

Curriculum Vitae

Michalle E. Mor Barak

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EDUCATION

Ph.D., Social Welfare, 1986, University of California, Berkeley.

M.S.W. 1982, University of Haifa, Israel.

B.A. Social Work, 1976, University of Haifa, Israel. Cum Laude.

ACADEMIC EXPERIENCE

1988-present **Professor** (2003-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. **Associate Professor** (1994-2003), **Assistant Professor** (1988-1994) School of Social Work, University of Southern California, Joint Appointment, Andrus Gerontology Center.

1995-1996 **Visiting Professor.** Faculty of Industrial Engineering and Management, Technion, Israel Institute of Technology, Haifa, Israel. Engaged in collaborative research on global perspectives of management and workforce diversity.

1986-1988 **Associate Specialist and Research Analyst.** University of California, Berkeley, MSSP Evaluation Unit. Responsible for data analysis and report writing on social and medical service utilization. Managed production of major research reports for the California State Legislature.

PROFESSIONAL EXPERIENCE

1995–Present **Organizational Consultant.** Provide consultation on diversity management, balancing work-family, workplace flexibility and corporate social responsibility to public, private, and non-profit organizations locally and internationally.

1988-1995 **Therapist and Counselor Employee Assistance Programs** (part-time, consecutively). USC Andrus Older Adults Center; USC Staff and Faculty Counseling and Consultation Center.

HONORS AND AWARDS

- 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 **Global Business Round Table Fellow**, 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**.
- 2001 **Rockefeller Foundation Bellagio Award**.
- 2000 **Best Paper Award**, Institute of Behavioral and Applied Management.
- 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 **University of California Regents Fellowship**, for scholastic excellence.
- 1984 **University of California Scholarship**, for outstanding achievement.
- 1983 **University of California Regents Fellowship**, for scholastic excellence.
- 1982 **University of California Scholarship**, for outstanding achievement.
- 1982 **Fulbright Award** for international exchange scholars.
- 1980 **Histadrut Award** for outstanding scholastic achievement.

PUBLICATIONS

Books

Mor Barak, M.E. 2011. Managing Diversity: Toward a Globally Inclusive Workplace (Second Edition). Thousand Oaks, CA: Sage Publications

Mor Barak, M.E., Travis, D., Lizano, E.E. 2011. Instructor's Manual for Managing Diversity 2nd edition, including lecture notes, PPT files for each chapter, discussion questions and test bank.

Mor Barak, M.E. 2005. Managing Diversity: Toward a Globally Inclusive Workplace. Thousand Oaks, CA: Sage Publications (Winner, 2006 *Choice Outstanding Titles*, Winner 2007 *Academy of Management Terry Book Award* (see Honors and Awards section above, also see list of journal reviews at the end of the vitae).

Mor Barak, M.E. & Travis, D., Instructor's Manual for Managing Diversity including lecture notes, PPT files for each chapter, discussion questions and test bank.

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.

Book Chapters

Mor Barak, M.E. and Travis, D. 2011. Socioeconomic Trends: Broadenign the Diversity Ecosystem. In Q. M. Robertson (Ed.) Handbook of Diversity in the Workplace, London, UK: Oxford (in Press).

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.

Articles in Peer-Reviewed Journals

- Lizano, E.L., & Mor Barak, M.E. Workplace Demands and Resources as Antecedents of Job Burnout among Public Child Welfare Workers: A Longitudinal Study Children and Youth Services Review (conditional accept).
- 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 (Published on-line and in que for the paper publication later this year)
<http://www.sciencedirect.com/science/article/pii/S0190740911001770>
- 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. 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. 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.

Also available on line:

http://www.haworthpress.com/store/E-Text/View_EText.asp?a=3&fn=J147v29n01_06&i=1&s=J147&v=29

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, Findler, and Wind, 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.

Also available on line:

<http://www.journals.uchicago.edu/doi/pdf/10.1086/323166?cookieSet=1>

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., 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 Sciences, 34(1), 82-104.

Also available on-line: <http://jab.sagepub.com/cgi/reprint/34/1/82>

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.
- Also available on line:
http://www.haworthpress.com/store/E-Text/View_EText.asp?a=3&fn=J147v17n02_05&i=2&s=J147&v=17
- 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.
- On line: <http://jag.sagepub.com/cgi/reprint/10/3/293>
- 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 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 in Progress

Mor Barak, M.E., Kim, A., Lizano, E. L., Hsiao, H. Y., & Rhee, M. K. (In Progress). The Impact of Diversity on Organizational Performance: A Meta-Analysis. Target journal: *Social Service Review*.

Mor Barak, M.E., Kim, A., Lizano, E., Rhee, M., Hsiao, H., (In Progress) The influence of cultural competence of expatriate managers on firm performance in a multinational firm: Top management team perspective. Target journal: *Journal of Business Ethics*.

Lizano, E.L., & Mor Barak, M.E. (In Progress). Improving workplace well-being of garment workers in a Mexican sweatshop: Integrating social work and business interventions. Target Journal: *International Social Work*.

Hsiao, H. Y., Casper, L. M., & Mor Barak, M.E. (In Progress) The Impact of Perceived Organizational Support on the Relationship between Work-Family Conflict and Psychological Well-Being among Public Child Welfare Workers. Target journal: *Children and Youth Services Review*.

Hsiao, H. Y. & Mor Barak, M.E. (In Progress) An Invisible Stakeholder Group in Globalization: Work Stress, Social Support, and Work-Family Conflict Among Low-Wage, Low-Skilled Mexican Workers. Target journal: *Journal of Business Ethics*.

Mor Barak, M.E. & Hsiao, H. Y. (In Progress) Capitalizing on the “Social” in Corporate Social Responsibility: An Overlooked Opportunity for Social Work Intervention with Populations in Need. Target journal: *Social Work*.

Mor Barak, M.E., Hsiao, H. Y., & Rhee, M. K. Sustainable Cross-Cultural Relationships in a Global Enterprise: Corporate Social Responsibility Agenda in a Low-Wage and Low-Skilled Workplace. Target journal: *Social Work Research*.

Mor Barak, M. E., Lizano, E. L. (In progress). Improving workplace conditions for Mexican workers in a transnational garment sweatshop: Cross-cultural and Lean innovation training as interventions. Target journal: *Journal of Business Ethics*.

RESEARCH AND SCHOLARLY GRANTS

Co-Principal Investigator (with Ravi Kumar, Marshall School of Business). “Implementing Lean Manufacturing Systems in a Cross-cultural International Environment”. Funded by Nike 2008 - Present (\$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-Present (total \$550,000, average of \$50,000 yearly since 1999).

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ateau 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 audio visual 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 (\$125,000 cash and in-kind).

Principal Investigator. Empowering multi-problemled women through work: connecting formerly substance abusing women on welfare with work organizations. Funded by the Wellness Foundation January 2001 – December 2002 (\$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 (\$300,000).

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).

NATIONAL AND INTERNATIONAL LEADERSHIP

KEY-NOTE AND INVITATIONAL ADDRESSES

Mor Barak, M.E. 2012. Key-note address “Diversity and Inclusion in a Global Context” Global Inclusion Conference, the International Monetary Fund (IMF), IMF Headquarters December 1st, **Washington, D.C.**

Mor Barak, M.E. 2011. Key-note address “Reflections on the Writing Process” Sage Publishing Review, August, 23 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) Diversity 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 Executive 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. Opening 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 24th, 2002, **Beijing, China.**

Mor Barak, M.E., 2002. Invited Address, “Occupational Social Work Practice” at the School of Social Work, China Labor College, September 26th, 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 27th, 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 14th – July 18th, **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 4th, **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 26th, **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 27th, **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 23rd - 27th, **Bellagio, Italy**.
- Mor Barak, M.E. 1999. Invited Workshop “Diversity, Inclusion and Commitment: Conceptual and Empirical Explorations,” National Institute of Social Work, May 27th –28th, **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 5th – July 9th, **Jerusalem, Israel**.
- Mor-Barak, M.E., 1996. Key-note Address, “National and Interational perspectives of workforce diversity,” Annual Meeting of Israeli National Association of Industrial Social Workers, May 28th, **Tel-Aviv, Israel**.

SELECTED PEER-REVIEWED PAPERS PRESENTED AT NATIONAL AND INTERNATIONAL MEETINGS

- 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, Tampa, FL, January.
- 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. Tampa, FL. January16.
- 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 4th 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 20th – July 24th, 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 27th – 30th.
- 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 2nd -4th.
- Majewski, G. and Mor Barak, M. 2007. U.S.-Based Students Studying Abroad. Presented at the International Social Work Conference, Boston, March 9th -11th.
- 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 10th-11th.

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 19th.

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 9th-10th.

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 28th.

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 26th - March 1st.

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 8th.

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.

Reports to the California State Legislature and Non-Peer Reviewed Publications

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.

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

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

Erica Lizano (In Progress); Ahraemi Kim (In Progress); MinKyoung Rhee (In Progress); Hsin-Yi (Cindy) Hsau (In Progress)

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

- 2006-present External Editorial Board member Social Service Review
- 2001-present Editorial Board member Administration in Social Work.
- 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
- 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 and University (Partial list)

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

USC President Strategic Planning Committee. Invited by the provost to contribute to the new university-wide strategic planning process for President Nikias. 2010 – present.

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

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 6th, 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 five 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 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 13th 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 Community, Profession and the Nation (Partial list)

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

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

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 20th, 2006

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

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

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 Concorcium (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 12th – 15th, 1993.

Reviews of Managing Diversity: Toward a Globally Inclusive Workplace (partial list)

- Review by Susan J. Lambert 2007, Journal of Sociology and Social Welfare, 34(1), pp. 185-187.
- Review by Cordula Barzantny 2007, Academy of Management Learning and Education 6(2), pp. 295-296
- Review by John J. Stretch, 2006 Social Work 51(3), pp. 279-280.
- Review by Gary Bess, 2006 Administration in Social Work 30(4) pp.91-93.
- Review by Kate Hutchings, 2007, Asia Pacific Journal of Human Resources 43(3) pp. 430-431.
- Review by Daniel Hughe, 2007, Journal of Workplace Behavioral Health, 22(2/3) Forthcoming.
- Review by T. Guttridge, 2005, Choice 42(11/12), p. 2030.
- Review by Debi Saini, 2006, Vision – the Journal of Business Perspective,
- Review by Gary Bess, 2005, Profiles in Diversity Journal, (March/April).
- Review by David Bargal, 2006, Society and Welfare.
- Review by Suhil Kumar Singh, 2006, IIMB Management Review, (June) pp. 214-215.

Sample excerpts:

“This is a timely book. The book’s subject, managing diversity in a global workplace, portends the future for a growing area of social work policy and practice....The book has numerous real-life examples and case vignettes.... A valuable resource for social work practice in a global context, the book is also highly recommended as a text in social work education programs.”

John J. Stretch, *Social Work* 51.3 (July 2006): 279(2)

“The book is an excellent resource to develop, theorize, and work out the inclusive workplace in a very comprehensive, encompassing, and interdisciplinary way. It offers many features through inserted boxes, tables, graphs, and figures as well as practical examples and empirical illustrations that make the book very interesting for both the conceptual, pedagogical research interest and the practical, educational interest.”

Cordula Barzantny, *Academy of Management Learning & Education*, June 2007

“The viewpoint of the book is truly global. By integrating established knowledge on diversity issues with contemporary perspectives on inclusion and globalization, this book pioneers the next generation of scholarship on issues of workforce diversity.”

Susan J. Lambert, *Journal of Sociology and Social Welfare*, 2007, 34(1), pp. 185-187.

“Authored by an extremely knowledgeable professor with a joint appointment in business and social work at the University of Southern California, this volume provides a thorough, well-written and interesting resource on managing global workplace diversity that will be useful to

both the practitioner and the conceptual researcher. All in all, this is a refreshing and compelling volume that will be useful to anyone in global business management. Highly recommended.”

T. Gutteridge, Association of Research and College Librarians, *Choice*, 2005, 42(11/12), p. 2030

“This book has been structured excellently and covers a vast number of diversity issues in just 16 chapters....This book would be of value to anyone with research interests in diversity management or cross-cultural issues.”

Sunil Kumar Singh, Ph.D., 2006, Indian Institute of Management, Bangalore ([IIMB](#)) *Management Review*, (June) pp. 214-215.

Professional Affiliations

National Association of Social Workers.
Employee Assistance Society of North America.
California Occupational Social Work Council.

Academy of Management
Council on Social Work Education.
Society for Social Work Research