

KIM FLOURNOY DIJOSEPH, M.S.W.

CURRICULUM VITAE

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EDUCATION

- 2007-2008 **Master of Social Work, Advanced Standing Program**
Virginia Commonwealth University, Richmond, VA
- 2001-2005 **Bachelor of Social Work**
Virginia Commonwealth University, Richmond, VA

ACADEMIC APPOINTMENTS

- 2012-Current **Director of Student Success, Associate Professor in Teaching**
School of Social Work, Virginia Commonwealth University, Richmond, VA
- Support the mission of the university and School of Social Work by providing oversight for strategic recruitment and retention initiatives with emphasis on achievement and sustainment of strategic enrollment targets, the utilization of advising to facilitate timely degree completion, student support and engagement, and fostering diversity
 - Hiring, onboarding and supervision of 3 full-time student success advisors, 1 full-time student success coordinator (TBD), and 1 part-time writing advisor
- 2015-2016 **Associate Director for Policy and Programs**
Institute for Inclusion, Inquiry and Innovation, Virginia Commonwealth University, Richmond, VA
- Support Provost initiative to develop and implement institute initiatives related to diversity and inclusion by assuming administrative lead on the writing and goal-setting of institute's policies and programs proposals with emphasis on transdisciplinary core development and faculty cluster hiring initiatives

TEACHING EXPERIENCE

ADVISING AS TEACHING

- 2012-Current **Director of Student Success, Assistant Professor in Teaching**
School of Social Work, Virginia Commonwealth University, Richmond VA
- Development of program-specific advising syllabi to define advisor-advisee expectations, advising goals, student learning outcomes and assessment
 - Develop, supervise and assess centralized, professional advising model for undergraduate and graduate students
 - Student-centered advising provides perspective and framework to overall academic curriculum
 - Developmental model of advising is an ongoing, relational-based process that contributes to students' personal and academic growth and professional identity

SUPERVISION AS TEACHING

- 2012-Current **Director of Student Success, Assistant Professor in Teaching**
School of Social Work, Virginia Commonwealth University, Richmond VA
- Supervise team of professional advisors with emphasis on application of social work-related approaches and skills such as strengths approach, motivational interviewing, rapport building, joining, active listening, mediating, referral, advocacy, and empathic response
 - Encourage development of and monitor staff professional development plans and wellness plans
 - Provide oversight to team of undergraduate and graduate peer mentors with emphasis on application of course-related skills such as rapport building, active listening, and making knowledgeable resource referrals

TEACHING IN THE IMPLICIT CURRICULUM

- 2012-Current **Director of Student Success, Assistant Professor in Teaching**
School of Social Work, Virginia Commonwealth University, Richmond VA
- Coordinate student leadership development series for and mentor undergraduate and graduate members of the Student Leadership Caucus
 - Facilitate increased clarity of communication to foster collaborative, inclusive and supportive learning environment across programs

PROGRAM DEVELOPMENT AS TEACHING

- 2012-Current **Director of Student Success, Assistant Professor in Teaching**
School of Social Work, Virginia Commonwealth University, Richmond VA
- Design and assess comprehensive initiatives and activities that promote academic success, social integration, professional development, and student transition to workforce
 - Examples include: professional writing consultation, peer mentor program, wellness series, networking-focused career series, opportunities for extracurricular student and faculty engagement

COURSE DEVELOPMENT

- 2011 **Adjunct Instructor**
School of Social Work
Virginia Commonwealth University, Richmond, VA
- Interpersonal Violence and Clinical Social Work Practice (SLWK-761)
- 2010 **Adjunct Instructor**
L. Douglas Wilder School of Government and Public Affairs
Virginia Commonwealth University, Richmond, VA
- The Social Contexts of Childhood and Violence (SOCY-691)
- 2007-2008 **M.S.W. Administration, Planning & Policy Practice Intern**
Providence Service Corporation, Tucson, AZ
- Developed curriculum and evaluation, and facilitated a 21-hour pilot workshop series on trauma and play therapy including didactic and varied experiential teaching methods
 - Developed Association of Social Work Boards-approved course and provided instruction for international, 10- week distance learning course on trauma and play therapy

COURSE INSTRUCTION

- 2009-2011 **Adjunct Instructor**
School of Social Work
Virginia Commonwealth University, Richmond, VA
- Clinical Social Work Practice (SLWK-704, SLWK-705)
 - Social Work Practice with Individuals, Families and Groups (SLWK-604)
 - Foundations of Social Work Research (SLWK-380)
 - Social Work & Oppressed Groups (SLWK-311)
 - Social Work Practice Fundamentals (SLWK-332)
 - Introduction to Social Work (SLWK-201)
- 2009-2011 **Adjunct Instructor**
L. Douglas Wilder School of Government and Public Affairs
Virginia Commonwealth University, Richmond, VA
- Domestic and Sexual Violence (SOCY-510)
- 2008-2009 **Adjunct Instructor**
Corporate University of Providence, Tucson, AZ
- Provided instruction for international distance education course on trauma, childhood and play therapy

SERVICE

SCHOOL OF SOCIAL WORK

- 2016-Current Student Success Coordinator Search Committee, Chair
2016-Current Student Success Advisor Search Committee, Chair
2016-Current Promotion and Tenure Committee, Peer Reviewer
2015-2016 Writing Advisor Search Committee, Chair
2015-2016 Student Life Cycle Coordinator, Search Committee, Chair
2015-Current Helen Pinkus Award Committee, Chair
2015-2016 Budget Advisory Committee, Member
2014-Current 100th Anniversary Task Force, Member
2014-Current Student Parent Association, Faculty Advisor
2014 Director of Communications Search Committee, Member
2014 Student Success Advisor Search Committee, Chair
2013-Current Academic Programs Committee, Member
2013-2015 LGBTQIA and Allied Social Work Group, Faculty Advisor
2013 Distance Education Coordinator Search Committee, Chair
2013 Student Success Advisor Search Committee, Chair
2012-Current School Assembly, Member
2012-Current Dean's Cabinet, Member
2012-Current BSW Program Committee, Member
2012-Current Phi Alpha National Social Work Honor Society, Nu Rho Chapter, Faculty Advisor
2012-2015 B.S.W. Student Association, Faculty Advisor
2012-2015 M.S.W. Student Association, Faculty Advisor
2012 M.S.W. Admissions Committee, Member

VIRGINIA COMMONWEALTH UNIVERSITY

- 2015-Current Title IX Review Board, Member
2014-Current Global Zone Work Group, Member
2014-Current University Graduate Council, Member
2014-Current Graduate Programs and Courses Subcommittee, Member
2014 INNOVATE Living-Learning Program Director Search Committee, Member
2013-Current Graduate Recruitment Council, Member

2013-Current Undergraduate Academic Advising Board, Member
2013-Current Career Services Council, Member
2013-Current New Student Orientation Advisory Board, Member
2013 Social Media Administrator's Group, Member

COMMUNITY & PROFESSIONAL

2014 Council on Social Work Education, Social Work Centralized Application Service Committee At Large, Member
2009-2011 Virginia Society for Clinical Social Work, State Membership Chair
2008-2013 Virginia Society for Clinical Social Work, Richmond Chapter, Education Chair
2008-Current Coalition to Treat Abusive Behaviors, Member
2008-Current Virginia Sexual & Domestic Violence Training Institute Committee, Member
2008-Current Virginia Sexual & Domestic Violence Public Policy Committee, Member
2007-2008 Henrico CASA – Governance Committee Board Member
2006-2010 Virginia Sexual & Domestic Violence Action Alliance, Child Advocacy Task Force Chair
2005-2009 Take Back the News, Professional Advisory Board Member

PUBLICATIONS

Flournoy, K.L., 2008. Brain Work. *In: Lowenstein, L., ed. Assessment and Treatment Activities for Children, Adolescents, and Families: Practitioners Share Their Most Effective Techniques.* Ontario: Champion Press, 4.

Flournoy, K.L., 2008. Power Pies. *In: Lowenstein, L., ed. Assessment and Treatment Activities for Children, Adolescents, and Families: Practitioners Share Their Most Effective Techniques.* Ontario: Champion Press, 78.

HONORS AND ACHIEVEMENTS

2015 Advising Administrator Certificate of Merit
National Academic Advising Association
2007 Blue Ribbon Award, Statewide Child Advocate of the Year
Virginia Sexual & Domestic Violence Action Alliance
2005 Summa cum laude, overall GPA of 4.0
2005 Phi Kappa Phi Honor Society, Member
2005 Golden Key Honor Society, Member
2003 Psy Chi Honor Society, Member
2003 Phi Eta Sigma Honor Society, Member

PROFESSIONAL AFFILIATIONS

2012-Current National Academic Advising Association, Member
2012-2014 Council on Social Work Education, Member
2005-2012 National Association for Play Therapy, Member
2004-Current Virginia Sexual & Domestic Violence Action Alliance, Member
2003-2012 National Association for Social Workers, Member

PRESENTATIONS

2016 National Academic Advising Association Region 2 Conference
"Making the Shift: An Administrator's Reflection on Centralizing Advising at the Departmental Level"
2016 iCubed Seminary Series, co-presenter
"iCubed: The Cluster Hiring Initiative and Program"

- 2012 VCU Undergraduate Advising Council
"Overview of School of Social Work Peer Mentor Programs"
- 2010 Dominion Youth Services Staff Development
"The Effects of Attachment and Trauma on Children & Adolescents"
- 2009 National Association for the Education of Homeless Children & Youth Conference
"The Effects of Domestic Violence on Children's School Experience"
- 2009 Slabaugh & Associates Staff Development
"Introduction to Child-Centered Play Therapy"
- 2009 Project Hope/Quin Rivers Domestic Violence Agency Staff Development
"Surviving This Work: Vicarious Trauma & Supporting Those Who Support Victims"
"Applying Child-Centered Play Therapy Principles to Work with Children & Families Experiencing Sexual Violence"
- 2009 Commonwealth Catholic Charities In-Service Training for Therapeutic Foster Parents
"Focus on the Donut, Not the Hole: Applying Play Therapy Principles to Foster Parents of Traumatized Refugee Teens"
- 2009 Coalition to Treat Abusive Behaviors Board Meeting
"Making a Case for Collaboration: Co-Therapy with Abusers & Their Children"
- 2009 VA Sexual & Domestic Violence Action Alliance Child Advocacy Task Force Conference
"Show & Tell: Play with Children Who Have Experienced Sexual & Domestic Violence"
- 2008 Commonwealth Catholic Charities, Batterers' Intervention Program, Guest Facilitator
"Little Voices: How Domestic Violence Effects Our Children"
- 2008 Lynchburg YWCA Domestic Violence Program, Distinguished Guest Speaker
"It's a Family Affair: The Effects of Domestic Violence"
- 2008 3rd Court Services Unit Staff Retreat Portsmouth, VA, Retreat Facilitator
"Leaving Work at Work: Taking Care So We Can Continue to Take Care"
- 2008 Virginia Indigent Defense Commission Statewide Conference
"Little Voices: The Effects of the Criminal Justice System on Children Who Have Experienced Domestic Violence"
- 2008 Richmond Area Counselor's Association
"The Effects of Domestic Violence on Children by Psychosocial Developmental Stages"
- 2007 Virginia Attorney General's Summit on Domestic Violence, Expert Panelist
"Looking Back, Moving Forward: Building on VA's Plan to End Domestic Violence"
- 2006-2009 VCU Graduate Certificate in Gender Violence Intervention, Guest Lecture
"Little Voices: The Effects of Domestic Violence on Children"
- 2006-2009 VCU School of Social Work, Guest Lecture
"Bridging the Gap: The Relationship between Macro & Micro Social Work Practice"
- 2006-2009 VA Sexual & Domestic Violence Action Alliance Statewide Conference
"Collaboration across Borders: Exploring Personal & Professional Boundaries about Working with Batterers"
"Ch-Ch-Ch-Children: Facilitating Change through Safety Planning"
"Promoting Children's Services in Our Domestic Violence Agencies"
- 2004-2008 Safe Harbor Volunteer Training
"Boundaries: Keeping You and Our Shelter Clients Healthy"
"Active Listening and Empathy with Victims of Domestic Violence"
"Cultural Competency and Working with Diverse Populations"

PROFESSIONAL DEVELOPMENT

- 2016 Noel-Levitz Symposium on the Recruitment and Retention of Diverse Populations
- 2016 National Academic Advising Association Assessment Institute
- 2016 Virginia Commonwealth University Institute for Inclusion, Inquiry and Innovation
"Diversity and Inclusion in University-Community Engagement"
"Techniques and Strategies for Inclusive Collaboration"
"Introduction to Community Engagement"
- 2016 Virginia Commonwealth University Office of the Provost and Office of Faculty Recruitment and Retention

	<i>"The Potential Impact of Unconscious Bias"</i>
2015	National Academic Advising Association Region 2 Conference
2015	National Academic Advising Association Administrator's Institute
2015	Virginia Commonwealth University, Human Resources
	<i>"Strengths-focused Management"</i>
	<i>"Team-building: Dynamics and Development"</i>
2013	Council on Social Work Education Annual Program Meeting
2013	Noel-Levitz National Conference on Student Recruitment, Marketing, and Retention
2013	Virginia Commonwealth University Leadership Development Program, Graduate
2012	National Academic Advising Association Administrator's Institute
2010	Virginia Society for Clinical Social Work, Richmond Chapter
	<i>"Family Attachment Narrative Therapy"</i>
	<i>"The Power of Healing Stories in Therapy"</i>
	<i>"Collaborative Divorce Law"</i>
2009	Virginia Society for Clinical Social Work, Richmond Chapter
	<i>"Parental Alienation Syndrome"</i>
	<i>"Therapy with Oppressed Families: A Multicultural Perspective"</i>
	<i>"Neurobiology of Psychotherapy"</i>
2008	25 th Annual International Play Therapy Conference – Dallas, TX
2008	Corporate University of Providence 8-week Distance Learning Course
	<i>"Use of Attachment Theory, Trauma Models, & Neuroscience in Clinical Practice w/ Youth w/ Conduct Disorders"</i>
2008	Virginia Commonwealth University School of Social Work Continuing Education
	<i>"Trauma Treatment: Ethical Engagement & Basic Principles"</i>
2008	Jewish Women International Teleconference
	<i>"Motivational Interviewing"</i>
2007	PESI Institute
	<i>"Attachment Disorder: Essential Interventions, Innovative Assessment & Effective Treatment"</i>
2007	Cross Country Education
	<i>"Early Developmental Disorders Resulting from Abuse: Therapeutic Techniques for Intervention & Prevention"</i>
2007	Virginia Sexual & Domestic Violence Action Alliance
	<i>"Promoting Protective Factors to Prevent Sexual & Domestic Violence: Applying the Search Institute Development Assets"</i>
2006-2008	Virginia Sexual & Domestic Violence Action Alliance Spring Conference
2006	Restorative Justice Association of Virginia Fall Conference
2006	Virginia Commonwealth University Especially For Nonprofits Course
	<i>"Program Outcomes"</i>
2006	Virginia Department of Social Services
	<i>"Developing Logic Models"</i>

PRACTICE EXPERIENCE

2008-2014	<p>Consultant Richmond, VA</p> <ul style="list-style-type: none"> ▪ Developed and facilitated continuing education with a focus on domestic violence and the effects of trauma on children, family, community, and advocates/clinicians ▪ Provided program development, organizational consultation and social work field instruction to non- and for-profit agencies regarding trauma, domestic and sexual violence, play therapy and attachment theory, and organizational development ▪ Provided research consultation including needs assessments and literature reviews for non-profit program development and grant purposes
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- Provided structure, content, and technical editing to multiple statewide grant projects for the Center for Disease Control including regional needs assessments and strategic prevention planning process

2009-2010

Intensive In-Home Clinician

Family Preservation Services, Richmond, VA

- Provided comprehensive, strengths-based clinical services to client and family including clinical assessment, diagnosis, treatment, case collaboration, crisis intervention, and discharge planning
- Specialized in child and intergenerational traumas with a focus on sexual and domestic violence and attachment issues
- Emphasized client-centered approaches including psychodynamic play therapy and Child-Parent Relationship Training

2004-2008

Director of Children's Services

Safe Harbor, Richmond, VA

- Developed and managed comprehensive domestic violence child and family program and agency's Community Counseling Program
- Provided clinical supervision to Child & Family Clinician, Crisis Counselor, and graduate social work student interns
- Facilitated clinical team meetings and provided leadership to local and statewide task forces
- Provided individual, group and family therapy to children ages 2-18 and adults in agency's shelter, community program, and on-site at partner agencies
- Co-lead agency-wide strategic planning and the development of outcome measures for all agency programs
- Provided court advocacy and on-call, crisis intervention to clients and support for agency staff

2007-2008

M.S.W. Clinical Intern

Family Preservation Services, Richmond, VA

- Assessed potential clients for intensive in-home services, including biopsychosocialspiritual assessment and DSM diagnostic impression
- Provided intensive in-home counseling to children and their families with emphasis on play therapy in individual and family sessions
- Provided staff development trainings on play therapy

2006

Interim Community Educator/Volunteer Coordinator

Safe Harbor, Richmond, VA

- Developed, coordinated, and facilitated 24-hour training curriculum including database and tracking systems to recruit and maintain volunteers

2004-2005

B.S.W. Senior Intern

Lakeside House, Richmond, VA

- Conducted intake interviews with prospective members of psycho-social day treatment center for adults with severe mental illness
- Prepared client-centered treatment plans to consumers of psycho-social day treatment center for adults with severe mental illness and served as advocate
- Assisted members of psycho-social day treatment center for adults with severe mental illness in culinary unit
- Coordinated presenters for agency Wellness Week

2004

B.S.W. Junior Intern

Safe Harbor, Richmond, VA

- Developed and facilitated age-appropriate, psycho-educational children's support group
- Responded empathically to crisis calls and making knowledgeable referrals and providing emergency shelter when appropriate
- Managed caseload of adult clients residing in domestic violence shelter