

CAROL BENNETT-SPEIGHT
Curriculum Vita

EDUCATION

- Doctor of Social Work, (DSW) School of Social Policy & Practice, *University of Pennsylvania*, Philadelphia, PA. (1996).
Dissertation – “*Mules uh de World*” – *Profile of Employed African-American Elder/Adult Dependent Caregivers: The Impact of Family and Employment Role Responsibilities*. (May 1996).
Major Areas: Multi-Cultural Families, Social Economic and Organizational Development, Aging Workforce, Work/Life Issues.
- Summer Institute for Women in Higher Education (HERS) at *Bryn Mawr College*, Bryn Mawr, PA. (1996). Certificate in Higher Education Administration.
- Advance Administration Certificate, *University of Pennsylvania*, Philadelphia, PA. (1991).
- Advance Clinical Practice Certificate, *Pennsylvania Society of Clinical Social Work*, Philadelphia, PA. (1985)
- Master of Social Work, (MSW) *Rutgers, The State University of New Jersey*, New Brunswick, N J. (1977).
Major Areas: Child Welfare and Family Policy
- Bachelor of Science, (BS) *Pennsylvania State University, College of Health and Human Development*, State College, PA. (1975).
Major Area: Community Organization

RESEARCH AND SCHOLARSHIP

- Thompson-Hassel, Ruth (former Senator) and Carol Bennett Speight. Supportive Housing Project: Partnership with NYC and Westchester Colleges to provide student aging out of foster care with supportive housing. (2017 – 2019)
- Bennett-Speight, Carol and Yolanda Dent. Supportive Housing: Collaboration among Colleges. (paper under review) McNair Scholarship.
- Conduct research in the area of evaluating community impact of social philanthropy with students at-risk. (2008-2009) at the University of Pennsylvania.
- Provide strategic planning and grant development for the Child Welfare Institute at Rhode Island College School of Social Work. (2006-2008)
- Chair, Solutions for Children and Families, United Way, Providence Rhode Island (2006-2009). Facilitate focus initiatives for children and families in the state of Rhode Island.

- Continued Research – Economic Status of African-American Families, community development and philanthropy, student success (K-12) and Work/Family life issues.

GRANTS AND AWARDS

Mercy College Faculty Senate Micro Grant: \$1,500 for Social Welfare Policy Day, Albany New York. (March 2017)

Mercy College Faculty Senate Micro Grant: \$1,500 for Social Welfare Policy Day, Albany New York. (March 2016)

In conjunction with the Poverty Institute initiated and raised \$55,000 for the Nancy Gewirtz Scholarship fund at Rhode Island College School of Social Work. 2006-2008)

Assisted in obtaining \$100,000 from the Nina Foundation to establish “Nina House” at Rhode Island College, a visitation center for children separated from their families. (2006-2008)

Rhode Island Minority Police Association Community Service and Achievement Award: Certificate in recognition of selfless efforts, dedication and commitment to service through action, which has strengthened and empowered communities of color and low income families throughout the State of Rhode Island (2005).

Christian R. & Mary F. Lindback Minority Junior Faculty Grant in the amount of \$15,000 in support of research entitled “The Interlocking Structures of Cultural Demands, Social Class, Education, Social Mobility and Family Arrangements in African-American Mother-Daughter Relationships” (2004). Cabrini College

Faculty Development Summer Grant: An award of \$1500 to assist in the data analysis of the research project, “The Interlocking Structures of Cultural Demands, Social Class, Education, Social Mobility and Family Arrangements in the African-American Mother-Daughter Relationship” (2002). Cabrini College

Faculty Development Summer Grant: an award of \$1000 to attend conference and develop course on Social Work and the Aging Society (1999). Cabrini College

ACADEMIC APPOINTMENTS

Mercy College

2011-Present

School of Social and Behavioral Sciences (SSBS)
Dobbs Ferry, New York

Associate Professor and Director of the Social Work

Manage and provide strategic planning for the Social Work Program, advise social work majors, coordinate the department’s budget, chair social work advisory board meetings and committees, restore accreditation for the social work program, obtained initial accreditation for social work classes to be held at the Bronx *Campus from CSWE and NYDE*. I successfully taught the following courses: SOWK 342 Social Welfare Policy and Practice I, and SOWK 426 Influencing Communities, Organizations and Social Policy II. Developed and implemented in

the fall of 2012 SOWK 201, Introduction to Social Work. Developed Marketing, GAP Analysis for on-line Masters in Social Work Program at Mercy College.

School of Social and Behavioral Science Assessment Coordinator 2011 to Present

Engage with the SSBS faculty, and program directors in developing the Schools mission statement, goals and student learning outcomes. Work directly with the Dean, the Director of the Educational Assessment/Office of the Provost, and the Chair of the Committee on Assessment of Student Learning (CASL) of the Faculty Senate.

Interim Associate Dean

2012-2013

Appointed Associate Dean for SSBS 2012-13 academic year including the following responsibilities: Collaborate extensively with the Dean pertaining to a wide array of curriculum and program development issues, chaired and coordinated the assessment committee for the SSBS formulating diverse goals, to measure student learning outcomes through reviewing course syllabi and different SSBS undergraduate and graduate program objectives. Continue to represent the SSBS to the College-wide assessment committee ensuring improved quality programming for our students. I presented at the summer, 2013 Mercy College Deans Retreat on Student Retention at the College. I also contributed to discussions on diverse academic issues at monthly Associate Deans' meetings.

University of Pennsylvania

2009 - 2011

School of Social Policy and Practice
Philadelphia, Pennsylvania.

Visiting Professor:

Conduct research in the area of evaluating community impact of social philanthropy with students at-risk. (2008-2009). Design and implement study, identify required resources and research methodology, develop research plan including identification of research components, metrics, and timelines. Track progress of research; modify plans to verify findings. Anticipate publication of article, *Promising Community-Based Practices for Students at Risk: Emerging Indicators for Donors*. The Center for High Impact Philanthropy, University of Pennsylvania.

Rhode Island College School of Social Work (RIC)

January 2005- 2009

Providence, Rhode Island

Dean and Associate Professor:

The Masters of Social Work and Bachelor of Social Work Programs at RIC. Provide academic and administrative leadership for graduate school of social work with 250 students; Bachelor of Social Work with 170 students; Poverty Institute with 6 staff members; Case Management Institute (Para-professionals); Child Welfare Institute with 6 staff members. Serve as member of the Academic Leadership Council.

Program Quality and Development: Supervise the development of new outcome measures for the school; oversaw formative review of the MSW clinical sequence; initiated strategic planning efforts to address global social work initiatives with PLAN-USA. Collaborated with the School of Arts and Sciences to develop global diversity initiatives and learning communities for undergraduates.

Research and Scholarship: Establish the faculty collaboration between the staff of the Poverty Institute, Case Management Institute and Child Welfare Institute to support research and grant development that resulted in three research proposals. Research interest in the area of: Economic Status of African American Women and Families.

Resources: Effectively manage an operating budget of 2.8 million, while supporting new strategic directions including scholarships to support undergraduate and graduate students, expansion of the field education capacity, and increased support to ethnically diverse students. Increase faculty and student access to technology within the classroom and assistance with grant writing. Revamped professional development fund distribution to improve responsiveness to faculty needs; developed a community advisory board to provide advice and recommendations on best practice issues and policies.

Cabrini College
Radnor, Pennsylvania

1997-2004

Associate Professor and Director of the Social Work Department - Direct the Social Work Department, advise social work majors, maintain department's budget, chair social work advisory board meetings, participate in committee work, obtained initial accreditation and re-accreditation for the social work program and developed outcome measures. Successfully taught the following courses: Introduction to Social Work, Human Behavior and Social Environment, Social Welfare History, Social Welfare Policy Analysis, and Research Methods

- Developed a \$50,000 Endowed Scholarship for Social Work Majors: The Sister Regina Peterson Scholarship (founding director of the Social Work Program).
- The Accreditation of the Social Work Program
- Development of Continuing Education Workshops for Social Workers in the Delaware Valley area.
- Development of the Phi Alpha Honor Society – A national honor society for social work students.
- Research Grant: "The Interlocking Structures of Cultural Demands, Social Class, Education, Social Mobility and Family Arrangements in African-American Mother-Daughter Relationships."

University of Pennsylvania
Philadelphia, Pennsylvania

1987-1997

Faculty/Staff Assistance Program (F/SAP)

- *Director:* Manage and direct the employee assistance program for the university's faculty and staff members. Developed strategic plan and implement programs; supervise professional staff; prepare proposals, reports, evaluation research and statistics as needed. Participate in policy and program development for service delivery. Report directly to the Dean of the School of Social Work. Research interest in "Employed African-American Caregivers."
- *Assistant Director:* Responsible for the day-to-day program operations. Duties include supervising professional staff, support personnel, and graduate students; client assessments and referrals; liaison with referral providers; supportive administrative functions; and consultation for supervisors. Assist the director in training and promotional activities, including health promotion programs.

COLLEGE COMMITTEES AND COMMUNITY SERVICE:

Mercy College

Chair of the School of Social and Behavioral Science (SSBS) Assessment Committee (2011-2018)
Mercy College Committee on Assessment of Student Learning (CASL 2011-1018)
Secretary Faculty Senate Committee Member for Promotion and Tenure (2015-2018)
Faculty Senator for the SSBS
Faculty Senate Committee Member for Committee on Committee
Mercy's Women Empowerment committee
Co-chair of the Foster Care Housing Resource Sub-Committee
Foster Youth Supportive Housing Workgroup
Westchester Livable Communities Education Collaborative
Associate Dean Committee (2012-2013)
College's Middle States Workgroup on Assessment

Rhode Island State Board of Governors

Outreach Council
Rhode Island Women in Higher Education

Rhode Island College

Academic Leadership Group
Academic Curriculum Committee
Diversity Committee Member
Lecture Series Committee
Admissions Committee: MSW Program and BSW Program
Faculty Development Committee

Cabrini College (1996 – 2004)

Academic Council
Academic Curriculum Committee
Advisory Committee on Disabilities
Department Chair's Committee
Chair of the Diversity Council
Faculty Development Committee
Sexual Harassment Committee
Institutional Assessment Committee
Program Evaluation Sub-Committee of Academic Council

Board of Trustees

Girl Scouts of America, Providence, Rhode Island: Executive Board Member (2005 – 2009).

John Hope Settlement House, Providence, Rhode Island: Executive Board of Trustees (2006-2009)

Poverty Institute, Providence, Rhode Island: Executive Board of Trustees (2006-2010)

Tide Family Service, Providence, Rhode Island: Board of Trustees (2006- 2009)

United Way, Providence, Rhode Island: Executive Board Member (2006-2009).

United Way, Providence, Rhode Island: Chair, Children and Families Impact Group (2006-2009).

Women & Infants' Hospital, Providence, Rhode Island: Board of Trustees (2008-2010)

LICENSES, CERTIFICATIONS AND PROFESSIONAL ASSOCIATIONS:

American Association of University Professors

Council on Social Work Education (CSWE)

Licensed Social Worker, Commonwealth of Pennsylvania No. SW-003629-E

National Association of Deans and Directors

New England Association of Schools and Colleges

National Association of Social Work

Rhode Island Women in Higher Education

Work and Family Committee of EAPA – Chairperson (1996-1998)

PUBLICATIONS AND ACCREDITATION WORKS

Bennett-Speight, Carol. (March 2018). *Re-accreditation Self-Study and Outcome Measures*. Mercy College Social Work Program, Council on Social Work Education (CSWE).

Bennett-Speight, C. (2015) Balancing of Work and Family Needs, *Ethics and Family*. Edited by Czeslaw Karkowski, Cognella, Inc. Ch. 20.

Bennett-Speight, C. (2014) Mercy College Marketing/GAP Analysis for Masters in Social Work Program. In affiliation with Mercy College.

Bennett-Speight, C., (2012) New York State Department of Education, (NYDE) approval of the Bronx Campus for Senior Classes. In affiliation with Mercy College.

Bennett-Speight, Carol, (2011) *Restoration Report*. Restore Mercy College Social Work Program to full-accredited status, Council on Social Work Education (CSWE).

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Bennett-Speight, Carol. (October, 2007). Self Care: Learning to be “Dexterous and Deft.” Rhode Island College School of Social Work. *The Advocate*, 3 (1), 1-3.

Bennett-Speight, Carol. (Fall 2005 and winter, 2006). Deans Update the School of Social Work, Rhode Island College. *Rhode Island College Alumni*.

Bennett-Speight, Carol. (January, 2002). *Re-accreditation Self-Study and Outcome Measures*. Cabrini College Social Work Program, Council on Social Work Education (CSWE).

Bennett-Speight, Carol. (2002). Book review of Cohen-Almagor, Raphael. *The Right to die with Dignity: an Agreement in Ethics, Medicine, and Law*. Rutgers University Press. *Affilia*, 17 (3), 395-397.

Bennett-Speight, Carol. (March, 1999). *Interim Report for June 1999 Commission Review* for Cabrini College Social Work Program, Council on Social Work Education (CSWE).

Bennett-Speight, Carol. (December, 1997). *Initial Accreditation Self-Study, Cabrini College Social Work Program*, Cabrini College. Council on Social Work Education (CSWE).

Bennett-Speight, Carol. (May, 1996). “Mules uh de World”-Profile of Employed African American Elder/Adult Dependent Caregivers: The Impact of Family and Employment Role Responsibilities. Dissertation, University of Pennsylvania.

Beauchene, K. and Bennett-Speight, C. (Nov./Dec., 1994). “An Update: The Family and Medical Leave Act.” *EAPA Exchange Magazine*.

Bennett-Speight, Carol. (June, 1991). “Balancing Elder Caregiving and Work Responsibilities: The EAP's Challenge.” *EAPA Exchange Magazine*.

Bennett-Speight, Carol. (September, 1990). "Employees Offered Confidential Counseling and Support." *The Compass*. [A University of Pennsylvania publication].

Bennett-Speight, Carol. (April, 1990). “Employed Caregivers at the University of Pennsylvania: Evaluating the Faculty/Staff Assistance Program Services to Employed Caregivers.” (Unpublished).

Bennett-Speight, Carol (January, 1990). “Caring for Elderly Relatives is a Growing Source of Stress.” *The Compass*. A University of Pennsylvania publication.

Bennett-Speight, Carol. (September 1989). “Who We Are, What We Do.” *The Compass*. A University of Pennsylvania publication.

Bennett-Speight, Carol. (January, 1989). “Paving the Road to Recovery for 'Man Junkies.’” *The Compass*. A University of Pennsylvania publication.

Bennett-Speight, Carol. (October, 1988). "Helping Substance Abusers Back on Their Feet.” *The Compass*. A University of Pennsylvania publication.

Bennett-Speight, Carol. (March, 1988). "Counseling Available for Penn Supervisors.” *The Compass*. A University of Pennsylvania publication.

Bennett-Speight, Carol. (January 1988). "Survival Strategies for Single Parents." *The Compass*. A University of Pennsylvania publication.

PRESENTATIONS

Faculty Development Workshop, School of Social and Behavioral Science (SSBS) *Student Learning Outcome Findings for SSBS*. Mercy College, spring 2015, 2016, 2017, and 2018.

Faculty Mentoring Workshop, Mercy College Faculty Development (Spring 2018)

Spring Faculty Seminar: (March 2016) Culturally Inclusive teaching and Learning for the Whole Student. "Moving from a Multicultural Approach to Critical Race Theory in the Classroom: Provided an introduction to critical race theory and strategies for incorporating its principles into curricular content and process. Co-presenters: Emily Murphy, LMSW, and Carolyn Hanesworth, MSW, LCSW

Faculty Development Workshop, Round Table: *Assessment of Student Learning*. Mercy College, spring 2012.

Plan of Assessment of Student Learning, School of Social and Behavioral Science, Mercy College, March 30, 2012.

"*Preparing for College*." Slater Jr. High School, Pawtucket, Rhode Island. RI Board of Governors for Higher Education, November 9, 2006.

Envisioning and Achieving: Administrative Leadership to Advance the Mission of a Comprehensive State College." European-American University Forum and the Sixteenth Annual International Conference of American Association of University Administrators. Cracow University, Cracow, Poland, October 22 -28, 2006.

"*Children and Community: What's the Connection?*" Local Initiatives Support Corporation, Providence, Rhode Island, April 10, 2006.

"*The Influence of Economic, Political and Cultural Forces on Public Policy Development in the United States*." First Annual Spring Lecture Series on Public Policy Problems, Providence Rhode Island, March 28, 2006.

"*Integrating Cultural Competence in Geriatric Clinical Care*." Rhode Island Geriatric Education Center, March 20, 2006.

"*Embracing Our History and Empowering Our Communities – Because We Must*." The National Association of Black Law Enforcement Officers. Rhode Island Minority Police Association Annual Conference, October, 2005.

"*How to Care for Ourselves While Caring for the Children*." A conference by the Widener University Center for Social Work Education and the Family & Community Services of Delaware County, Chester, PA – May 2002.

"*Feeling Good – Growing Older: Pulling It All Together*" co-sponsored by the Continuing Education Alumni Advisory Board and the Social Work Department of Cabrini College in recognition of Social Work Month, Radnor, PA – March, 2001.

“Coping Skills for Caregivers: What About Me?” Bennett-Speight, DSW and Sr. Eileen Currie, MSC presenters. Resources for an Aging Population Conference. Co-sponsored by the Continuing Education Alumni Advisory Board and the Social Work Department of Cabrini College in recognition of Social Work Month. Radnor, PA. March 2000.

“Seniors and Gambling.” The 13th National Conference on Problem Gambling, Detroit, Michigan, June 4-6, 1999.

“Profile of Employed African American Elder/Adult Dependent Caregivers: The Impact of Spirituality on Role Responsibilities.” The 15th National Conference of the Society for Spirituality and Social Work. St. Louis, Missouri, June 26-28, 1999.

“Employed African American Informal Caregivers,” National Employee Assistance Association, Baltimore, MD. November 16, 1998.

“Aging and Special Needs Issues in the Workplace.” National Work and Family Conference of the Employee Assistance Professional Association. November 14, 1997.

“Dependent Care Across the Life Cycle.” Employee Assistance Professional Association (EAPA), Chicago Ill., November 1996.

“Profile of Employed African American Caregivers.” International Employee Assistance Professional in Education Association (IEAPEA), Chicago, Ill, November 1996.

“Overcoming Test Anxiety.” Sponsored by the Veteran's Upward Bound Programs, University of Pennsylvania, Philadelphia, PA. February 1996.
Chair/Moderator, Work and Family Round Table, EAPA National Conference, Seattle Washington, November 1995.

“Diversity 2000,” American Council of Education/National Identification Program Conference, Baltimore, MD, June 1995.

“Employee Assistance Panel - Social Policy in the Workplace.” Sponsored by the University of Pennsylvania, Philadelphia, PA, April 1995.

“Coping with Change in the Workplace.” Keynote Address and Speaker, Annual Benefits Fair, University of Pennsylvania, Philadelphia, PA, April 1995.

“Work and Family,” Employee Assistance Society of North American (EASNA), Montreal, Canada, May 1994.

“The Eldercare Connection,” Employee Assistance Professional Association (EAPA) National Conference, Anaheim, CA, November 1994.

Chair/Moderator, Work and Family Round Table, EAPA National Conference, Anaheim, CA, November 1994.

“Elder Care and The Workplace”: Sponsored by the Philadelphia Corporation for Aging and the Delaware Valley Employee Assistance Program, Philadelphia, PA, November 1993.

“The Eldercare Connection”, EAPA Eastern Regional Conference, Williamsburg, Virginia, July 1993.

“Employee Assistance Programs and Eldercare: What Is The Role of EAPs?” Sponsored by the American Society on Aging, San Diego, California, March 1992.

“Job Search and Negotiation Strategies.” Keynote address, Fourth Annual Social Worker Fair, University of Pennsylvania, Philadelphia, PA, March 1991.

“Gauging the Effectiveness of Employee Assistance Program.” Panel member, The Wharton School, University of Pennsylvania, November 1990.

“Response to Organizational Change.” Human Resources Personnel Representatives Retreat, Pennsylvania State University, University Park, PA, October 1990.

“Working Women with Substance Abuse Problems: Special Needs and Responses.” Eagleville Hospital, Eagleville, PA, October 1990.

“Implementing a Child Care Referral Program within an Employee Assistance Program.” National EAPA Conference, New Orleans, LA, October 1990.

“Problem Solving and Refining Managerial Skills.” Executive Leadership Institute of the National Association of Black Public Administrators, the Wharton School, University of Pennsylvania, November 1989.