



Erick G. Guerrero

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ACADEMIC POSITIONS

2010 - University of Southern California
School of Social Work
Assistant Professor

EDUCATION

2010 University of Southern California, Post-Doctoral Fellow. School of Social Work
2009 University of Chicago, Ph.D. School of Social Service Administration
2002 Governors State University, Chicago, Illinois, M.A., Department of Psychology
1995 University of the Americas, Mexico City, Department of Psychology

RESEARCH INTEREST

Organizational context of **racial/ethnic disparities** in behavioral health services
Organizational **implementation** of culturally responsive and evidence-based interventions
Organizational **integration** of behavioral health and primary care services

TEACHING INTEREST

Management and Organizational Sciences
Racial and ethnic diversity
Research methods in social work
Advanced statistics

SELECTED HONORS, AWARDS AND FUNDING

- 2014 Slavin-Patti Outstanding Article of the year. Routledge, Taylor and Francis Group. Human Service Organizations: Management, Leadership and Governance Journal.
- 2014 Fellowship (Inaugural). Society for Social Work and Research - In perpetuity.
- 2013 NIDA-sponsored Fellowship - Implementation Research Institute - 2 years.
- 2012 Emerging Scholar of the Year award. Association for Community Organization & Social Administration (ACOSA).
- 2012 Mark Moses Distinguished Fellowship. National Network for Social Work Managers.
- 2012 Selected as Early Career Reviewer (ECR) at the Center for Scientific Review (CSR), National Institute of Health
- 2011 USC Invitational Speaker for the Association for the Advancement of Social Work with Groups Conference.
- 2010 Best Abstract Award, "Building Culturally Responsive Systems of Care" (Abstract No.: 4IC0041) The University of Hong Kong Student Award - Joint World Conference on Social Work and Social Development: The Agenda. April 10, 2010.
- 2010 Outstanding Social Work Dissertation Award Honorable Mention 2010. Society for Social Work and Research Conference, San Francisco, CA.
- 2009 National Institute of Health – National Institute of Drug Abuse. Pre-Doctoral Fellowship, F31- (Guerrero, PI, 1F31DA024564-01). Minority Researchers in Health, 2007 – 2009.
- 2009 New Investigator Travel Award – Addiction Health Services Research Conference, Boston, MA. National Institute of Drug Abuse (NIDA)
- 2009 New Investigator Travel Award – European Research Network on Cooperatives and Social Enterprises (EURICSE). Conference – Trento, Italy.
- 2008 Emerging Scholar Award – Association for Research on Non-Profit Organizations and Volunteering Action- ARNOVA. Philadelphia.
- 2008 New Investigator Travel Award – Addiction Health Services Research Conference, Boston, MA. National Institute of Alcohol Abuse and Alcoholism (NIAAA).
- 2007 National Research Service Award- Health Services Research Training program (T32). Agency for Healthcare Research and Quality (AHRQ). Harris Graduate School of Public Policy Studies at University of Chicago, 2007.

CURRENT AND COMPLETED GRANTS

Principal Investigator	NIDA R21- R33	\$1,168,000	“Organizational Capacity to Eliminate Outcome Disparities under Healthcare Reform” To examine Mental health and HIV prevention service integration in substance abuse treatment and its impact on access and retention among racial and ethnic minorities. (R21 DA03563401) 5/01/13- 4/30/15 and R33- 4/30/18.
Principal Investigator	LA County	\$60,000	“Evaluating Cultural Competence Service Delivery in the Los Angeles County System of Substance Abuse Treatment.” To examine the uptake of culturally responsive practices among providers in L.A. County. July 1, 2013 - June 30, 2014.
Principal Investigator	SC-CTSI	\$28,000	“Leadership Intervention to Improve the Translation and Implementation of Culturally Responsive Evidence-Based Practices” To test a leadership intervention to implement culturally responsive EBPs in SAT. March 2014 - February 2015.
Principal Investigator	Haynes Foundation	\$12,000	“Ensuring Public Health Insurance Coverage in Los Angeles County” Pilot project to identify low income individuals' perceived barriers to access health care services through health care reform - Medicaid expansion policy. March 15, 2014- March, 14, 2015
Principal Investigator	USC	\$24,960	“Integrating Co-occurring Disorder Treatment in Mental Health Services in LA County”. USC Office of the Provost, Zumberge Award. Royball Institute on Aging, 7/01/11 – 6/30/12.
Principal Investigator	USC	\$39,919	“Organizational Capacity and Cultural Competence in Substance Abuse Treatment”. School of Social Work – Hamovitch Research Center - LARSON Endowment for Innovative Research and Teaching 2010-2011 Award - 08/15/10 - 5/15/11.
Principal Investigator	USC	\$12,000	“Responding to the Recession: Meeting Clients Needs.” Seminar for and data collection from Substance Abuse Treatment Administrators. Dean’ Program- USC, School of Social Work, 06/25/10.

Principal Investigator	NIH	\$100,000	“Implementation of Cultural Competence in Substance Abuse Treatment” NIH – NIDA Pre-Doctoral Fellowship, F31- (Guerrero, F31DA024564-01). Minority Researchers in Health, 1/01/07 – 8/30/09.
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GRANTS- UNDER REVIEW

Principal Investigator	L.A. County	\$80,000	“Preparing the Addiction Health Service Workforce for the 21st Century.” To examine patterns in workforce changes between 2011 and 2013 to inform development models for publicly funded treatment programs to respond to patient centered care within a system of care framework.
Principal Investigator	NIDA R01	\$450,000	“Detection, Understanding and Reduction of Latino Subgroups Health care Disparities” To identify client and program level Latino disparities and test the impact of public insurance expansion, cultural competence and evidence-based practices on rates of sobriety/abstinence at treatment completion.

GRANTS - IN PREPARATION

Principal Investigator	NIDA R01	\$450,000	“Access to Substance Abuse Treatment in Mexico for Transnationals” To identify barriers to treatment access using a nationally representative data sets on the epidemiology of substance use, and treatment seeking behaviors - submission due in October, 2014.
Principal Investigator	NIDA R34	\$750,000	“Leader Activation Intervention to Accelerate the Implementation of Culturally Responsive Evidence-Based Practices” To test a leadership intervention to enhance readiness to implement contingency management and medication assisted treatment - submission due in January, 2015.

PUBLICATIONS IN PEER REVIEWED JOURNALS

1. **Guerrero, G. E.**, Aarons, A. G., & Palinkas, A. L. (2014). Organizational Capacity for Service Integration in Community-Based Addiction Health Services. *American Journal of Public Health* 104, e40-e47. doi: 10.2105/AJPH.2013.301842
2. **Guerrero, G. E.**, Heslin, K., Chang, B. K., Fenwick, K., † & Yano, E. Organizational correlates of implementation of mental health and primary care in the veterans health administration. *Administration and Policy in Mental Health and Mental Health Services Research*, doi: 10.1008/s10488-013-0515-3

3. **Guerrero G., E.**, Marsh, J. C., Cao, D., Shin, H., & Andrews, C. † (2014). Racial/ethnic and Gender Disparities in Utilization and Outcome of Comprehensive Substance Abuse Treatment. *Journal of Substance Abuse Treatment* 46, 584-591.
<http://dx.doi.org/10.1016/j.jsat.2013.12.008>
4. **Guerrero, G. E.** & Fenwick, K. † (in press). “*Organizational Development and Change.*” In Oxford Bibliographies in Social Work. Ed. Edward J. Mullen. New York: Oxford University Press.
5. **Guerrero, G. E.** (in press). What does it take for Social Work to Evolve to Science Status? Discussing Definition, Structure, and Contextual Challenges and Opportunities. *Research in Social Work Practice*. doi: 10.1177/1049731513511993
6. **Guerrero, G. E.** & Kao, D. † (2013). Racial/ethnic minority and low-income hotspots and their geographic proximity to integrated care providers. *Substance Abuse Treatment, Prevention, and Policy* 8 (34). doi: 10.1186/10.1186/1747-597X-8-34
7. Kao, D. Torres, L. R., **Guerrero, G. E.**, Mauldin, R., & Bordnick . P.S. (in press) Spatial Accessibility of Drug Treatment Facilities and the Effects on Locus of Control, Drug Abuse, and Service Use among Heroin-Injecting Mexican American Men. *International Journal of Drug Policy*.
8. Cederbaum, A., J., **Guerrero, G., E.**, & Kim, T. (in press). Hospital utilization among individuals attending publicly-funded substance abuse treatment. *Substance Abuse Treatment, Prevention, and Policy* 9, doi:10.1186/1747-597X-9-16
9. **Guerrero, G. E.**, He, A†., Kim, A†., Aarons, G. (in press). Organizational implementation of evidence-based substance abuse treatment in racial and ethnic minority communities. *Administration and Policy in Mental Health and Mental Health Services Research*, doi: 10.1007/s10488-013-0515-3
10. **Guerrero, G. E.**, Khachikian, T†., Kim, T., Kong, Y†., Vega, W. A. (2013) Spanish language proficiency among providers and Latino clients’ engagement in substance abuse treatment. *Addictive Behaviors* 38, 2893-2897. doi: 10.1016/j.addbeh.2013.08.022
11. **Guerrero, G. E.** & Kim, A†. (in press)*. Organizational Structure, Leadership, and Readiness for Change and the Implementation of Organizational Cultural Competence in Addiction Health Services. *Evaluation and Program Planning*, doi: 10.1016/j.evalprogplan.2013.05.002
12. **Guerrero, G. E.**, Villatoro, J.A., Kong, Y., Vega, W.A., Medina-Mora, M.E. (in press). Mexicans illicit drug use in an era of drug reform: A national comparative analysis based on migration status. *International Journal of Drug Policy*. 25(3), 451-457, doi: 10.1016/j.drugpo.2014.04.006

13. **Guerrero, G. E.**, Villatoro, J.A., Kong, Y. †, Fleiz, C., Vega, W.A., Stratdhee, S. Medina-Mora, M.E. Barriers to accessing substance abuse treatment in Mexico: National comparative analysis by migration status. *Substance Abuse Treatment Prevention and Policy*, 9 (30), doi:10.1186/1747-597X-9-30.
14. **Guerrero G. E.** (2013). Enhancing Access and Retention in Substance Abuse Treatment: The Role of Medicaid Payment Acceptance and Cultural Competence. *Drug and Alcohol Dependence*, 132, 555-561 <http://dx.doi.org/10.1016/j.drugalcdep.2013.04.005>
15. **Guerrero, G. E.** (2013)*. Examination of treatment episodes among women and Racial/Ethnic minorities in substance abuse treatment *Journal of Social Work Practice in the Addictions* 13, (3), 227-243, doi:10.1080/1533256X.2013.812011
16. **Guerrero, G. E.**, Marsh, J. C., Khachikian, T†., Amaro, H., & Vega, W. A. (in press). Disparities in Latino substance use, service utilization and treatment outcomes: Implications for implementation of culturally-informed and evidence-based interventions under health care reform. *Drug and Alcohol Dependence* <http://dx.doi.org/10.1016/j.drugalcdep.2013.07.027>
17. **Guerrero, G. E.**, Henwood, B., Wenzel, S. (2014). Service Integration to Reduce Homelessness in Los Angeles County: Multiple Stakeholders Perspective. *Administration in Social Work* 38(1), 44-54, doi: 10.1080/03643107.2013.853009
18. Cederbaum, A. J., Barman, A†., & **Guerrero G. E.** (in press). Relationship satisfaction and substance use communication in HIV-positive and HIV-negative Mother-Daughter Dyads. *Journal of Family Issues*.
19. **Guerrero, G. E.**, Marsh, J. C., Duan, L., Oh, C†, Perron, B., & Lee, B. (2013)*. Between and within racial and ethnic group disparities in completion of substance abuse treatment. *Health Service Research*, 1-18. doi: 10.1111/1475-6773.12031
20. Heslin KC, **Guerrero GE**, Mitchell MN, Afable M, Dobalian A. (2013) Explaining differences in hepatitis C between U.S. veterans and non-veterans in treatment for substance abuse: Results from a regression decomposition. *Substance Use & Misuse* 48(10), 854-862. doi:10.3109/10826084.2013.808222.
21. **Guerrero G., E.** (2013). Managerial challenges and strategies to implementing organizational change in substance abuse treatment for Latinos. *Administration in Social Work*. doi: 10.1080/03643107.2012.686009
22. **Guerrero G., E.** (2013). Workforce diversity in outpatient substance abuse treatment: The role of leaders' characteristics. *Journal of Substance Abuse Treatment* 44 (2), 208-215. doi.org.libproxy.usc.edu/10.1016/j.jsat.2012.05.004

23. **Guerrero G., E.**, Kao, D., & Perron, B., (2013). Travel distance to outpatient substance use disorder treatment facilities for Spanish speaking clients. *International Journal of Drug Policy* 24 (1), 38-45. doi:10.1016/j.drugpo.2012.04.004
24. **Guerrero, G. E.**, Campos, M., Urada, D., Yang, J. C†. (2012). Do Cultural and linguistic competence matter in Latinos' completion of mandated substance abuse treatment? *Substance Abuse Treatment, Prevention, and Policy*, 7:34, doi: 10.1186/1747-597X-7-34
25. **Guerrero G. E.**, Cepeda, A., Duan, L., & Kim, T. (2012). Substance abuse treatment completion among Latino groups in L.A. County from 2006 to 2009. *Addictive Behaviors*. <http://dx.doi.org.libproxy.usc.edu/10.1016/j.addbeh.2012.05.006>
26. **Guerrero G. E.** (2012). Latinos and health disparities in substance abuse treatment. Symposium proceeding, Addiction Health Services Research, New York, N.Y. *Journal of Substance Abuse Treatment*. <http://dx.doi.org/10.1016/j.jsat.2012.08.049>
27. **Guerrero G., E.** (2012). Organizational characteristics fostering adoption of culturally competent practices in outpatient substance abuse treatment in the U.S. *Evaluation and Program Planning*, 35, (1), 9-15. doi: 10.1016/j.evalprogplan.2011.06.001
28. **Guerrero G., E.**, Pan, K. †, Curtis, A., & Lizano, L. E. † (2011). Availability of substance abuse treatment in Spanish: A GIS analysis of Latino communities in Los Angeles County, California. *Substance Abuse Treatment, Prevention, and Policy*, 6; 21. doi: 10.1186/1747-597X-6-21
29. **Guerrero G., E.**, & Andrews, C.† (2011). Cultural competence in outpatient substance abuse treatment: Measurement and relationship with wait time and retention. *Drug and Alcohol Dependence*, 119 e13-e22. doi:10.1016/j.drugalcdep.2011.05.020
30. **Guerrero G., E.** & Cederbaum, A. J. (2010). Adoption and utilization of sexually transmitted infections testing in outpatient substance abuse treatment facilities serving high risk populations in the U.S. *International Journal of Drug Policy* 22, 41-48. doi: 10.1016/j.drugpo.2010.09.005
31. **Guerrero G., E.** (2010). Managerial capacity and adoption of culturally competent practices in outpatient substance abuse treatment. *Journal of Substance Abuse Treatment*, 39 (4), 329-339. doi: 10.1016/j.jsat.2010.07.004
32. Perron, B. E., Vaughn, M. G., Howard, M. O. Bohnert, A.† & **Guerrero, E.** (2010). Item response theory analysis of DSM-IV criteria for inhalant use disorders in adolescents. *Journal of Studies on Alcohol and Drugs*, 71 (4), 607-614.
33. Marsh, J.C., Cao, D., **Guerrero, E.** & Shin, H. (2009). Need-service matching in substance abuse treatment: Racial/ethnic differences. *Evaluation and Program Planning*, 32 (9), 43-51.

34. **Guerrero, E.** (2005). Lack of self-control breeds counterproductive work behaviors in mental health workers. *Kellogg Journal of Organizational Behavior*, fall, 2005, <http://www.kellogg.northwestern.edu/research/ktag/resources/kjob.htm>
35. **Guerrero, E.** (2004). Implications of parental supervision in high sensation seeking adolescents from single parent families. *Psychline, Journal of Hispanic American Psychiatry*, 4, 6-9.

* Manuscripts "in press" are published on-line first.

† Mentored pre or post-doctoral students

BOOKS

Nair, M., & **Guerrero, G. E.** (2013). *Evidence-based macro practice in Social Work*. Gregory Publishing, Wheaton, IL.

BOOK CHAPTERS (Peer-reviewed)

Perron, B.E., Vaughn, M.G., Ryan, J., Salas-Wright, C, Ruffolo, M., & **Guerrero, E.** (In Press). Predictive validity of self-reported head injuries among delinquent youth. In M. DeLisis & M.G. Vaugh (Eds.), *International Handbook of Biosocial Criminology*. New York: Routledge.

Guerrero, G. E., Khachikian, T.,† Kong, Y. †, Vega, W.A. (In Press). Achieving recovery among Latino older adults. *Aging in the Americas Special Edition*. Sage Publishing, New York.

WORKS UNDER REVIEW

Guerrero, G., E., Harris, L.M., Padwa, H., Vega, W. A., & Palinkas, L. Health care reform and its anticipated impact on the organization and service delivery of publicly funded addiction health services.

Guerrero, G., E., Grella, C., & D'Aunno, T. Comprehensive Services as a Mediator and Race and Ethnicity as a Moderator of Disparities in Access and Retention in Addiction Health Services.

Guerrero, G., E., Aarons, A., Grella, C., Garner, B., Cook, B., & Vega, W. A. Organizational capacity to eliminate outcome disparities in addiction health services.

Padwa, H., Guerrero, G. E., Fenwick, K. † Providers' perspective on barriers to integration of mental health and substance abuse services for public mental health clients.

Guerrero, G. E., & Padwa, H. Leadership and the Implementation of Co-Occurring Disorder Treatment Processes in Community Mental Health.

Guerrero, G. E., Heslin, K., Chang, B. K., Fenwick, K., † & Yano, E. Integration of mental health services in primary care in the veteran administration system.

Guerrero, G. E., Cederbaum, A. J. & Barman, A. † (review and resubmit). Maternal HIV and role modeling factors and adolescent daughters' alcohol use.

Guerrero, G. E., Khachikian, T. † & Kong, Y. † Teaching Research Methods in Social Work: Association between Anxiety and Course Performance.

Alibrahim, A., † Wu, S., Guerrero, E. (under review). Performance Dashboard for the Substance Abuse Treatment System in Los Angeles.

Fringpong, J. A. †, Guerrero, G. E., Kong, Y., † & Kim, T. (under review). Achieving sobriety in publicly funded addiction health services.

Aguila E. V., Guerrero, G. E., & Vega, A.W. (under review). Demographic, Health, and Health Service Characteristics Associated with Smoking or Drinking among Mexican Older Adults.

WORKS IN PROGRESS

Aguila E. V., Guerrero, G. E., et al., Use of tobacco and alcohol among Mexican Older Adults: Testing the effect of supplemental income and its relationship with individual characteristics. To be submitted to *Journal of the American Medical Association* in June, 2014.

Guerrero, G., E., & Aarons, A. G. Behavioral economics of implementation of evidence-based practices: Call for theory development. To be submitted to *Implementation Science* in February, 2014.

Guerrero, G. E. & Finno, M. Diffusion of “cultural competence” in human services research publications from 1960-2011. To be submitted to *Social Service Review* in March, 2014.

Guerrero, G. E. & Hanh, E.E. Creating collaborations across disciplines to promote Dissemination and Implementation research. To be submitted to *Journal of Clinical and Translational Research* in September, 2014

Guerrero, G. E., Alibrahim, A., & Wu, S., Understanding System Performance in Addiction Health Services: Informing Health Care Reform Policy in the United States. To be submitted to *Journal of Policy Administration and Management* in October, 2014

- Fringpong, J. A., Guerrero, G. E., Kong, Y., & Kim, T. HIV-testing and knowing in publicly funded addiction health services. To be submitted to *AIDS* in September, 2014.
- Guerrero, G., E., Padwa, H., Harris, L.M., Aarons, G., & Palinkas, L. Leadership intervention development in addiction health services. To be submitted to *Implementation Science* in October, 2014.
- Aguila E. V., Guerrero, G. E., Vega, A. W. Depressive disorder among Mexican Older Adults: Testing the effect of supplemental income and its relationship with individual characteristics. To be submitted to *Lancet* in October, 2014.
- Guerrero, G. E. Hernandez, M, Starks, S. Padwa, H., Braslow, J., & Brekke, J. Measuring organizational social context in mental health and its relation to a recovery oriented intervention. To be submitted to *Administration and Policy in Mental Health and in Mental Health Services Research* in May, 2014.
- Guerrero, G. E., Aarons, G., & Vega, W. Leadership and organizational supports to improve client-centered addiction health services. To be submitted to *Journal of the American Medical Association* in August, 2014.
- Guerrero, G. E. Hernandez, M, Starks, S. Padwa, H., Brekke, J., & Braslow, J. Testing the effect of organizational context in the implementation of client-centered mental health practices. To be submitted to *Psychiatric Services* in September, 2014.
- Guerrero, G. E., Harris, L, Kim, T., Lee, B., & Vega, W.A. Mobilizing efforts to improve cultural and linguistic competence in a system of care in addiction treatment. To be submitted to *Drug and Alcohol Dependence* in November, 2014.
- Guerrero, G. E. The role of management competencies in addiction health organizations facing institutional change precipitated by health care reform. To be submitted to *Administration Science Quarterly* in December, 2014.
- Nair, M., & **Guerrero, G. E.** *Evidence-based Management in Human Service Organizations*. Book Proposal
- Guerrero, G. E.** *Institutional Response to the Latino Surge in the United States*. Book Proposal

SELECTED SCIENTIFIC PAPER PRESENTATIONS

- with Aarons, G. Organizational capacity to reduce outcome disparities. Academy of Management Meeting, Philadelphia, PA, August, 5th, 2014.

Leadership and the Implementation of Co-Occurring Disorder Treatment in Mental Health Care in an Era of Healthcare Reform. Academy of Management Meeting, Philadelphia, PA, August, 5th, 2014.

with Hopkins, K., McBeth, B., Mosley, J., Tropman, J., Translating organizational theory into practice. (Workshop). Society for Social Work Research Conference, San Antonio, TX, January, 18th, 2014.

with Kim, T., Kim, A., & Grella, C. Implementation and Impact of Organizational Cultural Competence on Treatment Outcomes (Chair and Presenter). Addiction Health Services Research Conference, Portland, OR, October 24, 2013.

with Amaro, H., Marsh, J., Valdes, A., Cepeda, A., Kim, T., Latinos and Health Disparities in Substance Abuse Treatment. Symposium (Chair and Presenter). Addiction Health Services Research Conference, New York, NY, October 18, 2012.

with Vega, W., Campos, M., Kim, A.†, Kim, T., Implementation and Impact of Organizational Cultural Competence in Substance Abuse Treatment for Latinos. Symposium (Chair and Presenter), National Hispanic Science Network, San Diego, CA, September 27, 2012.

(Invited) with Kim, A. † Examining the role of leadership capacity in the implementation of organizational cross-cultural competence. Paper presented at the International Association of Cross-Cultural Competence and Management, Naples, Italy, June 22, 2012.

(Invited) Leveraging Differences among Diverse Work Groups Members: Building Innovation through Cultural Competence in Human Services. Invitations Session – Dialogue with Dr. Erica Foldy (New York University, Wagner School of Public Service. Association for the Advancement of Social Work with Groups, Inc. Long Island, NY. June 15th, 2012.

(Invited) Implications of Healthcare Reform for Policy and Integrated Care. Discussant – National Hispanic Science Network, Miami, FL. August 27th, 2011.

(Invited) Leveraging the Power of Multicultural Groups in Human Services Organizations. [Discussant] for Austin, Michael keynote address - The Association for the Advancement of Social Work with Groups. Long Beach, CA, June, 4, 2011

(Invited) Implementing Culturally Responsive Systems of Care in the U.S [translated from Spanish]. World Psychiatric Association Meeting. Conferencia en Salud Mental e Inmigración en el Siglo XXI. Barcelona, Spain, October 30, 2010.

Managerial Capacity and Adoption of Cultural Competence in Substance Abuse Treatment Organizations. Academy of Management, Montreal, Canada – August 10, 2010.

Managers' Beliefs and Adoption of Cultural Competence in Substance Abuse Treatment Organizations. American Psychological Association Meeting, Toronto, Canada – August 6 – 8, 2009.

Managers' Beliefs and Adoption of Cultural Competence in Non-Profit Substance Abuse Treatment Organizations. EMES International Conference on Social Enterprise, Hosted by EURICSE and the University of Trento, Italy – July 1- 4.

Measuring Cultural Competence and Managers Beliefs in Non-profit Substance Abuse Treatment Organizations. Association for Research on Nonprofit Organizations and Voluntary Action - ARNOVA Conference, Philadelphia, P.A. November 20th, 2008.

Measuring Organizational Cultural Competence in Outpatient Substance Abuse Treatment. International Conference on Outcomes Measurement. NIDA sponsored. Bethesda, MD, September 12, 2008.

Social Work Services and their System of Power in the U.S. – Santiago de Chile, International School of Social Work Conference- August 30, 2006.

Understanding Culture and Human Service: A view of Palestinian mental health services, University of Chicago - School of Social Service Administration, Brown Bag, Fall, 2005.

ACADEMIC EXPERIENCE

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| 2004 – 2005 | Research Assistant, Decision Making in Child Protection Services, Office of the Inspector General, Illinois Department of Children and Family Services. P.I. Tina Rzepnicki. |
| 2003- 2004 | Instructor, Human Development course. Psychology Department, St. Augustine College, Chicago, Illinois. |
| 2007- 2008 | Instructor, Social Intervention: Policies and Programs. School of Social Service Administration, University of Chicago. |
| 2007- 2009 | Instructor, Race, Ethnicity and Gender: Organizational Issues. School of Social Service Administration, University of Chicago. |
| 2005- 2009 | Research Assistant, “Gender Disparities in Treatment Service Effectiveness”. P.I. Jeanne Marsh, Ph.D. NIDA (R01) 2004-2009. |
| 2010- | Instructor, Research Methods in Social Work. School of Social Work, University of Southern California. |

2010- Instructor, Theories for Practice in Large Systems. Doctoral Seminar Course. School of Social Work, University of Southern California.

PROFESSIONAL MANAGEMENT AND CLINICAL EXPERIENCE

1998- 2000 Clinical Supervisor, Youth Service Project- Substance abuse treatment and child welfare programs, Chicago Illinois.

Managed three large programs: 1) outpatient substance abuse treatment program, 2) independent living program for DCFS youth, and 3) HIV-AIDS- MSM prevention program.

2000- 2003 Clinical Supervisor, Lifelink Corporation- Behavioral health services and Partner Abuse programs, Chicago Illinois.

Managed two large programs: 1) substance abuse treatment - DUI program, and 2) partner abuse intervention program.

2003- 2004 Intake Director, Hartgrove Psychiatric Hospital, Chicago Illinois.

Provided intake assessment and triage to children, teens and adults with psychiatric needs. Provided placement and crisis intervention; completed manage care pre-certification and budget and productivity management reports.

2005- 2007 Field Liaison, School of Social Service Administration, University of Chicago.

Provided support and guidance to second year social work students and their field mentors in the policy and social service administration track.

2003- 2009 Family Therapist, Private Practice, Chicago Illinois.

Provided individual, couple and family therapy. Utilized cognitive and family systems approach with a culturally competent clinical framework. Specialized in co-occurring disorders – mental health and substance use, as well as in issues of power and control in relationships.

ACADEMIC SERVICE

2005 Professional Clinical Volunteer- Taylor Institute and U.S. State Department. Red Cross International. Jerusalem, Ramallah, Bethlehem and Nablus.

2006 - 2009 Latino Student Association – Faculty Advisor- University of Chicago SSA.

2009 - USC- School of Social Work- Doctoral Program Committee Member

- 2009- Founder and Chair of Special Interest Group on Management and Organizations at the Society for Social Work and Research.
- 2010- 2011 USC- School of Social Work- Search Sub-committee Member
- 2012- 2013 USC- School of Social Work- Curriculum Council Member
- 2013- Founder and Co-director of research cluster on Management, Organizations and Policy Transformation (MOPT) at USC- SSW.
- 2014- Journal of Substance Abuse Treatment, Prevention and Policy (Editorial Board)

PROFESSIONAL ASSOCIATIONS

- 2006 - Member of the Society for Social Work Research (SSWR)
- 2008- Member of Association for Research on Non-Profit Organizations and Volunteering Action (ARNOVA)
- 2009 - Member of the Academy of Management (AOM).
- 2010 - Member of NIH- National Hispanic Science Network
- 2011- Member of the American Public Health Association
- 2012- International Association of Cross-Cultural Competence and Management
- 2012- International Association for the Advancement of Social Work with Groups

TECHNICAL AND LINGUISTIC SKILLS

Statistical Software: STATA, SAS, Winsteps, Mplus

Presentation and Design Software: Adobe CS3 (Dreamweaver, Flash, Photoshop and Illustrator).

Speak, read and write in English and Spanish.

REVIEWER ACTIVITIES

Addiction

Journal of Substance Abuse Treatment

International Journal of Drug Policy

Drug and Alcohol Dependence

American Journal of Drug & Alcohol Abuse

Evaluation and Program Policy

American Journal of Public Health

Human Service Organizations: Management, Leadership and Governance