

JOYCE ANN MILLER¹

Home:

3306 Baer Beach Rd D-2.
Erie, Pennsylvania 16505
Cell: 814-881-5172
E-Mail: joycem@ksrc.biz

Office:

KeyStone Research Corporation²
3823 West 12th Street
Erie, Pennsylvania 16505
Phone: 814-836-9295 FAX: 814-836-9615

EDUCATION

Edinboro State College, Edinboro, PA, 1968-71, B.A. Sociology (cum laude)
University of Alabama, Huntsville, Alabama, 1972, coursework in computer programming
Kent State University, Kent, Ohio, 1972-73, M.A. Sociology
University of Pittsburgh, Pittsburgh, PA, 1973-77, graduate coursework in Sociology
Kent State University and University of Akron, Kent and Akron, Ohio, Joint Ph.D. Program, 1979-82, Ph.D.,
Sociology (Applied Sociology/Evaluation Research)
Certification: Social Policy and Evaluation Research, American Sociological Association, 1987-89, 1990-92
Lean Operations & Six Sigma Green Belt Certification, Manufacturing Association October 16, 2007
Certification in Peace and Conflict Resolution, Chulalongkorn University, Bangkok, Thailand, February – May,
2012

Continuing Education:

- Participatory/Collaborative & Other Qualitative Methods, workshop presented by Michael Quinn Patton at the Evaluators' Institute, San Francisco, California, January 15-16, 2003, 8:30 am – 5:00 pm (14 hours, or 1.4 CEUs).
- Qualitative Data Analysis, workshop presented by Patricia Rogers at the Evaluators' Institute, San Francisco, California, January 17-18, 2003, 8:30 am – 5:00 pm (14 hours, or 1.4 CEUs).
- In-Depth Training on the Early Childhood Environment Rating Scale-Revised Edition and the Infant/Toddler Environment Rating Scale-Revised Edition, training presented by Thelma Harms, Debby Cryer, and Dick Clifford, Frank Porter Graham Child Development Institute, University of North Carolina, Chapel Hill, North Carolina, June 2-6, 2003 (29 hours or 2.9 CEUs).
- Early Literacy: Leadership, training at the PA Governor's Institute for Early Childhood Educators, Villanova University, Philadelphia, PA, June 22 – 27, 2003 (60 hours).
- NAEYC's Magnetic Training, workshop presented by Karen Hughes, NAEYC Senior Director, Association Relations, in Sacramento, California, August 13, 2004, 8:30 am – 3:30 pm (6 hours).
- Using Appreciative Inquiry in Evaluation, workshop presented by Tessie Tzavara Catsambas, EnCompass and Hallie Preskill, University of New Mexico, at the American Evaluation Association annual conference, Atlanta, Georgia, Nov. 1-2, 2004, 8:00 am – 4:00 pm (14 hours).
- Concept Mapping, workshop presented by William Trochim, Concept Systems, Inc. at the American Evaluation Association annual conference, Atlanta, Georgia, Nov. 3, 2004, 8:00 am – 3:00 pm (6 hours).
- Program Administration Scale Assessor Training, presented by Teri Talan, Director Public Policy, and Jill Bella, Senior Research Associate at the McCormick Tribune Center for Early Childhood Leadership, National-Louis University, Camp Hill, PA, January 18-20, 2005, 8:30 am – 4:40 pm for 3 days (21 hours).
- NAEYC's Raising a Leader Seminar, workshop presented by Karen Hughes, NAEYC Associate Executive Director and COO, Association Relations, in Springfield, MA, June 24, 2005, 8:30 am – 3:30 pm (6 hours).
- Nutrition and Physical Activity for Children and Adults (NAP SACC) Training, presented by Sara Benjamin, Little Rock, AR, October 9, 2006, (9:30 am – 4:30 pm (6 hours).
- Sampling 101: Basics of Probability and Purposeful Sampling, presented by Gary T. Henry, AEA Professional

¹ Effective July 2005 a name change occurred from Joyce M. Iutovich to Joyce Ann Miller

² Effective October 2005 a name change occurred from Keystone University Research Corporation to Keystone Research Corporation.

Development Workshop, Portland, OR, Nov. 1, 2006, 8:00 am – 11:00 am (3 hours).

- Assessing Data Collection Instruments, presented by J. Jackson Barnette, AEA Professional Development Workshop, Portland, OR, Nov. 1, 2006, 12:00 noon – 3:00 pm (3 hours).
- Lean Operations Champion Training, presented by Mitch Millstein, CFPI, C.P.M., CQM, CQE, Implementation Specialist, Manufacturers' Association of Northwest Pennsylvania, Oct. 3, 24, & Nov. 14, 2006 (24 hours).
- Six Sigma—Green Belt training, presented by Mitch Millstein, CFPI, C.P.M., CQM, CQE, Implementation Specialist, Manufacturers' Association of Northwest Pennsylvania, April 10, May 1, & May 22, 2007 (24 hours).
- Real World Evaluation, presented by Michael Bamberger, Jim Rugh, and Linda Mabry, AEA Professional Development Workshop, Baltimore, MD, November 6, 2007, 9:00 am – 4 pm (6 hours).
- The “State of the Art” in Evaluation, presented by Michael Scriven, AEA Professional Development Workshop, Baltimore, MD, November 7, 2007, 8:00 am – 3:00 pm (6 hours).
- Managing Value-Stream Improvement Projects, presented by Jim Luckman & Kirk Paluska, Lean Enterprise Institute, Orlando, FL, March 3-4, 2008 (14 hours).
- Lean Transformation Summit, Orlando, FL, March 5-6, 2008, Lean Enterprise Institute. Summit Learning Sessions attended: 1) Lean Performance Management (presented by Orry Flume, VP of Finance and Administration at Wiremold Co; 2 hours); 2) Creating Lean in Sales and Service (presented by David Brunt, Lean Enterprise Academy, U.K.; 2 hours).
- Value-Stream Mapping for the Office and Service, Lean Enterprise Institute, Lincolnshire, IL, June 11, 2008 (7 hours).
- Executive Overview: The Toyota Production System in Health Care, Lean Healthcare West, Penn State Erie, The Behrend College, June 24, 2009 (6 hours).
- Innovative Strategies for Assessing Outcomes in Lean Education, Lean Educator's Conference, Daytona Beach, FL, May 19, 2010 (3 hours).
- Change Facilitation Techniques, Lean Educator's Conference, Daytona Beach, FL, May 19, 2010 (3 hours).
- Social Services and Nonprofit Performance Summit: Develop a Performance Measurement & Management System for Social Services, The 2010 Social Services Performance Conference, The Performance Institute, Arlington, VA, September 20-22, 2010 (12 hours).
- Develop Performance Measures for Social Services and Nonprofit Programs: The Logic Model Approach, The 2010 Social Services Performance Conference, The Performance Institute, Arlington, VA, September 22, 2010 (3 hours).
- Arts in Education Model Development and Dissemination Program and Professional Development for Arts Education Program: Evaluation Workshop, November 8-10, 2010, Crystal City, VA (2.5-days).
- Professional Development Certificate in Peace and Conflict Resolution, February 2012-May 2012, Rotary Peace Center, Chulalongkorn University, Bangkok, Thailand.
- Basic Introduction to ETO Results, Social Solutions, September 25, 2012 (1 hour).
- 2012 Social Investing Forum, Social Solutions, October 3, 2012, (1 day).
- Virtual ETO Administrator Orientation, Social Solutions, November 7-9, 2012 (3 days).
- Virtual ETO Results Orientation, Social Solutions, November 13-14, 2012 (2 days).
- Virtual Advanced ETO Results, Social Solutions, May 1-2, 2013 (2 half days)
- “Optimizing Flow in Office and Service Processes, September 18, 2013 (1 day)
- ETO Implementation Partner Training, Social Solutions July 9-10, 2013 (2 days).
- Propensity Score Matching: Theories and Applications, presented by M.H. Clark and Haiyan Bai at AEA 2014 Conference, Denver, CO, October 15, 2014 (1 day).

- Improve Employee Performance Next Quarter, presented by Ross Blake at Erie Regional Chamber and Growth Partnership, Erie, PA, March 11, 2015 (2 hours).
- Advancing the Implementation Science of Community Systems Change, presented by Margaret Hargreaves and David Chavis at AEA 2015 Conference, Chicago, November 11, 2105 (half day).
- Evaluating and Improving Organizational Collaboration, presented by Rebecca Woodland at AEA 2015 Conference, Chicago, November 11, 2105 (half day).
- Creating and Index for Measuring Fidelity of Implementation, presented by Monica Labelle and Krista Collings AEA 2015 Conference, Chicago, November 14, 2105 (half day).

HONORS

The World's Who's Who of Women, 1981

Service Business of the Year 1995 Award,

Gannon University Small Business Development Center

Lester F. Ward Distinguished Contributions to Applied Sociology, 1999

Congressional Fellowship, the Sydney S. Spivack Program in Applied Social Research and Social Policy of the American Sociological Association, 2001-2002 Award

National Extension Association of Family and Consumer Sciences, PA Affiliate, 2005 Honorary Award for Promoting, Fostering, and Upholding the Ideals of Extension Family Living Agents

25th Anniversary Award for KeyStone Research Corporation, the Manufacturers' Association of Northwest Pennsylvania, 2005

Athena PowerLink® Program recipient for Erie, Pennsylvania, 2009

Erie Women in Business, featured in the Erie Small Business Alliance Winter/Spring 2009 magazine.

Paul Harris Fellow, The Rotary Foundation of Rotary International, 2010

2012 Rotary Peace Fellowship, The Rotary Foundation of Rotary International, for studies in peace and conflict resolution at the Rotary Peace Center at Chulalongkorn University in Bangkok, Thailand, Feb. 15, 2012-May 6, 2012.

Enterprising Women of the Year Award, Class of 2016, awarded by Enterprising Women, The Magazine for Women Business Owners.

Climbing Kilimanjaro for Erie's Future, feature story about Joyce Miller in Lake Erie LifeStyle Magazine, September 2015.

PROFESSIONAL WORK EXPERIENCE

College/University (Paid, Part-time):

Graduate Teaching Assistant, Kent State University; Kent, Ohio; 1972-73

Seminar Instructor, Kent State University; Kent, Ohio; 3rd Quarter 1973

Graduate Research Assistant, University of Pittsburgh; Pittsburgh, PA; 1974-75

Graduate Teaching Fellow, University of Pittsburgh; Pittsburgh, PA; Spring Term 1977

College/University (Paid, Full-time):

Instructor, Department of Human Ecology, Villa Maria College; Erie, PA; Summer 1978-81

Assistant Professor, Department of Human Ecology, Villa Maria College; Erie, PA; 1981-85

Associate Professor, Department of Business and Social Sciences, Villa Maria College; Erie, PA; 1985-89

- Curriculum Coordinator, Sociology, Villa Maria College, 1984-90

- Director, Sociology Program, Villa Maria College, 1980-84

Associate Professor, Department of Arts and Humanities, Villa Maria College of Gannon University; Erie, PA; 1989-91

Associate Professor, College of Humanities, Gannon University; Erie, PA; 1991-92

Professor, College of Humanities, Business, & Education Gannon University; Erie, PA; 1992-99

- Member, Gannon University's Faculty Senate, Spring 1990, 1990-91
- Member, Gannon University's Research Committee, Spring 1990, 1990-91
- Chair, Institutional Review Board of Gannon University, 1993-95
- Chair, Outcomes Committee, Gannon University, 1996-97
- Chair, University Academic Affairs Committee, Gannon University, 1996-97
- Chair, Scholarly Activities Committee, Gannon University, 1996-97
- Member, Middle States Periodic Review Steering Committee, Gannon University, 1996-97; Co-chair of the Outcomes Task Force
- Member, Planning and Budgeting Advisory Committee, Gannon University, 1996-97
- Member, Retirement Planning Committee (ad hoc), Gannon University, 1996-97
- Member of the Faculty Evaluation Committee (ex officio member), Gannon University, 1996-97
- Member, ad hoc committee to redesign and implement new administrator evaluation system, Gannon University, 1996-97
- Participant, Pew Roundtable, Gannon University, 1996-97
- Member, Dislocated Worker Training (ad hoc committee), Gannon University, 1996-97
- Member, Honors Advisory Board, Gannon University, 1996-97
- Member, Research Scholars Committee, Gannon University, 1997-98

Associate Provost, Gannon University; Erie, PA; July 1, 1995 to July 1, 1997

- Member, Provost Council, Gannon University, 1995-97

Research and Consulting (Paid, Part-time):

Research Supervisor and Data Analyst, Edinboro Foundation of Edinboro State College; Edinboro, PA; Safe Streets Impact Program Evaluation, 1973-76, Governor's Justice Commission, Commonwealth of Pennsylvania

Research Supervisor, University of Sind; Hyderabad, Pakistan; Study on the Perception of Time, 1975-76

Consultant for General Electric; Erie, PA; Evaluation of their Employee Assistance Program, 1979-83

Research Director, Study of the Employee-Assistance Program, G.E.; Erie, PA; 1981-82

Research Director, Study on the Process of School Desegregation in Erie, Pennsylvania for the Harvard Graduate School of Education with support from the National Institute for Education, 1978

Research and Consulting (Paid, Full-time):

President Emeritus, KeyStone Research Corporation, 2011-present

President and Founder/Owner, KeyStone Research Corporation, 1980-2010

Chief Executive Officer and Founder, Northwest Institute of Research, 1975-present

Project Director and/or Principal Investigator, Northwest Institute of Research and Keystone University Research Corporation (or KeyStone Research Corporation, per footnote 2); Erie, PA; 1975- present

Projects Completed:

- Safe Streets Evaluation, Governor's Justice Commission, 1976-77.
- Databank of Juvenile Delinquency, Governor's Justice Commission 1976-77.
- Study on the Patterns of Alcohol Consumption among College Students in Erie County, Erie County Council on the Prevention of Alcoholism and Drug Abuse, Erie, PA, 1977.

- Evaluation of the Intensive Treatment Unit at Gannondale School for Girls, Governor's Justice Commission 1977.
- Study on Jury Selection in Elk County, Fall 1978.
- Political Polling (numerous city, county, and state races, 1978-present).
- Ecological Land Typing and Field Measurement Analysis, Consultant for Data Analysis, 1979-80.
- Physician Research for Hamot Medical Center, Summer 1980.
- Study of Community Development Block Grant Agencies, Erie, PA, Spring 1981.
- Needs Assessment and Evaluation for Alcohol Treatment Services Administered by the Department of Human Services, Erie County, PA, Summer 1982.
- Impact on Conrail Railroad Abandonment, Erie, PA, Summer 1982.
- Rural Public Transportation for Erie County (Data Collection and Analysis), Summer 1983.
- Assessment of the Impact of the Bureau of Vocational Education's Program for Disadvantaged Populations in Pennsylvania, Pennsylvania Department of Education, October 1983-June 1984.
- Survey of Older Pennsylvanians, Pennsylvania Department of Aging, October 1984-October 1985.
- Nutrition Education Needs Assessment, Pennsylvania Department of Education, 1986-87.
- Food Stamp Survey, Pennsylvania Department of Public Welfare, 1986-87.
- Insured's Satisfaction Survey, MCV Insurance Company, Titusville, PA Spring 1987.
- Marketing Research, Titusville Hospital, Summer 1987.
- Attitude Survey, Stairways, Inc., Summer 1988.
- Administration of Training Funds for Home-Based Child Care Providers, Pennsylvania Department of Public Welfare, 1988 to 1994.
- Attitude Survey, Millcreek Township School Board, Summer 1988.
- RELCO Study, Mercyhurst College and City of Erie, 1988-89.
- Warren County Needs Assessment, Citizens 55+, Warren County Commissioners, Warren, PA 1989-90.
- Evaluation of Local Management Agencies for Subsidized Child Day Care Services, Pennsylvania Department of Public Welfare, 1989-91.
- Market Research, GTE, Erie, PA, 1990-91.
- Establishment of a Substance Abuse and Health Information Center, Pennsylvania Department of Health, 1991-2004.
- Nutrition Education Needs Assessment, Grades 4, 7, & 10, Pennsylvania Department of Education, 1992-93.
- Strategic Planning Consultant, Warren-Forest Counties Economic Opportunities Council 1992-93.
- Human Services Consultant, Pennsylvania Association of County Human Services Administrators (PACHSA), through their Transfer of Technology Grant, 1993.
- Evaluation of the Effectiveness and Delivery Structure of the Sex Equity/New Options Program in PA, Pennsylvania Department of Education, Bureau of Vocational Technical Education, 1993-94.
- Administration of Pennsylvania Child Care/Early Childhood Development Training System, Pennsylvania Department of Public Welfare, 1994-2005.
- Evaluation of the PA CC/ECD Training Program (Phase I, Regulated Caregivers; Phase II, Unregulated Caregivers) Pennsylvania Department of Public Welfare, 1995-99.
- Assessment of the Aftercare Services for Delinquent Youth, Pennsylvania Commission on Crime and Delinquency, July 1, 1997-September 30, 1998.
- Marketing Research, Country Fair, Inc., June 1997- January 1998.
- Evaluation of the Geriatric Health Model Demonstration Project and the Area Agency on Aging Managed

- Care Partnership, Pennsylvania Department of Aging, October 1998-June 1999.
- Evaluation of the TEACH Scholarship Program, Pennsylvania Department of Public Welfare, July 1998-2004.
 - Focus Group Research for Child Care Works: Marketing and Educational Communication Plan, Pennsylvania Department of Public Welfare, February and March, 1999, Erie and Harrisburg, Pennsylvania.
 - Guardianship Services Study, Pennsylvania Department of Aging, January 2000-June 2000.
 - Evaluation of the Internet Pilot Project, the PA CC/ECD Training System, PA Department of Public Welfare, 1999-2000.
 - Evaluation of the Career Development Pilot Project, the PA CC/ECD Training System, PA Department of Public Welfare, 1999-2000.
 - Focus Group Research on Child Care Information Needs for TANF and Post-TANF Clients, for Bureau of Child Day Care, PA Department of Public Welfare, Spring 2000.
 - Institute of Medicine, National Academy of Sciences, Washington, DC., Study Committee on Fostering Integrity in Research Environments, 2001-2002.
 - Evaluation of the Survival Skills and Ethics Program at the University of Pittsburgh, 2001-2002.
 - Technical Assistant for the Clearfield County Child Care Local Planning Group, Clearfield County League on Social Services, Inc., 2001-2002.
 - Evaluation of the Building Inclusive Childcare Project, Northampton Community College, 2002-2004.
 - Evaluation of the Arkansas Early Childhood Professional Development System, Arkansas Department of Human Services, 2005-2007.
 - Research to Determine Factors Associated with Retention at the Erie County Technical School, Erie, PA, February – August 2006.
 - Development of an Organizational Assessment Tool, Center for Nonprofit Success, Washington, DC. January – March, 2008
 - Process Improvement for the Child Care Training System and T.E.A.C.H. Scholarship Program (2007-2008), South Carolina Center for Child Care Career Development.
 - Evaluation of the Missouri ECE Professional Development System, Missouri Department of Mental Health, April – October 2008.
 - Designing an Evaluation System for the Outpatient Behavioral Health Services, Family Services Association of Bucks County, PA, April 2008-June 2010.
 - Institute on Organizational Learning: Building Capacity to Produce Results, 2-day training institute for United Way of Fox Valley, Dunham Fund, and Community Foundation of the Fox River Valley, November 18-19, 2008.
 - Data Analysis Services, Center for Early Childhood Professional Development, University of Oklahoma, March – June 2009.
 - Evaluation of the Tobacco Control Program, Erie Capacity-Building Project, Erie County Department of Health and Greater Erie Community Action Committee, June 2009-August 2010.
 - Development of Evaluation Plan for Nurturing Hearts, Erie, PA, April 2010-July 2010.
 - Strategic Program Development and Evaluation Consultation Services, Mission Empower, June 2010-December 2010.
 - Evaluation of *ReTool Erie*, Erie Community Foundation and The Nonprofit Partnership, January 2010-December 2011.
 - Evaluation of *Art in Action*, Erie Arts Council, July 2010-June 2015.
 - Safety and Services Resident Survey 2010, the Housing Authority of the City of Erie, August 2010-December 2010.
 - Evaluation of the Financial Social Work Program, Erie Free Taxes of the United Way of Erie County, Community Shelter Services, SafeNet, and Erie DAWN, Erie, PA, 2011-2014.

- Safety and Services Resident Survey 2011, the Housing Authority of the City of Erie, August 2011-December 2011.
- Evaluation of the Financial Social Work Program, 2nd Pilot, Erie Free Taxes of the United Way of Erie County, Stairways Behavioral Health, Erie, PA, 2012-2014.
- Evaluation of the H1-B Training Grant Program, Regional Center on Workforce Excellence in partnership with Mercyhurst University, Institute for Intelligence Studies, 2012-2013.
- Safety and Services Resident Survey 2012, the Housing Authority of the City of Erie, August 2012-December 2012.
- ETO Expansion for SafeNet, Erie, PA, 2013-2014.
- Program Evaluation of Middle GEARS Afterschool Ed-venture, Erie City School District, 2012-2015.
- Member of Technical Working Group, Evaluation of Senior Corps Program, JBS International, Inc. Burlingame, CA. 2012-2013.
- Safety and Services Resident Survey 2013, the Housing Authority of the City of Erie, June 2013-December 2013.
- Mission Empower Database Updates and Additions, Mission Empower, Erie, PA, March – September 2013.
- Destination Erie: Community Engagement Coordinator, County of Erie, PA, January 2013-July 2014.
- Safety and Services Resident Survey 2014, the Housing Authority of the City of Erie, June 2014-December 2014.
- Evaluation of Financial Education Counseling (FEC) Program, s Community Development Financial Institutions (CDFI) Fund Grant, Greater Erie Community Action Committee, Erie, PA, 2014-2015.
- Evaluation of Gearing Up, 21st Century Community Learning Center Afterschool Program of the Erie City School District, 2014-2017.
- Evaluation of Mercyhurst University's Carpe Diem 21st Century Community Learning Center Afterschool Program, Mercyhurst University, 2014-2017.
- Evaluation of the Warren County School District's 21st Century Community Learning Center Afterschool Program, Warren County School District, 2014-2017.
- Evaluation of Financial Literacy Counseling Program, St. Martin's Center, International Institute, and Catholic Charities, Erie, PA, 2014-2016.
- Evaluation of Erie Summer Jobs and More (JAM), summer youth employment program, Erie County, PA, 2015.
- Safety and Services Resident Survey 2015, the Housing Authority of the City of Erie, June 2015-December 2015.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

The Rotary Club of Erie, PA

Trustee of the Scholarship Foundation of the Rotary Club of Erie, 2011-2014

Member, Planning Committee for the Ethics Symposium, 2010-present

Co-Chair, Planning Committee for the Ethics Symposium, 2013-present

International Sociological Association (past member)

Research Committee Membership: Sociotechnics-Sociological Practice

American Sociological Association

Membership Committee, 1989-91

Membership Committee Chair, 1991-92

Committee on Professional Ethics (COPE), 1993-99

COPE Co-Chair 1998

COPE Chair 1999

Section on Sociological Practice, Newsletter Editor, 1989-91

Section on Sociological Practice, Council Member 1993-94,
Section on Sociological Practice, Chair 1994-95
Section on Sociological Practice, Nominations Chair, 1995-96

American Evaluation Association

Topical Interest Group Memberships:

Independent Consultation; Social Services Evaluation; Educational Evaluation

Eastern Evaluation Research Society

North Central Sociological Association (past member)

Eastern Sociological Society (past member)

Midwest Sociological Society (past member)

Society for Applied Sociology (past member)

Member of Board of Directors, 1984-1996;

Co-editor, ***Journal of Applied Sociology***, 1984-90

Chair Publications Committee, 1990-92

Vice President 1992-93;

President-elect 1993-94; President 1994-95; Past President, 1995-96

Nominations Committee Chair, 1995-96

Archives Committee Chair, 1996-present

Mentor, Mentoring Program of SAS, 1996-1998

Awards Committee Chair, 1999-2001

Sociological Practice Association (past member)

Member of Editorial Board, ***Sociological Practice Journal***

Guest editor for issue on gerontology, 1993

Commission on Applied and Clinical Sociology

Founding Member, 1995

Co-chair of Task Force on Accreditation Standards, 1995-1997

Site Visitor for accreditation review team, 1997-2005

Chair, committee to develop training for members of accreditation review teams, 2000-2001

Association for Applied and Clinical Sociology

Pennsylvania Sociological Association (past member)

Project on Equal Education Rights (PEER) (past member)

National Organization for Women (past member)

American Association of Higher Education (past member)

National Association for the Education of Young Children

The National Registry Alliance (past member)

Member of Advisory Group (2005-2008)

PROFESSIONAL SERVICE

Service Activities with National Associations Related to Career as Sociologist (Volunteer, Part-time):

- Member, Executive Committee, Board of Directors, Society for Applied Sociology, 1982-2004
- Editor, ***The Applied Sociologist Bulletin***, 1982-84
- Editor, ***Newsletter of the ASA Section on Sociological Practice***, 1989-91
- Co-editor, ***Journal of Applied Sociology***, 1984-90
- Chair, Publications Committee, Society for Applied Sociology, 1990-92
- Member, American Sociological Association Committee on Membership, 1989-92, Chair 1991-92
- Member, American Sociological Association Committee on Professional Ethics, 1993-99

- Guest Editor, *Sociological Practice*, special issue on *Social Gerontology*, 1993-94
- Vice President-elect, Vice President, Society for Applied Sociology, 1991-92, 1992-93
- President-elect, President, Society for Applied Sociology, 1993-94 and 1994-95
- Chair, Nominations Committee, Society for Applied Sociology, 1995-96; Committee member, 1996-97
- Council Member, ASA Section on Sociological Practice, 1993-95
- Chair, ASA Section on Sociological Practice, 1994-95
- Chair, Nominations Committee, ASA Section on Sociological Practice, 1995-96
- Associate Editor, *Social Insight: Knowledge at Work*, annual magazine for the Society for Applied Sociology, 1992-93; 1995-96
- Member, Commission on Applied and Clinical Sociology, 1994-2005; Co-chair of Task Force to Develop Accreditation Standards
- Chair, Archives Committee, Society for Applied Sociology, 1996-2005
- Co-editor, Ethics Casebook and Reader, ASA Committee on Professional Ethics, 1996-2003
- Chair, Commission on Applied and Clinical Sociology, committee to develop training for the Accreditation review team members, 2000-2001
- Member (substitute for Felice J. Levine), Committee to develop standards for the Association for the Accreditation for Human Research Protection Programs, 2001-2002.
- Member, Committee on Fostering Integrity in Research Environments, Institute of Medicine, National Academy of Sciences, Washington, DC., Feb 2001-June 2002.
- Member, NIH Review Panel for applications on "Research on Research Integrity" March-April 2001.
- Congressional Fellow, Sydney S. Spivack Program in Applied Social Research and Social Policy, 2001-2002 awards. Placement with Senator Jack Reed, Democrat from Rhode Island.
- Site Visitor, Association for the Accreditation for Human Research Protection Programs 2002- 2009.
- Member, American Sociological Association 2003 Annual Program Committee, 2001-2003.
- Member, American Sociological Association 2004 Annual Program Committee, 2002-2004.
- Member, Council for the Association for the Accreditation for Human Research Protection Programs 2006- 2008.
- Member, Spivack Applied Social Research and Social Policy Committee of the American Sociological Association, January 2010 – December 2012.

Service Activities with National Associations/Organizations as Part of Research and Consulting Projects (Paid, Part-time):

- Member, Media Partnership Steering Committee (Partnership for Drug-Free America/State Alliance Program), Commonwealth of Pennsylvania, Fall 1991-94
- Member, Pennsylvania Early Childhood/Child Care Training Advisory Committee, 1992-95
- Member, ECELS Advisory Committee, Commonwealth of Pennsylvania, 1996-2005
- Member, Pennsylvania Partnership for Children Advisory Group, 1996-98
- Member, The National Career Development Network for the Early Childhood and School-age Field, 1997-98
- Chair, Career Development Task Force, The Pennsylvania Child Care/Early Childhood Development Training System, 1999-2002
- Member, Statewide Covering Kids Coalition, the Pennsylvania Partnerships for Children, 1999-2004
- Member, Pennsylvania Early Care and Education Quality Forum, 2000
- Member and Chair, Implementation Workgroup of the Career Development Task Force, the PA Child Care Early Childhood Development Training System, 2000-2002.

- Member, Trainer Approval Subcommittee of the Career Development Task Force, the PA Child Care Early Childhood Development Training System, 2000-2004
- Member, Training Advisory Subcommittee of the Child Care Advisory Committee, Pennsylvania Department of Public Welfare, Bureau of Child Day Care, 2000-2004
- Member, Child Care Advisory Committee, Pennsylvania Department of Public Welfare, Bureau of Child Day Care, 2000-2004
- Member, Academic Advisory Committee of the CyberStart Initiative, Pennsylvania Department of Economic and Community Development, 2000
- Member, Early Learning Team of Pennsylvania (PDE, DPW, and DOH committee), 2003 –2005.
- Member, Better Baby Care Coalition, initiative funded by Zero to Three and managed in Pennsylvania by PA Partnerships for Children and the Philadelphia Citizens for Children and Youth, 2003-2005.
- Member and Representative for Region III, The National Registry Alliance, 2005-2008.

Service Activities with Local/Regional Organizations (Volunteer, Part-time):

- Executive Officer, Board of Directors, Montessori School of Erie County, 1982-88
- Member, Advisory Board of Hamot Women's Health Center; Erie, PA; 1991-93; 1994-1998
- Member, Business Advisory Committee, Walnut Creek Middle School; Erie, PA; 1993-94
- Member, Erie County Executive Committee of the Democratic Party, 1998-2000
- Business Advisor, Business Week at Strong Vincent High School; Erie, PA; November 9-13, 1998, sponsored by the Manufacturing Association of Erie
- Member, Advisory Committee for the Information Technology and Management Information Systems curricula at Edinboro University; Edinboro, PA; November 1999-2000.
- Member, Board of Directors, Edinboro University Foundation; Edinboro, PA; 2004-2005.
- Judge, the Pennsylvania Junior Academy of Science Region 10; Erie, PA; February 19, 2005.
- Member, Northwest Pennsylvania Workforce Investment Board, Regional Center for Workforce Excellence and member of WIB's Research and Quality Assurance Committee, 2009-present.
- Member, Campaign Cabinet, United Way of Erie, PA, 2009-2010.
- Member, Erie Together Community Action Team on Childhood Readiness—Pre-K to 3rd Grade Erie, PA; March 2010-present.
- Member, Athena PowerLink® Recipient, FastSigns, Advisory Panel 2010-11.
- Member, Ethics Symposium, the Rotary Club of Erie, 2010-2011, 2011-2012, 2012-2013; co-chair 2013-2014, 2014-2015, 2015-2016.
- Member, Erie County In-home Visiting Assessment Committee, 2011.
- Member, Athena PowerLink® Recipient, Sassy Peacock, Advisory Panel 2011-12.
- Member, Athena PowerLink® Recipient, CAMSCO, Advisory Panel 2012-13.
- Chair, Northwest Pennsylvania Workforce Investment Board, Regional Center for Workforce Excellence, 2014-2015. Member 2015-present. Member of Executive Committee, Monitoring and Evaluation Committee, and System Design and Implementation Committee.

Service Activities with People-to-People International (Volunteer, Part-time):

- Member, People to People International Board of Directors, Secretary of BOD and Secretary of PTPI, 2013-2017. Member of Board Committees: Program Committee and Communications and Fund Development Committee.
- Member, People to People International Fund Development Committee, 2012-2013.
- Member, Board of Trustees, People to People International, 2001-present. Attended Conferences and Board of Trustees Meetings: Kansas City, MO (2002); Washington, DC (2003); Baveno, Italy (2004); Seoul, South Korea

(2005); Sydney, Australia (2006); Cairo, Egypt (2008); Las Vegas, NV (2009); Scottsdale, AZ (2010); Brussels, Belgium (2011); Tallin, Estonia (2012); New Orleans, LA (2013); Tirana, Albania (European Conference, 2014), Tainan, Taiwan (2014); Berlin, Germany (2015).

- Member, Delegations and Peace Initiatives to:
 - ✓ People-to-People Ambassador Program, Women in Society Delegation to China, July 30-August 14, 1998
 - ✓ People-to-People International and Friendship Force Programs, Joint Peace Initiative Delegation to Russia, October 8-17, 1999
 - ✓ People-to-People International Delegation, Mission in Understanding to South Africa, September 16-27, 2000
 - ✓ People to People International Delegation, Mission in Understanding to Cuba, April 10-19, 2003
 - ✓ People to People International Delegation, Global Peace Initiative Egypt, April 29-May 10, 2005
 - ✓ People to People International Delegation, Tanzania, June 12-24, 2015

PUBLICATIONS

1. "Nacirema Revisited: An Essay in Family Planning," *International Behavioral Scientist*, 1973, co-author with M. Iutcovich and T. Mizell.
2. "The Perception of Time: A Case of a Developing Nation," *Sociological Focus*, Vol. 12, No. 1, January 1979, with M. Iutcovich and C. Babbitt.
3. "The Aspect of Time In Pakistan Society," *Sind Journal of History and Political Science*, Sind University, Pakistan, Winter Issue, 1979, with M. Iutcovich and C. Babbitt.
4. "Erie Pennsylvania: The Effect of State Initiative," Chapter 4 in C.V. Willie and S. Greenblatt, *Community Politics and Educational Change* (Longman: New York) 1981.
5. "Just for Fun: Alcohol and the College Student," in *Chemical Dependencies: Behavioral and Biomedical Issues*, Vol. 4, No. 3, 147-52, 1982.
6. "Evaluation of the Treatment Process for Employed Alcohol Abusers: Structure and Strategies for Successful Programming," in Howard Grimes (ed.), *EAP Research, An Annual of Research and Research Issues*, Vol. 1 (Performance Press: Troy, MI) 1984.
7. "The Politics of Evaluation Research: A Case Study of Community Development Block Grant Funding for Human Services," in *Evaluation and Program Planning*, Vol. 10, 1987, with M. Iutcovich.
8. *Consulting As A Sociologist*, Praeger Publishers, 1987, with M. Iutcovich.
9. "Assessment of the Transportation Needs of Pennsylvania's Elderly Populations," *Journal of Applied Gerontology*, Vol. 12, 1988, with M. Iutcovich.
10. "The Employee Assistance Program as a Mechanism for Alleviating the Problems of Employed Alcohol Abusers," in Forster and Salloway (eds.), *Preventions and Treatments of Alcohol and Drug Abuse: A Socio-Epidemiological Sourcebook* (St. Louis: Mosby), 1991.
11. "The Drinking Behavior of College Students," in Forster and Salloway (eds.), *The Socio-Cultural Matrix of Alcohol and Drug Use: A Sourcebook of Patterns* (Lewiston, NY: Edwin Mellon Press), 1990.
12. "Fear of Crime Among the Elderly--Is it Justified?" *Journal of Applied Sociology*, Vol. 7, 1990 with H. Cox.
13. *Social-Gerontology: The Linkage of Sociological Knowledge and Practice*, Vol. 11, 1993-94 of *Sociological Practice*, journal of the Sociological Practice Association, Guest Editor.
14. "Assessing the Needs of Rural Elderly: An Empowerment Model" *Evaluation and Program Planning*, Vol. 16, 1993.
15. "Chair's Column" *Sociological Practice Letter*, Winter 1995 and Spring/Summer, 1995.
16. "President's Column" *The Useful Sociologist*, Winter 1994, Spring 1995, and Summer 1995. Summer column entitled "Reflections on a Career in Sociology."
17. "Sociology at a Crossroads: The Challenges of the New Millennium" *Journal of Applied Sociology*, Vol. 13, No. 1, 1996.
18. "Sex Equity Services: A Program Model for Vocational Education and Evaluation of Its Effectiveness" *Journal of Applied Sociology*, Vol. 13, No. 2, 1996.
19. "Alexander Boros--1931-96" *The Useful Sociologist*, Summer/Fall 1996.

20. "Group Homes for the Mentally Ill? Nimby!" ***Social Insight, Knowledge at Work***, 1996. Annual magazine published by the Society for Applied Sociology.
21. "Reaching a Future Vision of Sociology: Results of the Focus Group Discussion at ASA 1995" ***Sociological Practice Letter***, Winter 1996.
22. "Defining Sociological Practice, Applied Sociology and Clinical Sociology" ***The Useful Sociologist***, Vol. 18, Spring 1997.
23. ***Directions in Applied Sociology: Presidential Addresses of the Society for Applied Sociology, 1985-1995***, Stephen F. Steele and Joyce Miller Iutovich (Eds.). Society for Applied Sociology, 1997.
24. "Professionalization of Applied Sociology: The Role of Sociological Practice Associations" in ***Directions of Applied Sociology***. Society for Applied Sociology, 1997.
25. "Difficult Choices, No Easy Solutions... Achieving Gender Equity in the 21st Century" ***Social Insight, Knowledge at Work***, 1997. Annual magazine published by the Society for Applied Sociology.
26. "Difficult Choices, No Easy Solutions... Achieving Gender Equity in the 21st (in Spanish), published in the ***Proceedings of the X International Sociological Seminar: Education and In-Service Training for Participation in Organizations***, June 25-28, 1997, Las Palmas de Gran Canaria, Canary Islands, Spain.
27. "Child Day Care Quality Linked to Opportunities for Professional Development: An Applied Community Psychology Example." ***Community Psychologist***, 31(1), 10-11, 1998 (authors: R. Fiene, J. Iutovich, J. Johnson, and R. Koppel).
28. "Professional Development and the Quality of Child Care: An Assessment of Pennsylvania's Child Care Training System." ***Early Education and Care, and Reconceptualizing Play***, Vol 11, pp. 115-168, 2001. (Authors: J. Iutovich, R. Fiene, J. Johnson, R. Koppel, and F. Langan).
29. "Ethics and Sociological Practice" in ***Handbook of Clinical Sociology***, 2nd Edition, pp. 53-74, by H. M. Rebach and J. G. Bruhn (Eds.), New York: Plenum, 2001. (Authors: Joyce Iutovich and Sue Hoppe).
30. "Mastering Course Content and Learner Satisfaction in Early Childhood Education: A Comparison of Regular Classroom Instruction with Three Variations of Internet Delivery" ***Journal of Early Childhood Teacher Education*** 22(2001) 267-274 (with J. Johnson, R. Fiene, J. Keat, H. Darling, & D. Pratt).
31. "Returning to Our Roots: What Sociologists Have to Offer Communities and Why We Should Do It" ***Michigan Sociological Review***, Vol. 16, Fall 2002, 1-12.
32. "The Research Environment and its Impact on Integrity in Research" chapter 3 in ***Integrity in Scientific Research: Creating an Environment That Promotes Responsible Conduct*** (2002), Washington, DC. Institute of Medicine, National Research Council of the National Academies.
33. "Capitol Hill: Will First Impressions Be Lasting Ones?" ***Footnotes***, Vol 30 (3), March 2002.
34. "What is Scientifically-Based Research?" ***Footnotes***, Vol 30 (4), April 2002.
35. "The Role of Science in Policy Debates" ***Footnotes***, Vol 30 (5), May/June 2002.
36. "The Politics of Unrealistic Expectations and the Rhetoric of Accountability" ***Footnotes***, Vol 30 (6), July/August 2002.
37. "Establishing an Ethical Climate in Support of Research Integrity: Efforts and Activities of the American Sociology Association" ***Science and Engineering Ethics***, (2003), 9, 201-205 (with John M. Kennedy and Felice J. Levine).
38. "Challenges in Studying the Effects of Scientific Societies on Research Integrity" ***Science and Engineering Ethics***, (2003) 9, 257-268 (with Felice J. Levine).
39. "Establishing Geriatric Health Centers: Can the Aging Network Successfully Navigate the Changing Health Care System" ***Journal of Aging Studies***, (2003)17(2), 231-250 (with Donald J. Pratt).
40. "The Delivery of Health Care to the Elderly: Factors that Impact the Success of Interorganizational Linkages Between Area Agencies on Aging and Managed Care Organizations" ***Journal of Applied Gerontology***, (2003), 22(4), 445-473 (with Donald J. Pratt).
41. "The CACS: Assuring Quality and Standards in Applied Sociology" in ***Teaching Applied Sociology***, (2003) chapter 8, pp. 86-100 (with Harry Perlstadt).
42. "Erie, Pennsylvania" in ***Encyclopedia of Appalachia***, J. Haskell and R. Abramson (eds.), Center for Appalachian

Studies and Services at East Tennessee State University, University of Tennessee Press, 2005.

43. "Quality Improvements to the Early Care and Education Workforce: Outcomes and Impact of the T.E.A.C.H. Early Childhood Project" (with Tania Bogatova), in *Evaluation and Program Planning*, (2009), 32, pp. 257-277.
44. *Improving Performance in Service Organizations: How to Implement a Lean Transformation*, Lyceum Books, Inc. Chicago, IL, 2011.
45. "The Art in Action Project" chapter in *Creative Teaching and Teaching Creativity*, edited by Heather Snyder, publication forthcoming in 2012 (with other members of the Art in Action planning team).
46. "Cultural Intelligence: What Is It? Why Is It Important? How Do We Improve It?" in *Connections*, Volume 1, No. 2, Summer 2015, pg. 6, People to People International.

RESEARCH REPORTS/MONOGRAPHS

1. Report for Safe Streets Impact Program Evaluation, Vol. I (NW-200-72-A), 1975, co-author with M. Iutcovich.
2. Report for Safe Streets Impact Program Evaluation, Vol. II (NW-200-72-A), 1976, co-author with M. Iutcovich.
3. Report for Safe Streets Impact Program Evaluation, Vol. III (NW-200-72-A), 1977, co-author with M. Iutcovich.
4. Report on the Patterns of Alcohol Consumption of College Students in Erie County, 1977, co-author with M. Iutcovich.
5. Evaluation Report on the Intensive Treatment Unit, Gannondale School for Girls, 1977, co-author with M. Iutcovich.
6. Report on the Physician Research for Hamot Medical Center, Summer 1980.
7. Report on the Community Development Block Grant Study, Spring 1981.
8. "The Employee-Assistance Program as a Mechanism of Control Over Problem-Drinking Employees," unpublished dissertation, Kent State University, Kent, Ohio, 1982.
9. Report on The Assessment of the Impact of the Bureau of Vocational Education's Program for Disadvantaged Populations in Pennsylvania, Final Report submitted to the Pennsylvania Department of Education, June 1984.
10. 1985 Survey of Older Pennsylvanians, Final Report submitted to the Pennsylvania Department of Aging, Fall 1985.
11. Food Stamp Survey: Part I-A Statistical Summary, and Part II-Evaluation and Recommendations, Final Report submitted to the Pennsylvania Department of Public Welfare, February 1987.
12. Titusville Hospital: Market Research, Final Report submitted to Titusville Hospital, October 1987.
13. Comprehensive Statewide Nutrition Education Needs Assessment, Final Report submitted to the Pennsylvania Department of Education, July 1988.
14. Community Attitude Survey, Mental Illness, Final Report submitted to Stairways, Inc., July 1988.
15. Millcreek Township Attitude Survey, Teachers' Union/School Board Labor Negotiations Final Report submitted to Millcreek Township School Board, September 1988.
16. Evaluation of RELCO System, Erie, Pennsylvania, Final Report submitted to Mercyhurst College, June 1989.
17. Technical Report, Warren County Needs Assessment, Citizens 55+, submitted to Warren County Commissioners, March 1990.
18. Final Report for Marketing Research, GTE, January 1991.
19. Interim Report: Evaluation of Local Management Agencies for Subsidized Child Day Care, submitted to Department of Public Welfare, July 1990 and January 1991.
20. Final Report: Evaluation of Local Management Agencies for Subsidized Child Day Care, submitted to Department of Public Welfare, August 1991.
21. Evaluation of Local Management Agencies for Subsidized Child Day Care: Supplemental Site Report, _____ County (12 of these supplemental reports were written, one for each county in the LMA Demonstration Program), submitted to the Department of Public Welfare, September 1991.

22. Final Report, Nutrition Education Needs Assessment, submitted to Pennsylvania Department of Education, Division of Food and Nutrition, March 1993.
23. The Fair-Share Community Partnership Program, Northern York County, and Directory of Innovative Human Service Technologies, research report and directory submitted to Pennsylvania Association of County Human Service Administrators, June 1993.
24. Final Report, Evaluation of the Effectiveness and Delivery Structure of the Sex Equity/New Options Program in Pennsylvania, submitted to the Pennsylvania Department of Education, Bureau of Vocational-Technical Education, February 1994.
25. Investing in Our Children's Future: The Path to Quality Child Care through the Pennsylvania Child Care/Early Childhood Development Training System, (co-author with Rick Fiene, Ross Koppel, James Johnson, and Frances Langan) final report submitted to the Pennsylvania Department of Public Welfare, October 1997; printed and distributed by Keystone University Research Corporation.
26. Country Fair: Customer Experiences and Satisfaction (co-author with Donald Pratt) final report submitted to Country Fair, Inc., October 1997. Phase II report submitted in January 1997.
27. Evaluation of the Aftercare Services Delivered to Delinquent Youth, (co-author with Donald Pratt), final report submitted to the Pennsylvania Commission on Crime and Delinquency, September 30, 1998.
28. Focus Group Research Report, Child Care Works: Marketing and Educational Communication Plan, final report submitted to Pennsylvania Department of Public Welfare, March 1999.
29. Process Evaluation of Two Pennsylvania Geriatric Health Demonstration Projects, final report submitted to the Pennsylvania Department of Aging, July 1999.
30. Unregulated Caregivers: Their Quality of Care and Training Needs (an addendum to the Investing in Our Children's Future report of October 1997), (co-author with Richard Fiene and Donald Pratt), final report submitted to the Pennsylvania Department of Public Welfare, November 1999, printed and distributed by Keystone University Research Corporation.
31. Final Report: Guardianship Services Study (with Donald J. Pratt) submitted to the Pennsylvania Department of Aging, July 2000.
32. Effectiveness of Internet Training for Child Caregivers—Mastering Early Childhood Course Content and Learner Satisfaction: A Comparison of Regular Classroom Instruction with Three Variations of Internet Delivery Via the Penn State World Campus (with James Johnson, Richard Fiene, Jane Keat, Harriet Darling, and Donald J. Pratt). Submitted to the Pennsylvania Department of Public Welfare, Bureau of Child Day Care Services and the Penn State World Campus, November 2000.
33. "The T.E.A.C.H. Early Childhood[®] Project Pennsylvania: An Assessment of Program Implementation, Outcomes, and Impact," submitted to the Pennsylvania Department of Welfare, July 2005.
34. "Early Care and Education Workforce Development Initiatives: Program Design, Implementation, and Outcomes" Final Report: Arkansas Early Childhood Professional Development System, submitted to the Arkansas Division of Child Care and Early Childhood Education, Department of Human Services, October 2007.
35. "Pathways to a Coordinated Professional Development System for Missouri's Early Childhood and School-Age/Afterschool Professionals" final report submitted to the Missouri's Coordinating Board for Early Childhood, September 2008.
36. "Oklahoma Center for Early Childhood Professional Development: Data Analysis Services" final report to the Oklahoma Center for Early Childhood Professional Development, December 2009.
37. Evaluation Plan for the Outpatient Behavioral Health Services" report to the Family Services Association of Bucks County, PA, December 2009.
38. "Erie Capacity-Building Project: Tobacco Project" final report to Erie County Department of Health and Greater Erie Community Action Committee, August 2010.
39. "Safety and Services Resident Survey 2010" final report to the Housing Authority of the City of Erie, December 2010.
40. "Evaluation of ReTool Erie" final report to the Erie Community Foundation, December 2011.

41. "Safety and Services Resident Survey 2011" final report to the Housing Authority of the City of Erie, December 2011.
42. "Safety and Services Resident Survey 2012" final report to the Housing Authority of the City of Erie, December 2012.
43. "Safety and Services Resident Survey 2013" final report to the Housing Authority of the City of Erie, December 2013.
44. "Safety and Services Resident Survey 2014" final report to the Housing Authority of the City of Erie, December 2014.
45. "Evaluation of GECAC's Financial Education Counseling Program 2014" final report to the Greater Erie Community Action Committee, February 2015.
46. "Financial Social Work: An Evaluation of its Effectiveness in Changing Financial Behaviors and Improving Self-Sufficiency" final report submitted to ERIE Free Taxes of the United Way of Erie County, April 2015.
47. "Art-In-Action: The Impact of Art Infusion and Lessons Learned" final report submitted to Erie Arts and Culture, May 2015.
48. "Evaluation of 2015 Erie Summer Jobs and More Program" final report submitted to Venango Training and Development Center, October 2015.
49. "Safety and Services Resident Survey 2015" final report to the Housing Authority of the City of Erie, November 2015.
50. "Grow Up Great Evaluation" final report submitted to Erie Arts and Culture, October 2015.

PRESENTATIONS

1. "The Problem of Congruence for Physically Handicapped Students in an Institution of Higher Learning," paper presented at the annual meeting of the American Sociological Association, New York, August 1976, with M. Iutcovich and C. Babbitt.
2. "The Role of Women in Society," presentation at the Hyderabad American Center, Pakistan, December 1975.
3. "Just for Fun: Alcohol and the College Student," paper presented at the annual meeting of the American Sociological Association, San Francisco, CA, September 1978, with M. Iutcovich.
4. "Evaluation Research," presentation at Gannon College, Erie, PA, January 1978.
5. "The Process for School Desegregation in Erie, Pennsylvania," report presented at Desegregation Conference, Harvard University, May 1978.
6. "The Politics of Evaluation Research: A Case Study of Community Development Block Grant Funding for Human Services," paper presented at the annual meeting of Evaluation Research Society, Baltimore, MD, October 1982, with M. Iutcovich.
7. "Evaluation of the Treatment Process for Employed Alcohol Abusers: Structure and Strategies for Successful Programming," paper presented at the 8th Annual EAP Research & Training Institute, Atlanta, Georgia, May 1983.
8. "The Assessment of the Impact of the Bureau of Vocational Education's Program for Disadvantaged Populations in Pennsylvania," presented at Pennsylvania Vocational Education Conference, Lancaster, PA, June 25, 1984.
9. "The Politics of Evaluation Research," presider of panel session at the annual meeting of the Society for Applied Sociology, Northern Kentucky University, Kentucky, October 12-14, 1984.
10. Discussant at session, "Evaluation Research," North Central Sociological Society, Louisville, Kentucky, April 24-27, 1985.
11. "Assessment of the Transportation Needs of Pennsylvania's Elderly Population," paper presented at the 81st Annual Meeting of the American Sociological Association, New York, August 30-September 3, 1986.
12. "Assessing the Needs of Elderly Pennsylvanians-A 1985 Survey," paper presented at the Fourth Annual Conference of the Society for Applied Sociology, Terre Haute, Indiana, September 26-28, 1986.
13. "Preparing a Cost Proposal," seminar topic at the Fourth Annual Conference of the Society for Applied

Sociology, Terre Haute, Indiana, September 26-28, 1986; and workshop session, Sixth Annual Conference of Society for Applied Sociology, Chicago, Illinois, October 21-23, 1988.

14. "Assessing the Needs of Elderly Pennsylvanians," presented to the Professional Association of Specialists on Aging, Erie, PA, January 1987; and the Annual Meeting of the Pennsylvania Home Economics Association, Camp Hill, PA, March 1987.
15. "Preparing a Research Proposal," seminar topic presented at the Fifth Annual Conference of the Society for Applied Sociology, Lexington, Kentucky, November 6-8, 1987.
16. "Budgets and Budgeting," seminar topic presented at the workshop, "Establishing College and University Local Research Centers," sponsored by the Society for Applied Sociology, Annapolis, MD, April 8, 1988.
17. "Evaluation and the Program Planner," didactic session presented at the North Central Sociological Annual Conference, Pittsburgh, PA, April 15-17, 1988.
18. "Going Private" panel discussion at the workshop "Establishing College and University Local Research Centers" sponsored by the American Sociological Association, Annapolis, MD, March 15, 1989
19. "Making Proposals/Establishing Cost" panel discussion presented at the North Central Sociological Association, Akron, OH, April 13-16, 1989.
20. "Fear of Crime Among the Elderly--Is It Justified?" paper presented at the North Central Sociological Association, Akron, OH, April 13-16, 1989.
21. "Consulting in Public & Private Sectors" roundtable Resource Person at the Society for Applied Sociology Annual Meeting, Denver, CO. October 20-22, 1989.
22. "Assessing the Health Care Needs of Rural Elderly: An Empowerment Model" presented at the XII World Congress of Sociology, Madrid, Spain, July 1990.
23. "Responding to RFPs" organized & presented in a workshop at the American Sociological Association Annual Meeting, Washington, D.C., August 1990.
24. "The Needs of Rural Elderly and their Caregivers" presented at the annual meeting of the Society for Applied Sociology, Cincinnati, Ohio, October 1990.
25. "The Career Paths of Practicing Sociologists" panel organizer and presenter at the annual meeting of the North Central Sociological Association, Dearborn, MI, April 1991.
26. "Program Planning and Evaluation" workshop leader for three one-day training sessions (State College, Brookville, and Allentown, PA) through a contract with the Pennsylvania Association of Area Agency on Aging Directors, April and May 1991.
27. "Evaluation of the Local Management Agency for Subsidized Child Day Care" presented at the Eighth National Conference on Research, Demonstration, and Evaluation in Public Human Services, American Public Welfare Association, Washington, D.C., November 20-22, 1991.
28. "Evaluating a Statewide Demonstration Program: Protocols and Pitfalls" presented at the Society for Applied Sociology, Annapolis, MD, October 31-November 2, 1991.
29. "Good Jobs in Bad Times" panel member at the annual meeting of the American Sociological Association, Pittsburgh, PA, August 20-24, 1992.
30. "Privatization of Government Services: Context for Applying Sociology" presented at the Tenth Annual Meeting of the Society for Applied Sociology, Cleveland, Ohio, October 15-18, 1992.
31. "The Pennsylvania Substance Abuse Information Center" presentation at the Spring Training Institute, Pennsylvania Department of Health, Office of Drug and Alcohol Programs, Pocono Manor, PA, May 31-June 5, 1992 and the Pennsylvania DUI Association's Thirteenth Annual Meeting, Harrisburg, PA, October 28, 1992.
32. "Consulting as a Sociologist" presented as part of the student workshop on "Becoming a Professional Sociologist" at the American Sociological Association Annual Meeting, August 1993, Miami, FL; also presented a similar student workshop at the annual meeting of the Society for Applied Sociology, St. Louis, MO, October 1993.
33. "The Future of Applied Sociology" panel presentation at the Eastern Sociological Society, March 17-20, 1994, Baltimore, MD.
34. "Evaluation of the Effectiveness and Delivery Structure of the Sex Equity/New Options Program in Pennsylvania"

- presented at the Pennsylvania Vocational Education Conference, June 28, 1994, Lancaster, Pennsylvania; also presented at the Society for Applied Sociology annual meeting, Oct. 22, 1994, Detroit, MI.
35. "Doing Sociology: Academia and Beyond" panel presentation at the Midwest Sociological Society, April 8, 1995, Chicago, IL.
 36. "Consulting Opportunities for Sociologists" presentation at the Sociological Practice Association, June 10, 1995, Scottsdale, AZ.
 37. "Commission on Applied and Clinical Sociology" roundtable discussion at the American Sociological Association, Washington, DC, August 21, 1995.
 38. "The KURC Child Care Training Program" presentation at the PennAEYC Meeting, Shippensburg, PA, September 16, 1995 and Delaware Valley Child Care Council Professional Workshop, October 17, 1995, Philadelphia, PA.
 39. "Sociology at a Crossroads: The Challenges We Face as We Enter the New Millennium" presidential address delivered at the Thirteenth Annual Meeting of the Society for Applied Sociology, San Diego, CA, October 12-15, 1995.
 40. "Creating a Shared Commitment Among Sociological Practice Organizations" presentation at the Thirteenth Annual Meeting of the Society for Applied Sociology, San Diego, CA, October 12-15, 1995.
 41. "Sociology and the 21st Century: Responsibilities of the Discipline" organizer for this special session at the Thirteenth Annual Meeting of the Society for Applied Sociology, San Diego, CA, October 12-15, 1995.
 42. "Diversity in Applied and Clinical Programs" presider of panel discussion at Eastern Sociological Society, Boston Park Plaza, March 29, 1996.
 43. "Sociologists in Administration" presented at the Annual Meeting of the North Central Sociological Association, April 12, 1996, Cincinnati, Ohio.
 44. "Applied Sociology: A Glance at the Future of Sociology as Applied Sociologists See It" panel participant at the Annual Meeting of the North Central Sociological Association, April 13, 1996, Cincinnati, Ohio.
 45. "National Trends in the Assessment of Faculty Work" presented at the 18th Annual Meeting of the Sociological Practice Association, Holiday Inn--Westport, Arlington, Virginia, June 6-9, 1996.
 46. "The Development of Educational Standards for Applied and Clinical Programs" organizer of panel at the Annual Meeting of the American Sociological Association, Hilton, New York, NY, August 19, 1996.
 47. "The Education of Sociological Practitioners" organizer and presider of panel at the Fourteenth Annual Meeting of the Society for Applied Sociology, Best Western American Hotel, Atlanta, GA, October 17-21, 1996.
 48. "Defining Sociological Practice" presented at the Fourteenth Annual Meeting of the Society for Applied Sociology, Best Western American Hotel, Atlanta, GA, October 17-21, 1996.
 49. "In Memory of Alex Boros" presented at the Annual Meeting of the American Sociological Association, Hilton, New York, NY, August 19, 1996 and the Fourteenth Annual Meeting of the Society for Applied Sociology, Best Western American Hotel, Atlanta, GA, October 17-21, 1996.
 50. "Teaching Applied Sociology: A Teaching Tools Swap" presented at the Fourteenth Annual Meeting of the Society for Applied Sociology, Best Western American Hotel, Atlanta, GA, October 17-21, 1996.
 51. "Sexual Harassment" 3 hour workshop presented as an in-service training at Human Resources, Inc., Erie, PA, March 1997
 52. "The Sociologist as an Administrator in Higher Education" presented at the annual meeting of the North Central Sociological Association, April 24-26, 1997, Hyatt-Regency, Indianapolis, Indiana.
 53. "Developing an Undergraduate Sociological Practice Curriculum" presented at the annual meeting of the North Central Sociological Association, April 24-26, 1997, Hyatt-Regency, Indianapolis, Indiana.
 54. "Evaluation of the KURC Child Care Training Program" presented at the annual meeting of KURC Child Care Training Organizations, May 28, 1997, Penn State, State College, PA.
 55. "Difficult Choices, No Easy Solutions...Achieving Gender Equity in the 21st Century" keynote address at the X International Sociological Seminar: Education and In-Service Training for Participation in Organizations, June 25-28, 1997, Las Palmas, Gran Canaria, Canary Islands, Spain.
 56. "Starting a Business" presenter in workshop at the Annual Meeting of the American Sociological Association,

Sheraton, Toronto, Canada, August 9-13, 1997.

57. "How the Ethics Code Affects Me in My Work" presenter in workshop organized by the ASA Committee on Professional Ethics, Annual Meeting of the American Sociological Association, Sheraton, Toronto, Canada, August 9-13, 1997.
58. "Applied Sociology" guest presentation for the ASA Honors Students meeting, Annual Meeting of the American Sociological Association, Sheraton, Toronto, Canada, August 9-13, 1997.
59. "Evaluating Pennsylvania's Child Care Training" presentation at the ASA Section on Sociological Practice session, Annual Meeting of the American Sociological Association, Sheraton, Toronto, Canada, August 9-13, 1997.
60. "The CACS Standards for Accreditation" presentation at the CACS sponsored symposium, Annual Meeting of the American Sociological Association, Sheraton, Toronto, Canada, August 9-13, 1997.
61. "Ethics in Applied Sociology" presentation at the 1997 Annual Meeting of the Society for Applied Sociology, Oak Brook, Illinois, October 30-November 2, 1997.
62. "Participatory Research as a Key Methodological Component in Sociological Practice" panel presenter at the Annual Meeting of the Society for Applied Sociology, Oak Brook, Illinois, October 30-November 2, 1997.
63. "The KURC Child Care Training Program" presentation at a meeting of Resource and Referral Agencies (LMAs) in Pennsylvania, September 23, 1997, Carlisle, PA. Also presented at the Head Start Association (PHSA) Training Conference, November 12, 1997, Carlisle, PA.
64. "Country Fair: Customer Experiences and Satisfaction" briefing on marketing research, presented on Nov. 5, 1997, Country Fair, Inc., Erie, PA.
65. "Comments on NAACP's proposal to take Huckleberry Finn off the required reading list in Erie schools" interview by WICU-TV evening news, broadcast on February 9, 1998.
66. "Comments on inter-racial marriages" interview by WICU-TV evening news, broadcast on February 16, 1998.
67. "Assessment of Aftercare Services Provided to Delinquent Youth in Pennsylvania" presentation with Donald Pratt at the Annual Meeting of the North Central Sociological Association, April 16-19, 1998, Cleveland, OH.
68. "The KURC Child Care Training Program: Overview and New Initiatives for Low-Income Parents and Their Providers" presentation for Department of Public Welfare staff, July 8, 1998, Harrisburg, PA.
69. "Professional Workshop, The Practice of Sociology: Consulting and Applied Research" presented at the Annual Meeting of the American Sociological Association, August 21-25, 1998, San Francisco, CA.
70. "Rehabilitating the Hardest Cases: An Evaluation of the Intensive Aftercare Probation for Delinquent Youth in Pennsylvania" presentation with Donald Pratt at the Annual Meeting of the American Sociological Association, August 21-25, 1998, San Francisco, CA.
71. "Low-Income Parent/Provider Educational Material: Plan for Development and Marketing Research" presentation to Pennsylvania Department of Public Welfare, October 15, 1998, Harrisburg, PA.
72. "The Link Between Research and Public Policy: Improving the Quality of Child Care Through a State Training System" presentation at the Annual Meeting of the Society for Applied Sociology, October 22-25, 1998, Denver CO.
73. "Historical Account of the Growth and Development of Society for Applied Sociology" presentation at the Annual Meeting of the Society for Applied Sociology, October 22-25, 1998, Denver CO.
74. "Applied Sociological Rounds: A Professional Problem-Solving Case Study" panelist at the Annual Meeting of the Society for Applied Sociology, October 22-25, 1998, Denver CO.
75. "Assessment of the Aftercare Services for Juvenile Delinquents" presentation at the Pennsylvania Commission on Crime and Delinquency, Criminal Justice Research Symposium (with Donald Pratt); November 17, 1998, Harrisburg, Pennsylvania.
76. "Child Care Initiatives for Parents and Providers: Marketing & Educational Communication Campaign, Background Research, Marketing Strategies, and Timeline" presented to Pennsylvania Department of Public Welfare, December 14, 1998, Harrisburg, PA.
77. "Child Care Works...in Pennsylvania: Resources for Children, Parents, and Caregivers" presentation on marketing and media campaign to Pennsylvania Department of Public Welfare, February 5, 1999, Harrisburg, PA.

78. "Building a Career Development Training System for Caregivers: Experiences and Progress in Pennsylvania" presented at the 1999 NACCRRA Region II Conference, March 26, 1999, Harrisburg, PA.
79. "Helping Graduate Students Prepare for Teaching Oriented Faculty Positions and for Sociological Practice" facilitator and presenter at the Directors of Graduate Study Conference, Annual Meeting of the American Sociological Association, August 8, 1999, Chicago, IL.
80. "Maneuvering the Minefield of Human Subjects Protection: Experiences from Sociological Research and Practice" organizer and facilitator of Professional Development Workshop at the American Sociological Association Annual Meeting, August 6, 1999, Chicago, IL.
81. "New Directions in Sociology--Looking to the Future at Century's End: The Promise of Sociological Practice" roundtable facilitator for American Sociological Association Annual Meeting, August 7, 1999, Chicago, IL.
82. "Sociological Practice: ASA Honors Students Session" presentation to ASA Honors Students at the American Sociological Association Annual Meeting, August 6, 1999, Chicago, IL.
83. "Master's Level Accreditation of Applied and Clinical Sociological Programs" presentation at the Annual Meeting of the Society for Applied Sociology, October 27-31, 1999, Dallas, TX.
84. "Relevance of Applied Sociology: Plenary of Past SAS Presidents" panel participant at the Annual Meeting of the Society for Applied Sociology, October 27-31, 1999, Dallas, TX.
85. "Innovations in the Delivery of Health Care to the Elderly: The Geriatric health Model Demonstration Project in Pennsylvania" paper presentation with Donald Pratt at the Annual Meeting of the Society for Applied Sociology, October 27-31, 1999, Dallas, TX.
86. "Performance-Based Assessments: The Nitty Gritty Details" workshop leader at the Annual Meeting of the Society for Applied Sociology, October 27-31, 1999, Dallas, TX.
87. "Pennsylvania Pathways: A Career Development Program for Early Care and School-Age Caregivers, Orientation and Training for Pilot Project Participants" presentations in York, PA (October 26 and December 1, 1999), Pittsburgh (November 3 and December 7, 1999), Monroe County (November 5 and December 3, 1999), and Philadelphia (November 8 and December 2, 1999).
88. "On Becoming an Applied Sociologist" presentation at the Graduate Student Sociology Association, Tulane University, January 21, 2000, New Orleans.
89. "Pennsylvania Pathways: The Career Development Program of the PA CC/ECD Training System" presentation at the DVAEYC Early Childhood Conference 2000, Philadelphia, PA, February 11, 2000.
90. "Measuring Compliance with the 1998 Workforce Investment Act" panelist in the Plenary, Problem Solving Session, at the Pacific Sociological Association annual meeting, March 24, 2000, San Diego, CA.
91. "Establishing an Ethical Climate in Support of Research Integrity: Efforts and Activities of the American Sociological Association" paper presented at the American Association for the Advancement of Science conference on "The Role and Activities of Scientific Societies in Promoting Research Integrity" April 10-11, 2000, Washington, DC. (with John Kennedy and Felice Levine)
92. "Examining the Role and Impact of Scientific Societies on Research Ethics and Integrity: Developing a Research Agenda" participating panelist at the roundtable held at the American Association for the Advancement of Science conference on "The Role and Activities of Scientific Societies in Promoting Research Integrity" April 10-11, 2000, Washington, DC.
93. "On Becoming an Applied Sociologist" keynote address at the annual banquet of the Alpha Kappa Delta and Sociology Club at Our Lady of the Lake University, San Antonio, TX, April 27, 2000.
94. "Strategies and Tactics for Piloting a Statewide Career Development Program: Early Results from the Pennsylvania Pathways Project" presented at the National Association for the Education of Young Children 2000 National Institute for Early Childhood Professional Development, June 4-7, 2000, San Francisco, California (with Fran Langan).
95. "Marketing Applied Sociology" panelist at the Unity 2000 Annual Meeting of the Society for Applied Sociology and the Sociological Practice Association, August 10-13, 2000, Washington, DC.
96. "An Assessment of Guardianship Services in Pennsylvania" paper presented at the Unity 2000 Annual Meeting of the Society for Applied Sociology and the Sociological Practice Association, August 10-13, 2000, Washington, DC. (with Donald J. Pratt).

97. "Teaching About Ethics in the Sociology Curriculum" teaching workshop organizer and presider, American Sociological Association annual meeting, August 12-16, 2000, Washington, DC.
98. "Difficult Choices...No Easy Solutions: the Confidentiality Principle and Professional Service" professional workshop organizer and presider, American Sociological Association annual meeting, August 12-16, 2000, Washington, DC.
99. "Establishing Geriatric Health Centers: Learning to Navigate the Changing Health Care System" paper presented at the American Sociological Association annual meeting, August 12-16, 2000, Washington, DC. (with Donald J. Pratt).
100. "Consulting as a Sociologist" presented at the Department of Sociology, University of Port Elizabeth, Port Elizabeth, South Africa, September 28, 2000.
101. "The Delivery of Health Care to the Elderly: Factors that Impact the Success of Interorganizational Linkages Between Area Agencies and Aging and Managed Care Organizations" presented at the annual meeting of the American Evaluation Association, November 1-5, 2000, Honolulu, Hawaii.
102. "Utilizing the Evaluation Methodology to Study Research Integrity" panelist at the Office of Research Integrity Research Conference on Research Integrity, November 18-20, 2000, Washington, DC.
103. "Applied and Clinical Sociology Programs: How Accreditation Can Improve Quality and Enhance the Profession" paper presented at the annual meetings of the Eastern Sociological Society, March 1-4, 2000, Philadelphia, PA and the Southern Sociological Society, April 4-7, 2000, Atlanta, GA.
104. "DPW Update: Core Body of Knowledge, Professional Development Record, and Director's Credential" presented at the Pennsylvania Head Start Association, April 10, 2001, Harrisburg, PA.
105. "Sociological Practice Perspectives on 'Cities of the Future'" organizer and presider for special session co-sponsored by ASA Section on Sociological Practice, Society for Applied Sociology, and Sociological Practice Association. Annual meeting of the American Sociological Association, Anaheim, CA, August 18-21, 2001.
106. "Advice on Engaging in Proprietary Research" workshop presenter at the annual meeting of the American Sociological Association, Anaheim, CA, August 18-21, 2001.
107. "Scientific Misconduct—The Choices We Make When Faced with the 'Grey Areas' of Research Practice" organizer and presenter at the workshop, sponsored by the ASA Committee on Professional Ethics, at the annual meeting of the American Sociological Association, Anaheim, CA, August 18-21, 2001.
108. "Regulations on the Protection of Human Subjects and the Impact on Social Science Research" panelist at the annual meeting of the Society for Applied Sociology, Kansas City, MO, October 18-21, 2001.
109. "Returning to Our Roots: What Sociologists Have to Offer Communities and Why We Should Do It" keynote address at the 2001 annual meeting of the Michigan Sociological Association, Saginaw Valley State University, Nov. 2-3, 2001.
110. "Pennsylvania Pathways: Professional Development for Child Caregivers" workshop at the Delaware Valley Association for the Education of Young Children (DVAEYC) Early Childhood Conference, Feb. 20-23, Philadelphia, PA.
111. "Academic and Applied Research: Bridging the Socially Constructed Divide" presentation at the Eastern Sociological Society Annual Meeting, March 7-10, 2002, Boston, MA.
112. "Protection of Human Subjects: Federal Guidelines vs. Local IRBs" workshop at the Pacific Sociological Association Annual Meeting, Vancouver, BC, April 19, 2002.
113. "Evaluation Research 101: What is it? How do you do it? Why is it important?" workshop at the Teaching Survival Skills and Ethics Program, 8th Annual Conference, Snowmass, CO, June 3-4, 2002.
114. "The Ethics of Peer Review" workshop at the Council on Undergraduate Research National Conference, Connecticut College, June 19-22, 2002.
115. "Human Research Protections in Sociology and the Social Sciences" workshop at the American Sociological Association Annual Meeting, Chicago, IL August 15, 2002.
116. Workforce Development: Determining an Effective Strategy for Child Caregivers" roundtable discussion at the American Sociological Association Annual Meeting, Chicago, IL August 15, 2002.
117. "Strategies to Influence Inequity: Sociological Practice in Policy Research and Intervention" organizer and chair

- of the special session at the American Sociological Association Annual Meeting, Chicago, IL August 15, 2002.
118. "Sociological Practice in Perspective—the Good, the Bad, and the Ugly" panelist for the ASA Section on Sociological Practice at the American Sociological Association Annual Meeting, Chicago, IL August 15, 2002.
 119. "Applied Policy Research and Intervention" organizer and chair of the special session at the American Sociological Association Annual Meeting, Chicago, IL August 15, 2002.
 120. "The Future of SAS—Presidential Panel" panelist at the Society for Applied Sociology annual meeting, Sacramento, CA October 17-20, 2002.
 121. "Environment Rating Scale Training" for the Keystone Stars Initiative of the PA Department of Public Welfare, September 12, 2002, Harrisburg, PA.
 122. "Environment Rating Scale Training" for the Keystone Stars Initiative of the PA Department of Public Welfare, October 3, 2002, at the PA Child Care Association annual meeting, Harrisburg, PA.
 123. "Improving the Quality of Child Care: Does Education Make a Difference?" roundtable discussion at the Eastern Sociological Society annual meeting, February 27-March 2, 2003, Philadelphia, PA.
 124. "Overview on Using the Environment Rating Scales for Program Improvement" workshop at the DVAEYC Early Childhood Conference, March 13, 2003, Philadelphia, PA.
 125. "Where do we go from here? Implications for Pennsylvania as we shape a preschool initiative and implications for the Pennsylvania professional development system for early care and education" panelist at the Pennsylvania Head Start Association and Head Start State Collaboration Project spring conference, Harrisburg, PA, April 29-30, 2003 (with Joan Benso, Harriet Dichter, and Becky Gorton).
 126. "Developing a Child Care Facility Training Plan" workshop presented for PA Pathways on May 2, 2003 (Cranberry, PA); May 8, 2003 (Bartonsville, PA); May 9, 2003 (Philadelphia, PA); May 13, 2003 (Philadelphia, PA); May 20, 2003 (Meadville, PA); June 11, 2003 (Philadelphia, PA); June 12, 2003 (Williamsport, PA); October 2, 2003 (Harrisburg, PA); October 25, 2003 (Pittsburgh, PA).
 127. "Accreditation Review Committee Training" workshop for the Commission on Applied and Clinical Sociology, August 18, 2003, Atlanta, GA.
 128. "Applied Social Research" discussant for the regular session at the American Sociological Association annual meeting, August 17, 2003, Atlanta, GA.
 129. "Conflicts of Interest and the Protection of Human Subjects" workshop presented at Rutgers, The State University of New Jersey for their Human Subjects Compliance Seminar Series, November 19, 2003.
 130. "The Informed Consent Process and Protecting Research Subjects" workshop presented at Rutgers, The State University of New Jersey for their Human Subjects Compliance Seminar Series, November 19, 2003.
 131. "Quality Improvements in Child Care: The Impact of the T.E.A.C.H. Early Childhood® Project" paper presented at the American Evaluation Association, Reno/Sparks, NV, November 6, 2003 (with Mary Frances Butcher).
 132. "Child Caregiving: Effectiveness of Workforce Development Strategies" paper presented at the Eastern Sociological Association Annual Meeting, New York, NY, February 19, 2004.
 133. "Family and Work, organizer and presider at paper session, American Sociological Association Annual Meeting, San Francisco, California, August 14, 2004.
 134. "The Professional MA Degree" workshop co-presenter with Carla Howery at the American Sociological Association Annual Meeting, San Francisco, California, August 15, 2004.
 135. "Improving Child Caregivers' Beliefs and Practices: The Impact of the Teacher Education and Compensation Helps (TEACH) Early Childhood Project" paper presented at the American Evaluation Association Annual Meeting, Atlanta, Georgia, November 4, 2004 (with Tania Bogatova).
 136. "Designing, Implementing, and Evaluating a Technical Assistance System to Ensure Accountability and Continuous Quality Improvement" presented in an interactive session on Program Quality Initiatives: The Experiences of Five State at NAEYC's 14th National Institute for Early Childhood Professional Development, June 5-8, 2005, Miami Beach, FL.
 137. "Building Accountability from the Ground Up: Taking a Look at Data Elements in Professional Development Registries" workshop presented at the National Registry Alliance 2005 Conference, Kansas City, Missouri, July 20, 2005.

138. "Evaluating a State's Professional Development System: What Do We Really Need to Know & Where Do We Begin?" presented at the NAEYC National Institute for Early Childhood Professional Development, San Antonio, TX June 4-7, 2006 (with Tania Bogatova and Donna Alliston).
139. "Building Evaluation Capacity of Early Care and Education Registry Systems—How Do You Do It? Why Is It Important?" presented at the National Registry Alliance annual conference, Portland, Maine - July 17-20, 2006.
140. "Evaluating a State's Early Care and Education Professional Development System: What Do We Really Need to Know? and Where Do We Begin?" presented at the AEA Conference, Portland, OR, Nov. 3, 2006.
141. "Process Flow Mapping—AECPSD Practitioner Registry" workshop for the Arkansas Early Childhood Professional Development System, September 6-8, 2006, Jonesboro, Arkansas.
142. "Overview of Value Stream/Process Flow Mapping" workshop for the Arkansas Department of Human Services, November 20-21, 2006, Little Rock, Arkansas.
143. "Value Stream/Process Flow Mapping for Subsidy Program" workshop for the Arkansas Department of Human Services, January 23-25, 2007, Little Rock, Arkansas.
144. "Overview of Value Stream/Process Flow Mapping" workshop for the South Carolina Child Care Career Center, January 30-31, 2007, Greenville, South Carolina.
145. "Value Stream/Process Flow Mapping for the Training Program and T.E.A.C.H. Scholarship Program" workshop for the South Carolina Child Care Career Center, February 20-22, 2007, Greenville, South Carolina.
146. "Evaluating State Professional Development Systems" Reflection and Action Roundtable, NAEYC's National Institute for Early Childhood Professional Development, Pittsburgh, PA, June 10-13, 2007.
147. "Is Your State Ready? A Tool for Assessing Readiness to Transfer Data into a National Dataset of Early Childhood and School-age/Aftercare Professionals" workshop presented at the National Registry Alliance 2007 Conference, Keystone, CO, July 16-19, 2007.
148. "Practitioner Networking Workshop: Careers in Contract Research" panelist for the American Sociological Association Annual Conference, NYC, Aug. 10-14, 2007.
149. Practitioner Networking Workshop: Challenges and Opportunities for Working on State Government Contracts for Family and Children's Services" workshop for the American Sociological Association Annual Conference, NYC, Aug. 10-14, 2007.
150. "Helping Your Organization Do More with Less" workshop at The Nonprofit Day, November 1, 2007, sponsored by the Nonprofit Partnership, Erie, PA.
151. "Creating a Culture of Process Improvement in the Human Services: An Application of Lean Philosophy" demonstration session at the annual conference of the American Evaluation Association (AEA), November 8, 2007, Baltimore, MD.
152. "*Learning2C*TM: Opportunities, Improvements, and Results" seminar, presented November 15, 2007 at Keystone Business Service Center, Erie, PA.
153. "*Learning2C*TM: Opportunities, Improvements, and Results" 2-day workshop, presented November 29-30, 2007, at Keystone Business Service Center, Erie, PA.
154. "Do It Yourself Outcomes" 3-hour workshop for The Nonprofit Partnership, Erie, PA, March 19, 2008.
155. "Using Your Registry Data to Support Programs as They Establish Candidacy for NAEYC Accreditation" a 3-hour workshop presented at the National Registry Alliance annual conference, Scottsdale, Arizona, July 15-17, 2008.
156. "Creating a Culture of Process Improvement in the Human Services: South Carolina T.E.A.C.H. Project Experience" a 1.5 hour demonstration session presented at the Evaluation 2008, annual conference of the American Evaluation Association, Denver, CO, Nov. 5, 2008.
157. "Turning Unacceptable Results into Exceptional Results: Process Improvement for Service Organizations" 6-hour workshop presented at the Institute for Organizational Learning: Building Capacity to Produce Results, Aurora, IL, Nov. 18-19, 2008.
158. "Building Evaluation Capacity: How to Determine If Your Program Is Working" a 3-hour presentation and workshop presented for the Office of Medical Student Programs, Rush University Medical Center, Chicago, IL, Dec 11, 2008.

159. "Application of Lean in Human Services: South Carolina T.E.A.C.H. Project Experience" presentation at the 2009 Lean Educator Conference, Minneapolis, MN, May 28-30, 2009.
160. "How Can You Evaluate the Effectiveness of Your State's Registry? Lessons Learned from Other States" workshop at the National Registry Alliance Annual Conference, Mystic, Connecticut, September 21-24, 2009.
161. "The Registry Data Analysis: How to Look At It, Use It, and Present It" workshop at the National Registry Alliance Annual Conference, Mystic, Connecticut, September 21-24, 2009.
162. "Research Panel—Reaction to Dr. Walter Gilliam's Keynote Presentation" panel facilitator, at the National Registry Alliance Annual Conference, Mystic, Connecticut, September 21-24, 2009.
163. "ECE Workforce Registries: Their Use in State Professional Development and Quality Rating Improvement Systems" presenter for the NCCIC Conference Call, Region IV State Administrators, January 27, 2010.
164. "The What, Why, and How of ECE Workforce Registries" seminar for the Alabama Professional Development Team Meeting, Child Care Services Division, Alabama Department of Human Resources, Montgomery, Alabama, April 20, 2010.
165. "Safety and Services Resident Survey 2010" presentation to the Board of Directors of the Housing Authority of the City of Erie, December 20, 2010.
166. "Conversation about Conducting Research in Public Administration" presentation to the Gannon University, Erie, PA, graduate class in Research for Public Administration, April 13, 2011.
167. "Lean Thinking as a Tool for Organizational Sustainability" presented to ReTool Erie grantees, Erie, PA, April 19, 2011.
168. "Process Improvement Techniques for Program Evaluation: Adding New Tools to the Evaluator Tool Box" skill-building session at the 34th Annual Eastern Evaluation Research Society, May 1-3, 2011, Absecon, NJ.
169. "Evaluation Basics: Why Is It Important? How Do You Do It?" workshop for the Community Foundation of Western PA and Eastern OH, October 6, 2011, Sharon, PA.
170. "My Entrepreneurial Journey: A Story of Doing Business As A Sociologist" plenary presented at the 2011 Annual Conference of Association for Applied and Clinical Sociology, October 14, 2011, New Orleans.
171. "Mentoring for the Non-Academic Applied Sociologist" session presented at the 2011 Annual Conference of Association for Applied and Clinical Sociology, October 15, 2011, New Orleans.
172. "Process Improvement Techniques for Program Evaluation: Adding New Tools to the Evaluator's Tool Box" skill-building workshop at the annual conference of the American Evaluation Association, Nov. 3, 2011, Anaheim, CA.
173. "Improving Internal Processes: How to Save Time, Save Steps, Save Money" 3-hour workshops for the Erie Regional Chamber, participants from local municipalities, October 17 and 26, 2011.
174. "Rotary Peace Fellowship Program" presentation at the Rotary Club of Bangkok, Bangkok, Thailand, April 24, 2012.
175. "Individual Conflict Analysis and Next Steps" presentation at the Public Seminar, Rotary Peace Center Graduation of 2012 Peace Fellows, Bangkok, Thailand, May 1, 2012.
176. "How Rotary Peace Fellows Can Assist in Polio Eradication Initiative of Rotary International" workshop presented at the Rotary International World Peace Symposium, Bangkok, Thailand, May 4, 2012.
177. "Effectiveness of Art-In-Action" presentation at the NW PA STEM Conference, Best Practices Session, Edinboro University of Pennsylvania, May 15, 2012.
178. "Rotary Peace Fellowship" presentation at the Rotary District 7280 Conference, May 19, 2012, Butler, PA.
179. "Rotary Peace Fellowship" presentation at the Rotary Club of Erie, June 6, 2012, Erie, PA.
180. "Achieving Peace: Is it a Realistic Vision" presentation at the Jefferson Educational Society, July 27, 2012, Erie, PA.
181. "Methods of Peaceful Change" member of panel at the People to People International World Conference, August 29-October 2, 2012, Tallinn, Estonia.
182. "Rotary Peace Fellowship" presentation at the Rotary Club of Clarion, September 17, 2012, Clarion, PA.
183. "Process Improvement Techniques for Program Evaluation: Value Stream and Process Flow Mapping" skill-

building workshop at the annual conference of the American Evaluation Association, October 25, 2012, Minneapolis, Minnesota.

184. "Infusion of Art in Elementary School Curriculum for Math and Reading: Measuring Effectiveness of Art in Action Program" paper presentation at the annual conference of the American Evaluation Association, October 25, 2012, Minneapolis, Minnesota.
185. "The Regional Keys and Pennsylvania's Role in Quality Early Childhood Education" presentation at the Eleventh ERIE Conference, "Investing in Kids: Can Early Childhood Education Be an Economic Development Strategy?" July 29, 2013, Erie, PA.
186. "Improving Performance in Service Organizations: How to implement a Lean Transformation" skill-building workshop offered under The Nonprofit Partnership, Erie, PA, September 27, 2013 (1-day).
187. "Lean Thinking for Program Evaluation" a pre-conference 1-day workshop at the annual conference of the American Evaluation Association, October 16, 2013, Washington, DC.
188. "Process Improvement Techniques for Program Evaluation: Value Stream and Process Flow Mapping" skill-building workshop at the annual conference of the American Evaluation Association, October 18, 2013, Washington, DC.
189. "Women in Business" panel participant at the Edinboro University School of Business, National Women's month event, March 13, 2014.
190. "Are You Ready? Succession Planning and Retirement Planning" panel participant at the WILD Conference, April 30, 2014, Erie, PA.
191. "Pennsylvania's Keys to Quality Early Care and Education" presented at Rotary Club of Erie, May 14, 2014.
192. "Measuring Creativity and Creative Thinking: An Evaluator Perspective" presentation on findings from Art in Action program at Erie Arts & Culture 4th Summer Learning Lab, August 12-14, 2014 at Edinboro University, Edinboro, PA with Tania Bogatova.
193. "Process Improvement Technics for Program Evaluation: Value and Process Flow Mapping" skill-building session presented at the annual conference of the American Evaluation Association (AEA), October 15, 2014, Denver, CO with Tania Bogatova.
194. "The Evaluator's Dilemma: What Do You Do When Government Performance Measures Are so Far Removed from Programming Efforts?" Think-Tank session presented at the annual conference of the American Evaluation Association (AEA), October 16, 2014, Denver, CO with Tania Bogatova.
195. "2014 HACE Safety and Services Survey" presentation on findings from 2014 Housing Authority of the City of Erie (HACE) at the HACE board meeting, November 20, 2014, Erie, PA with Tania Bogatova and Nikole Niemeyer.
196. "2014 HACE Safety and Services Survey" presentation on findings from 2014 Housing Authority of the City of Erie (HACE) at the HACE board meeting, November 19, 2014, Erie, PA with Tania Bogatova and Shane Greenlee.
197. "Process Improvement Technics for Program Evaluation: Value and Process Flow Mapping" skill-building session presented at the annual conference of the American Evaluation Association (AEA), November 13, 2015, Chicago, Illinois with Tania Bogatova.
198. "Art in Action: Final Evaluation and Lessons Learned" poster session at the annual conference of the American Evaluation Association (AEA), November 11, 2015, Chicago, Illinois with Tania Bogatova.
199. "Erie Summer Jobs and More Program 2015" presentation to Erie County Council, Finance Committee, December 10, 2015 with Tania Bogatova.