

University of Missouri, Columbia
School of Social Work
728 Clark Hall
mccowankj@missouri.edu

EDUCATION

PhD 2020	University of Washington, Social Welfare Dissertation: <i>The Practice of Intergroup Dialogue Across Educational Settings</i>	August
MSW	University of Missouri, Columbia Policy, Planning and Administration Thesis: <i>Institutional Isomorphism amongst Substance Abuse Treatment Facilities</i>	May 2015
BA	Stephens College, English/Creative Writing	May 2011
BS	Stephens College, Psychology	May 2011

SPECIAL SKILLS AND AREAS OF KNOWLEDGE

1. Evaluative Research Methods
2. Advanced Training in Statistics
3. Clinical expertise: substance use and mental health treatment, community integrated practice.
4. Teaching expertise: social inequalities, social work practice courses (micro, mezzo and macro), field education

AWARDS, HONORS, GRANTS, & FELLOWSHIPS

2020	Graduate Student Spotlight, (Graduate Opportunity Minority Achievement Program)
2019	Faculty Spotlight, Samuel E. Kelly Ethnic Cultural Center
2018	Student Choice Teaching Award, BASW Program, University of Washington
2017	Multicultural Alumni Partnership Scholarship, University of Washington
2017	Graduate Student Travel Award, University of Washington

- 2017 Graduate and Professional Student Senate (GPSS) Travel Grant,
University of Washington
- 2016 West Coast Poverty Center Annual Poverty Summit Fellowship,
University of Washington
- 2015 Heart of Missouri United Way Graduate Research Fellowship
- 2014 M. Sable Study Abroad Endowment Student Travel Award
- 2014 Missouri Association of Social Welfare Student Travel Award
- 2014 U.S. Autism & Asperger Association 9th Annual World Conference
Travel Award
- 2013 Missouri Association of Social Welfare Student Travel Award

RESEARCH INTERESTS & EXPERIENCE

Interests: I engage a variety of methods such as action research, evaluation research, intervention development implementation science to study social stratification, racial and economic justice, adolescent development, identity formation, sociopolitical development, justice-oriented youth programs.

Experience

Qualitative Researcher & Focus Group Facilitator

Renton Public School District- School Climate Research Practice Project

Colorado State University

Principal Investigator: Tiffany Jones, MSW, PhD

Conceptualize, design and implement research practice project with a local middle and high school

Data Analysis Research Consultant

August 2019 – December 2019

Byrd Barr Place

Principal Investigator: Angela Powell

Analyzed qualitative data for African American Health in King County Study.

Qualitative Researcher & Research Coordinator

2019 – December 2019

Social Emotional Learning (SEL) Research Consortium

Principal Investigator: Charles Lea MSW, PhD

Supported a research-practice project with Federal Way Public Schools. Coordinated with district and school leaders to develop project goals and research methods and qualitative data collection protocols, collecting and analyzing qualitative data,

Developing a plan with school leaders on how the data will be used, and participating in the dissemination strategy developed with the school district, including writing a Final report; and drafting academic manuscripts.

Program Evaluator

2015 – September 2019

Social Development Research Group, Survey Research Division

Northwest Leaders in Substance Abuse Brief Intervention Training Grant

Substance Abuse and Mental Health Administration/ Grant Number: 1H79TI025935-01

Principal Investigator: Kevin Haggerty, PhD, Emiko Tajima, PhD

Monitor and evaluate SBIRT Training Program; collect, track, and analyze survey data. Ensure grantee compliance with SAMHSA Best Practices for CSAT Programs.

Focus Group Facilitator

2016 - 2017

Social Development Research Group, Survey Research Division

Friends of the Children Study

Principal Investigator: Kevin Haggerty, PhD

Facilitated focus groups with foster caregivers, biological caregivers and FOTC mentors across three agency locations: Tampa, FL, Portland OR, and Seattle, WA.

Community-based Program Evaluation

2016 - 2017

Communities in Action, Social Development Research Group

Communities that Care (CTC)

Principal Investigators: R. Catalano, K. Haggerty & Margaret Spearmon

Developed evaluation plan for three evidence-based programs to be implemented in community agencies and schools in Central and Southeast Seattle.

Focus Group Facilitator

2016- 2017

Social Development Research Group

Connecting: LGBTQ Youth in Foster Care

Principal Investigators: Kevin Haggerty, PhD, Susan Barkan, PhD, Amy Salazar, PhD

Facilitated focus groups with foster caregivers, Washington State Children's Administration staff, and LGBTQ2S) foster care alumni. Data analysis and manuscript development.

Data Collection & Budget Manager

2013- 2015

University of Missouri-Columbia, Provost Office

Chancellor's Distinguished Visitor's Program

Reviewed and recommended Distinguished Visitors nominations for visiting scholars. Maintained website, database, visitors' schedule and program budget. Prepared annual reports, promoted visitors and negotiated cost sharing with University departments.

Lead Evaluator of Health and Mental Health Programs

2015– 2015

Heart of Missouri United Way

Community Impact Initiative

Built capacity for evaluation with partner agencies; included consulting with social service agencies to develop logic models, theory of change, process evaluations and outcome measurement tools. Facilitated stakeholder meetings and worked with various advisory councils and sub-committees to implement United Way's Community Impact Model.

PUBLICATIONS

Peer Reviewed Publications

Tajima, E., **McCowan, K.**, Lindhorst, T., Haggerty, K., Rivara, J., Schack, S., Ramey, A., & Jackson, R. (2019). Promoting SBIRT Training for Social Work Students Across Field Settings. *SBIRT Special Issue: Journal of Social Work Practice in the Addictions*.

Haggerty, K & **McCowan, K.**, (2018). Using the Social Development Model to promote a more nurturing society. *Special Issue: Ensure Healthy Development for All Youth Through the Power of Prevention. The Journal of the Society for Social Work and Research (JSSWR)*.

Salazar, A. M., **McCowan, K.**, Cole, J., Skinner, M., Noell, B. +, Colito, J. M., Barkan, S. E., & Haggerty, K. P. (2017). Developing relationship building tools for foster families caring for LGBTQ2S teens. *Child Welfare, special issue on children and youth with diverse sexual orientations and gender identities/expression involved in child welfare and other public systems*.

Reports

McCowan, K., Lea, C., Jones, T., Malorni, A. (2019). Centering Racial Equity:

Examining Adults and Students Perspectives of the Practices that Promote Positive Youth Development and School Climate. Prepared for the Federal Way Public Schools and the Bill & Melinda Gates Foundation Contract OPP1195805 Social Emotional Learning Research-Practice Consortium.

Malorni, A., Jones, T., **McCowan, K.**, Lea, C. (2019). Ensuring Equity: Using Data and Youth Perspectives to Improve School Climate. prepared for the Renton Public School District and the Bill and Melinda Gates Foundation Contract OPP1195805 Social Emotional Learning Research-Practice Consortium.

Jones, T., Lea, C., Malorni, A., Crume, J., **McCowan, K.**, BSK Measurement Tool Project Report (2019) . Prepared for King County, Department of Community and Human Services- Best Starts for Kids Evaluation Team.

Powell, A., **McCowan, K.** (2019). African American Health in Washington State. Prepared for Byrd Barr Place.

Manuscripts in Preparation

McCowan, K. Social Capital for Social Change: Curating Social Networks among Marginalized Young People in Low Income Communities.

Haggerty, K, Skinner, M., Harris, D. & **McCowan, K.** Differences in Stress Response among Black and White Early Adults

PRESENTATIONS

Peer-Reviewed Conference Presentations & Posters

McCowan, K., Jones, T., Lea, C., Malorni, A., Crume, J. (2020). *Racial, Ethnic, and Gender Identity Development: Testing the Reliability and Invariance of a Youth Promotive and Protective Factor Measure with Young People from Diverse Backgrounds*. Paper Symposium: Society for Prevention Research 28th Annual Meeting, Washington D.C. (Accepted)

McCowan, K., Elm, J., Asher Blackdeer, A., Gandarilla Ocampo, M. (2020). *Social-Ecological Resilience Among Communities of Color*. Panel presentation: ResilienceCon 2020, Nashville TN. (Accepted)

McCowan, K. (2019). *Social Capital for Social Change: Curating Social Networks among Marginalized Young People in Low Income Communities*. General Exam Defense Presentation. University of Washington School of Social Work, Seattle WA.

McCowan, K., Morhaf, A., Lindo, E., (2019) *Decolonizing medical education through the*

Pedagogy of the Oppressed. Panel presentation at Department of Family Medicine, University of Washington, Seattle WA.

McCowan, K., Haggerty, K., Lindhorst, T., LaFazia, A., Jackson, T., Shack, S., Tajima, E. (2018). *Creating relevant excellence: SBIRT training in partnership with the county's public behavioral health and recovery department and the school of social work*. Poster presentation: Society for Social Work and Research 22nd Annual Conference, Washington D.C.

McCowan, K., Woods,.E., Moise, E., (2017). *When Academia is not Enough for Feminists of Color in Graduate School*. Panel presentation at National Women's Studies Association: 40 Years After Combahee: Feminist Scholars and Activist Engage the Movement for Black Lives, Baltimore M.D.

McCowan, K. (2017). *Unpacking social capital for low-income youth of color*. Poster presentation at Society for Social Work and Research 21st Annual Conference, New Orleans, Louisiana.

McCowan, K., Woods,.E., Hand, M., Moise, E., (2017). *Connecting graduate student teaching, research, and activism*. Panel presentation at Sociologist for Women in Society, Albuquerque, NM.

McCowan, K., Moise, E. (2016). *Identity, Critical Consciousness & Youth Activism*. Workshop presented at Office of Minority and Diversity Affairs, First Year Diversity and Inclusion Retreat, Auburn, WA.

McCowan, K. Woods,.E., Hand, M., Rodriguez, R., Towne-Arnold, K. (2015). *Women and Crime*. Women and Gender Studies Annual Conference, Columbia, MO.

McCowan, K. (2014). *Mental Health Policy Comparative Analysis: South African & United States*. University of Missouri-Columbia School of Social Work, Columbia, MO.

TEACHING COMPETENCIES

INTERESTS

Social justice & Cultural diversity, social work administration; intellectual & historical foundations of social work practice; intergroup dialogue; introduction to social welfare practice; mental health and substance use courses

Course Experience

Field Education Seminar

2018 –2019 Fordham Graduate School of Social Services, Online MSW Program
Adjunct Instructor & Field Advisor

Facilitating Intergroup Dialogue

Winter 2018

University of Washington, School of Social Work (BASW elective)
Co-Instructor

Building Competencies for Intergroup Dialogue Facilitation

Fall 2017

University of Washington, School of Social Work (BASW elective)
Co-Instructor

Large Group Theory

Spring 2017

University of Missouri-Columbia, School of Social Work (MSW Foundation course)
Teaching Assistant (Faculty Instructor: Cande Iveson)

Historical and Intellectual Foundations of Social Welfare

Fall 2016

University of Washington, School of Social Work
Teaching Assistant (Faculty Instructor: Dr. William Vesneski)

Building Competencies for Intergroup Dialogue Facilitation

Fall 2016

University of Washington, School of Social Work (BASW elective)
Teaching Assistant (Faculty Instructor: Dr. Margaret Spearmon)

Poverty and Inequality

Winter 2015

University of Washington, School of Social Work (MSW foundation course)
Teaching Associate (Faculty Instructor: Dr. William Vesneski)

Policy Analysis

Winter 2015

University of Washington, School of Social Work (MSW elective)
Teaching Associate (Faculty Instructor: Dr. William Vesneski)

Introduction to Social Work Practice

Fall 2015

University of Washington, School of Social Work (BASW foundation course)
Teaching Assistant (Faculty Instructor: Dr. Mary Lou Balassone)

Pharmacology I

Fall 2014

UMKC School of Pharmacy- Columbia Campus
Teaching Assistant (Faculty Instructor: Roger Sommi PharmD, PhD)

<p>Toxicology UMKC School of Pharmacy- Columbia Campus <i>Teaching Assistant</i> (Faculty Instructor: Roger Sommi PharmD, PhD)</p>	Spring 2014
<p>Pharmaceutics I UMKC School of Pharmacy- Columbia Campus <i>Teaching Assistant</i> (Faculty Instructor: Roger Sommi PharmD, PhD)</p>	Spring 2015
Invited Lectures	
<p><i>Equity in Education in Seattle</i> Dream Project, Center for Engagement and Leadership Education University of Washington, Undergraduate Academic Affairs</p>	March 2020
<p><i>Intersectionality & Critical Praxis for Social Workers</i> MSW Course: Poverty and Inequality University of Washington, School of Social Work</p>	February 2020
<p><i>SBIRT: Implications for Practice & Research</i> Screening, Brief Intervention, and Referral to Treatment (<i>SBIRT</i>) (MSW) University of Washington, School of Social Work</p>	February 2018
<p><i>Social Work Practice with Children & Youth</i> Introduction to Social Work Practice (BASW) University of Washington, School of Social Work</p>	February 2018
<p><i>Music of the Movement: Healing Justice</i> Historical Trauma and Healing (MSW) University of Washington, School of Social Work</p>	March 2017
<p><i>Ethics & Policy: Five Days at Memorial</i> Policy Analysis (MSW) University of Washington, School of Social Work</p>	March 2016
<p><i>Community Change Strategies</i> Human Behavior and Social Environment (BASW) University of Washington, School of Social Work</p>	May 2016
<p><i>Introduction to Substance Use & Mental Health Practice</i> Introduction to Social Work Practice University of Washington, School of Social Work</p>	November 2015

Mental Health Policy & Practice in South Africa & United States: A Comparative Analysis
International Social Work & Public Health
University of Missouri-Columbia School of Social Work

SOCIAL WORK PRACTICE EXPERIENCE

Psychiatric Social Worker 2015- 2016

Missouri University Psychiatric Center, Columbia, MO

Conducted social services assessments, developed treatment plans and provided referrals to community, state and federal agencies. Collaborated with patient, families, healthcare providers and other staff regarding patient care and discharge planning.

Substance Abuse Counselor 2014-2015

Compass Health, Columbia, MO

Facilitated individual, group therapy and psychoeducation sessions for adolescents and adults engaged in Substance Use Disorder treatment and recovery.

Job Coach 2012- 2015

City of Columbia's CARE Program, Columbia, MO

Provided youth with career assessment/exploration, case management, job coaching and life skills training for low-income youth and youth with Autism spectrum disorders. Developed and evaluated a Life Skills Curriculum for the CARE Program and substantiate evaluation measures.

Psychiatric Aide 2012- 2014

Missouri University Psychiatric Center, Columbia, MO

Provided direct care to patients with severe mental illnesses in the assessment, adolescent and adult units. Other main duties included assisting with re-socialization, behavior modification, crisis intervention, aggression management, as well as reporting observable changes in resident behavior.

Chaired Performance Improvement group designed to address discharge delays.

PUBLIC SCHOLARSHIP

WORKSHOPS & TRAININGS

<i>Teacher Professional Development: Racial Equity</i> Dimmitt Middle School Seattle Public Schools, Seattle WA	June 2020
<i>Skills for Dialogue Facilitation</i> Pro-Justice Union, Lindbergh High School Seattle Public Schools, Seattle WA	Spring 2020
<i>Spring Intern Training</i> Dream Project, Center for Engagement and Leadership Education University of Washington, Undergraduate Academic Affairs	Spring 2020
<i>Leadership Retreat</i> Queer the Land, LLC Seattle, Washington	December 2019
<i>Racial Equity Training</i> Center for Engagement and Leadership Education University of Washington, Undergraduate Academic Affairs	September 2019
<i>Racial Equity Training</i> Risdon Middle School Seattle Public Schools	May 2019
<i>Series: Unpacking Anti-Blackness & Anti-Black Racism</i> Powerful Voices Seattle, WA	June 2019-Present
<i>Critical Youth Development</i> Progressive Millennials for Action: Books not Prisons Panel Seattle, WA	May 2017
<i>Cultivating Resilience for Youth Well-Being</i>	December 2017

Na'ah Illahee Fund: A Catalyst for Native Women & Girls
Seattle, WA

Capacity-Building Workshop I: Building Evidence for your Program July 2017
Communities in Action
Seattle, WA

Capacity Building Workshop II: Implementing Effectiveness-Based Programs July 2017
Communities in Action
Seattle, WA

PUBLIC SPEAKING

Community Conversations Moderator October 2019 – Present

No Small Talk: Exploring Blackness through Candid Conversations
Northwest African American Museum
Seattle, WA

Topic: "Loving Black"
February 2020

Topic: "Color & Cannabis"
January 2020

Topic: "Food for Thought"
November 2019

Topic: "Social Capital"
December 2019

Topic: "Mental Well-Being"
October 2019

UNIVERSITY SERVICE

UNIVERSITY OF WASHINGTON

<i>Student Representative, PhD Admissions Committee</i>	Winter 2020
<i>Student Representative, Faculty Recruitment Committee</i>	Spring 2019
<i>Board Member, Multicultural Alumni Partnership</i>	2018-Current
<i>Member, Compassionate University Initiative: Community Well-Being</i>	2018- 2019
<i>Student Representative, Ph.D Program Committee</i>	2016—2018

<i>Chair, School of Social Work PhD Social Justice Committee</i>	2016- Current
<i>President, Association of Black Social Work Students</i>	2016–2019
<i>Member, Innovation to Impact Visioning Committee</i>	2016--2019
<i>Student Representative, School of Social Work Equity Council</i>	2016–2017
<i>Committee Member, PhD Program Awards Committee</i>	2016--2017

COMMUNITY SERVICE

<i>Volunteer & Resident Scholar, Estelita’s Social Justice Library, Seattle, WA</i>	2018 – 2020
<i>Executive Board Trustee, UAW 4121, Seattle, WA</i>	2017-Present
<i>Co-Founder, Critical Youth Project, Seattle, WA</i>	2017-Present
<i>Member, Columbia Transition, Columbia MO</i>	2011 – 2016
Department of Elementary and Secondary Education	
<i>Site-Visit Subcommittee Member, United Way, Columbia MO</i>	2013–2015
<i>Advisory Council Member, Heart of Missouri United Way, Columbia MO</i>	2013–2015

PROFESSIONAL AFFILIATIONS

<i>Member, National Association of Black Social Workers</i>	2015-
Present	
<i>Member, Society for Social Welfare Research</i>	
2015-Present	
<i>Member, Society for Women Sociologist</i>	
2016-Present	
<i>Member, National Women’s Studies Association</i>	2015-Present
<i>Member, National Association of Social Workers</i>	
2014-2016	
<i>Member, American Association of University Women</i>	2008-2011