

**CURRICULUM VITAE**  
**MICHEAL L. SHIER**

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**ACADEMIC EXPERIENCE/APPOINTMENTS**

- 2019 – present Associate Professor (Tenured), Factor-Inwentash Faculty of Social Work, University of Toronto
- 2014 – 2019 Assistant Professor, Factor-Inwentash Faculty of Social Work, University of Toronto
- 2015 - present Associate Researcher, Centre for Learning, Social Economy, & Work, Ontario Institute for Studies in Education, University of Toronto
- 2010 – 2014 Doctoral Research Fellow, School of Social Policy & Practice, University of Pennsylvania
- 2010 – 2014 Research Associate, Faculty of Social Work, University of Calgary
- 2008 - 2010 Murray Fraser Professorship Research Coordinator, University of Calgary, Faculty of Social Work
- 2006 – 2008 Research Assistant, Faculty of Social Work, University of Calgary

**EDUCATIONAL BACKGROUND**

- 2014 Doctor of Philosophy (Social Welfare), University of Pennsylvania  
Dissertation: Shier, M.L. (2014). *Social innovations by nonprofits: Inter- and intra-organizational factors*. ProQuest, UMI Dissertations Publishing, 3635552. University of Pennsylvania.
- 2010 Master of Social Work (Leadership in the Human Services), University of Calgary  
Thesis: Shier, M.L. (2010). *Human service organizations and the social environment: Making connections between practice and theory*. ProQuest, UMI Dissertations Publishing, MR69611. University of Calgary.
- 2008 Bachelor of Social Work (with Distinction), University of Calgary
- 2002 Bachelor of Arts in Political Science, University of Lethbridge

**SCHOLARLY ACTIVITIES****Publications:****Books:**

1. Shier, M.L. (contracted and in progress). *Field Guide to Researching Nonprofit Organizations*. Cheltenham, UK: Edward Elgar Publishing.
2. Graham, J.R., Shier, M.L., & Delaney, R. (2018). *Canadian social policy: A new introduction* (5<sup>th</sup> Edition). Toronto, ON: Pearson Education.

**Book Chapters:**

1. Shier M.L. (in press). Nonprofits and Social Innovation in Canada. In Phillips, S. and Wyatt, B. (Eds.). *Intersections and innovations: Change for Canada's nonprofit and voluntary sector*. Edmonton, CA: Muttart Foundation.
2. Shier, M.L. (2017). Problem solving and social work. In F. J. Turner (Ed.). *Social work treatment: Interlocking theoretical approaches* (6<sup>th</sup> Edition) (pp. 387-397). New York, USA: Oxford University Press.
3. Graham, J.R., & Shier, M.L. (2015). History of Canadian Social Welfare. In Mullen E. (Ed.), *Oxford Bibliographies* (Social Work). Online: Oxford University Press. DOI: 10.1093/OBO/9780195389678-0072
4. Shier, M.L., & Handy, F. (2014). Give India: Web donations in an emerging nonprofit market. In Cnaan, R.A., & Vinokur-Kaplan, D (Eds.). *Innovative nonprofits: Organizations that make a difference* (pp. 95-104). Thousand Oaks, CA: Sage Publications.
5. Shier, M.L., & Graham, J.R. (2014). Social policy in Canada. In C. Franklin (Ed.). *Encyclopedia of social work online* (pp. 1-13, online). New York, NY: Oxford University Press.
6. Graham, J.R., & Shier, M.L. (2012). Religion, spirituality and social work in academic settings. In Groen, J., Graham, J.R., & Coholic, D. (Eds.), *Spirituality in Education and Social Work: An Interdisciplinary Dialogue* (pp. 35-56). Waterloo, CA: Wilfrid Laurier University Press.
7. Shier, M.L., & Graham, J.R. (2012). Social work, religion, culture and spirituality. In K. Lyons, T. Hokenstad, M Pawar, and N. Huegler (Eds.). *The Sage Handbook of International Social Work* (pp. 279-293). London, UK: Sage Publications.
8. Shier, M.L. (2011). Problem solving and social work. In F. J. Turner (Ed.). *Social work treatment: Interlocking theoretical approaches* (5<sup>th</sup> Edition) (pp. 364-373). New York, USA: Oxford University Press.

**Journal Articles (peer reviewed):**

1. Shier, M.L., Turpin, A., Nicholas, D., & Graham, J.R. (in press). Supervisor-worker relationship dynamics for workplace violence prevention. *Human Service Organizations: Management, Leadership & Governance*.
2. Shier, M.L., Turpin, A., Nicholas, D., & Graham, J.R. (in press). Organizational dynamics predicting social service worker experiences with direct and indirect violence when engaged with service users. *British Journal of Social Work*.
3. Lenz, T. & Shier, M.L. (in press). Supporting transformational social innovation through nonprofit and local government relations: A scoping literature review. *Human Service Organizations: Management, Leadership & Governance*.
4. Turpin, A., Shier, M.L., and Scowen, K. (in press). Increasing accessibility to mental health services: Findings from an impact assessment of a social enterprise. *Canadian Journal of Nonprofit and Social Economy Research*.
5. Turpin A., Shier, M.L., Nicholas, D., & Graham, J.R. (in press). Workload and workplace safety in social service organizations. *Journal of Social Work*.
6. Shier, M.L., Larsen-Halikowski, J., & Gouthro, S. (2020). Interpersonal dynamics shaping positive mentee and mentor relationships. *Child and Adolescent Social Work Journal*, 37(5), 497-509.
7. Misener, K., Morrison, K., Shier, M., & Babiak, K. (2020). The influence of organizational social responsibility on involvement behavior in nonprofit membership associations. *Nonprofit Management & Leadership*, 30, 591-611.
8. Shier, M.L., & Handy, F. (2020). Leadership in nonprofits: Social innovation and blurring boundaries. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 31(2), 333-344.
9. Shier, M.L., Larsen-Halikowski, J., & Gouthro, S. (2020). Characteristics of volunteer motivation to mentor youth. *Children and Youth Services Review*, 111 (April), 104885. <https://doi.org/10.1016/j.childyouth.2020.104885>
10. Turpin, A., & Shier, M.L. (2020). Social entrepreneurial orientation in human service organizations: A scoping review. *Human Service Organizations: Management, Leadership & Governance*, 44(2), 144-168.
11. Alschech, J., Taiwo, T., & Shier, M.L. (2020). Navigating peer-influences in a large North American youth homeless shelter. *Children and Youth Services Review*, 108 (January), 104665. <https://doi.org/10.1016/j.childyouth.2019.104665>

12. Turpin, A., Shier, M.L., Nicholas, D., & Graham, J.R. (2019). Workplace violence in human service organizations: A qualitative inquiry of team-level dynamics. *Journal of Health and Human Services Administration, 42*(3), 3-48.
13. Shier, M.L. Turpin, A., Nicholas, D., & Graham, J.R. (2019). Dynamics of a culture of workplace safety in human service organizations: A qualitative analysis. *International Social Work, 62*(6), 1561-1574.
14. Shier, M.L., Graham, J.R., & Keogh, J.M. (2019). Social work and the emerging opioid epidemic: A literature review. *British Journal of Social Work, 49*, 1759-1777.
15. Farwell, M., Shier, M.L., & Handy, F. (2019). Explaining trust in Canadian charities: The influence of public perceptions of accountability, transparency, familiarity, and institutional trust. *Voluntas: International Journal of Voluntary and Nonprofit Organizations, 30*(4), 768-782.
16. Shier, M.L., & Turpin, A. (2019). An evaluative approach to identify social innovations within human service organizations: Case examples of a *preformative* stage of developmental evaluation. *Human Service Organizations: Management, Leadership & Governance, 43*(3), 171-187.
17. Shier, M.L., Handy, F., & Jennings, C. (2019). Intraorganizational conditions supporting social innovations by human service nonprofits. *Nonprofit and Voluntary Sector Quarterly, 48*(1), 173-193.
18. Burgess, D., & Shier, M.L., (2018). Food insecurity and social work: A comprehensive literature review. *International Social Work, 61*(6), 826-842.
19. Shier, M.L., & Van-Du, B. (2018). Framing curriculum development in social work education about social enterprises: A scoping literature review. *Social Work Education: The International Journal, 37*(8), 995-1014.
20. Turpin, A., & Shier, M.L. (2018). Exploring intersecting program elements in longer-term concurrent disorder services for adults: A qualitative evaluation. *The Qualitative Report, 23*(10), 2474-2489.
21. Shier, M.L., Gouthro, S., & De Goias, R. (2018). The pursuit of social capital among adolescent high school aged girls: The role of formal mentor-mentee relationships. *Children and Youth Services Review, 93*, 276-282.
22. Shier, M.L., Graham, J.R., & Nicholas, D. (2018). Interpersonal interactions, workplace violence, and occupational health outcomes among social workers. *Journal of Social Work, 18*(5), 525-547.
23. Shier, M.L., Nicholas, D., Graham, J.R., & Young, A. (2018). Preventing workplace violence in human services workplaces: Organizational dynamics to support positive

- interpersonal interactions. *Human Service Organizations: Management, Leadership & Governance*, 42(1), 4-18.
24. Ramsundarsingh, S., & Shier, M.L. (2017). Anti-oppressive organizational dynamics in the social services: A literature review. *British Journal of Social Work*, 47(8), 2308-2327.
  25. Shier, M.L., & Turpin, A. (2017). A multidimensional conceptual framework for trauma informed practice in addictions programming. *Journal of Social Service Research*, 43(5), 609-623.
  26. Turpin, A., & Shier, M.L. (2017). Peer support and substance use disorder treatment: Benefits and barriers for intra-personal development in longer-term treatment programs. *Journal of Groups in Addiction & Recovery*, 12(2-3), 117-134.
  27. Turpin, A., & Shier, M.L. (2017). Supporting intrapersonal development in substance use disorder programs: A conceptual framework for client assessment. *Journal of Evidence-Based Social Work*, 14(3), 131-146.
  28. Surette, T.E., & Shier, M.L. (2017). A common factors approach to supporting university students experiencing psychological distress. *Journal of College Student Psychotherapy*, 31(2), 112-131.
  29. Graham, J.R., Shier, M.L., & Nicholas, D. (2016). Workplace congruence and occupational outcomes among social service workers. *British Journal of Social Work*, 46(4), 1096-1114.
  30. Shier, M.L., & Handy, F. (2016). Cross-sector partnerships: Factors supporting social innovation by nonprofits. *Human Service Organizations: Management, Leadership & Governance*, 40(3), 253-266.
  31. Shier, M.L., & Handy, F. (2016). Executive leadership and social innovation in direct service nonprofits: Shaping the organizational culture to create social change. *Journal of Progressive Human Services*, 27(2), 111-130.
  32. Shier, M.L., Graham, J.R., Fukuda, E., & Turner, A. (2016). Predictors of living in precarious housing among immigrants accessing housing support services. *Journal of International Migration and Integration*, 17(1), 173-192.
  33. Shier, M.L., Graham, J.R., Fukuda, E., & Turner, A. (2015). Risk and protective factors of precarious housing among Aboriginal people living in urban centres in Alberta, Canada. *Canadian Review of Social Policy*, 72/73, 65-94.
  34. Shier, M.L., & Handy, F. (2015). From advocacy to social innovation: A typology of social change efforts by nonprofits. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 26(6), 2581-2603.

35. Graham, J.R., Shier, M.L., & Eisenstat (2015). Young adult social networks and labour market attachment: Interpersonal dynamics that shape perspectives on job attainment. *Journal of Social Policy*, 44(4), 769-786.
36. Shier, M.L., Graham, J.R., & Eisenstat, M. (2015). Psychosocial characteristics and successful labour market attachment among young adults: The internalization of individual inadequacy as explanations for failure within the labour market. *Canadian Journal of Family and Youth*, 7(1), 27-54.
37. Shier M.L., & Handy F. (2015). Social change efforts of direct service nonprofits: The role of funding and collaborative networks in shaping social innovations. *Human Service Organizations: Management, Leadership & Governance*, 39(1), 6-24.
38. Shier, M.L., & Graham, J.R. (2015). Subjective wellbeing, social work and the environment: The impact of the socio-political context of practice on social worker happiness. *Journal of Social Work*, 15(1), 3-23.
39. Graham, J.R., & Shier, M.L. (2014). Intersecting personal identity and professional role: Impact on social worker subjective well-being. *The Journal of Baccalaureate Social Work*, 19, 133-150.
40. Shier, M.L., & Handy, F. (2014). Research trends in nonprofit graduate studies: A growing interdisciplinary field. *Nonprofit and Voluntary Sector Quarterly*, 43(5), 812-831.
41. Graham, J.R., Shier, M.L., & Eisenstat, M. (2014). Misalignment between post-secondary education demand and labour market supply: Preliminary insight from young adults on the evolving school to work transition. *International Journal for Educational and Vocational Guidance*, 14(2), 199-219.
42. Walsh, C.A., Hewson, J., Shier, M.L., & Morales, E. (2014). Youth stakeholders in neighbourhood revitalization: A case example. *Journal of Arts & Humanities*, 3(3), 1-11.
43. Graham, J.R., Shier, M.L., Newberry, A.M., & Esina, E. (2014). Aligning perspectives of subjective well-being: Comparing spouse and colleague perceptions of social worker happiness. *The Qualitative Report*, 19(46), 1-19.
44. Shier, M.L., Graham, J.R., Goitam, M., & Eisenstat, M. (2014). Young adult experiences with employment: How perceived and actual discrimination hinder labour market attachment. *Canadian Review of Social Policy*, 70(1), 48-63.
45. Shier, M.L., McDougale, L.M., & Handy, F. (2014). Nonprofits and the promotion of civic engagement: A conceptual framework for understanding the 'civic footprint' of nonprofits within local communities. *The Canadian Journal of Nonprofit and Social Economy Research*, 5(1), 57-75.

46. Graham, J.R., & Shier, M.L. (2014). Profession and workplace expectations of social workers: Implications for social worker subjective well-being. *Journal of Social Work Practice, 28*(1), 95-110.
47. Shier, M.L., Graham, J.R., Deane, L., & Jones, M.E. (2013). Leadership in a Chinese advocacy focused non-profit organization: Adaptability to context for leadership success. *Social Development Issues, 35*(3), 96-108.
48. Jones, M.E., Shier, M.L., & Graham, J.R. (2013). Social exclusion and self-esteem: The impact of the identity – bureaucracy nexus on employed people experiencing homelessness in Calgary, Canada. *Journal of International and Comparative Social Policy, 29*(2), 134-142. (Research Note)
49. Shier, M.L., & Graham, J.R. (2013). Identifying social service needs of Muslims living in a post 9/11 era: The role of community-based organizations. *Advances in Social Work, 14*(2), 379-394.
50. Graham, J.R., Fukuda, E., Shier, M.L., Kline, T.B.J., Brownlee, K., & Novik, N. (2013). Demographic, work-related, and life satisfaction predictors of Northern social workers' satisfaction with work and profession. *International Social Work, 56*(5), 588-607.
51. Shier, M.L., & Graham, J.R. (2013). Organizations and social worker well-being: The intra-organizational context of practice and its impact on practitioner's subjective well-being. *Journal of Health and Human Services Administration, 36*(1), 61-90.
52. Shier, M.L., Graham, J.R., Fukuda, E., Brownlee, K., Kline, T.B.J., Walji, S.A., & Novik, N. (2012). Social workers and satisfaction with child welfare work: Aspects of work, profession and personal life that contribute to turnover. *Child Welfare Journal, 91*(5), 117-138.
53. Shier, M.L., & Handy, F. (2012). Understanding online donor behavior: The role of donor characteristics, perceptions of the internet, website and program, and influence from social networks. *International Journal of Nonprofit and Voluntary Sector Marketing, 17*(3), 219-230.
54. Graham, J.R., Shier, M.L., & Brownlee, K. (2012). Contexts of practice and their impact on social work: A comparative analysis of the context of geography and culture. *Journal of Ethnic and Cultural Diversity in Social Work, 21*(2), 111-128.
55. Shier, M.L., Jones, M.E., & Graham, J.R. (2012). Employment difficulties experienced by employed homeless people: Labour market factors that contribute to and maintain homelessness. *Journal of Poverty, 16*(1), 27-47.

56. Jones, M.E., Shier, M.L., & Graham, J.R. (2012). Intimate relationships as routes into and out of homelessness: Insights from a Canadian city. *Journal of Social Policy*, 41(1), 101-117.
57. Shier, M.L., Jones, M.E., & Graham, J.R. (2011). Socio-cultural factors to consider when addressing vulnerability of social service users: Insights from women experiencing homelessness. *Affilia: Journal of Women and Social Work*, 26(4), 367-381.
58. Shier, M.L., & Graham, J.R. (2011). Work-related factors that impact social work practitioners' subjective well-being: Well-being in the workplace. *Journal of Social Work*, 11(4), 402-421.
59. Graham, J.R., & Shier, M.L. (2011). Making sense of their world: Aspects of spirituality and subjective well-being of practicing social workers. *Journal of Religion and Spirituality in Social Work: Social Thought*, 30(3), 253-271.
60. Shier, M.L., Jones, M.E., & Graham, J.R. (2011). Social communities and homelessness: A broader concept analysis of social relationships and being homeless. *Journal of Human Behavior in the Social Environment*, 21(5), 455-474.
61. Shier, M.L., Sinclair, C., & Gault, L. (2011). Challenging 'ableism' and teaching about disability in a social work classroom: A training module for generalist social workers working with people disabled by the social environment. *Critical Social Work*, 12(1), 47-64.
62. Shier, M.L., Engstrom, S., & Graham, J.R. (2011). International migration and social work: A review of the literature. *Journal of Immigrant and Refugee Studies*, 9(1), 38-56.
63. Shier, M.L., & Graham, J.R. (2011). Mindfulness, subjective well-being, and social work: Insight into their interconnection from social work practitioners. *Social Work Education*. 30(1), 29-44.
64. Walsh, C.A., Shier, M.L., & Graham, J.R. (2010). Local community engagement: Implications for youth shelter and support services. *Canadian Journal of Urban Research*, 19(2), 46-61.
65. Shier, M.L., Jones, M.E., & Graham, J.R. (2010). Perspectives of employed people experiencing homelessness of self and situation: Challenging socially constructed perceptions and stereotypes. *Journal of Sociology and Social Welfare*, 37(4), 13-37.
66. Shier, M.L., Jones, M.E., & Graham, J.R. (2010). Turnaround points: The role of help seeking and service delivery for employed people experiencing homelessness in Calgary, Canada. *Social Development Issues*, 32(3), 50-64.



67. Walsh, C.A., Beamer, K., Alexander, C., Shier, M.L., Loates, M. & Graham, J.R. (2010). Listening to the silenced: Informing homeless shelter design for women through investigation of site, situation, and service. *Social Development Issues*, 32(3), 35-49.
68. Walsh, C. A., Shier, M. L., Sitter K. C., & Sieppert, J. D. (2010). Applied methods of teaching about oppression and diversity to graduate social work students: A case example of digital stories. *The Canadian Journal for the Scholarship of Teaching and Learning*, 1(2), 1-15.
69. Shier, M.L., Graham, J.R. & Jones, M.E. (2010). Social capital for vulnerable groups: Insight from employed people experiencing homelessness. *Journal of Social Distress and the Homeless*, 19(3/4), 132-155.
70. Graham, J.R., & Shier, M.L. (2010). Social work practitioners and subjective well-being: Personal factors that contribute to high levels of subjective well-being. *International Social Work*. 53(6), 757-772.
71. Graham, J.R., & Shier, M.L. (2010). The social work profession and subjective well-being: The impact of a profession on overall subjective well-being. *British Journal of Social Work*, 40(5), 1553-1572.
72. Graham, J.R., Jones, M.E., & Shier, M. (2010). Tipping Points: What participants found valuable in labour market training programs for vulnerable groups. *International Journal of Social Welfare*, 19(1), 63-72.
73. Walsh, C.A., Graham, J.R., & Shier, M. (2009). Towards a common goal for shelter service. *Social Development Issues*, 31(2), 57-69.
74. Graham, J.R., Walsh, C.A., & Shier, M. (2009). The application of precedent methodology to analyze homeless shelter service delivery. *International Journal of Multiple Research Approaches*, 3(2), 203-211.
75. Graham, J.R., Shier, M.L., Jones, M.E., & Gray, E. (2009). Individualism: Perceptions of people experiencing difficulties integrating into labour markets. *Canadian Review of Social Policy*, 62, 1-16.
76. Graham, J.R. & Shier, M. (2009). Religion and social work: An Analysis of Faith Traditions, Themes, and Global North/South Authorship. *Journal of Religion and Spirituality in Social Work: Social Thought*, 28(1/2), 215-233.
77. Shier, M., Graham, J.R., & Jones, M.E. (2009). Barriers to employment as experienced by disabled people: A qualitative analysis in Calgary and Regina, Canada. *Disability and Society*, 24(1), 63-75.
78. Graham, J.R., Brownlee, K., Shier, M., & Doucette, E. (2008). Localization of social work knowledge through practitioner adaptations in northern Ontario and the

Northwest Territories, Canada, *Arctic: Journal of the Arctic Institute of North America*, 61(4), 399-406.

79. Walsh, C.A., Hewson, J., Shier, M., & Morales, E. (2008). Unraveling ethics: Reflections from a community-based participatory research project with youth. *The Qualitative Report*, 13(3), 379-393.
80. Jones, M.E., Graham, J.R., & Shier, M.L. (2007/2008). Linking transportation inadequacies to negative employment outcomes: Moving beyond placing blame on individuals for unemployment. *Canadian Review of Social Policy*, 60/61, 91-108.
81. Shier, M., Walsh, C.A., & Graham, J.R. (2007). Conceptualizing optimum homeless shelter service delivery: The interconnection between programming, community, and the built environment. *Canadian Journal of Urban Research*, 16(1), 58-75.

#### **Invited Articles (not peer reviewed):**

1. Shier, M.L., & Surette, T.E. (2018). Supporting social innovation in post-secondary counselling units. *University and College Counselling*, 6(4), 12-17.  
<https://www.bacp.co.uk/bacp-journals/university-and-college-counselling/november-2018/>

#### **Book Reviews:**

1. Shier, M.L. (in press). Review of: The quest for attention: Nonprofit advocacy in a social media age. *Nonprofit and Voluntary Sector Quarterly*.
2. Shier, M.L. (2015). Review of: Working with homeless and vulnerable people: Basic skills and practice. *Social Work Education*, 34(8), 1016-1017.
3. Shier, M.L. (2012). Review of: Handbook of practical program evaluation (3<sup>rd</sup> Edition). *Nonprofit and Voluntary Sector Quarterly*, 41(6), 1269-1272.

#### **Technical Reports:**

1. Shier, M.L. (2020). *Summary report of social impact of Girls E-Mentorship Innovation programming: 2019 - 2020 program year*. Prepared for Girls E-Mentorship Innovation (GEM), Toronto, Ontario, Canada.
2. Shier, M.L. (2019). *Salvation Army Toronto Harbour Light Ministries - A program assessment: Programming and outcome assessment to support adults with concurrent disorders*. Prepared for Salvation Army Toronto Harbour Light Ministries, Toronto, Ontario, Canada.
3. Shier, M.L. (2019). *Summary report of social impact of Girls E-Mentorship Innovation programming: 2018 - 2019 program year*. Prepared for Girls E-Mentorship Innovation (GEM), Toronto, Ontario, Canada.

4. Shier, M.L. (2019). *Summary report of client experiences with KCWA Family and Social Services programming: An exploration of the relationship of program characteristics, client social outcomes and intended goals*. Research report for KCWA Family and Social Services, Toronto, Ontario Canada.
5. Shier, M.L., Nicholas, D.B., & Graham, J.R. (2018). *Preventing workplace violence and promoting workplace safety in human service workplaces: A summary report*. Prepared for Government of Alberta and Alberta Union of Provincial Employees, Edmonton, Alberta, Canada.
6. Shier, M.L. (2018). *Summary report of social impact of Girls E-Mentorship Innovation programming: 2017 - 2018 program year*. Prepared for Girls E-Mentorship Innovation (GEM), Toronto, Ontario, Canada.
7. Misener, K., Morrison, K., Shier, M.L., & Babiak, K. (2017). Member perceptions of social responsibility in community sport clubs. Research report prepared for seven participating organizations. University of Waterloo, ON.
8. Shier, M.L. (2017). *Summary report of social impact of Girls E-Mentorship Innovation programming: 2016-2017 program year*. Prepared for Girls E-Mentorship Innovation (GEM), Toronto, Ontario, Canada.
9. Shier, M.L., & Turpin, A. (2016). *Salvation Army Toronto Harbour Light Ministries: A program evaluation. Programming and outcome assessment to support adults with concurrent disorders*. Prepared for Salvation Army Toronto Harbour Light Ministries, Toronto, Ontario, Canada.
10. Shier, M.L., & Chae, L. (2016). *Summary report of KCWA Family and Social Services programming: An assessment of program characteristics and client social outcomes that lead to intended goals*. Prepared for KCWA Family and Social Services, Toronto, Ontario, Canada.
11. Shier, M.L., & Gouthro, S. (2016). *Social impact analysis and program evaluation of Girls E-Mentorship Innovation: Socially innovative efforts to support the upward social mobility of high school aged girls*. Prepared for Girls E-Mentorship Innovation (GEM), Toronto, Ontario, Canada.
12. Graham, J.R., Shier, M.L., Nicolas, D., Newberry, A., & Ramirez, J. (2012). *Stress and well-being among AUPE Local-006 members: 2012 Summary Report*. Prepared for the Alberta Union of Public Employees, Edmonton, Alberta, Canada.
13. Shier, M.L., & Handy, F. (2012). *Understanding online donor behavior: The role of donor characteristics, perceptions of the internet, website and program, and influence from social networks. Summary Report*. Prepared for Give India, Mumbai, India.

14. Shier, M.L. (2011). *Summary survey results report: Predictors of youth program satisfaction and intention to leave*. Prepared for the Southern Alberta Division (Navy Cadet) of the Regional Cadet Support Unit (Prairie), Department of National Defense, Winnipeg, Manitoba, Canada.
15. Shier, M.L., & Geake, R. (2009). *The Calgary SCOPE Society's Foundations and Practices working with Dual Diagnosed Adults and Children: The mobilization of practice knowledge*. Prepared for the Calgary SCOPE Society, Calgary, Alberta, Canada.
16. Shier, M., Hewson, J., & Miller, P. (2008). *Independent evaluation of the Treaty 8 First Nations of Alberta Family Service Delivery Model: Phase I*. Prepared for the Children's Agenda, Treaty 8 Health Authority, Edmonton, Alberta, Canada.

### **Media Releases/Interactive Media/Creative Outputs:**

Poon, C., & Thompson, R. (2019). New study on the role of mentoring relationships and access to social capital. *The Chronicle of Evidence-Based Mentoring*.  
<https://www.evidencebasedmentoring.org/new-study-on-the-role-of-formal-mentor-mentee-relationships-and-access-to-social-capital/>

Shier, M.L. (2018). Youtube Channel: Social Innovation in Social Work. Available at:  
[https://www.youtube.com/channel/UCv8nJKmuxOO48br\\_\\_\\_-HlkA](https://www.youtube.com/channel/UCv8nJKmuxOO48br___-HlkA)

Shier, M.L. & Litwin, J. (2018). Video: What is Social Innovation? Available at:  
<https://www.youtube.com/watch?v=xBBZjBldq3k>

Shier, M.L. & Litwin, J. (2018). Video: Types of Social Innovation. Available at:  
<https://www.youtube.com/watch?v=9QdhABLacUs>

Shier, M.L. & Litwin, J. (2018). Video: Supporting Social Innovations through Funding and Partnerships. Available at: <https://www.youtube.com/watch?v=tJmssZ1Zv5Q>

Shier, M.L. & Litwin, J. (2018). Video: Fostering Social Innovation Culture in Nonprofits. Available at: <https://www.youtube.com/watch?v=fyYQWw2OOOg>

Misener, K., Babiak, K., & Shier, M.L. (2018). Video: Social Responsibility in Community Sport. Available at: <https://www.youtube.com/watch?v=4wiImqjnChM>

Penn News (2016). Micheal Shier, SP2 Alum, Receives Prestigious Award for Research. Penn News Today, July 11, 2016. University of Pennsylvania.  
<http://www.sp2.upenn.edu/alumni-stories/sp2-alum-receives-prestigious-award-for-dissertation/>

Handy, F. (2016). ARNOVA member and Managing Editor of NVSQ bags the prestigious NAGS dissertation award. *Association of Researchers of Nonprofit*

- Organizations and Voluntary Action (ARNOVA) News*. June 29, 2016.  
<http://www.arnova.org/page/arnovanews>
- Shier, M.L., Graham, J.R., Fukuda, E., & Turner, A. (2016). Research-to-Practice Spotlight: Risk and protective factors of precarious housing among Indigenous people living in urban centres in Alberta, Canada. *On the Horizon. Addiction and Mental Health: Linking Research and Practice*, 9(1).  
<http://www.mailoutinteractive.com/Industry/View.aspx?id=740551&q=1005302245&qz=2361d0>
- Hanon, A. (2015). Stress test. *Direct Impact Magazine*. Alberta Union of Provincial Employees. <http://www.aupe.org/news/stress-test/>
- Fronek, P. (Host). (2013, February 16). Mindfulness: In conversation with Micheal Shier [Episode 44]. *Podsocs*. <http://www.podsocs.com/podcast/mindfulness/>
- Tarkan, L. (2011). What makes people happy at work. *CBS News*.  
<http://www.cbsnews.com/news/what-makes-people-happy-at-work/>
- Shier, M.L., Sinclair, C., & Gault, L. (2009). *Apologizing: A digital-story teaching about 'ableism'*. <http://fsw.ucalgary.ca/home/eportfolio>
- Refereed Conference Presentations:**
- Shier, M.L., Turpin, A., & Graham, J.R. (July, 2021). *Partnership dynamics that support social innovation by nonprofits*. Paper presented at the 14th International Conference of the International Society for Third Sector Research (ISTR), Montreal, Quebec, Canada.
- Turpin, A., & Shier, M.L. (January, 2021). *Exploring the roles of social workers and social work science in social enterprise: A mixed-methods case study approach*. Poster presented at the Society for Social Work and Research (SSWR) 2021 Annual Conference, Online.
- Misener, K., Babiak, K., Shier, M.L., & Millar, P. (October, 2020). *Why social responsibility matters in community sport*. Poster presented at the Sport Canada Research Initiative Conference, Online.
- Shier, M.L. (June, 2020). *Trauma informed organizational dynamics and client intrapersonal development outcomes in direct service nonprofits*. Paper presented at the 13<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Online.
- Shier, M.L., Turpin, A., & Graham, J.R. (June, 2020). *Partnership dynamics that support social innovation by nonprofits*. Paper presented at the 13<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Online.

- Shier, M.L., Misener, K.E., Millar, P., & Babiak, K. (June, 2020). *The expanding civic footprint of non-profit community sport*. Paper presented at the 13<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Online.
- Turpin, A., Shier, M.L., Scowen, K., & Lam, S. (June, 2020). *Increasing accessibility to mental health services: Findings from an impact assessment of a social enterprise*. Paper presented at the 13<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Online.
- Shier, M.L., Turpin, A., & Handy, F. (November, 2019). *Factors shaping public perceptions of market-based activities by nonprofits*. Paper presented at the Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2019 Annual Conference, San Diego, California, USA.
- Shier, M.L., Turpin, A., & Handy, F. (November, 2019). *Measuring the 'civic footprint' of nonprofits: An exploratory factor analysis*. Paper presented at the Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2019 Annual Conference, San Diego, California, USA.
- Misener, K., Shier, M., Millar, P., & Babiak, K. (November, 2019). *Developing a framework of social impact capacity in grassroots nonprofits*. Paper presented at the Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2019 Annual Conference, San Diego, California, USA.
- Misener, K., Millar, P., Babiak, K., & Shier, M.L. (October, 2019). *Social impact capacity of community sport organizations*. Paper presented at the Sport Canada Research Initiative Annual Conference, Ottawa, Ontario, Canada.
- Millar, P., Misener, K., Shier, M.L., & Babiak, K. (September, 2019). *A competing values perspective on social impact in community sport*. Paper presented at the 27<sup>th</sup> Annual European Association of Sport Management Conference, Seville, Spain.
- Turpin, A., Shier, M. L., Nicholas, D. B., & Graham, J. R. (June 2019). *Using job demands-resources theory to explore how workload affects experiences of workplace violence in public social services*. Paper presented at the Canadian Association of Work and Labour Annual Conference, University of British Columbia, Vancouver Canada.
- Turpin, A., & Shier, M.L. (June 2019). *Identifying organizational factors and characteristics of social entrepreneurial orientation: Findings from a scoping review*. Paper presented at the 12<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of British Columbia, Vancouver, Canada.
- Ramsundarsingh, S., & Shier, M. (June, 2019). *Anti-oppressive social service organizations*. Paper presented at Canadian Association of Social Work Education

(CASWE) Annual Conference, University of British Columbia, Vancouver, Canada.

Ramsundarsingh, S. & Shier, M.L. (May, 2019). *Anti-oppressive practice in macro social work*. Paper presented at the Network for Social Work Management 30<sup>th</sup> Annual Conference, Chicago, Illinois, United States.

Misener, K., Babiak, K., Morrison, K., Millar, P., & Shier, M.L. (November, 2018). *Social impact capacity in nonprofit community sport*. Paper presented at the annual conference of Sport Management Association of Australia and New Zealand (SMAANZ), Adelaide, Australia.

Shier, M.L., & Turpin, A. (May, 2018). *Nonprofits and civic engagement: An exploratory model for measuring a nonprofit's 'civic footprint'*. 11<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Regina, Regina, Canada.

Shier, M.L., Farwell, M., & Handy, F. (May, 2018). *Explaining trust in nonprofits: The effects of institutional trust and perceptions of nonprofit accountability, transparency, and familiarity*. 11<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Regina, Regina, Canada.

Turpin, A., Shier, M.L., Nicholas, D., & Graham, J.R. (May, 2018). *Key elements of an organizational culture orientated towards workplace safety in human service workplaces*. 11<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Regina, Regina, Canada.

Shier, M.L., & Turpin, A. (January, 2018). *Social innovation and partnerships: Internal partnership dynamics that support strategic social change initiatives among human service organizations*. Society for Social Work and Research (SSWR) 2018 Annual Conference, Washington D.C., USA.

Shier, M.L., & Turpin, A. (January, 2018). *Developing socially innovative organizational programs and processes: An applied program evaluation approach to assess the social impact of human service organizations*. Society for Social Work and Research (SSWR) 2018 Annual Conference, Washington D.C., USA.

Misener, K., Shier, M.L., Rogalsky, K., & Babiak, K. (November, 2017). *Assessing the impact of organizational social responsibility within nonprofit membership-based associations*. Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2017 Annual Conference, Grand Rapids, Michigan, USA.

Misener, K., Rogalsky, K., Babiak, K., & Shier, M.L. (June, 2017). *Member perceptions of social responsibility in nonprofit community sport*. 2017 North American Society for Sport Management (NASSM) Conference, Denver, Colorado, United States.

- Shier, M.L., Turpin, A., & Handy, F. (May, 2017). *Social innovation and partnerships: Internal partnership dynamics that support strategic social change among direct service nonprofits*. 10<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Ryerson University, Toronto, Canada.
- Ramsundarsingh, S.N., & Shier, M.L. (May, 2017). *Anti-oppressive organizational dynamics in the social services: A literature review*. 10<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Ryerson University, Toronto, Canada.
- Turpin, A., & Shier, M.L. (May, 2017). *Applied program evaluation approach to support socially innovative organizational programs and processes*. 10<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Ryerson University, Toronto, Canada.
- Turpin, A., & Shier, M.L., (January, 2017). *Conceptualization of a trauma-informed practice environment for addictions service delivery organizations: A qualitative analysis*. Society for Social Work and Research (SSWR) 2017 Annual Conference, New Orleans, USA.
- Shier, M.L., & Handy, F. (January, 2017). *Social innovation in the human services: A confirmatory factor analysis of the Human Services Social Innovation Scale*. Society for Social Work and Research (SSWR) 2017 Annual Conference, New Orleans, USA.
- Shier, M.L., Nicholas, D., Graham, J.R., & Young, A. (January, 2017). *Preventing workplace violence in human services workplaces: Organizational strategies to support positive interpersonal interactions*. Society for Social Work and Research (SSWR) 2017 Annual Conference, New Orleans, USA.
- Nicholas, D., Shier, M.L., Graham, J.R., Young, A., & Tanchak, S. (August, 2016). *Exploring work violence in the child welfare and human service sector*. 21<sup>st</sup> ISPCAN International Conference on Child Abuse and Neglect. Calgary, Alberta, Canada.
- Shier, M.L., & Handy, F. (June, 2016). *Inter-personal leadership strategies to support socially innovative efforts in direct service nonprofits: Executive director as facilitator*. 9<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Calgary, Calgary, Alberta, Canada.
- Surette, T.E., & Shier, M.L. (May, 2016). *A common factors approach to supporting university students experiencing psychological distress*. Canadian Society for the Study of Education Annual Conference. University of Calgary, Calgary Alberta, Canada.
- Shier, M.L., Handy, F., & Jennings, C. (2015, November). *Intra-organizational factors leading to a social innovation orientated organizational culture: Organizational*



- procedures, staff engagement, and organizational cohesion.* Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2015 Annual Conference, Chicago, Illinois, USA.
- Shier, M.L., & Handy, F. (2015, June). *Modeling key aspects of a social change orientated organizational culture in social service nonprofits: Leadership characteristics and interpersonal dynamics.* 8<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Ottawa, Ottawa, Ontario, Canada.
- Shier, M.L., & Handy, F. (2015, June). *Creating cross-sector partnerships to support social innovation by direct social service nonprofits: Characteristics of successful inter-organizational relationships.* 8<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, University of Ottawa, Ottawa, Ontario, Canada.
- Shier, M.L. (2014, November). *Conceptualizing social innovation for direct social service nonprofits: A mixed methods approach modeling a typology of social change efforts.* Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2014 Annual Conference, Denver, Colorado, USA.
- Shier, M.L., & Handy, F. (2014, November). *The multi-faceted structure and nature of inter-organizational partnerships: Supporting social change efforts of direct social service nonprofits.* Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2014 Annual Conference, Denver, Colorado, USA.
- Shier, M.L. (2014, May). *Executive leadership and the inter-organizational environment: Predicting the extent that direct service nonprofits undertake social change efforts.* 7<sup>th</sup> Annual Association for Nonprofit and Social Economy Research (ANSER) Conference, Brock University, St. Catherines, Ontario, Canada.
- Shier, M.L., Graham, J.R., Nicholas, D., & Newberry, A. (2014, January). *Explaining occupational health outcomes for human service workers: The effect of workplace variables.* Society for Social Work and Research (SSWR) 2014 Annual Conference, San Antonio, Texas, USA.
- Shier, M.L., & Handy, F. (2012, November). *The use of scales in NVSQ: From trends to goals.* Part of the colloquium *Scale development in nonprofit research.* Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2012 Annual Conference, Indianapolis, Indiana, USA.
- McDougle, L., Shier, M.L., & Handy, F. (2011, November). *The role of civil society organizations in communities: Conceptualization of a "civic footprint".* Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2011 Annual Conference, Toronto, Ontario, Canada.

- Jones, M.E., Graham, J.R., & Shier, M.L. (2011, April). *Social exclusion and self-esteem: The impact of the identity-bureaucracy nexus on employed people experiencing homelessness*. The 9th Biennial Pacific Rim Conference, Western Economics Association, Brisbane, Australia.
- Graham, J.R., Shier, M.L., & Jones, M.E (2011, April). *Human and social capital for vulnerable populations: Insight from women experiencing homelessness to improve service delivery methods*. The 9th Biennial Pacific Rim Conference, Western Economics Association, Brisbane, Australia.
- Jones, M.E., Graham, J.R., & Shier, M.L. (2010, August). *Social exclusion and self-esteem: The impact of the identity-bureaucracy nexus on employed people experiencing homelessness*. 5th International Conference on Interdisciplinary Social Sciences, University of Cambridge, Cambridge, United Kingdom.
- Graham, J.R., Shier, M.L., & Jones, M.E. (2010, August). *Human and social capital for vulnerable populations: Insight from employed people experiencing homelessness*. 5th International Conference on Interdisciplinary Social Sciences, University of Cambridge, Cambridge, United Kingdom.
- Graham, J.R., & Shier, M.L. (2010, June). *Subjective well being, spirituality, and the human services*. 5<sup>th</sup> North American Conference on Spirituality and Social Work, University of Calgary, Calgary, Canada.
- Graham, J.R., Shier, M.L., & Jones, M.E (2010, June). *Human and social capital for vulnerable populations: Insight from women experiencing homelessness to improve service delivery methods*. 2010 Joint World Conference on Social Work and Social Development, Hong Kong.  
\* Received Best Abstract Award (Researcher)
- Walsh, C.A., Sitter, K.C., Sieppert, J.D., & Shier, M. (2009, July). *Creating Digital Stories/Challenging Oppression/Asserting Human Rights*. 4<sup>th</sup> International Conference on the Arts in Society, Venice, Italy.
- Walsh, C.A., Sitter, K.C, Sieppert, J.D, & Shier, M. (2009, June). *Creating our Stories: Transforming Privilege through Digital Storytelling*. The Pedagogy of Privilege: Teaching, Learning, & Praxis conference. Faculty of Social Work, University of Denver, Denver, Colorado USA.
- Graham, J.R., Shier, M., & Jones, M. (2009, May), *Labour Market Integration for Vulnerable People*. Canadian Association for Social Work Education, Carleton University, May 27-29, 2009.
- Shier, M., & Geake, R. (2009, March). *The foundations and practices of a local service organization: The mobilization of practice knowledge through community based research*. 2<sup>nd</sup> Annual Faculty of Social Work Research Day, Faculty of Social Work, University of Calgary, March 19, 2009.

- Brownlee, K., Neckoway, R., Graham, J.R., Doucette, E., & Shier, M. (2008, July). Poster presentation of: *Localization of Social Work Practice in Canada's North*. International Association of Schools of Social Work (IASSW) 34<sup>th</sup> Global Social Work Conference. Durban, South Africa
- Shier, M., Graham, J.R., Walsh, C.A., & Sandalack, B.A. (2008, May). Using a precedent methodological approach to comparatively analyse social service delivery. 25<sup>th</sup> Annual Qualitative Analysis Conference. Fredericton, New Brunswick, Canada
- Walsh, C.A., Hewson, J.A., Shier, M., & Morales, E. (2008, May). *Exploring Ethical Dilemmas in a Community-based Participatory Research Project with Youth*. Community-University Exposition 2008, Victoria, British Columbia, Canada.
- Morales, E., Hewson, J., Walsh, C. A., & Shier, M. (2008, May). *Social inclusion for disadvantaged youth: Lessons from the images for action study*. Social Work National Conference. Toronto, Ontario, Canada
- Shier, M. (2007, November). Poster presentation of: *Designing for Health: Examining the Spatial and Social Features for Optimizing Health and Well-being among Homeless Persons*. Student Union Undergraduate Research Symposium, University of Calgary.
- Jones, M., Graham, J.R., & Shier, M. (2007, April). *Linking transportation inadequacies to negative employment outcomes: Moving beyond placing blame on individuals*. Western Social Sciences Association Annual Conference. Calgary, Alberta, Canada.

## RESEARCH GRANTS

### External Funding

- 2020-2022 Co-Principal Investigator [Dr. Tanya Surette Acadia University (PI), Kelly Brenton (Co-Inv.) and Dr. Michael Corbett (Collaborator)]. *Resilience and impairment: A study of factors supporting counsellor development and career longevity*. New Health Investigator Grant, Research Nova Scotia, Government of Nova Scotia. (\$99,909)
- 2020-2022 Co-Investigator [Dr. Jia Xue, University of Toronto (PI)]. *Mining big data: How sexual assault nonprofit organizations in Canada use twitter to achieve organizational outcomes*. Social Sciences and Humanities Research Council, Insight Development Grant. (\$64,872)
- 2020-2021 Co-Investigator [Dr. Jia Xue, University of Toronto (PI), Dr. Eunjung Lee (Co-Inv.), Dr. Carmen Logie (Co-Inv.), Dr. Patricia. O'Campo (Co-Inv.), Dr. Xialon Wei (Co-Inv.)]. *An increased risk of family violence during COVID-19 quarantine in Canada: strengthening social media-based*

- collaborations between non-profit agencies to save lives. Canadian Institutes of Health Research (CIHR) Operating Grant Program. (\$100,690)*
- 2019-2022 Co-Investigator [Dr. John R. Graham, UBC (Okanagan)(PI) and many other Co-Investigators and Collaborators]. *Homelessness Research in Kelowna: Journey Home Research Cluster*. Eminence Fund, University of British Columbia (Okanagan). (\$580,230)
- 2019-2021 Co-Investigator [Dr. John R. Graham, UBC (Okanagan)(PI) and many other Co-Investigators and Collaborators]. *Kelowna homelessness research collaboration*. SSHRC Partnership Development Grant. (\$177,900)
- 2018-2021 Co-Investigator [w/ Dr. Katie Misener (PI) and Drs. Katherine Babiak and Patricia Millar (Collaborators)] – *Social impact capacity in nonprofit sport management*. Sport Canada Research Initiative. (\$20,000)
- 2018 Co-Investigator [Dr. David Burnes (PI)]. *Assessment of Ontario’s elder abuse response capacity and scan of elder abuse networks*. Ministry of Senior Affairs, Government of Ontario. (\$65,280).
- 2017-2022 Principal Investigator - *Creating conditions for social innovation: Organizational factors that support cross- and intra-sector partnerships*. Ministry of Research and Innovation, Government of Ontario, Early Researcher Award Program (\$100,000)
- 2017-2020 Principal Investigator [w/ Dr. John R. Graham (Co-Inv.)] - *Creating conditions for social innovation: Factors that support cross- and intra-sector partnerships for direct social service nonprofits*. Social Sciences and Humanities Research Council, Insight Grant (\$173,888)
- 2017-2020 Co-Investigator - [w/ Dr. Katie Misener (PI) and Drs. Katherine Babiak and Patricia Millar (Collaborators)] - *New directions for capacity research: Social impact capacity in nonprofit sport management*. Social Sciences and Humanities Research Council, Insight Grant. (\$120,959)
- 2016-2019 Co-Investigator [w/ Dr. Barbara Fallon (P-Inv.) and Drs. Nico Trocmé (McGill University), Cindy Blackstock (University of Alberta), Bruce MacLaurin (University of Calgary), John Fluke (University of Colorado) (Co-Invs.) and Andreas Jud (University of Ulm) (Collaborator)]. *Understanding the Influence of Organizations on Child Welfare Service Delivery*. Social Sciences and Humanities Research Council, Insight Grant (\$102,724)

- 2016-2017 Co-Investigator [w/ Dr. David Nicholas (P-Inv.) and Dr. John Graham (Co-Inv.)]. *Workplace Violence in Government of Alberta Human Services*. Alberta Union of Provincial Employees (\$60,000)
- 2015 Co-Investigator [w/ Dr. Jack Quarter (P-Inv) and many Co-Investigators and Collaborators] - *Supported Social Enterprise Research Project (SSERP)*. Partnerships Grant – Letter of Intent Competition (\$20,000)
- 2015 Principal Investigator - *Social Impact Analysis and Program Evaluation of GEM Mentorship Program*. Mitacs-Accelerate Graduate Research Internship Program, Mitacs. (\$15,000)
- 2015- 2017 Principal Investigator - Program Evaluation of Salvation Army Toronto Harbour Light's Addiction Treatment and Housing Programs. Salvation Army Toronto Harbour Light. (\$29,622).
- 2015-2017 Co-Investigator [w/ Dr. David Nicholas (P-Inv.) and Dr. John Graham (Co-Inv.)] - *Workplace violence in Alberta child welfare*. Occupational Policy and Program Development; Jobs, Skills, Training, and Labour Department, Government of Alberta. (\$158,663)

### **Internal Funding**

- 2017-2018 Principal Investigator - *Creating conditions for social innovation: Factors that support cross- and intra-sector partnerships for direct social service nonprofits*. Royal Bank Graduate Fellowship (RBGF) in Applied Social Work Research, Factor-Inwentash Faculty of Social Work, University of Toronto. (\$10,000)
- 2017-2018 Principal Investigator - *Supporting social innovation to improve social outcomes for youth experiencing housing loss*. S.S.H.R.C. Institutional Grant Program (SIG), Factor-Inwentash Faculty of Social Work Research Grant Competition, University of Toronto. (\$3,988)
- 2016-2017 Principal Investigator - *Nonprofits and civic engagement: An exploratory model for measuring a nonprofit's 'civic footprint'*. S.S.H.R.C. Institutional Grant Program (SIG), Factor-Inwentash Faculty of Social Work Research Grant Competition, University of Toronto. (\$4,508)
- 2015-2016 Principal Investigator - *Inter- and intra-organizational factors predicting collaborative partnerships for socially innovative initiatives: A pilot study*. S.S.H.R.C. Institutional Grant Program (SIG), Factor-Inwentash Faculty of Social Work Research Grant Competition, University of Toronto. (\$4,180)
- 2015 S.S.H.R.C. Institutional Grant Program (SIG), Faculty of Social Work Conference Travel Grant Competition, University of Toronto (\$389)

- 2015-2016 Principal Investigator - *Inter- and intra-organizational factors predicting collaborative partnerships for socially innovative initiatives: A pilot study*. Royal Bank Foundation, Factor-Inwentash Faculty of Social Work, University of Toronto. (\$10,000)
- 2015-2017 Principal Investigator – *Nonprofits and civic engagement: An exploratory model for measuring a nonprofit’s ‘civic footprint’*. Connaught New Researcher Award, University of Toronto. (\$10,000)

## TEACHING

### Courses Taught (University of Toronto):

#### PhD

1. SWK 6501H Special Studies (Independent Study/Reading Course/Research Course)
  - a) Winter 2016 – Special Studies 1 – Organizational Dynamics and Anti-Oppressive Practice; Susan Ramsundersingh, PhD student, Factor-Inwentash Faculty of Social Work
  - b) Winter 2017 – Special Studies 1 – Structural Equation Modelling; Moses Okumu, PhD Student, Factor-Inwentash Faculty of Social Work
  - c) Winter 2018 - Special Studies 1 – Structural Equation Modelling; Keri West, PhD Student, Factor-Inwentash Faculty of Social Work
  - d) Spring/Summer 2018 – Special Studies 1 - Applied Approaches to Social Innovation Implementation in Nonprofit Organizations; Aaron Turpin, PhD Student, Factor-Inwentash Faculty of Social Work
  - e) Fall 2018 - Special Studies 1 – Structural Equation Modelling; Aaron Turpin, PhD Student, Factor-Inwentash Faculty of Social Work
  - f) Fall 2019 - Special Studies 1 – Structural Equation Modelling; Michael Wall, PhD Student, Factor-Inwentash Faculty of Social Work
  - g) Fall 2019 - Special Studies 1 – Social Innovation & Social Work, Trish Lenz, PhD Student, Factor-Inwentash Faculty of Social Work
  - h) Fall 2020 – Special Studies 1 - Leadership Competencies for Social Workers Leading Interdisciplinary Teams, Amina Hussain, PhD Student, Factor-Inwentash Faculty of Social Work

#### MSW

2. SWK 4602H – Social Work Practice with Groups
 

Taught: Fall 2015 (Course Coordinator for 6 sections)  
 Fall 2016 (Course Coordinator for 6 sections)  
 Fall 2017 (Course Coordinator for 6 Sections)

Fall 2018 (Course Coordinator for 6 Sections)

Fall 2019 (Course Coordinator for 6 Sections)

3. SWK 4642H Social Innovation and Social Entrepreneurship in the Human Services (one-week intensive course)

Taught: Summer 2015

Summer 2016

Summer 2017

Summer 2018

Summer 2019

Summer 2020

4. SWK 4102H Social Policy and Social Welfare in the Canadian Context

Taught: Winter 2015

Fall 2015

Fall 2016

5. SWK 4654H Social Work Practice in Organizations & Communities

Taught: Fall 2015 (Course Coordinator for 6 Sections)

Winter 2016

Winter 2017

Winter 2018

Winter 2019

Winter 2020

6. SWK 4425H Human Services Management and Leadership

Taught: Fall 2017

Fall 2018

Fall 2019

7. SWK 4426H Human Resource Management in the Human Services

Taught: Winter 2019

Winter 2020

8. SWK 4801H Special Studies (Independent Study/Reading Course/Research Course)

- a) Fall 2015 – Special Studies 1 – Food Insecurity and Social Work; Danielle Burgess, MSW student, Factor-Inwentash Faculty of Social Work, University of Toronto

- b) Fall 2016 – Special Studies 1 – Social Work Practice with Groups; Serena Goel, MSW Student, Factor-Inwentash Faculty of Social Work, University of Toronto
- c) Winter 2017 – Special Studies 1 – Social Enterprise and Human Service Organizations; Brian Van Du, MSW Student, Factor-Inwentash Faculty of Social Work, University of Toronto
- d) Spring/Summer 2020 – Special Studies 1 – Diversity Management Strategies in Human Service Organizations; Samiha Sharif, MSW Student, Factor-Inwentash Faculty of Social Work, University of Toronto

### **Continuing Studies (Certificates Developed and Modules Taught)**

1. *Human Services Management and Leadership Certificate Program*, Faculty of Continuing Studies, University of Toronto (co-developed with Drs. Wes Shera and Daniyal Zuberi, 6 modules) (<http://learn.utoronto.ca/courses-programs/business-professionals/certificates/human-services-management-and-leadership>)

#### Modules Taught:

- a. Module 1 – Mobilizing Leadership Capacity in the Human Services (November, 2016) (October, 2017) (September, 2018) (September, 2019) (September, 2020)
- b. Module 5 – Surviving and Thriving in Organizational Change (March, 2019)
- c. Module 6 – Assessing Social Impact (March, 2017) (April, 2018)

### **Areas of Curriculum and Course Development**

1. Social Innovation and Social Entrepreneurship
2. Human Services Leadership
3. Human Resources Management in Human Service Organizations
4. Financial Management in Human Service Organization
5. Practice with Groups
6. Community Practice
7. Social Policy
8. Program Evaluation
9. Social Enterprises
10. Social Financing

### **Graduate Program Supervision**

#### **PhD**

- 2021 - **PhD Supervisor** for Jaemar Ivey
- 2020 - **PhD Supervisor** for Amina Hussain



- 2020/2021 PhD Interim Academic Advisor for Jaemar Ivey  
 2019-**PhD Supervisor** for Trish Lenz  
 2019 Internal/External Examiner for Leslie McCallum (Factor Inwentash Faculty of Social Work)
- 2018/2019 PhD Interim Academic Advisor for Trish Lenz  
 2018-**PhD Supervisor** for Aaron Turpin (Candidacy Achieved – 2020)  
 2017/2018 PhD Interim Academic Advisor for Aaron Turpin  
 2016 - 2020 **PhD Supervisor** for Susan Ramsundarsingh (Candidacy Achieved – 2018) (Defended/Completed December 2020). **Thesis TITLE:** *When safe spaces aren't safe: Understanding the relationship between organizational characteristics and service user experiences of oppression in social service organizations.*
- 2016 External Examiner for Samina Rauf, Department of Social Work, Faculty of Social Sciences, University of Karachi, Pakistan
- 2015 PhD Interim Academic Advisor for Susan Ramsundarsingh.

### MSW

- 2020/2021 Faculty Advisor for 17 Advanced standing MSW Students (HSML Field)  
 2019/2020 Faculty Advisor for 52 1<sup>st</sup> and 2<sup>nd</sup> year MSW students  
 2018/2019 Faculty Advisor for 20 1<sup>st</sup> and 2<sup>nd</sup> year MSW students  
 2017/2018 Faculty Advisor for 14 1<sup>st</sup> and 2<sup>nd</sup> year MSW students  
 2016/2017 Faculty Advisor for 24 1<sup>st</sup> and 2<sup>nd</sup> year MSW students  
 2015/2016 Faculty Advisor for 30 1<sup>st</sup> and 2<sup>nd</sup> year MSW students

### Teaching Supervision (PhD Students)

- 2020 Susan Ramsundarsingh (Instructor) in SWK 4426 – Financial Management in Human Service Organizations
- 2020 Aaron Turpin (Instructor) in SWK 4425 – Human Services Management and Leadership
- 2020 Aaron Turpin (Teaching Assistant) in SWK 4642 – Social Innovation and Social Entrepreneurship in the Human Services
- 2019 Aaron Turpin (Teaching Apprentice) in SWK 4425 – Human Services Management and Leadership
- 2019 Susan Ramsundarsingh (Teaching Assistant) in SWK 4642 – Social Innovation and Social Entrepreneurship in the Human Services
- 2019 Kai Zhiz Hong (Research Assistant for Course Development) in SWK 4602 – Social Work Practice with Groups
- 2018 Roxanne Ramjattan (Teaching Apprentice) in SWK 4602 – Social Work Practice with Groups

- 2018 Rachael Pascoe (Research Assistant for Course Development) in SWK 4602 – Social Work Practice with Groups
- 2018 Susan Ramsundarsingh (Teaching Assistant) for SWK 4642 - Social Innovation and Social Entrepreneurship in the Human Services
- 2018 Weijia Tan (Teaching Apprentice) in SWK 4654 – Social Work Practice with Organizations and Communities.
- 2017 Walter Lindstone (Research Assistant for Course Development) in SWK 4602 – Social Work Practice with Groups
- 2017 Jonathan Alschech (Teaching Apprentice) in SWK 4602 – Social Work Practice with Groups
- 2017 Aaron Turpin (Teaching Assistant) in SWK 4642 – Social Innovation and Social Entrepreneurship in the Human Services.
- 2016 Deng-Min Chuang (Teaching Apprentice) in SWK 4602 – Social Work Practice with Groups
- 2016 Jami-Leigh Sawyer (Course Instructor) in SWK 4602 – Social Work Practice with Groups
- 2015 Roustam Souleymanov (Course Instructor) in SWK 4602 – Social Work  
2016 Practice with Groups  
2017
- 2015 Karen Sewell (Research Assistant for Course Development) in  
2016 SWK 4602 – Social Work Practice with Groups
- 2014 Sarah Tarshis (Course Instructor) in SWK 4654 – Social Work Practice in Organizations and Communities
- 2014 Valerie Hackett (Course Instructor) in SWK 4654 – Social Work Practice in Organizations and Communities
- 2014 Natasha Brien (Teaching Assistant) in SWK 4654 – Social Work Practice in Organizations and Communities
- 2014 Natasha Brien (Research Assistant for Course Development) in SWK 4654 – Social Work Practice in Organizations and Communities.

### **Practicum Supervision**

- 2020/2021 Co-Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Omar Ansari)
- 2020/2021 Co-Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Karissa Singh)
- 2019/2020 Co-Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Eugene Nam)
- 2019/2020 Co-Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Jheanelle Anderson)
- 2018 Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Kimberly Hill)
- 2015/2016 Practicum Supervisor – Factor-Inwentash Faculty of Social Work, University of Toronto (MSW Student: Lisa Chae)
- 2010 Practicum Supervisor - Mount Royal University, Calgary, Alberta (Social Work Diploma Student: Montana Hancocks)

#### **Guest Lectures/Community Presentations:**

- Shier, M.L. (November, 2020). Resubmitting and responding to peer reviewer comments. Guest lecture in SWK6503, Writing for Peer-Reviewed Publication. Factor-Inwentash Faculty of Social Work, University of Toronto.
- Shier, M.L. (November, 2020). Developing trauma informed organizational environments in human service organizations. 2 hour webinar to social service delivery professionals from multiple organizations (n=26), COSTI, Toronto Canada.
- Shier, M.L. (October, 2020). Leading social change: Social innovation and social entrepreneurship in social work. 2 hour webinar to social workers (n= approx.120), Factor-Inwentash Faculty of Social Work Alumni Association, Toronto Ontario, Canada.
- Shier, M.L. with David B. Nicholas (April, 2020). Achieving work health and safety among human services workers. 2 hour webinar to staff (n=25) of Alberta Labour & Immigration, OHS Prevention Services Branch, Government of Alberta.
- Shier, M.L. with Drs. Ramona Alaggia and Sarah Morton and the Toronto Region Violence Against Women Coordinating Committee (VAWCC) and WOMANACT (March, 2020). One day training forum on “How to Become a Trauma Informed Organization”. Toronto Ontario Canada (approx. 100 VAW service practitioners/attendees).

- Shier, M.L. (March, 2019). *Social innovation and social entrepreneurship: Social welfare economics and contemporary governance*. Guest lecture In SWK 4210 – Promoting empowerment: Working at the margins. Factor-Inwentash Faculty of Social Work, University of Toronto.
- Shier, M.L. (March, 2018). *Social innovation and social entrepreneurship: Social welfare economics and contemporary governance*. Guest lecture In SWK 4210 – Promoting empowerment: Working at the margins. Factor-Inwentash Faculty of Social Work, University of Toronto.
- Shier, M.L., Tsang, K.T., Sewell, K., & Sanders, J. (February, 2018). *Social work practice with groups: A simulated learning tool to develop assessment skills of group dynamics*. Factor-Inwentash Faculty of Social Work, University of Toronto (Community of Practice in Simulation Meeting).
- Shier, M.L. (January, 2018). *Social innovation and social entrepreneurship: Applied approaches to policy practice and governance*. Dalla Lana School of Public Health, University of Toronto.
- Nicholas, D.B., & Shier, M.L. (June, 2017). Webinar: *Achieving work safety among human service workers*. Two presentations recorded for human service workers with Government of Alberta.
- Shier, M.L. & Handy, F. (April, 2017). Shaping the economic and social impact of direct social service nonprofits: Leadership and management dynamics that support socially innovative efforts. Israel-Canadian Workshop: *Living in A World of Blurring Boundaries: An International Workshop on Organizational Hybridity, Cross-Sectoral Relationship, and Network Governance*. Ryerson University, Toronto, Canada.
- Graham, J.R., Shier M.L., & Dinham A. (April, 2017). *Religion and social work: An analysis of faith traditions, themes, Global North/South authorship, 2008-17*. Presentation at Gladstone’s Library, Flintshire, United Kingdom.
- Nicholas, D.B., Shier, M.L., Young, A., & Graham, J.R. (February, 2017). *Achieving work safety among human service workers*. Presentation to Executive Team within Alberta Human Services, Government of Alberta.
- Nicholas, D.B., Shier, M.L., Young, A., & Graham, J.R. (November, 2016). *Achieving work safety among human service workers*. Presentation to Occupational Health and Safety Conference, Alberta Union of Provincial Employees.
- Surette, T., & Shier, M. (June, 2016). *A common factors approach to supporting university students experiencing psychological distress*. Presentation conducted for the University of Calgary Wellness Centre.

- Shier, M.L. (May, 2016). *Subjective well-being in the human services: Factors contributing to the happiness of workers*. Webinar presentation for PART – Practice and Research Together, Professional Development Series for Child Welfare Workers across Ontario, Canada.
- Shier, M.L. (March, 2016). *Salvation Army Toronto Harbour Light: Data analysis overview*. Salvation Army Toronto Harbour Light, Toronto, Ontario, Canada.
- Shier, M.L., & Chae, L. (2016, February). *KCWA evaluation: Data analysis overview*. Korean Family and Social Services (KCWA), Toronto, Ontario, Canada.
- Shier, M.L. (2015, October). *Young adult employment trends: Psycho-social and socioeconomic implications for supporting transitioning young adults from education to work*. University of Toronto Career Centre, Toronto, Ontario, Canada.
- Shier, M.L. (2015, April). *Social innovation and intrapreneurship: Harnessing capacity and creating 'collective impact'*, Presentation to the PhD Colloquium, Factor-Inwentash Faculty of Social Work, University of Toronto, Toronto, Ontario, Canada.
- Handy, F., & Shier, M.L. (2014, June). *Nonprofit collaborations: Mitigating risks for social change initiatives?* Israel-Canadian Workshop: “Cross-Sectoral Partnerships: Implications for Policy and Practice”, The Hebrew University of Jerusalem, Mt. Scopus, Israel.
- Shier, M.L. (2014, March). Guest Lecture on Disability and Ableism in Social Work Practice. BSW course *Social Work and Diversity* (3 hours), Faculty of Social Work, University of Calgary.
- Shier, M.L. (2014, March). *Young adult employment trends: Psychosocial and socio-economic implications for supporting transitioning young adults from education to work*. 14<sup>th</sup> Annual Professional Development Social Work Forum, Lethbridge, Alberta.
- Shier, M.L. (2014, February). *Executive leadership and the inter-organizational environment: Predicting the extent that direct service nonprofits undertake social change efforts*. Research Colloquium, Factor-Inwentash Faculty of Social Work, University of Toronto, Ontario, Canada
- Shier, M.L. (2013, November). Guest Lecture on Problem Solving Theory in Social Work. MSW course *Comparative Approaches to Change* (1 hour), Faculty of Social Work, University of Calgary.
- Graham, J.R., & Shier, M.L. (2013, September). *Stress and well-being in the human services workplace*. Alberta Union of Provincial Employees Annual Conference, Red Deer, Alberta.

- Shier, M.L. (2011, November). Guest Lecture on Qualitative Research Methods for the PhD course SOWK 852 – Social Welfare Research Methods (2.5 hours), School of Social Policy and Practice, University of Pennsylvania.
- Shier, M.L. (2011, June). Guest participant for the MSW/PhD course on Participatory Action Research, discussant of the use of PAR in higher education settings. Faculty of Social Work, University of Calgary.
- Graham, J.R., Tanescu, A., Williamson, D., Newberry, A., Shier, M.L., & Fukudo, E. (2011, May). *Alberta seven cities quantitative survey analysis*. Paper presented to HRSDC and CMHC Policy Directors, Ottawa, Ontario.
- Graham, J. R., Brownlee, K., Shier, M. L., & Doucette, E. (2011, January). *Social Work in the Canadian Arctic: What the Canadian practitioners are telling us*, (AASW): Arctic Association of Social Workers, Arctic Institute of North America, University of Calgary, Calgary, Alberta, Canada.
- Shier, M.L. (2010, January). Repertoires of something: Assessing methods of interaction to determine our service delivery goals. In service training presentation (4 hours) provided to the Community Support Team of the Calgary SCOPE Society.
- Shier, M. & Geake, R. (2009, April). *The power of knowledge: Facilitating the mobilization and movement of knowledge within a disability services organization*. Alberta Council of Disability Services Annual Conference, Kananaskis, Alberta.
- Shier, M.L. (2009, March). From best practices to organizational policy development: The role of reflective knowledge and being critical. In service training presentation (6 hours) provided to the Community Support Team of the Calgary SCOPE Society.
- Shier, M.L. (2009, February). Towards best practices: The use of representational knowledge in practice. In service training presentation (2 hours) provided to the Community Support Team of the Calgary SCOPE Society.
- Shier, M.L. (2009, February). Exploring relational knowledge through circles of commitment. In service training presentation (2 hours) provided to the Community Support Team of the Calgary SCOPE Society.
- Shier, M.L. (2009, January). Ableism and disability in theoretical context. In service training presentation (1.5 hours) provided to the Community Support Team of the Calgary SCOPE Society.
- Shier, M.L., & Huston, C. (2007, October). Guest Lecture on Social Action for the social work diploma course: *Community Organizations (SLWK 1221)*, Faculty of Health and Community Studies, Mount Royal University.

Shier, M. (2007, April). *Academic and Professional Credentials of Senior Public Service Employees in Government Departments Relating to Health: Educational and Employment Backgrounds*. Undergraduate Student Research Program Research Symposium, University of Calgary.

Shier, M. (2006, August). *Academic and Professional Credentials of Senior Public Service Employees in Government Departments Relating to Health: Educational and Employment Backgrounds*. Canadian Institutes of Health Research Undergraduate Research Symposium, University of Calgary.

## **ACADEMIC AND COMMUNITY SERVICE**

### **Coordination (University of Toronto):**

- 2019 - 2020 MSW Field of Study Co-Coordinator – *Indigenous Trauma & Resiliency*, Factor-Inwentash Faculty of Social Work
- 2017 - MSW Field of Study Coordinator – *Human Services Management and Leadership*, Factor-Inwentash Faculty of Social Work
- 2016 - FIFSW Faculty Lead and Coordinator – *Human Services Management and Leadership* Certificate Program in partnership with the School of Continuing Studies, University of Toronto
- 2015 - 2019 Course coordinator of six sections for 1<sup>st</sup> year MSW course *Social Work Practice with Groups*, Factor-Inwentash Faculty of Social Work
- 2014 Course coordinator of six sections for 1<sup>st</sup> year MSW course *Social Work Practice with Organizations & Communities*, Factor-Inwentash Faculty of Social Work

### **Committees (University of Toronto):**

- 2021 Admissions Reviewer – MSW Human Services Management and Leadership student applicants, Factor-Inwentash Faculty of Social Work
- 2020 Member – Teaching Evaluation committee, for Promotion of Dr. Charmaine Williams, Factor-Inwentash Faculty of Social Work
- 2020 Admissions Reviewer – MSW Human Services Management and Leadership student applicants, Factor-Inwentash Faculty of Social Work
- 2019 Member – Continuing Status Review Committee for Ellen Katz, Factor-Inwentash Faculty of Social Work
- 2019/2020 Member – SSHRC/OGS Adjudication Committee, Factor-Inwentash Faculty of Social Work

- 2019 - 2021 Member (Teaching Staff) – Academic Board, University of Toronto
- 2019 Chair - Indigenous Trauma and Resiliency Bursary Awards Committee, Factor-Inwentash Faculty of Social Work
- 2019 Reviewer – Social Work Equity Conference, Factor-Inwentash Faculty of Social Work.
- 2019 Member - Richard B. Splane Applied Social Policy and Social Innovation Fund, Faculty Research Grants Committee, Factor-Inwentash Faculty of Social Work
- 2018 Admissions Reviewer – MSW Human Services Management and Leadership student applicants, Factor-Inwentash Faculty of Social Work
- 2018/2019 Member/Reviewer – Health Sciences Research Ethics Board, Office of Research Ethics, Office of the Vice-President, Research and Innovation.
- 2017/2018 Member – Richard B. Splane bequest planning committee, Factor-Inwentash Faculty of Social Work
- 2017/2018 Member – School of Cities Interim Working Group, University of Toronto
- 2017 - Member – Field of Study Coordinators Committee
- 2016 Member – Search Committee for cross-appointment tenure track position with Factor-Inwentash Faculty of Social Work and Information School, University of Toronto
- 2015-2017 Member – Advisory Committee on Student Affairs, School of Graduate Studies, University of Toronto
- 2016/2017 Development Committee (Lead) for a Certificate in Human Services Management and Leadership, Faculty of Continuing Studies, University of Toronto
- 2016 Member – PTR/Merit Committee, Factor-Inwentash Faculty of Social Work
- 2015/2016 Member – Internal Awards Committee, Factor-Inwentash Faculty of Social Work, University of Toronto
- 2014 - 2020 Member - PhD Studies Committee, Factor Inwentash Faculty of Social Work, University of Toronto

**Committees/Boards (Community):**



- 2020 Chair – Awards Selection Committee for the journal *Human Service Organizations: Management, Leadership & Governance*
- 2018 Member of Collaborative Research Working Group and Co-Investigator of Elder Abuse Networks in Ontario. Ministry of Seniors Affairs, Government of Ontario and David Burnes (PI and Lead, Factor-Inwentash Faculty of Social Work, University of Toronto).
- 2016 Invited Member – Islandwood Roundtable on Doctoral Education in Social Work (Preparing the Next Generation of the Social Work Scientific Workforce: From Doctoral Education to Tenure), Bainbridge Island, USA (July 19-22, 2016). Hosted by University of Southern California, University of California (Berkeley), University of Denver, University of Minnesota, University of Pennsylvania, University of Washington, and Washington University in St. Louis.
- 2015 – Director (Governance Board) – Association for Nonprofit and Social Economy Research (ANSER)
- *Committee Member*: Journal Committee (2015-2017); Conference Committee (2016-present)); Awards Committee (2015-present)
  - *Committee Chair*: Annual Conference Local Arrangement Committee (2016/2017); Conference Committee (2016 – 2019)
  - *Governance Positions*: Secretary (2020 - present)
- 2015 – 2017 Member of Collaborative Research Working Group – Government of Alberta Human Services, Alberta Union of Provincial Employees, David Nicholas (University of Calgary), John Graham (University of British Columbia – Okanagan) (Monthly Meetings)

### **Consultation (Community):**

- 2021 Social entrepreneurship survey development consult – Ram Cnaan, University of Pennsylvania
- 2020 Salaries of nonprofit executives, information consult – The National Post, Toronto, Ontario, Canada
- 2020 Entrepreneurship in the human services consultation – Family Services York Region, Newmarket, Ontario, Canada.
- 2020 Research consultation – Imagine Clinic, Toronto, Ontario Canada
- 2019 Social enterprise advisor and consultation – York Region Child Advocacy Centre, Toronto, Ontario, Canada.

- 2019 Social enterprise advisor and consultation – Partner in Transition, Waterloo, Ontario, Canada.
- 2018 Research consultation on trauma informed organizational environments – Elizabeth Fry Society, Toronto, Ontario, Canada.
- 2018 Research consultation about Elder Abuse Networks in Ontario Canada – Ministry of Seniors Affairs, Government of Ontario
- 2017 Program evaluation consultation – Centre for Education and Training, Toronto, Ontario, Canada.
- 2017 Social enterprise advisor and consultation – UrbanMeals, Toronto, Ontario, Canada.
- 2017 Research on trauma informed practice consultation and research proposal writing – Covenant House, Toronto, Ontario, Canada.
- 2017 Research on trauma informed practice consultation - Catholic Children’s Aid Society, Toronto, Ontario, Canada.
- 2016- Social enterprise advisor and consultation – Hard Feelings, Toronto, Ontario, Canada.
- 2016-2017 Data analysis support and data collection consultation – Girls E-Mentorship Innovation, Toronto, Ontario, Canada.
- 2016 Program evaluation consultation – Covenant House, Toronto, Ontario, Canada.
- 2015 Data analysis consultation – Catholic Children’s Aid Society, Toronto, Ontario, Canada.
- 2015 Program evaluation consultation – Salvation Army Toronto Harbour Light, Toronto, Ontario, Canada.
- 2015 Program evaluation consultation – Ladies Learning Code, Toronto, Ontario, Canada
- 2014 Program evaluation consultation – KCWA Family and Social Services, Toronto, Ontario, Canada.
- 2014 Program evaluation consultation – Girls E-Mentorship Innovation, Toronto, Ontario, Canada.

**Editorial Service:**

- 2018 – present      Editorial Board Member, *Journal of Community Practice*
- 2017 – present      Editorial Board Member, *Human Service Organizations: Management, Leadership & Governance*
- 2015 – 2020        Editorial Board Member, *Research on Social Work Practice*
- 2010 – 2016        Managing Editor, *Nonprofit and Voluntary Sector Quarterly (NVSQ)*

**Peer Review (Journals, Books, and Conferences):**

- 2021                Manuscript Reviewer for *Voluntas: International Journal of Voluntary and Nonprofit Organizations*  
Book Manuscript Reviewer for *Fernwood Publishing*
- 2020                Manuscript Reviewer for *Iranian Journal of Management Studies*  
Manuscript Reviewer for *Technovation*  
Manuscript Reviewer for *Canadian Journal of Nonprofit and Social Economy Research*  
Manuscript Reviewer for *Nonprofit Management & Leadership*  
Manuscript Reviewer for *Advances in Social Work*  
Manuscript Reviewer for *British Journal of Social Work (x4)*  
Manuscript Reviewer for *Journal of Primary Prevention (x2)*  
Manuscript Reviewer for *Health and Human Services Administration*  
Manuscript Reviewer for *Industrial Marketing Management*  
Manuscript Reviewer for *Canadian Journal of Administrative Sciences*  
Manuscript Reviewer for *Journal of Social Work (x3)*  
Manuscript Reviewer for *International Journal of Nonprofit and Voluntary Sector Marketing (x3)*  
Manuscript Reviewer for *Children and Youth Services Review (x3)*  
Manuscript Reviewer for *Social Science & Medicine*  
Conference Abstract Reviewer, *13<sup>th</sup> Annual Association of Nonprofit and Social Economy Research Conference (x10)*  
Manuscript Reviewer for *Nonprofit and Voluntary Sector Quarterly (x4)*  
Manuscript Reviewer for *Human Service Organizations: Management, Leadership and Governance (x3)*  
Manuscript Reviewer for *Journal of Community Practice*  
Manuscript Reviewer for *Violence Against Women*  
Manuscript Reviewer for *Managing Sport and Leisure*
- 2019                Book Reviewer for *University of British Columbia Press*  
Manuscript Reviewer for *Journal of Evidence-Based Social Work*  
Manuscript Reviewer for *Industrial Marketing Management*  
Manuscript Reviewer for *Nonprofit Management & Leadership*  
Manuscript Reviewer for *Journal of Social Work*

- Manuscript Reviewer for *Voluntas: International Journal of Voluntary and Nonprofit Organizations*
- Manuscript Reviewer for *Employee Relations*
- Manuscript Reviewer for *Creativity Research Journal*
- Manuscript Reviewer for *Children and Youth Services Review* (x3)
- Manuscript Reviewer for *Human Service Organizations: Management, Leadership and Governance* (x4)
- Manuscript Reviewer for *Journal of Public and Nonprofit Affairs* (x2)
- Conference Abstract Reviewer, *12<sup>th</sup> Annual Association of Nonprofit and Social Economy Research Conference* (x5)
- Manuscript Reviewer for *Research on Social Work Practice* (x3)
- Manuscript Reviewer for *Journal of Community Practice*
- Manuscript Reviewer *Canadian Journal for the Scholarship of Teaching and Learning* (x2)
- Manuscript Reviewer for *Nonprofit and Voluntary Sector Quarterly* (x3)
- Manuscript Reviewer for *Social Work Education* (x2)
- 2018
- Manuscript Reviewer for *Canadian Journal of Nonprofit and Social Economy Research*
- Manuscript Reviewer for *European Journal of Social Work*
- Manuscript Reviewer for *Journal of Community Practice*
- Manuscript Reviewer for *Addiction Research & Theory*
- Manuscript Reviewer for *Clinical Social Work Journal* (x4)
- Manuscript Reviewer for *Canadian Social Work Review*
- Manuscript Reviewer for *Human Service Organizations: Management, Leadership & Governance* (x3)
- Manuscript Reviewer for *Area Development & Policy*
- Manuscript Reviewer for *Nonprofit and Voluntary Sector Quarterly* (x3)
- Conference Abstract Reviewer, *11<sup>th</sup> Annual Association of Nonprofit and Social Economy Research Conference* (x15)
- Manuscript Reviewer for *Voluntas: International Journal of Voluntary and Nonprofit Organizations* (x2)
- Manuscript Reviewer for *Journal of Religion & Spirituality in Social Work: Social Thought*
- Manuscript Reviewer for *Nonprofit Management & Leadership*
- Manuscript Reviewer for *International Social Work* (x3)
- Manuscript Reviewer for *Research on Social Work Practice* (x2)
- Manuscript Reviewer for *Journal of the Society for Social Work and Research*
- 2017
- Manuscript Reviewer for *Voluntas: International Journal of Voluntary and Nonprofit Organizations*
- Manuscript Reviewer for *Area Development & Policy*
- Manuscript Reviewer for *Youth & Society*
- Manuscript Reviewer for *Children and Youth Services Review*
- Manuscript Reviewer for *European Journal of Social Work*
- Manuscript Reviewer for *International Social Work* (x2)

- Manuscript Reviewer for *Journal of Community Practice*  
 Manuscript Reviewer for *Nonprofit Management & Leadership*  
 Manuscript Reviewer for *Nonprofit and Voluntary Sector Quarterly* (x3)  
 Conference Abstract Reviewer, *10<sup>th</sup> Annual Association of Nonprofit and Social Economy Research Conference* (x11)  
 Manuscript Reviewer for *Human Service Organizations: Management, Leadership, and Governance* (x2)  
 Manuscript Reviewer for *Research on Social Work Practice* (x6)  
 Manuscript Reviewer for *Journal of Groups in Addiction and Recovery*  
 Manuscript Reviewer for *Innovation: The European Journal of Social Science Research*
- 2016 Manuscript Reviewer for *Youth & Society*  
 Manuscript Reviewer for *Nonprofit and Voluntary Sector Quarterly*  
 Manuscript reviewer for *Journal of Policy History*  
 Manuscript reviewer for *Social Work & Society*  
 Manuscript reviewer for *Journal of Community Practice* (x2)  
 Manuscript reviewer for *Journal of Social Work*  
 Manuscript reviewer for *Nonprofit Leadership and Management*  
 Manuscript Reviewer for *International Journal of Human-Computer Interactions* (x2)  
 Manuscript Reviewer for *Advances in Social Work*  
 Manuscript Reviewer for *British Journal of Social Work* (x2)  
 Manuscript Reviewer for *Research on Social Work Practice* (x7)
- 2015 Manuscript Reviewer for *Voluntas: International Journal of Voluntary and Nonprofit Organizations*  
 Manuscript Reviewer for *Nonprofit Management & Leadership*  
 Manuscript reviewer for *Youth & Society*  
 Manuscript Reviewer for *Human Service Organizations: Management, Leadership, and Governance* (x2)  
 Manuscript reviewer for *Nonprofit and Voluntary Sector Quarterly*  
 Manuscript reviewer for *International Social Work*  
 Manuscript reviewer for *Journal of Social Work* (x3)  
 Manuscript reviewer for *Research on Social Work Practice* (x6)  
 Manuscript reviewer for *Journal of Poverty* (x2)
- 2014 Manuscript reviewer for *Research on Social Work Practice*  
 Manuscript reviewer for *Youth & Society*  
 Manuscript reviewer for *British Journal of Social Psychology*  
 Manuscript reviewer for *International Social Work*  
 Manuscript reviewer for *Journal of Social Work*  
 Manuscript reviewer for *Advances in Social Work* (x3)  
 Manuscript reviewer for *Canadian Journal of Urban Research*  
 Manuscript reviewer for *Journal of Poverty*
- 2013 Manuscript reviewer for *Canadian Journal of Urban Research*

- Manuscript reviewer for *Action Research Journal*  
 Chapter reviewer for the edited book *Innovative nonprofits: Organizations that make a difference*  
 Manuscript reviewer for *International Social Work*  
 Manuscript reviewer for *Journal of Social Work* (x2)
- 2012 Manuscript reviewer for *Canadian Journal of Urban Research*  
 Manuscript reviewer for *Journal of Enterprising Communities*  
 Manuscript reviewer for *International Social Work* (x2)  
 Manuscript reviewer for *Social Work Education* (x2)  
 Manuscript reviewer for *Nonprofit and Voluntary Sector Quarterly* (x2)
- 2011 Manuscript reviewer for *Journal of Social Work*  
 Manuscript reviewer for *Canadian Journal of Urban Research*  
 Manuscript reviewer for *Nonprofit and Voluntary Sector Quarterly*

#### **Peer Review (Research Grants/Awards):**

- 2021 Grant Reviewer for *Insight Grants Program*, Social Sciences and Humanities Research Council, Government of Canada
- 2018 Reviewer – 2018 Best Article Award, *Nonprofit and Voluntary Sector Quarterly*  
 Grant Reviewer for *Occupational Health and Safety Futures*, Government of Alberta  
 Grant Reviewer for *National Science Centre*, Government of Poland  
 Grant Reviewer for *Elevate Program*, Mitacs  
 Reviewer – 2018 Best Article Award, *Research on Social Work Practice*
- 2017 Reviewer for *Canada Research Chairs Program*, Government of Canada  
 Grant Reviewer for *National Science Centre*, Government of Poland  
 Grant Reviewer for *Accelerate Program*, Mitacs  
 Grant Reviewer for *Insight Grants Program*, Social Sciences and Humanities Research Council, Government of Canada  
 Reviewer – 2017 Best Article Award, *Research on Social Work Practice*

#### **MEMBERSHIP IN PROFESSIONAL SOCIETIES AND ASSOCIATIONS**

- 2016 – Registered Social Worker, Ontario College of Social Workers and Social Service Workers
- 2014 – Association for Nonprofit and Social Economy Research (ANSER)
- 2016 – 2018 Society for Social Work and Research (SSWR)  
 2013 – 2014

2010 - Association of Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

2008 – 2010 Registered Social Worker, Alberta College of Social Workers (ACSW)

### **AWARDS/STUDENTSHIPS/FELLOWSHIPS/RECOGNITIONS**

2018 Nomination by 11 MSW students for Factor-Inwentash Faculty of Social Work Teaching Award, University of Toronto

2017 Early Researcher Award, Ministry of Research and Innovation, Government of Ontario (\$100,000 – Research Funding)

2016 2016 Northeastern Association of Graduate Schools Doctoral Dissertation Award, \$1000 (United States)

2015 2015 Excellence in Reviewing Award, *Nonprofit and Voluntary Sector Quarterly*, Awarded by the Association for Research on Nonprofit Organizations and Voluntary Action, \$500 (United States)

2014 ANSER-ARES Conference Travel Grant, Association for Nonprofit and Social Economy Research, \$1,250 (Canadian)

2014 ANSER-ARES Graduate Student Research Award, Association for Nonprofit and Social Economy Research, \$2,500 (Canadian)

2013-2014 Heyer Foundation Fellowship, School of Social Policy and Practice, University of Pennsylvania, \$3,323 (United States)

2011-2014 Social Sciences and Humanities Research Council Doctoral Fellowship, Government of Canada, \$60,000 (Canadian)

2011-2012 Chai Doctoral Student Fellowship, School of Social Policy and Practice, University of Pennsylvania, \$16,667 (United States)

2011 Graduate and Professional Students' Association Individual Travel Grant, University of Pennsylvania, \$500 (United States)

2010-2014 Doctoral Research Fellowship, School of Social Policy and Practice, University of Pennsylvania, \$160,000 (United States)

2010 Student Publication Award, Faculty of Social Work, University of Calgary, \$300 (Canadian)

2008-2009 Joseph-Armand Bombardier Canada Graduate Scholarship, Fellowships and Institutional Grants Division, Social Sciences and Humanities Research Council, Government of Canada, \$17,500 (Canadian)

- 2008-2009 Dean's Research Excellence Award (SSHRC & CIHR), Faculty of Graduate Studies, University of Calgary, \$3000 (Canadian)
- 2008 Recognition of Excellence Award for Personal Achievement, Faculty of Social Work, University of Calgary
- 2008 Qualitative Analysis Conference Travel Grant, University of New Brunswick, \$450 (Canadian)
- 2008 Students' Union Academic Travel and Conference Grant, University of Calgary, \$200 (Canadian)
- 2007 Louise McKinney Scholarship, Alberta Minister of Advanced Education and Technology, Government of Alberta, \$2,500 (Canadian)
- 2007 Undergraduate Merit Award, University of Calgary, \$1,500 (Canadian)
- 2007 Students' Union Campus Involvement Award, University of Calgary, \$1,000 (Canadian)
- 2007 Program for Undergraduate Research Experience (PURE) Award, University of Calgary, \$6,000 (Canadian) Supervisors – Dr. John R. Graham and Dr. Christine Walsh
- 2006-2007 Undergraduate Student Research Program (USRP) in Health and Wellness, Studentship - University of Calgary, \$2,000 (Canadian) Supervisor – Dr. John R. Graham
- 2006 Canadian Institutes of Health Research Professional Student Research Award, Government of Canada, \$4,251 (Canadian) Supervisor – Dr. John R. Graham
- 2006 Undergraduate Research Award, University of Calgary, \$6,000 (Canadian) Supervisor – Dr. John R. Graham
- 1998 Alexander Rutherford Scholarship, Government of Alberta, \$2,500 (Canadian)