

ALAN B. KIRK, Ph.D., L.C.S.W
Professor of Social Work
Kennesaw State University
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EDUCATION:

Samford University
Birmingham, Alabama

Degree: B.S. 1970
(Psychology/Theatrical Arts)

Honors:

1. Who's Who Among Students In American Colleges and Universities
2. Omicron Delta Kappa
3. Alpha Psi Omega
4. Golden Key Club

University of Alabama
Tuscaloosa, Alabama

Degree: M.S.W. 1972

Florida State University
Tallahassee, Florida

Degree: Ph.D. 1986
Social Work

WORK EXPERIENCE

2015-Present

**Professor of Social Work
Kennesaw State University**

Beginning this academic year, I transferred leadership of the Social Work Program to an Interim Director. I am now a full-time member of the faculty. I am using this time to focus on writing, development of two research projects, and expansion of our study abroad initiatives.

2008-2015

**Director, Master of Social Work Program
Department of Social Work and Human Services
Kennesaw State University
Kennesaw, Georgia**

This was a full-time senior level administrative and teaching position. The Social Work Program is a nationally accredited program (Council On Social Work Education). A faculty of 14 full-time and 8 part-time professors serve more than 120 full and part-time graduate students. Specific responsibilities included leadership, management oversight, teaching, community relations, and strategic planning.

Leadership Highlights:

1. Led in CSWE Reaffirmation process that resulted in accreditation until 2021. The Department accomplished this without consultants or designated writers.
2. Expanded our involvement in international study and internship experiences. We now offer experiential learning in Thailand, Germany, Belgium, France, Uganda, Malaysia, Morocco, and South Africa.

2012-Present

**Visiting Faculty
Erastus Mundus Masters Program in Adapted
Physical Activity
The Katholieke University Leuven
Leuven, Belgium**

Teaching courses related to trauma, disaster intervention and the neuro-biology of trauma. I also serve as a research advisor on thesis projects

2012-Present

**Visiting Faculty
University of Munich
Munich, Germany**

Served on 2 doctoral dissertation committees. Both PhD Candidates successfully defended.

2001-2008

**Professor and Chair
Department of Social Work and Human Services
Kennesaw State University
Kennesaw, Georgia**

This was a senior level administrative and teaching position. The Human Service Department offers both the Master's Degree of Social Work and the BS degree in Human Services ten full-time and 18 part-time professors serve more than 350 undergraduate majors and 70 full-time graduate students. Specific responsibilities included leadership, management oversight, teaching, community relations, and strategic planning. A major emphasis began in 2005 to develop a nationally accredited (CSWE) Master of Social Work program. This program received a full seven (7) years accreditation on 2008 (back dated to 2006). The MSW program has now completed its first reaffirmation process and has received full CSWE Accreditation until 2021. Teaching specialty areas included research methodology, statistics, human behavior, child welfare, psychopathology, organizational development, and leadership skills.

Leadership Highlights:

1. Expanded faculty from 4 full-time and 5 part-time faculty to 10 full-time and 16 part-time faculty members.
2. Undergraduate majors increased from 145 to 400 during the first 5 years.
3. Established a full-time Master of Social Work Program. Program is now in final phase of candidacy. MSW Program has 70 full-time students.
4. Grant writing activities resulted in \$990,000 of external funding for academic programs.
5. Established international training programs based in Germany and Southeast Asia.

2003 – Present

**Visiting Professor
Organizational Leadership Ph.D. Program
University of Maryland Eastern Shore
Princess Anne, Maryland**

Teaching 3-4 courses per year in the Ph.D. program. Courses include Quantitative Research Methods, Computer Assisted Data Analysis, Statistics and Data Analysis, Health and Human Service Policy, Organizational Research, and Dissertation Seminar. Non-teaching responsibilities include directing dissertations as either major professor or research advisor for 8 students.

2003 – Present

**Visiting Professor
Ph.D. Program
School of Social Work
Clark Atlanta University
Atlanta, Georgia**

Teaching one upper level doctoral course per semester. Serving on dissertation committees as research methodologist.

1998-2001

**Associate Professor
Director, Social Work Program (BSW)
Southeastern Louisiana University
Hammond, Louisiana**

Responsibilities included research, teaching, and curriculum development within a multi-disciplinary department at this university. Primary courses were research methodology, statistics, human behavior, social work practice, and social welfare policy. Administrative responsibilities included leadership of an academic program with more than 400 majors and 8 full time professors. The Social Work Program also had a laboratory clinic that employs 18 professional staff with a budget of \$1.5 Million. I served as CEO of this activity. Community activities involved serving on several agency boards including the Children Trust Fund which is a governor appointed position. Work responsibilities included supervision of teaching faculty, administrative oversight of the Social Work Program, curriculum development, student mentoring and advisement, and liaison with community agencies and other Universities. Research projects include development of outcome indicators and needs assessments for 3 multi-program governmental agencies.

1993-2006

**Director of Officer Leadership Development
US Air Force Reserve
Robins AFB, Georgia**

This was a part-time position in the Ready Reserve. Responsibilities included conceptualizing and developing curricula, seminars, and courses that focus on leadership, communication, management, and organizational development. This office teamed both full and part-time individuals who have demonstrated creativity, instructional skills, and an ability to conceptualize and implement new models of training. The staff included university faculty, private industry consultants, full time military personnel, and consumers. A full time staff of six provided administrative support. Instructional duties included presentations at national and international seminars.

1992-1999

**Senior Partner
Quality Associates International
The LynKirk Group, Ft Lauderdale, FL**

These consulting firms provided services exclusively to governmental and non-profit organizations. QAI provided "Total Quality Management" start up and improvement consultative services. Clients included the Georgia Department of Law, Georgia Department of Natural Resources, the US Army, Marquee Rural Health System, and the Florida Department of HRS.

The Lynkirk Group provided clinical training in the areas of case management and crisis intervention to mental health and developmental disabilities professionals in state, county, and local treatment centers throughout the U.S. This consultative group assisted several states in the design and implementation of a process of de-institutionalization for state hospitals for the developmentally disabled.

1993-1998

**Private Practitioner
Ft. Lauderdale and Miami, Florida**

I was listed as affiliate medical staff of three private psychiatric residential facilities in the Dade/Broward metropolitan area and three national managed health care organizations. Practice areas included children, adolescents, and adults. I also served as a mental health consultant to several governmental organizations and private corporations (Value Behavioral Care, MCC Behavioral Care, Blue Cross/Blue Shield, South Dakota State Social Services, and Florida State HRS). Specialty areas included post-traumatic stress and critical incident de-briefing, outcome oriented clinical research, marital and family interventive models.

1985-1994

**Associate Professor
School of Social Work
Barry University
Miami Shores, Florida**

Teaching Areas: Research, psychopathology, HBSE, direct practice, empirical clinical practice, statistics, field and academic advising, Ph.D. advising including dissertational research supervision, computer applications, and defense preparation. I chaired dissertational committees for 10 Ph.D. students who have completed the Ph.D. degree and are now contributing to the profession. In addition to regular faculty committee work, I served as chairperson of the Research Committee, the Direct Practice Committee, and the Admissions and Recruitment Committee. I also served in an elected capacity in the faculty senate for three consecutive years.

1989-1994

**Quality Officer
14th Air Force
U.S. Air Force Reserve
Dobbins ARB, Georgia**

Fourteenth Air Force is one of three major commands within the Air Force Reserve organization. This headquarters coordinates the efforts of over 23,000 Reservists located at 12 units throughout the United States. This position was a part-time position.

Beginning in 1990, the USAF Reserve adopted a plan for implementation of "Total Quality Management". This plan required major changes in management and planning practices. Team-building, cross-functional and participatory management, continuous process improvement, and customer relations received increasing emphasis throughout the organization. All service members received intensive training and were expected to utilize these "state-of-the-art" techniques to organize the work of their work areas. As a designer of this transformation, my responsibilities included curriculum development, training, consultation, and public speaking. One of the instructional packages, the NCO Leadership Development Program has trained over 40,000 mid-level supervisors.

1984-1990

**Director of Social Actions
919 Special Operations Group
Eglin AFB, Florida**

This program provided mental health and substance abuse related counseling services to assigned personnel and their families. Our staff also provided training and consultation in the areas of human relations including, race relations, equal opportunity and affirmative action efforts, and gender issues such as sexual harassment. This position was my first assignment as a part-time Air Force Reservist.

1982-1985

**Doctoral Student
Florida State University
Tallahassee, Florida**

Teaching areas within the graduate and undergraduate areas included human development, human behavior, research, crisis intervention, and psychopathology. Dissertational research focusing on post-traumatic stress disorders was successfully defended and published in 1985.

1976-1982

**Clinical Social Worker
Mental Health Clinic
VA Medical Center
Albany, New York**

This clinic is a regional out-patient treatment facility that serves approximately 1500 veterans. Responsibilities included case management, psychotherapy, assessment, crisis intervention, family assessment and intervention, and group psychotherapy. During this six-year tenure, I held several leadership positions including Clinical Director of the clinic, Social Work Supervisor, and coordinator of the crisis response team.

As an adjunct clinical faculty member of the School of Social Work, SUNY, Albany, Atlanta University, and Keuka College, I supervised 15 students in their clinical field placement.

1975-1976

**Clinical Director
Alcohol Rehabilitation Center
USAF Hospital
Charleston AFB, South Carolina**

This program offered both resident and non-resident programs for individuals and their families. A full range of out-patient prevention, crisis, and follow-up services supported an intensive 28-day resident program. As Director, I provided team leadership to the multi-disciplinary treatment team as well as program management support.

1972-1975

**Clinical Social Worker
Biomedical Corps
US Air Force**

Beginning in 1970, the Air Force began utilizing professional social workers as part of the psychiatric treatment team. I was among the first MSW social workers on active

duty with the Air Force. My initial assignment was in a large regional psychiatric treatment facility. As a primary therapist on this 80-bed unit, my responsibilities included individual and group therapy, assessment, discharge planning, and crisis intervention. After 2 years I was assigned as the director of out patient mental health services at the USAF Regional Hospital, Fairchild AFB. The clinic at this hospital provided out patient care to Air Force members and their families within the entire Northwest area of the United States. The clinical staff consisted of psychiatrists, psychologists, nurses, and professional social workers.

SCHOLARLY PUBLICATIONS

1. Kirk, A. (1975) "*Alcohol Rehabilitation in the Air Force: The 28 Day Program*" Medical Service Digest. April, 1975.
2. Kirk, A. & Mays, R. (1976) "*Treating Obesity in an Out-Patient Mental Health Clinic*", Medical Service Digest. May, 1976.
3. Kirk, A. & Rittner, B. (1995) "*Health Care and Transportation Services Utilization Among The Frail Elderly*", Social Work, NASW Press, Vol. 40 #3, May, 1995, pp. 365-373.
4. Kirk, A. & Rittner, B. (1992) "*Old and Poor: A Comparison of Female and Male Meal Program Participants*", Journal of Gerontological Social Work. Vol 14, #4, 1992.
5. Groneng, J. & Kirk, A. (1999) "*International Leadership*" Pro Patria: The Norwegian Reserve Officers Journal. Vol 1896 #6 pp. 28-29.
6. Kirk, A. and Reddish, D. (2000) "*Training Leadership*", The Officer, Feb, 2000.
7. Kirk, A, Rittner, B. & Waldrup, D. (2001) "*A Comparison of Rural and Urban Meal Program Participants*", Journal of Gerontological Social Work. Fall, 2002
8. Kirk, A. & Downing, H. (2001) *Senior Service Centers: A Comparison of Affiliated and Non-Affiliated Participants*. AdultSpan Journal Vol 2 #2, 89-101.
9. Kirk, A. & Dollar, S. (2002) "*The Incidence of Post-Traumatic Stress Symptomatology Among University Students*". Journal of University Human Resources. Spring, 2002
10. Kirk, A. & Downing, H. (2002) *Quality of Life Issues Among Senior Service Center Meals Participants*. Activities, Adaptation and Aging. Spring, 2002.
11. Madden, L. Hicks-Coolick, A. & Kirk, A. (2002) *An Empowerment Model For Social Welfare Consumers: Its Effectiveness and Implications For Welfare Reform*. Lippencott's Case Management Vol 7 # 3.

12. Kirk, A. “*Family Health and Social and Economic Justice*” (2002). In Macro Level Social Practice and Family Health”, Pardeck, J. editor. Greenwood Publishing, Westport, CT.
13. Kirk, A. (2002) “*Empowering People At Risk: The Impoverished*”. In Strategies To Overcome Oppression and Discrimination For Marginalized Groups Gunther, J., Elloit, D. and Butler, L. Eds. Edwin Melin Press.
14. Kirk, A., Madden, L., & Meeks-Sjostrom, D. (2002) Farmworkers and Their Families: An Occupational Stress Resource Manual For Health Care Providers. NIOSH/HRSA Grant.
15. Madden, L., Bishop, L., & Kirk, A. (2003) “*Asset Building With Rural Haitian Immigrants: A Psycho-Educational Group Intervention.*” In Scales, L. and Streeter, C. (Eds) Building Assets in Rural Communities. Brooks/Cole.
16. Kirk, A. & Madden, L. (2003). *Trauma Related Critical Incident De-Briefing for Adolescents*. Child and Adolescent Social Work Journal. April, 2003.
17. Kirk, A (2005) *Psychological Trauma Among Tsunami Survivors* (2005) Published in the proceedings of the annual conference of the International Council of Sport Science and Physical Education (ICSSPE).
18. Kirk, A. & Madden, L. (2006) *Empowering Families At Risk: America’s Farm Populations*. Social Work and the Rural Context: Strategies That Empower. Frostburg State University, Frostburg, Maryland.
19. Downing-Alessi, H., Ballard, M. & Kirk, A. (2006) *Cognitive Impairment and Substance Abuse: Implications for Detection and Treatment*. Journal of Addictions Counseling. In Press.
20. Kirk, A., Bennett, D. & Sowell, R. (2007) *Implementation of a Flexible Academic Workload Planning Process*. The Department Chair. Vol. 17 #3. p.18-20.
21. Kirk, A. & Peters, A. (2007) Supporting Department Initiatives Through Entrepreneurial Activities. The Department Chair. Vol. 17 #4 p.15-18.
22. Kirk, A (2007) *Partnering Sport and Social Work for Disaster Relief* Published in the proceedings of Helping to Heal: Sport in Post-Disaster Intervention. International Council of Sport Science and Physical Education (ICSSPE).
23. Kirk, A. & Hicks, A. (2007) Helping to Heal: Sport in Post-Disaster Intervention Student Training Manual. ICSSPE, Berlin, Germany

24. Kirk, A. and Williams, S. (2008) Recruitment, Retention, and Promotion of Minority Faculty. The Department Chair. Vol 19, #2. P.23.
25. Kirk, A. and Williams, S. (2010) Workplace Diversity as a Strategy for Recruitment, Retention and Promotion of Faculty of Color in Institutions of Higher Education. Journal of Multiculturalism in Education, Spring, 2010.
26. Williams, S. E., Nichols, Q. I., Kirk, A., & Wilson, T. (2011). A recent look at the factors influencing workforce retention in public child welfare. Children and Youth Services Review, 33(1), 157-160. doi: 10.1016/j.childyouth.2010.08.028
27. Kirk, A. & King, S. (2012). Neurobiology of childhood trauma: An overview for educators. In C. Mears (Ed.) *Reclaiming School in the Aftermath of Trauma: Advice Based on Experience*. NY: Palgrave Macmillan.
28. Nandan, M. and Kirk, A (2014) Occupational social work in the United States. In Guillermina, G. (Ed). *Occupational Social Work/Employee Assistance Program from an International Perspective*. Nuevo Leon, Mexico: Universidad Autonoma de Nuevo Leon.
29. Searles McClatchey, I., & Kirk, A. (2014). Quality internships for part-time graduate students – An exploratory study of a university/agency partnership. PRISM: A Journal of Regional Engagement, 3(1), 135-147.
30. Robinson-Dooley, V. & Kirk, A. (2015). Study Abroad: Essentials in Recruitment and Interdisciplinary Practice. *Journal of Global Initiatives: Policy, Pedagogy, Perspective*, 10(2).

FUNDED GRANTS (Principal Researcher)

1. **SLU Family Support Project (1999).**
This project established a laboratory human service agency that provided a broad range of social services to rural residents of 4 Parishes. The project represented an innovative partnership between SLU Departments, State agencies, and local human service organizations. The Louisiana OCS funded the 3-year contract at \$600,000 with an additional \$100,000 from the Casey Foundation of Baton Rouge. The project maintained an 18 member full time staff under the direction of the Social Work Director. Our vision was to be a full partner in the local service community, to be a benchmark example of a well-run human service organization, and to be a platform for innovative research and development in the area of family support and preservation. Funded amount: \$700,000.
2. **Learning Communities funded collaboration between Math and Social Work (2000).**

Only 5 of more than 20 proposals were funded in a competitive review process. The project represented a partnership between Math and Social Work to deliver a combined 7-hour class in statistics and computer-assisted data analysis. Two required courses (Math 241 and SOC 232) were taught in isolation resulting in heavy overlap. This developmental work improved the delivery of the material and help to organize the content of both courses to minimize overlap. Funded Amount: \$3,000.

3. **Center For Teaching Excellence Grant (2000).**

This was a collaboration between the SLU Dramatic Arts Program and the SLU Social Work Program. The project used advanced actors to present historical figures important to the Social Work profession. The presentations were delivered in a multi-media format with costumes, make-up, and full characterizations. It was designed to be a benchmark for other academic programs at SLU.
Funded amount \$800.

4. **Phoenix Point Homeless Project Grant (2000).**

This proposal was funded by the Rapides Foundation to provide regular outcome studies and needs assessment to support the Phoenix Point Project. The initial amount was established for start-up funds.
Amount: \$15,000.

5. **Board of Regents Curriculum Enhancement Grant (2001).**

This grant funded the design and implementation of a comprehensive service-learning component for the SLU Social Work Program. The project infused more than 100 social work majors into the local community as volunteer service learners.
Amount: \$16,000.

6. **NIOSH/HRSA Grant. (2001)** This 3 year grant was a partnership between social work and nursing. It was based in Southeastern Louisiana. The grant provided health care, training of healthcare providers, and a series of outreach activities.
Funded Amount: \$563,000.

7. **U.S. Department of Health Grant. (2002)** This 3-year proposal funded a partnership between Kennesaw State University and the Cobb County School System to deliver abstinence-only sex education to all 8th grade students in the Cobb County Public Schools. KSU's role was be to organize, deliver, and report all grant program related outcome studies. The grant was funded for \$380,000. annually. KSU will receive \$100,000. On an annual basis to fund our activities. The total 6-year amount for KSU was \$520,000.

8. **Georgia Department of Adolescent Health (2004)** This grant funded a regional conference focusing on sex education. The conference brought in national speakers and government officials to develop technology, implementation strategies, and curricula for middle and high school students. Funded amount: \$124,000.

9. **Cobb Commission on Children and Youth (2007-2009)** This grant funded a comprehensive outcome evaluation of abstinence only sex education in the Cobb County public school system. Funded Amount: \$270,000.
10. **Georgia Department of Children and Families (2006)** This grant funded the KSU Child Welfare Scholars Program. This program provided stipends and specialized training to MSW students who are committed to a career in public child welfare and protective services. The grant also funded one Assistant Professor position and one Administrator to implement the Program. Funded Amount: \$256,000.
11. **Georgia Department of Children and Families (2007)** This grant provided expansion funding for the KSU Child Welfare Scholars Program. This program provides stipends and specialized training to MSW students who are committed to a career in public child welfare and protective services. The grant also funds one Assistant Professor position and one Administrator to implement the Program. Funded Amount: \$348,000.
12. **Georgia Department of Children and Families (2008)** This grant provided expansion funding for the KSU Child Welfare Scholars Program. This program provides stipends and specialized training to MSW students who are committed to a career in public child welfare and protective services. The grant also funds one Assistant Professor position and one Administrator to implement the Program. Funded Amount: \$357,000.
13. **Georgia Department of Children and Families (2009)** This grant provided expansion funding for the KSU Child Welfare Scholars Program. This program provides stipends and specialized training to MSW students who are committed to a career in public child welfare and protective services. The grant also funds one Assistant Professor position and one Administrator to implement the Program. Funded Amount: \$358,000.
14. **Georgia Child Advocacy Centers (2009-2012)** Funding of MSW Stipends. This grant provided an annual full stipend to a 2nd year full time MSW student. KSU waived tuition for this student as a part of this partnership grant. Funded amount: \$16,000.
15. **Georgia Department of Children and Families (2010)** This grant provided funding for the KSU Child Welfare Scholars Program. This program provides stipends and specialized training to MSW students who are committed to a career in public child welfare and protective services. The grant also funds one Assistant Professor position and one Administrator to implement the Program. Funded Amount: \$650,000.
16. **Cobb Commission on Children and Youth (2010)** This grant funded a comprehensive outcome evaluation of abstinence only sex education in the Cobb County public school system. Funded Amount: \$85,000.

17. **Cobb County Community Development (2009-2011)** Provision of funds for capital improvements of the Good Samaritan Health Clinic of Cobb County. Total \$120,000.
18. **UNESCO (2011)** Funding of International Disaster Seminar, Rheinsberg, Germany Amount 20,000 Euros (Approximately \$32,000.)
19. **Halle Foundation Grants (2011-2013)** Three grants were received during a 3 year period to fund student participation in the International Disaster Intervention Seminars held in Germany (\$45,000).
20. **Good Samaritan Health Clinic of Cobb County (2012-2105)** Community Needs Assessment and Clinical Expansion Planning (\$12,000)
21. **North Fulton Community Charity(2014-2017)** Program Development and Needs Assessment. We are assisting this agency in creating an intervention model that addresses generational poverty \$24,000
22. **Georgia Department of Children and Families (2016)** This grant provided funding to re-start the KSU Child Welfare Scholars Program. This program was discontinued by the State of Georgia in 2011. The scope of the new program is much more limited than past programs. Funded Amount: \$158,000

CURRICULUM DEVELOPMENT (Conceptualization and Authorship)

1. **USAF NCO Leadership Development Program, 3rd Edition (1999).**
This course, with the accompanying text and audio-visual, was developed to teach communication, interactive, and conflict resolution skills to front line supervisors and managers. As co-developer of this course, I designed most of the classroom activities and authored the curriculum. This course is now required training for all Reserve enlisted supervisors and has trained more than 40,000 individuals over the last 10 years. In January, 1999 I was asked to design and implement major revisions in the NCOLDP curriculum (3rd Edition). The revisions were completed in May, 1999 and the new package has been implemented at Air Force installations worldwide.
2. **International Junior Officer Leadership Symposium (1998).**
This symposium brings together officers from European, Scandinavian, and former Eastern Block countries for a week of team building, instruction in organizational development, and exchange of ideas. Over 100 reserve military officers from 18 countries attend the symposium each year.
3. **JOLDS II (1999)**
This program is an 8-month, academically rigorous program in management, human relations, conflict resolution, and organizational development. The curriculum

includes both resident and non-resident studies. The package has been adopted for full implementation and is now required training for Air Force officers.

4. International Seminar on Disaster Intervention and Community Restoration

The German Ministry of Sport, the German Red Cross, and the Donnersmarck funded a proposal submitted in May, 2006 to implement an international seminar bringing sport and social work professional from around the world to receive training in disaster responding, critical incident de-briefing, and community organization using sport as an organizing activity. This proposal is a result of a 2-year partnership with the International. The seminar will soon have the 9th annual meeting in Rheinsberg, Germany. This seminar is attended by professionals representing more than 30 countries each year.

RECENT NATIONAL AND INTERNATIONAL PESENTATIONS

International Symposium for Adapted Physical Activity, Disaster Intervention: Responding to People With Special Needs. Conference Opening Keynote Address Gavle, Sweden, 2009;

International Symposium for Adapted Physical Activity, Funding Your Creative Ideas. Paris, France 2010

International Symposium for Adapted Physical Activity, The Neuro-biology of Physical Injury. Coping With Personal Disaster Keynote workshop, Paris, France 2010

National Symposium for Adapted Physical Activity, How to Establish and Keep Funding for Your Great Idea. Ann Arbor, MI March, 2015

International Seminar on Disaster Intervention. Training for Sport Medical, and Social Work Professionals. Organizer, Keynote Speaker (2007-2016) Rheinsberg, Germany.

NASW Louisiana Annual Conference. Healing Sick Organizations: Organizational Excellence Through Leadership. Keynote Presentation, 23-27 March 2016.