

Curriculum Vitae

Paula M. Nieman, PhD, MSW

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EDUCATION

Ph.D. in Social Work	University of Connecticut School of Social Work Hartford, CT Dissertation: <i>What Does It Mean to “Be” A Social Worker? A Critical Phenomenology of Early-Career Baccalaureate Social Work Practitioners</i>	2021
Master of Science in Social Work	Columbia University School of Social Work New York, NY Method: Practice, Programming & Supervision (Advanced Generalist) Field of Practice: Families and Children	1993
Bachelor of Arts in Psychology	Bowdoin College Brunswick, ME Honors in Psychology, Minor in Philosophy	1985
	University of St. Andrews St. Andrews, Scotland Honors in Social Psychology	1983-4

RESEARCH INTERESTS

Social work education; social work history; BSW history and practice; BSW professional identity; social work values and ethics; field education; aging-out foster youth

ACADEMIC EXPERIENCE

- University of Connecticut School of Social Work** 2021-present
BSW Program Director & Assistant Professor in Residence
- Oversee and administer all aspects of BSW program including: classroom teaching; curriculum development, oversight, and implementation; recruitment of BSW students, and collaboration with undergraduate academic, administrative, and student life offices and departments.
 - Collaborate with Field Education Department on all issues related to BSW field placements.
 - Schedule BSW courses and assign instructional faculty. Support and oversee work of adjunct course instructors.
 - Ensure that the program meets Council on Social Work Education (CSWE) accreditation standards, completing reports as required.
 - Teach courses in the BSW program; teach in the Individuals, Groups, and Families Practice track of the MSW program, if assigned.
 - SOWK 3800 & SOWK 3801: *Field Seminar I & II* Fall 2021 & Spring 2022
 - SOWK 3350: *Research* Spring 2022
 - Provide academic and field advisement to MSW students. Facilitate Field Seminar.

- Chair BSW Committee and collaborate with members to ensure continued program excellence.
- Participate in the pursuit, development, implementation, and leadership of social work training grants.
- Engage in university, School of Social Work, and community level service.
- Co-chair Future of Teaching and Learning strategic planning subcommittee.

Western New England University, Springfield, MA

Coordinator of Field Instruction 2013-2021

- Oversee all aspects of field education for students in undergraduate social work program accredited by Council on Social Work Education.
- Develop field placements for three separate field practica for BSW students: junior-year micro-practice practicum (90 hours), junior year macro-practice practicum (120 hours), and senior field placement (450 hours). Identify placement sites in community organizations. Ensure that placements meet CSWE accreditation requirements and BSW program expectations.
- Develop and deliver orientation and training curriculum to all field instructors.
- Match students' learning needs to appropriate placements, coordinate the placement process, monitor students' progress, and resolve any problems or concerns related to field placements.
- Create and regularly revise field instruction policy manuals for students and field instructors.
- Coordinate trainings, workshops, and year-end receptions for students and field instructors.

Faculty Field Liaison 2006-2021

- Monitor students' progress in field placements via telephone, email, and in-person contact.
- Intervene with students and field instructors as necessary, ensuring both adequate student learning of practice skills and ethical and competent social work practice by student interns.
- Conduct agency site visits with all students and field instructors, at least once/semester
- Teach and/or oversee integrative seminars associated with field education.

Professional Educator (full-time non-tenure-track faculty) 2007-2021

- Develop and teach courses across the social work curriculum in CSWE-accredited BSW program
Courses include:
 - SW 100: *Introduction to Social Work* 2005-2013
 - SW 300: *Pre-practicum Seminar* 2013-2021
 - SW 301: *Social Work Methods I: Micro-level social work practice* 2008-2012
 - SW 302: *Social Work Methods II: Interviewing Skills* 2009-2013
 - SW 305-6: *The Helping Relationship Field Seminar* 2006-2015, 2019
 - SW 314: *Macro-Practice Field Seminar* 2011-2021
 - SW 321: *Empowerment Practice with Underserved Populations* 2018
 - SW 404: *Social Work with Groups and Families* 2005-2008
 - SW 414-415: *Integrative Field Seminar* 2012-2021
 - SW 419: *Social Work and Research* 2005-2013, 2017-2020
 - SW 420: *Social Work Research Seminar* 2009-2014, 2018-2021
- Support student recruitment and retention efforts, including panel presentations at university events and mock classes for prospective students.
- Plan and co-facilitate semi-annual Social Work Department Advisory Board meetings.
- Provide both formal academic advisement to BSW undergraduate students and informal mentorship related to professional development and graduate study decision-making.

Director of Assessment (*Department of Social Work*) 2006-2021

- Coordinate ongoing outcomes-based assessment of BSW program, ensuring compliance with Council on Social Work Education (CSWE) Educational Policy and Accreditation Standards (EPAS).
- Collect and analyze data related to student outcomes on annual basis.

- Prepare and submit the social work department's annual assessment report to the Dean of the College of Arts and Sciences and the university's Director of Assessment.
- Participated in all aspects of CSWE re-affirmation process (2007 and 2014). Attended CSWE re-affirmation training (2013 and 2019). Compiled assessment data. Wrote and edited numerous chapters of the program's self-study report. Participated in CSWE re-affirmation site visit.

Visiting Instructor (half-time faculty) 2005-2007

- Taught 2-3 courses/semester in accredited BSW program (see above).

University of Connecticut School of Social Work, West Hartford, CT

Field Instructor 2002

- Provided educationally-focused supervision to MSW student in foster care agency setting.

Springfield College School of Social Work, Springfield, MA

Field Instructor 2000-2003

- Completed SIFI (Seminar in Field Instruction) training.
- Provided educationally-focused supervision to MSW students in foster care agency setting.

RESEARCH EXPERIENCE

University of Connecticut School of Social Work, Hartford, CT 2021

Dissertation

What Does it Mean to "Be" a Social Worker? A Critical Phenomenology of Early-Career Baccalaureate Social Work Practitioners.

Dissertation Committee: Dr. Kathryn Libal (Chair), Dr. Nina Heller, and Dr. Nancy Naples.

Research Assistant 2014-2015

"You know, group work is so powerful! This stuff changes their lives" Conducted qualitative analysis of focus group data, evaluating training program for support group facilitators.

Primary Investigator: Brenda Kurz, Ph.D., funded by Children's Trust Fund.

Co-Investigator 2014

The Influence of Professional Identity and Level of Empowerment on Political Participation of MSW Students. Co-Investigators: Jason Ostrander, Adelaide Sandler.

Western New England University, Springfield, MA

Co-Investigator 2018-2021

Mentored and oversaw survey conducted by undergraduate social work students

- *Student Perceptions of Sexual Assault Prevention at Western New England University*
- *Western New England University Student Veterans' Understanding of the Term "Veteran Friendly"*
- *Is Food Insecurity Happening at Western New England University?*

Research Mentor/Course Instructor 2009-2014, 2017-2021

Oversaw student research/evaluation projects. Communicate with agency administrators and university IRB Chair to ensure appropriate and ethical data collection and analysis.

PROFESSIONAL PRACTICE EXPERIENCE

Berkshire Center for Families and Children, Pittsfield, MA

Program Supervisor, Healing Homes 2004-2005
 Recruited and trained foster parents in intensive foster care program. Assessed needs of referred children and coordinated placements. Oversaw case management services. Collaborated to develop programming for Treehouse Easthampton Meadows, an intergenerational community comprised of older adults and families adopting children from the child welfare system. Hired, trained, and supervised case management staff.

Dare Family Services, Springfield, MA

Clinical Supervisor 1999-2003
 Supervised casework staff in intensive foster care program. Provided field instruction to MSW student interns. Participated as member of management team responsible for quality assurance and program development. Provided on-call emergency response to over 100 foster families.

Mentor Supervisor 1995-1999
 Headed treatment team providing intensive foster care placements for children and youth. Provided case management, family mediation, crisis intervention and advocacy. Facilitated weekly supervision, training, and support group for foster parents.

Center for Urban Community Services, New York, NY

Program Director, The Edgecombe 1993-1995
 Directed social service program in SRO residence for formerly homeless adults with severe and persistent mental illness. Supervised program staff. Coordinated job skills development program for residents in numerous supported residences throughout upper Manhattan.

Center for Family Life in Sunset Park, Brooklyn, NY

Workshop Leader, Summer Youth Employment Program 1993
 Oversaw summer job placement for 130 adolescents. Supervised paraprofessional staff. Developed and taught workshops on career exploration, job skills and sexual decision-making.

Graduate Social Work Intern 1992-1993
 Provided counseling to children, couples, and families. Co-led therapeutic group for latency-age children. Co-directed afterschool service-learning program for middle-school students.

Regent Family Residence, New York, NY

Graduate Social Work Intern 1991-1992
 Provided case management for homeless families in city-run shelter. Developed and led client support group.

South Middlesex Opportunity Council, Framingham, MA

Program Manager, Journey Inn Family Shelter 1989-1990
 Managed all aspects of daily operation of operation of shelter for homeless families. Supervised counseling and casework staff.

Project PLACE, Boston, MA

Program Coordinator, Hotline and Mutual Support Group Program 1987-1988
 Coordinated advocacy and meal program for homeless adults and volunteer-staffed crisis hotline and support group program. Created training curriculum for volunteer counselors and group leaders. Maintained information and referral database. Assisted with grant writing.

Volunteer Coordinator, Homeless Resource Center and Hotline 1986-1987
 Recruited and trained volunteer hotline staff. Led trainings in basic counseling skills.

PRESENTATIONS

Peer-Reviewed Presentations

Nieman, P. (2020). *“Autopilot zombies” or “heartbroken all the time”*: Emotional dimensions of BSW practice. (poster) Accepted to The Council on Social Work Education Annual Program Meeting. Denver, CO.

Nieman, P. (2020). *Becoming a supervisor: Managing a new professional role*. National Association of Social Workers, Massachusetts Chapter, Symposium 2020, Framingham, MA. (Rescheduled for 2021 due to COVID-19)

Nieman, P. (2019). *Community scavenger hunts: Experiential assignments to develop empathy, knowledge & skills*. The Council on Social Work Education Annual Program Meeting. Denver, CO.

Nieman, P. & Vaccarino, V. (2019). *Using a student-initiated campus food insecurity research project to spark institutional change*. The Association of Baccalaureate Social Work Program Directors' Annual Conference. Jacksonville, FL.

Nieman, P. (2018). *“Being” a social worker: The contested nature of BSW professional identity*. The Association of Baccalaureate Social Work Program Directors' Annual Conference. Atlanta, GA.

Nieman, P. & Kras, D. (2018). *The community scavenger hunt: Exploring community diversity and resources, and broadening student perspectives*. The Association of Baccalaureate Social Work Program Directors' Annual Conference. Atlanta, GA.

Nieman, P. (2017). *Group Supervision: Strategies to support workers, strengthen practice skills, and improve client outcomes*. Workshop presented at 35th Regional Social Work Conference, Western New England University, Springfield, MA.

Nieman, P. (2016). *Becoming a supervisor: Anticipating and managing the challenges of a new job role*. Workshop presented at 34th Regional Social Work Conference, Western New England University, Springfield, MA. (expanded to 1/2 day workshop from 1 ½ hour workshop from 2015)

Ostrander, J., **Nieman, P.**, & Sandler, A. (2015). *Increasing the political participation of social work students: Classroom and fieldwork approaches*. The Council on Social Work Education Annual Program Meeting. Denver, CO.

Nieman, P. (2015). *Becoming a supervisor: Anticipating and managing the challenges of a new job role*. Workshop presented at 33rd Regional Social Work Conference, Western New England University, Springfield, MA.

Nieman, P., Ostrander, J., & Sandler, A. (2015). *Political participation of social work students: professional identity, motivation, specialization, and empowerment*. The Association of Baccalaureate Social Work Program Directors' Annual Conference. Kansas City, MO.

Ostrander, J., **Nieman, P.**, & Sandler, A. (2015). *The Influence of professional identity and level of empowerment on political participation of MSW students* (Poster). University of Connecticut School of Social Work 6th Annual Research & Scholarship Exhibition. West Hartford, CT.

Kurz, B., Letendre, J., Beebe, G., Cohen, L.S., **Nieman, P.**, & Rojas, R. (2015). *"You know, group work is so powerful! This stuff changes their lives"* (Poster). University of Connecticut School of Social Work 6th Annual Research & Scholarship Exhibition. West Hartford, CT.

Ostrander, J., Sandler, A., & **Nieman, P.** (2015). *The influence of professional identity and level of empowerment on political participation of MSW students*. Society for Social Work and Research, Annual Conference. New Orleans, LA.

Nieman, P. & Ostrander, J. (2014). *Let's get political! How busy social workers can and should enhance their political participation*. Workshop at 32nd Regional Social Work Conference, Western New England University, Springfield, MA.

Ostrander, J., **Nieman, P.**, & Sandler, A. (2014). *Social work identity and political participation* (Poster). University of Connecticut School of Social Work 5th Annual Research & Scholarship Exhibition. West Hartford, CT.

Nieman, P. (2012). *Professional ethics and boundaries in the era of Facebook*. Workshop at 30th Regional Social Work Conference, Western New England University, Springfield, MA

Nieman, P. (2011). *Maintaining boundaries in professional relationships: Ethical and practical challenges*. Workshop presented at 29th Regional Social Work Conference, Western New England College, Springfield, MA.

Nieman, P. (2008). *Give me strength! How to use the strengths perspective in assessment and goal-setting with clients*. Workshop presented at 26th Regional Social Work Conference, Western New England College, Springfield, MA.

Invited Presentations

Nieman, P. (2021). *The Role of workers' emotions in social work practice: Tensions and contradictions*. National Association of Social Workers, Pioneer Valley Chapter, CEU Training.

Nieman, P. (2019). *Responding to student food insecurity in the classroom and beyond*. Center for Teaching and Learning, Western New England University.

Nieman, P. (2019). *Safety issues in home visits and terminating with clients*. Social Work Skills for Human Service Personnel, Western New England University Certificate Program, Springfield, MA.

Nieman, P. (2016, 2018, 2019). *Self-Disclosure and professional boundaries*. Social Work Skills for Human Service Personnel, Western New England University Certificate Program, Springfield, MA.

Nieman, P. (2016, 2017, 2019). *Working with reluctant clients*. Social Work Skills for Human Service Personnel, Western New England University Certificate Program, Springfield, MA.

Nieman, P. (2016, 2018, 2019). *Working with client strengths and resources*. Social Work Skills for Human Service Personnel, Western New England University Certificate Program, Springfield, MA.

Nieman, P. (2014). *Working with reluctant clients*. Workshop presented for Social

Work Skills for Human Service Personnel, Certificate Program, Western New England University, Springfield, MA.

Nieman, P. (2012). *Professional ethics and boundaries in the era of Facebook*. Featured speaker at Annual Supervisor's Conference, Smith College School for Social Work, Northampton, MA.

Nieman, P. (2011). *Developing and maintaining boundaries in professional relationships*. Workshop presented to staff of the Parent-Child Development Center, Community Action of Franklin, Hampshire and North Quabbin Regions, Turner's Falls, MA.

Nieman, P. (2010). *Challenges in communication: delivering difficult messages*. Workshop presented to Head Start Program, Westfield, MA.

Nieman, P. (2009). *Skills for engaging clients*. Workshop presented as part of Basic Human Service Skills for Paraprofessionals, Certificate Program, Head Start Program, Southbridge, MA.

Nieman, P. (2008, 2009, 2010, 2011, 2012). *Basic interviewing skills*. Workshop presented as component of Basic Human Service Skills for Paraprofessionals, Certificate Program, Western New England College, Springfield, MA.

PUBLICATIONS

Kurz, B., Letendre, J., **Nieman, P.**, Smith Cohen, L. & Beebe, G. (2019) Group work is ... powerful! This stuff changes ... lives: training on group processes for facilitators of curriculum-based groups, *Social Work with Groups*, DOI: 10.1080/01609513.2019.1670122

Ostrander, J., Bryan, J., Sandler, A., **Nieman, P.**, Clark, M., Loveland, E., and Smith, T.R. (2018). "The political participation of first year social work students: Does practice specialization matter?" *The Journal of Sociology and Social Welfare* 45(3): 39-59.

AWARDS

Sterling Doctoral Research Facilitation Fund University of Connecticut School of Social Work	2019
Konover Dissertation Stipend University of Connecticut School of Social Work	2016-2017
Mary Elizabeth Sterling Scholarship University of Connecticut School of Social Work	2014-2015 and 2015-2016
Vicki and Michael Konover Graduate Fellowship University of Connecticut School of Social Work	2013-2014
Debra and Bruce Fischman Endowed Scholarship University of Connecticut School of Social Work	2012-2013

COMMUNITY ENGAGEMENT and SERVICE

Association of Baccalaureate Social Work Program Directors (BPD) December 2020-present
Growing Leaders Initiative (inaugural cohort)
 Selected for the inaugural cohort of mid-career social work educators; collaborate with cohort members and BPD organizational leadership to identify needs of mid-career social work educators, to develop programming to address these needs, and to support the organization’s growth and sustainability.

President’s Visioning Committee, Western New England University September 2020
 Selected to represent the social work department in envisioning the future of the institution, developing a new mission statement of the College of Arts & Sciences, and identifying strategic goals and objectives.

Antiracism Reading & Reflection Group, Chesterfield, MA June 2020-present
 Biweekly discussion, reflection, and advocacy group for White people seeking to understand and enact antiracism in their personal, professional, and civic lives.

United Way of the Pioneer Valley, Springfield, MA 2020-2021
Food & Housing Insecurity on College Campuses Working Group
 Working group of representatives from Western MA colleges and universities and hunger/food justice organizations.

Western New England University

Social Work Advisory Board 2005-2021

- Co-facilitate semi-annual meetings.
- Present outcome assessment data to board members.
- Seek and utilize input from board members about current social service agency climate in Western MA region in planning of curriculum and field education placements.
- Engage board members in annual student portfolio review process.

Campus Food Insecurity ad hoc working group 2018-2021

- Present needs assessment data related to food insecurity to university’s Board of Trustees.
- Share hunger and food insecurity resources with College of Arts & Sciences Faculty.
- Developed and presented training for faculty on food insecurity among university students.
- Collaborate with coordinator of the Bear Necessities Market, an on-campus food pantry.

Social Work Department Hiring Committee 2014

- Hired full-time social work faculty member.

Social Work Department, Dual Enrollment Initiative 2010-2013

- Coordinated and conducted outreach to local high school students. Taught integrated and high-school-student-only Introduction to Social Work courses.

Social Work Advisory Council 2006-2011

- Planned annual regional social work conference.

PROFESSIONAL AFFILIATIONS and MEMBERSHIPS

- Licensed Certified Social Worker (LCSW) in Massachusetts (continually, since 1998)
- Licensed Social Worker in New York (1994-1996)
- Association of Baccalaureate Social Work Program Directors, Inc. (BPD), current member
- National Association of Social Workers (NASW), current member
- Council on Social Work Education (CSWE), current member

- North American Network of Field Educators & Directors (NANFED), current member
- Society of Social Work Research (SSWR), intermittent member
- International Association of Social Work with Groups (IASWG), intermittent member