

SUSAN W. GRAY, PH.D., ED.D

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PROFESSIONAL INTERESTS

Social Work Education
Psychopathology
Clinical Supervision
Professional Licensure and Regulation
Constructivist/Solution-Focused Practice
Diversity Issues
Practice in Rural Communities
Children and Family Practice

EDUCATION

Ph.D.	1986	Barry University , Miami, Florida Dissertation: The Impact of State Licensure on the Structure, Content, and Context of Supervision in Social Work Practice
M.B.A.	1982	Barry University , Miami, Florida
Ed.D.	1980	Nova Southeastern University , Ft. Lauderdale, Florida Dissertation: An Evaluation of the Emotionally Disturbed Child's Behavior and Its Effects on Parental Participation in Counseling
M.S.W.	1968	Rutgers – The State University , New Brunswick, New Jersey Degree focus: Clinical Practice with Individuals, Families and Groups
B.A.	1966	Caldwell College for Women , Caldwell, New Jersey Dual Major: Social Studies and Education

ACADEMIC EXPERIENCE

- 2013 to Present** **Doctoral Program Director**
Barry University – Ellen Whiteside McDonnell School of Social Work
Miami, Florida
Primary duties: Management and oversight of doctoral program
- 1988 to Present** **Professor**
Barry University – Ellen Whiteside McDonnell School of Social Work
Miami, Florida
Primary teaching duties: MSW and Doctoral Programs, Methods of Direct Practice sequence, Crisis Intervention elective, and Social Work Education: Issues and Methods
- 1984 – 1988** **Associate Professor**
Barry University – Ellen Whiteside McDonnell School of Social Work
Miami, Florida
Primary teaching duties: MSW Program, Methods of Direct Practice sequence, Crisis Intervention elective, and Supervision
- 1980 – 1984** **Assistant Professor of Social Work**
Barry University – Ellen Whiteside McDonnell School of Social Work
Miami, Florida
Primary teaching duties: MSW Program, Methods of Direct Practice Sequence and Human Behavior and the Social Environment sequences
- 1980 – 1986** **Assistant Director of Field Education**
Barry University – Ellen Whiteside McDonnell School of Social Work
Miami, Florida
Primary teaching duties: Field Instruction Seminar – Supervision of Clinical Practice, Student Placements, and Agency Recruitment

PROFESSIONAL EMPLOYMENT

- 1979 - 1980** **Director of Clinical Social Work Services**
Children's and Adolescent Services
South Florida State Hospital, Hollywood, Florida
- 1975 – 1980** **Clinical Appointment – Field Instructor**
Barry University School of Social Work, Miami, Florida
Mt. Sinai Medical Center, Miami Beach Florida

	South Florida State Hospital, Hollywood, Florida
1978	Director of Social Services International Hospital, Miami, Florida
1974 – 1977	Medical Social Worker Mt. Sinai Medical Center, Miami Beach, Florida
1973 – 1974	Supervisor – In-Patient Social Service Division Children’s Rehabilitation Center University of Virginia Hospital, Charlottesville, Virginia
1973 – 1974	Clinical Instructor for Department of Pediatrics – School of Medicine University of Virginia, Charlottesville, Virginia
1973 – 1974	Clinical Appointment – Field Instructor Virginia Commonwealth University, Richmond, Virginia
1969 – 1973	Senior Psychiatric Social Worker Catholic Welfare Bureau Guidance Clinic, Trenton, New Jersey
1969	Social Worker Guidance Center of Comanche County, Lawton, Oklahoma
1968	Caseworker Catholic Charities St. Martha’s Shelter, Newark, New Jersey
1967 (Summer)	Social Worker Catholic Charities Foster Child Care – Family Division, Newark, New Jersey

SCHOLARSHIP AND PUBLICATIONS

Psychopathology: A Competency-based assessment model for social workers (3rd ed.). (2013). S. W. Gray with M. R. Zide. Belmont, CA: Thomson Brooks/Cole.
(Includes an Instructor’s Manual, DVD, and Web Page.)

Practice Behaviors Workbook for Psychopathology: A Competency-based assessment model for social workers (3rd ed.). (2013). S. W. Gray. Belmont, CA: Thomson Brooks/Cole.

The Courage to Challenge Scale. (2012). M. S. Smith & S. W. Gray, In C. Simmons & P. Lehman, (Eds.), *Tools for Strengths Based Assessment and Evaluation*. New York, NY: Springer.

An Educator's Guide to the Development of Advanced Practice Competencies in Clinical Social Work. (2012). J. B. Singer, S. W. Gray, & D. Miehl. *Journal of Teaching in Social Work*, 32, 451-470.

Competency-Based Assessments in Mental Health Practice: Cases and Practical Applications. (2011). S. W. Gray. Hoboken, NJ: John Wiley & Sons. (Includes an Instructor's Manual)

Perspectives of Child Therapists as Revealed Through Therapist Drawings. (2011). J. A. Courtney & S. W. Gray, *Art Therapy: Journal of the American Art Therapy Association*, 28 (3), 1-8.

Advanced Social Work Practice in Clinical Social Work. (2010). Steering Committee of the Council on Social Work Education (Member). Alexandria, VA: Council on Social Work Education.

The Influence of Diversity in Supervision: A Framework for Reflective Conversations and Questioning. (2009). S. W. Gray & M. S. Smith. *The Clinical Supervisor*, 28, 155-179.

The Courage to Challenge: A New Measure of Hardiness in LGBT Adults. (Spring 2009). M. S. Smith & S. W. Gray. *Journal of Gay and Lesbian Social Services*, 21 (1), 73-89.

Another Look at Bereavement Groups in Rural Communities: Using Solution-focussed Brief Therapy to Foster Resiliency. (Summer 2008). S. W. Gray & H. Wilker. *Grief Matters: The Australian Journal of Grief and Bereavement*, 11 (3), 88-96.

Psychopathology: A Competency-based assessment model for social workers (2nd ed.). (2008). S. W. Gray with M. R. Zide. (Includes an Instructor's Manual, DVD and Web Page) Belmont, CA: Thomson Brooks/Cole.

Psychopathology: A Competency-based treatment model for social workers. (2006). S. W. Gray with M. R. Zide. (Includes an Instructor's Manual) Pacific Grove, CA: Brooks/Cole.

Is Your Teaching Inclusive of Women? (Summer, 2005). L. Gomberg & S. W. Gray. *Arête*, 29 (1), 1-16.

Guide to Social Work Ethics Course Development. (2004). S. W. Gray co-authored with the Approved Continuing Education Committee. Culpepper, Virginia: Association of Social Work Boards.

- Psychopathology: A Competency-based assessment model for social workers.* (2001). M. R. Zide & S. W. Gray. (Includes an Instructors Manual) Pacific Grove, CA: Brooks/Cole.
- Five Basic Principles for Effectively Managing the Classroom. (2001). L. Gomberg & S. W. Gray. *Adult Learning*, 11 (3), 24-27.
- Using the Solution Focused Brief Therapy Model with Bereavement Groups in Rural Communities: Resiliency at Its Best. (2000). S. W. Gray, M. R. Zide & H. R. Wilker. *The Hospice Journal*, 15 (3), 13-30.
- The Solutioning Process: Merging the Genogram and the Solution Focused Model of Practice. (2000). M. R. Zide & S. W. Gray. *Journal of Family Social Work*, 4 (1), 3-19.
- Two Models of Social Work Field Education: A Multidimensional View.(1990). D. E. Alperin & S. W. Gray. *The Clinical Supervisor*, 8 (2), 5-18.
- The Interplay of Licensure and Supervision.(1990). S. W. Gray. *The Clinical Supervisor*, 8 (1), 53-66.
- Multidimensional Expectations of Student Supervision in Social Work. (1989). D. E. Alperin, S. W. Gray & R. Wik. *The Clinical Supervisor*, 7 (1), 89-102.
- Insights and Strategies for the Supervisor. (1987). S. W. Gray, *Participant Workbook*, Tallahassee, FL: NASW-Florida Chapter.
- Guidelines for Supervision - Information/Reference Series.* (nd.) S. W. Gray & A. M. Brennan Tallahassee, FL: National Association of Social Workers, Inc., Florida Chapter.
- Supervision. (March-April, 1984). S. W. Gray & A. M. Brennan. *NASW – Florida Chapter Newsletter*. Tallahassee, FL: National Association of Social Workers, Inc., Florida Chapter.
- Editor, (1982-1984). *Society for Hospital Social Work Directors Newsletter*, Florida Chapter.
- Editor, (1980-1982). *National Association of Social Workers, Inc.-Miami Dade Unit Newsletter*, Miami, FL: National Association of Social Workers, Inc..
- Psychosocial Aspects of Patients with COPD. (June, 1978). S. W. Gray. *Program Digest*, Fifth Annual Seminar for Critical Care Personnel. Miami, FL: Department of Anesthesiology, Mt. Sinai Medical Center.

ICU Stress and Its Role in Personality Disorders. (June, 1978). S. W. Gray, *Program Digest*, Fifth Annual Seminar for Critical Care Personnel. Miami, FL: Department of Anesthesiology, Mt. Sinai Medical Center.

Make Each Day Count. (June, 1978). S. W. Gray. *Meditalk*. Miami, FL: Mt. Sinai Medical Center.

PROFESSIONAL PRESENTATIONS

The following is a *selection* of professional presentations conducted on the local, state, national and international levels.

INTERNATIONAL JURIED PRESENTATIONS:

8TH International Interdisciplinary Conference on Clinical Supervision, Garden City, New York, June 14, 2012, *Group Work Supervision That Works: Reflective Engagement and the Development of Professional Identities*.

34th Annual International Symposium for the Association for the Advancement of Social Work with Groups (AASWG), Garden City, New York, June 15, 2012, *Terms of Engagement: Promoting Engagement in Group Supervision through a Model of Reflective Conversations and Questions*.

Association of Death Educators and Counselors, 23rd Annual Conference, Toronto, Canada, March 31, 2001, *The Solutioning Process: Merging the Genogram with Bereavement Counseling*.

22nd Annual International Symposium for the Association for the Advancement of Social Work with Groups (AASWG), Toronto, Canada, October 20, 2000, *Strategies to Improve Social Work Services in Schools: A Collaborative Model of Group Work Supervision*.

8th European Group Work Symposium, London, England, August 1999, *Creating Opportunities for Experiencing Mutual Aid: Enhancing the Classroom Process*.

NATIONAL JURIED PRESENTATIONS:

Council on Social Work Education 58th Annual Program Meeting, Washington DC, November 10, 2012, *The Inevitable Conflict between Personal and Professional Values: A Model for Resolution*.

Council on Social Work Education 58th Annual Program Meeting, Washington DC, November 11, 2012, *Strengths and Resilience-based Assessments in Mental Health Practice: Cases and Practical Applications*.

Council on Social Work Education 57th Annual Program Meeting, Atlanta, Georgia, October 28, 2011, *Reflective Conversations and Questions: A Model for Including Students in Curriculum Review*.

Council on Social Work Education 56th Annual Program Meeting, Portland, Oregon, October 14, 2010, *The Constructivist Classroom: Promoting Practice Competence through Reflective Conversations and Questioning*.

Council on Social Work Education 55th Annual Program Meeting, San Antonio, Texas, November 8, 2009, *Competencies for Clinical Social Work Education: A Model for MSW Clinical Concentrations*.

Council on Social Work Education 55th Annual Program Meeting, San Antonio, Texas, November 8, 2009, *Challenges to Providing Services in Rural Communities: Opportunities Found in Solution-focused Therapy*.

Council on Social Work Education 55th Annual Program Meeting, San Antonio, Texas, November 8, 2009, *Reflective Conversations and Questioning: A Framework for Meaningful Teaching about Diversity*.

Council on Social Work Education 54th Annual Program Meeting, Philadelphia, Pennsylvania, November 1, 2008, *A Culture of One: A Model for Teaching Diversity in the Classroom*.

Council on Social Work Education 54th Annual Program Meeting, Philadelphia, Pennsylvania, November 1, 2008, *Intersectionality as a Conceptual Framework for Inclusive Teaching across the Curriculum*.

Council on Social Work Education 54th Annual Program Meeting, Philadelphia, Pennsylvania, November 2, 2008, *Personal Hardiness as a Framework for Teaching Competency-based Resiliency Practice*.

Council on Social Work Education 52nd Annual Program Meeting Poster Session Presentation, Chicago, Illinois, February 18, 2006, *Power, Authority, and Voice in the Classroom: A Model for Teaching Diversity*.

Council on Social Work Education 52nd Annual Program Meeting Author's Forum, Chicago, Illinois, February 18, 2006, *Psychopathology: A Competency-based Treatment Model for Social Workers*.

Council on Social Work Education 51st Annual Program Meeting Faculty Development Institute, Anaheim, California, February 28, 2005, *Using Feminist Pedagogy in a Diverse Classroom*.

Council on Social Work Education 49th Annual Program Meeting, Atlanta, Georgia, February 28, 2003, *Is Your Teaching Style Inclusive of Women?*

Association of Social Work Boards Spring Education Meeting, Buffalo, New York, May 1-3, 2003, *The Status of Ethics in Continuing Education: Is it Feasible to Develop Standardized Guidelines?*

Board of Social Work and Mental Health Counselors, Montana, July 2005, *The Solutioning Process: Merging the Genogram and the Solution-focused Model of Practice.*

Board of Social Work and Mental Health Counselors, Montana, July 2005, *The Ethical Decision-making Process.*

Council on Social Work Education, 47th Annual Program Meeting, Dallas, March 9, 2001, *Meet the Authors.*

Council on Social Work Education, 46th Annual Program Meeting, New York City, February 2000, *Kombit: An Exploratory Study of Haitian Social Work Students' Experiences.*

Association for Death Educators and Counselors Annual Conference, San Antonio, Texas, March 31, 1999, *Adapting the Solution Focused Brief Therapy Model to Bereavement Groups: Creating many Relationships.*

Association for Death Educators and Counselors Annual Conference, Chicago, Illinois, March 1998, *A Solution Oriented Model for Bereavement Groups in Rural Areas: Advantages and More Advantages.*

Council on Social Work Education, 44th Annual Program Meeting, Orlando, Florida, March 5-7, 1998, *Going Beyond the Rhetoric: Promoting Cultural Awareness in the Classroom.*

Council on Social Work Education, 43rd Annual Program Meeting, Chicago, Illinois, March 6-9, 1997, *Women and Rural Poverty: A Sociodemographic Analysis.*

Council on Social Work Education, 43rd Annual Program Meeting, Chicago, Illinois, March 6-9, 1997, *Leaving the Ivory Tower: University and Community Collaboration.*

Council on Social Work Education, 42nd Annual Program Meeting, Washington, D.C., February 15-18, 1996, *The Teaching Practicum: What Should Doctoral Students Know About Teaching?*

Association of Death Educators and Counselors, Eighteenth Annual Conference, Pittsburgh, Pennsylvania, April 25-28, 1996, *Bereavement Groups in Rural Practice: Problems and Advantages.*

National Institute on Social Work and Human Services in Rural Areas, Twenty-first Annual Meeting, University of Western Michigan, Kalamazoo, Michigan, July 28-30, 1996, *An Analysis of Women and Rural Poverty.*

National Institute on Social Work and Human Services in the Rural Environment, Knoxville, Tennessee, July, 1995, *A Group Approach to Teaching Rural Practitioners Clinical Practice Skills*.

LOCAL AND REGIONAL JURIED PRESENTATIONS:

National Association of Social Workers – Florida Chapter Annual Conference, Tampa, June 10, 2011, *Solution Focused Practices: Strategies for Helping Clients Find Solutions*.

National Association of Social Workers – Florida Chapter Annual Conference, Orlando, June 7, 2013, *Encouraging the Social Worker's Awareness of Self Care*.

National Association of Social Workers – Florida Chapter Annual Conference, Tampa, June 10, 2011, *Solution Focused Practices: Strategies for Helping Clients Find Solutions*.

National Association of Social Workers – Florida Chapter Annual Conference, Deerfield Beach, June 11, 2010, *Boundary Violations: An Exploration of How They Can Occur Despite our Code of Ethics*.

National Association of Social Workers – Florida Chapter Annual Conference, Deerfield Beach, June 5, 2008, *Boundary Violations: An Exploration of How They Can Occur*.

Barry University School of Social Work 14th Annual Alumni Conference, Miami Shores, February 2007, *Do No Harm: Boundary Violations in Social Work Practice*.

National Association of Social Workers – Florida Chapter Annual Conference, Orlando, June 7, 2007, *Crossing the Line in the Therapeutic Relationship: An Exploration of How Boundary Violations Occur*.

Barry University School of Social Work 13th Annual Alumni Conference, Miami Shores, February 3, 2006, *Families, Stress, and Trauma*.

National Association of Social Workers – Florida Chapter Annual Conference, Ft. Lauderdale, June 8, 2006, *Power, Authority and Voice: Tapping into Your Client's Diversity*.

Barry University School of Social Work 12th Annual Alumni Conference, Miami Shores, April 1, 2005, *Adapting Solution-focused Brief Therapy to Clinical Supervision*.

National Association of Social Workers – Florida Chapter Annual Conference, Orlando, June 2005, *Connecting Solution-focused Brief Therapy to Clinical Supervision*.

National Association of Social Workers – Florida Chapter Annual Conference, Orlando, June 11, 2004, *Tapping into the Supervisor's Expertise: Guidelines for Supervision for Clinical social Work Licensure*.

National Association of Social Workers – Florida Chapter Annual State Conference, Orlando, June 12-14, 2003, *Recommendations for Ethics Training: A Model Curriculum*.

Barry University School of Social Work, Miami Shores, March 21 and March 28, 2001, *Psychopathology: Personality Disorders*.

National Association of Social Workers – Florida Chapter, Annual Conference, Ft. Lauderdale, June 2000, *Meeting the Challenges of the New Millennium: Solution Focused Grief Therapy with Bereavement Groups*.

25th Annual Silver Anniversary Conference of the National Association of Social Workers, Inc. (NASW), Ft. Lauderdale, June 1999, *Using the Brief Solution Focused Therapy Model to Help Demystify and De-pathologize: Working with Individuals Diagnosed with Personality Disorders*.

Barry University School of Social Work Fifth Annual Alumni Association Conference, Miami, Florida, April 11, 1997, *Family of Origin: Using a Solution-oriented Genogram*.

Barry University School of Social Work Fourth Annual Alumni Association Conference, Miami, Florida, April 19, 1996, *Using Difference to Make a Difference: A Solution-Oriented Approach to Supervision*.

National Association of Social Workers, Inc., Seventeenth Conference on Professional Social Work Development, Cocoa Beach, Florida, May 16-18, 1996, *Futures Forum*.

Florida Rural Health Association, Third Annual Conference, Orlando, Florida, October 11, 1995, *Creating Internship Opportunities for Students in Rural Health*.

INVITED LOCAL AND STATE PRESENTATIONS

Children's Services Council of Palm Beach and Maternal Child Family and Health Alliance Case Management Training, West Palm Beach, June 2003, *Crisis Intervention: Skills for the Case Manager*.

Barry University School of Social Work, Miami Shores, June 22, 2002, *Licensure Prep Course*.

Barry University School of Social Work, Miami Shores, November 2, 2002, *Licensure Prep Course*.

Hillsborough County Public Schools, School Social Work Department, Tampa, January 26, 2001, *School Attendance: A Brief Treatment Model*.

Academy for Better Communities, Martin County Case Managers, Jupiter, February 1, 2001, *Crisis Intervention*.

Barry University School of Social Work, Miami Shores, February 3, 2001, *Licensure Prep Course*.

Broward County Public Schools, School Social Work and Attendance Department, Ft. Lauderdale, February 14 and March 14, 2001, *Solution-Focused Supervision*.

Catholic Community Services, Miami, Florida, May 15, 1996, *Crisis Intervention*.

Domestic Abuse Shelter, Marathon, Florida, July 25, 1996 and August 26, 1996, *Suicide Assessment and Intervention*.

PROFESSIONAL AND ACADEMIC MEMBERSHIPS

Academy of Certified Social Workers, Inc.

Association for the Advancement of Social Work with Groups

Association for Death Educators and Counselors

Association of Social Work Boards

Council on Social Work Education

Florida Board of Clinical Social Work, Marriage and Family Therapy and Mental Health

Counseling – Governor's appointment

Licensed Clinical Social Worker – Florida

National Association of Social Workers, Inc.

UNIVERSITY, SCHOOL, AND COMMUNITY SERVICE

UNIVERSITY COMMITTEES:

Academic Affairs

Faculty Senate – (Past) Chair

Faculty Welfare

Graduate Council

Grants, Leaves, and Sabbaticals

Library

Rank and Promotion – (Past) Chair

Retention and Dismissal

Search Committee

Strategic Plan Steering Committee
Student Conduct Board
University Judicial Review Board

SCHOOL COMMITTEES:

Academic Appointments
Admissions
Committee on Students (COS)
Concentration Teachers - Chair
Curriculum Development
Curriculum Committee – Chair (Elected)
Dean’s Advisory Council
Dean’s Advisory - Search Committee
Doctoral Planning Committee – Co-chair
Faculty Evaluation Committee
Faculty Sequence Committee for Accreditation (FASCA) – Co-chair
Field Instruction
Human Behavior and the Social Environment – (Past) Chair
Long Range Planning
Methods of Direct Practice – Chair
Minority Concerns – (Past) Co-chair
MSW/MBA Task Force
Part Time
Ph.D.
Retreat Planning Advisory Committee
Student Services

SCHOOL ADMINISTRATIVE RESPONSIBILITIES:

Director of Continuing Education (CEU) Programs – 1992 to Present
Director of Research and Training Center – 1987 – 1992

CONSULTING RELATIONS:

American Board of Clinical Examiners
American Cancer Society – Winn Dixie/Hope Lodge Center Advisory Board
Area Health Education Committee (AHEC) – Monroe County
Bayview Center for Community Mental Health
De Poo Hospital of Key West
Dade Marine Institute
Florida Board of Clinical Social Work, Marriage and Family Therapy and Mental Health
Counseling – Probable Cause Panel
Guidance Clinic of the Middle Keys
Hospice of the Florida Keys
North Miami Foundation for Senior Citizens
Visiting Nurses Association of Monroe County

REVIEWS:

The Clinical Supervisor Journal – Editorial Board
Brooks/Cole Cengage – Manuscript reviewer
John Wiley and Sons – Manuscript reviewer
Journal of Teaching in Social Work – Book review, 2012
The New Social Worker – Book review, Winter 2011