

## Curriculum Vitae

# Michálie E. Mor Barak, Ph.D.

University of Southern California  
Suzanne Dworak-Peck School of Social Work and  
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### EDUCATION

**Ph.D.**, Social Welfare, University of California, Berkeley

**M.S.W.**, University of Haifa, Israel

**B.A.** Social Work, University of Haifa, Israel. Cum Laude

### RESEARCH FOCUS

Diversity and Inclusion; Climate for Inclusion; Inclusive Leadership and Innovation; Organizational outcomes; Measurement of diversity and inclusion; work-life balance; The science of social good; Climate justice, environmental justice and global diversity.

### ACADEMIC POSITIONS

- 2003-present **Professor** (2003-present) **Dean Endowed Professor of Social Work and Business**, University of Southern California, Joint appointment, USC Marshall School of Business. (2014-present) **Lenore Stein-Wood and William S. Wood Endowed Professor of Social Work and Business in a Global Society School of Social Work**, University of Southern California, Joint appointment, USC Marshall School of Business (2004-2014).
- 2022-2023 **Visiting Scholar**. Faculty of Social Welfare and Health Sciences, University of Haifa, Israel. Engaged in collaborative research on global international diversity management and inclusion.
- 2014-2019 **Inaugural Department Chair, Social Change and Innovation (SCI)**. Suzanne Dworak-Peck School of Social Work, University of Southern California.
- 2009-2016 **Director of the Ph.D. Program**. School of Social Work, University of Southern California.
- 1994-2003 **Associate Professor** (1994-2003), **Assistant Professor** (1988-1994) School of Social Work, University of Southern California, Joint

Appointment, Andrus Gerontology Center.

- 2013-2016 **Co-Founder and Co-Chair of the Research Cluster on Management, Organizations and Policy Transformation (MOPT).** School of Social Work, University of Southern California.
- 1995-1996 **Visiting Scholar.** Faculty of Industrial Engineering and Management, Technion, Institute of Technology, Haifa, Israel. Engaged in collaborative research on global diversity management.

## PROFESSIONAL EXPERIENCE

- 2000–Present **Organizational Consultant.** Provide consultation on diversity and inclusion management, balancing work-family, workplace flexibility and corporate social responsibility to public, private, and non-profit organizations locally and internationally.

## HONORS AND AWARDS

- 2023 **Named in the 50 Faces, 50 Years Academy of Management 50<sup>th</sup> Anniversary** of the Diversity, Equity and Inclusion Division.
- 2022 **Named Among the Top 100 Most Impactful Social Work Scholars.** The study identified the top contributors to social work journal scholarship using a composite measure of scholarly impact and controlling for self-citations and author order (Hodge, & Turner, 2022).  
[https://journals.sagepub.com/doi/pdf/10.1177/10497315221136623?casa\\_token=zvEr8CIYVWoAAAAA:YsUgMOFGMNRHQxc7CzDu\\_ZR\\_KIEEPXvNr9Iw6sJJYs\\_mwHF\\_VqaRR8kAiQ3HxipHAGaIzG-i8EAkX2TU](https://journals.sagepub.com/doi/pdf/10.1177/10497315221136623?casa_token=zvEr8CIYVWoAAAAA:YsUgMOFGMNRHQxc7CzDu_ZR_KIEEPXvNr9Iw6sJJYs_mwHF_VqaRR8kAiQ3HxipHAGaIzG-i8EAkX2TU)
- 2022 **Named Among the World's Top 2% Scientists** for career/life time contributions according to Stanford University-Elsevier Report. Baas, Jeroen; Boyack, Kevin; Ioannidis, John P.A. (2021), "August 2021 data-update for "Updated science-wide author databases of standardized citation indicators"", Mendeley Data, V3, doi: 10.17632/btchxktzyw.3  
<https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/3>
- 2021 **Best Paper Award, Academy of Management Annual Conference**, for the paper "Inclusive Leadership, Policy-Practice Decoupling, and the Anomaly of Climate for Inclusion" GDO, August, 2021.
- 2018 **Award for Leadership in Doctoral Education**, Group for Advancement of Doctoral Education (GADE)
- 2018 Elected and Inducted as a **Fellow of the American Academy of Social Work and Social Welfare (AASWSW)**
- 2017 **Mary Parker Follette Award for Best Paper**, Journal of Human Service Organizations: Management, Leadership and Governance. For the paper entitled:

The Promise of Diversity Management for Climate of Inclusion: A State-of-the Art Review and Meta-Analysis with co-authors: Lizano\*, E.L., Kim\*, A., Duan, L., Hsiao\*, H.Y., Rhee\*, M.K., Brimhall\*, K.A. (\*denotes doctoral students)

- 2016 **Academy of Management, Division of Gender and Diversity in Organizations** Award for Scholarly Contributions to Educational Practice Advancing Women in Leadership.
- 2015 Invited to the **Executive Board of the Network for Social Work Management (NSWM)**
- 2014 **Sterling C. Franklin Distinguished Faculty Award** for Research and Scholarship.
- 2014 Invited to the **Executive Board of Phi-Kappa-Phi** Honor Society, established in 1897 to recognize and encourage superior scholarship.
- 2013 **Borchard Foundation Bretesche Award** for an international roundtable on global diversity and inclusion at the Chateau de la Bretesche in France.
- 2011 **Ranked #4 among the 100 authors of the most influential articles in the social work discipline** over the past decade based on overall and yearly citations. (Hodge, D.R., LaCasse, J.R., & Benson, O., 2011. Influential publications in social work discourse: The 100 most highly cited articles in the disciplinary journals: 2000-09. British Journal of Social Work, July, 1-18.)
- 2007 **Academy of Management George R. Terry Best Book Award** for “the Most Outstanding Contribution to the Advancement of Management Knowledge”- Managing Diversity: Toward a Globally Inclusive Workplace.
- 2007 **Fellow, Global Business Round Table**, Center for Work and Family, Boston College
- 2006 **Choice Award for Outstanding Titles** from the Association of College and Research Libraries for the book Managing Diversity: Toward a Globally Inclusive Workplace. Only 15 titles in the Business and Management category received this award nation-wide.
- 2006 Inducted as faculty to **Phi Kappa Phi Honor Society**
- 2005 The **Mellon Award for Excellence in Mentorship**
- 2004 Installed as the first **Lenore Stein-Wood and William Wood Professor of Social Work and Business in a Global Society**
- 2003 **Sterling C. Franklin Distinguished Faculty Award** for Research and Scholarship.
- 2003 **Borchard Foundation Bretesche Award** for an international roundtable on global diversity and inclusion at the Chateau de la Bretesche, France.

- 2001 **Rockefeller Foundation Bellagio Award**, for an international conference on global diversity at the Bellagio conference center, Bellagio, Italy.
- 2001 **Best Paper Award**, Institute of Behavioral and Applied Management. For the paper: Mor Barak, M.E., Findler, L. and Wind, L.H. 2001. Diversity, inclusion, and commitment in organizations: International explorations. Journal of Behavioral and Applied Management, 2(2), 72-91.
- 1998 **Distinguished Faculty Award**, Alumni and Friends of the USC School of Social Work, Los Amigos de la Humanidad.
- 1995 **Lady Davis Award**, Visiting Professorship to the Technion, Israel Institute of Technology, Faculty of Industrial Engineering and Management.
- 1985 & 1983 **Regents Fellowship, University of California** for scholastic excellence.
- 1982 **Fulbright Award** for international exchange scholars.

## PUBLICATIONS

### Books and Special Issue Editor

**Mor Barak, M.E.** 2022. Managing Diversity: Toward a Globally Inclusive Workplace 5<sup>th</sup> Edition. Thousand Oaks, CA: Sage Publications

- Winner *Academy of Management Terry Book Award* for “Outstanding Contribution to the Advancement of Management Knowledge” (2006)
- Winner Association of College and Research Libraries *Choice Award for Outstanding Academic Titles* (2006)
- Runner up *Sage Social Justice Book Award* (2023)

**Fifth Edition** – published in 2022

**Fourth Edition** – published in 2017

**Third Edition** – published in 2014

**Second Edition** – published in 2011

**First Edition** – published in 2006

**Mor Barak, M.E.** 2022. Instructor’s Manual for Managing Diversity 5<sup>th</sup> Edition, including lecture notes, PPT files for each chapter, discussion questions and test bank.

Mor Barak, M.E. 2017. Instructor’s Manual for Managing Diversity 4<sup>th</sup> edition.

Mor Barak, M.E. 2014. Instructor’s Manual for Managing Diversity 3<sup>rd</sup> edition.

Mor Barak, M.E., and Lizano, E.E. 2011. Instructor’s Manual for Managing Diversity 2<sup>nd</sup> edition.

Mor Barak, M.E. and Travis, D. 2006. Instructor’s Manual for Managing Diversity 1<sup>st</sup> edition.

**Mor Barak, M.E.** 2020. The Science and Practice of Social Good. Special issue Editor,

*Research on Social Work Practice*, 30(2).

**Mor Barak, M.E.** and Bargal, D. (Eds.) 2000. Social Services in the Workplace. Binghamton, N.Y.: Haworth Press (simultaneously published as a special issue of Administration in Social Work).

**Mor-Barak, M.E.** 1991. Social Networks and Health of the Frail Elderly, New York: Garland Publishers.

### Articles in Peer-Reviewed Journals

(\* Denotes doctoral student collaborator)

Kintzle, S., Schnyder\*, L. P., Alday, E., **Mor Barak, M. E.**, & Castro, C. A. 2023. Welcome to the U.S. Army: A qualitative examination of the Army's reception of new soldiers. Armed Forces and Society. DOI: 0095327X231170837.

**Mor Barak, M.E.**, and Travis D.J. 2022. Management: Human Resources *Encyclopedia of Social Work*, Thirteenth Edition. In Darlyne Bailey and Terry Mizrahi, Editors in Chief, Oxford, U.K.: Oxford Academic Press.

**Mor Barak, M.E.** 2022. What is Social Good in the 21<sup>st</sup> Century? Expanding the Mission and Mapping New Areas for Social Work Practice. Society and Welfare, 396-412 (Hebrew).

Kintzle, S., Alday, E., Clomax, A.\*, **Mor Barak, M. E.**, & Castro, C. A. 2022. Factors related to exclusion in the U.S. Army. Armed Forces and Society. DOI: 10.1177/0095327X211068875

**Mor Barak, M.E.**, Luria, G., Brimhall, K., 2021. What leaders say vs. what they do: Inclusive leadership, policy-practice decoupling, and the anomaly of climate for inclusion. *Group and Organization Management*. doi:[10.1177/10596011211005916](https://doi.org/10.1177/10596011211005916)

**Mor Barak, M.E.** 2020. The Practice and Science of Social Good: Emerging paths to positive social impact. Research on Social Work Practice, pp.1-12.

**Mor Barak, M.E.** 2019. Social Good Practice and Science: New Directions for organizational and management research in human services, Human Service Organizations: Management, Leadership & Governance 43(4): 314-325.

**Mor Barak, M. E.** 2019. Erecting walls versus tearing them down: Inclusion and the (false) paradox of diversity in times of economic upheaval. European Management review, 1-19.

Brimhall\*, K. C. and **Mor Barak, M.E.** 2018. The critical role of workplace inclusion in fostering innovation, job satisfaction, and quality of care in a diverse healthcare environment. Human Service Organizations, 5(42): 474-492.

- Vassilopoulou, J., Kyriakidou, O., da Rocha, J. P., Georgiadiou, A., **Mor Barak, M.E.**, 2018. International perspectives on securing human and social rights and diversity gains at work in the aftermath of global economic crisis and in times of austerity, European Management review, 1-9
- Cho\*, S., Kim\*, A. and **Mor Barak, M. E.** 2017. Does Diversity Matter? Exploring Workforce Diversity, Diversity Management and Performance in Social Enterprises, Journal of Asian Social Work Policy Review, 1-12. <https://doi.org/10.1111/aswp.12125>
- Mor Barak, M.E.**, Lizano\*, E. L., Kim\*, A., Duan, L., Hsiao\*, H. Y., & Rhee\*, M. K. Brimhall, K. A. 2016. The Promise of Diversity Management for Climate of Inclusion: A State-of-the-Art Review and Meta-Analysis, Human Service Organizations: Management, Leadership and Governance 4(40), 305-333. DOI: 10.1080/23303131.2016.1138915
- Brimhall\*, K.C., **Mor Barak, M.E.**, Hurburt, M. McArdle J.J., Palinkas, L., and Henwood, B., 2016. Increasing workplace inclusion: The promise of leader-member Exchange. Journal of Human Service Organizations: Management, Leadership and Governance, 1-18. DOI: 10.1080/23303131.2016.1251522.
- Rhee, M.\*, Galo, and **Mor Barak, M.E.** 2016 Mechanisms of the Effect of Involuntary Retirement on Older Adults' Health and Mental Health, Journal of Gerontological Social Work, 59(1): 35-55
- Mor Barak, M.E.** 2015. Inclusion is the Key to Diversity Management, but What *is* Inclusion?", (Guest Editorial) Human Service Organizations: Management Leadership and Governance, 39:83-88, DOI: 10.1080/23303131.2015.1035599
- Kim, A\*. and **Mor Barak, M. E.** 2015. The mediating roles of leader-member exchange and perceived organizational support in role stress-turnover intention relationship among child welfare workers: Longitudinal analyses. Children and Youth Services Review. 52 pp. 135-143.
- Lizano, E. L\*. and **Mor Barak, M. E.**, 2015. Job burnout and affective wellbeing: A longitudinal study of burnout and job satisfaction among public child welfare workers. Children and Youth Services Review, 55 18-28.
- Travis, D\*, Lizano, E. L.\*, and **Mor Barak, M. E.** 2015. "I'm so stressed": A longitudinal model of stress-related determinants of employee engagement in Child Welfare Settings. British Journal of Social Work, March 4, doi:10.1093/bjsw/bct205
- Mor Barak, M.E.** and Brekke, J.S. 2014. Social Work Science and Identity Formation for Doctoral Scholars within Intellectual Communities, Research on Social Work Practice, 25(5), 616-624. Doi: 10.1177/1049731514528047
- Park, S., Rhee\*, M., and **Mor Barak, M.E.** 2014. Job Stress and Mental Health among Nonregular Workers in Korea: What Dimensions of Job Stress are Associated with

- Mental Health?", Archives of Environmental and Occupational Health. Dec. 2014.
- Brimhall\*, K.C. Lizano\*, E. L., and **Mor Barak, M. E.**, 2014. The mediating the role of inclusion: A longitudinal study of the effects of leader-member exchange and diversity climate on job satisfaction and intention to leave among child welfare workers, Children and Youth Services Review, 4, 79-88
- Hsiao, H. Y\*. and **Mor Barak, M. E.** 2014. Job-Related Stress, Social Support, and Work–Family Conflict among Mexican Workers in a multinational company: A Case Study of a Korean-owned, US-branded Former “Sweatshop” in Mexico. International Journal of Social Welfare, 23(3), 309-320. doi: 10.1111/ijsw.12065
- Lizano, E. L.\*, Hsiao, H.\*, **Mor Barak, M. E.**, & Casper, L., 2014. Support in the workplace: Buffering the deleterious effects of work family conflict on child welfare workers job burnout and well-being. *Journal of Social Service Research*, 40 (2), 178-188. DOI: 10.1080/01488376.2013.875093
- Lizano, E.L.\*, & **Mor Barak, M.E.** 2012. Workplace Demands and Resources as Antecedents of Job Burnout among Public Child Welfare Workers: A Longitudinal Study Children and Youth Services Review, 34: 1769-1776.
- Travis, D.J.\*, Gomez, R. J. **Mor Barak, M. E.**, 2011. Speaking Up and Stepping Back: Examining the Link between Employee Voice and Job Neglect. Children and Youth Services Review, 33, 1831-1841.
- Travis, D.J.\* & **Mor Barak, M.E.**, 2010. Factors influencing child welfare workers’ propensity to seek positive change or disengage from their jobs. Journal of Social Service Research, 36:3, 188-205.
- Mor Barak, M.E.**, Travis, D.J.\*, Pyun, H.\* and Xie, B. 2009. "A Meta-analysis of the Role of Supervision in Child Welfare Service Provision" Social Service Review, 83(1):3-32 (Lead Article).
- Cho, S.\* and **Mor Barak, M.E.** 2008. Understanding Diversity and Incusion in a Percieved Homogeneous Culture: A Study of Organizational Commitment and Job Performance Among Korean Employees, Administration in Social Work 32(4).
- Mor Barak, M.E.**, and Travis D.J.\* 2008. Management: Human Resources Encyclopedia of Social Work, Twentieth Edition (Terry Mizrahi and Larry Davis Editors in Chief), Oxford, U.K.: Oxford Academic Press.
- Mor Barak, M.E.**, and Travis D.J.\* 2007. Employee Assistance and Counseling. In George Fink (Editor-in-Chief) Encyclopedia of Stress, Second Edition, Volume 1, Oxford, pp. 922-926. Oxford Academic Press.
- Findler, L. Wind, L.\* and **Mor Barak, M.E.** 2007. The Challenge of Workforce Management in a Global Society: Modeling the Relationship between Diversity, Organizational Culture, and Employee Well-being, Job Satisfaction and

Organizational Commitment. Administration in Social Work, 31(3): 63-94.

**Mor Barak, M.E.**, Levin, A.\*, & Nissly, J.A.\*, Lane, C.J.\* 2006. Why do they leave? Modeling turnover intentions from child welfare workers' perceptions of their organizational climate, Children and Youth Services Review, 28(5), 548-577.

**Mor Barak, M.E.**, Schwartz-Nuttman, O., and Findler, L. 2005. "Workforce Diversity and the Inclusive Workplace Model: Implications for Israel". Work Society and Law (Hebrew), 306-321.

Nissly, J.A.\*, **Mor Barak, M.E.**, & Levin, A.\* 2005. Stress, social support, and workers' intentions to leave their jobs in public child welfare. Administration in Social Work, 29(1), 79-100.

Mjelde-Mossey, L.A.\*, **Mor Barak, M.E.**, Knight, B. G. 2004. Coping behaviors as predictors of drinking practices among primary in-home demential caregivers. Journal of Applied Gerontology, 23(3), 295-308.

**Mor Barak, M.E.**, Travis, D.\*, and Bess, G. 2004. How Well Does Fieldwork Experience Prepare Social Work Students to Become Competent Managers? Administration in Social Work, 28(1), 21-44.

**Mor Barak, M.E.**, Findler, L. and Wind, L.\* 2003. Cross-cultural aspects of diversity and well-being in the workplace: An International perspective. Journal of Social Work Research and Evaluation, 4(2), 49-73.

**Mor Barak, M.E.**, Nissly, J.\*, and Levin, A.\* 2001. Antecedents to Retention and Turnover among Child Welfare, Social Work, and other Human Services Employees: What can we learn from past research? A review and Meta-analysis". Social Service Review (December), 625-661.

**Mor Barak, M.E.** and Levin A.\* 2001. Outside of the corporate mainstream and excluded from the work community: A study of diversity, job satisfaction and well-being. Journal of Community, Work and Family, 5(2), 133-157.

**Mor Barak, M.E.**, Findler, L. and Wind, L.H.\* 2001. Diversity, inclusion, and commitment in organizations: International explorations. Journal of Behavioral and Applied Management, 2(2), 72-91.

**Mor Barak, M.E.** 2000. The Inclusive Work Place: An eco-systems approach to organizational diversity. Social Work, 45(4), 339--353.

**Mor Barak, M.E.** and Bargal, D. 2000. Human services in the context of work: Evolving and innovative roles for occupational social work, Administration in Social Work, 23(3/4), 1-12.

Reprinted as a chapter in M.E. Mor Barak, D. and Bargal, (Eds.) 2000. Social Services in the Workplace. Binghamton, N.Y.: Haworth Press.



**Mor Barak, M.E.** 2000. Repositioning Occupational Social Work in the Twenty First Century, Administration in Social Work, 23(3/4), 201-210.

Reprinted as a chapter in M.E. Mor Barak, D. and Bargal, (Eds.) 2000. Social Services in the Workplace. Binghamton, N.Y.: Haworth Press.

**Mor Barak, M.E.** 2000. Beyond affirmative action: Toward a model of organizational inclusion, Administration in Social Work, 23(3/4), 47-68.

Reprinted as a chapter in M.E. Mor Barak, D. and Bargal, (Eds.) 2000. Social Services in the Workplace. Binghamton, N.Y.: Haworth Press

Mjelde-Mossey, L.\* and Mor Barak, M. E., 1999. The conceptual and empirical link between health behaviors, self reported health and the use of home health care in later life. Quarterly Home Care Journal, 17(3), 71-89.

**Mor Barak, M.E.,** Cherin, D.A.\*, and Berkman, S. 1998. Organizational and personal dimensions in Diversity Climate: Ethnic and gender differences in employee diversity perceptions. Journal of Applied Behavioral Science, 34(1), 82-104.

**Mor Barak, M.E.,** and Cherin, D.A.\*. 1998. A tool to expand Organizational understanding of workforce diversity: Developing a measure of Inclusion-Exclusion. Administration in Social Work, 22(1), 47-64.

**Mor-Barak, M.E.** 1997. Major determinants of social networks in frail elderly community residents. Quarterly Home Care Journal, 16(1, 2), 121-137.

**Mor-Barak, M.E.,** Durby D.\*, and Altschuler, J.\* 1996. Is it really ‘who you know’ that determines getting a job? A study on the role of social networks in a successful job search process for older adults. Journal of Applied Social Sciences, 20(2), 147-157.

**Mor-Barak, M.E.** 1995. The meaning of work for older adults. International Journal of Aging and Human Development, 41(4), 325-344.

**Mor-Barak, M. E.,** Scharlach, A. E., Birba, L., Garcia, G., and Sokolov, J. 1995. Employment, Social Networks and Health in the Retirement Years. International Journal of Aging and Human Development, 35(2), 143-157.

Reprinted as a chapter in J. Hendricks (Ed.) Health and Health Care Utilization, New York: Baywood.

**Mor-Barak, M.E.,** Scharlach, A.E., and Mjelde-Mossey, L.\* 1995. A model of managed preventive care for retirees: Policy implications for health care reform. Southwest Journal on Aging, 11(2), 17-25.

**Mor-Barak, M. E. & Tynan, M.\*** 1993. Older workers and the workplace: A new challenge for occupational social work. Social Work, 38(1), 45-55.

- Mor-Barak, M. E.**, Poverny, L. M., Finch, W. A., McCroskey, J., Seck, E. T., and Sullivan, R. 1993. A model curriculum for occupational social work. Journal of Social Work Education, 29(1), 63-77.
- Seck, E.T., Finch, W. A., **Mor-Barak, M. E.**, and Poverny, L. M., 1993. Managing a diverse workforce. Administration in Social Work, 17(2), 67-79.
- Scharlach, A.E., **Mor-Barak, M.E.**, Birba, L. and Sokolov, J. 1993. Evaluation of a corporate-sponsored retiree health care program. Journal of Health and Social Work, 19(3), 192-197.
- Sharlin, S.A. and **Mor-Barak, M.E.** 1992. Runaway girls in distress: motivation, background, and personality characteristics. Adolescence, 27 (106), 387-405.
- Scharlach, A. E., **Mor-Barak, M. E.**, Katz, A., Birba, L., Garcia, G., and Sokolov, J. 1992. Generation: A corporate-sponsored retiree health care program. The Gerontologist, 32 (2), 265- 269.
- Mor-Barak, M.E.** & Miller, L. S. 1991. A longitudinal study of the causal relationship between social networks and health of the poor frail elderly. Journal of Applied Gerontology, 10 (3) 293-310.
- Mor-Barak, M. E.**, Miller, L. S., & Syme, L. S. 1991. Social networks, life events and health of the poor frail elderly: a longitudinal study of the buffering versus the direct effect. Family and Community Health, 14 (2), 1-13.
- Mor-Barak, M. E.**, Scharlach, A. E., Tynan, M., Birba, L., Garcia, G., and Sokolov, J. 1991. Striking a balance in retiree health care. Business and Health, April, 56-60.
- Mor-Barak, M.E.** 1988. Support Systems Intervention in Crisis Situations: Theory, Strategies and A Case Illustration. International Journal of Social Work, 7 (2), 285-303.
- Mor-Barak, M.E.** 1988. Social Support and Coping with Stress: Implications for the Work Place. Occupational Medicine, 31 (4), 663-676.
- Sharlin, S. and **Mor-Barak, M.E.** 1983. Bereavement and mourning after a shipping disaster: The case for intervention. Disasters, 7 (2), 142-147.
- Mor-Barak, M.E.** and Sharlin, S. 1983. Runaway Girls in Distress. Society and Welfare, (Hebrew), 1 (1), 47-62.

## Book Chapters

- Mor Barak, M.E.** 2020. Social Good Practice and Science: New Directions for organizational and management research in human services. In B. McBeath and K. Hopkins, (Eds.) The Future of Human Service Organizational & Management Research: Navigating Complex Frontiers. Routledge. ISBN: 978-0-367-48481-1

(also published as a journal paper in a special issue of *Human Service Organizations*)

**Mor Barak, M.E.** and Daya, P. 2014. Fostering inclusion from the inside out to create an inclusive workplace: corporate/organizational efforts in society and the community. In B.M. Ferdman and B. Deane (Eds.) Diversity at Work: The Practice of Inclusion, Society for Industrial and Organizational Psychology Press, pp. 391-412.

**Mor Barak, M.E.** and Travis, D. 2013. Socioeconomic Trends: Broadening the Diversity Ecosystem. In Q. M. Robertson (Ed.) Handbook of Diversity in the Workplace, London, UK: Oxford, pp. 393-418.

**Mor Barak, M.E.** and Travis, D. 2009. Diversity and Organizational Performance. In Y. Hasenfeld (Ed.) Human Services as Complex Organizations (Second Edition), Thousand Oaks: Sage, pp: 341-378.

**Mor Barak, M.E.** 2008. Social Psychological Perspectives of Workforce Diversity and Inclusion in National and Global Contexts. In R. Patti (Ed). Handbook of Human Service Management. Thousand Oaks, CA: Sage Publications. Pp. 239-254.

**Mor Barak, M.E.** and Wilson, S. 2005. "Labor force participation of older adults: Implications for the social work profession". In L. Kay (Ed.) Perspectives on Productive Aging: Social Work with the New Aged, New York: NASW.

**Mor-Barak, M.E.**, 1990. Social Support Intervention in Crisis Situations: Theory, Strategies and Implications for a Case of Maritime Disaster. In H.J. Parad and L.G. Parad, Crisis Intervention, New York: FSAA.

### Book Review

**Mor Barak, M.E.** 2007. Review of Sheila H. Akabas and Paul A. Kurzman's book, *Work and the Workplace: A Resource for Innovative Policy and Practice*, New York: Columbia University Press. Journal of Sociology and Social Welfare, 34(1)

### Manuscripts under Review and in Progress

**Mor Barak, M.E.**, Brimhall, K., Schneider, L., Clomax, A., Duan, L. (In progress). Meta-analysis of the MBIE climate of inclusion scale. Target journal: *Academy of Management Journal*.

**Mor Barak, M.E.**, Luria, G., Brimhall, K., Ozbilgin, M. How do Inclusive Leaders Emerge? A Theory-Based Model. Submitted to *Human Resource Management Review* January, 19, 2023

**Mor Barak, M.E.**, Luria, G., Wu, S., Schneider, L., Liu, R. Nguyen, A. Kaplan, C.D. Engaging communities in pandemic mitigation: generating and validating a new

measure for community health-safety climate, Under Review American Journal of Public Health (AJPH). March, 21, 2023

**Mor Barak, M.E.** (in progress) A New Vision for Social Good: Merging Business and Social Work Principles (a book proposal).

Kintzle, S., Schnyder, L., Alday, E., Alas Gonzalez, L., **Mor Barak, M.E.**, Castro, C. Welcome to the U.S. Army: A Qualitative Examination of the Army’s Reception of New Soldiers, *Armed Forces and Society* (Under Review).

Groutsis, D., Vassilopoulou, J., Ozbilgin, M., Fujimoto, Y., **Mor Barak, M.E.**, Migration management: Tensions, Challenges, and Opportunities for Inclusion. Editorial, Special Issue on Migration, *Academy of Management Discoveries* (In Progress).

Groutsis, D., Vassilopoulou, J., Ozbilgin, M., Fujimoto, Y., **Mor Barak, M.E.**, Migration management: Tensions, Challenges, and Opportunities for Inclusion (Co-guest editor). Special Issue on Migration, *Academy of Management Discoveries* (In Progress).

## RESEARCH AND SCHOLARLY GRANTS

### FUNDED

Principal Investigator, with Co-PI’s: Charles Kaplan, Shinyi Wu, Arie Kaptein (Dornsife), Ali Abbas (Policy), Gil Luria (U. of Haifa). USC Zumberge Grant. Engaging Diverse Communities in COVID-19 Control: A Value-Based Measure of Health-Safety Climate for Decision Making. \$80,000 for one year.

Consultant, (Gil Luria, P.I. Haifa University Israel), Inclusion Climate: The effects of policy-practice decoupling on employee outcomes. Israel Science Foundation (ISF). Funded for 3 years, \$80,000.

Principal Investigator, with Co-PI’s Carl Castro and Sara Kintzle, “Performance Outcomes of Inclusion Policy-Practice Decoupling: Diversity, Leadership and Climate for inclusion”. Submitted to the Department of Defense (DOD), Army Research Institute (ARI). Three years, 2018-2021. Total Funded \$1,020,050.00.

Principal Investigator/Organizer. A Borchard Foundation grant (received for the second time) to lead an international interdisciplinary colloquium on “The Paradox of Diversity Management Success and Multiculturalism Failure in the US and in Europe”. The project included working with 10 scholars from the U.S. and Europe on examining challenges, policy initiatives and innovative programs in different countries and at both the organization and nation/state levels. The work culminated with a meeting at the Chteau de la Bretesch in France, June 23-26 2013. \$70,000 cash and in-kind.

Co-Principal Investigator (with Ravi Kumar, Marshall School of Business). “Implementing

Lean Manufacturing Systems in a Cross-cultural International Environment”. Funded by Nike 2008 – 2012. Total \$307,391.

Principal Researcher. Supervising a series of longitudinal studies on diversity, Inclusion, Burnout, supervision Job Satisfaction and Retention among Child Welfare Workers and responsible for the research unit at the USC Center for Child Welfare funded by Title IV-E Training Grant 1999-2013. Total \$750,000.

Principal Investigator. The Challenge of Making a Living and Having a Life: A Critical Examination of the Personal and Business Outcomes of Workplace Flexibility Initiatives. Larson grant October 2007-May 2008 (\$20,000).

Principal Investigator. A grant from the Children and Families Research Consortium (CFRC) to conduct a research study entitled “The Impact of Supervision on Worker and Client Outcomes in Child Welfare: A State of the Art Review and Meta-Analysis”. March – December 2006 (\$5,000).

Principal Investigator/Organizer. A Borchard Foundation grant to lead an international interdisciplinary colloquium. The project included working with 10 scholars from the U.S. and Europe on examining innovative programs at the federal, state and organizational levels to make the work environment more inclusive. The work culminated with a meeting at the Chteau de la Bretesch in France, July 3-6 2003 (\$65,000 combination cash and in-kind).

Principal Investigator. A Larson Foundation grant to create an interdisciplinary course on global perspectives of workforce diversity. The work included designing a course and generating supporting materials including relevant readings, class exercises and audiovisual resources. June 2003-June 2004 (\$15,000).

Principal Investigator/Organizer. A Rockefeller Foundation grant to hold an international interdisciplinary conference in the Foundation’s Bellagio Study and Conference Center in Italy. The conference, entitled “International Cross-cultural Perspectives on Workforce Diversity: The Inclusive Workplace” featured 18 scholars from 12 different countries and from several disciplines. July 23-27 2001 (Total \$125,000 cash and in-kind).

Principal Investigator. Empowering multi-problemated women through work: connecting formerly substance-abusing women on welfare with work organizations. Funded by the Wellness Foundation January 2001 – December 2002 (Total \$100,000).

Principal Investigator. Welfare-to-work for domestic violence survivors. A Department of Labor subcontract collaboration with 1736 Family Crisis Center October 1999 – April 2002 (\$75,000).

Principal Investigator. Developing the Center for the Inclusive Work Place. Seed funding from the school of Social Work, USC. December 1998 – December 1999 (\$23,000).

Principal Investigator. Diversity of the work force and perceptions of inclusion/exclusion

among TRW employees. Funded by TRW, June 1995 - December 1998 (Total \$350,000).

Principal Investigator. Profiling diversity among work groups. Funded by TRW May 1995-October 1995 (\$15,000)

Principal Investigator. The meaning of work for older adults seeking employment. The Lois and Samuel Silberman Fund. June 1994-October 1994 (\$6,000).

Principal Investigator. The determinants of a successful link between older adults seeking employment and employers. Faculty Research and Innovation Fund. July 1990-July 1992 (\$16,490).

Co-Principal Investigator (with Co-P.I. Andrew Scharlach). Social Support, Employment, Care-giving, and Service Utilization of Geriatric Clinic Patients: An Evaluation of Southern California Edison's "Generations" Program. Funded by Southern California Edison, January 1989-December 1992 (\$180,000).

### **In Progress**

Co-Principal Investigator (with P.I. Sharon Stevelink, Kings College). Women of Colour in the UK and US Armed Forces: A qualitative comparative study. Expression of Interest (EOI) to the US NSF/SBE – UKRI Lead Agency Opportunity. Overall requested budget £1,116,517.56

## **NATIONAL AND INTERNATIONAL LEADERSHIP**

### **KEY-NOTE, LEADS, AND INVITATIONAL ADDRESSES**

Mor Barak, M.E. 2023. Invited speaker “Diversity and inclusion in teams and organizations: Challenges and future research directions”, Teams Conference, University of California, Irvine Paul Merage School of Business in collaboration with the Social Sciences and Humanities Research Council of Canada, February 3<sup>rd</sup>, **Irvine, California**.

Mor Barak, M.E. 2023. Invited speaker “Inclusion Science – What Do We Know? Diversity and Inclusion through a Global Lens, Future Research and Policy Implications”, Faculty of Health and Welfare. January 2<sup>nd</sup>, **Haifa, Israel**.

Mor Barak, M.E. 2022. Invited speaker “Classroom Conversations on DEI in a Global Context: Five Common Questions Students Ask and How to Engage Them in Productive Classroom Discussion”, Sage Publications Webinar November 10<sup>th</sup>, (delivered via Zoom), **Thousand Oaks, California**.

Mor Barak, M.E. 2022. Invited speaker “Diversity and Inclusion – An Asset for Future Organizations and Societies?”, Ewha University’s Vice President Office for Global Affairs Lecture Series by Global Savants, January 12<sup>th</sup>, (delivered via Zoom due to COVID-19), **Seoul, South Korea**.

- Mor Barak, M.E. 2020. Plenary speaker “Environmental Education and Inclusiveness through Mentorship”, The Cambodia First International Conference on Mentoring Educators, December 21<sup>st</sup>, (delivered via Zoom due to COVID-19), **Phnom Penh, Cambodia**.
- Mor Barak, M.E. 2020. Key-note speaker “Global Diversity and Inclusion in the Age of COVID-19” Boston College Conference on Global Diversity, May 6<sup>th</sup>, (delivered via Zoom due to COVID-19), **Palo Alto, CA**.
- Mor Barak, M.E. 2018. Invited Speaker “Blind Spots in Work-Life Research: Intersectionality, Diversity and Inclusion” National Science Foundation (NSF) sponsored Roundtable on Work-Life, Intersectionality, Diversity and Inclusion, October 1-2, **Purdue University, IN**.
- Mor Barak, M.E. 2017. Organizer and lead “The Science and Practice of Social Good” Interdisciplinary Roundtable, June 3-4, **Redondo Beach, CA**.
- Mor Barak, M.E. 2016. Key-note address “Inclusion In times of Austerity and economic upheaval: Paradox, risk and hope” International Organization on Equity, Diversity and Inclusion Meeting, June 22<sup>nd</sup>, **Nicosia, Cyprus**
- Mor Barak, M.E. 2015. Key-note address “Inclusive Global Workplaces: The Next Business and Scientific Frontiers”. Boston College Workforce Roundtable Meeting and 25<sup>th</sup> Anniversary celebration, November 5<sup>th</sup>. **Boston, MA**.
- Mor Barak, M.E. 2015. Key-note address “Inclusion Practices: Complexity and Simplicity”. Alliant International University’s conference Coming Together: The Art and Practice of Diversity and Unity, November 21, **Los Angeles, Ca**.
- Mor Barak, M.E. 2014. Key-note address “Managing Global Diversity: Implications for National Government” Office of Personnel Management & US Equal Employment Opportunity Commission, Diversity and Inclusion Leadership Meeting, March 4<sup>th</sup>, **Washington, D.C**.
- Mor Barak, M.E. and Brekke, J.S. 2014. Invited Symposium. “Social Work Science: Dilemmas for Identity Formation and Transformation in Doctoral Education”, presented at 2014 Annual Conference of the Society for Social Work and Research, January, 15-19, **San Antonio, Texas**.
- Mor Barak, M.E. 2012. Key-note address “Managing Diversity for a Globally Inclusive Workplace: Implications for Managers” The Network for Social Work Managers Annual Management (NSWM) Institute, April 26<sup>th</sup>, **San Diego, California**.
- Mor Barak, M.E. 2011. Key-note address “Diversity and Inclusion in a Global Context” Global Inclusion Conference, the International Monetary Fund (IMF), IMF

Headquarters December 1<sup>st</sup>, **Washington, D.C.**

Mor Barak, M.E. 2011. Key-note address “Reflections on the Writing Process” Sage Publishing Review, August, 23<sup>rd</sup>, Cal Lutheran University, **Los Angeles, CA**.

Mor Barak, M.E. 2010. Invited Presentation “Strategic Approaches to Addressing Global Talent” Global Workforce Summit, organized by Boston College Center for Work and Family, April, 26-28 **San Francisco, CA**.

Mor Barak, M.E. and Dasu, S. 2011. Featured Presentation “International and Intersdisciplinary Cross-cultural Intervneiton: A Case Study of a Korean-owned, US Branded “Sweatshop” in Mexico” Fourth International Social Work Conference, March, 26 **Los Angeles, CA**.

Mor Barak, M.E. 2010. Invited Address “Leadership, Work-Life Balance, and Diversity Clashes in a Cross-Cultural, Cross-National Setting” Global Workforce Summit, organized by Boston College Center for Work and Family, June, 21-23 **London, U.K.**

Mor Barak, M.E. 2008. Invited Presentation. Diversity and Inclusion Measures in the context of a Globally Diverse Workforce. Ontario Public Employee (OPS) Diverstiy and Inclusion Leadership, Transformation, Innovation and Excellence Branch, Ministry of Government Services, **Toronto, Canada**.

Mor Barak, M.E. 2008. Invited Address. Managing Diversity in a Global Context. Culture and Management Forum, International Execuvive MBA Program, The University of Haifa, June 5, **Haifa, Israel**.

Mor Barak, M.E. 2008. Invited Presentation at the Plenary Session. How Much Diversity Are We Willing to Accept? Diversity Management: The Globally Inclusive Workplace. The Women’s Forum On the Economy and Society Global Meeting, October 15-18, **Deauville, France**.

Mor Barak, M.E. 2008. Work-Life Balance – East Meets West: Implications for Recruitment and Retention. Global Workforce Summit, organized by Boston College Center for Work and Family, February 26 – 28, **Shanghai, China**

Mor Barak, M.E. 2006. Openning Presentation “Understanding Global Diversity and Inclusion” Global Workforce Inaugural Summit, Boston College Center for Work and Family, September, 23-26 **London, U.K.**

Mor Barak, M.E. 2006. Invited Lecture “Global Diversity and Inclusion: Implications for Work-Family Integration” Boston College Graduate School of Social Work. April, 7 **Boston, U.S.**

Mor Barak, M.E. 2006. Looking Abroad: A Global Perspective on Workplace Flexibility.



Presented at the Annual Sloan Conference on Work and Family: Why Workplace Flexibility Matters: A Global Perspective, May 18 **Chicago, U.S.**

- Mor Barak, M.E. 2005. Keynote address “Global Workforce Trends: Challenges and Opportunities for Occupational Social Work” at a conference on The Contribution of Knowledge to Social Change at Hebrew University in Jerusalem. December, 28 **Jerusalem, Israel.**
- Mor Barak, M.E. 2005. Invited public lecture “Managing Global Diversity and Social Harmony: Implications for Corporate Social Responsibility” to the China Entrepreneurs Forum. August 6, **Beijing, China** (this was the first invitation for non-Chinese speakers in this distinguished forum).
- Mor Barak, M.E. 2005. Invited full-day workshop “Social Work Practice in Industrial and Labor.” Organized by the Chinese Association of Schools of Social Work (the equivalent of the American CSWE) August 8, **Beijing, China.**
- Mor Barak, M.E. 2005. Invited address “Global Diversity and Inclusion: Implications for Work-Family Integration” at the Work and Family Corporate Roundtable, organized by the Boston Center for Work and Family. May, 4 **San Ramon, California.**
- Mor Barak, M. E. 2004. Invited public lecture. “Educational Curriculum in Occupational Social Work”. June 21, Peking University, **Beijing, China.**
- Mor Barak, M.E., 2004. Invited public lecture. “Social Work Practice in Work Settings in the Context of China’s Move to a Market Economy”. June 17, Fudan University, **Shanghai, China.**
- Mor Barak, M.E., 2004. Keynote address “Domestic violence is definitely your business – the workplace response to domestic violence,” Conference of the Israeli National Association of Social Workers, the Occupational Social Work chapter, December 23, 2004, **Tel Aviv, Israel.**
- Mor Barak, M.E., 2003. Organizing an international group of scholars and leading a colloquium on “Workforce Diversity in the U.S. and in Europe: Effective Public and Private Policies” July 3-6, 2003, Château de la Bretesche, **Paris, France.**
- Mor Barak, M.E., 2002. Invited Address, “Labor and Social Work” at the School of Social Work, China Youth College, September 24<sup>th</sup>, 2002, **Beijing, China.**
- Mor Barak, M.E., 2002. Invited Address, “Occupational Social Work Practice” at the School of Social Work, China Labor College, September 26<sup>th</sup>, 2002, **Beijing, China.**
- Mor Barak, M.E., 2002. Invited Address, “International Trends in Workforce Migration” at the MBA program of the University of Beijing & SINOPEC, September 27<sup>th</sup>, 2002, **Beijing, China.**

- Mor Barak, M.E.. 2002. Interest Group Organizer, “Global Perspectives on Immigration, Worker Migration and Workforce Diversity”, International Association of Schools of Social Work (IASSW) Annual Meeting, July 14<sup>th</sup> – July 18<sup>th</sup>, **Montpellier, France**.
- Mor Barak, M.E... 2002. Key-note Speaker, “Global Trends in the World of Work: Integrating Minorities, Women, and Immigrants in the Workplace.” Joint meeting of the faculties of the School of Social Work, Department of Labor Studies, and the School of Business Administration at the University of Tel Aviv, July 4<sup>th</sup>, **Tel Aviv, Israel**.
- Mor Barak, M.E.. 2001. Invited Address “Creating Harmony Through Inclusion in Business Organizations: Overcoming Cross-cultural Barriers” Yonsei University School of Business, November 26<sup>th</sup>, **Seoul, South Korea**.
- Mor Barak, M.E.. 2001. Invited Address, “Social Work in Corporate and Business Settings – Future Directions,” Ehwa University School of Social Work, November 27<sup>th</sup>, **Seoul, South Korea**.
- Mor Barak, M.E.. 2001. Organizer and Leader, International conference on “Cross-cultural Perspectives on Workforce Diversity: The Inclusive Workplace,” Rockefeller Foundation’s Study and Conference Center, July 23<sup>rd</sup> - 27<sup>th</sup>, **Bellagio, Italy**.
- Mor Barak, M.E. 1999. Invited Workshop “Diversity, Inclusion and Commitment: Conceptual and Empirical Explorations,” National Institute of Social Work, May 27<sup>th</sup>–28<sup>th</sup>, **London, U.K.**.
- Mor Barak, M.E. 1998. Symposium Organizer and Chair, “Social justice in work organizations: Evolving and changing roles of social work in work organizations,” Joint World Congress of the International Federation of Social Workers (IFSW) and the International Association of Schools of Social Work (IASSW), July 5<sup>th</sup> – July 9<sup>th</sup>, **Jerusalem, Israel**.
- Mor-Barak, M.E., 1996. Key-note Address, “National and International perspectives of workforce diversity,” Annual Meeting of Israeli National Association of Industrial Social Workers, May 28<sup>th</sup>, **Tel-Aviv, Israel**.

### **SELECTED PEER-REVIEWED PAPERS PRESENTED AT NATIONAL AND INTERNATIONAL MEETINGS**

- Mor Barak, M.E., Luria, G., Brimhall, K.C., & Ozbilgin, M.F. 2022. How Do Inclusive Leaders Emerge? A Theory-Based Model. Academy of Management Annual Meeting, August 8<sup>th</sup>.
- Clomax, A., Mor Barak, M.E., & Luria, G. 2022. Session Organizers, Diverse Perspectives on Inclusive Leadership: Examining Formal to Informal Leadership Behaviors. Academy of Management Annual Meeting, August 8<sup>th</sup>.
- Mor Barak, M.E., 2021. Applying a Wide Lens: The Globally Inclusive Workplace.

Presented in a symposium on Approaches to Inclusion in the Workplace: A Dialogue Across Theoretical Strands. Academy of Management Annual Meeting, On-Line (due to COVID), July 29-August 3.

Mor Barak, M.E., Luria, G., Brimhall, K., 2021. Inclusive leadership, policy-practice decoupling, and the anomaly of climate for inclusion. Academy of Management Annual Meeting, On-Line (due to COVID), July 29-August 3.

Mor Barak, M.E., 2021. Session Chair, Inclusive Leadership and Practice. Academy of Management Annual Meeting, On-Line (due to COVID), July 29-August 3.

Mor Barak, M.E., Brimhall, K.C., Schnyder, L.P. 2019. The origin al MBIE measure for climate of inclusion: what have we learned from two decades of empirical research using the scale?. In a symposium on exploring the measurement of inclusion (De Cieri, H. and Festing, M. organizaers) Academy of Management Annual Meeting, Boston, August 9-13.

Travis\*, D.J., Mor Barak, M.E. & Clomax\*, A.J. 2019. Boundary permeability – the key to bridging the above and below the line gaps in inclusion. Academy of Management Annual Meeting, Boston, August 9-13.

Ward A.K., Shore, L. Nishii, L.H., Avery, D.R., Dwertmann, D.J.G., McKay, P. F., Mor Barak, M.E. 2019. An Expert Panel Discuassion on the Future off Research on Climates for Diversity and Inclusion. Academy of Management Annual Meeting, Boston, August 9-13.

Kossek, E.E., Lee, K-H, Parker, S. Mor Barak, M.E., Ollier-Malaterre, A., Creary, S.J., Ladge, J.J., Matthews, R. A., Little, L.M, Park, T-Y. 2019. (PDW Workshop) Fostering work-life inclusive business schools: Improving organizational science & women’s equality. Academy of Management Annual Meeting, Boston, August 9-13.

Mor Barak, M.E. 2019. They Know There is a Social Work Scholar in the Room When... Invited Plenary Presentation at the Annual Conference of GADE, Group for Advancement of Doctoral Education, Los Angeles, April 4-5, 2019.

Mor Barak, M.E. 2018. (Plenary Organizer) Practicing Leadership for Social Good. Network for Social Work Management Annual Conference, San Diego, CA June 16-16.

Mor Barak, M.E. and Ozbilgin, M. 2017. The Glorification of Ignorance. Interntational Organization on Equity, Diversity and Inclusion (EDI) Annual Meeting, June 28, London, UK.

Mor Barak, M.E. 2017. (Plenary Organizer) The Business of Social Work and Social Work in Business: Bridges and Walls. Network for Social Work Management Annual Conference, New York, N.Y June 16-16.

Brimhall, K. \* and Mor Barak, M.E. 2017. The importance of diversity and inclusion in determining the quality of health care services. Symposium presented at Annual Conference of the Society for Social Work and Research, January, 11-15, New Orleans, Louisina.

- Mor Barak, M.E. 2016 (Symposium Organizer). Leadership for Innovation with Social Impact. Symposium presented at Annual Conference of the Society for Social Work and Research, January, 13-17, Washington D.C.
- Mor Barak, M.E. and Brimhall, K\*. 2016. Inclusive Leadership, Diversity and Innovation with Social Impact. Paper presented at Annual Conference of the Society for Social Work and Research, January, 13-17, Washington D.C.
- Brimhall, K\*. and Mor Barak, M.E. 2015. Collaborative and Innovative Practice through Diversity and Inclusive Leadership. Paper presented at Annual Conference of the Council on Social Work Education, January, 14-18, New Orleans, Louisiana.
- Mor Barak, M.E. 2015 (Symposium Organizer). Leadership for Diversity, Inclusion and Cultural Competence. Symposium presented at Annual Conference of the Society for Social Work and Research, January, 14-18, New Orleans, Louisiana.
- Brimhall, K. and Mor Barak, M.E. 2015. Leadership and Inclusion among Child Welfare Workers. Paper presented at Annual Conference of the Society for Social Work and Research, January, 14-18, New Orleans, Louisiana.
- Lizano, E.L.. and Mor Barak, M.E. 2015. Job Burnout and Affective Well-being: A Longitudinal Study of Burnout and Job Satisfaction among Public Child Welfare Workers. Paper presented at Annual Conference of the Society for Social Work and Research, January, 14-18, New Orleans, Louisiana.
- Kim, A. and Mor Barak, M.E. 2015. The Role of Racial/Ethnic Matching of Caseworker-Client Dyads and Professionalism in Client Satisfaction: Moderating Effects of Engagement and Stress in Child Welfare Agencies. Paper presented at Annual Conference of the Society for Social Work and Research, January, 14-18, New Orleans, Louisiana.
- Mor Barak, M.E. and Brimhall, K. 2015. Inclusive Leadership and Climate for Inclusion: A Conceptual Model of Transformational Leadership. Paper presented at Annual Conference of the Society for Social Work and Research, January, 14-18, New Orleans, Louisiana.
- Mor Barak, M.E. Lizano, E.L, Kim, A., Duan, L., Rhee, M., Hsiao, H., Brimhall, K., 2014. A Meta-Analysis of Beneficial and Detrimental Outcomes of Organizational Diversity and Climate of Inclusion in Human Service Organizations. Paper presented at 2014 Annual Conference of the Society for Social Work and Research, January, 15-19, San Antonio, Texas.
- Brimhall, K., Lizano, E.L, & Mor Barak, M.E. 2014. The Mediating Role of Inclusion in the Context of Organizational Diversity: A Longitudinal Study of Leader-Member Exchange and Diversity Climate on Job Satisfaction and Intention to Leave Among Child Welfare Workers. Paper presented at 2014 Annual Conference of the Society for Social Work and Research, January, 15-19, San Antonio, Texas.
- Hsiao, H. Y., Lizano, E.L., & Mor Barak, M. E. 2014. Latent difference score approach to longitudinal work-family conflict and mental health research on child welfare workers. Paper presented at 2014 Annual Conference of the Society for Social Work and Research, January, 15-19, San Antonio, TX.

- Mor Barak, M. E., Austin, M., Packard, T. 2013. Securing Access and Implementing Research Within Local and Global Organizations: Strategies, Trends, Opportunities, and Challenges. Invited Pre-conference Workshop presented at 2013 Annual Conference of the Society for Social Work and Research, January, 16-20, San Diego, CA.
- Lizano, E.L., Travis, D. J. & Mor Barak, M. E. 2013. Why Am I Zoning Out? A Longitudinal Model of the Stress-Related Determinants of Employee Disengagement. Paper presented at 2013 Annual Conference of the Society for Social Work and Research, January, 16-20, San Diego, CA.
- Kim, A. & Mor Barak, M. E. 2013. How Similarity Works? the Relationships Between Similarity of Supervisor-Subordinate Dyads, Leader-Member Exchange and Job Satisfaction in Child Welfare Organizations. Paper presented at 2013 Annual Conference of the Society for Social Work and Research, January, 16-20, San Diego, CA.
- Ferdman, B., Mor Barak, M.E., Nishii L., Wishik, H. & DeNisi, A. 2012. Diversity at Work: The Practice of Inclusion. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), April 16th San Diego, CA.
- Mor Barak, M.E. Jordan-Marsh, M. & Rice, E. 2012. Invited Plenary Informatics and Interactive Media in Doctoral Education: Innovative Applications. The Group for Advancement of Doctoral Education (GADE) Annual Meeting, April 13th Portland, Oregon.
- Hsiao, H. Y. & Mor Barak, M. E. 2012. Work Resources, Work Stress, Work-Family Conflict and Their Consequences At Work Among Garment Workers in Mexico: A Mixed Methods Study. Paper presented at 2012 Annual Conference of the Society for Social Work and Research, January, Washington, DC.
- Lizano, E.L., , Kim, A. Mor Barak, M.E., 2011. Job demands and resources: Examining burnout among public child welfare. Council on Social Work Education (CSWE) Conference, October, Atlanta, GA.
- Hsiao, H. Y. & Mor Barak, M.E. 2011. A missing voice in globalization: Work-family challenges faced by female garment workers in family-unfriendly work climate in Mexico. Paper presented at Fourth Conference on International Social Work, January, Los Angeles, CA.
- Hsiao, H. Y., Rhee, M. K., & Mor Barak, M. E. 2011. Discrepancies in cross-cultural communication perceptions between low-skilled Mexican workers and their expatriate superiors in a sweatshop in Mexico. Paper presented at Fourth Conference on International Social Work, March, Los Angeles, CA.
- Hsiao, H. Y., Casper, L. M., & Mor Barak, M.E. 2011. The impact of perceived organizational support on the relationship between work-family conflict and psychological well-being among public child welfare workers. Poster presented at the Annual Conference of the Society for Social Work and Research, January , Tampa, FL.

- Hsiao, H. Y. & Mor Barak, M.E. 2011. The impacts of work and non-work social support on work stress and work-family conflict among low-wage and low-skilled Mexican workers. Paper presented at 2011 Annual Conference of the Society for Social Work and Research, January, 16, Tampa, FL.
- Mor Barak, M.E., Lizano, E.L., & Kim, A. 2011. Improving workplace conditions for Mexican workers in a transnational garment sweatshop: Cross-cultural and lean innovation training as interventions. 2011 Annual Conference of the Society for Social Work and Research, January 16, Tampa, FL.
- Travis, D. J., Gomez, R., and Mor Barak, M.E. 2011. The Relationship between Productive and Counterproductive Work Behaviors: Working Hard or Hardly Working? Society for Social Work and Research 15th Annual Conference. January 16, Tampa, FL..
- Mor Barak, M.E., Lizano, E.L., & Kim, A. (2011, January). Improving workplace conditions for Mexican workers in a transnational garment sweatshop: Cross-cultural and lean innovation training as interventions. 2011 Annual Conference of the Society for Social Work and Research, Tampa, FL.
- Hsiao, H. Y., Rhee, M. K., & Mor Barak, M. E. 2011. Discrepancy of Cross-Cultural Communication Perceptions between Low-Skilled Mexican Workers and their Expatriate Superiors in a Sweatshop in Mexico. Paper presentation at 4<sup>th</sup> Conference on International Social Work, USC School of Social Work, Los Angeles, California, March 25-27.
- Hsiao, H. Y. & Mor Barak, M.E., 2011. A missing voice in globalization: Work-family challenges faced by female garment workers in family-unfriendly work climate in Mexico. Paper presented at Fourth Conference on International Social Work, Los Angeles, CA, March 25-27.
- Kumar, R. Dasu, S., Mor Barak, M.E., Luna, D. 2011. Implementing Lean in a Cross-cultural Environment. Paper presented at Productions Operations Management Society (POMS) Conference Reno, Nevada, April 29-May 2.
- Hsiao, H. Y., Casper, L. M., & Mor Barak, M.E., 2011. The impact of perceived organizational support on the relationship between work-family conflict and psychological well-being among public child welfare workers. Poster presented at 2011 Annual Conference of the Society for Social Work and Research, Tampa, FL, January 16..
- Hsiao, H. Y. & Mor Barak, M.E., 2011. The impacts of work and non-work social support on work stress and work-family conflict among low-wage and low-skilled Mexican workers. Paper presented at 2011 Annual Conference of the Society for Social Work and Research, Tampa, FL, January 16.
- Mor Barak, M. E., Hsiao, H. Y., & Rhee, M. K. (2010). Sustainable cross-cultural relationships in a global enterprise: Corporate Social Responsibility agenda in a low-wage and low-skilled workplace. Poster presented at 2010 Joint World Conference on Social Work and Social Development: The Agenda, June 10-14, Hong Kong, China.

- Hsiao, H. Y., & Mor Barak, M.E.. (2010). Social workers' role in Corporate Social Responsibility agenda: Human rights, social justice, and employees' well-being. Paper presented at 2010 Joint World Conference on Social Work and Social Development: The Agenda, June 10-14, Hong Kong, China
- Mor Barak, M. E., Kim, A., & Lizano, E. L. (2010). Protective and risk factors as predictors of organizational commitment among social workers in public child welfare. Poster presented at the Society for Social Work Research (SSWR), January 14-17, San Francisco, CA.
- Mor Barak, M.E. & Maiden, P.R. 2008. Global/Local Drivers of Workforce Diversity and Inclusion: Innovative Usage of Technology and Distance Learning. International Association of Schools of Social Work (IASSW) Annual Meeting, July 20<sup>th</sup> – July 24<sup>th</sup>, Durban, South Africa.
- Mor Barak, M.E., Travis, D., Pyun, H., M.E. 2007. Training the Next Generation of Supervisors and Administrators: Lessons Learned from 7 Years of Research. Presented at the Council on Social Work Education (CSWE APM) San Francisco, CA October 27<sup>th</sup> – 30<sup>th</sup>.
- Mor Barak, M.E. 2007 Insights on Work-Family Reconciliation from a Global Diversity Perspective. Presented at the Boston College Center for Work and Family National Roundtable, San Diego, May 2<sup>nd</sup> -4<sup>th</sup>.
- Majewski, G. and Mor Barak, M. 2007. U.S.-Based Students Studying Abroad. Presented at the International Social Work Conference, Boston, March 9<sup>th</sup> -11<sup>th</sup>.
- Mor Barak, M.E. 2006. Social Workers as Workers and Managers. Presented at a special gathering (by invitation only) of social work leaders in Occupational Social Work, titled Work, the Workplace and Social Work (Larry Root Organizer) University of Michigan School of Social Work November 10<sup>th</sup>-11<sup>th</sup>.
- Mor Barak, M.E. 2006. The Global Economy and New Challenges for Work Family Life Balance. Presented at a Special Panel on Creating Family-Friendly Organizations and Communities: Social Work Forging Social Change. CSWE APM, Chicago, February 19<sup>th</sup>.
- Mor Barak, M.E. 2006. Social Workers as Workers and Managers. Presented at the conference on Work, the Workplace, and Social Work: Returning a Focus on Work to Social Work Education and Practice. University of Michigan, November 9<sup>th</sup>-10<sup>th</sup>.
- Mor Barak, M.E. 2006. Global Workforce Diversity: Implications for Work and Family Integration. Presented at the conference on Women in the Public Sphere: French and American Perspectives. USC, Los Angeles, March 28<sup>th</sup>.
- Mor Barak, M.E.(Chair), Akabas, S., Dominelli, L., Kurzman, P. Root, L., and Tasse, A. 2005. Global Workforce Diversity: Effective Public and Private Policies and Practices that Enhance Individual, Family and Community Well-being: Implications for Social Work Education vis-à-vis the World of Work, Special Session at the CSWE APM, New York February 26<sup>th</sup> - March 1<sup>st</sup>.
- Mor Barak, M.E.(Chair), Chan, L.H., and Tasse, A. 2005. Global Diversity Work and Well-being: Implications for Social Work Education, Special Session at the CSWE

Asian Pacific Conference, Beijing, China August 8<sup>th</sup>.

- Mor Barak, M.E., Levin, A., and Nissly, J. 2004. Why Do They Leave? Modeling Turnover Intentions from Child Welfare Worker's Perceptions of Their Organizational Climate. Paper presented at the Annual Conference of the Society for Social Work Research, New Orleans, LA, January 15-18.
- Cho, S., and Mor Barak, M. E. 2004. Diversity, inclusion and job performance for Korean employees. Paper presentation at the 8th Annual Conference of the Society for Social Work and Research, New Orleans, LA, January 17.
- Mor Barak, M.E., Levin, A., and Nissly, J. 2004. Employee turnover and organizational climate in a child welfare organization. Paper presentation at the 3rd Hawaii International Conference on Social Sciences, Honolulu, Hawaii, June 19.
- Cho, S., and Mor Barak, M. E. 2004. Organizational Performance and inclusion in a Korean based organization. Paper presentation at the 3rd Hawaii International Conference on Social Sciences, Honolulu, Hawaii, June 19.
- Cho, S., and Mor Barak, M. E. 2004. Diversity and job performance in a "homogenous" society: The case for Korea. Paper presentation at the Academy of Management 2004 Annual Meeting, New Orleans, LA, August 10.
- Nissly, J., Mor Barak, M.E., and Levin, A. 2003 Stress, Social Support, and Workers' Intentions to Leave Their Jobs in Public Child Welfare. Paper presented at the Annual Conference of the Society for Social Work Research, Washington DC, January 19-21.
- Cho, S., Mor Barak, M.E. 2003 Diversity, Inclusion and Job Performance among Korean Employees. Paper presented at the Annual Conference of the Society for Social Work Research, Washington DC, January 19-21.
- Mor Barak, M.E., Nissly, J., and Levin, A. 2002. Antecedents to Retention and Turnover among Child Welfare, Social Work, and other Human Services Employees: What can we learn from past research? A review and Meta-analysis. Paper presented at the Annual Conference of the Society for Social Work Research, San Diego, CA, January 19-21.
- Mor Barak, M.E., Findler, L. S. and Wind, L. H. 2001. Cross-cultural aspects of diversity and well-being in the workplace: An international perspective. Paper presented at the Annual Conference of the Society for Social Work Research, Atlanta, GA, January 19-21.
- Mor Barak, M.E., Findler, L. S. and Wind, L. H. 2000. International Dimensions of Diversity, Inclusion and Commitment in Work Organizations. Paper presented at the Annual Conference of the Institute of Behavioral and Applied Management, San Diego, November 8-12.
- Mor Barak, M.E. 2000. Session chair, Gender and Racioethnic Differences in Psychological Responses to the Workplace, Academy of Management Conference, Toronto, Canada, August 4-9.
- Mor Barak, M.E., Poverny, L., and Nedelman, H. 2000. Social Justice in the workplace:



- Educational agenda for Occupational Social Work, Council on Social Work Education, New York, February 26-29.
- Mor Barak, M.E. 1998. Session chair, Commitment across cultures and organizations, Academy of Management Conference, August 7-12.
- Mor Barak, M.E., Cherin, D., Fisher, M. and Findler, L., 1998. How can organizations do a better job in including women and minorities in important organizational precesses? Joint World Congress of the International Federation of Social Workers (IFSW) and the International Association of Schools of Social Work (IASSW), Jerusalem Israel, July 5-9.
- Mor-Barak, M.E., 1995, The Study of Older Workers' Issues: implications for researchers and practitioners. Presented at the Annual Meeting of the American Society on Aging, Atlanta, March 14-18.
- Mor-Barak, M.E., 1995, Panel Moderator, Women and Aging, Presented at the Annual Meeting of the American Society on Aging, Atlanta, March 14-18.
- Mor-Barak, M.E., 1994, Older Adult Job-Seekers: Background, Characteristics, and Interventions. Presented to the Older Worker Conference, Los Angeles, September, 22.
- Mor-Barak, M.E. Scharlach, A.S., and Mjelde-Mossey, L. 1994. Age and gender differences and dimensions of health protective behaviors among participants in a corporate-sponsored retiree health care program. Presented at the Annual Meeting of the American Society on Aging, San Francisco, March 21-23.
- Mor-Barak, M.E. 1993. The Meaning of Work for Older Adults Seeking Employment, paper presented at the Annual Meeting of the Gerontological Society of America, New Orleans, November 18-21.
- Mor-Barak, M.E. 1992. Older Workers and the Workplace: Practice Issues and Challenges, presented at the Annual Meeting of the American Society on Aging, San Diego, March 14-17.
- Mor-Barak, M.E. 1992. An Occupational Social Work Model Curriculum. Paper presented at the Conference of Schools of Social Work, Tel-Aviv, Israel, June 8.
- Mor-Barak, M. E. and Altschuler J. (1991). Factors determining a successful link between older job-seekers and employers. Paper presented at the 44th Annual Scientific meeting of the Gerontological Society of America, San Francisco, CA October 22-27.
- Mor-Barak, M.E. and Scharlach, A.E. (1991). Employment, social networks, and health in the retirement years, paper presented at the Annual Meeting of the American Society on Aging, New Orleans, March 16-19.
- Mor-Barak, M. E., Scharlach, A. E., Birba, L., Garcia, G. and Sokolov, J. V. (1990) Employment/Volunteer status, social networks and health in a corporate sponsored geriatric clinic, paper presented at the Annual Scientific Meeting of the Gerontological Society of America, Boston, November 17- 19.
- Finch, W. A., Mor-Barak, M. E., Poverny, L. M. and Seck, E. T. (1990) Managing a

diverse workforce, paper presented at the Annual Meeting of the National Association of Social Workers, Boston, November 14-17.

Mor-Barak, M.E., Scharlach, A.E. (1990) Does employment affect the mental and physical health of older adults? Paper presented at the Annual Meeting of the American Society on Aging, San Francisco, CA, April 6-8.

Poverny, L.M., Finch, W.A., Mor-Barak, M.E. (1990) Responding to Ethnocentrism in the workplace: Preparing students for multicultural practice. Paper presented at the Annual Meeting of the Council on Social Work Education, Reno, Nevada, March 3-6.

Mor-Barak, M.E., Scharlach, A.E., and Garcia, G.A. (1989) Employment status and health/mental health of older adults in a corporate-sponsored geriatric clinic. Paper presented at the 42nd Annual Scientific Meeting of the Gerontological Society of America, Minneapolis, Minnesota, November, 17-21.

Garcia, G. A., Mor-Barak, M. E., Scharlach, A. E. (1989) A case- managed approach to a corporate geriatric clinic, Paper presented at the 117th Annual Meeting of the American Public Health Association, Chicago, October 22-26, 1989.

Finch, W.A., Mor-Barak, M.E., Poverny, L., and Seck, E.T. (1989) Diversity in the Workplace Preparing for the 21st Century. Paper presented at the Annual Meeting of the National Association of Social Workers, San Francisco, October 11-14.

Mor-Barak, M.E. (1989) Stress and Social Support in the Workplace. Spring Institute for Field Instructors, School of Social Work, University of Southern California, May.

Mor-Barak, M.E. (1989) Health Issues and Care for Older Workers and Retirees. University of Southern California and Southern California Edison Company Seminar, April.

Mor-Barak, M.E. (1989) The Effects of Major Life Events, Health, and Personal Characteristics on Social Networks of the Poor Frail Elderly. Paper presented at the Annual Meeting of the American Society on Aging, Washington, March.

Mor-Barak, M.E. (1988) The Effects of Social Networks, Life Events on Health of the Poor Frail Elderly: Buffering Versus the Direct Effect Hypothesis. Paper presented at the Annual Meeting of the American Society on Aging, San Diego, March.

Miller, M.G. and Mor-Barak, M.E. (1988) Non-Medical Service Use in the Case-Managed Community-Based Long Term Care: Expenditures and Trends in California's M.S.S.P. Paper presented at the American Public Health Association Annual Meeting, Boston, November.

Mor-Barak, M.E. (1987) Social Networks, Life, Events and Health of the Poor Frail Elderly. Paper presented at the American Society on Aging Annual Meeting, Salt Lake City, Utah, March.

### **Technical Research Reports and Policy Papers to State Legislature**

Mor Barak, M.E., Castro C, A., Kintzle, S., Clomax, A., Schnyder, L. Alday, E., Luria, G., Carlton, M. L. 2022. Scale Development of Inclusion Policy-Practice Decoupling:

Understanding Diversity, Leadership and Climate for Inclusion, Technical Report, U.S. Army Research Institute for the Behavioral and Social Sciences (90 pages).

Mor Barak, M.E., Travis, D.J., Pyun, H., Hsiao, H. Y., Rhee, M. K., Lizano, E. L., & Kim, A. (2009). Retaining and Engaging Child Welfare Workers: Findings from 9 Years of Longitudinal, Quantitative and Qualitative. Studies of Child Welfare Worker Retention. USC Center on Child Welfare, Los Angeles, CA.

Mor-Barak, M.E. 1988. Quality Control for Non-Medical Services, MSSP Evaluation, University of California, Berkeley.

Mor-Barak, M.E. and Walter L. 1988. Medi-Cal Services for MSSP Clients SFY 1986-87, MSSP Evaluation, University of California, Berkeley.

Mor-Barak, M.E. 1988. Non-Medical Services for MSSP Clients SFY 1986-87, MSSP Evaluation, University of California, Berkeley.

Miller, M.G. and Mor-Barak, M.E. 1987. Non-Medical Services for MSSP Clients SFY 1985-86, MSSP Evaluation, University of California, Berkeley.

Mor-Barak, M.E. 1986. The Multipurpose Senior Services Program: A Portrait of the Caseload 1984-1985, MSSP Evaluation, University of California, Berkeley.

### **Courses Taught**

Doctoral Statistics I (SOWK 760) - Fall 1990, 1992, 1994, 1996-1999, 2002, 2005, 2009, 2011, 2012, 2013, 2014, 2017, 2018, 2019.

Doctoral Statistics II (SOWK 761) - Spring 1991- 1995, 1998, 1999, 2001-2002, 2004-2005, 2007, 2008.

Proposal Writing, Program Development, Evaluation, and Training in Work Organizations (SOWK 673) – Spring 2010, 2011, 2013.

Social Work Practice in Work Settings (SOWK 671) - Fall 1988-1994, 1996-2002, 2004 - 2006.

Human Behavior in the Social Environment I (SOWK 503) - Fall, 1988,1989, 1993.

Human Behavior in the Social Environment II (SOWK 505) - Spring 1990, 1992.

Social Work Research (SOWK 562) - Spring 1989, 1993 - 1995, 1997 (two sections), 1999-2003.

Managing Workforce Diversity from a Global Perspective (SOWK 681) Spring 2004-2006, Fall 2007, Fall 2010.

### **Doctoral Dissertations Chaired**

Kim Brimhall (PhD awarded 2017). Improving the Quality of Health Care Services through Diversity and Inclusive Leadership.

- Erica Lizano (PhD awarded 2014). Examining the Impact of Job Burnout on Human Service Workers
- Ahraemi Kim (PhD awarded 2013). Racial/Ethnic Diversity, Organizational Responses and Outcomes in Child Welfare Systems: A Multi-Level Perspective
- MinKyoung Rhee (PhD awarded 2013). Impact of Involuntary Retirement on Older Adults' Health and Mental Health
- Hsin-Yi (Cindy) Hsao (PhD awarded 2013). A Multilevel Model of Work-Family Conflict in a Global Context: A Comparative Study across 24 Countries
- Dnika Travis (Ph.D. awarded May 2006). Modeling the role of supervision in retention of child welfare workers.
- Sangmi Cho (Ph.D. awarded, May 2005). Diversity, inclusion and job performance in a “homogeneous” society: The case for Korea
- Nissly J. A. (Ph.D. awarded May 2004). Stress, Social Support and Job Satisfaction: A Longitudinal Study of Turnover and Retention Among Child Welfare Workers.
- Levin, A. (Ph.D. awarded May 2003). Trauma and stress among public child welfare agencies employees.
- Cherin, D. (Ph.D. awarded May, 1996). The Transprofessional Model of Care for End-stage HIV Patients.
- Aranda, M. (Ph.D. awarded May, 1995). Predictors of Health, Mental Health and Service Use: An Examination of the Role of Ethnicity and Social Support of Mexican-American and Non-Hispanic White Elderly.
- Torres, M. (Ph.D. awarded May, 1995). Accessibility and Effectiveness of Community-based Long-term Care Services Used by Latino Elderly.
- Altschuler, J. (Ph.D. awarded May, 1994). The Interplay and Meaning of Paid and Unpaid Work Among Older Women.
- Mjelde-Mossey, L. (Ph.D. awarded May, 1993). Health and Social Predictors of Alcohol Abuse Among Older Adult Care-givers.

## EDITORIAL SERVICE

- 2013-present Associate Editor, Human Service Organizations: Management, Leadership & Governance
- 2016-2017 Reviewer CS – CTSI Review Panel Southern California Clinical and Transnational Science Institute Program Proposals
- 2006-2020 External Editorial Board Member Social Service Review
- 2003-present Editorial Board member Journal of Workplace Behavioral Health.
- 2008-present Expert reviewer Children and Youth Services Review
- 2011-present Expert reviewer British Journal of Social Work

- 2011-present Expert reviewer Journal of Business Ethics
- 2001-2012 Editorial Board member Administration in Social Work.
- 2002-2005 Editorial Board member Social Work.
- 2002-2006 Expert Reviewer Social Service Review.
- 2002-2008 Proposal reviewer, Rockefeller Foundation.
- 2000-2002 Consulting editor, Social Work.
- 1999-2001 Consulting editor, Administration in Social Work.
- 2002 Editorial Panel Convener, "Exploring the Challenges and Best Practices in the Fieldwork Component of Macro Practice," Administration in Social Work Board Meeting, June 16th – 17th (forthcoming), Charleston, South Carolina.
- 1999-2000 Editor, Special issue “Social Services in the Workplace” Administration in Social Work.
- 1997-2004: Manuscript Reviewer, Academy of Management Annual Conference.
- 1997-1998: Manuscript Reviewer, National Association of Social Workers Annual Conference.
- 1995-1997: Manuscript Reviewer, International Journal of Aging and Human Development.
- 1993-1995: Manuscript Reviewer, Annual Meeting of the American Society on Aging.

## UNIVERSITY AND COMMUNITY SERVICE

### Service to the School, University and Community (Partial list)

Member, USC Honorary Degree Committee. 2020-present

Phi-Kappa- Phi Honor Society Executive Board, 2014 – Present.

Member, Provost Committee for Dean Search, USC Suzanne Dworak-Peck School of Social Work, 2018-2020

Member, Faculty Council, USC Suzanne Dworak-Peck School of Social Work, 2018-2020

Chair, Nomination Committee, USC Phi-Kappa-Phi honor Society 2019-2020

President, USC Phi-Kappa-Phi honor Society 2018-2019

President-Elect, USC Phi-Kappa-Phi Honor Society 2017-2018

Chair, Awards Committee USC Phi-Kappa-Phi Honor Society 2015-2017.

Member of the Tenure Line Search Committee, Suzanne Dworak-Peck School of Social Work 2018-2019

Chair, Search Committee for Clinical Teaching and Field Faculty for the DSW, Department for Social Change and Innovation, Suzanne Dworak-Peck School of Social Work, 2018-2019.

Commission for Evaluation of Social Work in Higher Education in Israel. Appointed by the Minister of Education and the Committee of Higher Education, March 8-24, 2015.

Chair, Department of Community, Organization and Business Innovation (COBI), USC School of Social Work. Appointed October 2014.

Director of the Doctoral Program (appointed by the Dean), 2009 – 2016. In charge of recruitment, admissions, curriculum, promotion, placement, special projects, strategic planning and long-term vision.

Chair of the Doctoral Committee, 2009-2016 – the doctoral committee includes all the tenure track faculty in the school and guides the work of the doctoral program.

Co-Founder and Co-Chair of the MOPT Research Cluster 2012-Present – Management, Organizations and Policy Transformation.

Fulbright Review Committee – September 2014, 2015. Reviewed applications and conducted interviews of University candidates.

USC President Strategic Planning Committee. Invited by the provost to participate in designing the new university-wide strategic planning process for President Nikias. 2010 – 2012.

USC School of Social Work Faculty Council (elected) 2011 – 2013.

USC School of Social Work Research Council, serve as ex-officio as the Director of the Ph.D. Program. 2011-Present

USC School of Social Work Faculty Search Committee, serve as liaison from Faculty Council 2010 – 2011.

Faculty Advisor to Leadership and Organizations Student Caucus 2013-Present.

Faculty Advisor to TAMID, 2012-Present an organization of students in the business school interested in business collaborations in Israel.

Organizer and Leader, USC Visions and Voices (with Prof. Maryalice Jordan-Marsh) Games in the Global Office: Insults, Compliments and the Edge of Violence, October 6<sup>th</sup>, 2010.

USC School of Social Work Center for Innovation and Research on Veterans & Military Families (CIR) Research Advisory Board, 2009-Present.

Chair, Work & Life concentration 1992-1995, 1996-present. Provide leadership, vision and curriculum oversight including recruitment and promotion.

Director, USC Center on Child Welfare research unit, responsible for a team of doctoral and masters students providing evaluation on child welfare training and worker retention at the Department of Families and Children Services (DCFS) 1999-Present.

Chair, five promotion review committees for tenure and full professors, member seven promotion review committees and six development committees of faculty members, USC School of Social Work. 2001-present

External reviewer on faculty Tenure and Promotions to Associate and Full Professor in the following institutions: University of Chicago, Michigan University, University of Maryland, University of Kentucky, Boston College, Hebrew University in Jerusalem, University of Tel Aviv, University of Haifa, Bar-Ilan University.

USC Center for Work and Family Life Advisory Board 2006-2011.

Chair, USC School of Social Work Faculty Council (elected by the faculty) 2007 - 2008.

Co-Chair, Faculty Council, School of Social Work 1998-1999; Member (elected), Faculty Council, 1993-95; 1997-99; 2002-2003

Chair USC Social Science (Graduate) Curriculum Committee, and a member of the University Curriculum Committee (UCOC), 2006-2007.

Chair, USC School of Social Work Curriculum Planning and Revisions Committee (CPRC) (elected by the faculty), 2005-2006

USC Provost Strategic Planning committee. 2007-2008.

Director of the Doctoral Program (appointed by the Dean), school year 2004-2005.

Provost Initiative on Immigration and Integration Steering Committee, 2006-2007

USC Vice-Provost committee on Graduate Education, Fall 2005-Spring 2006.

Chair, United Way Good Neighbors Campaigns, USC school of social work, 1997 and 2000.

Chair, All School Day committee. Provided leadership to a committee of students, staff, faculty, alumni, and community representatives in determining the agenda and planning this once a year event, 1998-1999

Faculty Liaison, USC School of Social Work and Marshall School of Business, coordinating

the establishment of a joint MSW/MBA degree, 2002-present.

Co-Chair “Through a Jewish Lens: Disability, Family and Culture” - conference co-sponsored by USC School of Social Work, Hebrew Union College, USC Casden Institute, and HUC Kalsman Institute. September 13<sup>th</sup> 2001, Los Angeles Hebrew Union College; Co-Organizer, coordinating the planning committee 1999-2001.

USC Threat Assessment Team, 2001-2004.

Chair, Aging Sub-concentration 1990-1992.

School Committees: Industrial/Occupational Concentration, Research Sequence, Human Behavior Sequence, Doctoral Curriculum, Curriculum Policy Review Committee (CPRC), Research Center Advisory Committee.

### **Service to the Profession, Nation and Internationally (Partial list)**

Editorial Advisory Board, Equity Diversity and Inclusion: An International Journal, 2018 - Present

Executive Board Member, Network for Social Work Management 2016-Present.

CSWE Steering Committee, Special Commission to Advance Macro Practice in Social Work 2016-2018.

Executive Board Member, Academy of Management, Diversity and Inclusion Theme Committee (D&ITC) 2016-2019

Reviewer and Member, Academy of Management All-Academy Theme Committee, 2018-2019. The theme for the AOM conference: Understanding the Inclusive Organization.

Chair, Academy of Management D&ITC Metrics Committee, 2016-2019

Co-Organizer (with Ram Cnaan, Paula Nurius, Liz Lightfoot) Islandwood Roundtable for Social Work Science in Doctoral Education, July 2016.

Invitee, White House Roundtable on Best Practices for Assessing Inclusive Environments, June 10<sup>th</sup>, 2015. Organized by the National Science and Technology Council Broadening Participation Interagency Group.

Invitee, White House Data Jam on Diversity and Inclusion, January 23<sup>rd</sup>, 2014. A meeting to examine creative usage for various data sets and information available to the federal government.

Co-Organizer (with James Lubben, Ram Cnaan, Paula Nurius, Liz Lightfoot) Islandwood Roundtable for Social Work Science in Doctoral Education, July 2015.

Advisory Board member, CSWE Workgroup on EAPAs for Economic Well-Being, 2015-



Present

Co-Organizer (with James Lubben) Islandwood Roundtable for Social Work Science in Doctoral Education, July 2013.

Invitee, Bill and Melinda Gates Foundation Meeting of the Minds for Diversity and Inclusion, April 17<sup>th</sup>- 19<sup>th</sup>, 2013. A meeting organized by the Gates Foundation, by invitation only, of 14 thought leaders in the area of diversity and inclusion. Carey Conference Center, New York.

External Reviewer, U.T Austin School of Social Work, Fall, 2013, Appointed by the Provost of U.T Austin to a 3 member external review committee to evaluate the School of Social Work at UT Austin, covering its educational, research and service mission at both the Masters and the PhD levels. Site visit November 21<sup>st</sup>-22<sup>nd</sup>.

Group for Advancement of Doctoral Education (GADE) Task Force for Strategic Directions, 2011-2013.

Group for Advancement of Doctoral Education (GADE) Conference Planning Committee, 2011-2013.

Research Advisory Board, The Sloan Center on Aging and Work, Boston College 2006-present.

Fellow, Global Summit Business Network of the Center for Work and Family, Boston College 2006-Present.

Advisory Board Member, Catalyst, a non-profit leading research and advisory organization based in Wall Street New York, working with business and professions to build inclusive environments and expand opportunities for women at work. 2005-present.

Chair, Domestic Violence Project Steering Committee, L.A.–Tel-Aviv Partnership Project; Member, Health and Human Services Committee, 1998-2001; Member of the Health and Human Services Committee at the Jewish Federation Partnership, 1998-2009.

Virtuoso Team Member, Organizing Committee for the Global Workforce Summit, London, sponsored by the Boston College Center for Work and Family, 2006

Organizer and Presenter, Round Table Meeting of the Task Force on Poverty, a joint meeting of a Delegation from Tel Aviv and Faculty from the USC School of Social Work, March 20<sup>th</sup>, 2006

Co-Leader, delegation of advisors to Israel: the Los Angeles – Tel Aviv family violence project, March 15<sup>th</sup>-27<sup>th</sup> 2000.

Co-Leader, delegation of advisors to Israel: the Los Angeles – Tel Aviv family violence project, June 26<sup>th</sup> – July 2<sup>nd</sup>, 1998.

Advisor to GAO, Provided research-based information to the US Congress General Accounting Office (GAO) on turnover and retention of professionals in the child welfare area, 2002.

Board Member, AltaMed long-term care advisory committee, AltaMed is a community-based non-profit health care provider serving primarily the Latino low-income community in LA County, 1993-1996.

National Scientific Advisory Group CIR (Center for Innovations and Research on Military and Veteran Families) USC School of Social Work 2011-Present.

Advisor to the Board, Career Encores - Los Angeles Council on Careers for Older Adults, a community-based non-profit organization. Provided free organizational consulting to the CEO and the Board, 1990-1993.

Principal, Inter University Concorium (IUC), funded by the State of California, on employee retention in child welfare services (including USC, UCLA, Cal State Long Beach, and Cal State LA), 1999-Present.

USC VIP Delegation to South Korea, a 5-member delegation visit to South Korea at the invitation of the President and the First Lady, including an hour-long audience with Presiden Kim De Jong and the First Lady Madame Lee Hee Ho discussing educational collaborations, November, 2001.

National Task Force on Disabilities Curriculum. A joint project of the Washington Business Group on Health and the National Center on Social Policy and Practice. 1990-1993.

Panel Organizer, “Disability Content in Research Curriculum,” National Task Force on Disabilities Curriculum, National Center on Social Policy and Practice. Washington, D.C., October 12<sup>th</sup> – 15<sup>th</sup>, 1993.

### **Professional Affiliations**

Academy of Management (AOM)

Council on Social Work Education (CSWE)

Equity Diversity and Inclusion (EDI)

Association of Social Workers (NASW)

Network for Social Work Management (NSWM)

Society for Social Work Research (SSWR)

Society for Industrial Occupational Psychology (SIOP)