

## CURRICULUM VITAE

### SHANE R. BRADY, PHD, LLMSW

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### EDUCATION

Virginia Commonwealth University

PhD (Highest Honors)

2012

Dissertation Title: Discovering How Community Organizing Leads

To Social Change: Developing Formal Practice Theory for Social Workers

Engaged in Empowering Community Organizing

**Chair:** Dr. Mary Katherine O'Connor

University of Michigan (Summa Cum Laude)

2008

M.S.W.

Major: Social Work

Concentration: Community Organizing/Policy and Evaluation

Eastern Michigan University (Summa Cum Laude)

2007

B.S.W. – Generalist Practice

Major: Social Work

Washtenaw Community College (Summa Cum Laude)

2006

Associate in Arts

Major: Human Services

### PEER REVIEWED PUBLICATIONS

Brady, S.R. (In press). Building Community in the Classroom through Utilizing Critical Pedagogy. *Quick Hits – Indiana University Press*

Brady, S.R. (In press). Utilizing and improving the Delphi method for use in qualitative social work research. *Journal of Qualitative Social Work*.

Brady, S.R., Schoeneman, A.C., & Sawyer, J.M. (2014). New directions in critical community practice: Assessing and analyzing the damaging impact of neo-liberalism on community practice. *Journal for Social Action in Counseling and Psychology* [Special Issue], 6 (1), 36-60. Retrieved from: [http://www.psysr.org/jsacp/Brady-v6n1-14\\_36-60.pdf](http://www.psysr.org/jsacp/Brady-v6n1-14_36-60.pdf)

Brady, S.R., & O'Connor, M.K., (2014). Understanding how community organizing leads to social change: The beginning development of formal practice theory. *Journal of Community Practice*, 22 (1-2), 210-228. doi: 10.1080/10705422.2014.901263

Cramer, E. P., Brady, S. R., & McLeod, D. A. (2013). Building capacity to address abuse of persons with disabilities. *Journal of Community Practice*, 21 (1-2), 124-144. doi:10.1080/10705422.2013.788371

Cramer, E. P., & Brady, S. R. (2013). Competing values in serving older and vulnerable adults: Adult protective services, mandated reporting, and domestic violence programs. *Journal of Elder Abuse and Neglect*, 25 (3), 453-468. doi:10.1080/08946566.2013.782781

Brady, S. R. (2010). Consciousness raising, diversity, and transformative outcomes: Implications for community practice and education. *Journal of Community Practice*, 19(1), 100-105. doi:10.1080/10705422.2010.519689

Krajewski-Jaime, Wiencek, P., Brady, S. R., Trapp, E., & Rice Jr., P. (2010). Teaching employable skills to special education youth: An empowerment perspective. *The International Journal of Interdisciplinary Social Sciences*, 5(1), 167-176. doi:1833-1882

### **PUBLICATIONS IN PROGRESS AND UNDER REVIEW**

Brady, S.R., Young, J.A., & McLeod, D.A. (Under Review). Utilizing Digital Advocacy in Community Organizing: Lessons Learned from Organizing in Virtual Spaces to Promote Worker Rights and Economic Justice. *Journal of Community Practice*.

McLeod, D.A., Young, J., and Brady, S.R. (Under Review). Harnessing the power of social media in social work education: Developing ethical guidelines and best practices for utilizing social media in the classroom. Target journal: *Advances in Social Work*

Brady, S.R., & Spencer, M.S., (Under review). Promoting teaching excellence to new instructors through mentorship and capacity building. *International Journal of Teaching in Social Work*.

Brady, S.R., Monico, C., Young, J., Perkins, N., Shadick, J., Klein, M., Sawyer, J., & Mann-Williams (In progress). Understanding the power in our cohort story: A narrative inquiry of cohort experience in doctoral education. *International Journal of Teaching in Social Work*.

Brady, S.R. (In progress). Rethinking our approach to conceptualizing and teaching about social justice in social work practice and education. Target journal: *Journal of Teaching in Social Work*

Brady, S.R., Leisy, M., & O'Connor, M.K. (In progress). Utilizing formal practice theory as a framework for teaching community organizing. Target journal: *Journal of Social Work Education*.

Sawyer, J.M & Brady, S.R.. (In progress). Understanding, utilizing, and developing practice tools in community organizing: Building capacity for purposeful community organizing practice. Target journal: *Journal of Social Work Education*.

### **BOOK CHAPTERS**

Brady, S.R. (In progress). Utilizing the Delphi method in community based participatory research. In L. Jason & D. Glenwick (Eds.), *Handbook of Methodological Approaches to Community-Based Research: Qualitative, Quantitative, and Mixed Methods*. New York: Oxford University Press

### **INTERNATIONAL JURIED PRESENTATIONS**

Krajewski-Jaime, E., Wiencek, P., Brady, S.R., Trapp, E., Rice, P. (2010) Teaching employable skills to special education youth: An empowerment approach. The International Journal of Interdisciplinary Social Sciences: Annual Conference, Cambridge, U.K.

**NATIONAL JURIED PRESENTATIONS**

Brady, S.R. (Under review) Developing a Successful Mentorship Program for New Social Work Instructors: The Three Year Results of the TEAM Program. Society for Social Work Research Annual Conference, New Orleans, LA

Haley-Lock, A., Brady, S.R., Simmons, L., La Rose, T.& Romich, J.L. (Under review) Incorporating Community Labor Issues into Social Work Research. Society for Social Work Research Annual Conference, New Orleans, LA

Brady, S.R. (2014) Reconceptualizing and redefining social justice in social work and social work education. Counsel on Social Work Education Annual Program Meeting, Tampa, FL.

McLeod, D.A., Young, J., & Brady, S.R. (2014). Harnessing social media: Developing ethical student engagement guidelines for social work education. Counsel on Social Work Education Annual Program Meeting, Tampa, FL.

Brady, S.R. (2014) Developing formal practice theory in community organizing utilizing the Delphi methodology. Society of Social Work Research Annual Conference, San Antonio, TX.

Brady, S.R., O'Connor, M.K., & Leisey, M. (2013) Utilizing formal practice theory as a framework for teaching community organizing. Counsel on Social Work Education Annual Program Meeting, Dallas, TX.

Sawyer, J.M., Brady, S.R., & Schoenemen, A. (2013) New directions in community organizing: Challenges, implications, and recommendations for educators. Counsel on Social Work Education Annual Program Meeting, Dallas, TX.

Brady, S.R., (2013) Improving the Delphi method for use in social work research. The International Congress of Qualitative Inquiry, Urbana-Champaign, IL.

Brady, S.R. & Spencer, M.S. (2012) Promoting teaching excellence to new instructors through mentorship and capacity building. Counsel on Social Work Education Annual Program Meeting, Washington, D.C.

Brady, S.R. (2011) The de-radicalization of community organizing: A conceptual framework for understanding shifting paradigms in community practice. Counsel on Social Work Education Annual Program Meeting, Atlanta, GA.

Brady, S.R., Perkins, N.H., Mann-Williams, A.M., Sawyer, J.M. (2010) Our experiences living and learning as constructivist researchers. The International Congress of Qualitative Inquiry, Urbana-Champaign, IL.

Sawyer, J., Brady, S.R. (2010) Opening the dialogue: A Foucauldian discourse analysis of a theatre based community arts program. The International Congress of Qualitative Inquiry, Urbana-Champaign, IL.

Cramer, E. & Brady, S.R. (2009) Promoting capacity building among non-domestic violence programs for addressing violence against women. Counsel on Social Work Education Annual Program Meeting, San Antonio, TX.

### **STATE JURIED PRESENTATIONS**

[Krajewski-Jaime, E., Trapp, E., Brady, S.R., Rice, P. (2009) Working with special education youth: A macro approach to youth empowerment. National Association of Social Workers, MI Conference, Lansing, MI.

### **AWARDS**

|  |      |
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| University of Michigan Road Scholars                           | 2014 |
| VCU School of Social Work Outstanding Leadership Award         | 2013 |
| VCU School of Social Work Outstanding Service Award            | 2013 |
| Presidential Distinguished Graduate Recognition                | 2012 |
| National Society of Collegiate Scholars Lifetime Member        | 2008 |
| Wheeler Family Scholarship (\$10,000) - Competitive            | 2008 |
| Dean's Scholar (\$20,000) - Competitive                        | 2008 |
| Community Scholar (\$5,000) - Competitive                      | 2008 |
| NASW Outstanding Undergraduate Social Work Student of the Year | 2007 |
| Regents Scholarship Eastern Michigan (\$10,000)                | 2007 |

### **TEACHING EXPERIENCE**

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| University of Michigan-Ann Arbor<br>School of Social Work, Graduate Program<br>Courses taught: Community organizing, community development, social work theory, and social work research. | 2010-Current |
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| Eastern Michigan University<br>School of Social Work<br>Courses taught: Empowerment theory and practice (MSW foundation) | 2013-Current |
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| Washtenaw Community College<br>Human Services Program<br>Courses Taught: HSW 100 (Foundation Human Services), HSW 200 (Interviewing/Assessment) | 5/10-9/10 |
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| Eastern Michigan University<br>Honors College, McNair Scholars Program<br>Courses Taught: Research Methods and Statistics seminar and laboratory | 5/10 -8/10 |
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### **COMMUNITY PUBLICATIONS AND PROJECTS**

Brady, S.R., & Spencer, M. (2013) Teaching Excellence and Academic Mentorship Program Evaluation Report. Ann Arbor, MI. University of Michigan School of Social Work.

Brady, S.R. & Cramer, E.P. (2010) Norfolk State University and Virginia Commonwealth University Faculty Learning Community Program Evaluation Report. Richmond, VA. Virginia Commonwealth University.

Brady, S.R., Cramer, E.P., Dellinger-Wray, M., Johnston, S. (2009) I-CAN! Accessibility Project Program Evaluation Report. Richmond, VA. Virginia Commonwealth University.

Brady, S.R., Cramer, E., Dellinger-Wray, M., Johnston, S. (2009) Resources for Independent Living, Inc: Staff Training Curriculum: Risk Assessment and Safety Planning. October, 2009, Curriculum and Training Guide, Virginia Commonwealth University and the Partnership for People with Disabilities, Richmond, VA. Virginia Commonwealth University.

Brady, S.R. (2009). Comparing HARP and JHET Program Participants: A Program Evaluation Report. Ann Arbor, MI. Washtenaw Housing Alliance.

Brady, S.R., (2008). Community Assessment Report for Bolivar County Mississippi: An Analysis of Community Resiliency and Needs. Cleveland, MS, Delta State University.

Brady, S.R. & Watkins, M., (2008). Pedagogy for Civic Engagement: Civil Rights Curriculum Guide developed for teachers in Mississippi Delta School Districts. Cleveland, MS, Delta State University.

### **PROGRAM DEVELOPMENT**

2012 - Designed and facilitated TEAM, teaching mentorship program at the University of Michigan, Ann Arbor, MI

2007 – Assisted with multiple aspects of program design for the TeenBiz youth empowerment and employment skills program at Eastern Michigan University, Ypsilanti, MI

2007 – Co-Developed the Youth College Day program at Eastern Michigan University, Ypsilanti, MI

2006 - Co-Designed peer mentorship program for the HIV/AIDS Resource Center, Ypsilanti, MI

### **FUND DEVELOPMENT**

2011 - \$20,000 – Successful program grant written to Food Gatherers for Catholic Social Services of Washtenaw County's community food bank program.

2008 - \$2,500 – Successful grant written on behalf of the Social Welfare Action Alliance to the University of Michigan for community advocacy training and activities.

2008 - \$5,000 – Community Fellows competitive award given by the University of Michigan to conduct community based research and practice in the Mississippi Delta.

2008 – Grant research conducted for Washtenaw Housing Alliance, which led to the successful writing of JEHT Foundation grant totaling approximately \$600,000.

2007 – \$1000 - Successful program grant written on behalf of the TeenBiz Program to the Detroit Lion's Community Foundation.

2007 - Research conducted and editing assistance for program grant written to Department of Justice in collaboration with Eastern Michigan University that led to successful award of \$1,000,000 over two years.

2007 – \$1000 - Successful program grant co-written on behalf of Eastern Michigan University sponsored Youth College Day Program to EMU Foundation.

### **COMMUNITY EVALUATION EXPERIENCE**

2012 – Evaluation design, implementation, and analysis of the Teaching Mentorship and Academic Mentorship program at the University of Michigan, School of Social Work, Ann Arbor, MI

2010 – Evaluation Design, implementation, analysis, and program report writing for Virginia Commonwealth University/Norfolk State University Faculty Learning Community, Richmond, VA

2009-2010 – Provided design, implementation, analysis, and technical writing support to the Evaluation of the I-CAN! Accessibility Program, Richmond, VA

2009 – Designed and implemented the program evaluation for the Homeless Assistance Recovery Program (HARP) for the Washtenaw Housing Alliance, Ann Arbor, MI

2008 – Designed evaluation protocol and conducted staff trainings for Activists with a Purpose for Grenada County, Grenada, MS

2008 – Assisted with the evaluation design for Washtenaw County's Michigan Prisoner Re-Entry Program in collaboration with Eastern Michigan University, Ypsilanti, MI

2007 – Assisted with the design and implementation of the program evaluation for the Teen Biz program, Eastern Michigan University, Ypsilanti, MI

2007 – Co-designed and facilitated the evaluation for the Youth College Day program at Eastern Michigan University, Ypsilanti, MI

### **RELATED PRACTICE EXPERIENCE**

Community Organizing – National

#### **[Community Organizer]**

**2013**

Worked closely with UNITE HERE organizers on the successful strategy to move the Society of Social Work Research 2014 Conference out of the San Antonio Hyatt hotel, where workers were calling for a boycott of the hotel for economic justice violations. Successfully utilized a variety of social media to build a constituency of social workers and organizers, who successfully persuaded SSWR to hold conference events outside the hotel. Also, helped coordinate social work students, created press releases, and held community forums in-person and virtually. This effort was occurred on a national and international scale with petition signers from around the world involved in advocacy efforts.

University of Michigan – Ann Arbor

**2011-Current**

#### **[Program Director – TEAM Program]**

Developed brand new academic mentorship program at the University of Michigan School of Social Work. Developed and implemented needs assessment of new instructors at the SSW, including lecturers,

faculty, and doctoral students. Developed and implemented logic models and program evaluation. Developing university partnerships to better address the needs of instructional faculty throughout the university.

Washtenaw County-Community Support and Treatment Services

2011 – 2013

**[Client Services Manager – Project Outreach Team]**

Provide intensive case management to consumers with severe mental illness who are homeless or formerly homeless. Conduct person centered planning and documentation of planning with consumers. Conduct regular clinical assessment of consumers using bio/psycho/social model. Facilitated and improved design for dual diagnosis therapy group. Acted as interim supervisor during times of transition in the organization.

Catholic Social Services of Washtenaw County

2010-2011

**[Case Management Supervisor-Housing Support Services]**

Provided direct oversight to day to day operations for a supportive housing program serving independent single adults with severe and persistent mental illness, difficulty maintaining housing, and other challenges such as domestic violence, HIV/AIDS, and poverty. Provided direct supervision to a team of 10 professional case managers as well as interns and volunteers. Developed and strengthened partnerships with community agencies that were not present beforehand. Wrote a successful grant for \$20,000 for community food bank. Initiated and planned an all tenant community fun day to promote community building among residents. Provided direct review and design of program evaluation protocols.

North Richmond Community Coalition

2009-2010

**[Community Organizer]**

Utilized community organizing skills to build community in North Richmond, VA communities dealing with high levels of community violence, poverty, and youth drop-out rates. Worked with local faith based leaders and community elders to develop a successful community block club and neighborhood watch program that led to a stronger more involved and connected community, a 30% decrease in crime in the first six months that data was collected, and a community member afterschool and summer program for area youth that served 60 school age youth during the first year that it was in existence.

Washtenaw Housing Alliance

**[Evaluation Specialist, Project Consultant]**

2009

Organized community agencies providing services related to homelessness for the purpose of evaluating current data inputted into Homeless Management Information System. provided training to agencies related to proper protocol for entering data into The Homeless Management Information System (HMIS). Provided recommendations to local homeless coordination agency about community agencies' capacity to comply with HMIS policies.

Virginia Commonwealth University

**[Graduate Research Assistant/Community Organizer]**

2008 – 2010

Provided assistance on the I-CAN! Accessibility Program, which included community organizing, evaluation, and policy analysis tasks. Developed three questionnaires for I-CAN, implemented and collected data, and analyzed results using qualitative and quantitative analysis techniques. Researched and developed two primary curriculums on risk assessment and safety planning that were used for building capacity of non domestic violence programs to address domestic violence.

The American Civil Liberties Union, MS chapter 2008  
**[Community Organizer, Paid Graduate Fellowship]**

Organized community meetings and lobbied legislative members in relation to racial justice. I helped facilitate and organized United Nations Summit on human rights violations related to Hurricane Katrina, supervised interns, analyzed policies, wrote technical reports. Developed and implemented curriculum related to sexual health and reproductive rights that was implemented throughout Jackson, MS communities.

Washtenaw Housing Alliance 2007-2008  
**[Graduate Intern/Evaluator and Community Organizer]**

Assisted with the implementation and evaluation of the local ten year plan to end homelessness, including evaluation, organizing stakeholders, preparing reports, and facilitating meetings. Helped with the coordination, implementation, and analysis of point in time counts, used to estimate numbers of homeless living in community. Helped organize and plan event for 200 members of the community in order to report progress to community about 10 year plan to end homelessness.

The Institute for the Study of Children, Families, and Communities 2006 - 2007  
**[Community Organizer, Team Leader]**

Helped to develop community based youth programs, including the TeenBiz program which utilized the creative arts as a vehicle for teaching job and life skills to young people with special challenges. Wrote funding proposals, edited grants, and supervised interns. Acted as program director during portions of the program.

Home of New Vision 2005 - 2007  
**[Substance Abuse Outreach Coordinator]**

Provided substance abuse resources and referrals to indigent consumers in hard to reach areas of the community. Engaged consumers using stages of change model and SAMSHA outreach best practice guidelines.

The HIV/AIDS Resource Center 2004-2008  
**[Street Outreach/Health Educator/Volunteer Coordinator]**

Educated higher-risk populations on communicable diseases through community engagement. Developed a peer education program, designed to train college students and community members as health educators. Developed and facilitated volunteer trainings, including developing curriculum and volunteer binders for the organization. Supervised volunteers and interns. Organized fundraisers and special events in the community.

Saline Public Schools 2003-2005  
**[Program Director, Kindergarten Enrichment/Summer Programs]**

Developed kindergarten based curriculum, planned and organized field trips and summer programs. Supervised 5-15 staff members on daily basis. Provided oversight to ensure compliance with state accreditation standards, leading to 100% compliance during site visits. Established a scholarship program for children from lower-socio/economic households.



**SCHOLARSHIP AND SERVICE**

2013 – Eastern Michigan University Community Violence Task Force

2013 – University of Michigan Doctoral Education and First Generation Task Group

2006-2012 – AIDS Walk Ann Arbor Volunteer and Participant

2010 - The International Journal of Interdisciplinary Social Sciences – Associate Editor

2009 - VCU/SSW – Social Justice Project Committee Co-Chair

2007-2008 - The HIV/AIDS Resource Center Education Board

2006-2008 - Social Welfare Action Alliance (Member and Interim President)

2008 - Eastern Michigan University Youth College Day Committee Chair

2005-2006 - Washtenaw County Blueprint to End Homelessness Engagement Center Work Group

**MEMBERSHIPS**

2014 – Social Welfare Action Alliance

2010- Current Association of Community Organizers and Social Administrators

2009 – Current – Counsel for Social Work Education

2006 - National Association of Social Workers

**GUEST LECTURES AND SYMPOSIUMS**

2014 – Ypsilanti Narratives, Eastern Michigan University, Ypsilanti, MI

2012 - 2nd Annual Sujal Parikh Memorial Symposium on Health and Social Justice, University of Michigan, Ann Arbor, MI (Invited Presenter)

**PROFESSIONAL LICENSURE**

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