Minneapolis/St. Paul, MN

(2001-02)

Member, Steering committee of the Immigrant and Refugee Policy Coalition

Minneapolis, MN

(2001-02)

Board member, The Homeless and Refugee Children's, Inc.

Minneapolis, MN

(2001-02)

Academic

Co-Mentor, STAR Internship Program

University of Washington, Health Sciences

(Summer, 2012)

PhD Steering Committee Member

University of Washington, School of Social Work

(2011/12)

Elected member, MSW Admissions Review Committee

University of Washington, School of Social Work

(2009/10 & 2010/11)

Reviewer, SSW PHD Integrated paper

University of Washington, School of Social Work

(March 2010)

Member, Dissertation Committee

University of Washington, School of Nursing

(2009-present)

Member, Center for Aids Research HIV Disparities Working Group

University of Washington, School of Nursing and Department of Psychiatry and Behavioral

Sciences

(2008-present)

Member, The Faculty and Staff of Color (FSOC) Committee

University of Washington, School of Social Work

(2006-2008)

Reviewer, MSW applications

University of Washington, School of Social Work

(2008)

Member, advisory for NIMH-funded study: "Domestic Violence, An Emotion-Coaching Parenting Intervention." University of Washington, Department of Clinical Psychology (2007)

Member, Committee on the five-year annual review of the director of The School of Social Work, University of Minnesota (Fall and Spring semesters, 2000-01)

Graduate representative, The Human Ecology International Committee	
University of Minnesota, College of Human Ecology	(1997-98)

Graduate representative, The Human Ecology SEARCH Committee University of Minnesota, College of Human Ecology (1997-98)

TEACHING EXPERIENCE:

Academic Adviser

University of Washington, Department of Social Work, Seattle, WA
Served as academic adviser to a Bachelor's of Social Work student

Guest Lecture Fall, 2008

University of Washington, Department of Social Work, Seattle, WA Provided a lecture on Early Interventions for SW 540.

Research Practicum Instructor

University of Washington, School of Social Work, Seattle, WA. *Winter, Spring, and Fall 2008* Provided research practicum instruction for a doctoral student (SOC WL 583) on developing culturally appropriate early interventions for male domestic violence perpetrators of color. Focus: qualitative interviews; data analysis; manuscript development; and grant proposal development.

Guest Lecture

University of Washington, Department of Social Work, Seattle, WA
Provided a lecture on being a Social Work researcher and on Early Interventions for Advanced standing Integrative Seminar.

Summer, 2008

Independent Study Instructor

University of Washington, School of Social Work, Seattle, WA.

Provide independent study instruction for doctoral students (SOC WL 600) on a university-community research partnership. Topic: Developing culturally appropriate early interventions for male domestic violence perpetrators of color.

Fall 2007; Winter and Spring 2008

Adjunct faculty

University of St. Thomas/College of St. Catherine's (Spring & Summer sessions, 2005) Instructor of a graduate clinical research course for Master's of Social Work students.

Guest Speaker

Ongoing guest lectures in under-graduate and graduate courses at the University of Washington, University of Minnesota, University of St. Thomas, Hamline University, and Metropolitan State University.

St. Paul/Minneapolis Various quarters 2000-2005

Topics included:

- Poverty and HIV/AIDS
- HIV/AIDS Among Girls and Women in Sub-Saharan Africa
- African refugee and immigrants health and wellbeing

• Program Evaluation

(May 1993)

Trainer

Various trainings for professionals (e.g. psychologists) on how to work effectively and respectfully with African immigrants with HIV/AIDS and other challenges and barriers.

Minneapolis, MN 2003-2005

HONORS AND AWARDS:

Macalester College Young Alumni Award

The Young alumni award is selected by Macalester College's Board of Trustees. It is an award granted to an alumnus or alumna of the university, who has graduated within the previous 15 years, and has contributed extensively in their community, while continuing with and excelling in graduate education. St. Paul, MN (2005)

Member, Pi Delta Phi (French Honor Society)

ADHOC REVIEWER:

Journal of Interpersonal Violence

Violence Against Women

The National Online Resource Center Violence Against Women (VAWnet)

PROFESSIONAL CONFERENCE ATTENDANCE:

Society for Social Work Research (SSWR):	2007, 2008,
	2011
Society for Prevention Research (SPR)	2011
Institute of Violence Abuse and Trauma (IVAT)	2008, 2011
American Psychological Association/Summit on Intimate Partner Violence:	2008
National Association of Social Workers-Minnesota Chapter:	2001, 2004,
	2005
National Education Association:	2000
Minnesota Social Service Association	2000

REFERENCES (*Available upon request)