

CATHERINE K. LAWRENCE

School of Social Welfare
202 Richardson Hall
Clawrence@albany.edu

EDUCATION

- 2003 **PH.D. Social Welfare.** University at Albany School of Social Welfare, Albany, NY.
Dissertation: *Bearing children, forming families: An analysis of state responses to the new welfare agenda.* Chair: Dr. Jan L. Hagen
- 1997 **M.S.W. Macro Concentration.** Nelson A. Rockefeller College of Public Affairs and Policy, School of Social Welfare, Albany, NY.
- 1997 **Certificate in Women & Public Policy** and Policy Fellowship, Center for Women in Government, Nelson A. Rockefeller College of Public Affairs and Policy, Albany, NY
- 1989 **B.A.** English Major, Biology Minor. Grinnell College. Grinnell, Iowa.

EDUCATIONAL EMPLOYMENT

<u>Dates of Service</u>	<u>Title, Institution, Location</u>
2019 to Present	Associate Professor, School of Social Welfare, University at Albany Albany, NY
2013 to 2019	Assistant Professor, School of Social Welfare, University at Albany Albany, NY
2013	Associate Research Professor, School of Social Welfare, University at Albany, Albany, NY
2004 – 2013	Assistant Research Professor, School of Social Welfare, University at Albany, Albany, NY
2008 – 2011 2000 – 2004	Part-time Instructor, School of Social Welfare, University at Albany, Albany, NY
2009	Staff Assistant, CSWE Reaccreditation, School of Social Welfare, University at Albany, Albany, NY
2007	Staff Assistant, Strategic Planning, School of Social Welfare, University at Albany, Albany, NY
2000 – 2004	Research Associate, The Nelson A. Rockefeller Institute of Government, Albany, NY
1997 – 1998	Research Assistant, The Nelson A. Rockefeller Institute of Government, Albany, NY

PROFESSIONAL EMPLOYMENT

<u>Dates of Service</u>	<u>Title, Employer, Location</u>
1998 – 2000 (Post MSW)	Community Outreach Coordinator, NYS Child Care Project, The Nelson A. Rockefeller Institute of Government, Albany, NY
1998 – 1999 (Post-MSW)	Counselor, Therapeutic Adventure Program, LaSalle School, Residential Treatment Center, Albany, NY
1997 – 1998 (Post-MSW)	Counselor, Assessment Team, Residential Treatment Program, LaSalle School, Residential Treatment Center, Albany, NY
1993 – 1995	Bilingual Caseworker, Child & Family Preservation Services, Syracuse Area Catholic Charities, Syracuse, NY
1993 – 1995	Project Director, Adolescent Pregnancy Prevention Program Syracuse Area Catholic Charities, Syracuse, NY
1992 – 1993	Bilingual Family Outreach Coordinator, Northampton Public Schools, Northampton, MA
1990 – 1992	Outdoor Educator and Lead Instructor, Soete Homestead for Experiential Learning, Washington, Missouri
1989 – 1990	Environmental Educator and Lead Instructor, American Youth Foundation Leadership School & Experiential Education, St. Louis, Missouri

HONORS & AWARDS

POLICY FELLOWSHIP, 2017. Social Work Research to Policy Boot Camp. Awarded by the Society for Social Work and Research and The Fund for Social Policy Education and Practice with support from The New York Community Trust in partnership with The Urban Institute.

PUBLICATIONS

PEER REFEREED ARTICLES

Zeitlin, W., Lawrence, C. K., Armendariz, S. & *Chontow, K. (2023) Predicting retention for a diverse and inclusive child welfare workforce. *Human Service Organizations: Management, Leadership & Governance*, 47(1), 9-27, DOI: [10.1080/23303131.2022.2115432](https://doi.org/10.1080/23303131.2022.2115432)

Chakravarty, S. & Lawrence, C.K. (2022). “Our agency doesn't like to use the word racism let alone talk about it.” First-hand stories of workplace racism in child welfare. *Child Welfare*. 100(1), 111-140.

- Lawrence, C.K., Zeitlin, W., *Chakravarty, S., & Armendariz, S. (2020). Racial diversity and inclusive representation in urban public child welfare. *Journal of Public Child Welfare*. 14(1), 38-59.
- Lawrence, C.K., Zeitlin, W., Auerbach, C., *Chakravarty, S. & Rienks, S. (2019). Measuring the impact of public perceptions on child welfare workers. *Journal of Public Child Welfare*. 13(4), 401-418.
- Zeitlin, W., *Chakravarty, S. & Lawrence, C.K. (2019). Direct practice contact: Predicting frontline child welfare workers' time with clients. *Children and Youth Services Review*. 100, 9-15.
- Lawrence, C.K. (2017). Building caseworker resilience through engagement with children, families and peers. *Families in Society*. 84(4), 266-274.
- Lawrence, C.K., Claiborne, N., Zeitlin, W., & Auerbach, C. (2016). Finish what you start: A study of Design Team change initiatives' impact on agency climate. *Children and Youth Services Review*. 63, 40-46.
- Auerbach, C., Zeitlin, W., Augsberger, A., & Lawrence, C. K., & Claiborne, N. (2016). Societal factors impacting child welfare: Re-Validating the Perceptions of Child Welfare Scale. *Children and Youth Services Review*. 62, 65-71.
- Zeitlin, W., Claiborne, N., Lawrence, C. K., & Auerbach, C. (2016). Validating the Psychological Climate Scale in voluntary child welfare. *Research on Social Work Practice*. 26(2), 203–211.
- Lawrence, C.K., Zeitlin, W.S., Auerbach, C. & Claiborne, N. (2015). Climate change in private child welfare organizations. *Human Service Organizations: Management, Leadership, and Governance*. 39(4), 290-305.
- Claiborne, N., Auerbach, C., Zeitlin, W., & Lawrence, C. (2015). Climate factors related to intention to leave in administrators and clinical professionals. *Children and Youth Services Review*. 51, 18-25.
- Claiborne, N., Auerbach, C., & Zeitlin, W., & Lawrence, C. (2015). Organizational climate factors of successful and not successful implementations of workforce innovations in voluntary child welfare agencies. *Human Service Organizations: Management, Leadership, and Governance*. 39 (1), 69-80.
- Claiborne, N., Auerbach, C., Lawrence, C.K., McGowan, B., Lawson, H., McCarthy, M., Strolin-Goltzman, J., Carangi, J., & Briar-Lawson, K. (2014). An innovative model to improve retention. *Journal of Family Strengths* 14(1), 1-12.
- Auerbach, C., Zeitlan, W., Lawrence, C. K., Claiborne, N., & McGowan, B. (2014). Predicting turnover: Validating the Intent to Leave Child Welfare Scale. *Research on Social Work Practice*. 24(3), 349-355.

- Lawrence, C. K., Strolin-Goltzman, J. S., Caringi, J., Claiborne, N., McCarthy, M., Butts, E., & O'Connell, K. (2013). Evaluation in child welfare organizations. *Administration in Social Work*. 36(5), 3-13.
- Claiborne, N., Auerbach, C., Lawrence, C. K., & *Schudrich, W. Z. (2013). Organizational change: The role of climate and job satisfaction in child welfare workers' perception of readiness for change. *Children and Youth Services Review*. 35(12), 2013-2019.
- Schudrich, W., Liao, A., Lawrence, C., Auerbach, C., *Gomes, A., Fernandes, G. McGowan, B., & Claiborne, N. (2013). Intention to leave in social workers and educators employed in voluntary child welfare agencies. *Children and Youth Services Review*. 35(4), 657–663.
- Lawrence, C. K., *Zuckerman, M. B., Smith, B. D., & *Liu, J. (2012). Building cultural competence in the child welfare workforce: A mixed-methods analysis. *Journal of Public Child Welfare*. 6(2), 225-241.
- Claiborne, N., Auerbach, C., Lawrence, C. K., *Liu, J., McGowan, B.G., *Fernandes, G., & Magnano, J. (2011). Child welfare agency climate influence on worker commitment. *Children and Youth Services Review*. 33(11), 2096-2102.
- Ramos, B., Jurkowski, J., Gonzalez, B., & Lawrence, C. K. (2010). Latino women: Health and healthcare disparities. *Social Work in Public Health*. 25(3), 258-271.
- Strolin-Goltzman, J. S., Lawrence, C. K., Auerbach, C., Caringi, J., Claiborne, N., McCarthy, M., & McGowan, B. (2009). Design Teams – A Promising Approach? The effect of an organizational intervention on improving organizational factors and turnover rates in public child welfare agencies. *Child Welfare*. 88(5), 149-168.
- Sosulski, M. R. & Lawrence, C. K. (2008). Mixing methods for full-strength results: Two welfare studies. *Journal of Mixed Methods Research*. 2(2), 121-148.
- Lawrence, C. K. (2007). State Responses to the Family Formation Goals of Welfare. *Social Service Review*. 81(1), 129-153.
- Johnson, C., Gais, T., & Lawrence, C. (2003). Children and welfare reform: What policy theories are being implemented in states where most poor children live? *Policy Currents: Special Issue: Children and Public Policy*. 12(1), 9-16. ** Selected as best paper on federalism and intergovernmental relations in 2003 by the American Political Science Association.
- Lawrence, C. & Boyer, K. L. (2002). State programs targeting child well-being with TANF dollars. *The Future of Children*. 12(1).
- Gais, T. & Lawrence, C. (2000). Nelson A. Rockefeller Institute of Government: From state to national focus on political and policy studies. *New Directions for Higher Education*. (112), 75-87.

* Indicates student co-author

BOOK CHAPTERS

Lawrence, C.K., Chakravarty, S., Williams-Heskel, C., Armendariz, S., Kollar, S. and Wilcox, C. (2022). Racial equity in the child welfare workforce. In Briar-Lawson, K. and Anderson, G. (Eds). *Strategic Child Welfare Agency Partnerships to Advance Workforce Development*. Washington, DC: Child Welfare League of America

Boyer, K. L. & Lawrence, C. (2001). Performance management: Does it matter in the new world of welfare? In Forsythe, D. (Ed) Quicker, Better, Cheaper? Managing Performance in American Government (pp. 179-206). Rockefeller Institute Press, Albany, NY.

ENCYCLOPEDIA ENTRIES

Lawrence, C. (2022). [Temporary assistance for needy families](https://doi.org/10.1093/acrefore/9780199975839.013.393). In *Encyclopedia of Social Work*. doi: <https://doi.org/10.1093/acrefore/9780199975839.013.393>

Lawrence, C. K. (2013). Temporary Assistance for Needy Families. In Mizrahi, T. & Davis, L.E., Eds. The Encyclopedia of Social Work, Online Edition. New York: Oxford University Press.

Hagen, J. L. & Lawrence, C. K. (2008). Temporary Assistance for Needy Families. In Mizrahi, T. & Davis, L.E., Eds. The Encyclopedia of Social Work, 20th Edition (pp. 225-229). New York: Oxford University Press.

OTHER SCHOLARLY ACTIVITY

RESEARCH REPORTS

Lawrence, C. K., Buck, V., Bell, K., Wall, A., Freeman, J., & de Guzman, A. (2024). Erie County Department of Social Services Follow-Up Comprehensive Organizational Health Assessment. National Child Welfare Workforce Institute.

Bell, K., Lawrence, C. K., & Freeman, J. (2024). Erie County Department of Social Services Action Team Ripple Effects Mapping: Highlighting Action Teams' accomplishments and successes. National Child Welfare Workforce Institute.

Lawrence, C. & Bell, K. (June 2020). Erie County Department of Social Services: COVID-19 Workforce Needs Assessment Summary: June 2020. Albany, NY: National Child Welfare Workforce Institute.

Lawrence, C. & Armendariz, S. (May 2020). Leech Lake Band of Ojibwe Child Welfare Program: COVID-19 Workforce Needs Assessment Summary: June 2020. Albany, NY: National Child Welfare Workforce Institute.

Lawrence, C., Armendariz, S., Bell, K., de Guzman, A., Lockwood, B., & Phillips, J. (January 2020). *Leech Lake Band of Ojibwe Child Welfare Program Tribal Comprehensive Organizational Health Assessment Report*: Albany, NY: National Child Welfare Workforce Institute.

Lawrence, C., Armendariz, S., Bell, K., Lizano, E., Lockwood, B., Phillips, J., & Sedivy, J.

(December 2019). Erie County Department of Social Services, Comprehensive Organizational Health^[1]Assessment. Albany, NY: National Child Welfare Workforce Institute

Lawrence, C.K. (January 2019). *Comprehensive Organizational Health Assessment for the State of Indiana, Department of Child Services*. Research findings for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C.K., Leake, R. & Gotlieb, K. (January 2018). *Comprehensive Organizational Health Assessment for the Seneca Family Services*. Research findings for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C.K. & Leake, R. (October 2015) *Comprehensive Organizational Health Survey for the Indiana Department of Child Services, Region 13*. Research findings for baseline evaluation data for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C.K. & Leake, R. (October 2015) *Comprehensive Organizational Health Survey for the Indiana Department of Child Services, Region 10*. Research findings for baseline evaluation data for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C.K. & Leake, R. (May 2015) *Comprehensive Organizational Health Survey for the Missouri Children's Division, 42nd Circuit*. Research findings for baseline evaluation data for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C., Claiborne, N., Auerbach, C. McGowan, B., & Zeitlin, W. (December 2014). *Final Report* for Children's Bureau Competitive Grant Priority Area: 93.648 (National Child Welfare Workforce Initiatives: Priority Area 2), a five-year project awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C., & Rooney, M. (December 2014). *Final Report of the BSW Scholars Program* completed for the New York Community Trust.

Lawrence, C., *James, T. & *Sellati, E. (November 2014). *Local District Child Welfare Agencies Training and Skills Needs Assessment Report*. Survey findings for local agency training needs to inform the development and delivery of training to support child welfare practice. Developed by the Social Work Education Consortium under contract to the New York State Office of Children and Family Services.

Leake, R. & Lawrence, C. K. (October 2014) *Comprehensive Organizational Health Survey for the City of San Francisco Human Services Administration*. Research findings for baseline evaluation data for the National Child Welfare Workforce Institute, Children's Bureau Competitive Grant awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C., & *Chen, Q. (June 2014). *Evaluation Report of the BSW Scholars Program* completed for the New York Community Trust.

Claiborne, N., Lawrence, C., Auerbach, C., McGowan, B., & Schudrich, W. (December 2009 through November 2011). Individual baseline evaluation reports completed for thirteen agencies participating in the organizational intervention funding through the Children's Bureau Competitive Grant Priority Area: 93.648 (National Child Welfare Workforce Initiatives: Priority 2) awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Claiborne, N., Lawrence, C., Auerbach, C. & McGowan, B. (November 2009). *Comprehensive Workforce Assessment: New York State Voluntary Agencies*, for Children's Bureau Competitive Grant Priority Area: 93.648 (National Child Welfare Workforce Initiatives: Priority 2 awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C. (September 2009). *Final Project Report, Expanding the Family Circle: A Child welfare training and curriculum for experienced workers*, for Grant # 90CT0120/02, discretionary grant awarded by the U.S. Department of Health and Human Services, Administration for Children and Families, Administration on Children, Youth and Families, Children's Bureau to the School of Social Welfare at the University at Albany, State University of New York.

Briar-Lawson, K., McCarthy, M., Claiborne, N., Auerbach, C., McGowan, B., Lawrence, C., Lawson, H., Caringi, J., *Shim, M., Strolin-Goltzman, J., Sherman, R., & Dorn, N. (December 2008). *Final Evaluation Report of New York An Innovative Model to Improve Recruitment and Retention*, for Children's Bureau Competitive Grant Priority Area: 2003C.3 (Child Welfare Recruitment-Retention Training) awarded to New York State Social Work Education Consortium and the School of Social Welfare, University at Albany, State University of New York.

Lawrence, C. (2003). *Bearing Children, Forming Families: State Responses to the Family Formation Goals of the New Welfare and Implications for the Future*. Prepared for the Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services, June 18, 2003. Albany, NY: The Rockefeller Institute.

Forum on State and Private-Sector Cooperation for Child Care: Report on Proceedings. The Nelson A. Rockefeller Institute of Government, June, 1999.

Nathan, R.P., Lawrence, C. & Gentry, P. (April, 1998). *Is there a link between welfare reform and teen pregnancy? Rockefeller Report*.

Evaluating Welfare Reform: A Proposal for New York State. The New York State Office of the State Comptroller, May, 1997.

PUBLISHED CURRICULUM

Lawrence, C. K., & Zuckerman, M.B. (2009). *Expanding the Family Circle: Child welfare training in culturally competent family-centered practice*. Publically available: <http://www.albany.edu/ssw/efc/index.html> and <http://www.childwelfare.gov/famcentered/casework/engagement.cfm>

EDITORIAL COMMENTARY

Lawrence, C. (2013, September 27). Free speech not at issue for social workers [Letter to the editor in response to guest column “Gay rights push threatens free speech”]. *The Daily Star, Oneonta, NY*.

GRANT FUNDING

FEDERAL

Senior evaluator, National Child Welfare Workforce Institute funded by the United States Department of Health and Human Services, Children’s Bureau. Principal Investigators: Nancy Claiborne and Mary McCarthy.

Time Period: 2018-2023.

Total Funding: \$24 million.

Senior evaluator, National Child Welfare Workforce Institute funded by the United States Department of Health and Human Services, Children’s Bureau. Principal Investigators: Mary McCarthy and Katherine Briar-Lawson.

Time Period: 2013-2018.

Total Funding: \$21.2 million.

Co-author, Upstate New York Mental and Behavioral Health Education Consortium, funded by the United States Department of Health and Human Services, Health Resources and Services Administration. Principal Investigator: Lynn Warner.

Time Period: 2012-2015

Total Funding: \$500,000.

Co-Principal Investigator, Building a Stable, Supported Workforce: A Comprehensive Workforce Project with New York’s Voluntary Child Welfare Agencies funded by the United States Department of Health and Human Services, Children’s Bureau.

Time Period: 2008-2013.

Total Funding: \$2.5 million.

Co-Principal Investigator, Expanding the Family Circle: Child Welfare Training in Healthy Marriage and Family Formation funded by the United States Department of Health and Human Services, Children’s Bureau.

Time Period: 2003-2008.

Total Funding: \$1 million.

STATE

Deputy Director, New York State Social Work Education Consortium funded by the New York State Office of Children and Family Services. Director: Mary McCarthy.
Time Period: 2013-2014.
Total Funding: \$1.4 million.

FOUNDATIONS

Co-author and evaluator, BSW Child Welfare Scholars Project, funded by the New York Community Trust.
Time Period: 2013-2014.
Total Funding: \$50,000

REFEREED CONFERENCE PRESENTATIONS

Lawrence, C.K., Zeitlin, W., & *Chakravarty, S (2020). Racial diversity and inclusive representation in urban public child welfare. Poster accepted for the 24th Annual meeting of the Society for Social Work and Research. Washington, DC. January 10-14, 2020.

*Chakravarty, S., Zeitlin, W., Lawrence, C.K., Auerbach, C., & Rienks, S. & (2019). Measuring the impact of public perceptions on child welfare workers. Poster accepted for the 23rd Annual meeting of the Society for Social Work and Research. San Francisco, CA. January 17-19, 2019.

Lawrence, C.K., *Chakravarty, S. & Armendariz, S. (2018) Workforce Equity: Using a Critical Race Theory Lens in Child Welfare. Poster presentation at the 22nd Annual meeting of the Society for Social Work and Research. Washington, DC. January 10-14, 2018.

Lawrence, C.K., Leake, R., Rienks, S., *Obermann, A. & *Chakravarty, S. (2017). Are Caseload Limits an Antidote for Chronic Resource Constraint? Poster presentation at the 21st Annual meeting of the Society for Social Work and Research. New Orleans, LA. January 13-17, 2017.

Lawrence, C.K., McCarthy, M. & Claiborne, N. (2016). Innovative Organizational Intervention in Three Child Welfare Systems. Panel presentation at the Local Government Research Forum, Rockefeller Institute of Government. Albany, NY. November 16, 2016.

Lawrence, C.K., Claiborne, N., Zeitlin, W., & Auerbach, C. (2016). Finish what you start: A study of Design Team change initiatives' impact on agency climate. Oral presentation at the 20th Annual meeting of the Society for Social Work and Research. Washington, DC. January 14-17, 2016.

Leake, R., Lawrence, C.K., & Johnson, B. (2016). Using a Data-Informed Approach for Developing and Supporting a Strong Agency Workforce. Workshop given at the 20th Annual meeting of the Society for Social Work and Research. Washington, DC. January 14-17, 2016.

Lawrence, C. K., Zeitlin, W. S., Auerbach, C. & Claiborne, N. (2015). Impacts of an Organizational Intervention to Change Agency Climate in Private Child Welfare. Oral presentation at the 19th Annual meeting of the Society for Social Work and Research. New Orleans, LA. January 14-18, 2015.

Gomes, A.M., Zeitlan, W., Claiborne, N., Lawrence, C. K., Auerbach, C. (2015). "Validating the *Psychological Climate Scale* in Voluntary Child Welfare." Poster presentation at the 19th Annual meeting of the Society for Social Work and Research. New Orleans, LA. January 14-18, 2015.

Claiborne, N., Zeitlin, W., Auerbach, C., Lawrence, C.K. (2014). "Validating a Measure of Organizational Climate in Voluntary Child Welfare." Poster Presentation at the 18th Annual meeting of the Society for Social Work and Research, San Antonio, TX. January 15-19, 2014.

Claiborne, N. & Lawrence, C.K. (2014). "What managers should know about organizational climate and workforce retention." Oral Presentation at the annual conference of the Network for Social Work Management, Boston, MA, June 5, 2014.

Freeman-Clarkson, P., Lawrence, C. and Strolin-Goltzman, J. (2013). "Measuring change using longitudinal data." Workshop at the 17th Annual meeting of the Society for Social Work and Research, San Diego, CA. January 17-20, 2013.

Lawrence, C., Claiborne, N., Auerbach, C., and Schudrich, W. (2013). "Organizational change: Climate factors that predict readiness for change." Oral presentation at the 17th Annual meeting of the Society for Social Work and Research, San Diego, CA. January 17-20, 2013.

Auerbach, C, Lawrence, C.K. and Schudrich, W., McGowan, B. and Claiborne, N. (2013). "How well does an intent-to-leave proxy predict child welfare workers' actual turnover?" Poster presentation at the 17th Annual meeting of the Society for Social Work and Research, San Diego, CA. January 17-20, 2013.

Claiborne, N., Auerbach, C., Lawrence, C., & McGowan, B.G. (2012). "Child Welfare Agency Climate Influence on Worker Commitment." Oral presentation at the 16th Annual meeting of the Society for Social Work and Research, Washington, DC. January 11-15, 2012.

Lawrence, C.K., Claiborne, N., Auerbach, C., and McGowan, B.G. (2011). "Child welfare agency climate influence on worker commitment." Poster presentation at the 2nd National Child Welfare Summit of the U.S. Children's Bureau, Washington, DC. August 29-31, 2011.

Strolin-Goltzman, J.S. & Lawrence, C. (2010). "Design Teams – A Promising Approach? The effect of an organizational intervention on improving organizational factors and turnover rates in public child welfare agencies." Oral presentation at the 14th annual meeting of the Society for Social Work and Research, San Francisco, CA. January 17-19, 2010.

Lawrence, C., Zuckerman, M., Smith, B. & Liu, J. (2009). "Building cultural competence in the child welfare workforce: A mixed-methods analysis of the impact of training on individuals and their practice." Oral presentation at the 13th annual meeting of the Society for Social Work and Research, New Orleans, LA. January 15-18, 2009.

*Zuckerman, M. B. and Lawrence, C. (2006). "An intersectional framework for practice: Co-occurring intimate partner abuse and child abuse." Oral presentation and conference publication, 38th Annual Conference of the New York State Social Work Education Association.

Lawrence, C. & Bredderman, J. (2005). "Expanding the Family Circle: Culturally competent practice with extended family systems." Roundtable at the annual Staff Development Training Institute, Lake Placid, NY, June 8-10, 2005.

Lawrence, C. & Thomas, K. (2005). "Asking the way: A story of Tribal consultation in developing new child welfare training." Oral presentation at the Child Welfare League of America National Conference, "Children 2005: Crossing the Cultural Divide." Washington, DC: March 9-11, 2005.

Mudrick, N., Alford, K. & Lawrence, C. (2005). "Child Welfare and Marriage: Conceptual Challenges for Social Work Education and Casework Practice." Oral presentation at the Annual Program Meeting of the Council on Social Work Education, New York, NY, February 26 – March 1, 2005.

Lawrence, C. & Wright, S. (2005). "The Impact of Parent Structure, Status and Stability on Children's Well-Being." Oral presentation at the 9th annual meeting of the Society for Social Work and Research, Miami, FL. January 13-16, 2005.

Lawrence, C. (2004). "Welfare: Not Just for Single Mothers Anymore?" Oral presentation at the 8th annual meeting of the Society for Social Work and Research, New Orleans, LA. January 15-18, 2004.

Sosulski, M & Lawrence, C. (2004). "Mixing methods for full-strength results" Oral presentation at the 8th annual meeting of the Society for Social Work and Research, New Orleans, LA. January 15-18, 2004.

Lawrence, C. (2003). "Bearing children, forming families: An analysis of state welfare policy under the new welfare." Oral presentation at the 7th annual meeting of the Society for Social Work and Research, Washington, D.C. January 15-19, 2003.

Lawrence, C., Majied, K. & Bacchus, D. (2002). "Supporting colleagues across the color lines." Oral presentation at the annual Social Work Diversity Conference, Charleston, South Carolina, October 12-15, 2002.

Johnson, C., Gais, T. & Lawrence, C. (2002). "Children and welfare reform: What policy theories are being implemented in states where most poor children live?" Oral presentation at the Annual Meeting of the American Political Science Association, Boston, Massachusetts, August 29 – September 1, 2002.

Lawrence, C., Johnson, C. & Gentry, P. (1999). "Moving in many directions: State policy, welfare reform, and pregnancy prevention." Oral presentation at the Annual Meeting of the Association for Public Policy Analysis and Management, Washington, D.C., November 4-6, 1999.

Lawrence, C. (1999). "Critical connections: Information systems and welfare recipients." Oral presentation at the New York State Association for Social Work Education Annual Meeting, Rochester, NY, October 1999.

INVITED PRESENTATIONS

Graduation Keynote Address. Selected by graduating class to give address at the 2011 Baccalaureate Commencement Ceremony for the State University of New York, University at Albany, School of Social Welfare, May 15, 2011.

Community Report on the Indian Child Welfare Act (ICWA) and related findings in Child Welfare Training, given at the Quarterly Meeting of the Native American Family Services Commission, Syracuse, New York, September 17, 2008.

Child Welfare Training Grantee Panel Presentation at the 5th Annual “Building the Foundation” Conference, Forest Institute, Springfield, Missouri, September 11-12, 2008.

Research on Healthy Marriage and Family Formation Issues in the Child Welfare Population with Co-Presenters Rebecca Antle and Dana Christensen at the 5th Annual “Building the Foundation” Conference, Forest Institute, Springfield, Missouri, September 11-12, 2008.

The policy context of the Healthy Marriage Initiative. Presentation at the National Child Welfare Resource Center for Organizational Improvement Teleconference, “Building Healthy Relationships for Child Protection,” August 28, 2008.

Atlas.ti software: What it is and what it does in qualitative research applications. A presentation to faculty and doctoral students at the University at Albany through the Child Welfare Drug Abuse and Intergenerational Risk Research Center. Albany, NY, April 9, 2008.

Expanding the Family Circle: Child Welfare training in family centered, culturally competent practice. A presentation and report-back to the Native American Family Services Commission, Akwesasne, St. Regis, June 13, 2007.

Child Welfare Services and the Healthy Marriage Initiative: Lessons from the Field. Organizer and presenter for keynote panel, Administration for Children and Families, Children’s Bureau Grantee Meeting, Washington, DC, March 10, 2006.

“Marriage: The next frontier.” Keynote speaker. Center for Women and Government Colloquium “Feminism, Family and the Future” March 12, 2003.

TEACHING

Graduate courses taught, University at Albany

RSSW 600 Introduction to Social Welfare Policy and Services

RSSW 785 Advanced Policy: Women and Social Policy

RSSW 704 Child Welfare Policy and Services

Undergraduate courses taught, University at Albany

RSSW 409 Social Welfare Policy and Analysis

Doctoral Dissertation and Thesis Committees

Elizabeth Crowe (in progress) *School Social Work and Bullying*. University at Albany, School of Social Welfare. **Chair**.

Yeongbin Kim (in progress) *Effects of Realist Evaluation on Human Service Organizations*. University at Albany, School of Social Welfare. **Member**.

Rachel Breidster (in progress) *Worker perceptions of clients served by cash assistance*. University at Albany, Sociology. **Member**.

Sreyashi Chakraverty (2020) *Institutional Racism and Supervision in Child Welfare*. University at Albany, School of Social Welfare. **Member**.

Caroline Dawson (2017) *The Lived Experience of Caregivers for Children with Asthma*. University at Albany, School of Social Welfare. **Member**.

Michael Clarkson-Hendrix (2016) *Substance Abuse Treatment Employees: A Review of Research to Understand Why They Stay in Their Jobs*. University at Albany, School of Social Welfare. **Member (Essay only)**.

Maureen Sinclair (2013) *Group Cohesion in Child Welfare Teaming*. University at Albany, School of Social Welfare. **Member**.

Independent Study

Independent study:	Nick Pattison, spring 2020
Independent study:	Sreyashi Chakravarty, fall 2017
Independent study:	Elizabeth Sellati, fall 2016
Doctoral Teaching Internship:	Anne Gomes, fall 2014.

International teaching activity

Racial Equity in U.S. Child Welfare: Guest lecture via webinar developed with Dr. Mary McCarthy and Sharon Kollar, LMSW, for class, Cultural Diversity and Social Work, Dr. YiYi Chen, Department of Social Work, National Taiwan University.

SERVICE

University at Albany School of Social Welfare

Co-chair, New College Name and Structure Workgroup, 2023-2024
Member, Search Committee, Two faculty searches 2022-2023
Program Chair, MSW Program, 2022 to present
Member, MSW Program Committee, 2015 to 2022
Member, Curriculum Development Workgroup, 2015 to present
Student Advisor, Social Work Baccalaureate Program, 2013 to present
Member, Ad-hoc committee, Social Work Excellence month celebration, 2016
Writing mentor, Fellowship in Child Abuse and Neglect Research, 2014-2017
Member, Baccalaureate Program Committee, 2013-2015
Member, Doctoral Program Committee, 2011 to 2013
Member, Doctoral Qualifying Exams work group:

Research Qualifying Exam (2010-2011)
Policy Qualifying Exam (2012-present)

University at Albany, State University of New York
Member, Committee on Academic Standing, 2013 to 2020

PROFESSIONAL SERVICE

Co-Facilitator, Racial Equity Team, National Child Welfare Workforce Institute, 2015 to 2020.

Member, Advisory Team, National Child Welfare Workforce Institute, 2009-2013.

Manuscript Reviewer for the following journals:

Families in Society (Consulting editor)

Social Service Review

Journal of Social Work Education

Journal of Mixed Methods Research

Children and Youth Services Review

Human Service Organizations: Management, Leadership & Governance

Journal of Public Child Welfare (Special Issue)

COMMUNITY SERVICE

Town of Otego Planning Board

Chairperson, Town of Otego Planning Board, 2016 to 2020

Lead author, Town Comprehensive Plan, passed 12/2016

Vice Chair, Town of Otego Planning Board, 2011 to 2016

Lead author, Town Comprehensive Plan, passed 6/2011

Member, Town of Otego Planning Board 2010 to 2011

Member, U.S.-Africa Partnership, University at Albany, NY. 2001- 2005.

Board of Directors, Homeless and Traveler's Aid Society of Albany. 2001-2005. Co-Chair, Services Committee.

Mentor, Liberty Partnership Program, Albany, New York. 1998 - 1999.

Mentor for minority teens seeking to graduate high school and attend college.

Volunteer, Latinamigas Program, Syracuse, New York. 1993 - 1995.

Program for Latina women age 13 to 16 focused on prevention of teen pregnancy through self-esteem building and career planning.

Delegate, Kirchentag International Gathering, Munich, Germany. 1994.

Member of diverse delegation from the U.S. that met with youth service professionals to develop programs on racial and gender sensitivity.

Translator, Esperanza de Mexico, Tijuana, Mexico. 1992.

Translator for US group working with a community-based organization developing housing, schools, and medical facilities.

HONORS AND DISTINCTIONS

Distinguished Dissertation Award, University at Albany School of Social Welfare, 2003.
The Thurgood Marshall Scholarship for Excellence, 1995.
Upstate Federal Scholarship, 1995.

PROFESSIONAL AFFILIATIONS

Certified Social Worker (CSW), New York State, 1997.
Member (2003-present), Society for Social Work Research (SSWR).
Member (2003-2006 and 2010-present), Council on Social Work Education (CSWE).
Member (2012-present), European Social Work Research Association (ESWRA).