

CURRICULUM VITAE

Mark G. Chupp

Assistant Professor

Jack, Joseph, and Morton Mandel School of Applied Social Sciences

Case Western Reserve University

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EDUCATION

- 2003 Case Western Reserve University
Mandel School of Applied Social Sciences
Ph.D. in Social Welfare
Research focus: Inter-ethnic conflict and social capital formation
- 1992 University of Michigan
Master's in Social Work
Concentration: Community organization
- 1981 Goshen College
Bachelor of Arts
Major: History and Peace Studies

ACADEMIC HONORS

- 2009 Best Paper Award, Association for Research on Nonprofits and Voluntary Action Annual Conference.
- 2008 John A. Yankey Outstanding Teacher Award, Mandel School of Applied Social Sciences, Case Western Reserve University.
- 2004 Honoree and Presenter, 16th National Doctoral Research Symposium for Social Work, The Ohio State University, Columbus, Ohio.
- 1997-1998 Cleveland Foundation Research Fellow, Center for Urban Poverty and Social Change, Case Western Reserve University
- 1991 University of Michigan Fellowship for nontraditional students

ACADEMIC APPOINTMENTS AND WORK EXPERIENCE

- 2015-present Faculty, Asset Based Community Development (ABCD) Institute
- 2015-present Director, International Programs, Mandel School of Applied Social Sciences
- 2014-present Chair, Community Practice for Social Change in the MSSA Program

Jack, Joseph, and Morton Mandel School of Applied Social Sciences
Case Western Reserve University

- 2009-present Assistant Professor, Mandel School of Applied Social Sciences
Research Associate, Center on Urban Poverty and Community Development
Director, East Cleveland Partnership
Case Western Reserve University
- 2006-2009 Visiting Assistant Professor, Mandel School of Applied Social Sciences,
Research Associate, Center on Urban Poverty and Community Development
Case Western Reserve University
- 2002-2006 Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban
Affairs, Cleveland State University
- 2005 Instructor, Peacebuilding and Development Institute, School of International Service,
American University
- 2005 External Reader for Dissertation, Nancy Good Sider, PhD in Interdisciplinary Studies with a
concentration in Conflict Transformation at Union Institute and University. Dissertation
entitled, "Peacebuilders Healing Trauma: From Victim to Survivor to Provider."
- 2004 Ron Brown International Scholar Field Placement and Supervisor for Tamara Mihalic,
graduate student and international peacebuilder
- 2003-2004 Dissertation Committee Member, Gina Weisblad, PhD Program in Urban Affairs
Maxine Goodman Levin College of Urban Affairs, Cleveland State University
- 2002-2004 Adjunct Faculty, Levin College of Urban Affairs, Cleveland State University
- 1998-2002 Project Manager, Center for Neighborhood Development
Levin College of Urban Affairs, Cleveland State University
- 1996-present Instructor, Summer Peacebuilding Institute, Center for Justice and Peacebuilding (formerly
Conflict Transformation Program), Conflict Eastern Mennonite University
- 1996-1999 Adjunct Faculty and Consultant, Department of Peace, Justice and Conflict Studies, Goshen
College, Goshen, Indiana

TEACHING (Partial List)

Strategies for Building and Organizing Community (virtual format), Spring 2013, Spring
2015 and 2016.

Macro Practice Skills for Working with Groups, Organizations and Communities (virtual
format), 2007 to present.

Social Networks and Community Organizing in the 21st Century, Spring 2012.

Health, Human and Social Development in Urban and Rural Ecuador, May 2011, Jan 2012.

Community Development in Guatemala, Case Western Reserve University. Undergraduate
and graduate 10-day course in Guatemala, 2009, 2010.

Quality Research for Social Change, Summer Peacebuilding Institute, Eastern Mennonite University, 2008, 2010. Designed and taught masters course.

Community and Social Development Practice I: Strategies for Assessing, Building and Organizing Community. 2007, 2008. Designed and taught masters course.

Macro and Policy Practice Skills for Work with Groups, Organizations and Communities, Spring 2007, Spring 2008. Designed and taught masters course.

Management of Community-Based Development, Spring 2007. Designed and taught course.

Management in Urban Organizations, undergraduate course, Cleveland State University, Fall 2005.

Positive Approaches to Peacebuilding and Development (with Claudia Liebler), graduate course, American University, Summer 2005 and scheduled for Summer 2006

Conflict Management, undergraduate course, Cleveland State University, 2002

Collaborative Approaches to Urban Conflict, graduate course, Eastern Mennonite University, 1996

Facing Urban Violence in School and Community, graduate course, Eastern Mennonite University, 1997, 1999, 2001

Qualitative Research for Social Change (required methods course), graduate course, Eastern Mennonite University, 2002, 2004

Transforming Conflict and Violence, designed and taught foundation course for undergraduate major, Goshen College, 1998, 1999

Conflict Mediation, designed and taught 4 hour undergraduate course with field component, Goshen College, 1999

JOURNAL ARTICLES AND PROCEEDINGS

Jewett-Tennant, J., Collins, C., Matloub, J. Patrick, A., Chupp, M., Werner, J., Borawski, E. A. (In Press). Partnership among peers: Lessons learned from the development of a community organization/academic research training program. *Progress in Community Health Partnerships: Research, Education, and Action*.

Chupp, M. G. & Joseph, M. L. (2010). Getting the most out of service learning: Maximizing student, university, and community impact. *Journal of Community Practice*, 18, pp. 190-212.

Chupp, M. G. (2009). Task groups as agents of community change. In Gitterman, A., & Salmon, R. (Eds.). *Encyclopedia of social work with groups*. New York: Routledge, pp. 269-272.

Krumholz, N., Keating, D., Star, P. & Chupp, M. (2006). The Long Term Impact of CDCs on Urban Neighborhoods: Case Studies of Cleveland's Broadway-Slavic and Tremont Neighborhoods. *Community Development*, Volume 37/4, Special Issue on Participation, pp. 33-52.

Chupp, M. (2004). Pathways to Trust: Interethnic Social Capital Formation in a Disadvantaged Neighborhood, in *Proceedings of the 16th National Symposium on Doctoral Research in Social Work*, Ohio State

Lederach, J.P. & Chupp, M. (1995). *¿Conflicto y Violencia? Busquemos Alternativas Creativas*, a 240-page training manual for facilitators on conflict resolution and alternatives to violence, Guatemala: SEMILLA University.

BOOK CHAPTERS

“Principles of Practice for Transforming Race Relations;” in Burgess, G. & Burgess, H. (Eds.) Beyond Intractability, web-based book co-authored by scholars and practitioners in international peacebuilding, www.beyondintractability.org/iweb/principles_of_practice/, 2004.

“Creating a Culture of Peace in Postwar El Salvador,” in Cooperrider, D., Abu-Nimur, M., Liebler, C., Sampson, C. & Whitney, D. (Eds.) Positive Approaches to Peacebuilding: A Practitioners’ Resource, Pact Publishing, 2003.

“Creating Space for Peace: The Nicaraguan Peace Commissions,” in Sampson, C. and Lederach, J.P. (Eds.) From the Ground Up: Mennonite Contributions to International Peacebuilding, Oxford University Press, 2000.

"The Practice of Victim Offender Reconciliation : Program Procedures and Rationale," in M. Wright and B. Galaway (Eds.), Mediation and Criminal Justice. London, England: Sage Publications, 1988.

BOOK REVIEWS IN JOURNALS

Chupp, M. G. (2010). Review of *In Harm’s Way: A History of Christian Peacemaker Teams*. By Kathleen Kern. *Mennonite Quarterly Review*.

Chupp, M. G. (2002). Review of *Reaching for Higher Ground in Conflict Resolution: Tools for Powerful Groups and Communities*, by E. Franklin Dukes, Marina, A. Pischolish, and John B. Stephens. Jossey-Bass, 2000. In *International Journal of Conflict Management*, 13/2, pp 196-200.

Chupp, M. G. (2000). Review of *Revolutionary Movements in Latin America: El Salvador’s FMLN and Peru’s Shining Path*, by Cynthia McClintock, United States Institute of Peace, 1998. In *International Journal of Conflict Management*, 11/2, pp 191-194.

NON-REFERRED ARTICLES

“Community Organizers Help Ordinary People Solve Local—and National—Problems,” *Cleveland Plain Dealer* (Op. Ed.), September 14, 2008.

“Coventry: New Urbanism in an Old Neighborhood,” *Sun Press* (Op. Ed.), July 2006.

“From Culture Wars to Cultural Harmony,” Conciliation Quarterly, 21, No. 1, 2002.

“Lessons from Littleton,” The Mennonite, May 18, 1999.

“Restorative Justice as Community Building,” Full Circle, I, 4: 2. Washington, DC: Restorative Justice Institute, October 1997.

“A Mosaic of Urban Peacemaking Strategies,” with André Gingerich Stoner, Conciliation Quarterly, V 13:4, Fall 1994

"Conflict Transformation: A Spiritual Process," Conciliation Quarterly, V 12:4, Fall 1993.

"Agents of Transformation," Newsletter on the Americas, V 5:3, September 1992

"Community: The Forgotten Player in Restorative Justice,"
Crime and Justice Network Newsletter, V.13:6, April-June 1992

"Traditional Justice Among the Pueblo," Crime and Justice Network Newsletter, V.13:4, October-December 1991

"When Mediation Is Not Enough," Conciliation Quarterly, V 10:3, Summer 1991

"When Means and Ends Come Together," Conciliation Quarterly, Summer 1991

"Faith and VORP," in MCC Peace Section Newsletter, V 16, 1, January 1986

"VORP: The Alternative Debate," in VORP Network News, Spring, 1985

"Skejby: A Danish Experiment in Self-Government," co-authored with Dean Peachey, in *Liaison: Journal of the Canadian Criminal Justice System*, Ottawa, Canada, August/September 1985

OTHER PUBLICATIONS

Chupp, M. & Holzer, N. (2016). *Community engagement toolkit: Building the Geauga Income Collaborative's capacity for ongoing community engagement*. Cleveland, OH: Jack, Joseph, and Morton Mandel School of Applied Social Sciences, Case Western Reserve University.

Chupp, M., Kaminski, E. & Mueller, J. (2005). *Organizing and Building Community: A Manual*, training manual applying Appreciative Inquiry to community organizing. Cleveland, OH: Cleveland State University.

Bowling, C., Chupp, M., Hoxsey, J. & Stone, M. (2004). *Foundations of Appreciative Inquiry*, 135 page training manual. Appreciative Inquiry Program in Community and Social Change, Cleveland State University.

Chupp, M. (1997). *Community Mediation Training Manual*, a 75 page manual for use in conflict mediation training. Elkhart, IN: Violence Intervention Project.

"VORP Case and Information Management Systems," in H. Zehr (Ed.), The VORPBook. Valparaiso, IN: PACT Institute of Justice, 1984

TECHNICAL REPORTS

Mandel School of Applied Social Sciences. (2016). *Boulevard neighborhood community assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.

Joseph, M.J., Chupp, M.G., Miller, E., Gearhart, M., Gress, T., Anthony, E. (2015). *Cleveland Neighborhood Progress Inc. External Role, Relationships and Impact: Organizational Assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.

Mandel School of Applied Social Sciences. (2015). *Noble neighborhood community assessment*. Cleveland, OH: Jack, Joseph and Morton Mandel School of Applied Social Sciences.

Chupp, M. G. & Joseph, M. L. (2014). *East Cleveland Perceptions and Connections: Baseline Survey*, Case Western Reserve University. Cleveland: Case Western Reserve University Center on Urban Poverty and Community Development.

Chupp, M. (2013). *Cleveland Neighborhood Development Coalition: A Way Forward*. Cleveland: Neighborhood Progress, Inc.

Fischer, R., Joseph, M., Chupp, M, Hirsh, A., & Gress, T. (2013). *Baseline Household Survey: August/September 2012*. The Community Builders, Inc. Community Life Initiative at Cascade Village. Cleveland, CWRU Mandel School of Applied Social Sciences.

Joseph, M.J., Chupp, M.G. & Fischer, R. (2012). *Neighborhood Progress Inc. Organizational Assessment: External Role, Relationships and Impact*. Cleveland, OH: Mandel School of Applied Social Sciences.

Harris, D. G. & Chupp, M. G. (2010). *Service Learning in Community Development: Partnering in East Cleveland*. Briefly Stated, Center on Urban Poverty and Community Development, Case Western Reserve University.

Burkholder, S. H., Chupp, M. G. & Star, P. (2003). *Principles of Neighborhood Planning for Community Development*, prepared for Neighborhood Progress, Inc..

Community Development in South Lorain: Assessment and Recommendations, report prepared for the Local Initiative Support Corporation and submitted to the City of Lorain, 2002.

Bridging the Gap: Building a CDC-Human Service Collaborative to Expand the Availability of Affordable Supportive Housing, Maxine Goodman Levin College of Urban Affairs, 2001.

Investing in People through Place: The Role of Social Capital in Transforming Neighborhoods monograph prepared for the Annie E. Casey Foundation, August 31, 1999.

Listening to What the Community Wants: A Collaborative Needs Assessment Project, a 50 page report written with six research students from Goshen College, Goshen College Department of Sociology and Cultural Anthropology, June 1994.

Violence: Effects Upon Our Lives and Future, a report on public attitudes and violence levels in Elkhart, City of Elkhart, July 1992.

Un Experimento en Recarcimiento, (the history of Victim Offender Mediation and its application to Costa Rica), San Jose: Costa Rican Ministry of Justice, 1989

GRANTS AND CONTRACTS

2015-2016	Consultant, NeighborUp Capacity Building Program. Neighborhood Connection \$20,000
2015-2016	Consultant, GEAR Assessment with Cleveland CDCs Cleveland Neighborhood Progress \$7,875
2016	Principal Investigator, East Cleveland Target Area Plan Third Federal Savings and Loan and Third Federal Foundation
2015-2016	Co-Principal Investigator, Organizational Assessment Cleveland Neighborhood Progress \$20,000

2015-2016 Co-Principal Investigator, Capacity Building for Geauga Income Collaborative
Lake-Gauga Fund, The Cleveland Foundation
\$60,000

2015-2016 Co, Principal Investigator, Cleveland Neighborhood Progress Organizational Assessment
George Gund Foundation, Cleveland Foundation, and Mandel Foundation
\$75,000

2014-2015 Principal Investigator, East Cleveland Target Area Plan
Third Federal Savings and Loan and Third Federal Foundation
\$25,000

2013-2014 Principal Investigator, East Cleveland Target Area Plan
Third Federal Savings and Loan and Third Federal Foundation
\$25,000

2014 – 2015 Principal Investigator
Supporting Community Building and Resident Engagement in East Baltimore
Annie E. Casey Foundation
\$55,000

2013-2014 Faculty Associate, East Baltimore Resident Engagement Strategy
Annie E. Casey Foundation
\$150,000

2012 Co-Investigator
Cascade Village Evaluation of Community Life Initiative at this Hope VI project
Knight Foundation
\$93,000

2012 Co-Principal Investigator, East Cleveland Baseline Survey
Provost Office of Case Western Reserve University
\$3,000

2011 Faculty Liaison, Partners in Education, Evaluation and Research (PEER)
Grant from the CWRU Clinical and Translational Science Collaborative
Prevention Research Center, Case Western Reserve University
\$180,000 (\$25,000)

2010 Director, Debut Collaborative Research Project
Supplement grant from CWRU Social Justice Institute
\$29,000

2010 Director, Debut Collaborative Research Project, Social Justice Alliance
Interdisciplinary Alliance Investment Grant, Case Western Reserve University
\$400,000 (\$165,000)

2009 Director of Community Collaboration (2009-2010), Director of Training and Mentoring
(2011-14) Prevention Research Center for Healthy Neighborhoods
Centers for Disease Control and Prevention
\$4,250,000 (\$75,000)

- 2008 Project Director, Partnership in East Cleveland. Grant from The Center for Community Partnerships, Case Western Reserve University. \$1,000.
- 2005-2006 Principal Investigator, Analysis of Public Engagement Data from Voices & Choices, a 15-county regional public deliberation process. Contract with *AmericaSpeaks* (funding from The Fund for Our Economic Future) to lead 5-member qualitative analysis research team and to serve on content development and public engagement committees for 18-month initiative. Two awards: \$53,000, and \$20,000.
- 2005 Principal Investigator, Elder Friendly Community Assessment and Planning Pilot Project, City of Cleveland, Department of Aging. Assessment in the Glenville and Puritas Longmead Neighborhoods funded by The Cleveland Foundation as part of the Successful Aging Initiative. \$36,500
- 2004-2005 Co-Principal Investigator, Contract with Cleveland City Council and City of Cleveland Department of Community Development. Develop and conduct an assessment of 15 community development corporations receiving operating support from Community Development. Analyze aggregated assessment data to derive a set of recommendations for the City of Cleveland. \$50,000
- 2003-2004 Principal Investigator, Promising Strategies for Improving Race Relations: Principles of Practice. Grant secured from University of Colorado, funded by the Hewlett Foundation, qualitative analysis and comparison of four race relations programs from across the United States. \$15,000
- 2003-2006 Principal Investigator, Applied Research on Race Relations. Three consecutive contracts funded by The George Gund Foundation through Slavic Village Development Corporation for the development of a model for promoting comfortable diverse relations in an urban neighborhood experiencing racial transition. Second and third rounds of funding designed to use the emerging model for the development of training materials for other communities. \$12,000, \$12,000 and \$8,000
- 2001 Research on National and Local Models of Neighborhood Planning, Neighborhood Progress, Inc., with Philip Star and Susan Burkholder. \$12,000
- 2001-2002 Research Promising Strategies for Valuing Diversity, Association for the Study and Development of Community, funded by American Psychological Association. \$25,000
- 2002 Local Zone of Peace in El Salvador, Hewlett Foundation, Trainer and Facilitator of action research of community violence in the Uzulutan Province. Resulted in a report, crisis intervention, and action plan on addressing gang violence in the town of Tierra Blanca.
- 1998-2001 Affordable Housing Initiative, Sisters of Charity Foundation of Cleveland, Manager responsible for designing evaluation plans with 26 grantees in Lorain and Cuyahoga County, analyzed individual grantee and aggregate outcomes
- 1998-1999 Social Capital and Neighborhood Revitalization, Annie E. Casey Foundation, Literature review and position paper on the role of social capital in neighborhood revitalization, part of a larger research grant to Dr. Ed Hill
- 1997-1998 Research Fellow, Center on Urban Poverty and Social Change, CWRU, Primary Investigator for Children at Risk Project, member of evaluation team for Cleveland Community Building

Initiative, and member of research project involving multiple methods for evaluating theories of neighborhood change (Aspen Institute).

- 1994 Co-Principal Investigator, Evaluation of Ex-Combatant Training Program, Centro de Estudios Internacionales, Managua, Nicaragua. Program equipped former Sandinista and Contra soldiers to serve together as trainers and community workers in conflictive zones.
- 1999 Consultant to develop a \$200,000 proposal to the Lilly Endowment Strengthening Institutions Program, and once awarded grant assisted in design of a new major in Peace, Justice and Conflict Studies, including overall curriculum and 4 core courses to the new major. Helped design a 1999 national conference, Replacing Fear with Hope, that included leading scholars and practitioners from across the United States on youth violence

SELECTED CONFERENCE PRESENTATIONS AND LECTURES

- 2015 Chupp, M. G. (2015). A Three-Fold Cord: Integrating Community Building, Organizing and Conflict Transformation in Community Change. 45th Annual Conference of the Urban Affairs Association, Miami, Florida, April 9.
- 2014 Chupp, M. G. & Graham, M. (2014). Right-Sizing Community Development: Merging Citywide Nonprofits for Effective Infrastructure for Comprehensive Neighborhood Revitalization. 44th Annual Conference of the Urban Affairs Association, San Antonio, Texas, March 21.
- 2013 Chupp, M. G. (2013). "Knowledge Both Ways: Engaging the Community as Peer" Speaker Series sponsored by Cleveland State University and the Civic Commons. April 18, 2013.
- 2012 Chupp, M. (2012, November). *Circles for Building Community Across Race and Class*. Relational Practices in Conflict Transformation, Mediation and Peacebuilding: From the Intimate to the International, Taos Institute Conference, San Diego, CA.
- 2012 Chupp, M. & McGowan, J. (2012, October). *Local Justice: Promoting sustainability and economic development among urban neighborhoods*. Peace and Justice Studies Association Annual Conference, Tufts University, Boston, MA.
- 2011 Chupp, M. (2011, March). *Getting the Most out of Service Learning: Maximizing Student, University, Community Impact*. Presentation at the Annual Meeting of the Urban Affairs Association, New Orleans, LA.
- 2010 Chupp, M. (2010, October). *Getting the Most out of Service Learning: Maximizing Student, University, Community Impact*. Poster presentation at the Annual Program Meeting of the Council of Social Work Education, Portland, OR.
- 2009 Chupp, M. & Vadapalli, D. (2009, November). *Challenges of Place-Based Community Development: A View from Cleveland*. Presentation at the 38th Annual Conference of the Association for Research in Nonprofit Organizations and Voluntary Associations, Cleveland, OH.
- 2009 Chupp, M. & Vadapalli, D. (2009, July). *Limitations and Lessons in Place-Based Community Development*. International Consortium for Social Development 16th Symposium, Monterrey, Mexico.
- 2008 Chupp, M. (2008, November). *Transforming the Civil Discourse and Neighborhood Identity through Action Research Community Organizing in Racially Transitioning Neighborhoods*. Paper presentation

at the 37th Annual Conference of the Association for Research in Nonprofit Organizations and Voluntary Associations, Philadelphia, PA.

- 2008 Chupp, M. (2008, September). *Conceiving Coexistence as a Tool for Conflict Prevention*. Ninety-minute workshop at Association for Conflict Resolution Annual Conference, Austin, TX.
- 2008 Chupp, M., Wibby, B., Mikovitz, B, Havey, M., & Schnell, K. (2008, April). *Students Mobilize to Get University to Adopt Anti-Sudan Investment Policy*. Workshop presented at the Social Welfare Action Alliance Annual Conference, Houston, TX.
- 2008 Chupp, M. & Salipante, P. (2008, February). *How Integrated are Stably Integrated Communities? A consideration of the role of nonprofit organizations in fostering inter-ethnic interaction*. Research seminar presented to the Mandel Center for Nonprofit Organizations, Cleveland, OH.
- 2008 Chupp, M. (2008, March). *Appreciative Inquiry. Transforming Relationships, Organizations, and Communities*. Workshop presented at the Center for Community Solution Annual Human Services Institute, Cleveland, OH.
- 2007 Chupp, M. (2007, July). *Appreciative Conflict Transformation*, Workshop presented at 27th Conference of the Council of International Fellowship, Cleveland, OH.
- 2007 Chupp, M. (2007, October). *Community coexistence: Do we need to renegotiate our social contract?* Symposium conducted at the Association for Conflict Resolution Annual Conference, Phoenix, AZ.
- 2007 Chupp, M. (2007, Nov). *Action Research: Higher Education, Community, and Government Partnerships to Address Conflict Affecting Youth*. Workshop provided to faculty from across Northeast Ohio in preparation for the Youth and Violence International Conference, Cleveland, OH.
- 2007 Appreciative inquiry: A tool for positive change. 2007 Workplace Giving Summit, Annual meeting of the National Alliance for Choice in Giving.
- 2006 Transforming race relations: Principles of practice from four approaches, Association for Conflict Resolution Annual Conference, Philadelphia, PA October 27, 2006.
- 2005 Consortium of Urban and Metropolitan Universities, Los Angeles, CA
- 2005 Guest Lecture at Zagreb School of Economics and Management and Zadar University Croatia, "Methods of Effective Communication between Local Government and Citizens," Appreciative Inquiry training for mayors and managers from across Croatia, Croatia USAID Local Government Reform Project.
- 1990-2004 Regular presenter at national conferences, including:
Urban Affairs Association, Annual Meeting
Association for Conflict Resolution, Annual Conference
Society for Professionals in Dispute Resolution, Annual Conference
National Conference on Peacemaking and Conflict Resolution, Biennial
Ministry of Reconciliation Annual Conference

- Victim Offender Mediation Association Annual Conference
- 1986 American Criminology Society Annual Meeting
- 1985 British Reparations Conference, Keele University, England

DOCTORAL RESEARCH

A grounded theory qualitative study of interethnic conflict and social capital formation in the Broadway Slavic Village neighborhood, Case Western Reserve University. Study paralleled facilitation of an Appreciative Inquiry on comfortable diverse relations. Research involved interviews, focus groups, and participant observation. The resulting grounded theory identified seven pathways to trust which promote trust between African American and eastern European American residents. The Appreciative Inquiry process resulted in numerous action steps, a new alliance among churches, and organizational changes in the community development corporation.

MASTER’S RESEARCH

Community Violence Action Research, University of Michigan, a community organizing practicum to conduct a community assessment in Elkhart, IN, and develop a strategy for mobilizing the community for change. In addition to statistical analysis of local and national crime data, research included developing and implementing a public attitude survey to over 260 randomly selected households. Research report led to the development of a community effort that eventually formed a new nonprofit organization to prevent violence.

PROFESSIONAL AWARDS AND HONORS

- 2004 Martin Luther King, Jr. Community Service Award Organizational award to Broadway: Diversity in Progress by the City of Cleveland and the Greater Cleveland Roundtable
- 1997 *Happy Are They: Living the Beatitudes in America*, Jim Langford, Triumph Books, Chapter on Blessed are the Peacemakers is a profile of my life and work

UNIVERSITY PUBLIC SERVICE (Sample Listing)

- 2009-present Founder, East Cleveland Partnership, a multi-institutional partnership committed to the revitalization of East Cleveland
- 2008 Advance Northeast Ohio Partners, representative for CWRU on the civic engagement committee.
- 2008 Planning Committee Member, National Peace Academy, sponsored by Peace Partnership International, Biosophical, and Case Western Reserve University.
- 2007-2008 Planning Committee Member, *Youth and Conflict: Global Challenges, Local Strategies*, International Conference sponsored by the US Institute of Peace, European Center for Conflict Prevention, Global Partnership for the Prevention of Armed Conflict, and Tri-C Global Issues Resource Center., March 2008, Cleveland, OH.
- 2007-present CWRU Center for Civic Engagement and Learning, MSASS representative
- 2006-present CWRU Center for Community Partnerships, MSASS representative

- 2006-present Levin College Center for Civic Education Advisory Committee, Cleveland State University
- 2005 Committee Member to plan and develop The Center for Election Integrity, a collaborative effort between the Levin College and Cleveland-Marshall College of Law, Cleveland State University.
- 2005 Search Committee, Program Manager for the Center for Nonprofit Policy and Practice
- 2004 Retreat Facilitator for Faculty Retreat, Provost's Global Learning Task Force on International Education at Cleveland State University
- 2004 Facilitator, Planning session of the Levin College Retreat
- 2002-2004 Planning Committee, CSU Models of Unity Conference
- 2002, 2003 Presenter, CSU Models of Unity Conference
- 2001-2003 Reviewer, *Economic Development Quarterly* (occasional)
- 2000 Advisory Committee, Community Development Concentration at the Mandel School of Applied Social Sciences, Case Western Reserve University

FACILITATION AND TRAINING SERVICES (Select list)

- 2015 Facilitator of Dissemination of GEAR, a community capacity assessment tool developed by Bridge to the Future, Israel. Piloted effort with Cleveland Community Development Corporations.
- 2013 Co-Facilitator of successful merger process with Neighborhood Progress, Inc., Cleveland Neighborhood Development Coalition and LiveCLEVELAND.
- 2012 Facilitator of faculty staff retreat for the Levin College of Urban Affairs
- 2010 Facilitator and Co-Chair, Sustainable Heights Retreat for leaders from Cleveland Heights and University Heights, OH
- 2010 Co-Facilitator, Sustainability Summit for Great Lakes Brewing Company
- 2009-2010 Facilitator, Social Inclusion Learning Circle, Cleveland Neighborhood Connections
- 2009 Gates Mills, OH, Candidates Forum
- 2006-2008 Facilitator and Panelist, Heights Community Congress Dialogues on Race and Class in Cuyahoga County.
- 2006-2008 Consultant, Jewish-Muslim Dialogue, Cleveland, OH
- February 2004 Appreciative Inquiry Program for Community and Social Change, Cleveland State University Four-day foundations course for nonprofit and community leaders, (Co-Sponsored by Ohio State University Extension)

- 1995-2004 Transforming Interpersonal Conflict in Groups, Christian Peacemaker Teams
Lead trainer on Conflict Transformation for all full-time and reserve members of Christian Peacemaker Teams, active in Palestine, Colombia, Iraq, and Mexico
- 2003 Appreciative Inquiry (5 day theory and practice training course), Institute for a Theology and Culture of Peace in Central America, El Salvador, in Spanish with participants from 9 countries and 3 religions
- 1999-2005 Community Organizing Basic Training, Neighborhood Progress, Inc., Responsible for designing initial curriculum and manual for training community organizers at local community development corporations. Co-facilitated 5 basic training courses.
- 1999-present Retreat Facilitator, Neighborhood Leadership Cleveland, Cleveland State University and Neighborhood Leadership Institute
- 2002, 2004 Secured two grants from USAID to train public officials from Croatia in citizen participation in government (trained delegates and facilitated visits throughout Northeast Ohio, Lima, Ohio and Chattanooga, Tennessee)
- 2000-2002 Culture of Peace Program, Uzulután, El Salvador, funded by the US Institute of Peace and the Hewlett Foundation. Lead Trainer and Consultant, development of a grassroots culture of peace program to develop a UN recognized Local Zone of Peace. Trained a team of Salvadorans in conscientization, conflict transformation, and mediation.
- 1998 Victim Offender Mediation Association, Annual Conference, Des Moines, Iowa
Gang Violence Intervention, Pre-conference Training
- 1997 Five Areas Project of Northern Ireland, provided training in the US and Northern Ireland to peace workers from both sides of the conflict, including former paramilitaries and IRA members, working in the five most violent areas of Northern Ireland. Funded by the US Information Agency.
- 1995-1997 Conflict Resolution and Mediation Skills, Violence Intervention Project
Lead Trainer and Curriculum Designer, 32 hour mediation training based on a transformative approach to conflict mediation
- 1996 International Conflict Resolution Skills Training Seminar, Inter-American Defense College, Fort Lesley J. McNair, Washington, DC. "The Role of Unofficial Actors in Peacebuilding," part of a two-day lecture series for mid-level military and government officials from across the Americas.

OTHER PROFESSIONAL EXPERIENCE

- 2002-2006 Program Manager, Civic Engagement Initiative, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Develop and manage the Civic Engagement Initiative, which includes promoting community building, appreciative inquiry and conflict transformation in organizations, neighborhoods and communities. Consultant for neighborhood-based leadership development and community organizing support program. Sample civic engagement projects include:
- 1998-2002 Project Manager, Center for Neighborhood Development, Maxine Goodman Levin College of Urban Affairs, Cleveland State University. Managed Neighborhood Leadership Cleveland and managed the evaluation of 26 grantees in Cuyahoga and Lorain County funded through

the Affordable Housing Initiative for the Sisters of Charity Foundation of Cleveland. Developed conflict transformation and civic engagement training and interventions.

- 1994-1997 Executive Director and Founder, Violence Intervention Project Elkhart, Indiana. Established programs, agency office, Board of Directors, funding base and administrative infrastructure; hired staff; and facilitated community education on violence prevention and conflict resolution. Designed and implemented mediation training and served as consultant for organizational mediations. Upon leaving, programs included school-based violence prevention, community mediation, and youth-at-risk program with a staff of five.
- 1993-1995 Neighborhood Planner and Community Organizer, LaCasa Community Development Corporation, Goshen, Indiana. Initiated a new community development effort with residents of an Appalachian slum and blight area. Developed a comprehensive assessment using participatory action research. Created a neighborhood association and local steering committee. Facilitated planning process that led to \$1.2 million infrastructure and housing development project. Co-authored interlocking successful proposals to the Indiana Housing Finance Authority, Department of Commerce, CDBG, City and County funding.
- 1991-1992 Coordinator, Community Violence Prevention Project, Elkhart Human Relations Commission, City of Elkhart, Indiana. Initiated community organizing project that led to establishment of a nonprofit organization designed to address community violence and conflict. Designed public attitude survey involving 277 telephone interviews. Developed five grassroots committees to address gun violence, community education, working with the media, etc. Wrote foundation grant proposals to fund survey and project expenses.
- 1991-present Consultant and Trainer, Conflict Transformation and Community Building, United States and International
- 1998-1991 Country Representative, Mennonite Central Committee, and Director, Central America Conflict Transformation and Mediation Project, San José, Costa Rica
- 1985-1987 Director, Youth and Militarism Project, American Friends Service Committee Syracuse, New York
- 1985-1987 Case Consultant, National Center on Institutions and Alternatives, Syracuse, New York
- 1983-1987 Consultant, National Institutions of Corrections (VORP Trainer), Washington, DC
- 1982-1985 Director, Victim Offender Reconciliation Program, and Co-Director, Center for Community Justice, Elkhart, Indiana

PROFESSIONAL AND PUBLIC SERVICE

- 2010-present Board of Directors, FutureHeights
- 2010-2012 Board of Directors, Cleveland Mediation Center
- 2009-present Trustee, National Peace Academy
- 2009-present Sustainable Cleveland 2019, a 3 day Appreciative Inquiry Summit
Community Engagement Coordinator, Vacant Land Reuse Work Group
Co-Chair Sustainable Heights Network

- 2008-2011 Elder, Forest Hill Church, Ministry of Education and Spiritual Formation
- 2008-2012 Step It Up Cleveland Heights, Civic Engagement Initiative
- 2005-2007 Ministry of Justice and Mission, Forest Hill Presbyterian Church
- 2005-2008 Core Team, Northeast Ohio Alliance for Hope (Gamaliel Foundation)
- 2005-2007 Shared Governance Team Parent Representative, Mosaic Experience Small School at Cleveland Heights High.
- 2004-2008 United Way Services, Strong Families=Successful Children Investment Committee and Youth Development Cluster
- 2003-2004 Co-Chair, Parent-Community Committee of the KnowledgeWorks Center of Strength Parent Representative, Design Team, Heights High Small Schools Initiative
- 1998-2002 President, Coventry P.E.A.C.E. (People Enhancing A Child's Environment) Cleveland Heights, OH, Co-President 1998-2001, President 2001-2002
- 1993-1997 Board of Directors, Elkhart Housing Partnership, Elkhart, Indiana
- 1992 to 1997 Vice-President, Ullery Neighborhood Association, Elkhart, Indiana
- 1987-88 Board of Directors, International Christian Youth Exchange, NYC
- 1984-1985 Executive Committee, Indiana Community Corrections Commission

PROFESSIONAL ASSOCIATION MEMBERSHIPS

International Consortium for Social Development

Association for Community Organization and Social Administration

National Coalition for Dialogue and Deliberation

Urban Affairs Association

LANGUAGES

Spanish, fluent oral and written

PROFESSIONAL DEVELOPMENT

- 2012 Connecting for Community, invitation only gathering with Peter Block, John McKnight, and Walter Brueggeman, May 3-4, 2012, Cincinnati, Ohio.
- 2011 Network Centric Organizing/NeighborCircle Training with Bill Traynor and Lawrence Community Works, Lawrence, MA, October 14-16.

- 2010 Housing Policy Summit: Who Pays, Who Plays, Who Wins? Federal Reserve Bank of Cleveland, June 9-10.
- 2010 Sustained Dialogue, Transforming Relationships, Designing Change. Advanced training by Hal Saunders, former Assistant Secretary of State, US Government.
- 2006 Nonviolent Communication: Building Harmonious Relationships, Rachele Lamb, Week-long training, Hollyhock, Cortes Island, British Columbia, Canada
- 2003 Citizen Activism, Advocacy, and Organizing, Camp Wellstone Training Program, Cleveland, Ohio
- 2003 Globalization and Economic Literacy, Barry Shelley, Center for Popular Economics, Sponsored by Neighborhood Progress, Inc.
- 2002 Appreciative Inquiry, Foundations Course with Dr. David Cooperrider (4 days), Weatherhead Executive Education at CWRU
- 2001-2002 Basic and Advanced Seminar (3 days each), Landmark Education, Cincinnati
- 2001 The Art of Leadership with Robert Gass (by invitation), Sponsored by EcoCity Cleveland and the Rockwood Fund.
- Pre-2000
Selected List
- Restorative Justice Sentencing Circles, Eastern Mennonite University
- Training Design Project for the Promise of Mediation, Folger and Bush
- Solution-Focused Intervention, Inn Soo Kim Berg
- Conflict Resolution Training for Social Change, John Paul Lederach and Ron Kraybill
- Systems Theory, Groups, & Leadership through Self-Differentiation, Edwin Friedman
- Advanced Consulting Skills for Congregations and Groups, Spead Leas & Alice Martin
- Prejudice Reduction, Training for Trainers, National Coalition Building Institute
- Interpersonal Mediation Training, Mennonite Conciliation Service
- Multicultural Conflict Resolution, Community Boards of San Francisco
- Alternatives to Violence Project in Prisons: Basic, Advanced, Training for Trainers