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***Sevaughn D. Banks, Ph.D., MSW***

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**EDUCATION**

- May 2006 Doctor of Philosophy in Social Work  
Whitney, M. Young Jr., School of Social Work, Clark Atlanta University, Atlanta,  
GA, *Cognate Area: Public Administration*
- May 1997 Master of Social Work, San Francisco State University School of Social Work  
San Francisco, California, *Concentration: Administration and Planning*
- May 1993 Bachelor of Social Work, San Francisco State University School of Social Work  
San Francisco, California

**RESEARCH INTERESTS**

Workforce and organizational development

**TEACHING INTERESTS**

Social Work Micro and Macro Practice, International Social Work, and Women  
Empowerment

**TEACHING POSITIONS**

- 08/2021 – present Associate Professor, California State University, Stanislaus  
08/2021 – 12/2021 Adjunct Professor, San Francisco State University, School of Social Work  
08/2018 – 08/2021 Assistant Professor, California State University, Stanislaus  
06/2017 – 08/2018 Director of Field Education California, State University, Stanislaus  
07/2007 - 08/2018 Adjunct Professor, UC Berkeley, School of Social Welfare  
08/2016 – 06/2017 Assistant Professor, California State University, Stanislaus  
01/2015 – 05/2015 Adjunct Professor, San Francisco State University, School of Social Work  
08/2007 – 08/2009 Faculty Field Liaison, San Jose State University, School of Social Work  
08/2003 – 05/2007 Adjunct Professor, San Francisco State University, School of Social Work  
01/2003 – 05/2003 Adjunct Professor, San Jose State University, School of Social Work  
01/2003 – 05/2005 Adjunct Professor, Clark Atlanta University, Whitney M. Young, Jr.,  
School of Social Work

**TEACHING EXPERIENCE**

2022, SW 5057: International Social Work

- Created, planned, and implemented the social work department's inaugural hybrid international course, to include an in-country residency
- Utilized human rights doctrine and charters to expose students to human rights violations and social development solutions abroad.

- Embodied principles of eco and green social work to build two gardens in Ghana

2015, 2021 SW 401: Social Work Practice II

- Assessed student progress through their application of the Generalist Intervention Model (GIM) and assigned case vignettes through weekly hands-on activities
- Created online environments for students to demonstrate critical reflection, case analysis, and micro, mezzo, and macro assessment skills.
- Required students to demonstrate aptitude in identification and application of distributive justice and restorative justice theories.
- Appraised student acquisition of theoretical frames - Transtheoretical Change Model, Systems Theory, Ecosystems Perspective, etc.

2020, 2021, SW 5975: Culminating Seminar, California State University, Stanislaus

- Anchored in the profession's four educational pillars (policy, practice, research, and HBSE), oversaw the development of social work students' human services concepts from genesis to completion.
- Provided weekly analytical feedback about student content areas, construction of summative statements, draft manuscripts, and review of the literature.
- Provided intensive one-on-one consultation about manuscript construction, structure, and formatting.
- Read, reviewed, and edited student final manuscripts, providing academically sound feedback.

08/2016 to present, SW 5040 and SW 5041, Field Seminar, California State University, Stanislaus

- Oversaw field preparation for MSW students including revision, and submission of resumes to field agencies.
- Facilitated integrated student learning by requiring completion of an oral case presentation, requiring they incorporate a behavioral theory and the department's integrative practice framework to a client scenario.
- Coordinated non-traditional practitioners as guest presenters to allow students to witness a range of professional roles.
- Responded to student interest by scheduling licensed clinical social workers to discuss professional evolution from practitioners to self-employed professionals.
- Coordinated partnership with School of Nursing in which students participate in a simulated learning experience to demonstrate patient safety, communication, and engagement.

2017, 2019, & 2021 - SW 5031: Social Work Practice Utilizing a Strengths Perspective II (Foundation-level Macro Social Work Practice), California State University, Stanislaus

- Taught and demonstrated case and cause advocacy skills and recommended students challenge local and state legislators with talking points about proposed statewide legislation.

- Produced professional leadership assignment where students identified a macro social work topic, created curriculum learning objectives, an outline, and curriculum content, while assessing effectiveness of peers.
- Coordinated a simulated experience where students emulated organizational and community leaders to address multilayered and complex organizational and community problems (e.g. funding shortage, infrastructure limitations, silo-based practice) and organizational and community strengths (collaboration and team-building, collective decision-making, pooling of resources).
- Utilized Blackboard as the medium for students to exhibit a praxis approach to contemporary and relevant macro discussions.
- Measured student's confidence in ability to demonstrate leadership and advocacy skills utilized pre and post semester evaluation.

06/2016 – 12/2021, SW 5030: Social Work Practice Utilizing a Strengths Perspective I (Foundation-level Micro Social Work Practice), California State University, Stanislaus

- Facilitated the progression of the Generalist Intervention Model (GIM) through weekly hands-on activities requiring students use critical reflection, analysis, and assessment skills.
- Facilitated an interactive gallery walk for students to identify intersectionalities based on context, creating opportunities for students to confirm or reject a stereotype threat.
- Created scenarios for students to demonstrate aptitude in identification and application of distributive justice theories.
- Required students to participate in an emotional in class engagement activity, using the engagement phase, from the Generalist Intervention Model, and students articulated both their reticence, particularly in light of the reputation of police and communities of color, and acknowledgement that engagement facilitates relationship development with police.

08/2018– 12/2018, SW 5005: Human Behavior and the Social Environment (HBSE), California State University, Stanislaus

- Utilized timeline activity to demonstrate the evolution of dominant/traditional paradigms vs. alternative thought.
- Facilitated group writing projects in which students applied theoretical frameworks to human behavior.
- Modeled human behavior analysis, deconstruction, and creation of inclusive and alternative theoretical perspectives in anticipation that students would do the same.
- Reinforced confidence in students that the skills necessary to construct a theoretical framework for a thesis are the same process as course assignments.
- Invited guest presenters, utilizing Zoom as the presentation platform, to apply HBSE theory in the context of their professional work.

02/2007 – 02/2018, SW 114 Social Work Practice, UC Berkeley, School of Social Welfare

- Utilized experiential learning to create simulation exercise to increase student's knowledge of financial literacy, impact of poverty on family solvency, and access to human services.

- Produced up to 20 unique vignettes for student addressing a life and death ethical dilemma that increases students experience in debate, conflict resolution and ability to sort through competing priorities.
- Facilitated learning activity to challenge students to distribute social services resources among groups with equality of need, in the most equitable and fair manner. Resources include housing, transportation, mental health services, education, and food security.
- Constructed midterm evaluation, writing assignment, and utilized generalist intervention model to evaluate students understanding of case management services.

08/2010 – 12/2010, Foundations of Social Work Practice, UC Berkeley, School of Social Welfare

- Integrated a clinical approach to micro level social work practice.
- Utilized subject matter experts to discuss social work specializations (grant writing, policy and advocacy).
- Allowed students to share and participate in their self-care techniques (singing, sewing, arts and crafts, exercise, and line dance).

08/2007 – 12/2007, Transcultural Social Work Practice San Jose State University, School of Social Work

- Utilized traditional and cultural theoretical perspectives to explain human behavior by marginalized populations.
- Created and facilitated final exam that required students to assess and diagnose a client exhibiting behavioral indicators of a problem.

08/2007 – 12/2007, History and Philosophy of Social Welfare San Francisco State University, School of Social Work

- Taught graduate level history and philosophy of social work to non-traditional (educational motivation, change in career choice, professional experience, age, commuters) first generation college students.
- Increased students' knowledge of political and legislative processes.
- Emphasized importance of historical review ways in which it informs contemporary policy and decision-making.

01/2007 – 05/2007, Social Welfare Institutions and Policies II, San Jose State University, School of Social Work

- Created learning activity in which students demonstrated leadership and advocacy skills.
- Assigned critical analysis in which students analyzed organizational and institutional policies, utilized applied learning to field placement, and presented findings in class.

08/2007 - 11/2007, SW 350: Child Welfare San Francisco State University, School of Social Work, Canada College Extended Education

- Taught non-traditional students on satellite campus.
- Created learning assignments that embraced the experience of nontraditional students attending this class.

- Utilized Adult Learning Theory in class, recognizing and valuing student's life and work experience.
- Required students to use a portion of each course session to "teach" a portion of the lecture to peers as a strategy to increase overall learning.

05/2005 - 12/2006, Child Welfare San Francisco State University, School of Social Work

- Taught over 150 students in a large theatre style classroom.
- Coordinated with the Office of Technology and Learning to construct an online final that randomized test questions and answers, and automatically calculated and displayed student grades.
- Developed productive and deep conversation skills with new social work and generalist students about course content that often times could be disturbing.
- Relied solely on didactic teaching style the first class and then gradually introduced guest speakers including (juvenile probation, child welfare, community mental health) to supplement what students read and the in discussions class.

08/2006 – 12/2006, SW: 880 Computers and Social Work Administration San Francisco State University School of Social Work

- Created required course for administration and planning students at the recommendation of a former professor.
- Utilized various modules to teach students budget and reconciliation in Microsoft Excel in a computer lab.

01/2003 – 05/2003, Introduction to Professional Helping, Clark Atlanta University, Whitney M. Young, Jr., School of Social Work

- Introduced students to an array of professional social work jobs, roles, and experiences.
- Facilitated didactic lectures using the *Sage on the Stage* approach.
- Created hands-on learning activities that required students to use their critical thinking and assessment skills as they explored the profession

## RESEARCH EXPERIENCE

2019 Co-principal investigator - Interprofessional Simulation Experiences: A Longitudinal Study

- Utilize a longitudinal quantitative research design to analyze entry, exit, and in-service perspectives about interprofessional education competencies

2019 Co-principal investigator - Interprofessional Simulation with Nursing and Social Work: Attention to Soft Skills.

- Utilize a qualitative approach to investigate social work and nursing students' interprofessional collaboration, patient safety, empathy, and engagement skills.
- Created quantitative instrument to collect data on 40 social work and nursing students.

2018 Principal Investigator - Assessing Social Work Students' Communication and Engagement Using a Simulated Learning Model, California State University, Stanislaus

- Utilized quantitative measures adapted from the Council on Social Work Education (CSWE) Educational Standards and Policies (EPAS) to assess students' pre and post simulation communication and engagement skills.
  - Compared professional rater scores to students' post-simulation scores.
- 2018 Principal Investigator - The National Association of Black Social Workers Actualize Black Power, Pan-Africanism, and Afrocentrism during International Education Conferences. In commemoration with the National Association of Black Social Workers 50<sup>th</sup> anniversary and 40 completed International Education Conferences:
- Utilized a mixed method research design to investigate the National Association of Black Social Workers International Education Conferee Perspectives about the alignment or divergence of the organization's core values and principles during educational experiences in the African Diaspora.
- 2016 Principal Investigator - A Quantitative Study Investigating Differences in Intimacy and Commitment by Relationship Status and Living Situations among African Americans and their Social Work Implications
- Utilized a quantitative approach to investigate African American couple intimacy and commitment by studying the association to the relationship status and living situations.
- 2016 Principal Investigator - How Far Have We Really Come? A Quantitative Study Exploring African Americans Perspectives about Completion of and Actualization of Common Household Tasks.
- Applied quantitative analysis to answer the age-old question about "who does what" in relationships.
  - Utilized sample made up of African American couples in new relationships, up to long timers in relationships for more than thirty years. The study investigated whether both genders exhibited role performance affirmation in the relationships.
- 2012 Co-principal investigator - Research Collaboration, Networking, and Mentorship for PhDs and PhD students
- Conducted qualitative study to investigate Ph.D. students' propensity for success in academia by focusing on published and unpublished works, teaching versus research workload, departmental financial and programmatic support, and collegial mentorship.
- 01/2007 – 06/2007 *Evidence Based Practice Specialist/* Distance Education Specialist, Bay Area Academy
- Conducted review of the literature.
  - Created references lists based on best practices and promising research.
  - Administered surveys and conducted structured interviews with twelve counties.
  - Compiled distance education capacity report with data collected from twelve counties.

**BOOK CHAPTERS**

Boateng, D., Mills, A., **Banks, S.**, & Tuggle, F. (2022). Challenges and Prospects for Establishing Interprofessional Education and Collaborative Practice (IPECP) in Africa (in review)

**Banks, S.**, Walker, S., & Pérez, A. (2022). Anti-oppressive and antiracist strategies in dependency and family courts (in *Antiracist Social Work Practice: Beginning and Advanced Knowledge, Skills and Techniques*) (in review)

**PUBLISHED MANUSCRIPTS**

Tuggle, F., & **Banks, S.** (2022). From Abstraction to Clarity: Centering Human Rights in Field Education. *Field Educator*, 12.1, 1 – 22.

Bowie, S., **Banks, S.**, Dopwell, D., & Martin, K. (2021) A Differential Analysis of Depressed Mood Symptomology among Welfare-reliant African American and Latinx Women Heads of Household, *Journal of Poverty*, DOI: [10.1080/10875549.2021.1929659](https://doi.org/10.1080/10875549.2021.1929659)

Bowie, S., **Banks, S.**, & Johnson, O. (2020). Case Management and Employment Training Outcomes for Welfare-Reliant African American and Latinx Women Heads of Household. *Urban Social Work Journal*, 5(3).

**Banks, S.**, Tuggle, F. & Coleman, D. (2020). Standardization of Human Rights–Based Workforce Induction Curriculum for Social Work Field Supervisors. *Journal of Human Rights and Social Work* <https://doi.org/10.1007/s41134-020-00152-y>

Stanley, M., **Banks, S.**, Matthew, W., & Brown, S. (2020). Operationalization of Bandura’s Social Learning Theory to Guide Interprofessional Simulation, *Journal of Nursing Education and Practice*, 10(10), 61-67.

**Banks, S.** & Kennedy, D. (2020). NABSW Fulfills its Mission and Code of Ethics: Integration of Black Power, Pan-Africanism, and Afrocentrism into its IECs. *International Journal of Innovative and Applied Research*, 8(1), 1-8.

**Banks, S.**, & Stanley, M., Matthew, W., & Brown, S. (2019). Simulation Based Interprofessional Education: A Nursing and Social Work Collaboration, *Journal of Nursing Education*, 58(2), 110-113.

Frimpong, J., **Banks, S.**, & Brodie, K. (2018). Developing a forensic field placement in a medical locked psychiatric setting. *Field Educator*, 8.2, pp 1-12.

**STUDENT THESIS AWARDS**

2022      Tawinderjit Kaur, Breaking Gendered Stereotypes: Second-generation Panjabi Women’s Perspectives of Partnership and Education, 2<sup>nd</sup> place winner, 36<sup>th</sup> Annual Stan State Research Competition, Graduate Division and 2<sup>nd</sup> place winner, CSU Stanislaus Grand Slam Research Competition

- 2021 Denae Davis, Socioeconomic Status, Neighborhood and Home, Peer and Family Influence, and Social Capital as Predictors of Educational Success, winner, Central California Area Social Services Consortium (CCASSC) Thesis Award
- 2018 Susan Diaz, Latina Women's Perspectives on their Disposition to Gynecological Cancer, 3<sup>rd</sup> place winner, CSU Stanislaus Graduate Division Research Competition

### **FELLOWSHIP(S)**

- 2020 - 2021 Academy of Social Work and Social Welfare (ASWSW) Mentoring Program

### **GRANTS AND FUNDING**

- 2022 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) Travel Grant – Addressing Food Insecurity. \$1,200
- 2021 – 2024 Project Lead, Addressing Food Insecurity in Rural Ghana Through Community Gardening, California State University, Stanislaus, Scholarship, and Creative Activity (RSCA) \$10,000
- 2022 Project Lead, Addressing Food Insecurity in Rural Ghana Through Community Gardening, Faculty Center for Excellence in Teaching and Learning (FCETL). \$500
- 2021 – 2024 Project Lead, Cultivating Cultural Awareness and Global Consciousness through Internationalization and Decolonization of Social Work Curriculum, Katherine A. Kendall Institute, Council on Social Work Education (CSWE). \$10,000
- 2021 - 2022 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) - Interprofessional and Collaborative Applied Global Health Practice. \$2,000
- 2020 - 2021 Investigator, Aligning Global Standard of Social Work Field Education with Social Development Practice and Sustainable Development Goals, International Association of Schools of Social Work (IASSW). \$4,000
- 2020 - 2022 Principal Investigator, Filling a Gap to Create, Implement, and Evaluate Field Instructor Training for Professionals Supervising Students in Field Placement in Ghana, Research, Scholarship, and Creative Activity (RSCA). \$2,000
- 2019 - 2020 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) - A four-university Collaborative to Deliver Field Instructor Training to Eighty Field Supervisors in Accra and Kumasi. \$2,400
- 2019 - 2022 Co-Principal Investigator, Interprofessional Collaboration among Allied Professionals, Research, Scholarship, and Creative Activity (RSCA), Office of



Research and Sponsored Programs (ORSP) California State University, Stanislaus. \$5845

- 2019 - 2020 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) - Assessing graduate social work students' core professional skills in the field through simulations. \$2,400
- 2019 - 2020 Assigned Time for Exceptional Service to Students – Received award from the Office of the Provost that permitted a buyout of the equivalent of one course, allowing me to focus on workforce development scholarship. \$5700
- 2019 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) Travel Grant – Addressing Food Insecurity. \$1,200
- 2018 – 2019 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) - Workforce Development in Ghana, a six-session professional development training session for teacher trainers. Sessions include building confident teachers and students, packaging and managing curriculum for effective teaching, impact of the social environment and poverty on the academic setting, and classroom transformation. \$2000
- 2018 – 2019 Faculty Advisor for Student Engagement in Research, Scholarship, and Creative Activities (SERSCA) – A Comparison of MSW Students' Engagement and Communication by Patient Type - High Fidelity or Standardized Participant. \$2000
- 2018 - 2019 Principal Investigator, Simulation Pilot, Innovate, Design, Excel & Assess for Success (IDEAS), Office of Strategic Planning, Enrollment Management, and Innovation, California State University, Stanislaus. \$4000

### CONFERENCES/PRESENTATIONS

- Banks, S.**, and Tuggle, F. (2022). Cultivating Cultural Awareness and Global Consciousness through Internationalization and Decolonization of Social Work Curriculum. Council on Social Work Education (CSWE), Anaheim, California.
- Tuggle, F., and **Banks, S.** (2022). Centering Human Rights in Field Education. Council on Social Work Education (CSWE), Anaheim, California.
- Tuggle, F., and **Banks, S.** (2021). Centering Human Rights Practice in Social Work Supervision and Field Instruction, Association of South African Education Institutions, International Conference.
- Banks, S.**, Wright, P., Warmsley, K., & Rutherford, D. (2021). Power Mapping to Identify and Influence Community Leaders and Change, Council on Social Work Education (CSWE), Orlando, Florida. (accepted)

- Wright, P., **Banks, S.** & Brodie, K. (2020). Legend of the SuperNegro in Academe. Black Doctoral Network (BDN). [Online presentation due to COVID-19].
- Banks, S.** & Tuggle, F. (2020). Endorsement of Standardization for Training Global Social Work Field Instructors. Council on Social Work Education (CSWE), Denver, Colorado.
- Tuggle, F. & **Banks, S.** (2020). Aligning Field Education Pedagogy with the Global Social Work Agenda: An International Consortium Approach has been accepted under the theme: Integration Between Education, Research and Practice. International Federation of Social Workers (IFSW), Alberta, Canada. [Online presentation due to COVID-19].
- Banks, S.** & Tuggle, F. (2019). Team Based Collaboration through International Study Abroad, Project-based Programming, and Academic Partnership. International Federation of Social Workers (IFSW) Africa Conference, Kampala, Uganda. [Online presentation].
- Wright, P., **Banks, S.** & Brodie, K. (2019). Perverting Social Justice Philosophy. Council on Social Work Education (CSWE), Denver, Colorado.
- Banks, S.** (2019). Interprofessional Simulation between Social Work and Nursing Targets Students' Communication and Engagement, Council on Social Work Education (CSWE), Denver, Colorado.
- Banks, S.** (2019). Assessment of Student Performance through Simulation: Lessons Learned from a Pilot Study. National Association of Black Social Workers (NABSW).
- Banks, S.** (2018). The National Association of Black Social Workers Fulfills its Educational Mission through the Realization of 40 International Conferences. National Association of Black Social Workers (NABSW).
- Banks, S.** (2018). The National Association of Black Social Workers Fulfills its Educational Mission through the Realization of 40 International Conferences. Bay Area Association of Black Social Workers (BAABSW).
- Banks, S.** (2017). The National Association of Black Social Workers (NABSW), Inc. Fulfills its Educational Mission through the Realization of 40 International Conferences, Black Doctoral Network (BDN).
- Banks, S.** (2016). A Quantitative Study Investigating Differences in Intimacy and Commitment by Relationship Status and Living Situations Among African Americans and their Social Work Implications, The National Association of Black Social Workers (NABSW) Annual Conference.
- Banks, S.** (2016). How Far Have We Really Come? A Quantitative Study Exploring African Americans Perspectives about Completion of and Actualization of Common Household Tasks. Society for Social Work and Research (SSWR), Washington, DC.

- Banks, S.** (2015). African American Men and Women's Perspectives about Gender Roles and their influence on Other Dimensions of Relationships, The National Association of Black Social Workers (NABSW) Annual Conference, Chicago, Illinois.
- Banks, S.** (2014). African American Men and Women's Perspectives about Perceived and Actual Gender Roles and their influence on Communication and Intimacy, The National Association of Black Social Workers (NABSW) Annual Conference, Indianapolis, Indiana.
- Banks, S.** (2012). International Education Conference The National Association of Black Social Workers (NABSW) Annual Conference, Atlanta, GA.
- Bowie, S. & **Banks, S.** (2012). African-Centered Research Institute: Advanced Instruction of: 1) Applied Research Methods and 2) Evidence-Based Outcomes and 3) SPSS, The National Association of Black Social Workers (NABSW) Annual Conference, Atlanta, GA.
- Foster, G. & **Banks, S.** (2012). Social Work Workforce Development: A Driver for Social Change, The National Association of Black Social Workers (NABSW) Annual Conference, Atlanta, GA.
- Banks, S.** (2012). Working with the African American Father: The Forgotten Parent The National Association of Black Social Workers (NABSW) Annual Conference, Atlanta, GA.
- Banks, S.** (2012). Evidence-Informed Social Work Practice (Guest Lecture), San Francisco State University, IVE Project.
- Banks, S.** (2011). Increasing Father Engagement in California's Child Welfare System, Through Implementation and Evaluation, Council of Social Work Education (CSWE), Atlanta, GA.
- Banks, S.** (2011). Scholarly Productivity Rates of African American Social Workers & Academicians, Council of Social Work Education (CSWE), Atlanta, GA.
- Johnson, B. & **Banks, S.** (2011). Increasing Father Engagement in California's Child Welfare System through Implementation and Evaluation, National Child Welfare Evaluation Summit, Washington DC.
- Banks, S.** (2011). Research Collaboration, Networking, and Mentorship for PhDs and PhD Students, Part 2: A Presentation of the Findings from a Survey administered during the 42<sup>nd</sup> Annual Conference, The National Association of Black Social Workers Annual Conference, New Orleans.
- Banks, S.** (2011). From Data...to Outcomes, California Social Work Education Center, Orange County, CA.
- Banks, S.** (2010). Research Collaboration, Networking, and Mentorship for PhDs and PhD Students, The National Association of Black Social Workers Annual Conference, Philadelphia, PA.

**Banks, S.** (2005). "Teaching Social Work Skills across the African Diaspora: Delivering BSW and MSW Courses Online", The National Association of Black Social Workers International Education Conference, Belize City, Belize.

**Banks, S.** (2005). "Introduction to Electronic Portfolios" , The National Association of Black Social Workers International Education Conference, Belize City, Belize.

**Banks, S.** (2004). "Introduction to Electronic Portfolios", The National Association of Black Social Workers International Education Conference, Banjul, The Gambia.

**Banks, S.** (2004). "Portfolio Development: Using Technology to Advance Professionally", The National Association of Black Social Workers, Annual Conference, Pittsburgh, PA.

**Banks, S.** (2004). "Portfolio Development: Using Technology to Advance Professionally" Council on Social Work Education, Poster Session, Anaheim, CA.

**Banks, S.** (2003). "The ABCs and 123s of Computers", National Association of Black Social Workers Annual Conference, Jacksonville, FL.

**Banks, S.** (2002). "The ABCs and 123s of Computers", National Association of Black Social Workers Annual Conference, Albuquerque, NM.

**Banks, S.** (2001). "The ABCs and 123s of Computers", California Association of Black Social Workers State Conference, San Francisco, CA.

**Banks, S.** (2000). "The ABCs and 123s of Computers", National Association of Black Social Workers Annual Conference, New Orleans, LA.

#### **POSTER PRESENTATIONS**

Matthew, W. & Peltier, J., Stanley, M., **Banks, S.** (2020). Creating a Teamwork Mindset through Early Inter-professional Simulation Exposure in Curriculum, International Meeting on Simulation in Healthcare (IMSH)

Stanley, M.J., **Banks, S.**, Peltier, J., Brown, S. (2020). Integrating Interprofessional Simulation into the Curriculum, Western Institute of Nursing (WIN)

**Banks, S.** (2018). The National Association of Black Social Workers Examines its Educational Mission: Forty African Diasporic Conferences Completed, Council on Social Work Education (CSWE), Orlando, Florida.

**Banks, S.** (2018). The National Association of Black Social Workers Completes 40 International Education Conferences: An Examination of Conferee Perspectives of NABSW's Mission and Code of Ethics. Global Studies Conference.

**Banks, S.** (2018). The National Association of Black Social Workers Completes 40 International Education Conferences: An Examination of Conferee Perspectives of The National Association of Black Social Workers ' Mission and Code of Ethics, Society for Social Work Research (SSWR).

**Banks, S.** (2012). Research Collaboration, Networking, and Mentorship for PhDs and PhD students, The National Association of Black Social Workers Annual Conference (NABSW), Atlanta, GA.

### **INVITED GUEST LECTURES**

**Banks, S.** (2022). Humans Rights-based Field Orientation & Training for Social Work Students. African Methodist Episcopal University, Monrovia, Liberia.

Tuggle, F., & **Banks, S.** (2022). Standardized Field Supervisor Orientation & Training for Social Work Professionals. African Methodist Episcopal University, Monrovia, Liberia.

**Banks, S.** (2021). Virtual California Forum for Diversity in Graduate Education. Samuel Merritt College.

**Banks, S.** (2021). Exploration of the Social Work Career. United Black Students Union of California (UBSUC) Career Corner.

**Banks, S., Wright, P., & Brodie, K.** (2020). Ebony in the Ivory Tower: Considering Pursuit of a PhD. Bay Area Association of Black Social Workers.

**Banks, S. & Davis, D.** (2019). Envisioning an Ecological Classroom. The Great Kwame Nkrumah School, Chokhor, Ghana, West Africa.

**Banks, S.** (2019). Oppression and the Transatlantic Slave Trade in Ghana. SW 5000: Social Justice.

**Banks, S.** (2018). Impact and Importance of Globalism on Social Work Practice. Savannah State University, Study Abroad in Ghana, West Africa.

**Banks, S.** (2015). Provision of Child Welfare Services, Young African Leaders Institute (YALI) UC Berkeley, Goldman School of Public Policy.

**Banks, S.** (2011). Social Welfare Policy, Kennesaw State University, School of Social Work.

**Banks, S.** (2004). Child Welfare Policy. San Francisco State University.

**Banks, S.** (2004). Child Welfare Practice. San Francisco State University.

### **TRAININGS FACILITATED**

**Banks, S.** (2009). From Data...to Outcomes, California Social Work Education Center, Hercules, CA.

- Banks, S.** (2008). The Art and Science of EBP: How do I Know when I'm Doing It Right  
National Staff Development & Training Association Conference, Atlanta GA.
- Banks, S.** (2007). "Data 101" – The full impact of complete, accurate, & timely data, Bay Area Academy, Hercules, CA.
- Banks, S.** (2007). Child Welfare Services/Case Management System, Alameda County Social Services Agency.
- Banks, S.** (2007). "Taking PowerPoint to the Next Level: Incorporating the Bells and Whistles"  
Bay Area Academy Staff Development Retreat, Tiburon, CA.
- Banks, S.** (2007). Distance Education 101: Skills for Integrating Technology, 2007 West Coast Child Welfare Trainer's Conference, Oakland, CA.
- Banks, S.** (2007). "Data 101" – The full impact of complete, accurate, & timely data, Bay Area Academy, Milpitas, CA.
- Banks, S.** (2004). "Electronic Portfolios in PowerPoint", San Francisco State University, Title IV-E Child Welfare Project, San Francisco, CA.
- Banks, S.** (2003). "Portfolio Development" – Co-Trainer, San Francisco State University, Title IV-E Child Welfare Project, San Francisco, CA.
- Banks, S.** (2004). "Electronic Portfolio Development" – Co-Trainer, San Francisco State University, Title IV-E Child Welfare Project, San Francisco, CA.
- Banks, S.** (2002). "PowerPoint and You", Bay Area Academy Staff Development Retreat, Tiburon, CA.

## **PROFESSIONAL SOCIAL WORK EXPERIENCE**

06/2017 – 08/2018, **Director of Field Education**, California State University, Stanislaus

- Implemented discipline specific and collaborative simulated learning between social work students and nursing students in the campus state of the art simulation lab
- Created the Graduated Field Education Learning Model (GFLM) and implemented it with contracted field agencies
- Evaluated student experience and skills and matched students with community service agency needs for field practicum
- Collaborated with Merced County Adult and Aging and Merced County Public Health to write a \$350,000 Robert Wood Johnson Interdisciplinary Research Leaders Grant
- Executed new field placement contracts with community service agencies
- Created and instituted the inaugural Field and Job Fair
- Mentored and coached new Field Instructors and Task Supervisors

- 12/2015 – 05/2016, **Management Analyst**, Alameda County Social Services, Division of Adult Protection
- Analyzed Adult Protective, Public Guardian, Public Administration and Area Agency on Aging program data and made recommendations for program improvements.
  - Presented program findings and recommendations to the Alameda County Board of Supervisors.
  - Investigated and reviewed international, national and state RFPs for feasibility to apply for funds.
  - Analyzed federal, state and local policies and interpret implications for County staff and programs.
  - Utilize Panoramic and AACTS computerized data systems to interpret and analyze monthly program reports.
- 11/2007 – 12/2015, **Statewide Coordinator/Training & EBP Specialist**, California Social Work Education Center (CalSWEC), University of California at Berkeley
- Led, coordinated and facilitated statewide distance education and technology project.
  - Led, coordinated and facilitate statewide curriculum development, implementation and evaluation.
  - Led, coordinated and facilitated statewide evidence-based practice efforts, to include implementation of new initiatives.
  - Coordinated and facilitated Research and Training Network initiatives
  - Coordinated and managed Fatherhood Initiative project.
  - Managed mental health program evaluation.
- 5/2006 – 5/2007, **Social Worker/Case Manager** (per diem), St. Francis Memorial Hospital
- Conducted discharge planning, including the safe transition of patients from the hospital to their homes, community facilities, hospice, etc.
  - Conducted psycho-social assessment of patients' mental, social, emotional health for safe discharge.
  - Facilitated community and home placement.
  - Arranged home health care and medical equipment needs.
  - Collaborated with medical teams about health, psychosocial needs, and discharge plans.
  - Documented reports in computerized medical software.
- 3/2006 – 3/2007, **Visitation Specialist II** (per diem), Rally Family Visitation Program – St. Francis Memorial Hospital
- Supervised non-custodial visitations with children and parents.
  - Monitored children exchanges with non-custodial parents.
  - Prepared reports for the program.
  - Intervened and problem solved with parents when necessary.
- 4/2003 – 5/2004, **Placement Assessor**, Family Ties, Inc., Atlanta, Georgia
- Assessed of homes for placement of children.

- Assessed and interviewed family and professional stakeholders for program compliance.
- Maintained confidential client records.
- Kept detailed reports including clinical and analytical report writing.
- Maintained relationship with Department of Families and Children's Services.

2003, **Consultant**, San Francisco State University Title IV-E Child Welfare Training project and Bay Area Academy

- Scheduled and coordinated training for the program.
- Contributed to program planning, organizational development, curriculum development.
- Identified, negotiated and scheduled workshops with trainers.
- Read and assessed Title IV-E applications based on specific criteria.
- Solicited and compiled data for computer layout of annual report.

2000 – 2002, **Training Coordinator**, Bay Area Academy, Oakland, CA

- Identified training topics with Staff Development Officers in two counties.
- Scheduled training for San Francisco and Alameda County Social Services offices.
- Planned and organized big events including summits, conferences, and symposiums.
- Collaborated with trainers to incorporate CalSWEC (California Social Work Education Council) competencies in each workshop.
- Attended regional meetings as a liaison of the Bay Area Academy.
- Supervised staff as necessary.
- Completed needs and training assessment.
- Conducted program evaluation and transfer of learning assessments.
- Maintained detailed analytical report writing and record keeping based on State requirements.

1999 – 2000, **System Support Coordinator**, IBM CWS/CMS Project, Sacramento, CA

- Served as liaison between the State of California CWS/CMS project and the Mountain Valley Region of California.
- Traveled extensively to work with counties to resolve and maintain computer systems.
- Collaborated with agency contacts to troubleshoot computer problems.
- Served as committee members for various state work groups.
- Provided record keeping and detailed analytical report writing.
- Evaluated county computer systems and programs.

1997 – 1999, **CWS/CMS & Computer Trainer**, San Francisco Department of Human Services, San Francisco, CA

- Developed CWS/CMS curriculum for new staff.
- Developed curriculum and taught Microsoft Word, Excel, and PowerPoint to new and veteran workers.
- Supervised computer tech trainees.



- Oversaw management and project staff to resolve initial computer implementation problems.
- Acted as liaison to attended state meetings to represent San Francisco DHS.
- Conducted program evaluation activities.

1995 – 1997, **Resource Specialist**, San Francisco Dept. of Mental Health/Community Vocational Enterprise, San Francisco, CA

- Enhanced behavioral, computer and employment skills with clients with intellectual disabilities.
- Participated in program planning and development and attended community meetings.
- Maintained resources and job database for clients to use when looking for employment.

1993 – 1995, **Resident Services Coordinator**, National Housing Partnership, San Francisco, CA

- Supervised social work staff and volunteers at a public housing complex.
- Schedule activities for children and seniors.
- Provided case management services for young children and teenagers.
- Oversaw budget management and record reconciliation.

1993 – 1994, **Case Manager**, Save Our Sisters Program, Bayview Hunter's Point Foundation

- Provided case management for pregnant women facing substance abuse issues and families.
- Maintained extensive records on client progress in the program.
- Conducted individual counseling and evaluation.
- Attended court and other important meetings with clients.
- Conducted home visits and family assessments.
- Participated in staff meetings to update staff and Director about the evolution of the program.
- Participated in program evaluation activities.

#### **UNIVERSITY SERVICE**

2019, **Member**, Academic Technology and Learning Committee (ATLC), California State University, Stanislaus

- Review and provide feedback about latest academic technology enhancements to technology vendors
- Recommend, implement, and evaluate university learning management systems.

2018 – present, **Member**, Admissions Committee, California State University, Stanislaus, Master of Social Work Department

- Revise and refine admission policies and forms.
- Contribute to committee research agendas.
- Set schedule for department recruitment meetings.
- Read and evaluated prospective student admission files.

2016 – present, **Library Liaison**, California State University, Stanislaus, Master of Social Work Department

- Purchase social work materials for library collection.
- Collaborate with librarian to purchase specific or special items.
- Collect department and colleague preferences.
- Attend complex budget meetings.

2017 – 2018 , **Chair**, Field Committee, California State University, Stanislaus, Master of Social Work Department

- Served as contributing member on the Community Advisory Board (CAB)
- Prepared meeting agendas, with input from Field Committee members.
- Facilitated Field Committee monthly meetings.
- Interceded on student/placement agency conflicts.
- Maintained relationship with community service partners.
- Collaborated with community partners to apply for research funding.

2016 – 2017, **Member**, Student Affairs Committee, California State University, Stanislaus, Master of Social Work Department

- Reviewed student academic performance and behavioral policies.
- Participated in important department decisions with student leadership that involve students.
- Advocated for students to become leaders in the MSW department.
- Co-coordinated department student centric activities including Lobby Days, fundraisers, and graduation.
- Remained confidential when troubleshooting complex and difficult student issues.

2016 – 2017, **Member**, Curriculum Committee, California State University, Stanislaus, Master of Social Work Department

- Reviewed course learning objectives and content, and make recommendations for revisions.
- Proposed new elective course(s).
- Reviewed, revised, and approved new course proposals.

### **SERVICE TO THE PROFESSION**

2021 – 2024, **Member**, Council on Global Learning and Practice, Council on Social Work Education (CSWE)

2020 - present, **Co- Chair**, Professional Development and Leadership, Bay Area Association of Black Social Workers

- Conceive, plan and develop educational workshops on a variety of topics (pursuit of an LCSW, starting a clinical private practice, pursuit of a PhD., conference abstract workshops, etc.)

2018 – present, **Member**, Student Recruitment and Retention, Bay Area Association of Black Social Workers

- Plan, implement, and evaluate student brunch organized for SFSU, SJSU, UCB, and Calstate Eastbay students.
- Implement resume writing workshops and mock interviewing sessions with advanced MSW students.
- Organize and recruit students to apply for academic scholarships
- Organize and implement Stay-at-Home Tea fundraiser for student scholarships.
- Develop professional relationships with School of Social Work to access their students
- Participate in collaborative student-centric events with other Schools of Social Work

2011 – present , *Co-chair*, Research and Development Committee, National Association of Black Social Workers

- Prepare Call for Proposals documents and process.
- Recruit potential research poster participants.
- Read research posters, send acceptance and rejection notices to conferees.
- Read and approve member research proposals.

2012 – 2017, *Chair*, National Association of Black Social Workers, International Education Conference Committee

- Organized a group of US delegates to travel internationally throughout the African diaspora to investigate similarities and differences in the delivery of human services, language, culture, religion, migration, organizational development, community development, etc.
- Led a team of ten to plan and execute all conference logistics, nationally and internationally.
- Communicated with and develop relationships with governmental entities to forge sustaining reciprocal professional relationships.
- Budget development, implementation, review and reconciliation (\$1,000,000 dollars).
- Serve as onsite NABSW representative, chaperone and problem solver.
- Developed research poster RFP.
- Collected and reviewed research conference workshop proposals.
- Selected appropriate research poster proposals and contact presenters to confirm conference attendance.