

# CURRICULUM VITAE

**Dale K. Fitch**

## **Personal Information**

Office Address            703 Clark Hall  
School of Social Work  
University of Missouri  
Columbia, Missouri 65211  
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## **Education**

2001                        Ph.D.  
School of Social Work  
University of Texas at Arlington

1984                        M.S.S.W.  
School of Social Work  
University of Texas at Arlington

1981                        B.A. (Religion)  
Oklahoma Baptist University

## **ACADEMIC AND PROFESSIONAL EXPERIENCE**

2009 – Present            Assistant Professor, School of Social Work, University of Missouri

2001 – 2009                Assistant Professor, School of Social Work, University of Michigan

1999 – 2000                Adjunct Professor, School of Social Work, University of Texas at  
Arlington

1992 – 1998                Adjunct Professor, Field Instructor, School of Social Work, University  
of Missouri-Columbia

1998 – 1999                Social Services Coordinator/Data Analyst, Harris Methodist Hospital,  
Fort Worth, Texas

1991 – 1998                Medical Social Worker; Associate Director, Child Protection Program,  
University of Missouri Hospital & Clinics, Columbia, Missouri

1990 – 1998                Therapist, Mid-Missouri Mental Health Center, Columbia, Missouri

1989 – 1990                Medical Social Worker, Children's Hospital of Oklahoma,  
Oklahoma City, Oklahoma

1989 – 1990                      Therapist, Parents Assistance Center, Oklahoma City, Oklahoma  
1986 – 1989                      Therapist, Lode Star Center, Moore, Oklahoma  
1985 – 1989                      Therapist, Central Oklahoma Juvenile Treatment Center, Tecumseh,  
Oklahoma  
1984 – 1985                      Caseworker, Salvation Army, Fort Worth, Texas

### **REPRESENTATIVE SERVICE**

Family Justice Organization National Advisory Board, 2008 – present.  
Board Member, Human Service Information Technology Applications, 2007 – present.  
Vista Maria Professional Advisory Group, 2003 – present.  
Washtenaw County 2-1-1 Advisory Board, 2004 – present.  
Core Leadership Team Member, Washtenaw County Blueprint on Aging, 2006 – present.  
ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action):  
Member; Recruitment Committee, 2004 – 2006.  
Advisory Committee, Southeast Michigan Information Center, 2001 – 2004.  
Board Member, Missouri Chapter of the National Committee to Prevent Child Abuse, 1996 –  
1998.

### **EDITORIAL BOARD MEMBERSHIP**

Consulting Editor – Journal of Social Work Education, 2008 – present.  
Consulting Editor – Social Work, 2007 – present.  
Journal of Technology in Human Services, 2006 – present.  
*Associate Editor – Software Application Reviews*  
International Journal of Applied Systemic Studies, 2006 – present.  
Occasional Reviewer – Journal of Evaluation and Planning, Children and Youth Services  
Review

### **SCHOLARLY/RESEARCH SUPPORT**

All PI except where noted  
May 2003 – April 2004  
Kellogg Foundation Global Program on Youth  
“Head Start Family Information System - Phase II

Amount of Funding \$23,948

July 2003 – June 2005

University of Michigan Office of the Vice President for Research  
“Legal Outcomes for Abusive Head Trauma Cases”  
Amount of Funding \$10,000

February 2004 – August 2005

University of Michigan Office of the Provost  
“Evaluating Portfolio Approaches for the School of Social Work”  
Amount of Funding \$10,000

February 2005 – December 2005

ITCommons Emergent Project Award  
“The Use of ePortfolios and XML in Evaluating Curriculum and Student Learning”  
Amount of Funding \$8,688

June 2005 – May 2007

University of Michigan Office of the Provost  
“A Study of Social Workers’ Genetic Beliefs” (co-PI)  
Amount of Funding \$14,781

July 2007 – December 2007

The Guidance Center's Center for Excellence  
“Design for a Virtual Workforce Database Management System”  
Amount of Funding \$22,936

January 2008 – December 2008

Michigan Supreme Court  
“Court Improvement Data Grant Project”  
Amount of Funding \$41,300

**Award Totals: \$131,653**

## **PUBLICATIONS**

Fitch, D., & Grogan-Kaylor, A. “Using agency data for evidence-based programming: A university–agency collaboration.” Evaluation and Program Planning, 2011, vol. 35(1), pp. 105 – 112. doi:10.1016/j.evalprogplan.2011.08.004

Quinn, Andrew; Fitch, Dale; and Youn, Eric. “Considering Construct Validity in Distance Educational Research in Social Work Education.” Journal of Social Work Education, 2011, vol. 47(2), pp. 321 – 336.

Fitch, Dale. “Homeless Management Information System Customization Intervention.” Journal of Human Behavior in the Social Environment, 2010, vol. 20(2), pp. 255 – 271.

Fitch, Dale. “A Shared Point of Access to Facilitate Interagency Collaboration.” Administration in Social Work, 2009, vol. 33(2), pp. 186 – 201.

Fitch, Dale; Peet, Melissa; Glover Reed, Beth; and Tolman, Rich. "The use of ePortfolios in evaluating the curriculum and student learning." Journal of Social Work Education, 2008, vol. 44(3), pp. 37-54.

Fitch, Dale; Gibbs, Tashira; Peet, Melissa; Glover Reed, Beth; and Tolman, Rich. "XML and ePortfolios." Journal of Educational Technology Systems, 2007-2008, vol. 36(3), pp. 319-333.

Fitch, Dale. "Wherefore Wikis?" Journal of Technology in Human Services, 2007, vol. 25(4), pp. 79-85.

Fitch, Dale; Shaffer, Jason. "An Alternative Database Table Design." Journal of Technology in Human Services, 2007, vol. 25(3), pp. 57-79.

Fitch, Dale. "Structural Equation Modeling the Use of a Risk Assessment Instrument in Child Protective Services." Decision Support Systems, 2007, vol. 42(4), pp. 2137-2152.

Fitch, Dale. "Examination of the Child Protective Services Decision-making Context with Implications for Decision Support System Design." Journal of Social Service Research, 2006, vol. 32(4), pp. 117-134.

Fitch, Dale. "General System Theory and the Child Abuse Investigation Decision Making Context." Journal of Applied Systems Studies, 2005, vol. 6(2).

Spencer, Michael; Fitch, Dale; Grogan-Kaylor, Andrew; and McBeath, Bowen. "The Equivalence of the Behavior Problem Index Across Racial Groups." Journal of Cross Cultural Psychology, 2005, vol. 36(5), pp. 573-589.

Fitch, Dale. "Diffusion of Technology in the Human Services." Journal of Teaching in Social Work, 2005, vol. 25(1/2), pp. 191-204. Also reprinted in R. L. Beaulaurier & M. Haffey (Eds.), Technology in Social Work Education and Curriculum: The High Tech, High Touch Social Work Educator. New York: Haworth.

Fitch, Dale. "Client Controlled Case Information: A General System Theory Perspective." Social Work, 2004, vol. 49(3), pp. 497-505.

Schoech, Dick; Fitch, Dale; MacFadden, Robert; & Schkade, Lawrence. "From Data to Intelligence: Introducing the Intelligent Organization." Administration in Social Work, 2001, vol. 26(1), pp. 1-22.

### **BOOK CHAPTERS (Peer reviewed)**

Fitch, Dale. (2006). "A Cybernetic Evaluation of Organizational Information Systems." In B. Williams & I. Iman (Eds.), Systems Concepts in Evaluation: An Expert Anthology (pp 61-74). EdgePress/American Evaluation Association, Point Reyes, CA.

Fitch, Dale. (2007). "Designing Databases Around Decision Making." In M. Cortes & K. Rafter (Eds.), Nonprofits and Technology: Emerging Research for Usable Knowledge (pp 135 – 147). Lyceum Press, Chicago, IL.

## **CONFERENCE PROCEEDINGS (Peer reviewed)**

Fitch, Dale. (2007). "Balancing Evidence-based Practice with Practice-based Evidence: A Cybernetic Framework." International Multi-Conference on Society, Cybernetics and Informatics, Orlando, Florida, vol. 2, 254-258.

## **BOOK REVIEWS**

Fitch, Dale. (2007). [Review of the Book "Information Technology for Social Work: Practice Skills for the 21st Century"]. Administration in Social Work, vol. 31(4).

Fitch, Dale. (2010). [Review of the Book "Qualitative Research Design for Software Users"]. Journal of Qualitative Social Work, vol. 9(2).

## **INVITED PUBLICATIONS**

Fitch, Dale. "Controlling Their Story: Protecting the Privacy of Foster Care Youth." CW360°. Spring 2011, pp. 7, 13-14.

## **MANUSCRIPTS UNDER REVIEW, REVISION, OR IN PREPARATION**

Fitch, Dale and Grogan-Kaylor, Andrew. Examining longitudinal trajectories of behavior change in a residential treatment center. Under review (2<sup>nd</sup> revision). Evaluation and Program Planning.

Fitch, Dale; Kaiser, Michelle; and Parker-Barua, Laura. Student, curricular and state needs: A focus on competency achievement for IV-E programs. Under review. Systemic Practice and Action Research.

Quinn, Andrew; Fitch, Dale; and Flanagan, Ken. Classroom to the field: What happened to research methods? Under review. Research on Social Work Practice.

Fitch, Dale. Modeling organizational feedback within a complexity framework. In preparation.

Fitch, Dale and Kaiser, Michelle. A cybernetic examination of employee engagement and organizational performance. In preparation.

Fitch, Dale and Parker-Barua, Laura. Applying a qualitative approach to understanding organizational cybernetics. In preparation.

## **REPRESENTATIVE CONFERENCE PAPERS AND PRESENTATIONS**

Fitch, Dale. "Child Welfare Meets Technology & Social Media: Help or Hindrance?" Invited presentation presented at the Center for Advanced Studies in Child Welfare Conference on Social Media, Smartphones, and Safety: How Technology is Changing Child Welfare Practice, Minneapolis, Minnesota, April 21, 2011.

Fitch, Dale; Kaiser, Michelle, Parker-Barua, Laura. "Meeting State Expectations and Curricular Needs by Focusing on Competency Achievement." Refereed presentation presented at the Annual Program Meeting of the Council of Social Work Education, Portland, Oregon, October 14-17, 2010

Quinn, Andrew; Fitch, Dale; Flanagan, Ken. "Practice Informs Research: An Examination of How Field Agencies View Research." Refereed presentation presented at the Annual Program Meeting of the Council of Social Work Education, Portland, Oregon, October 14-17, 2010

Quinn, Andrew; Fitch, Dale; Youn, Eric. "Discussing Construct Validity of On-line Education Research for the Purpose of Generalization." Refereed presentation presented at the Annual Program Meeting of the Council of Social Work Education, San Antonio, Texas, November 6-9, 2009.

Fitch, Dale; Glover Reed, Beth. "Automated Curricular Assessment Using Qualitative Data." Refereed presentation presented at the Fourth International Congress of Qualitative Inquiry, University of Illinois at Urbana-Champaign, May 14-17, 2008

Fitch, Dale. "An Electronic Referral System to Facilitate Interagency Case Coordination." Refereed poster presentation presented at the Annual Program Meeting of the Council of Social Work Education, San Francisco, California, October 27-30, 2007.

Alvarez, Antonia; Fitch, Dale. "Integrative Learning and Portfolio Development for Socially Just Practice." Refereed presentation presented at the Annual Program Meeting of the Council of Social Work Education, San Francisco, California, October 27-30, 2007.

Ortega, Robert; Voshel, Elizabeth; Fitch, Dale; Alvarez, Antonia. "Promoting Socially Just Practice in the Field of Social Work: Lessons Learned." Refereed presentation presented at the Annual Program Meeting of the Council of Social Work Education, San Francisco, California, October 27-30, 2007.

Fitch, Dale. "Methodological Considerations Integrating Disparate Human Services Information Systems." Refereed presentation presented at the 8<sup>th</sup> International Conference of HUMAN Services Information Technology Applications, Toronto, Canada, August 26-29, 2007.

Fitch, Dale. "Balancing Evidence-based Practice with Practice-based Evidence: A Cybernetic Framework." Refereed presentation presented at the 3<sup>rd</sup> International Conference on Social and Organizational Informatics and Cybernetics, Orlando, Florida, July 13, 2007.

Fitch, Dale. "I&R Centers and Wikis: The Best of Both Technologies." Refereed presentation presented at the 29<sup>th</sup> I&R Annual Training and Education Conference of the Alliance of Information and Referral Systems, Jacksonville, Florida, May 8, 2007.

Fitch, Dale. "A Shared Point of Access to Facilitate Interagency Collaboration." Refereed presentation presented at the 35<sup>th</sup> Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois, November 18, 2006.

Fitch, Dale. "Realizing Benefits of Participating in HMIS for Consumers and Case Managers." Invited presentation presented at the 2006 National Homeless Management Information System Conference, Denver, Colorado, September 19, 2006.

Fitch, Dale. "Emancipatory Principles in Human Services Information Systems Design." Refereed presentation presented at the South Carolina Technology Conference - Annual Program Meeting of the Council on Social Work Education, Chicago, Illinois, February 18, 2006.

Fitch, Dale; Peet, Melissa; Reed, Beth; Tolman, Richard. "The Use of ePortfolios in Assessing Social Justice Practice Competencies Development." Refereed presentation presented at the Annual Program Meeting of the Council on Social Work Education, Chicago, Illinois, February 18, 2006.

Fitch, Dale; Peet, Melissa; Reed, Beth; Tolman, Richard. "The Use of ePortfolios and XML in Evaluating Curriculum and Student Learning;" "The Use of ePortfolios in Evaluating the Curriculum and Student Learning." Refereed presentations presented at the Annual Program Meeting of the Council on Social Work Education, New York City, New York, February 28, 2005.

Fitch, Dale. "Designing Information Systems Around Decision Making." Invited paper presented at the Information Technology Adoption in the Nonprofit Sector Symposium, San Francisco, CA, October 23, 2004.

Spencer, Michael; Grogan-Kaylor, Andrew; Fitch, Dale; and McBeath, Bowen. "The Equivalence of the Behavior Problem Index Across Racial and Ethnic Groups." Refereed paper presented at the Society for Social Work Research, January 18, 2003.

Fitch, Dale. "From Data to Intelligence: Introducing the Intelligent Organization." Presentation at the UM School of Information Collaboratory for Research on Electronic Work, September 24, 2002.

Fitch, Dale. "A Description of the Child Protective Services Investigative Decision Making Context With Implications for Decision Support System Design." Refereed paper presented at the Annual Program Meeting of the Council on Social Work Education, Dallas, Texas, March 8, 2001.

Hernandez, Santos; and Fitch, Dale. "Ideological Dislocation: Implications for Mentoring New Minority Social Workers." Invited presentation, the 24<sup>th</sup> Annual NASW/Texas State Conference, Fort Worth, Texas, November 2, 2000.

Fitch, Dale. "Developing and Evaluating a Decision Support System in Child Protective Services." Refereed paper presented at the 9<sup>th</sup> Annual Child Welfare League of America Information Technology Conference, Atlanta, Georgia, October, 23, 2000.

Fitch, Dale. "The Need for a Systems Based Theory for the Delivery of Human Services via the Internet." Refereed paper presented at the 79<sup>th</sup> Annual Meeting of the Southwestern Social Science Association, San Antonio, Texas, March 31, 1999.

Frasier, Lori; Fitch, Dale; Bopp, Kenneth. "The Economic Costs of Shaken Baby Syndrome Survivors in Missouri." Invited presentations at: 1. The Second National Conference on Shaken Baby Syndrome, Salt Lake City, Utah, September 13-15, 1998. 2. The Wisconsin Conference on Shaken Babies: The Interdisciplinary Challenge, Middleton, Wisconsin, March 23-25, 1998. 3. The Missouri Children's Trust Fund First Annual Conference on Child Abuse Prevention Leadership & Policy, Jefferson City, Missouri, November 12, 1997.

Fitch, Dale. "Child Abuse and Neglect: A Broad Overview of the Dynamics Involved in the Screening, Assessment, Reporting, and Diagnosis of Suspected Cases of Child Abuse and Neglect." Invited presentation to the University of Missouri Hospitals & Clinics and broadcast over the Missouri Telemedicine Network, October 7, 1997.

Fitch, Dale. "Managed Care in a Medical Center Setting: A Social Work Perspective." Invited presentation to the University of Missouri-Columbia, School of Social Work, October 2, 1997.

Fitch, Dale. "Profiles of Sexual Abuse Perpetrators." Invited presentation to the University of Missouri Hospitals & Clinics, Department of Child Health Grand Rounds, November 3, 1995, and the SAFE/CARE training, St. Louis, MO, April 5, 1996.

Fitch, Dale "Child Sexual Abuse and Children with Neurodevelopmental Disorders." Invited presentation to the University of Missouri-Columbia, College of Education, October 6, 1995.

Fitch, Dale. "Hospital Social Work and Child Abuse." Invited presentations to: Columbia Regional Hospital, Columbia, MO, March 22, 1994; University of Missouri-Columbia, College of Education, April 13, 1994; William Woods University, Fulton, MO, October 27, 1994; and, Hedrick Medical Center, Chillicothe, MO, December 12, 1994.

Schneider, Henry; and Fitch, Dale. "Child Sexual Abuse: Individual and Family Dynamics and the Implications for Intervention." Invited presentation to the Office of Continuing Professional Education, University of Missouri-Columbia, Rolla, MO, September 13, 1993.